

SUBSTANTIVE AGREEMENT
ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT
FOR THE
GROUPING OF EMPLOYERS FROM THE SAWMILLING INDUSTRY
within the
NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR.

This Agreement is between

THE EMPLOYERS

Consisting of

Merensky Timber, Sappi, Tekwani, Timrite and York

on the one hand

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED

WORKERS' UNION
(CEPPWAWU)

"THE UNION"
on the other hand


The bottom right of the document contains several handwritten signatures and initials. There is a large, stylized signature at the top, followed by 'J.N.' and 'F.E.' below it. A small number '1' is written next to one of the signatures.

1. Preamble

WHEREAS the Employers and the Trade Union have, after mutual agreement been engaged in collective bargaining to review the terms and conditions of employment.

WHEREAS the Parties have now reached an agreement on wages and conditions of employment.

NOW the parties wish to record this agreement in the following terms:

2. The Scope of the Agreement

This agreement shall apply to all wage-earning employees of the Employers. The scope can be extended to other job categories where organized labour can prove to have at least 40% representation of the employees in that category across all the Employers.

3. The Duration of the agreement

This agreement will commence on **1 July 2024** and endure to **30 June 2025**.

4. Wage Increase

The Parties agree to an increase of not less than **6%** on the current actual basic wage effective **1 July 2024** and a further increase of not less than **0.5%** on that newly established wage effective **1 January 2025** to all employees in the Bargaining Unit.

5. Minimum wage

The parties agree that the Industry minimum wage will increase to **R5 379** effective **1 July 2024** and a further increase of at least **0.5%** effective from **1 January 2025** to take the Industry minimum wage to **R5 406**.

In future, the National Minimum Wage increase will only be implemented once the parties have reached an Agreement for the 2025/2026 wage cycle. The variance between the new NMW and the 2024/2025 Industry Minimum Wage will be backdated and paid with the effective implementation of the

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J.N.
F.E.

new Wage Agreement.

6. Maternity leave

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to 60% of monthly basic wage payable for a maximum period of four (4) months.

7. Shift allowance

The Parties agree that the shift allowances payable for night work only, will be not less than 12% of basic wage. It was further agreed that this allowance will be reviewed upward to 12.5% from 1st July 2025.

8. Annual leave

Parties agreed that annual leave payable to employees will be 16 working days per annum. Employers who are currently providing more leave days than the statutory provisions, should continue to do so at no less favorable conditions than currently being provided. It was further agreed that the annual leave will be reviewed upward to 17 working days per annum from 1st July 2025.

9. Hours of work

The normal working week shall comprise of 45 hours of work.

10. Housing allowance

Employers who are currently providing accommodation or an allowance in lieu of accommodation, should continue to provide such at no less favorable conditions than currently being provided.

11. Medical aid

Employers who are currently providing medical aid, should continue to provide such at no less favorable conditions than currently being provided.

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12. Parental leave

Ten (10) days unpaid per occasion.

13. Disaster leave

Parties agreed to five (5) days paid disaster leave per annum. Such an occasion should be declared a disaster by the relevant National Minister of Government.

14. Study leave

The parties agree that study leave will be granted subject to the following:

- 14.1 All studies must be approved by the company before registration. Studies towards matric will be included as approved studies.
- 14.2 One day preparation leave and one day examination leave will be granted.
- 14.3 If the examination day falls on a Monday, before or after a public holiday then only one day examination leave will be granted.

15. Annual bonus

An annual bonus equivalent to a 13th cheque or 4,333 weeks of basic pay will be payable to all employees in the bargaining unit who have completed a full year.

16. Long Service Award

As all employers are currently paying the long service award, they will continue with such payment at the rate no less than the existing value.

17. Full and Final Settlement

The undersigned Parties agree that the afore-going constitute the final Agreement between the parties emanating from the 2024 wage negotiations.

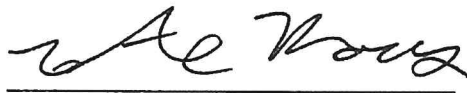
This document constitutes the entire Agreement between the Parties for the 2024/25 wage year and no other variation to this Agreement shall be binding to



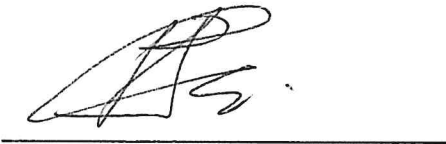
J.N. F.E.

the parties unless such variation is reduced to writing and signed by all Parties to this Agreement.

Thus, done and signed at Johannesburg on this 23rd day of July 2024.



For and on behalf of Employers,
and duly authorized thereto


Witness

For and on behalf of CEPPWAWU,
and duly authorized thereto


F. E. Zwane

Witness