

# **CENTRAL BARGAINING FORUM COLLECTIVE AGREEMENT**

between

**NATIONAL UNION OF MINeworkERS ("NUM")**

and

**NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA ("NUMSA")**

and

**SOLIDARITY**

(Hereinafter referred to as "**the Trade Unions**")

and

**ESKOM HOLDINGS SOC LTD**

(Hereinafter referred to as "**Eskom**")



## 1 INTRODUCTION

- 1.1 In terms of the recognition agreement of 12 May 2000, the parties negotiate salary increases, trade union organizational rights and changes to conditions of service for employees in the Bargaining Unit (Task Grades T04 – T13). The parties note that there is an award to extend the Bargaining Unit to MPSG16 which Eskom has taken on review to the Labour Court. This wage agreement will apply to the current Bargaining Unit (T04-T13). In the event that the labour court upholds the arbitration award, parties reserve their rights.
- 1.2 The Parties were unable to reach agreement on some of the issues tabled for the negotiations at the Central Bargaining Forum negotiations in 2018.
- 1.3 This agreement has the status of a collective agreement concluded in terms of section 23 of the Labour Relations Act 66 of 1995 as amended ("LRA"), and binds all permanent employees employed at Eskom in the Bargaining Unit (Task Grades T04 – T13)(refer to 1.1).
- 1.4 Any words used in this agreement shall have the same meaning assigned to them in the recognition agreement and/or the conditions of service unless the context or otherwise states.

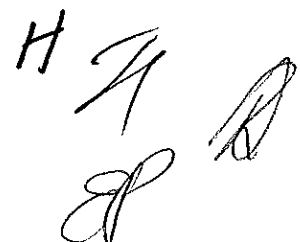
## 2 SCOPE AND DURATION

- 2.1 This agreement shall apply from **1 July 2018** to **30 June 2021** to all permanent employees employed at Eskom in the Bargaining Unit (Task Grades T04 – T13)(refer to 1.1).

## 3 SALARIES

- 3.1 Eskom shall increase salaries of all permanent employees employed in Bargaining Unit (Task Grades T04 – T13) (refer 1.1).
- 3.2 **Increase 1 July 2018 – 30 June 2019**

The salary increase will be calculated as an across the board increase of **7.5%**. The increase will be based on an employee's basic salary (excluding LSI) as at 30 June 2018. The increase will be implemented in terms of the Eskom remuneration principles.



### 3.3 Increase 1 July 2019 – 30 June 2020

The salary increase will be calculated as an across the board increase of **7%**. The increase will be based on an employee's basic salary (excluding LSI) as at 30 June 2019. The increase will be implemented in terms of the Eskom remuneration principles.

### 3.4 Increase 1 July 2020 – 30 June 2021

The salary increase will be calculated as an across the board increase of **7%**. The increase will be based on an employee's basic salary (excluding LSI) as at 30 June 2020. The increase will be implemented in terms of the Eskom remuneration principles.

### 3.5 Once Off Cash Payment

3.6 Eskom will implement a once off cash payment of R10, 000 after tax, per employee in the bargaining unit (TASK Grades T04 to T13) (refer to 1.1.) This payment will be made 48 hours after the signing of this agreement.

## 4 HOUSING

4.1 The housing allowance will be increased by the annualized CPI, calculated as the average CPI between April to March of each respective year, with effect from 1 July 2018; 1 July 2019; and 1 July 2021 respectively over the 3 year period.

## 5 CONDITIONS OF SERVICE

The Conditions of Service applicable to employees in the Bargaining Unit (Task Grades T04 –T13)(refer to 1.1.) will remain unchanged for the period **1 July 2018 to 30 June 2021**, with the exception of 5.5.2 which will now read as follows:

*" 5.5.2 Leave on full pay for study and examination purposes in courses approved by Eskom and where an employee pays for his own studies in line with his Individual Development Plan (IDP) may be granted as follows:*

- A. *One day study leave prior to the examination for each paper written, and one day examination leave for the day of the examination, irrespective of the number of papers written per day.*
- B. *Such leave is granted retrospectively only after proof has been submitted that the examinations have been completed successfully.*

*JJ EP H*

C. Annual/occasional/service leave is applied for initially and will be eventually applicable in respect of subjects failed".

## 6 MINISTERIAL DETERMINATION

6.1 The Trade Unions agree to support Eskom's application for a Ministerial Determination for the duration of this agreement to vary the provisions of the Basic Conditions of Employment Act, 1997, for a 24 month period effective from 1 December 2018 to 30 November 2020.

Annexure A

## 7 SHORT TERM INCENTIVE SCHEME

7.1 The parties agree that the review of the current Short Term Incentive Scheme will be referred for further engagement at the Central Consultative Forum within one month from the signing of this agreement.

## 8 GENERAL

8.1 This agreement is in full and final settlement of all or any issues agreed on between the parties during the 2018 Central Bargaining Forum negotiations.

8.2 Any dispute regarding the interpretation and/or application of this agreement shall be dealt with in terms of the recognition agreement.

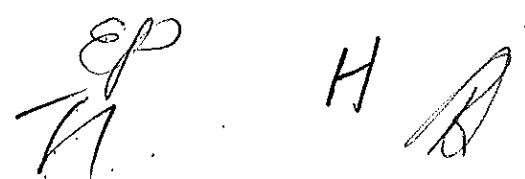
SIGNED at Sunninghill on 30 day of August 2018

For and on behalf of  
**ESKOM HOLDINGS SOC LIMITED**

  
\_\_\_\_\_  
Signature

ELSIE PULE  
\_\_\_\_\_  
Name of Signatory

Group Executive HR  
\_\_\_\_\_  
Designation of Signatory



SIGNED at Magawatt Park on 30 day of August 2018

For and on behalf of  
**NATIONAL UNION OF MINeworkERS**

Signature

Helen Diatibe

Name of Signatory

Chief Negotiator

Designation of Signatory

SIGNED at \_\_\_\_\_ on \_\_\_\_\_ day of \_\_\_\_\_ 2018

For and on behalf of  
**NATIONAL UNION OF METAL WORKERS OF SOUTH AFRICA**

Signature

Name of Signatory

Designation of Signatory

SIGNED at Centurion on 30 day of August 2018

For and on behalf of  
**SOLIDARITY**

Signature

DEON REYNEKE

Name of Signatory

Deputy General Secretary

Designation of Signatory