

Collective Bargaining Agreement: Air Transport Industry (Fixed term contracts of Employment)

IT is hereby notified that the Collective Bargaining Agreement set out in the First Schedule shows the agreement made under the National Employment Council for the Air Transport Industry. The agreement has been registered in terms of section 79 and is hereby published in terms of section 80 of the Labour Act [*Chapter 28:01*].

SCHEDULE

**NATIONAL EMPLOYMENT COUNCIL FOR THE AIR TRANSPORT INDUSTRY
COLLECTIVE BARGAINING AGREEMENT:**

This further agreement, made and entered into, in accordance with the provisions of the Labour Act [*Chapter 28:01*], between the Employers` Association for the Air Transport Industry (hereinafter referred to as the “employers”) and National Airways Workers Union (NAWU), Air Transport Union (ATU) and Zimbabwe Aircraft Maintenance Engineering Association (ZAMEA) hereinafter referred to as Employees Association for the Air Transport Industry) being parties to the National Employment Council for the Air Transport Industry.

1. Notwithstanding the date of signature and registration thereof, this agreement shall be deemed to have come into operation on the 1st October 2017.
2. The parties have agreed to the following-
 - (a) An employee who renders service to the same employer on fixed term contracts of employment basis shall be deemed to have been on contract of employment without limit of time from the 1st day of his third year of continuous service with that employer.
 - (b) A fixed term contract employee shall be deemed to become an employee on a contract of employment without limit of time on the day that his period of engagement with a particular employer exceeds an aggregate of 2 years of service in any 3 consecutive years.
 - (c) Continuous service shall be deemed to be broken only by the death, resignation, retirement or discharge of the employee concerned:

Provided that an employee who is discharged and re-engaged by the same employer within two months of such discharge shall be deemed not to have broken his continuous service.

Declaration

The employers and employees association having arrived at the agreement set forth, the undersigned hereby declare the foregoing is the agreement and affix their signatures hereto.

Signed at Harare on the 17th of October 2017.

E. Chandakasirira
Council Secretary.

M. W Madzura
Council Chairperson.

Employers Association Representative
M. Chihanga

Employees Association Representative
Chiripasi