



REGISTERED TRADE UNION REG NO. LR 2/6/2/1499
AFFILIATED TO FEDUSA

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Delivered by Email

Mr. Motsamai Motlhamme
Head – Employment Relations
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Chamber of Mines
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Dear Sir,

UASA – the Union WAGE DEMAND – CHANBER of MINES OF SOUTH AFRICA ON BEHALF OF THE GOLD PRODUCERS

INTRODUCTION:

UASA – the union's salary demand for 2018 is tabled against a specific background where the average mine worker's take home pay is under enormous pressure in terms of different Debt Review reports. Research shows that 60% of employees monthly salary is paid on monthly debt instalments resulting in that the average worker's disposable salary is 40% of his net income.

It should be common knowledge that since the previous wage increase salaries got further eroded by higher fuel prices, higher taxes including Vat, medical insurance, administrative goods such as municipal rates, electricity, school fees, food price increases and stating the obvious afore mentioned increased above the rate of inflation.

We therefore submit our mandated demands for purposes of negotiations for the 2018 financial year and onwards.

1. DURATION OF THE AGREEMENT

- 1.1. We are willing to consider a long term agreement which will address the following principle:
- The wage gap shall not be bigger than 15% between each category of workers in the future

2. WAGES

- 2.1. Wage increase of 10.5% on actual basic and not on entry rate.
- 2.2. Re-introduction of the service increment of 0.5% per year for Officials
- 2.3. A fixed wage adjustment of 10% on actual wages for year one and CPI + 2% for the second year:

3. MISCELLANEOUS:

3.1. ALLOWANCES

- 3.1. Housing Allowance:
R4000.00 per month minimum Housing Allowance
- 3.2. Family Responsibility Leave:
7 days Family responsibility leave instead of the 4 days currently allocated per annum
- 3.3. Standardisation of Call-out and Standby Procedures between the Engineering Officials and Artisans.

4. PENSION FUND:

- 4.1. Standardisation of retirement age of "D" band employees in the industry namely 63 years of age

3. MEDICAL INCAPACITY & DISABLE EMPLOYEES:

- 5.1. The Company to provide up Skills training and rehabilitation of disabled employees.
- 5.2. Medically incapacitated employees who is in a process of a section 20 Appeal to remain on the Companies strength until appeal and pension fund queries has been finalised.
- 5.3. Company to pay full medical and Pension fund contributions whilst employees are on a temporary income replacement benefit for an mine accident and or work related disease.

UASA-the union reserves the right to add to or amend any of the aforementioned demands, should our members mandate, so direct

Yours Sincerely



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