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REPUBLIC OF ZAMBIA

In reply please quote:

No.:.....

DL 101/9/1497

MINISTRY OF LABOUR AND SOCIAL SECURITY

DEPARTMENT OF LABOUR
OFFICE OF THE COMMISSIONER
NEW GOVERNMENT COMPLEX
INDEPENDENCE AVENUE
KAMWALA
P. O. BOX 32186
LUSAKA

11th August, 2022.

The Director,
National Road Fund Agency
LUSAKA

The General Secretary,
Zambia Union of Financial Institution and Allied Workers
LUSAKA

Dear Sir/Madam,

RE: APPROVAL OF RECOGNITION AGREEMENT

Reference is made to the above captioned matter.

I am pleased to inform you that your Recognition Agreement has been approved and dully registered pursuant to section 65 (3) of the Industrial Labour Relations Act, chapter 269 of the Laws of Zambia.

The effect of this registration is that you are required to commence negotiations (collective bargaining) within three months for the purpose of concluding and signing a collective agreement as provided by section 66 (1) of the same Act. Further, be advised that section 69 (1) (1) of the Industrial Labour Relations Act makes it mandatory for you to notify the Labour Commissioner in writing within 14 days after the commencement of the negotiations of the date on which negotiations were commenced.

Should the Bargaining Unit need any assistance, please do not hesitate to contact the Ministry.

Enclosed herewith are copies of the said document for your records and necessary action.

Yours faithfully,

Bupe Kunda (Ms.)

Labour Officer

For/LABOUR COMMISSIONER

MEMORANDUM
of
RECOGNITION AGREEMENT

BETWEEN



NATIONAL ROAD FUND AGENCY

AND



ZUPIAW

Zambia Union of Financial
Institutions and Allied
Workers

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



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1. THE PARTIES AND PREAMBLE

THIS RECOGNITION AGREEMENT is made on the day of 2022
BETWEEN

The **National Road Fund Agency** a Statutory Body incorporated under the National Road Agency Act No. 13 of 2002 of the Laws of Zambia and having its principal place of business at Plot 33 Fairley Road, Ridgeway, Lusaka of the first part (hereinafter referred to as the "Agency") which expression shall include its successors and assigns,

AND

The Zambia Union of Financial Institutions and Allied Workers duly constituted under the Industrial and Labour Relations Act Chapter 269 of the Laws of Zambia and having its principal place of business at Plot 6579 Chainama Road, Olympia Extension, P. O. Box 31174, Lusaka, Zambia of the second part (hereafter referred to as the "Union") which expression shall include its successors and assigns and collectively referred to as the parties.

WHEREAS the parties are desirous to enter into a Recognition Agreement to allow the Union free access to recruit members from the Agency's Non-Management workforce for representation in all labour matters.

2. THE PARTIES AGREE TO:

- (i) Maintain a harmonious working relationship based on mutual cooperation which is essential to ensure that the Agency and all its stakeholders achieve optimum results through the working relationship.
- (ii) Seek reasonable and satisfactory resolutions to disputes which may arise between them and shall pursue the most expeditious approach to resolve disputes.
- (iii) Do everything in their power to promote good industrial relations.
- (iv) Early consultation between them where the Agency is considering the introduction of significant new technology or major change in working methods which will affect the staff.
- ((v) Be committed to the continued promotion of equal opportunities in employment regardless of employee's gender, marital status, ethnic origins, religion or political affiliations.
- (vi) Bind themselves to the terms and conditions below, which shall be enforceable at law.

3. DEFINITIONS

In this Agreement unless the context otherwise requires, the following terms and expressions shall be construed to mean the following:

"Act" means the Industrial and Labour Relations Act Chapter 269 of the Laws of Zambia as such Act may be modified, amended or repealed and replaced from time to time.

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