



EMPERORS PALACE

HOTEL CASINO CONVENTION RESORT

2014/2015

AGREEMENT ON WAGE AND SUBSTANTIVE CONDITIONS OF EMPLOYMENT

BETWEEN

**PEERMONT GLOBAL LTD T/A
EMPERORS PALACE
("THE COMPANY")**

AND

**FOOD AND ALLIED WORKERS UNION
("THE UNION")**

Agreement on substantive matters 2014

Whereas the parties have entered into negotiations on terms and conditions of employment, the following has been agreed to:

1. SALARIES / WAGES

1.1 Salary Increase

- An increase of 7.4% across the board.
- Minimum wage for all / any positions will be R3550 per month, after increase

2. ALLOWANCES

2.1 Night Shift Allowance

The status quo of 15% of basic pay per shift.

2.2 Night Shift Transport Allowance

The parties agree to an increase from R15.83 to R20.00 per trip.

3. BENEFITS

3.1 Medical Aid

The status quo of the current subsidy of 50/50 of the medical aid remains.

3.2 Appointment of Basebetsi (FAWU Proposed Broker)

Parties have agreed to FAWU's request to facilitate the process of the appointment of Basebetsi. Similar due diligence process will be conducted as we did with FAWU Provident Fund.

4. LEAVE

4.1 Annual Leave

The parties agree to increase annual leave from 18 to 19 days per annum for employees who have more than 5 years' service.

4.2 Family Responsibility Leave

The status quo of the 6 days FRL per annum. Any request over and above these days, will be viewed on merit.

Agreement on substantive matters 2014

5. STUDY ASSISTANCE

From R7'500 per annum to R9'000 per annum. Any request over and above this amount, will be viewed on merit.

FINAL AGREEMENT

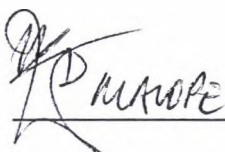
This agreement is in full and final settlement for all wage and substantive matters for the period of 01 July 2014 – 30 June 2015.

SIGNED AT KEMPTON PARK ON THIS 24 DAY OF October 2014

MANAGEMENT

Sipho Malope

Signature:

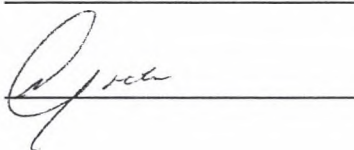


Nigel Atherton

Signature:

Ann Gradidge

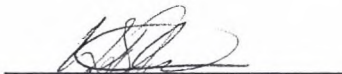
Signature:



FAWU

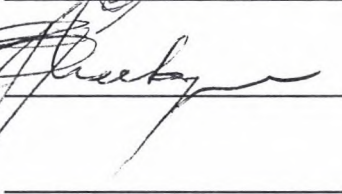
William Diiro

Signature:



Bheki Shabanqu

Signature:



Solly Olifant

Signature:

Albert Phangwa

Signature:



Elizabeth Mokgatlhe

Signature:

Mpho Nyokong

Signature:

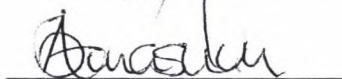
Lesego Mokolobate

Signature:



Onnicah Masuku

Signature:



Phillemon Nkabinde

Signature:

Phillemon Nkabinde

Signature: _____

Jerry Matlou

Signature: _____

Desmond Malaka

Signature: _____

A handwritten signature in dark ink, appearing to read 'Desmond Malaka', is written over the signature line for Desmond Malaka. The signature is stylized with a large, sweeping loop at the end.