

Collective Bargaining Agreement: Tobacco Industry  
(Miscellaneous Sector)

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IT is hereby notified, in terms of section 80 of the Labour Act [*Chapter 28:01*], that the Minister has approved the publication of the Collective Bargaining Agreement set out in the Schedule which amends the agreement published in Statutory Instrument 85 of 1993.

The agreement has been registered in terms of section 79 of the Act.

SCHEDULE

NATIONAL EMPLOYMENT COUNCIL FOR THE TOBACCO  
INDUSTRY (MISCELLANEOUS SECTOR)

COLLECTIVE BARGAINING AGREEMENT:  
TOBACCO INDUSTRY (MISCELLANEOUS SECTOR)

*Agreement*

This further agreement, shall be read as one with the agreement published in Statutory Instrument 85 of 1993, as amended (hereinafter referred to as “the principal agreement”) and has been made and entered into in accordance with the provisions of the Labour Act [*Chapter 28:01*] between the Tobacco (Miscellaneous) Industry Employers’ Association (hereinafter referred to as “the employers”, of the one part, and the Zimbabwe Tobacco Industrial Workers’ Union (hereinafter referred to as “the employees”, or “trade union”), of the other part, being parties to the National Employment Council for the Tobacco Industry, to amend the Collective Bargaining Agreement (General Conditions of Employment) Tobacco (Miscellaneous) Industry, 1992, published in Statutory Instrument 85 of 1993.

*Definitions*

In this agreement—

“day off” means Sunday or that day in the week in place of Sunday on which an employee is not normally required to work.

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*Declaration*

The employers' association and the trade union, having arrived at the agreement set forth herein, the undersigned hereby declare that the foregoing is the agreement arrived at and affix their signatures hereto.

Signed at Harare this 10th day of April, 2019.

E. CHISI,  
Chairman of the Employers Association.

E. MARIRO,  
General Secretary, ZTIWU.

T. ZIMONDI,  
Chairman of the Council.