

# INDUSTRIAL CHEMICALS SECTOR

## SUBSTANTIVE AGREEMENT

FOR THE PERIOD 1 JULY 2021 TO 30 JUNE 2022

BETWEEN

CHEMICAL ENERGY PAPER PRINTING WOOD AND ALLIED WORKERS'

UNION

(CEPPWAWU)

GENERAL INDUSTRIES WORKERS' UNION OF SOUTH AFRICA

(GIWUSA)

SOLIDARITY

SOUTH AFRICAN CHEMICAL WORKERS' UNION

(SACWU)

(JOINTLY REFERRED TO AS "The Unions")

and

PARTICIPATING BASE CHEMICALS, EXPLOSIVES, FERTILIZERS,  
SPECIALITY CHEMICALS AND SURFACE COATINGS COMPANIES AS LISTED

IN ANNEXURE A

BC  
W  
X.m  
M.W  
J.E  
C.A.B.

# INDUSTRIAL CHEMICALS SECTOR SUBSTANTIVE AGREEMENT

## 1. PERIOD OF AGREEMENT

This agreement shall apply for the period 1 July 2021 to 30 June 2022.

## 2. SCOPE OF AGREEMENT

This agreement shall apply to employees within the recognised bargaining units of member companies listed hereto in annexure A.

## 3. WAGES

The monthly wage will increase across the board by the following percentages in each of the sub-sectors, as listed hereunder, with effect from 1 July 2021:

- Base Chemicals: 4%
- Explosives: 4%
- Fertilizer: 4%
- Speciality Chemicals: 4%
- Surface Coatings: 4%

## 4. MINIMUM WAGE

The minimum wage as from 1 July 2021 will be increased by the agreed across the board (ATB) percentage increase in all Industrial Chemicals sub-sectors.

## 5. TASK TEAM

The parties have agreed to establish a process which will discuss all industrial chemical issues at a Task team level. The Task team will be facilitated by a Commissioner whose objective is to assist the Parties in concluding a protocol agreement specifying the Terms of reference for the process on how the matters deferred to a Task team as listed below, will be dealt with. There will be no plant level discussions on benefits. The Bargaining Council will assist Parties in appointing a commissioner to facilitate the discussion and alignment on the deferred issues once the COVID-19 Lockdown level has been adjusted.

The following matters shall be referred to a Task Team:

- Scope;
- Shift allowance;
- Transport allowance;
- Covid-19 issues; and
- Hours of work.

The Task Team shall be established within 3 months from date of signature of this agreement.

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**5. EXEMPTIONS**

Companies seeking exemption from the conditions of this agreement and/or any conditions agreed to previously through centralised bargaining between the parties, should do so according to the Council's exemptions procedure.

**6. DISPUTE RESOLUTION**

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the Dispute Resolution procedure of the Council.

**7. OTHER TERMS AND CONDITIONS**

All other terms and conditions not affected by this agreement will remain unchanged. Those benefits already more favourable than provided for in terms of this agreement shall not be affected by this agreement.

**8. FULL AND FINAL SETTLEMENT**

The terms of this agreement are in full and final settlement of substantive wages and terms and conditions of employment negotiated for the period 1 July 2021 to 30 June 2022 between the unions and the participating companies. Therefore, all other demands tabled by parties during the negotiations are withdrawn.

**9. PEACE OBLIGATION**

Neither party to this agreement shall engage in any form of industrial action against the other party regarding any disagreement on wages and other substantive conditions of employment during the period of this Agreement, unless disagreement arises out of the implementation and/or interpretation of the Agreement. In such event any party may refer the matter to the Council for resolution in terms of the Council's dispute resolution procedures.

Handwritten initials and signatures: AN, MN, BC, X.M, ANB, JE, and a large signature.

1) SIGNED AT JOHANNESBURG THIS 2ND DAY OF SEPTEMBER 2021

*[Signature]*  
Witness

*[Signature]*  
INDUSTRIAL CHEMICALS EMPLOYERS

2) SIGNED AT JOHANNESBURG THIS 01st DAY OF SEPTEMBER 2021

*[Signature]*  
Witness

*[Signature]*  
CEPPWAWU

3) SIGNED AT ..... THIS ..... DAY OF ..... 2021

*[Signature]*  
Witness

*[Signature]*  
SACWU

4) SIGNED AT ..... THIS ..... DAY OF ..... 2021

*[Signature]*  
Witness

*[Signature]*  
SOLIDARITY

5) SIGNED AT Maseru THIS 2nd DAY OF September 2021

*[Signature]*  
Witness

*[Signature]*  
GIWUSA

BC

*[Handwritten notes]*  
X.m  
M.M  
C.P

## ANNEXURE A

### PARTICIPATING COMPANIES

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#### BASE CHEMICALS:

African Amines (Pty) Ltd.  
African Oxygen Limited (Afrox)  
Air Products South Africa (Pty) Ltd.  
Air Liquide (Pty) Ltd.  
AlcoNCP (Pty) Ltd.  
Associated Additives  
Bayer (Pty) Ltd.  
Bidvest Tank Terminals  
BotAsh SA (Pty) Ltd.  
DDP Speciality Products SA (Pty) Ltd.  
Dow Southern Africa (Pty) Ltd.  
Ferro Coating Resins (Pty) Ltd.  
Ferro Dispersions (Pty) Ltd.  
Ferro South Africa (Pty) Ltd.  
H & R South Africa (Pty) Ltd.  
Innovative Water Care SA Holding (Pty) Ltd. (Previously Arch Water Products SA)  
Karlochem (Pty) Ltd.  
Lanxess CISA (Pty) Ltd.  
Lanxess Merebank (Pty) Ltd.  
Masterbatch SA (Pty) Ltd.  
Merck SA (Pty) Ltd.  
NCP Chlorchem  
NCS Resins (Pty) Ltd.  
Orion Engineered Carbons (Pty) Ltd.

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PQ Silicas South Africa (Pty) Ltd.

Safripol (Pty) Ltd.

Sasol South Africa (Pty) Ltd.

Vopak Terminal

Wood Chemicals SA (Pty) Ltd.

## **SPECIALITY CHEMICALS:**

AECI Chemical Cluster:

- AECI Head Office
- AECI Mining Services (AEL Mining Services)
- AECI Speciality Chemicals (Chemfit)
- AECI Industrial Chemicals (Chemical Initiatives)
- AECI Speciality Chemicals (ChemSystems)
- AECI Mining Chemicals (Expense)
- AECI Water (ImproChem)
- AECI Speciality Chemicals (Industrial Oleochemicals Products)
- AECI Food and Beverage (Lake Foods)
- AECI Food and Beverage (Lake Shared Services)
- AECI Plant Health (Nulandis)
- AECI Mining Chemicals (Senmin)

A Shak (Pty) Ltd.

Apchem cc

Avery Dennison SA (Pty) Ltd.

BASF Construction Chemicals (Pty) Ltd.

BASF South Africa (Pty) Ltd.

Brenntag South Africa (Pty) Ltd.

Cerax (Pty) Ltd.

Chemetall (Pty) Ltd.

Chemical Logistics Industrial Speciality Chemicals cc t/a Chemlog

Chemicals & Research (Pty) Ltd.

Clariant Sasol Catalysts (Pty) Ltd.

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J.E.

Clariant Southern Africa (Pty) Ltd.  
Clariant Plastics and Coatings Southern Africa (Pty) Ltd.  
Denso South Africa (Pty) Ltd.  
Diversey SA (Pty) Ltd.  
Dystar Africa (Pty) Ltd.  
Ecolab (Pty) Ltd.  
Edentec Industrial (Pty) Ltd.  
Evonik Peroxide Africa (Pty) Ltd.  
Ezee Tile Adhesive Manufacturers (Pty) Ltd. (Includes Durban, Port Elizabeth, Mokopane, Mpumalanga, Germiston and Free State)  
Fine Chemicals Corporation (Pty) Ltd.  
Foseco a Division of Vesuvius South Africa  
Fountain Chemicals (Pty) Ltd.  
GCP Applied Technologies (Pty) Ltd.  
Givaudan South Africa (Pty) Ltd.  
Henkel SA (Pty) Ltd.  
Isegen South Africa (Pty) Ltd.  
Kovali Chemicals  
Mapei South Africa (Pty) Ltd.  
Martin & Robson South Africa (Pty) Ltd.  
Metsep SA (Pty) Ltd.  
Metsep Saldanha (Pty) Ltd.  
Metaplast Chemicals (Pty) Ltd.  
Minova  
MTSA  
Orthochem  
Permoseal (Pty) Ltd.  
Protea Chemicals, a Division of the Omnia Group (Pty) Ltd.  
Qualichem (Pty) Ltd.  
Reinol-Janek Chemicals (Pty) Ltd.  
Resistant Materials Services (Pty) Ltd.

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RHI Refractories Africa (Pty) Ltd.  
Rigifoam (Pty) Ltd.  
Rocbolt Technologies  
Rolfes Agri (Pty) Ltd.  
Rolfes Chemicals (Pty) Ltd.  
Rolfes Ltd.  
Rudolf Chemicals (Pty) Ltd.  
Sicad South Africa (Pty) Ltd.  
SI Group South Africa (Pty) Ltd.  
Sika South Africa (Pty) Ltd.  
Sparkle Products CC  
Spectracare (Pty) Ltd.  
Stapol (Pty) Ltd.  
Stoncor Africa (Pty) Ltd.  
STT Sales (Pty) Ltd.  
Symrise (Pty) Ltd.  
TAG Solvent Products (Pty) Ltd.  
TAL a division of Norcros SA (Pty) Ltd.  
UPL South Africa (Pty) Ltd.  
Weber-Saint-Gobain

**EXPLOSIVES COMPANIES:**

AEL Mining Explosives  
Maxam Dantex South Africa (Pty) Ltd.  
BME (Pty) Ltd.  
Rheinmetall Denel Munition (RF) (Pty) Ltd.  
Sasol South Africa Limited  
Enaex Africa (Pty) Ltd.

BE

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**SURFACE COATINGS:**

- Axalta Plascon (Pty) Ltd.
- B & R Products (Pty) Ltd.
- Becker Industrial Coatings (Pty) Ltd.
- Dekro Paints (Pty) Ltd.
- ICI Dulux (Pty) Ltd.
- Jotun Paints SA (Pty) Ltd.
- Kansai Plascon SA (Pty) Ltd.
- Mylaw Chemicals and Coatings
- Natal Associated Chemicals (Pty) Ltd.
- Promac Paints
- Prominent Paints (Pty) Ltd.
- Sun Chemical
- Technipaint Holdings (Pty) Ltd.
- The Valspar SA Corporation (Pty) Ltd.

**FERTILIZERS:**

- Atlas Organic Fertilizers (Pty) Ltd.
- Foskor (Pty) Ltd.
- Omnia Fertilizer
- Sasol Chemicals
- Yara Animal Nutrition South Africa

Handwritten signatures and initials: BC, A.M., A.W., M.W., J., R.V., and JE.

