

**Agreed Terms and Conditions governing the implementation of VRS II and the Closure of Sugar Factories (Blue Print) following the meeting held between Sugar Industry Labourers Union (SILU), MSPA and the MSA on 18<sup>th</sup> December 2007**

<b>Issues</b>	<b>VRS II</b>	<b>Factory Closure (Blue Print)</b>
Land	Net acreage of 7 perches per employee in accordance with the SIE Act 2001.	Net acreage of 8 to 16 perches per employee in accordance with the provisions of the Blue Print on Factory Closure.
Compensation	Cash compensation according to the provision of the SIE Act 2001.	Cash compensation according to the provision of the Blue Print on Factory Closure.
End of year bonus (2007)	Payable as per the Protocol d'Accord or Remuneration Order, whichever is applicable.	Payable as per the Protocol d'Accord or Remuneration Order, whichever is applicable.
Unused Overseas leaves (2007)	According to PAT Award 2003 and the recommendation of the MSA.	According to PAT Award 2003 and the recommendation of the MSA.
Unused annual (local) leaves (2007)	Employees are entitled to take all his / her unused annual (local) leaves until the signing of the "quittance".  Unused annual (local) leaves will not be refunded.	Employees are entitled to take all his / her unused annual (local) leaves until the signing of the "quittance".  Unused annual (local) leaves will not be refunded.
Training	Provided under the provision of the SIE Act 2001.	Provided under the provision of the Blue Print on Factory Closure.