

Collective Bargaining Agreement: Tobacco (Grading Sector) Industry

IT is hereby notified that the Minister of Public Service, Labour and Social Welfare has, in terms of section 80(1) of the Labour Act [*Chapter 28:01*], published the Collective Bargaining Agreement as set out in the Schedule, which was registered in terms of section 79 of the Labour Act [*Chapter 28:01*]:—

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE
TOBACCO INDUSTRY

COLLECTIVE BARGAINING AGREEMENT: GRADING
SECTOR WAGES

This agreement is made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Grading Employers' Association (hereinafter referred to as "the employers"), of the one part, and the Zimbabwe Tobacco Industrial Workers' Union (hereinafter referred to as the "trade union"), of the other part, being parties to the National Employment Council for the Tobacco Industry.

This agreement is endorsed by the trade union and employers in the spirit of good faith, and shall be deemed to have come into effect on 1st July, 2018, and is applicable up to 31st October, 2018.

The minimum wage for the Grading Sector is pegged at US\$198,00 (one hundred and ninety-eight dollars) per month with effect from 1st July, 2018.

In addition, it has been agreed by the employment council that this does not preclude employers and employees at company level works council to improve on conditions of service.

It was further agreed that employers shall deduct NEC levies of 0.5% of basic wage from employees they would be employing at any given time and remit them to the NEC together with the employer's contribution of 0.5%.

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Declaration

The employer's association and the trade union, having arrived at the agreement set forth above, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this 7th day of August, 2018.

G. MARILLIER,
for: the Employers.

E. SIBANDA,
General Secretary ZTIWU.

T. ZIMONDI,
Chairman of the Council.