

FAST MOVING CONSUMER GOODS SECTOR

**ADDENDUM
TO THE
SUBSTANTIVE AGREEMENT**

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)**

(hereinafter referred to as the "Unions")

and

**PARTICIPATING EMPLOYERS IN THE FAST MOVING
CONSUMER GOODS EMPLOYERS ASSOCIATION
(FMCG Employers)**

As listed in Annexure A

(hereinafter referred to as "employers")

FOR THE PERIOD 1 JULY 2019 TO 30 JUNE 2021

ADDENDUM

With reference to the 2019 – 2021 Fast Moving Consumer Goods Sector Substantive Agreement dated 13 September 2019, parties hereby agree to the following addendum with regards to clause 5:

The agreement provides for an increase as from 1 July 2020, based on the greater of the average CPI plus 1,5% improvement factor or 6.75%. The average CPI will be the average of the headline CPI for the 12 months May 2019 to April 2020.

The monthly CPI's for the period in question were as follows:

May 2019:	4,5%
June 2019:	4,5%
July 2019:	4,0%
August 2019:	4,3%
September 2019:	4,1%
October 2019:	3,7%
November 2019:	3,6%
December 2019:	4,0%
January 2020:	4,5%
February 2020:	4,6%
March 2020:	4,1%
April 2020:	3,0%

The average CPI for the period is 4,0%.

The improvement factor of 1,5%, plus the average CPI of 4,0% brings the total to 5,5% which is less than 6.75% therefore brings the increase for the second year of the agreement to **6,75%**. For year two an across the board increase of **6.75%** on current June 2020 actual basic wages, effective from 1 July 2020 to 30 June 2021.

The current minimum monthly wage of R7 020.35 per month will be increased by 6,75% to R7 494.22 as from 1 July 2020.

Signed at Johannesburg this _____ day of _____ 2020.

For FMCG Employers

Witness

On behalf of:

**Chemical, Energy, Paper, Printing,
Wood and Allied Workers Union**

Witness

**General Industries Workers Union
of South Africa**

Witness

Solidarity

Witness

South African Chemicals Workers Union

Witness