

CLM and NFCA Smoothly Complete Their Annual Collective Agreement Negotiations

Recently, CNMC Luanshya Copper Mines Plc. (CLM) and NFC Africa Mining Plc. (NFCA), two CNMCL enterprises in Zambia, separately completed their 2013 Collective Agreement Negotiations with their trade unions. CLM also reached consensus with its trade union on the pay-rise and other social welfare conditions in 2014, which means it won't carry out the same negotiations in 2014.

The Collective Agreement negotiation is a bargaining and compromising process between management and the trade union. Concerning the employees' personal interests, the negotiation often causes tension and uneasiness between labor and management and may last one to three months or even longer. The Collective Agreement negotiations in CLM and NFCA went relatively smoothly and ended rather early, which represents a good cooperation between labor and management and undoubtedly creates a good environment for the two companies' development.

The same negotiations in other CNMCL enterprises in Zambia are underway as planned.