

SUBSTANTIVE AGREEMENT

Entered into between

NATIONAL BRANDS LIMITED

And

FOOD AND ALLIED WORKERS UNION

For the period ending

30 June 2014

in respect of employees at the following worksites:

Durban Tea Factory

Westmead Biscuit Factory

Isando Biscuit Factory

Isando Coffee and Creamer Factory

Isando Distribution Centre

Redhill Distribution Centre

D.P.M



1.0% 8.4%
11.1%

At the meeting held by the Parties on 6 August 2013 it was agreed by the Parties that:

1. WAGE PARITY AND WAGES INCREASE

1.1 WAGE PARITY

The above has been agreed with effect the 1 July 2013:-

The principle of equal pay for equal work will apply within Entyce and Snackworks where employees will be paid at the higher rate and where applicable, "ring-fencing" will apply.

LSS wages to be align to the Median and where applicable, "ring-fencing" will apply.

A Detailed schedule on wage rates to be attached to agreement on finalization.

1.2 WAGE INCREASE

All basic wages will be increased by 8% (eight percent) with effect from 1 July 2013 after parity has been applied.

2. CONSOLIDATION OF SUBSTANTIVE AGREEMENT

A team consisting of Union Representatives and Management Representatives will draw up a consolidated document by end October 2013

3. LONG SERVICE AWARDS

Long Service Awards have been revised as follows:-

10 Years	R1000-00 (After Tax)
15 Years	R2000-00 (After Tax)
25 Years	R5000-00 (After Tax)
35 Years	R10 000-00 (After Tax)
40 Years	R12000-00 (After Tax)

4. EDUCATIONAL / EMERGENCY ASSISTANCE

A loan of R3000-00 per employee per annum may be granted to employees for the use of Educational and/or Emergency Assistance upon proof of proclaimed disaster.

D.P.M

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5. CHRISTMAS HAMPER

The value of the Christmas Hamper will be increased to R400-00 in year one and R450-00 in year two (2015).

6. MONTLY HAMPERS

The Monthly Hamper will remain at a cost of R100-00 for 16 items.

7. OTHER CONDITIONS

All other conditions of employment not specifically referred to and agreed in this agreement will remain as currently in force.

The Parties agree that this agreement constitutes full settlement of the 2013 substantive negotiations, regardless of those other issues raised in dispute, for the period ending 30 June 2014 and that it shall be extended to all permanent employees in the bargaining unit represented by FAWU.

The union has committed to fully support all strategies and projects to minimizing waste/ rejects, absenteeism and improve productivity and quality.

Signed for and on behalf of National Brands Limited on 6 August 2013 at Johannesburg.



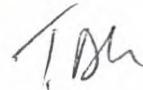
Clive Njela
as duly authorised

Signed for on behalf of Food and Allied Workers Union at Isando on 16 August 2011 at Johannesburg.



Sifiso Makhaye
As duly authorised

D. P. M



C

Witnessed by:

D.P. MBATHA

Isando Biscuits

T. D. Lawrence

Durban Tea

Hjelle

Isando Distribution

Westmead Biscuits

 Isando Coffee & Creamer

Redhill Distribution

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