



FULL AND FINAL

SETTLEMENT AGREEMENT

Entered into

by and

between

LSG SKY CHEFS (PTY) LIMITED
("the Company")

and

NATIONAL TRANSPORT MOVEMENT (NTM)
("the Trade Union")

SK
LLM.
EM
SSM

The parties discussed the matter as FULL AND FINAL settlement

BACKGROUND

1. The Trade Union referred a dispute to the Commission for Conciliation Mediation and Arbitration (herein after referred as "CCMA") with the following demands:
 - 1.1. Removal of Lisa Antonopoulos.
 - 1.2. Insulting workers that they are urinating at the back of the trucks, urinating in the bakery department, employees are offended by this as it has an element of racial discrimination.
 - 1.3. Oppression and threatening of employees/harassment of employees for any reasons known by Lisa Antonopoulos.
 - 1.4. Favouritism practiced by Ms Lisa Antonopoulos recommending higher salaries for newly appointed employees, disadvantaging current employees who earn lower salaries.
 - 1.5. Unfair treatment of staff of respect by bullying staff and shouting at staff.
 - 1.6. Stamping employees upon exiting the premises.
2. On the 7th June 2016 a certificate of outcome of dispute was issued by the CCMA granting employees the right to embark on strike action for item 6 contained in the summary of issues in dispute.
3. On the 21st June 2016 employees embarked on a strike action.
4. Parties met on the 27th June 2016 and NTM raised the issue that settlement will be reached upon Ms Lisa Antonopoulos being granted leave of absence by the employer

AGREEMENT

- 6.1 Employer granted Ms Lisa Antonopoulos leave of absence with immediate effect, pending an independent investigation to Ms Antonopoulos' alleged conduct.

SK
KLM
E.M
sam

6.2 An independent chairperson will be jointly appointed as agreed by the parties to conduct the investigation.

6.3 The outcome of the proceedings will be binding to all the parties.

6.4 No disciplinary action will be taken against employees for lawful participation in the strike action.

6.5 All other issues as indicated in the "Notice of the protected strike" will be negotiated internally at a later stage on times agreed upon by the parties:

6.5.1 Adjustment of minimum basic salary to R8000.00;

6.5.2 Adjustment of working hours to 180 hours per month;

6.5.3 Introduction of affordable medical aid paid fully by the employer;

6.5.4 Six month fully paid maternity leave;

6.6 The employees will return to work from the first by Wednesday, 29th June 2016, at the latest.

6.7 By week ending 9th July 2016, the parties will agree on the dates in order to negotiate and discuss proposals as set out in paragraph 6.5.

No agreement varying, adding to, deleting from or cancelling this agreement shall be effective unless reduced to writing and signed by or on behalf of the parties.

No party may cede of its rights or delegate or assign any of its obligations in terms of this agreement without the prior written consent of the other party.

THUS SIGNED AT Boksburg ON THE 27th DAY OF JUNE 2016

S.K.
sim
LH
E.M

ON BEHALF OF THE EMPLOYER

By SS Marzano
Who warrants that he/she is duly authorised
to represent the employer.
Ref: Paul Elliot: Managing Director

WITNESSES

1. [Signature] Stanley Sealetra.
2. _____

ON BEHALF OF NTM

[Signature]
Who warrants that by this signature he/she
is duly authorised to represent the employees.
Ref: Ephraim Mphahlele

WITNESSES

1. [Signature] FOR Mr. Shopsteward.
2. [Signature] FOR NTM Shopsteward

S.K

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MEDIA STATEMENT ABOUT LSG SKY CHEFS (PTY) LTD

22nd JUNE 2016

The Members of the National Transport Movement (NTM) at LSG SKY CHEFS (Pty) Ltd embarked upon a protected Strike action with effect from Tuesday the 21st June 2016.

The ensuing Strike action is pursued in furtherance of the following demands:

1. Adjustment of the minimum basis salaries to R 8000, 00 per month.
2. Reduction of the monthly working hours to 180 hours.
3. Lawful suspension and investigation of Lisa Antonopoulos for racially insulting the employees and for making false assertions about workers.
4. Introduction of Affordable Medical Aid scheme fully paid by the Employer.
5. Six months fully paid maternity leave.
6. And the stamping of employees, who leave the employer's premises.

To this end, more than 500 employees have downed tools in furtherance of the aforesaid demands.



NATIONAL TRANSPORT MOVEMENT

Reg No. LR2/6/2/2025

The Workers vow to Strike until such a time that all their demands are met.

For further information you may contact the undersigned at 079 320 6669.

Ephraim Mphahlele

General Secretary

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NTM National Office Bearers:

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