

**MEMORANDUM OF COLLECTIVE AGREEMENT ENTERED INTO  
UNDER THE AUSPICES OF THE BARGAINING COUNCIL FOR THE  
GRAIN INDUSTRY BY THE PARTIES TO THE COUNCIL**

## The Parties

The Parties to this agreement are:

# The Employers' Organization for the Grain Industry (The Employer's Organization)

## Food and Allied Workers Union (FAWU)

National Union of Food, Beverage, Wine, Spirits and Allied Workers (NUFBWSAW)  
Solidarity Union  
(The Trade Unions)

## 1. Application

This agreement will apply to members of the Unions excluding the following:

- (1) Employees with less than six months service with any of the members of the Employers' Organizations;
- (2) Seasonal workers and temporary workers;
- (3) Employees who's major source of income is derived from commission, such as insurance and mechanization representatives. However, part sale personnel will be included in the scope of this agreement
- (4) Employees covered by other Bargaining Councils.

## 2. Medical Aid subsidy (grade 1- 4)

The sub-committee on Medical Aid will deal with this matter.

### 3. Compassionate leave

Employers will provide Employees with 3 days family responsibility leave as defined by the Basic Conditions of Employment Act, plus 2 additional days for compassionate leave for death of a family member as defined by the Act herein (3+2). In the case of OVK the status quo will remain as per attached addendum A.

#### 4. Rolling up of grade 5

The matter will be dealt with at Employer level where applicable, and identified posts be re-graded as per normal procedures at that Employer.

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es at that Employer.

## 5. Framework agreement on payment of bonuses

The matter will be dealt with at Employer level.

## 6. Remuneration

### 6.1 Grade 1 – 4

6.1.1 (a) Employees on job grades 1 – 4 will receive an across the board increase of 6% (six percent), on a cost to company basis in respect of the following Employers:

GWK Ltd.  
MGK Ltd.  
OVK Ltd.  
Senwes Ltd.  
Suidwes Ltd.

(b) VKB Ltd. and NTK Ltd. will give an across the board increase of 6,5% for grades 1 – 4.

(c) NWK Ltd. will give an across the board increase of R 130.00 per month on a cost to company basis, refer to Addendum B.

6.1.2 If after the above mentioned increase is implemented, any Employee in job grades 1 – 4 who earn less than R 2000-00 (two thousand rand) per month on a cost to company basis, such Employees will receive an additional increase to bring their salary in line with the R 2000-00 minimum on a cost to company basis.

6.1.3 The minimum wage for the industry for the duration of this agreement will be R 2000-00 (two thousand rand) per month on a cost to company basis.

The Parties agree that despite the contents of clauses 6.1.1 to 6.1.3,

6.1.4 The minimum wage for Suidwes Investments will be R 1990-00 (one thousand nine hundred and ninety rand) per month, on a cost to company basis for the duration of this agreement.

6.1.5 Should any employee of OVK Limited receive an increase of less than 6%, OVK Limited will negotiate with the relevant trade union to finalize the increase in respect of the relevant employees, provided that no employee will receive an increase of less than 5%.

### 6.2 Grade 5 – 11

6.2.1 Save for clause 6.2.3, a minimum increase of 5% (five percent) will be granted on a cost to company basis.

6.2.2 A maximum increase of 7,5% (seven and a half percent) will be applicable.

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6.2.3 The Parties agree that the minimum increase of 5% (five percent) will not apply to OVK Limited and MGK Limited, whose minimum increase will be 4% (four percent). In individual cases where less than 5% (five percent) is implemented and union members are affected, the matter will be discussed with the relevant unions.

#### 7. Extension of Agreement

The Employers will extend the terms and conditions of this agreement to permanent Employees who are not members of the trade union party to this agreement, within the Bargaining Unit.

#### 8. Bargaining Unit

The Parties agree that the Bargaining Unit will be defined within job grade 1 to 11, which does not preclude the Parties from concluding a collective agreement which differentiates between Employees in job grades 1 – 4 and Employees in job grades 5 – 11.

#### 9. Health Care Forum

Health Care Forums will be established as per signed memoranda of understanding and will be functional by 01/07/2007.

#### 10. Night shift allowance

The matter will be dealt with at Employer level, where applicable.

#### 11. Implementation date

This agreement will be implemented on the normal implementation date of each Employer, i.e.

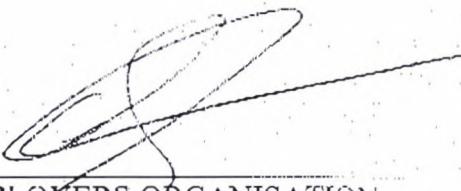
GWK Ltd.	01 July 2007
MGK Ltd	01 March 2007
NTK Ltd	01 March 2007
NWK Ltd	01 March 2007
OVK Ltd	01 April 2007
Senwes Ltd	01 May 2007
Suidwes Ltd	01 March 2007
VKB Ltd	01 March 2007

and will remain in force for a period of 12 months after implementation.

DATED AND SIGNED AT PRETORIA THIS THE

23<sup>rd</sup> DAY OF APRIL 2007.





EMPLOYERS ORGANISATION



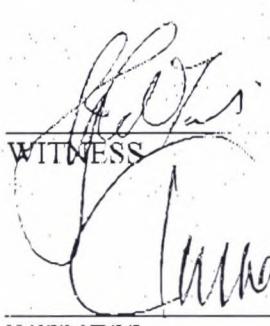
FAWU



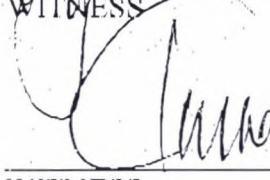
NUFBWSAW



SOLIDARITY UNION



WITNESS



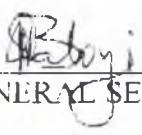
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GENERAL SECRETARY (Bargaining Council for the Grain Industry)

## **ADDENDUM A**

### **COMPASSIONATE LEAVE**

Employers will provide employees with three days family responsibility leave as defined by the Basic Conditions of Employment Act, which may in the case of the death of the employee's spouse, parent or child or adopted child be extended with two days within the discretion of the employer.

A handwritten signature in black ink, appearing to read "John Smith".

## **ADDENDUM B**

The Parties to the Council agree that the Employees who involved themselves in assault incidents will be disciplined in terms of the Employer's procedures.

For any other alleged incidents during the strike, a discussion between the Union, the Employee and Management will be arranged in a view of improving the relationship.

The Employees will report for duty by Wednesday, 25 April 2007.

B. 1900