

Company Logo

COLLECTIVE WAGE AGREEMENT

Between

Union

(‘hereinafter referred to as the “Union”)

And

(hereinafter referred to as the “Company”)

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THE PARTIES HEREBY AGREE AS FOLLOWS:

1. Scope of the Agreement

- 1.1 This agreement is binding to employees of the Company that are within the bargaining Unit.
- 1.2 The terms and conditions contained in this agreement are legally binding in terms of Section 23 (1)(d) of the Labour Relations Act 66 of 1995 as amended, on employees employed by the Company and in areas required to work as per the provision of this agreement, subject to the provisions that it shall remain in force until varied by the Parties, which variation shall be in writing and signed by the Parties.
- 1.3 This Agreement will be specific to employees of the Company in the following Peronmes grades
 - 1.3.1 PG 17 –PG 10.
- 1.4 All other condition of employment not stipulated in this agreement shall remain unchanged.

2. Duration of Agreement

This Agreement shall come into operation with effect from 1 January 2019 until 31 December 2019.

3. Wage Increase

Parties agree to the following Wage Increase on basic salary:

- a) PG 17 – 15 wages shall be increased to 0%
- b) PG 14 – 10 wages shall be increased to 0%

4. Shift Allowance

- 4.1 This allowance will be specific to employees of the Company in the following sections in which the same 12-hours by 4 teams working shift pattern and/or work arrangements are applicable:
 - 4.1.1 Production
 - 4.1.2 Logistics
 - 4.1.3 Dispatch
 - 4.1.4 Laboratory
- 4.2 The allowance shall be equivalent to 16% of Basic salary, payable monthly.

5. Standby Allowance

- 5.1 Standby allowance shall be standardised.
- 5.2 Employees expected to be available for Standby duties, other than emergency teams, shall be paid an allowance at one time and a half for every day expected to be available for standby per week.

6. Other Allowances

- 6.1 In provision to this agreement payable allowances shall be displayed on employee earning slip.

7. Housing Subsidy

- 7.1 Housing subsidy for employees not living in company residents, the subsidy shall be increased by 6.5%.

8. Incentive Bonus Scheme (IBS)

- 8.1 The discretionary incentive bonus shall be payable in two trenches:
a) Partial percentage payable in X December 201 at 0%
b) Remainder percentage payable in March 2019
- 8.2 Conditional that, should any financial catastrophic thing transpire from date of signatory until December 31, 2018, the payable bonus shall be deducted back to the employer.

9. Person Protective Equipment – Winter Jackets

- 9.1 It has been agreed by both parties that the PPE Item of Winter Jackets shall be issued to every employee on a (3) three-year cycle.
- 9.2 Such item shall no longer be trade-off for Safety boots.
- 9.6 Subject to clause 9.1, employees who received jackets in 2018 shall continue with the cycle. Therefore, only employees who didn't receive jackets in 2018 shall be applicable to 9.2. Thereon all employee shall apply to clause 9.2.
- 9.7 This clause comes to effect in January 2019.

10. Further Discussions between Parties

- 10.6 Parties agree to further engage in March 2019 of the matter of Home Ownership on possible solutions.
- 10.7 Including Municipal services.

11. Union Donation

- 11.6 Parties agree that the union donation will increase from by 6.5%.

12. Disputes

Any dispute that may arise as a result of the application and/or interpretation of this Agreement will be dealt by;

- a) Party to give another party in writing their concern
- b) Allow the other party with (30) days to respond to the concern
- c) As per the dispute resolution procedure contained envisaged by the Labour Relations Act.

13. Amendments

- 13.6 The company will notify the Union 30 days in advance if the agreement needs to be amended.
- 13.7 The company will engage in a consultation process with the Union concerned prior to any changes to the agreement.
- 13.8 No amendments shall be effected unless signed by both parties.

14. Long Services Awards

- 14.6 The Union acknowledges that Idwala Lime as a site cannot bargain for a group policy, however Idwala Lime Management will escalate the proposal to Group level.
- 14.7 The Union will be given feedback thereon.

15. Acceptance

THUS SIGNED INTO AGREEMENT ON THIS DAY OF
2018.

BY THE FOLLOWING DULY AUTHORISED REPRESENTATIVES OF THE PARTIES TO THIS AGREEMENT:

FOR AND ON BEHALF OF THE COMPANY:

Signature:	
Initials and surname:	
Job title:	

Signature:	
Initials and surname:	
Job title:	

FOR AND ON BEHALF OF THE UNION:

Authorised signatory:

Signature:	
Initials and surname:	
Job title:	

Witness:

Signature:	
Initials and surname:	
Job title:	

***End of Agreement ***