

SUBSTANTIVE AGREEMENT
ON WAGES AND OTHER CONDITIONS OF EMPLOYMENT
FOR THE
VOLUNTARY GROUPING OF NON-PARTY 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, 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*



1. Preamble

WHEREAS the Employers and the Trade Union have, after mutual agreement been engaged in voluntary 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.

3. The Duration of the agreement

This agreement will commence on **1 July 2026** and endure to **30 June 2027**.

4. Wage Increase

The Parties agree to an increase of not less than **4.5%** on the current actual basic wage effective **1 July 2026**.

5. Minimum wage

The parties agree that the industry minimum wage will be increased from **R5 650 to R5 904.25** effective **1 July 2026**.

6. Maternity leave

The Parties agree that the maternity benefits payable to female employees on the birth of a child will be equal to **70%** 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, remains at not less than **12.5%** of basic wage.

8. Hours of work

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

9. Housing allowance

Employers to deal with this matter at company level as is currently the situation.

Impacted employers to engage at plant level.



Parties to report to the monitoring structure by September 2026.

10. Transport allowance

Employers to deal with this matter at company level as is currently the situation.

Impacted employers to engage at plant level.

Parties to report to the monitoring structure by September 2026.

11. Job grading

Employers to deal with this matter at company level and induction(training on Peterson grading) be a formal exercise for all shop steward committees.

Each employer to benchmark against the current/ existing sector job grading, as a consolidated exercise .

Where there are minor discrepancies , they should be resolved by September 2026.

Parties to report to the monitoring structure by September 2026 and engage on the way forward.

12. Disaster leave

Remains the same/ unchanged at five (5) days paid disaster leave per annum. Such an occasion should be declared a disaster by the relevant National Minister of Government.

13. Long Service Award

Employers to deal with this matter at company level as is currently the situation.

Companies not paying from 5 years of long service will report progress by September.

14. Full and Final Settlement

The undersigned Parties agree that the afore-going constitute full and final Agreement between the parties emanating from the 2026 wage negotiations.

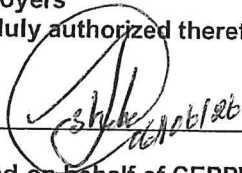
This document constitutes the entire Agreement between the Parties for the 2026/27 wage year and no other variation to this Agreement shall be binding to the parties unless such variation is reduced to writing and signed by all Parties to this Agreement.



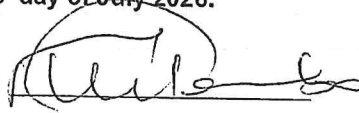
Thus, done and signed at Johannesburg on this day of July 2026.



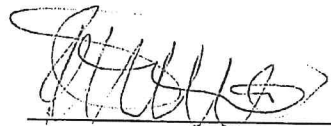
For and on behalf of the
Employers
and duly authorized thereto



For and on behalf of CEPPWAWU,
and duly authorized thereto



Witness



Witness