

5 DECEMBER 2012

TO: THE BARGAINING COUNCIL FOR FOOD RETAIL, RESTAURANT,
CATERING AND ALLIED TRADES

ATT: MONICA BASILIO

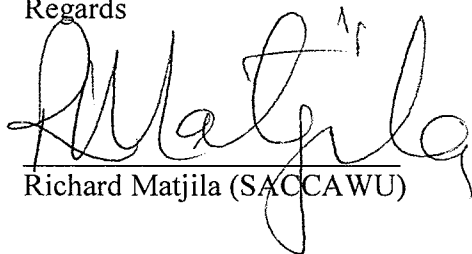
RE: SACCAWU & CCRAWUSA'S WAGE AND OTHER CONDITIONS OF
EMPLOYMENT PROPOSALS

1. The duration of the agreement should be two years.
2. The minimum salary adjustment by 20% pm on the first and second year
3. The across the board increase of 20% on the first year and second year and CPI + 4% in the event the CPI is more that the agreed increase percentage in the second year
4. Introduction of category of big employers who employ 50 employees and more. The said category of employers' minimum salary should be 20% more than that of the other employers in the sector.
5. Development of a two years process of converting casual employees into 45 hours permanent positions that will result into a situation whereby there will no longer be a casual employee who has more than two years of service as a casual employee in the sector.
6. Meal Allowance
Should be increased to R200 per week in the first year and to R230 per week in the second year
Casuals' meal allowance should be prorated in accordance with the number of shifts they work in a week.
7. Transport allowance
Transport for the employees who work up to 20h00 and beyond should be increased to R200 per month in the first year and R250 in the second year
8. The employer should subsidise the transport of the employee who is transferred to another employer's workplace and he/she incurs extra transport cost as a result thereof.
9. Night shift allowance
It should be increased to R14 for four and fewer hours worked and R25 for more than four hours worked for first year and R18 for four and fewer hours worked and R30 for more than four hours worked for the second year.
10. Payment for Sunday work should be at one and half hourly rate or be compensated with one and half day off for eight and less hours worked.
11. The public holiday work should be voluntary.

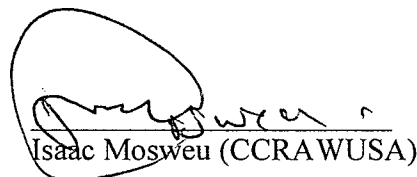
12. Casuals and special function employees should be covered by the sick leave if they fall sick on the days which they are scheduled to work or they would normally be expected to work.
13. 13th cheque bonus
Two weeks' salary on completion of first year and thereafter one month salary as bonus across the board.
14. Uniform
The employer should provide a set of free uniform/overall/washing coat/cap/apron or whatever applicable to the employees
15. Family responsibility leave of seven days per incident in the event of death of spouse, child, sibling and parents including parents in law. The existing five days per annum should apply for the birth of a child and sickness of spouse, child, sibling and parents including parents in law.
16. Long service awards
They should be adjusted as follows:
R1000 after five years
R2000 after ten years
R2500 after fifteen years
R3000 after twenty years
R3500 after twenty-five years
17. The stop order facility for old mutual group scheme products
18. 3% increase of contribution into the provident fund
19. The abolishing of so called independent contract waiters/foreign workers without work permits

I hope and trust that you will find this in order.

Regards



Richard Matjila (SACCAWU)



Isaac Mosweu (CCRAWUSA)