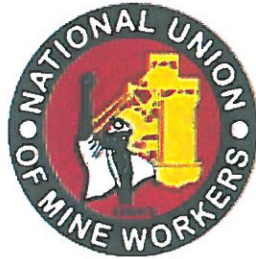


NATIONAL UNION OF MINEWORKERS

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HEAD OFFICE

Monday, 23rd April 2018

Mr. Roger Baxter
Chief Executive Officer
Chamber of Mines of South Africa
5 Hollard Street
MARSHALLTOWN
2107
By Email: RBaxter@chamberofmines.org.za

Dear Mr. Baxter,

NUM 2018 Wage Demands

The National Union of Mineworkers hereby submits the demands for the current season of negotiations on wages and other conditions of employment.

We hope that after perusing the demands, the Chamber of Mines will suggest dates for the commencements of the negotiations and it is our wish that these negotiations should be completed before the implementation date which is 1st July 2018.

The National Union of Mineworkers reserves the right to amend the demands.

Yours Sincerely,

Kolekile David Sipunzi

NUM General Secretary

2018 Chamber of Mines wage demands

1. Wages

- (a) Entry level on surface : R9 500
- (b) Entry level underground : R10 500
- (c) Officials : 15% across the board

2. Housing

- (a) Living out allowance : R3 000
- (b) Housing allowance : R5 000

3. Allowances

- (a) Shift allowance : 12%
- (b) Night shift allowance : 12%
- (c) Calendar premium : 15% (AGA, PanAf)
- (d) Standby allowance : 10%
- (e) Transport allowance : R450
- (f) Acting allowance : 100% of the salary of the position
- (g) Long service award : R2 000 for each year of service paid at 5 year intervals
- (h) Workers utilizing conveyor belt: R2 500 monthly allowance

4. Leave

- (a) Annual leave days to be a minimum of 35 days
- (b) Maternity leave to be a minimum of 6 months fully paid by the employer
- (c) Family responsibility leave to be a minimum of 10 days
- (d) Ante-natal and post-natal leave to be a minimum of 10 days

- (e) Compassionate leave to be a minimum of 5 days
- (f) Paternity leave to be a minimum of 10 days
- (g) Study leave to be a minimum of 3 days per subject
- (h) Sick leave to be increased to 120 days over a 2 year period
- (i) Accident leave to be unlimited
- (j) Sick leave due to occupational disease to be unlimited

5. Medical incapacity

- (a) R75 000 on being declared medically incapacitated
- (b) Employers to take responsibility for medical costs of employees repatriated as a result of injury on duty or occupational disease.

6. Funeral Benefit

- (a) Principal member, spouse and children 14 – 21years : R40 000
- (b) Children 6 – 13 years : R25 000
- (c) Stillborn children : R15 000
- (d) Transport to funeral (fatal accident/ occupational disease death)

7. Severance pay

- (a) Four weeks for every year of service
- (b) A minimum severance package of R45 000 from R30 000

8. Sub-contractors

- (a) Mines to cease using sub-contractors for non-specialised work

9. Meal allowance

- (a) R120 per day

10. Medical Aid

- (a) Employer contribution : 70%
- (b) Employee contribution : 30%
- (c) Increase the choice to 3 medical aid schemes

11. Service increment

- (a) Annual service increment of 2%

12. Category 4 and 5 supervisors

- (a) To be upgrade to category 7

13. Mainline/Double header loco drivers (PanAF/AGA)

- (a) To be upgraded to C1

14. Mourning for fatalities

- (a) The day long service to be held within 7 days of the accident happening
- (b) Employees to clock in between 07h00 and 09h00 and clock out between 14h00 and 15h00

15. Terms of reference

- (a) Negotiating in good faith
- (b) Respect for the central bargaining forum

16. Duration of the agreement

(a) The term of this agreement shall be two years