

**Memorandum of Agreement in respect
Of wage negotiations for 2018 / 2019**

Between

UASA- The Union
(Hereinafter referred to as "the Union")

And

Ushaka Marine World
Herein represented by Durban Marine Theme Park
(Hereinafter referred to as "the Employer")

Preamble

The Parties entered into wage negotiations for the purposes of reaching agreement in respect of an increase in wages for the year 2018/2019. The parties hereby record the agreement reached:-

1. Across The Board increase –

The parties agree to effect an annual increase of 7.5% to all employees permanently employed in the bargaining unit as at 31st March 2018. This is to be retrospective 01st July 2018;

2) Paternity Leave – The employer commits to comply with applicable legislation on Paternity leave once legislated. The parties further agree to engage on this matter through a terms of reference, the aim of exploring the possibility of increasing the accrual of Family responsibility leave.

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3) Casual Wages – The employer will comply with the National Minimum Wage once promulgated as Legislation.

4) Alternative medical aid scheme(s) - The parties agree to move this item to a terms of reference (Annexure A) and will engage on this matter.

5). No Variations

- a. This agreement contains the terms and conditions of the agreement between the parties.
- b. No variations of or abandonment or waiver of rights or obligations shall be binding, unless contained in this agreement or subsequently rendered to writing and signed by the parties.
- c. Save as is provided in this agreement, neither party shall have any claims against the other and hereby waives and abandons all and any such claims.


6) Duration

This agreement shall terminate on the 30 June 2019.

7) The Scope of this Agreement.

This agreement will be applicable to all employees employed in the bargaining unit.

Agreed and signed at Durban on the:

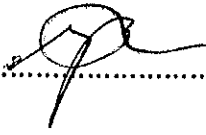
On Behalf of the Union: 



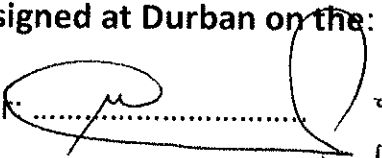
ASN. MM

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As witness:


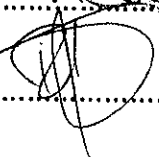
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Agreed and signed at Durban on the:

The Employer: 

As Witness:

30/08/18

1. 
2. 



Wage Negotiations Task Team – Alternative Medical Aid Scheme

a) **Purpose / role of the group:**

The abovementioned task team has been formed to engage on and investigate on the Implementation of alternative medical aid scheme(s) at Durban Marine Theme Park. In order for a medical aid scheme to considered for presentation to employees, the following criteria will need to be met:

- 1) Medical Aid Scheme must be registered with the Medical Aid Council of South Africa;
- 2) Medical Aid Scheme must have a minimum solvency ratio of 25%;
- 3) Medical Aid Scheme must be able to offer a hospital plan and capitated plans;
- 4) Claims payment ratio will be taken into consideration.

b) **Membership:**

This group shall comprise of no more than six (6) members, ie; 3 management representatives and 3 Union representatives. This may include observer members from either party;

A quorum shall comprise of no less than four (4) members with at least two (2) representatives from either party.

c) **Accountability:**

Group members are responsible for providing feedback to their respective constituencies.

d) **Meetings**

- Maximum number of meetings for the parties to engage shall be 4, unless otherwise agreed;
- The first meeting shall be scheduled within 30 days of signing this agreement;
- The implementation date shall be no later than 01st January 2019;

e) **Sharing of information and resources (including confidential materials)**

Requests for information shall be governed by Section 16 of the Labour Relations Act, 66 of 1995.

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f) **Procedures to the Resolution Of Disputes**

Should parties fail to comply with the above terms of reference, any party may refer a dispute under section 24 of the Labour Relations Act, 66 of 1995.

g) **No Variations**

1. This agreement contains the terms and conditions of the agreement between the parties.
2. No variations of or abandonment or waiver of rights or obligations shall be binding, unless contained in this agreement or subsequently rendered to in writing and signed by the parties.

Agreed and signed at Durban on the:

The Union official: *Uphand*

• As witness:

- *[Signature]*
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• On Behalf of Employer *[Signature]*

30/08/18

• As witness:

- *[Signature]*
- *AS Khan*

Dear Gerhard & Janek

as per my promise here is the Signed
WAGE Agreement @ Ushaka.

The Employer has Signed & So has the
Chair.

As the Chair Discussed with you she has
Refused any changes hence no changes -
Have Been made,

I also need to send this to the
Commish, As I promised him.

Av.