

# **WAGE SETTLEMENT AGREEMENT**

Entered into between

**BRONKHORSTSPRUIT GOLF CLUB**

*(Hereinafter referred to as the Company)*

And

**FOOD AND ALLIED WORKERD UNION (FAWU)**

*(Hereinafter referred as the Union)*

*(Hereinafter jointly referred to as the Parties)*

The block contains three handwritten signatures. The first signature on the left is 'P. m'. The middle signature is a circular stamp or logo. The signature on the right is a stylized 'JEG'.

**1.1 WHEREAS the above mentioned parties negotiated wage increase 2014/2015.**

**1.2 WHEREAS the above-mentioned parties agreed to a settlement.**

Nature of dispute:

The Union officially declared a dispute in terms of matters of mutual interest regarding wage negotiations dispute declaration 2014/2015.

**2. DATE of the dispute:**

18 February 2014

**3. NOW, therefore it is agreed, to settle the dispute, on the terms and conditions as set out hereunder:**

3.1 Parties agreed upon a 7% (seven) wage increase across the board.

3.2 This agreement for 2014/2015 will be implemented on 24 March 2014.

3.3 The said increase will be back dated to 01 January 2014.

**4. This agreement constitutes the sole agreement between the parties pertaining to the subject matter hereof.**

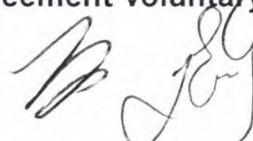
**5. The parties agree that this agreement may not be amended in any way by either party without the written consent of the other party.**

**6. The union undertakes not to institute any further dispute against company regarding salary and wage and substantive issues during the period 2014/2015**

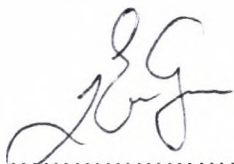
**7. The parties agreed to this agreement being made an Arbitration award by the CCMA in terms of Section 142A of the Labour Relations Act, 1995 as amended from time to time.**

**8. The Settlement Agreement has been accepted as full and final settlement.**

**9. The Parties admits that they were in no way forced or influenced to enter into this agreement and accepted this agreement voluntary on behalf of their members.**



Thus signed at Bronkhorstspuit on the 24 March 2014.



.....  
Company

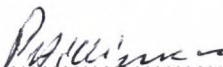
Witness

1. ....

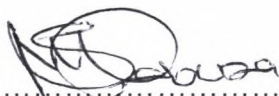


Witness

2. ....



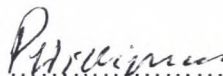
Thus signed at Bronkhorstspuit on the 24 March 2014.



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For and behalf of the Union

Witness

1. ....



Witness

2. ....

