

Monday, 23 June 2014

## **UPDATES ON PLASTIC NEGOTIATIONS**

Plastic Negotiations meeting was convened on the 23 June 2014, the purpose of the meeting was to get employees response on trade unions proposals/ demands that was tabled in the last meeting.

The employer tabled their response to al trade unions demands and also promised to circulate the copy of their response to all trade unions that were present.

### On cost items

- 15% across the board (ATB).
- Tool insurance to increase to R5000.
- Shift allowance to 12% for afternoon shift.
- Shift allowance to 20% for night shift.
- Standby allowance to increase from 2 hours to 4 hours.
- Call outs paid at overtime from time of departure to time of return.
- Annual leave to increase from 15 days to 20 days.
- Additional leave from 5 days after 4 years' service to 10 days and after 10 years' service to 15 days.
- Family responsibility leave to increase from 3 to 6 days per annum, child means person under the age of 21 or financially dependent or person totally medically unfit for the labour market.
- Sick leave days to increase from 30 to 36 over a three year cycle.
- Acting allowance to be paid from the first hour at the rate applicable to the higher position.
- Housing allowance of R5000.

The employers response to 15% wage increase demand was that, they will take into account the entire oncost items listed above when they table their offer.

After a number of clarity questions from trade unions delegation, the trade unions tabled their proposed amendments to picketing and strike rules documents.

The employer tabled a 7.2% wage offer as from 01 July 2014 or the date of signing the agreement. Year two will be CPI April to April.

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Parties agreed on items to be referred to different forums (National Trade and Policy Forum - NTPC and Industry Policy Forum – IPF) and areas of agreement. Trade unions requested time to communicate with their members, Solidarity promised to revert to employers in the afternoon of the 23 June 2014. UASA will be consulting their members over the weekend and the following meeting is scheduled on the 30 June 2014.

Thulani Mthiyane  
**General Secretary**