



WAGE AGREEMENT

for the financial year 2018/2019

entered into between

THE MARKET THEATRE FOUNDATION

(the "Employer")

and

UASA THE UNION

(the "Union")

1. Parties to the agreement are

- 1.1 The Market Theatre
- 1.2 UASA – The Union

2. Purpose

The purpose of this agreement is to record the salary agreement for all UASA members reached for the financial year 1 July 2018 to 30 June 2019. This agreement is effective 1 July 2018, as per policy.

3. Salary

- 3.1 The basic pay for members of staff, excluding Senior Managers, will increase by 5% across the board, effective 1 July 2018.
- 3.2 Staff will receive a guaranteed 13th cheque in December 2018.
- 3.3 Senior Management will table the guaranteed 13th cheque for future years to Council at its meeting on 11 October 2018.

3.4 If the guaranteed 13th cheque for future years is not approved by Council at its meeting on 11 October 2018, UASA members will have the right to strike.

4. Dispute Resolution

4.1 The Union shall not seek a review of wages during the currency of this agreement nor shall it entitle the parties to institute a strike or lockout in support of such a dispute.

4.2 Any dispute regarding the interpretation or application of this agreement will be referred to the CCMA.

4.3 The parties agree to extend the conditions of this agreement to non-parties (non-members within the bargaining unit) to this agreement.


5. Status of Agreement

The parties have signed this agreement on the basis that all got mandates from their constituencies to validate this agreement.

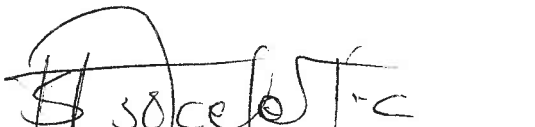
Signed at Johannesburg on **17 September 2018**.



For and on behalf of The Market Theatre Foundation



Witness



For and on behalf of UASA – The Union



Witness