



RAND WATER

MEMORANDUM OF AGREEMENT ENTERED INTO BETWEEN

RAND WATER

AND

SOUTH AFRICAN MUNICIPAL WORKERS' UNION (SAMWU)
THE UNION (UASA)
(UNIONS)

Amanzi Bargaining Council delegated salary and wage negotiations to plant level. Following annual salary and wage negotiations the parties hereto agree to the following changes to wages and conditions of service in respect of the employees in the bargaining unit as defined in the Central Bargaining Forum constitution of Rand Water. This agreement will apply for the period 1 July 2017 to 30 June 2019.

The parties agreed to an increase to adjustments for the 2017/18 and 2018/19 financial years, on the following terms:

1. SALARIES AND WAGES

1.1 Support Staff, Operators, Artisans and Officials

The parties agreed to enter into a multi-year agreement (2-years) as follows:

- **2017/18 Financial Year**
Salaries will be adjusted by 8.5% across the board.

- **2018/19 Financial Year**
Salaries will be adjusted as follows:
H-J Bands – 8.5% across the board.
K -N bands – 8% across the board.

T.B
[Handwritten signatures and initials]

TWO YEAR SALARIES & WAGES AGREEMENT

2. ALLIED DEMANDS




Covered in the Allied Demands Agreement for 2017 to 2020.

3. MATTERS REFERRED TO CORE GROUP

- 3.1 Annual Leave
- 3.2 Contractors
- 3.3 Post-Retirement Medical Aid Subsidy
- 3.4 Retirement Age
- 3.5 Salary Discrepancies
- 3.6 Sport Leave
- 3.7 Tenure System

4. MATTERS WITHDRAWN

- 4.1 Standby Allowance
- 4.2 Incentive Bonus



T.B


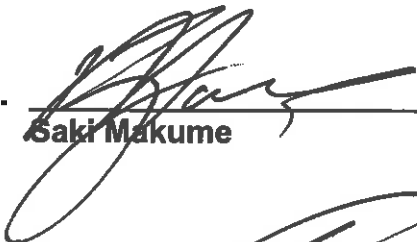
TWO YEAR SALARIES & WAGES AGREEMENT

5. **WHOLE AGREEMENT**

The parties agree that this agreement constitutes the whole agreement and that no other agreement or amendment hereto or agreement pursuant to the provisions hereof shall be of any force and effect unless reduced to writing and signed by or on behalf of relevant parties hereto.

Thus done and signed at Pretoria on this 8th day of August 2017.


As witnesses:

1. 
Saki Makume

2. 
Eddie Singo


Matshidiso Nyembe
On behalf of Rand Water

1. 
Mamorena Madisha
Mduanzi Sibeko

2. 
Wilson Gaga
Thomas Majozi


Mapamela Sera
On behalf of SAMWU

1. 
Francois Vosloo

2. 
Matthias Dunker


Costa Raftopoulos
On behalf of UASA





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**SOUTH AFRICAN MUNICIPAL WORKERS' UNION (SAMWU)
THE UNION (UASA)
(UNIONS)**

Amanzi Bargaining Council delegated salary and wage negotiations to plant level. Following annual salary and wage negotiations the parties hereto agree to the following changes to wages and conditions of service in respect of the employees in the bargaining unit as defined in the Central Bargaining Forum constitution of Rand Water. This agreement will apply for the period 1 July 2017 to 30 June 2020.

The parties agreed to adjustments for the next three financial years, on the following terms:

1. **SALARIES AND WAGES**
Covered by a separate two year agreement.

2. **MATTERS REFERRED TO CORE GROUP**
 - 2.1 Annual Leave
 - 2.2 Contractors
 - 2.3 Post-Retirement Medical Aid Subsidy
 - 2.4 Retirement Age
 - 2.5 Salary Discrepancies
 - 2.6 Sport Leave
 - 2.7 Tenure System

T.B

A collection of handwritten signatures and initials in black ink, including a large signature that appears to be 'T.B' and several other initials and scribbles.

THREE YEAR ALLIED DEMANDS AGREEMENT

3. MATTERS WITHDRAWN

3.1 Standby Allowance

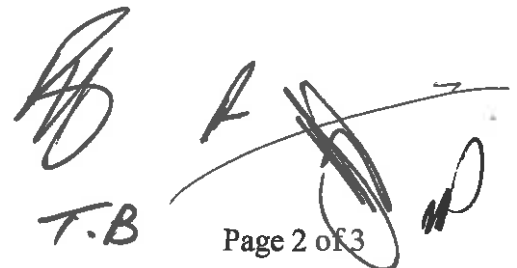
3.2 Incentive Bonus

4. ALLIED DEMANDS

4.1 ALLOWANCES:

The table below depicts annual increase from 2017/18 to 2019/20.

Allowances	Current Level	Increase Percentage 2017/18	Increase Percentage 2018/19	Increase Percentage 2019/20
Agency Shop	R85 pm	In terms of Labour Relations Act (LRA) 66 of 1995 as amended. Section 25(3)(iii)	In terms of LRA. Section 25(3)(iii)	In terms of (LRA) Section 25(3)(iii)
Fire Fighting	R126 pm	Average CPI; 6.4%	Average CPI;	Average CPI;
First Aid	R126 pm	Average CPI;	Average CPI;	Average CPI;
Housing	RW: (R2175) RWMP: (R1816)	RW: 5% (R2287) RWMP: 10% (R2019)	RW: 5% (R2401) RWMP: 10% (R2221)	RW: 5% (R2521) RWMP: 13.51% (R2521)
Meal Allowance	R319 pm	To be increased to R350 per month	Food Inflation	Food Inflation
Meal Coupons	R236.39 per booklet	Food Inflation: 6.9%	Food Inflation	Food Inflation
Overtime	10 Hours per week	Employees to work overtime above the prescribed 10 hours per week.	Employees to work overtime above the prescribed 10 hours per week.	Employees to work overtime above the prescribed 10 hours per week.
Tool Allowance		Average CPI; 6.4%	Average CPI;	Average CPI;



 T.B

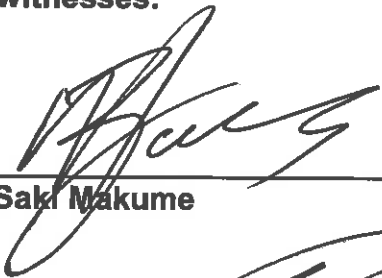
THREE YEAR ALLIED DEMANDS AGREEMENT

5. WHOLE AGREEMENT

The parties agree that this agreement constitutes the whole agreement and that no other agreement or amendment hereto or agreement pursuant to the provisions hereof shall be of any force and effect unless reduced to writing and signed by or on behalf of relevant parties hereto.

Thus done and signed at _____ on this _____ day of August 2017.


As witnesses:

1. 
Saki Makume

2. 
Eddie Singe

Matshidiso Nyembe
On behalf of Rand
Water

1. 
~~Mamerena Madisha~~
Mcluduzi Sibeko

2. 
~~Wilson Gaga~~ (14008)
Thomas Majozi

Mapamela Sera
On behalf of SAMWU

1. 
Francois Vosloo

2. 
Matthias Dunker



Costa Raftoupoulos
On behalf of UASA