

CASE REFERENCE: GAEK5347-18

MEMORANDUM OF 2018/19 WAGE AGREEMENT

entered into by and between

ENSTRA PAPER (PTY) LTD

hereinafter referred to as "The Employer"

ON THE ONE HAND

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION
(CEPPWAWU)

and

UNITED ASSOCIATIONS OF SOUTH AFRICA
(UASA)

and

SOLIDARITY

hereinafter referred to as "The Trade Unions"

ON THE OTHER HAND

ESS

T.S.



DCM

AK M.M.

M.Y.



PREAMBLE

WHEREAS the Employer and the Trade Unions have been engaged in collective bargaining to review the terms and conditions of employment at Enstra Paper.

NOW THEREFORE the Employer and the Trade Unions wish to record the terms of this agreement in the following terms:

1. The Scope of the Agreement

This agreement shall apply to all employees in the current **bargaining unit only** of the Enstra Paper (PTY) Ltd.

2. The Duration of the agreement

This agreement is valid for a period of 2 years commencing on **1 July 2018** to **30th of June 2020**.

3. Wage Increase

The parties agree to an increase of **8 % (eight percent)** on basic wages across the board for all employees in the Bargaining Unit with effect from **1 July 2018**.

Thereafter, the Employer will offer an increase of an average inflation rate from **1 July 2019 to 30 June 2020**. If the average CPI is less than 5,4%, the employer will guarantee an increase of 5.5%. If the average inflation rate is more than 6,5%, all parties will re-enter into collective bargaining process for the period commencing from July 2019 to June 2020 to negotiate wage increase only.

The average inflation rate will be calculated from **June 2018 to May 2019**.

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T.S.
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M.V.

4. **Shift Allowance**

Parties agree to a 0,5% increase on the current shift allowance (10%) for July 2020 to June 2021.

5. **Extension of Bargaining Unit, Transport allowance and other business issues.**

Parties agree to create a platform to discuss the abovementioned issues and other business issues such as productivity improvement and sustainability of the business. Parties agree to establish the work group responsible for dealing with such issues. The structure and the time frames will be confirmed within 30 days of signing the Wage Agreement and be presented to the Enstra Paper Management and the Trade Unions.

The terms of reference for the work group will also be formulated.

6. **Standby allowance**

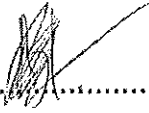
Parties agree to discuss the issue of standby allowance within 3 (three) months of signing the Wage agreement. Parties will formulate the terms of reference. If this matter is not resolved after three months, either party may exercise its rights to refer the matter to the external dispute resolution body.


7. **Full and Final Settlement**

The foregoing will be in full and final settlement of all and any of the Trade Unions demands submitted to Enstra Paper (PTY) Ltd for the 2018/2019 negotiations at Enstra Paper and all other terms and conditions of service not covered by this agreement will remain in force.


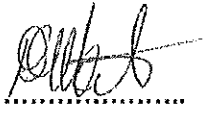
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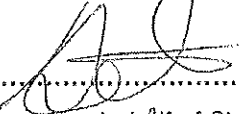
Thus, done and signed at Enstra on this 02 day of July 2018.


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For and on behalf of the Employer
Enstra Paper (Pty) Ltd



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Witness

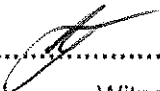

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For and on behalf of the CEPPWAWU

 
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Witness


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For and on behalf of Solidarity


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Witness


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For and on behalf of UASA


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Witness