

11 May 2018

Mr Motsamai Motlhamme
Senior Executive: Employment Relations
Chamber of Mines of South Africa

Via e-mail: mmothlamme@chamberofmines.org.za

Dear Mr Motlhamme

Re: Solidarity Wage Demands 2018/2019 – Gold Sector

Herewith the wage demands from Solidarity's members employed in the gold sector.

1. Annual Increase:

- 1.1 CPI, plus 4% or 10% increase, whichever is greater (for every year negotiated).
- 1.2 Only a 3-year agreement, if the offer for the 3rd year is more favourable than year 1 and 2, and a guarantee of job security is built into the offer.
- 1.3 Where applicable, employees to have a freedom of choice between GRP and COM remuneration package (SibanyeStillwater).

2. Medical Aid:

- 2.1 Freedom of choice between internal and external medical aid schemes.
- 2.2 Continuation of Company contribution towards medical aid after retirement and/or medical incapacity and/or retrenchment.

3. Allowances:

- 3.1 All allowances to increase with same percentage as the corresponding year's wage increase as per Core Codes.



www.solidariteit.co.za

4. Living out allowance and maintenance:

4.1 Maintenance on mine houses to be done by the employer to ensure safe/health and decent living standards for its employees.

4.2 Living out allowance to be in line with market related rental.

4.3 Homeowner's allowance to be R4 000.

5. Poor service by Rand Mutual Assurance:

5.1 Social partners in gold sector to jointly address the RMA on the increase in poor service.

6. Recognition of members on debit order:

6.1 Recognition of union members paying their union subscription fees by means of a debit order.

7. Family Responsibility leave:

7.1 To increase to 7 days.

8. Production Bonus:

8.1 Parties to engage on the impact on health and safety in the mines due to production bonus schemes i.e. Section 23 MHSA.

We reserve our rights to amend our demands or table additional demands.

We are looking forward to the commencement of the negotiations and trust that the process will be conducted in good spirit and to the mutual benefit of all parties concerned.

Yours faithfully



Gideon du Plessis

General Secretary: Solidarity