

MEMORANDUM OF AGREEMENT

2014

BETWEEN

CCS LOGISTICS – CITY DEEP
(“THE COMPANY”)

AND

FOOD & ALLIED WORKERS’ UNION
(“THE UNION”)

The parties agree to the following with effect from the 1st of March, 2014.

1. Wages

An across-the board increase of 8 % for all hourly paid employees. Table below includes the 2.5 % adjustment referred to in clause 4 below.

Grade	Description	New Minimum Hourly Rates
A1	General Workers	R 36.77
A3	Forklift Drivers	R 38.36
B1	Driver	R41.77
B2	Maintenance Assistant / Reach Truck Driver	R 45.25
B3	Ops Clerk	R50.66
B4	Ops Admin Clerks	8 %

2. Transport and Food Allowance

It is agreed that the Transport Allowance and Food Allowance will increase annually in line with the agreed wage increase percentage.

3. Centralised Bargaining Unit and Equal salaries for jobs

It is agreed that this will fall part of the National Consultation Forum discussions.

4. Wage Adjustment

Grades B1, B2 and B3 are to receive a 2.5 % adjustment effective on:

4.1 01 March 2014

5. Other Items and Conditions

These issues agreed on above shall form part of the Terms and Conditions of Employment of all workers in the bargaining unit, and shall be in addition to their existing Terms and Conditions of Employment.

This agreement will be effective from Monday the 1st of March 2014 to Saturday 28th of February 2015 inclusive.

This done and signed at JOHANNESBURG on the 05 March 2014, in the presence of the undersigned witnesses:

For CCS Logistics (City Deep)

Witnesses

For Food and Allied Worker's Union

Witnesses

1.

1.

2.