



Coca-Cola  
Shanduka Beverages

**2014/2015**

**NATIONAL SUBSTANTIVE AGREEMENT**

**Entered into Between**

**COCA – COLA SHANDUKA BEVERAGES**

**(CCSB)**

**And**

**FOOD AND ALLIED WORKERS UNION**

**(FAWU)**

Page 1 of 5



## 1. PERIOD AND SCOPE OF THE AGREEMENT

The period of the agreement shall be from 01 April 2014 to 31 March 2015. The scope of the agreement shall apply to all associates as recognized and / or defined in the Bargaining Unit at the following facilities and / or sites:

- a) Nigel
- b) Witbank
- c) Standerton
- d) Ermelo
- e) Groblersdal
- f) Steelpoort
- g) Springs

## 2. WAGE INCREASE

The Company and the Union hereby agree to an across the board increase of 7%, effective from 01 April 2014.

## 3. PROCEDURAL MATTERS

The Company and the Union agree to an engagement on procedural matters that are not substantive in nature as a consequence of clarities sought during the process and issues whose processes have to be refined and defined to avoid confusion and commit parties to amicable and sound implementation.

A collection of handwritten signatures in black ink, including several large, stylized signatures and smaller ones, some with initials like "H.D." and "W. D. M. B.".



#### 4. PARTY RELATIONSHIP

4.1. The parties to this agreement commit themselves to develop and maintain an ongoing constructive relationship .

4.2. All other terms and conditions shall remain the same.

#### 5. DISPUTE RESOLUTION

Any dispute arising from the interpretation of any clause contained in this agreement will be resolved through the dispute resolution procedure as contained in the National Recognition Agreement.

Signed at Nigel on this 15<sup>th</sup> day of May 2014

On behalf of CCSB

Name: Veli Mazibuko

Designation: Employee Relations Manager

On behalf of FAWU

Name: Bheki Ngubane

Designation: National Negotiator



SIPIC

Name:

Designation:

Filo

Name:

Designation:

Eric

Name:

Designation:

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Name:

Designation:

W. Lamin S

Name:

Designation:

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[Signature] Dolo

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W. Lamin S

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Designation:

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Designation:

Alexander

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Designation:

[Signature]

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Designation:

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Name:

Designation:

[Signature]      [Signature]