



CAVMONT CAPITAL BANK LIMITED

(Registered Commercial Bank)

HEAD OFFICE:

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18th August, 2009

Human Resources/ssp

The Labour Commissioner
Ministry of Labour and Social Security
Government Complex Offices
Independence Avenue
P. O. Box 32186
LUSAKA

Dear Sir,

ADDENDUM TO THE RECOGNITION AGREEMENT AND COLLECTIVE AGREEMENT FOR THE PERIOD 2009 TO 2011

We wish to inform you that the two parties agreed to amend the Recognition Agreement and also concluded negotiations for a new Collective Agreement on 17th August 2009.

Please find enclosed five copies each of both the Addendum to Recognition Agreement and the Collective Agreement for the Minister of Labour and Social Security's approval.

Yours faithfully,

**S.S. PHIRI (Ms)
HUMAN RESOURCES MANAGER**

**JOYCE N.SIMUKOKO (Mrs)
GENERAL SECRETARY, ZUFIAW**

DATED THE.....*17th*.....DAY OF.....*August*.....2009

CAVMONT CAPITAL BANK LTD

AND

**ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND
ALLIED WORKERS**

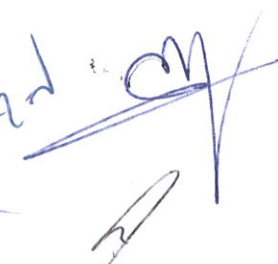
COLLECTIVE AGREEMENT

Code

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THIS COLLECTIVE AGREEMENT IS MADE THE.....DAY OF.....TWO THOUSAND AND NINE

BETWEEN **CAVMONT CAPITAL BANK LTD** A COMPANY INCORPORATED UNDER THE COMPANIES ACT 1994 OF THE LAWS OF ZAMBIA AND HAVING ITS REGISTERED OFFICE SITUATE ON THE MEZZANINE FLOOR, ANCHOR HOUSE ANNEX, SAPELE ROAD IN THE LUSAKA PROVINCE OF THE REPUBLIC OF ZAMBIA (HEREINAFTER REFERRED TO AS "THE BANK") OF THE ONE PART AND **ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS** REGISTERED UNDER THE INDUSTRIAL AND LABOUR RELATIONS ACT NO. 27 OF 1993 AND HAVING ITS REGISTERED OFFICE SITUATE IN LUANGWA HOUSE, CAIRO ROAD, LUSAKA AFORESAID (HEREINAFTER REFERRED TO AS ("THE UNION")) OF THE OTHER PART. WHEREAS PURSUANT TO THE MEMORANDUM OF RECOGNITION AGREEMENT MADE BETWEEN THE PARTIES TO THIS AGREEMENT AND MADE ON THE 4TH NOVEMBER 2004 THE BANK RECOGNISED THE UNION AS THE REPRESENTATIVE AND EXCLUSIVE BARGAINING AGENT OF THE BANK'S ELIGIBLE EMPLOYEES FOR THE PERIOD SPECIFIED AND UPON THE TERMS AND CONDITIONS CONTAINED THEREIN.

AND WHEREAS THE SAID MEMORANDUM OF RECOGNITION AGREEMENT IS STILL IN FORCE AND BINDING UPON THE PARTIES TO IT AND THAT COLLECTIVE NEGOTIATIONS AND AGREEMENT BY THE SAID PARTIES ON THE ASPECTS HEREUNDER SPECIFIED HAVE BEEN CONCLUDED BETWEEN THE BANK AND THE UNION.

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