

COVID-19 VACCINE ROLLOUT CAMPAIGN FRAMEWORK AGREEMENT

ENTERED INTO BETWEEN THE

**APPAREL AND TEXTILE ASSOCIATION OF SOUTH AFRICA
(‘ATASA’)**

**EASTERN PROVINCE CLOTHING MANUFACTURERS’ ASSOCIATION
(‘EPCMA’);**

**SOUTH AFRICAN APPAREL ASSOCIATION
(‘SAAA’);**

**SOUTH AFRICAN CLOTHING MANUFACTURERS’ ASSOCIATION
(‘SACMA’);**

**TRANSVAAL CLOTHING MANUFACTURERS’ ASSOCIATION
(‘TCMA’);**

AND THE

**SOUTHERN AFRICAN CLOTHING AND TEXTILE WORKERS’ UNION
(‘SACTWU’ or ‘the union’)**

(hereinafter referred to as “the parties”)

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1. PREAMBLE

- 1.1. The parties to the National Bargaining Council for the Clothing Manufacturing Industry of South Africa welcome the commencement of the COVID-19 vaccine rollout campaign in South Africa. We regard this as an important next step to combat the spread of the COVID-19 pandemic.
- 1.2. The parties recognize that this is not a task for government alone but that social partners have an important role to play and hence enter into this Framework Agreement. Accordingly, the parties agree to fully support the COVID-19 vaccine rollout campaign and set out below the steps which they intend to take in this regard.

2. SUPPORTING STEPS AND PROCESSES

In collaboration with all relevant stakeholders, including but not limited to National Government and the National Department of Health, the parties commit to –

- 2.1 Encourage the leadership and employees in our industry to take the vaccine, subject to the principles of voluntarism and confidentiality.
- 2.2 Help to create a demand for employees in our industry to take the vaccine.
- 2.3 Encourage all employees in our industry to register to take the vaccine.
- 2.4 Encourage all health workers in our industry, such as workplace medical personnel, to take the vaccine.
- 2.5 Create awareness in our industry about the importance of taking the vaccine, including helping to debunk myths about the vaccine.
- 2.6 Regularly disseminate National Department of Health information about the vaccine rollout campaign to our industry, including the convening of industry information webinars about the matter.
- 2.7 To assist wherever practical and reasonable that all shop stewards, human resources managers, wage clerks and other personnel in our industry are appropriately trained regarding the issues involved in the vaccine rollout campaign.
- 2.8 Develop an industry registration application for the vaccine rollout, for all employees and employers in our industry.
- 2.9 Take steps to ensure there is no employment contract discrimination in our industry relating to those current or future employees who have either taken the vaccine or who have declined to do so.

- 2.10 Make available our industry healthcare clinics and its medical personnel to assist with the vaccine rollout campaign in our industry.
- 2.11 Make available our workplace medical facilities and its medical staff, where such exists, to assist with the vaccine rollout campaign, for employees and employers in our industry.
- 2.12 Encourage at least 80% of our qualifying industry health care clinic medical staff, our industry panel doctors, SACTWU Worker Health Program staff and workplace clinic staff to register and be accredited as COVID-19 vaccinators.
- 2.13 Assist to make available practical arrangements that enable employees in our industry to receive the necessary assistance to take the vaccine, should they wish to do so, in a manner that is practical and reasonable.
- 2.14 Set an "industry immunity" target achievement rate of 80% of all employees in the clothing industry and monitor achievement of this target without impacting negatively on the workplace.
- 2.15 Through the Clothing Industry Bargaining Council, set up an information helpline on the vaccine and its rollout processes, for employees and employers in our industry.
- 2.16 Support high level engagements at NEDLAC regarding the processes on how to expand and fast track the sourcing, procurement, quality and quantity of approved COVID-19 vaccines.
- 2.17 Develop a customized workplace guideline on how to facilitate the vaccine rollout campaign and make such guidelines available to workplaces in our industry.
- 2.18 Co-operate where practical and reasonable with medical aids which cover employees and employers in our industry on their role in the vaccine rollout campaign and make the necessary practical arrangements in this regard.
- 2.19 Participate actively in the social partner structures which deal with the vaccine rollout campaign.
- 2.20 Encourage and assist where we can in the development of a domestic COVID-19 vaccine.

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3. CO-ORDINATION OF IMPLEMENTATION

- 3.1 The Parties to the Council will establish a COVID-19 Vaccine Rollout Campaign Committee (CVRCC) comprising of representatives of the Parties, to co-ordinate implementation of this Framework Agreement.
- 3.2 The CVRCC referred to in sub-clause 3.1 above will meet from time to time, as and when the parties deem it necessary, to progress implementation of this Framework Agreement.

SIGNED at DURBAN this 6th day of April 2021

for **APPAREL & TEXTILE ASSOCIATION OF SOUTH AFRICA (ATASA)**
who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

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SIGNED at Pat Engelt this 9 day of April 2021

for **EASTERN PROVINCE CLOTHING MANUFACTURERS' ASSOCIATION (EPCMA)**
who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

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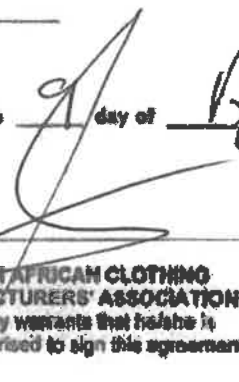
SIGNED at Cape Town this 8th day of April 2021


for SOUTH AFRICAN APPAREL ASSOCIATION
(SAAA) who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

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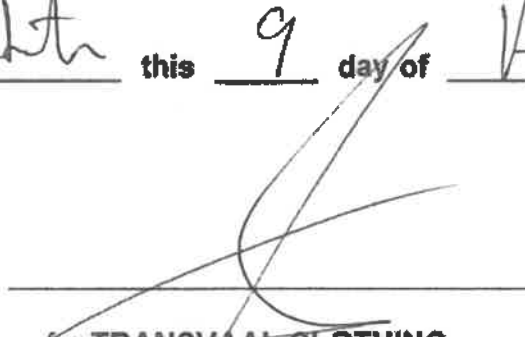
SIGNED at Pretoria this 9 day of April 2021


for SOUTH AFRICAN CLOTHING
MANUFACTURERS' ASSOCIATION (SACMA)
who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

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SIGNED at Pretoria this 9 day of April 2021



for **TRANSCAAL CLOTHING
MANUFACTURERS' ASSOCIATION (TCMA)**
who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

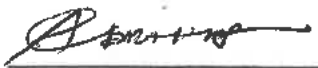

1  _____
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SIGNED at Salt River this 16th day of April 2021



for **SOUTHERN AFRICAN CLOTHING AND
TEXTILE WORKERS' UNION (SACTWU)**
who hereby warrants that he/she is
duly authorised to sign this agreement

AS WITNESSES

1  _____
2  _____