

COLLECTIVE AGREEMENT

BETWEEN



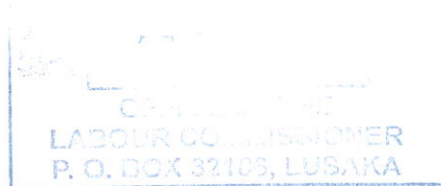
General insurance
C O M P A N Y
Solid partners, flexible solutions

And



ZUFIAW

Zambia Union of Financial
Institutions and Allied
Workers

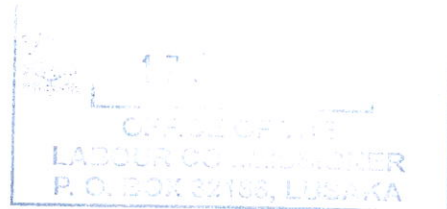


SIGNED THIS *26th* DAY OF MAY, 2017

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Collective Agreement – 1st Jan 2017 to 31st Dec 2018

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[Handwritten signatures and initials]

AKW

1.0 PREAMBLE

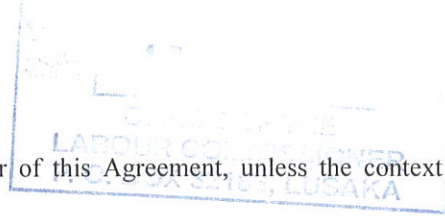
AN AGREEMENT made onof January Two Thousand and Seventeen (2017) between **ZSIC GENERAL INSURANCE LTD** (hereinafter called "the Employer") whose registered office is at plot No. 7481 Independence Avenue, Premium House, Lusaka of the first part and **THE ZAMBIA UNION OF FINANCIAL INSTITUTIONS AND ALLIED WORKERS** (hereafter called "the Union") of the second part.

WHEREAS the parties have agreed and accepted the terms and conditions of service and salaries and wages embodied in this agreement to apply to the eligible employees of the **ZSIC General Insurance Ltd**

, **NOW IT IS HEREBY AGREED AS FOLLOWS:**

2.0 DEFINITIONS

In this agreement and in any reference of whatever manner of this Agreement, unless the context otherwise requires:-



"Bargaining Unit" means at the level of an undertaking the negotiating team representing the management together with the trade union in such undertakings;

"Collective Agreement" means an agreement negotiated by an appropriate bargaining unit in which the terms and conditions affecting the employment and remuneration of employees are laid down;

"Collective Bargaining" means all the carrying on of negotiations by an appropriate unit for the purpose of collective agreement.

"Company" means any entity within the **ZSIC General Insurance Ltd** which has entered into a contract to employ any person and which is registered under the Patents & Company Registration Authority (PACRA)

"Court" means the Industrial Relations Court under section eighty-four of the Industrial and Labour Relations Act, 1997.

"Deadlock" means a situation arising out of a collective dispute where the parties to the dispute have exhausted the procedure, whether formal or otherwise, mutually agreed to by the parties for the settlement of the dispute, where reconciliation has proved unsuccessful and where either or both parties are of the opinion that further negotiations are unlikely to lead to the settlement of the dispute.

"Child" – means any child of the employee not having reached his/her 21st birthday, not formally employed. A child includes legally adopted persons registered with the **ZSIC General Insurance Ltd**

"Dependent" – means a person wholly dependant on the employee and is:-

- i not over the age of 21 years
- ii either normally resident with the employee or maintained by him/her in full-time education and
- iii registered with the ZSIC General Insurance Ltd

An employee shall be allowed to replace a dependant who falls off due to age or death but that the maximum number of dependants at any given time shall be Four (4).

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