

2014/15

NATIONAL SUBSTANTIVE AGREEMENT

ENTERED INTO BY AND BETWEEN

**COCA-COLA CANNERS OF
SOUTHERN AFRICA**

**(PTY) LTD
"THE COMPANY"**

AND

**FOOD AND ALLIED WORKERS UNION
"THE UNION"**

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AGREEMENT

1. PERIOD AND SCOPE

- 1.1 The period of this agreement shall be from 1 April 2014 to 31 March 2015, and supersedes any previous agreement unless otherwise stated.
- 1.2 The agreement shall apply to monthly paid employees in Peromnes Grades 17 to 9 of the following plants:
- CCCSA Epping
 - CCCSA Wadeville

2. BASIC WAGES

The company and the union agree that:

- 2.1 Basic wages is increased by 7, 5% in Peromnes grade 17 to grade 9.
- 2.2 Employees in grades 9 and 10 will receive the negotiated % increase and will receive an additional % increase determined by the individual performance rating.
- 2.3 The new categories for Employees in grade 11 – 17 will be as follows:

GRADE	CATEGORY	CATEGORY	CATEGORY	CATEGORY	CATEGORY
	1	2	3	4	5
17	9,879	10,087	10,141	10,252	10,315
16	10,259	10,475	10,551	10,650	10,712
15	10,671	10,922	11,072	11,155	11,269
14	11,203	11,438	11,570	11,642	11,795
13	11,998	12,325	12,632	12,938	13,258
12	12,807	13,130	13,440	13,743	14,066
11	15,236	15,562	15,879	16,196	16,515

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3. TRANSPORT / TRAVELLING ALLOWANCE

- 3.1 Travel allowance is R10.00 per day physically worked and remains unchanged.

4. CRISIS LOAN

Crisis Loans will be issued in accordance with the new Crisis Loans Policy.

5. ACTING ALLOWANCE

Grades 17 – 9: 15% or minimum of grade across all grades

- 5.1 An acting allowance will apply to all permanent employees of the Company excluding those in Peromnes 8 to Peromnes 1.
- 5.2 An acting allowance will be paid to the employee who acts in a position higher than his/her current grade for a minimum period of:
- 5.2.1. For a minimum period of one day or a shift for the supervisory and administrative positions. If a worker is asked to act in these positions, he/she shall be paid an acting allowance for a minimum of a day or a shift.
- 5.3 The acting allowance shall be a minimum of the grade in which an employee will be acting or the relevant % of his/her current salary, whichever is the highest.
- 5.4 If a shift worker acts in a non-shift position, the relevant shift allowance shall apply in addition to the acting allowance, to a maximum shift allowance of 30% on current salary.

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- 5.5 A non-shift worker acting in a shift worker position will receive the relevant shift allowance in addition to the acting allowance, to a maximum percentage of 30% on current salary.

6. STANDBY ALLOWANCE

- 6.1 Employees who are required to be on standby will be paid a Standby Allowance amounting to R80.00 per day of standby.
- 6.2 The Standby Allowance is subject to tax.
- 6.3 If an employee who has been placed on standby fails to respond to a call, for whatever reason, the employee will forfeit the equivalent amount of the standby allowance for the day/s.
- 6.4 Employees who are on standby and who are called out to work, will be paid a minimum of 3hrs at overtime rate. If they are attending to a problem for longer than 3hrs, they will be paid at overtime rate for the number of hours worked.

7. RETRENCHMENT PACKAGE

- 7.1 4 Weeks pay for each completed year of service.
- 7.2 Age curve once off payment.

40	5 weeks
41 – 45	6 weeks
46 – 50	8 weeks
51 – 55	11 weeks
56 – 60	14 weeks
61 – 65	16 weeks

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7.3 Notice pay as per provisions of the Basic Conditions of Employment Act.

7.4 Cost of short term courses covered by employer.

8. LONG SERVICE BONUS

The long service bonus shall be paid separate from the normal monthly salary run.

8.1	5 years	45% of basic salary
8.2	10 years	65% of basic salary
8.3	15 years	85% of basic salary
8.4	20 years	100% of basic salary

9. COMPASSIONATE / FAMILY RESPONSIBILITY LEAVE

Compassionate/Family responsibility leave per annum.

per incident

9.1 5 days compassionate leave for children, spouse, limited to 2 parents whether biological or step parents and parents-in-law, grandparents, biological brothers and sisters on presentation of the death certificate.

9.2 3 days family responsibility leave will be granted in the event that a child, spouse or parent is sick as defined by the Basic Conditions of Employment Act upon presentation of a suitable medical certificate.

10. OWNERS GRATUITY (O&G's)

10.1 All permanent employees will receive 5 cases of CSD product per month and are subjected to fringe benefit tax.

11. PROVIDENT FUND CONTRIBUTIONS

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- 11.1 The Company will continue paying total premiums on behalf of all permanent employees.

12. MEDICAL AID CONTRIBUTIONS

- 12.1 The Company and the employees each contribute 50% of medical aid premiums.

13. BURSARY (RULES)

- 13.1 The budget allocated for 2014 will be R600, 000.00
- 13.2 70% of budget will be allocated to tertiary education
- 13.3 30% of budget will be allocated to primary education
- 13.4 Grant allocation will be 40% of the amount requested subject to set criteria and fund availability.

14. BIRTHDAY BONUS

- 14.1 One (1) case of 330ml product on the birth date of an employee.

15. CELL PHONES

- 15.1 Chairman of the Shop Stewards Committee will receive a cell phone allowance in accordance with the Cell phone policy. The cellular phone allowance will be equivalent to that of a Grade 6 Manager.

16. CUSTOMARY LEAVE

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- 16.1 Depending on operational requirements, prearranged customary leave will be paid/unpaid provided the individuals have sufficient leave available.

17. UNIFORM

- 17.1. The standard annual allocation will be 3 jeans, 3 golf shirts, 3 long sleeve shirts, 2 thermals vests, 2 thermal longs and 3 caps.
- 17.2. Winter jackets will be issued every 2 years.
- 17.3. Wearing of uniforms issued prior to 2011 will not be allowed.
- 17.4. Wearing of uniforms is compulsory for all employees.

18. COMPANY HOLIDAYS

- 18.1 Company holiday dates may be discussed and swapped for alternative dates at plant level.

19. PRODUCTION BONUS

- 19.1. The targets for payment of the production bonus scheme will be determined by the Business Plan.

Efficiency Target	=	70%
Can and End Yields	=	99.70%
Syrup Yields	=	99.5%
Product Quality	=	96%
Packaging Quality	=	97%

- 19.2. All other aspects of the production bonus scheme remain unchanged.

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20. EMPLOYEE SHARE OWNERSHIP PROGRAMME (ESOP)

The matter has been dealt with as discussed at the National Forum.

21. DISPUTE RESOLUTION

Any dispute arising from the interpretation of any clause of this agreement will be resolved through a dispute resolution procedure contained in the National Recognition Agreement.

SIGNED AT Walsville ON THIS 19 DAY OF JUNE 2014

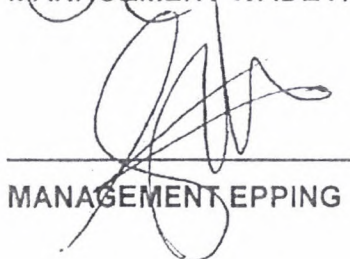
FOR AND ON BEHALF OF THE COMPANY



MANAGEMENT



MANAGEMENT WADEVILLE

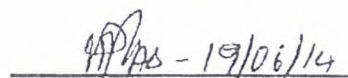


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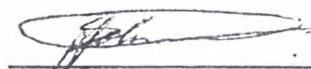
FOR AND ON BEHALF OF THE
UNION



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