

AMANZI BARGAINING COUNCIL

SALARY AGREEMENT 2019/2020 FINANCIAL YEAR

Entered into by and between

**THE EMPLOYER PARTY
(HEREIN DULY REPRESENTED BY THE
SOUTH AFRICAN ASSOCIATION OF WATER UTILITIES)**

AND

**ORGANISED LABOUR
(HEREIN DULY REPRESENTED BY)
THE SOUTH AFRICAN MUNICIPAL WORKER'S UNION (SAMWU)
AND
NATIONAL EDUCATION HEALTH AND ALLIED WORKERS UNION
(NEHAWU)
AND
UASA "THE UNION"**

P.I.
J.M.

Whereas **Water Utilities** have policies in terms of which they review salaries and other conditions of employment on an annual basis;

Whereas parties agreed to negotiate centrally;

Whereas the **Amanzi Bargaining Council** had salary negotiations with a view of agreeing on an amount of increase to salaries and minimum benefits/service conditions of the employees falling within the bargaining unit;

And

Whereas **Amanzi Bargaining Council** has reached an agreement and wish to record this agreement in writing.

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. SALARY INCREASES

That there shall be an increase of 8% to the basic salaries of employees in the bargaining unit.

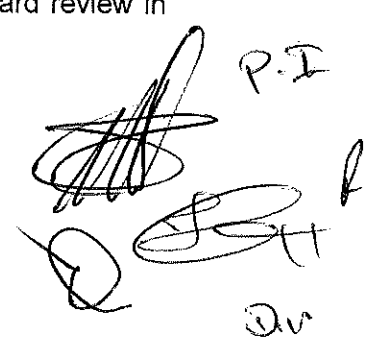
For utilities on the total cost to company system, 80% of total cost to company shall be regarded as a basic salary on which the increase shall be applied.

2. ALLIED DEMANDS:

2.1 Housing Allowance

Over a period of three years the housing allowance to reach a minimum R2800.00 per month. For F2019/2020 the allowance must increase as follows:

- by a minimum of R220.00 per month for those Water Utilities where the housing allowance is currently above R2000.00;
- by a minimum of R300.00 per month for those Utilities where the housing allowance is currently below R2000.00; or
- 10% whichever is the higher per month, subject to upward review in the following 2 years.



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2.2 Working hours

- **Dayworkers:** A 40-hour working week effective 1 July 2019
- **Shiftworkers:** The Basic Conditions of Employment Act to be applied as a minimum in 2019/20. Utilities to prepare for the reducing of working hours over a period of two years (2020 to 2022) as required by Schedule I of the Basic Conditions of Employment Act.

2.3 All Utilities to use the same Job Grading System

The status quo at the different Utilities will be maintained and that correlation tables shall be applied where required.

2.4 Equal pay for jobs of equal value

Equal pay for jobs of equal value shall apply.

2.5 Retirement Age

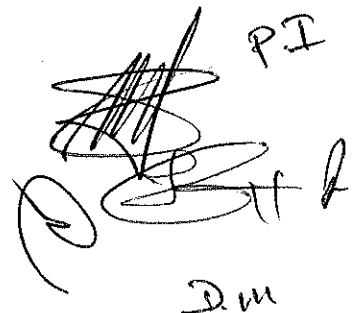
Voluntary early retirement shall be from age 55 and compulsory retirement age shall be 65 years.

2.6 Company Contribution to the Medical Aid Fund

Contributions to the medical aid shall be 70% for the employer and 30% for the employee.

2.7 Tool Allowance

There shall be a 5% increase to the tool allowance on the current applicable amount of the Water Utility.



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2.8 Annual Leave

Annual leave to move to a minimum of 25 days over a period of 3 years as follows:

F2019/20

- Employees currently qualifying for less than 21 days: **adjust to 21** days.

F2020/21

- move to 23 days

F21/22

- move to 25 days

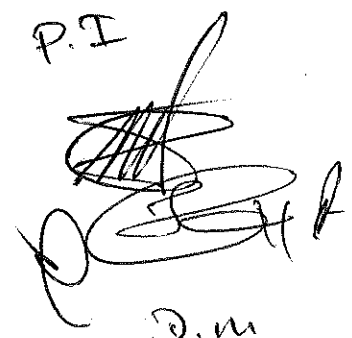
- Employees currently qualifying for 21 days but less than 23 days: **adjust to 23 days**
- Employees currently qualifying for 23 days but less than 25 days: **adjust to 25 days**

2.9 Long Service Leave

Long Service leave accrues as follows as a minimum standard in the sector:

4 days for every completed 5-year cycle

(5 years: 4 days' 10 years: 8 days; 15 years: 12 days; 20 years: 16 days; 25 years: 20 days, 30 years: 24 days, 35 years: 28 days; 40 years: 32 days)

P.I

D.M

3. AGREEMENT ON PENDING 2018/19 MATTERS

3.1 Maternity leave

6 months maternity leave to be granted with no annual leave accrual during the additional two months above the minimum requirements of the Basic Conditions of Employment Act.

- 4 Months to be fully paid; and
- the additional 2 months to be paid as follows:
 - 75% UIF and 25% of basic salary by the employer.

3.2 Retirement Contribution Rate

Minimum contribution rates:

- Employee 8%; and
- Employer 16,32%,

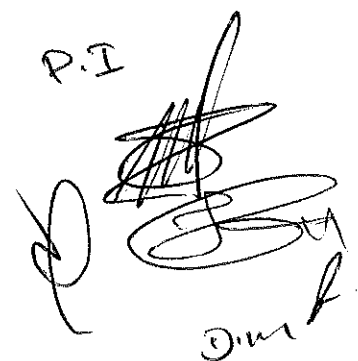
To be implementation in the F2021/22.

4. THE PARTIES AGREE TO REFER THE FOLLOWING FOR PLANT LEVEL NEGOTIATIONS:

- 4.1 Transport Allowance;
- 4.2 Introduction of flexi hours;
- 4.1 Cellphone allowance; and
- 4.2 Site allowance.

5 THE PARTIES AGREE TO DEFER THE FOLLOWING TO THE TASK TEAM:

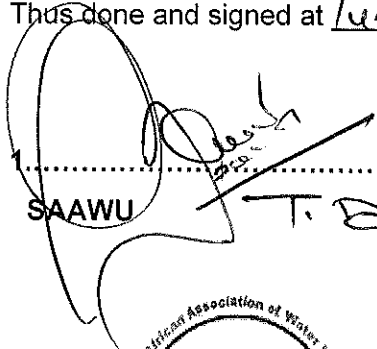
- 5.1 Standby Allowance;
- 5.2 Family Responsibility Leave;
- 5.3 Sleepout Allowance;
- 5.4 Performance Management System;
- 5.5 Introduction of the same shift system;
- 5.6 Post-Retirement Medical Aid subsidy;
- 5.7 Minimum Wage; and
- 5.8 Sick Leave.

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6. IMPLEMENTATION

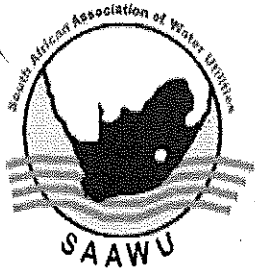
This agreement is for the financial year 2019/20 commencing on 1 July 2019 and ending on 30 June 2020 unless where explicitly reflected as multi-year agreements.

Thus done and signed at TURFONEN on this 11th Day of July 2019.


SAAWU

T. D. S. M. M. C. A. S.

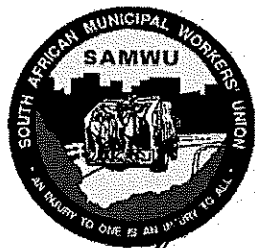
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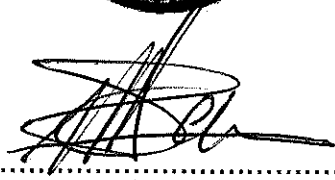


SOUTH AFRICAN ASSOCIATION OF WATER UTILITIES

And

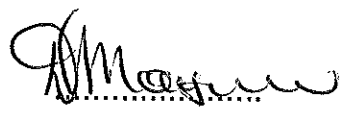
LABOUR, COLLECTIVELY REPRESENTED BY



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THE SOUTH AFRICAN MUNICIPAL WORKERS UNION

M. J. Seia



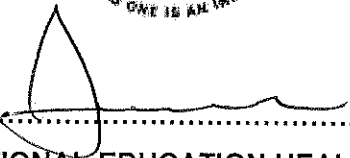
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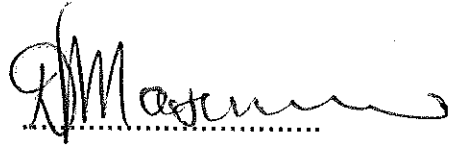
DAVID MAFANI

P.I

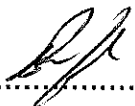
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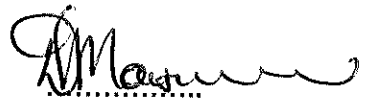



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NATIONAL EDUCATION HEALTH AND ALLIED WORKERS UNION. WITNESS
P.I. LEKONE


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WITNESS
DAVID MAYENI



3. 
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UASA "THE UNION" C. Rantsoela


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WITNESS
DAVID MAYENI


P.I.