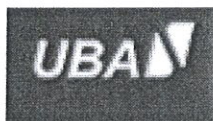


# RECOGNITION AGREEMENT

BETWEEN

(Hereinafter referred to as "The Bank")

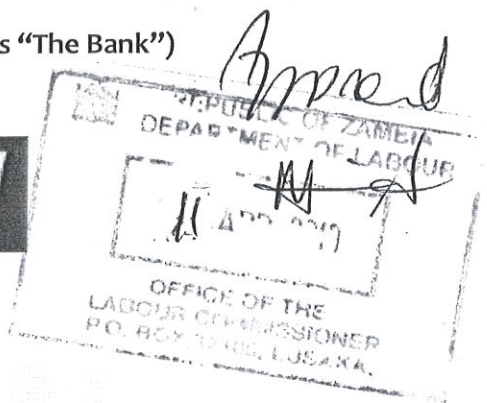


AND



**ZUFIAW**  
Zambia Union of Financial  
Institutions and Allied  
Workers

(Hereinafter referred to as "The Union")



*al*  
*[Signature]*

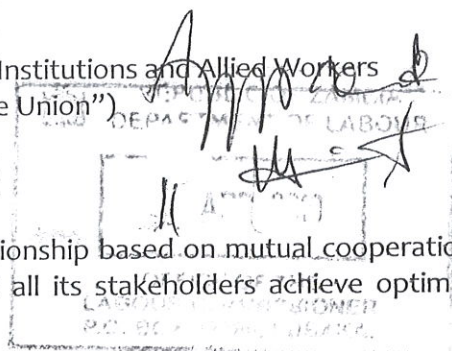
**THE PARTIES**

THE PARTIES AND PREAMBLE”

**1. THE PARTIES AND PREAMBLE**

1.1 The Parties to this agreement are:-

- a) United Bank for Africa Zambia Limited (hereinafter referred to as “the Bank”) and
- b) The Zambia Union of Financial Institutions and Allied Workers (Hereinafter referred to as “the Union”)



1.2 The Parties agree to:

1.2.1 maintain a harmonious working relationship based on mutual cooperation which is essential to ensure that the Society and all its stakeholders achieve optimum results through the working relationship

1.2.2 seek reasonable and satisfactory solutions to disputes, which may arise between them and shall pursue the most expeditious approach to resolving disputes

1.2.3 do everything in their power to promote good industrial relations

1.2.4 early consultation between them where the Bank is considering the introduction of significant new technology or major change in working methods which will affect the staff

1.2.5 be committed to the continued promotion of equal opportunities in employment regardless of employee’s gender, age, marital status, ethnic origins, religion or political affiliation

1.2.6. bind themselves to the terms and conditions below, which shall be enforceable, by law.

**2. DEFINITIONS**

In this agreement:-

“Act” means the Industrial and Labour Relations Act Cap 269.

“Bargaining Unit” shall have the same meaning as that contained in the Act which is:

- (a) the management of the undertaking and the most representative trade union representing employees in the undertaking where collective bargaining is at the level of an undertaking, other than an industry or

(b) the negotiating team representing the employers' organisation and the negotiating team representing the trade union in the industry concerned where collective bargaining is at level of an undertaking or industry.

"Collective Agreement" shall have the same meaning as that contained in the Act. This shall also be applicable in case of any amendments to the Act.

"Collective Dispute" shall be construed in accordance with the Act. This shall also be applicable in case of amendments to the Act.

"Committee" means a committee appointed by the Bargaining Unit to deal with specific issues or matters.

"Consultative Forum" shall mean a forum where the Bank and the Union meet for purposes of consultation.

"Day" means a working day from Monday to Friday of which the Society branches are open for business in the Republic of Zambia.

"Dispute" means a disagreement on any matter pertaining to employment relationship by the parties to a Recognition or Collective Agreement.

"Eligible Employee" means a unionisable Employee other than a member of the Management of an undertaking.

"Employee" means any person who has entered into, or works under, a contract of employment with the Bank whether such contract is express or implied, oral or written, or serving a probationary period of employment, a casual employee, an employee specifically engaged on a temporary basis for work of an intermittent or seasonal nature.

"Manager" or "Management" As provided by the Act. This shall also be applicable in case of any amendments to the act.

"Member" means an Employee who is a paid up member of the Union in accordance with the Union Constitution.

"Union Official" shall mean an Employee elected by the Members to serve on the structures of the Union in terms of the Union Constitution.

"Officer of the Trade Union" shall mean a duly elected or appointed office holder of a trade union including a trustee, but does not include its employees.

"Parties" shall mean the parties to this agreement.

"Union Constitution" means the document attached as Appendix F and as amended from time to time.

*Approved*  
OFFICE OF THE  
LABOUR COMMISSIONER  
20, 2011

*ed*  
*of*