



GENERAL MILLS

AGREEMENT

Between

FOOD AND ALLIED WORKERS UNION

As a principal and on behalf of its members as defined herein
(hereinafter referred to as the union/FAWU)

and

**GENERAL MILLS SOUTH AFRICA (PTY)
LTD**

Hereinafter referred to as 'the company'

Regarding

**THE 2014/2015 REVIEW OF WAGES AND
OTHER CONDITIONS OF EMPLOYMENT**

Arising from the negotiations on wages and conditions of employment in respect of all bargaining unit employees, which took place during June and July 2014, the parties agreed as follows:

1. Period of Agreement

1.1. The parties agreed to a one year agreement commencing 1 August 2014

2. Wages and Other Terms and conditions of employment

The wages and other terms and condition of employment will be amended as set out below:

2.1 Wage Increase and allowances

From 1 August 2014, current basic wages will be increased by seven percent (7%) on current basic salary for all ungrandfathered and a portion thereof for all partially grandfathered employees.

- ❖ All the below allowances will be taxed and paid via electronic fund transfer (EFT) into the respective employees' banks accounts.
- ❖ New employees will not qualify for all currently ring-fenced allowances.

2.2 Annual Booster

Annual booster is applicable to all employees bound by this agreement. With effect from 1 August 2014 the annual booster payable end January 2015, will remain the same as last year at eight hundred and ten rand only (R810.00).

2.3 Heavy Duty Allowance

Effective 1 August heavy duty allowance will be increased to three hundred rand only (R300.00) per month. This allowance is applicable only to those employees who qualify in accordance with the standard policy.

2.4 Cold Storage Allowance

Effective 1 August the cold storage allowance has been increased to three hundred rand only (R300.00) per month and continues to be ring-fenced to current employees only (as of 2013).

3. Section 23 of Labour Relations Act

3.1 In terms of section 23 (1) (d) of the Labour Relations Act this agreement also binds employees in the bargaining unit who are not members of the Union.

4. Other terms and Conditions of Employment

4.1. All other terms and conditions of employment remain unchanged

5. Continuation

5.1 Despite the provisions of clause 1, should the parties not have settled in respect of the period commencing 1 August 2014, this agreement shall continue in force and effect until settlement is reached

6. Full and Final Settlement

6.1. This agreement is in full and final settlement of all demands which were raised in the negotiations and no party to this agreement may take part in a strike or lockout or in any conduct in contemplation or furtherance of a strike or lockout in respect of any issue covered by this agreement.

7. Implementation Date

7.1 Unless otherwise stated, the wage increases and other changes to terms and conditions of employment referred to in this Agreement shall be implemented with effect from 1 August 2014.

8. General

- 8.1. This agreement contains the full agreement between the parties and no other prior agreements or representations shall be of any binding force or effect
- 8.2. No amendments to this agreement shall be of any force or effect unless and until reduced to writing and signed by the parties

9. Dispute Settlement Procedure

9.1 In the event of any dispute between the union and the company about the interpretation, application or implementation of this Agreement, the parties to the dispute shall follow steps as set out and agreed upon in the Recognition Agreement

10. Signatures

Signed at on this _____ day of August 2014

For and on behalf of **FOOD AND ALLIED WORKERS UNION:**



T. Mabe
Union Official

P. Setabola (Witness)
Union Representative

Signed at Unibro Business Park on this _____ day of August 2014

For and on behalf of **GENERAL MILLS SA**



T. Manaka
Human Resources Manager

N. Suttie
Manufacturing Manager

