



27 September 2013

SETTLEMENT AGREEMENT

Between

**FUEL RETAILERS ASSOCIATION (FRA);
RETAIL MOTOR INDUSTRY ORGANISATION (RMI)**

And

**NATIONAL UNION OF METALWORKERS OF SOUTH AFRICA
(NUMSA)**



F

NRS

SECTOR V

| MATTER | SETTLEMENT |
|--|---|
| WAGES | <p>Year 1: 11.6 % Year 2: 9 % Year 3: 9 % based on the current wage model. These increases are applicable to Forecourt Attendants, Cashiers and Chars.</p> <p>Subject to Petrol Retail Margin adjustment by the Minister of Energy annually on a date to be determined by the Minister.</p> |
| CYCLE/ DURATION | 3 year agreement expiry – 31 August 2016 |
| RESUMPTION OF WORK AND PEACE CLAUSE | <p>30 September 2013</p> <p>Parties agree that the Retail Fuel Industry will be protected from any form of industrial action as a result of any dispute on any wage adjustments and other conditions of employment relating to any sector or chapter in the Retail Motor Industry. Participation in any form of industrial action after the implementation and during the currency of this agreement shall be unprotected.</p> |
| IMPLEMENTATION | Effective from date of Petrol Retail Margin increase. |
| SHORT TIME/TRAINING LAYOFF SCHEME | The Parties recognise the challenges with regards to the current practice of raising and rebuilding of filling stations resulting in total closure or partial closure of the business environment with the effect of employees being put on short time and/or unpaid leave. The Parties agreed to continue exploring as an alternative the training layoff scheme under the auspices of the CCMA /Department of Labour in order to allow the abovementioned to be covered by the training layoff scheme |
| REMOVAL OF AREA DIFFERENTIALS | The Parties agree that all employees in other Areas shall receive the percentage increase set out in this agreement and in addition all such employees shall receive an additional twenty-five cents (25c) per hour until the current anomalies are removed. |

