

An employee may only claim family responsibility leave in respect of a life partner if he/she is unmarried and the life partner has been registered with the employer. The onus is on the employee to deregister a previous life partner and register a new life partner when a new domestic partnership is established;

- (d) in order for such leave to be authorized, a valid medical certificate will have to be submitted confirming the seriousness of the illness and that the spouse or life partner requires the assistance of the employee
- 26.3 Family responsibility leave may be taken for a whole *day* or part of a *day*. Before granting this leave, reasonable proof of the event for which the leave is required must be furnished. It is non-accumulative and any unused entitlement lapses at the end of the calendar year.
- 26.4 Requests for family responsibility leave for time off to attend to a child's (under the age of 13 years old) first *day* of school (Grade 1) will be dealt with at plant level
- 26.5 In the event of an employee having exhausted their family responsibility leave entitlement for the year in which it is due, they may lodge a request, 24 hours in advance for 1 additional day of family responsibility leave. Such additional leave will be unpaid.

E: EMPLOYEE BENEFITS

27. RETIREMENT FUND

- 27.1 As per the provisions of sub-clause 27.1 of Part 1 of this Agreement.
- 27.2 Every employee must contribute at least 6,5% of the employee's basic weekly wage and every employer must contribute 6,5% of each employee's basic weekly wage.

28. BURSARY SCHEME

As per the provisions of clause 28 of Part 1 of this Agreement.

29. FUNERAL BENEFITS

- 29.1 Every employer must take out insurance to secure the minimum funeral benefits of its employees and their dependants in accordance with the Table below.
- 29.2 When the employee or a person referred to in the Table below dies, the employer must pay the employee or the employee's family, the funeral benefit in accordance with this Table. The payment must be made within one week of the employer being furnished with the death certificate of the deceased person.
- 29.3 The employer must furnish the Council each year with a certificate from the insurer confirming this insurance.

The employee	R1 500,00
The employee's spouse	R1 500,00
The employee's children between 14 and 21 years	R1 500,00
between 6 and 14 years	R 800,00
under 6 years (including stillborn)	R 500,00

30. PERSONAL PROTECTIVE EQUIPMENT

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

31. SACTWU HIV/AIDS PROJECT

The provisions of clause 31 of Part 1 of this Agreement shall apply, subject to the following additions:

- 31.1 A levy of R1.00 per week per employee shall be payable only by the employers and not by the employees.
- 31.2 All employees covered by this Agreement will be allowed two (2) hours' paid time off on a once-off basis for the purposes of HIV/AIDS awareness training, conducted by Sactwu HIV/AIDS Project. Such training shall be conducted at the plant and attendance is voluntary.
- 31.3 One shop steward per plant will be granted a once-off five (5) days' paid time off for HIV/AIDS counsellor training if required by Sactwu. Request for a worker other than a shop steward can be made to the trade union.