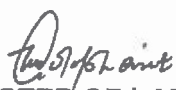


**DEPARTMENT OF LABOUR
NOTICE 21 OF 2017**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR:
EXTENSION OF COLLECTIVE AMENDING AGREEMENT ON CONDITIONS OF
SERVICE FOR THE PULP AND PAPER SECTOR TO NON PARTIES**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby, in terms of section 32(2) read with section 32(3)(b) and (c) and section 32(8) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Wood and Paper Sector** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Sector, with effect from the second Monday after the date of publication of this Notice and for the period ending **31 December 2018**.


MINISTER OF LABOUR
22/12/2016

SCHEDULE**THE NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR**

(Hereinafter referred to as "the Council")

COLLECTIVE AGREEMENT ON CONDITIONS OF SERVICE FOR THE PULP AND PAPER SECTOR

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the:

EMPLOYERS ASSOCIATION FOR THE PULP AND PAPER INDUSTRY

(hereafter referred to as the "employers" or the "employers' organisation") of the one part, and the

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS' UNION
(CEPPWAWU)****UASA-THE UNION**

and

SOLIDARITEIT/SOLIDARITY

(hereafter referred to as the "employees' or the "trade unions"), of the other part, being the parties to the National Bargaining Council for the Wood and Paper Sector to amend the Collective Agreement on Conditions of Service for the Pulp and Paper Sector published under Government Notice No. R. 709 of 10 June 2016.

PART A: SCOPE OF APPLICATION AND DEFINITIONS**1. SCOPE OF APPLICATION**

- 1 The terms of this Agreement shall be observed in the Pulp and Paper Sector of the Wood and Paper as defined in the registered scope of the National Bargaining Council of the Wood and Paper Sector in the Republic of South Africa
- 2 Notwithstanding the provisions of sub-clause 1, the terms of this Agreement shall –
 - (a) only apply in respect of employers and employees who fall within the bargaining unit in the Pulp and Paper Sector;
 - (b) not apply to full-time students and scholars who have obtained employment within the Industry during vacation periods.

2. PERIOD OF OPERATION OF AGREEMENT

- 1 This Agreement shall come into effect from *date of signature by the parties* until **31 December 2018**.
- 2 This agreement shall come into operation in respect of non- parties, on a date to be determined by the Minister of Labour and shall remain in force until force for the period ending **31 December 2018**.

PART B: WORKING TIME AND WAGE**CLAUSE: 3 WAGE AND DETERMINATION OF WAGES**

Substitute the following for the existing clause 4

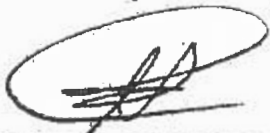
- *1. The minimum wage for the Pulp and Paper Sector which an employer shall pay an employee falling within the Bargaining Unit shall be. R6 047 .00 per month until the expiry of this Agreement.
- 2 Wages will be calculated in accordance with the Collective Agreement on Conditions of Service for the Pulp and Paper Industry.

- 3 Every employer must pay each employee falling within the bargaining unit a wage increase of 7.75% across the board on actual rates with effect from the coming into operation of this Agreement until 30 June 2017.
- 4 The wages for employees as calculated in paragraph 3 above will apply until 30 June 2017.
- 5 Any calculation of wages must be based on the hourly rate of the employee's ordinary working hours and any fraction of a cent after completing the calculation must be adjusted to the nearest cent;
- 6 As a result of the different shift configurations in different workplaces and the reduction of working hours to 42 hours per week without loss of pay for employees in the Bargaining Unit and at no additional cost to the Employers in the Industry, the number of hours per week may differ from workplace to workplace, which, in turn, leads to different rates of basic pay per hour for different workplaces.
- 7 The basic hourly wage in each workplace is as calculated and agreed during the reduction to a 42-hour week.
- 8 The basic daily, weekly and monthly wage in each workplace is therefore as calculated during the reduction of working hours to a 42-hour week. "

THUS DONE AND SIGNED AT JOHANNESBURG ON THIS THE 28 DAY OF OCTOBER.....2018.


Mr. D. Ngwenya
Chairperson of Council


Mr. T.V. Mhlongo,
Vice-Chairperson of Council


Mr. L. Dlamini
General Secretary of Council