

PETROLEUM SECTOR

SUBSTANTIVE AGREEMENT 2018 - 2021

BETWEEN

**CHEMICAL ENERGY PAPER PRINTING WOOD AND ALLIED WORKERS
UNION**

("CEPPWAWU")

SOLIDARITY

SOUTH AFRICAN CHEMICAL WORKERS UNION

("SACWU")

(JOINTLY REFERRED TO AS "The Unions")

and

NATIONAL PETROLEUM EMPLOYERS ASSOCIATION

("NPEA")


M.W.

LM
J.N.

H.A.S.
S.
B.M.
L.A.

PETROLEUM SECTOR SUBSTANTIVE AGREEMENT 2018/2021

1. PERIOD OF AGREEMENT

This agreement shall apply for the period 01 July 2018 to 30 June 2021.

2. SCOPE OF AGREEMENT

This agreement shall apply to employees within the recognised bargaining units of NPEA member companies listed hereto in annexure A.

3. SALARIES

The monthly salary will increase by 7, 0 % across the board on existing actual basic salaries with effect from 1 July 2018.

In respect of both year two, 1 July 2019 to 30 June 2020, and year three, 1 July 2020 to 30 June 2021, the monthly salary will increase by the average Headline Consumer Price Index (CPI) for the period May to April, being the preceding twelve months, as published by Statistics South Africa, plus a 1,5 % improvement factor, with effect from 1 July 2019 and 1 July 2020 respectively.

Should the April Headline CPI be 5, 0 % or lower, the salary increase as from 1 July 2019 and 1 July 2020 respectively, which includes the improvement factor of 1, 5 %, will be a guaranteed minimum of 6,5 %.

Should the April Headline CPI be 8, 0 % or higher, the salary increase as from 1 July 2019 and 1 July 2020 respectively, which includes the improvement factor of 1, 5 %, will be a maximum of 9.5%.

4. MINIMUM SALARY

The minimum salary for year one will be R 6 000 per month, for year two R 6 400 per month and for year three R 6 800 per month.

5. SHIFT ALLOWANCE FOR NON-CONTINUOUS SHIFTS

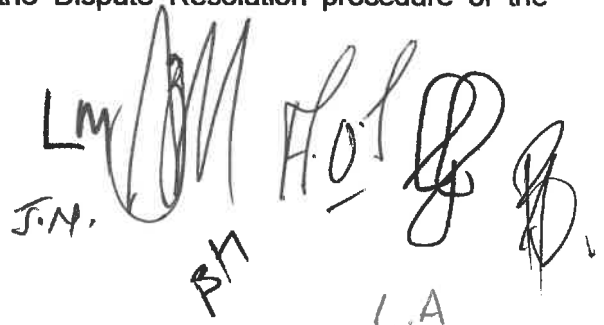
The minimum shift allowance for non-continuous shifts will be 6% of basic pay (non-pensionable) in year one, 7% in year two and 8% in year three.

6. EXEMPTIONS

Companies seeking exemption from the conditions of this agreement and/or any conditions agreed to previously through centralised bargaining between the parties, should do so according to the Council's exemptions procedure.

7. DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the Dispute Resolution procedure of the Council.



8. OTHER TERMS AND CONDITIONS

All other terms and conditions not affected by this agreement will remain unchanged. Those benefits already more favourable than provided for in terms of this agreement shall not be affected by this agreement.

9. FULL AND FINAL SETTLEMENT

The terms of this agreement are in full and final settlement of substantive wages and terms and conditions of employment negotiated for the period 1 July 2018 to 30 June 2021 between the unions and the NPEA. Therefore all other demands tabled by parties during the negotiations are withdrawn.

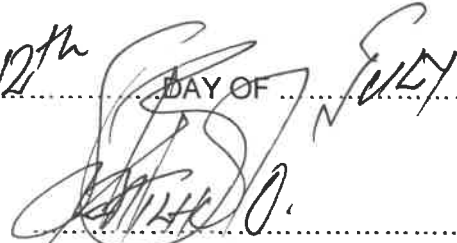
1) SIGNED AT JOHANNESBURG THIS 16th DAY OF July 2018


Witness



LABOUR CO-ORDINATOR


2) SIGNED AT JOHANNESBURG THIS 12th DAY OF JULY 2018


Witness



CEPPWAWU

3) SIGNED AT Johannesburg THIS 12th DAY OF July 2018


Witness


SACWU


4) SIGNED AT Johannesburg THIS 12th DAY OF July 2018


Witness


SOLIDARITY

5) SIGNED AT Johannesburg THIS 12th DAY OF July 2018


Witness


NPEA

ANNEXURE A

PARTICIPATING EMPLOYERS

BLENDCOR (PTY) LIMITED

BP SOUTHERN AFRICA (PTY) LIMITED

CHEVRON SOUTH AFRICA (PTY) LIMITED

EASIGAS (PTY) LIMITED

ENGEN PETROLEUM LIMITED

FFS REFINERS (PTY) LIMITED

NATIONAL PETROLEUM REFINERS OF SOUTH AFRICA (PTY) LIMITED (NATREF)

PETRO SA (SOC) LIMITED

SOUTH AFRICAN PETROLEUM REFINERIES (PTY) LIMITED (SAPREF)

SASOL SOUTH AFRICA (PTY) LIMITED:

- SASOL SYNFUELS
- SASOL SA ENERGY

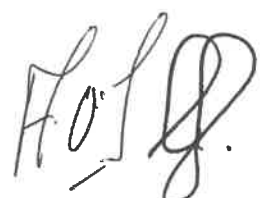
TOTAL SOUTH AFRICA (PTY) LIMITED

m.w



LM

PH



L.A