

remaining two months are unpaid.

- 22.1.2 Employers must pay both the employee's and the employer's contributions to any provident and medical aid fund to which the employee belongs for up to four months. These contributions will be repaid to the employer, by the employee, on her return to work, by means of deductions from her wages over a period of six months. If she fails to return to work, these contributions will be recovered by the employer from Provident Fund or other moneys due to the employee.

**23. PARENTAL LEAVE**

As per the provisions of clause 23 of Part 1 of this Agreement.

**24. ADOPTION LEAVE**

As per the provisions of clause 24 of Part 1 of this Agreement.

**25. COMMISSIONING PARENT LEAVE**

As per the provisions of Clause 25 of Part 1 of this Agreement

**26. FAMILY RESPONSIBILITY LEAVE**

As per clause 26 of Part 1 of this Agreement, except for the following amendments:

- 26.1 An employer must grant an employee, during each annual leave cycle, at the request of the employee, five days' paid family responsibility leave, subject to—
- 26.1.1 notification of the birth of the employee's child or that the child is sick; and
    - 26.1.1.1 submission of satisfactory proof of birth in the form of a birth certificate; or of the child's sickness; and
    - 26.1.1.2 such leave for birth being taken at or around the time of the birth of the child, and in any event within one month of the birth;
  - 26.1.2 in the event of death—
    - 26.1.2.1 the death of an immediate family member (defined as own child/brother/ sister/spouse/lifepartner/grandchild/parent or grand-parent, including adoptive parent or child); and
    - 26.1.2.2 submission of satisfactory proof of death in the form of a death certificate; and
    - 26.1.2.3 such leave being taken at or around the time of death of the family member, and in any event within one month of the death.

**E. EMPLOYEE BENEFITS**

**27. RETIREMENT FUND**

- 27.1 All employers and employees must become members of a registered retirement fund.  
27.2 Contributions by the employer and employee to such retirement fund are 7,5% of the basic wage per side.

**28. BURSARY SCHEME**

As per clause 28 of Part 1 of this Agreement.

**29. FUNERAL BENEFITS**

This clause does not apply to the Wool and Mohair Section.

**30. PERSONAL PROTECTIVE EQUIPMENT**

As per the provisions of clause 30 of Part 1 of this Agreement.

**31. SACTWU HIV/AIDS PROJECT**

- 31.1 For the purpose of providing for a fund to provide HIV/AIDS education and awareness in the workplace, each employer shall contribute 50c per week per employee. Such contribution shall be made directly to the SACTWU Finance Department, on an annual basis, by no later than 31 January each year. The amount to be paid shall be calculated according to the number of employees in employment as at 30 November of the previous year. The union shall provide the employers with regular (at least bi-annual) reports on the activities of the SACTWU Worker Health project.
- 31.2 Each employee shall be granted two (2) hours paid time off per annum for HIV/AIDS awareness training. Such training to be co-ordinated by the SACTWU HIV/AIDS Project.
- 31.3 Each employee shall be granted an additional 30 minutes lunch break on World Aids Day (1 December) to commemorate the day and participate in the awareness programmes organized by the union.

**32. REGISTERED LEARNERSHIPS**

As per the provisions of clause 32 of Part 1 of this Agreement.