

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR


NO. 1085

19 AUGUST 2019

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR WOOD AND PAPER SECTOR:  
EXTENSION TO NON-PARTIES OF THE DISPUTE RESOLUTION LEVY  
AND REGIATRATION OF EMPLOYERS COLLECTIVE AMENDING  
AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the **Collective Agreement** which appears in the **Schedule hereto**, with the exclusion of clause 2 thereof which was concluded in the **National Bargaining Council for the Wood and Paper Sector**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be **binding on the other employers and employees in that Industry with effect from the Second Monday after publication of this Notice and for the period ending 31 December 2021** .



TW NXESI, MP  
MINISTER OF LABOUR

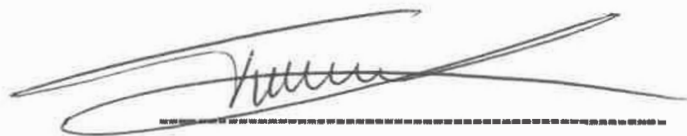
DATE: 28/08/2019

**UMNYANGO WEZABASEBENZI**

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**NATIONAL BARGAINING COUNCIL FOR WOOD AND PAPER SECTOR:  
UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
SENTELA YOKUXAZULULWA KWEZIMPIKISANO KANYE  
NOKUBHALISWA KWABAQASHI SELULELWA KULABO ABANGEYONA  
INGXENYE YASO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi **National Bargaining Council for the Wood and Paper Sector**, futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuZibandlela 2021.



**TW NXESI, MP**  
**UNGQONGQOSHE WEZABASEBENZI**

USUKU: 08/08/2019

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## SCHEDULE

### NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR DISPUTE RESOLUTION LEVY AND REGISTRATION OF EMPLOYERS COLLECTIVE AMENDING AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by  
and between the

Employers' Association for the Fibre and Particle Board Industry

Employers' Association for the Pulp and Paper Industry

Employers' Association for the Sawmilling Industry

(hereinafter referred to as the "employers" or the "employers organisation" of the one part),

and the

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU)

UASA-The Union

(hereinafter referred to as the "employees" or the "trade unions" of the other part) being parties to the National Bargaining Council for the Wood and Paper Sector to amend the Agreement published under Government Notice No. R. 687 of 21 July 2006 as corrected, extended and renewed by Government Notices Nos. R. 1152 of 24 November 2006, R. 591 of 22 July 2011, R. 132 of 24 February 2012, R. 504 of 6 July 2012, R. 73 of 7 February 2014, R. 773 of 10 October 2014, R. 38, R. 41 of 22 January 2016 and R62 of 8 February 2019.

#### 1. SCOPE OF APPLICATION OF THIS AGREEMENT

(1) The terms of this agreement shall be observed in the Wood and Paper Sector as defined hereunder in the republic of South Africa.

##### A. Fibre and Particle Board Sector

"Fibre and Particle Board Sector" means the manufacture of wood and bagasse-based fibreboard and particleboard panels in both raw and upgraded form, and includes the upgrading of such product by the application of the same and/or other material, and includes activities incidental thereto.

##### B. Sawmilling Sector

(a) "The Sawmilling Sector" means the sector concerned with the processing of timber or log to lumber, beams, planks, baulks, sleepers, wedges or other standard forms by removing the bark, splitting, cutting up, sawing, drying, planning or conversion of such timber or logs in any other manner, and includes the treatment of any of the said articles by heat or chemicals where such treatment is carried on in conjunction with any of the aforesaid activities, and includes activities incidental thereto.

- (b) manufacture, stock-piling and retailing of wood-wool, boxes, shooks, mine supports, trays, crates, poles, planks, baulks, sleepers, pallets, drum cables, shelves (excluding cupboards and cabinets) or other articles of which wood constitutes the main component, and includes incidental activities.
- (c) This sector excludes the following activities where such activities do not take place together with any other activities mentioned in (a)
- I. Joinery;
  - II. The manufacture of wagons, carts and boats shall not include activities covered by the Iron, Steel, Engineering and Metallurgical Industries
  - III. The manufacture of coffins;
  - IV. The manufacture of plywood, veneers, veneered boards, laminated boards, block boards, chip boards or any similar products of which wood forms the main component;
  - V. The manufacture of containers or components of containers that are intended or used for the packaging or marketing of agricultural products; and
  - VI. Sawmilling as defined in (a) above is not included in the scope of this Bargaining Council when it is carried out in an establishment the principal activity of which is manufacture of wooded furniture and in which concern the lumber, planks, etc. produced from their own saw milling activity are processed further into furniture.

**C. Pulp and Paper Sector**

"Pulp and paper sector" means the sector concerned with the manufacture of pulp, paper, dissolving pulp and paper board, and includes activities, incidental thereto

**D. Tissue & Allied Products**

"Tissue and Allied Products Sector" means the sector concerned with the production or conversion and distribution by the manufacturers, licensees and importers of tissue, absorbent, infant and adult and feminine care products of any nature whatsoever, including the occupations and operations incidental thereto, whether or not the said occupations and/or operations are carried out separately or collectively, and includes activities, incidental thereto.

**E. Paper Distributors Sector**

"Paper Distributors Sector" means the sector concerned with the distribution of printers' supplies and other materials utilised by the graphic art industry in general, and includes activities, incidental thereto.

- (2) Notwithstanding the provisions of clause 1.1 above, this agreement applies to all employees and their employers who are involved in the Wood and Paper Sector in the registered scope of the council.

**2. PERIOD OF OPERATION OF AGREEMENT**

- 2.1 This Agreement shall come into operation for parties on the date of signature until 31 December 2021.
- 2.2 This Agreement shall apply to non-parties on a date to be determined by the Minister of Labour in terms of section 32 of the Act and shall remain in force until 31 December 2021.

**3. CLAUSE 6. DISPUTE RESOLUTION LEVY**

Substitute clause 6.1 and 6.2 with the following:

**"6.1. Every employer shall deduct R6, 00 per month from the earnings of each of that employer's employees**

**6.2 The employer shall add an equal amount of (R6, 00) to the amount referred to in 6.1 above and shall forward the total amount to the Council on or before the 7<sup>th</sup> day of the month following the month in which the deductions were made. This payment shall be accompanied by a schedule stating the date of the deduction, the names of the employees in respect of whom deductions were made, the total amounts deducted, the amount contributed by the employer and the total amount paid over to the Council."**

Thus done and signed at JHB this 27 day of JUNE, 2019



CHAIRPERSON

Thamsanqa TV Mhlongo



DEPUTY CHAIRPERSON

James Manana



GENERAL SECRETARY

Linda Dlamini