

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 6038

Regulasiekoerant

Vol. 389

PRETORIA, 7 NOVEMBER 1997

No. 18397

GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R 1473

7 November 1997

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT No. 47 OF 1996)

OILSEEDS SCHEME: PROHIBITION ON THE PURCHASE AND SALE OF OILSEEDS: REPEAL OF A PROHIBITION BY THE OILSEEDS BOARD ON THE PURCHASE AND SALE OF OILSEEDS INTENDED FOR EXPORT

I, Derek André Hanekom, Minister of Agriculture, acting under section 27 (2) of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby repeal Government Notice No. R. 152 of 31 January 1986.

D. A. HANEKOM

Minister of Agriculture

No. R 1473

7 November 1997

WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996 (WET No. 47 VAN 1996)

OLIESADESKEMA: VERBOD OP DIE KOOP EN VERKOOP VAN OLIESADE: HERROEPING VAN 'N VERBOD DEUR DIE OLIESADERAAD OP DIE KOOP EN VERKOOP VAN OLIESADE BESTEM VIR UITVOER

Ek, Derek André Hanekom, Minister van Landbou, handelende kragtens artikel 27 (2) van die Wet op Bemaking van Landbouprodukte, 1996 (Wet No. 47 van 1996), herroep hierby Goewermenskennisgewing No. R. 152 van 31 Januarie 1996.

D. A. HANEKOM

Minister van Landbou

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No. R 1474**7 November 1997**

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT No. 47 OF 1996)

**REGULATIONS RELATING TO THE PROCEDURE FOR REGISTRATION OF PRODUCERS OF OILSEEDS:
REPEAL**

I, Derek André Hanekom, Minister of Agriculture, acting under section 27 (2) of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby repeal Government Notice No. R. 344 of 25 February 1994.

D. A. HANEKOM
Minister of Agriculture

No. R 1474**7 November 1997**

WET OP DIE BEMARKING VAN LANDBOUPRODUKTE, 1996 (WET No. 47 VAN 1996)

**REGULASIES MET BETREKKING TOT DIE PROSEDURE VIR DIE REGISTRASIE VAN PRODUSENTE VAN OLIESADE:
HERROEPING**

Ek, Derek André Hanekom, Minister van Landbou, handelende kragtens artikel 27 (2) van die Wet op Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996), herroep hierby Goewermmentskennisgewing No. R. 344 van 25 Februarie 1994.

D. A. HANEKOM
Minister van Landbou

**DEPARTMENT OF EDUCATION
DEPARTEMENT VAN ONDERWYS****No. R 1443****7 November 1997**

UNIVERSITIES ACT, 1955

UNIVERSITY OF DURBAN-WESTVILLE: AMENDMENT OF REGULATIONS

The Council of the University of Durban-Westville has, with the approval of the Minister of Education, under section 17 (1) of the Universities Act, 1955 (Act No. 61 of 1955), framed the amendments to the regulations set out in the Schedule hereto.

SCHEDULE

1. In the Schedule, unless the context otherwise indicates, the expression "the Regulations" means the regulations promulgated by Government Notice No. R. 2192 of 14 September 1990, as amended by Government Notices Nos. R. 3158 of 27 December 1991 and R.886 of 31 May 1996.

Deletion of regulations 1 and 2 of the Regulations

2. Regulations 1 and 2 of the Regulations are hereby deleted.

No. R 1443**7 November 1997**

WET OP UNIVERSITEITE, 1955

UNIVERSITEIT VAN DURBAN-WESTVILLE: WYSIGING VAN REGULASIES

Die Raad van die Universiteit van Durban-Westville het kragtens artikel 17 (1) van die Wet op Universiteite, 1955 (Wet No. 61 van 1955), met goedkeuring van die Minister van Onderwys die wysiging aan die regulasies uiteengesit in die Bylae hiervan, opgestel.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die Regulasies" die regulasies afgekondig by Goewermmentskennisgewing No. R. 2192 van 14 September 1990, soos gewysig by Goewermmentskennisgewings Nos. R. 3158 van 27 Desember 1991 en R. 886 van 31 Mei 1996.

Skrapping van regulasies 1 en 2 van die Regulasies

2. Regulasies 1 en 2 van die Regulasies word hierby geskrap.

**DEPARTMENT OF FINANCE
DEPARTEMENT VAN FINANSIES**

No. R. 1444**7 November 1997****EXCHANGE CONTROL REGULATIONS****CHANGE OF NAME OF AN AUTHORIZED DEALER IN FOREIGN EXCHANGE**

Paragraph 3 (a) of Government Notice No. R. 1112 of 1 December 1961, as amended, is hereby further amended by the deletion with effect from 28 August 1997 of Banque Indosuez from the list of authorized dealers for the purpose of the Exchange Control Regulations published under Government Notice No. R. 1111 of 1 December 1961 and by the addition of Credit Agricole Indosuez with effect from the same date.

No. R. 1444**7 November 1997****DEVIESEBEHEERREGULASIES****VERANDERING VAN NAAM VAN GEMAGTIGDE HANDELAAR IN BUITELANDSE VALUTA**

Paragraaf 3 (a) van die Goewermenskennisgewing No. R. 1112 van 1 Desember 1961, soos gewysig, word verder gewysig deur die skraping met ingang van 28 Augustus 1997 van Banque Indosuez van die lys van die gemagtigde handelaars vir die doeleindes van die Deviesebeheerregulasies gepubliseer in Goewermenskennisgewing No. R. 1111 van 1 Desember 1961 en deur die toevoeging van Credit Agricole Indosuez, met ingang van dieselfde datum.

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 1439**7 November 1997****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE No. 3 (No. 3/371)**

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL**Minister of Finance****SCHEDULE**

I		II			III	
Rebate Item	Tariff Heading	Rebate Code	C. D.	Description	Extent of Rebate	Anno-tations
317.02				<p>By the deletion of tariff headings Nos. 39.19 and 39.20.</p> <p>By the deletion of rebate code 01.00 to tariff heading No. 39.21.</p> <p>By the deletion of tariff headings Nos. 41.00, 54.07, 54.08 and 58.01.</p>		

No. R. 1439**7 November 1997**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/371)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL**Minister van Finansies****BYLAE**

I		II			III	
Korting= item	Tarief= pos	Korting= kode	T. S.	Beskrywing	Mate van Korting	Anno= tasies
317.02				<p>Deur tariefposte Nos. 39.19 en 39.20 te skrap.</p> <p>Deur kortingkode 01.00 by tariefpos No. 39.21 te skrap.</p> <p>Deur tariefposte Nos. 41.00, 54.07, 54.08 en 58.01 te skrap.</p>		

No. R. 1442**7 November 1997**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/857)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL**Minister of Finance****SCHEDULE**

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno- tations
70.19	.90	4	<p>By the substitution for subheading No. 7 019.90.90 of the following:</p> <p>Other</p>	kg	17%	

No. R. 1442

7 November 1997

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/857)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
70.19			Deur subpos No. 7019.90.90 deur die volgende te vervang:			
	.90	4	Ander	kg	17%	

No. R. 1440

7 November 1997

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/855)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
17.01			By the substitution for heading No. 17.01 of the following:			
"17.01"			Cane or beet sugar and chemically pure sucrose, in solid form:			
	1701.1		- Raw sugar not containing added flavouring or colouring matter:			
	1701.11	6	-- Cane sugar	kg	75,6c/kg	
	1701.12	2	-- Beet sugar	kg	75,6c/kg	
	1701.9		- Other:			
	1701.91	2	-- Containing added flavouring or colouring matter	kg	75,6c/kg	
	1701.99	3	-- Other	kg	75,6c/kg"	

No. R. 1440

7 November 1997

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/855)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno= tasies
17.01			Deur pos No. 17.01 deur die volgende te vervang:			
"17.01			Rietsuiker of beetsuiker en chemies suiwer sukrose, in soliede vorm:			
	1701.1		- Rou suiker wat nie bygevoegde geursel of kleursel bevat nie:			
	1701.11	6	-- Rietsuiker	kg	75,6c/kg	
	1701.12	2	-- Beetsuiker	kg	75,6c/kg	
	1701.9		- Ander:			
	1701.91	2	-- Wat bygevoegde geursel of kleursel bevat	kg	75,6c/kg	
	1701.99	3	-- Ander	kg	75,6c/kg"	

No. R. 1441

7 November 1997

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/856)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

Head= ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno= tations
74.09			By the substitution for heading No. 74.09 of the following:			
"74.09			Copper plates, sheets and strip, of a thickness exceeding 0,15 mm:			
	7409.1		- Of refined copper:			
	7409.11	9	- - In coils	kg	12%	
	7409.19	5	- - Other	kg	12%	
	7409.2		- Of copper-zinc base alloys (brass):			
	7409.21	3	- - In coils	kg	12%	
	7409.29	4	- - Other	kg	12%	
	7409.3		- Of copper-tin base alloys (bronze):			
	7409.31	8	- - In coils	kg	12%	
	7409.39	9	- - Other	kg	12%	
	7409.40	6	- Of copper-nickel base alloys (cupro-nickel) or copper-nickel-zinc base alloys (nickel silver)	kg	12%	
	7409.90	9	- Of other copper alloys	kg	12%"	
74.19			By the substitution for subheading No. 7419.91 of the following:			
	"7419.91	8	- - Cast, moulded, stamped or forged, but not further worked	kg	17%"	

No. R. 1441

7 November 1997

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/856)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno= tasies
74.09			Deur pos No. 74.09 deur die volgende te vervang:			
"74.09			Koperplate, -fynplate en -band, met 'n dikte van meer as 0,15 mm:			
	7409.1		- Van geaffineerde koper:			
	7409.11	9	- - Gehaspel	kg	12%	
	7409.19	5	- - Ander	kg	12%	
	7409.2		- Van legerings met 'n koper-sinkbasis (geelkoper):			
	7409.21	3	- - Gehaspel	kg	12%	
	7409.29	4	- - Ander	kg	12%	
	7409.3		- Van legerings met 'n koper-tinbasis (brons):			
	7409.31	8	- - Gehaspel	kg	12%	
	7409.39	9	- - Ander	kg	12%	
	7409.40	6	- Van legerings met 'n koper-nikkelbasis (koper-nikkel) of 'n koper-nikkel- sinkbasis (nikkel-silwer)	kg	12%	
	7409.90	9	- Van ander koperlegerings	kg	12%"	
74.19			Deur subpos No. 7419.91 deur die volgende te vervang:			
	"7419.91	8	- - Gegiet, gevorm, gestamp of gesmee, maar nie verder bewerk nie	kg	17%"	

No. R. 1463

7 November 1997

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/853)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

Head= ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno= tations
85.28			By the substitution for subheading No. 8528.12.90 of the following:			
	“.90	2	- - - Other	u	25%”	
			By the substitution for subheading No. 8528.13.90 of the following:			
	“.90	9	- - - Other	u	25%”	
			By the substitution for subheading No. 8528.21.20 of the following:			
	“.20	5	- - - With a screen size not exceeding 3 m x 4 m	u	25%”	
85.29			By the substitution for subheading No. 8529.90.80 of the following:			
	“.80	2	- - Other parts for television receiving sets	kg	25%”	

No. R. 1463

7 November 1997

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/853)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno= tasies
85.28			Deur subpos No. 8528.12.90 deur die volgende te vervang:			
	"90	2	- - - Ander	u	25%"	
			Deur subpos No. 8528.13.90 deur die volgende te vervang:			
	"90	9	- - - Ander	u	25%"	
			Deur subpos No. 8528.21.20 deur die volgende te vervang:			
	"20	5	- - - Met 'n skermgrootte van minstens 3 m x 4 m	u	25%"	
85.29			Deur subpos No. 8529.90.80 deur die volgende te vervang:			
	"80	2	- - Ander onderdele vir televisie-ontvangstoestelle	kg	25%"	

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. R. 1453

7 November 1997

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL)

PROVIDENT FUND AGREEMENT

in accordance with the Labour Relations Act, 1956, made and entered into by and between the

Natal Laundry, Cleaners' and Dyers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Southern African Clothing and Textile Workers' Union (SACTWU)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Laundry, Cleaning and Dyeing Industry (Natal),

to amend the Agreement published under Government Notice No. R. 171 of 31 January 1975, as amended, extended, re-enacted and renewed by Government Notices Nos. R. 89 and R. 92 of 13 January 1978, R. 253 and R. 254 of 13 February 1981, R. 2622 of 2 December 1983, R. 273 and R. 276 of 8 February 1985, R. 1720 of 26 August 1988, R. 99 of 19 January 1990, R. 2209 of 3 December 1994, R. 1672 of 27 October 1995, R. 94 of 26 January 1996 and R. 385 of 8 March 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal)—
- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed therein;
 - (b) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice No. 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown, Chatsworth and Inanda (excluding the areas falling outside a radius of 24,14 km of the General Post Office, Durban).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in the Main Agreement and who are in receipt of a wage not exceeding R405 per week, R1 750 per month or R21 000 per annum.

2. CLAUSE 7: CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) For the purposes of the Fund, every employer shall on each pay day deduct from the wages of each member who has worked in any week the following amounts:

- (a) From the first pay week of May 1997 = R10,00;
- (b) from the first pay week of March 1998 = R14,50;
- (c) from the first pay week of March 1999 = R17,50;
- (d) from the first pay week of March 2000 = R22,50."

Signed at Durban, on behalf of the parties, this 23rd day of April 1997.

N. ZAROUDOUKAS

for Natal Laundry, Cleaners' and Dyers' Association

J. NGCOBO

for SACTWU

A. T. PARKINSON

Secretary of the Council

No. R. 1453

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

**WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL):
WYSIGING VAN VOORSORGFONDSOOREENKOMS**

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NYWERHEIDSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL)
VOORSORGFONDSOOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Natal Laundry, Cleaners' and Dyers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Southern African Clothing and Textile Workers' Union (SACTWU)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 171 van 31 Januarie 1975, soos gewysig; verleng, herbekragtig en hernieu by Goewermentskennisgewings Nos. R. 89 en R. 92 van 13 Januarie 1978, R. 253 en R. 254 van 13 Februarie 1981, R. 2622 van 2 Desember 1983, R. 273 en R. 276 van 8 Februarie 1985, R. 1720 van 26 Augustus 1988, R. 99 van 19 Januarie 1990, R. 2209 van 23 Desember 1994, R. 1672 van 27 Oktober 1995, R. 94 van 26 Januarie 1996 en R. 385 van 8 Maart 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal), nagekom word—
 - (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, wat by die Nywerheid betrokke of daarin werksaam is;
 - (b) in die landdrostdistrikte Durban (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Pinetown, Chatsworth en Inanda (uitgesonderd die gebiede wat buite 'n straal van 24,14 km vanaf die Hoofposkantoor, Durban, val).
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone in die Hofooreenkoms voorgeskryf word en wat 'n loon van hoogstens R405 per week, R1 750 per maand of R21 000 per jaar ontvang.

2. KLOUSULE 7: BYDRAES

Vervang subklousule (1) deur die volgende:

- "(1) Vir die doel van die Fonds moet elke werkgewer op elke betaaldag van die loon van elke lid wat in 'n bepaalde week gewerk het, die volgende bedrae aftrek:
 - (a) Vanaf die eerste betaalweek van Mei 1997 = R10,00;
 - (b) vanaf die eerste betaalweek van Maart 1998 = R14,50;
 - (c) vanaf die eerste betaalweek van Maart 1999 = R17,50;
 - (d) vanaf die eerste betaalweek van Maart 2000 = R22,50."

Namens die partye op hede die 23ste dag van April 1997, te Durban onderteken.

N. ZAROUDOUKAS

vir Natal Laundry, Cleaners' and Dyers' Association

J. NGCOBO

vir SACTWU

A. T. PARKINSON

Sekretaris van die Raad

No. R. 1454

7 November 1997

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): AMENDMENT OF SICK BENEFIT FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employer's organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE**INDUSTRIAL COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL)****SICK BENEFIT FUND AGREEMENT**

in accordance with the Labour Relations Act, 1956, made and entered into by and between the

Natal Laundry, Cleaners' and Dyers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Southern African Clothing and Textile Workers' Union (SACTWU)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Laundry, Cleaning and Dyeing Industry (Natal),

to amend the Agreement published under Government Notice No. R. 169 of 31 January 1975, as extended, renewed, re-enacted and amended by Government Notices Nos. R. 89 and R. 91 of 13 January 1978, R. 252 and R. 254 of 3 February 1981, R. 2614 of 2 December 1983, R. 273 and R. 275 of 8 February 1985, R. 1719 of 26 August 1988, R. 96 and R. 97 of 19 January 1990, R. 2287 of 20 September 1991, R. 1679 of 27 October 1997, R. 95 of 26 January 1996 and R. 456 of 22 March 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal)—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed therein;
- (b) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice No. 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown, Chatsworth and Inanda (excluding the areas falling outside a radius of 24,14 km of the General Post Office, Durban).

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in the Main Agreement and who are in receipt of a wage not exceeding R405 per week, R1 750 per month or R21 000 per annum.

2. CLAUSE 7: CONTRIBUTIONS

Substitute the following for subclause (1):

- "(1) For the purposes of the Fund, every employer shall on each pay day deduct from the wages of each employee upon whom this Agreement is binding and who has worked in any week, the sum of R2,50."

Signed at Durban, on behalf of the parties, this 23rd day of April 1997.

N. ZAROUDOUKAS

for Natal Laundry, Cleaners' and Dyers' Association

J. NGCOBO

for SACTWU

A. T. PARKINSON

Secretary of the Council

No. R. 1454

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): WYSIGING VAN SIEKTEBYSTANDSFONDSOORENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NYWERHEIDSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL)****SIEKTEBYSTANDSFONDSOORENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Natal Laundry, Cleaners' and Dyers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Southern African Clothing and Textile Workers' Union (SACTWU)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak-, en Kleurnywerheid (Natal), tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 169 van 31 Januarie 1975, soos verleng, hernieu en gewysig by Goewermentskennisgewings Nos. R. 89 en R. 91 van 13 Januarie 1978, R. 252 en R. 254 van 13 Februarie 1981, R. 2614 van 2 Desember 1983, R. 273 en R. 275 van 8 Februarie 1985, R. 1719 van 26 Augustus 1988 en R. 96 en R. 97 van 19 Januarie 1990 en R. 2287 van 20 September 1991, R. 95 van 26 Januarie 1996 en R. 456 van 22 Maart 1996.

1. TOEPASSINGSBESTEK VAN OORENKOMS

- (1) Hierdie Ooreenkoms moet in die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal), nagekom word—
 - (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, wat by die Nywerheid betrokke of daarin werksaam is;
 - (b) in die landdrosdistrikte Durban (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het), Pinetown, Chatsworth en Inanda (uitgesonderd die gebiede wat buite 'n straal van 24,14 km vanaf die Hoofposkantoor, Durban, val).

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone in die Hofooreenkoms voorgeskryf word en wat 'n loon van hoogstens R405 per week, R1 750 per maand of R21 000 per jaar ontvang.

2. KLOUSULE 7: BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) Vir die doel van die Fonds moet elke werkgewer op elke betaaldag 'n bedrag van R2,50 aftrek van die loon van elke werknemer vir wie hierdie Ooreenkoms bindend is en wat in 'n bepaalde week gewerk het."

Namens die partye op hede die 23ste dag van April 1997, te Durban onderteken.

N. ZAROUDOUKAS

Vir Natal Laundry, Cleaners' and Dyers Association

J. NGCOBO

vir SACTWU

A. T. PARKINSON

Sekretaris van die Raad

No. R. 1455

7 November 1997

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL
AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

KwaZulu-Natal Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa

(hereinafter referred to as the "employees" or the "trade union", of the other part,

being the parties to the Industrial Council for the Furniture Manufacturing Industry, KwaZulu-Natal,

to amend the Main Agreement published under Government Notice No. R. 2620 of 30 November 1984, as amended, extended and re-enacted by Government Notices Nos. R. 1444 of 28 June 1985, R. 187 of 31 January 1986, R. 520 of 21 March 1986, R. 742 and R. 743 of 18 April 1986, R. 1169 of 13 June 1986, R. 1523 and R. 1524 of 18 July 1986, R. 1204 of 24 June 1988, R. 2333 and R. 2334 of 18 November 1988, R. 2111 of 29 September 1989, R. 391 of 23 February 1990, R. 137 of 25 January 1991, R. 1080 of 17 May 1991, R. 2855 of 29 November 1991, R. 863 of 20 March 1992, R. 1479 of 29 May 1992, R. 1792 of 26 June 1992, R. 2776 of 2 October 1992, R. 3362 of 18 December 1992, R. 3395 of 24 December 1992, R. 1182 of 2 July 1993, R. 1773 of 24 September 1993, R. 2222 and R. 2223 of 19 November 1993, R. 1090 of 17 June 1994, R. 1840 of 28 October 1994, R. 1944 of 18 November 1994, R. 2246 of 23 December 1994, R. 876 of 15 June 1995, R. 1043 of 14 July 1995, R. 1503 of 6 October 1995, R. 1676 of 27 October 1995, R. 808 of 17 May 1996, R. 1457 of 6 September 1996, R. 110 of 24 January 1997 and R. 534 of 11 April 1997.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Industry, respectively;
- (b) in Area A, which consists of the Magisterial Districts of Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, Mount Currie and Camperdown;
- (c) in Area B, which consists of the Magisterial Districts of Greytown, Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle, subject to the provisions contained in Government Notice No. R. 789 of 25 April 1986;
- (d) in Area C, which consists of the Remainder of KwaZulu-Natal, subject to the provisions contained in Government Notice No. R. 789 of 25 April 1986.

- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—

- (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;
- (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder;

- (c) not apply to professional, technical, administrative, sales and office personnel, provided such employees are in receipt of regular remuneration in excess of the sum of the maximum rate prescribed in Schedule A to this Agreement, excluding paragraph (XXI), plus R35,00;
- (d) not apply to managers, submanagers, foremen and supervisory personnel, if such employees are in receipt of regular remuneration of not less than R40 920 p.a. or, where the employer of such personnel does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 p.a. These limits shall be increased from year to year by the same percentage as the increases granted to employees against the highest rate as set out in Schedule A to this Agreement.

(3) Notwithstanding the provisions of subclause (1) and (2), the provisions of this Agreement, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application to this Agreement who employs fewer than five employees at all times in or in connection with such business and who complies with the relative provisions of the Basic Conditions of Employment Act, 1983: Provided that working employers shall be regarded as employees for establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduce his number of employees to fewer than five.

(5) Notwithstanding the provisions of subclause (3), no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years, and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

2. CLAUSE 3: DEFINITIONS

In the definition of "foremen" and/or "manager" and/or "submanager" and/or "supervisory person", insert the following expression after the word "Agreement" in paragraph (e):

" , excluding paragraph (XXI) of Schedule A, ".

3. CLAUSE 37: DRIVERS OF MOTOR VEHICLES

Substitute the following for subclause 37B (1):

- "(1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:

	Minimum	
	Per hour	Per week
	R	R
(a) Driver of a motor vehicle, other than steam-propelled, authorised to carry or haul a payload of—		
(i) up to and including 4 530 kg.....	9,69	426,35
(ii) over 4 530 kg and up to and including 6 350 kg.....	9,76	429,44
(iii) over 6 350 kg	10,04	441,84
(b) Driver of steam-propelled vehicle	10,04	441,84
(c) Casual employee driving a motor vehicle, other than steam-propelled: Daily rate =prescribed weekly wage, plus 10%, divided by five.		
(d) Casual employee driving a steam-propelled vehicle: Daily rate =prescribed weekly wage, plus 10%, divided by five.		
(e) Drivers of forklift-trucks, tractors, scooters or passenger cars	9,69	426,35".

4. Insert the following new clause 45:

"45. FAMILY RESPONSIBILITY LEAVE

- (1) Every employee shall, in the event of the death of any person in his immediate family, be entitled to a maximum of two days' family responsibility leave.
- (2) Every employer shall, upon receipt of documentary proof of such death and proof of registration of the employee with the Council, pay such leave at ordinary wage rates and by not later than the second pay day after such death.
- (3) For the purposes of this clause, "immediately family" shall mean—
 - (a) the spouse nominated on the Council's record card as beneficiary of the Provident Fund;
 - (b) the children of an employee who are under 18 years of age and whose names are written on the Council's record card; and
 - (c) the father and the mother of an employee whose names are written on the Council's record card."

5. SCHEDULE A: WAGES

Substitute the following for Schedule A:

SCHEDULE A: WAGES

		<i>Minimum</i>	
		<i>Per hour</i>	<i>Per week</i>
		R	R
(I)	(i) Furniture making, i.e. any operation or process in the manufacture and/or assembly of furniture, either in whole or, in part, performed by hand, with hand tools or mechanical appliances, but excluding the operations referred to in subclause (ii)	10,78	474,31
	(ii) Sundry furniture-making operations:		
	(a) Bolting and tightening nuts, fixing handles by screws, bolts, nuts and screw bolts	9,45	415,64
	(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs, nut covers, ferrules or dome glides and inserting screw bolts into stumps or legs, affixing any kind of glue block, attaching mirrors by means of adhesive tape		
	(c) Making and/or pointing wooden dowels and plugs by hand and/or machine		
	(d) Knocking in dowels and plugs by hand		
	(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating		
	(f) Bending or laminating solid timber by hand or mechanical process		
	(g) Knocking in sockets for casters		
	(h) Filling holes or cracks with wood filler or similar substance		
	(i) Assisting in clamping or cramping: Provided that not more than one assistant is used by an employee in receipt of not less than the wage prescribed in subclause (1)		
		9,36	411,81
(II)	Setting out, i.e. the preparation of a plan for the manufacture of furniture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured		
(III)	Marking out, i.e. the marking or scribing of articles of furniture, either in whole or in part, to dimensions by means of ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling	10,78	474,31
(IV)	(i) Furniture machining, i.e. any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part, but which excludes the operations referred to in subclause (ii)		
	(ii) Sundry furniture-machining operations:		
	(a) Setting up and operating single-drum sander, open-disc sander, bobbin sander and wide-belt sander	9,77	430,01
	(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel-inserting machine		
	(c) Operating air-filled sander and portable sander	9,45	415,64
	(d) Making and jointing sandpaper rolls or discs and belts for machine sanders	9,36	411,81
	(e) Repetitive marking by template or pattern		
(V)	(i) Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain, paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations referred to in subclause (ii)	10,78	474,31
	(ii) Sundry polishing operations:		
	(a) Burnishing by machine	9,77	430,01
	(b) Waxing		
	(c) Painting and/or filling of edges of laminated board and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours	9,45	415,64
	(d) Removing doors and fittings prior to preparation for polishing		
	(e) Filling in with plaster of paris or any other filling material		
	(f) Handsanding		
	(g) Bleaching furniture with acids or any other bleaching agent		
	(h) Stripping		
	(i) Staining, filling, oiling and/or reviving by hand		
	(j) Spraying metal		

		Minimum	
		Per hour	Per week
		R	R
	(k) Straining materials	9,36	411,81
	(l) Cleaning spray-guns.....		
	(m) Touching up at point of loading and/or unloading, excluding the use of spray apparatus		
(VI)	(i) Furniture upholstery, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, including cutting all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching units to frame, but excluding the operations referred to in subclause (iv)	10,78	474,31
	(ii) Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets or bolsters by hand or machine.....	9,67	425,33
	(iii) Learners employed in learning the class of work referred to in subclause (ii)—		
	during the first six months of employment	9,29	408,80
	during the second six months of employment	9,36	411,96
	during the third six months of employment.....	9,43	415,12
	during the fourth six months of employment.....	9,52	419,02
	thereafter	9,67	425,33
	(iv) Sundry furniture-upholstery operations:		
	(a) Positioning wooden and metal laths and crossbars to frames	9,84	432,98
	(b) Filling cushions with spring interiors and/or spring units	10,03	441,21
	(c) Cutting foam rubber or similar material by bandsaw	9,77	430,01
	(d) Fixing ready-made cane mats		
	(e) Tufting or buttoning by hand or machine, where this done in loose pieces in the pre-assembly stage, including quilted buttoning, but excluding deep, diamond or pleated buttoning	10,18	448,01
	(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine.....	9,84	432,98
	(g) Laying out filling materials on a spring unit	9,67	425,33
	(h) Spreading adhesive on backs and cover material and joining of same ..		
	(i) Loading, wheeling and operating a clothspreading machine	9,45	415,64
	(j) Teasing coir or other materials by machine		
	(k) Filling cushions with materials other than spring interiors and/or spring units by machine		
	(l) Riemple work	9,36	411,81
	(m) Affixing helical springs and/or chains and/or zigzag or no-sag springs to frames for upholstery		
	(n) Springing up spring edges with zigzag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal	9,45	415,64
	(o) Cutting platforms used for covering helical and/or no-sag springs		
	(p) Breaking up and/or cutting up by hand bulk rolls of upholstery material of all kinds from selfedge to selfedge		
	(q) Cutting cardboard in upholstery sections by hand and/or machine		
	(r) Straight-cutting materials by hand or machine for bottoms or underseating over springs (linen and hessian).....		
	(s) Teasing coir or other materials by hand		
	(t) Unwinding filling materials in rope form.....		
	(u) Banding upholsterer's beading		
	(v) Making buttons and tufts.....		
	(w) Assisting upholsterer in holding cover material		
	(x) Cutting to shape and joining foam rubber or latex by hand		
	(y) Tacking on bottoms of upholstered article		
	(z) (i) Tacking hessian or lining onto seat platforms	9,45	415,64
	(ii) Tacking or stapling cardboard to bare frames		

Minimum
Per hour Per week
R R

For the purposes of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs to interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner-spring mattress, cushion seat or any other bedding and/or seating device.

(VII)	(i) Furniture carving and/or woodcarving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but excluding the undermentioned sundry operation	10,78	474,31
	(ii) Stippling and punching background to carving	9,45	415,64
(VIII)	Furniture woodturning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture.....	10,78	474,31
(IX)	(i) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but excluding the operations mentioned in subclause (ii)		
	(ii) Sundry veneering operations:		
	(a) Positioning veneers by hand.....		
	(b) Tapeless jointing by machine.....		
	(c) Operating presses of any kind.....		
	(d) Loading and unloading vacuum bags and presses of any kind	9,36	411,81
	(e) Washing off gum and tapes		
	(f) Stacking parts after pressing		
	(g) Veneering edges		
	(h) Veneering edges by machine, which machine also trims and sands the edges	9,77	430,01
	(i) Lipping edges only by mechanical appliance	9,77	430,01
(X)	(i) Learner journeyman employed in learning the classes of work referred to in clause (I) to (IX), other than the sundry operations referred to therein—		
	during the first year of employment.....	9,70	426,61
	during the second year of employment.....	9,99	439,40
	during the third year of employment	10,41	457,82
	thereafter, the minimum prescribed wage.		
	If a person who has been employed as a belt sander, machine sander or borer is promoted to a learner journeyman, his commencing wage shall be a minimum of ..	9,84	432,98
(XI)	(i) Bedding-making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters, overlays, quilts, knocking and/or hooking on of spring mattress wires, spiral springs and helical springs to frames, including:		
	Weaving spring mesh		
	Stuffing filling into mattress cases		
	Side-stitching	9,84	432,98
	Tufting.....		
	Operating a border-quilting machine		
	Operating a top-quilting machine		
	Preparing frames and rollers for the top-quilting machine		
	Securing, sewing or stapling interlaced pads to spring units		
	Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress		
	Taping edging to a spring-interior mattress		
	Roll-edging, but which excludes the operations referred to in subclause (ii)		
	Buttoning headboards ancillary to mattress-making	9,98	438,99

		Minimum	
		Per hour	Per week
R	R	R	R
(ii) Sundry bedding operations:			
(1) Cutting tips, borders and cases			
(2) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts			
(3) Sewing mattress handles to border		9,67	425,33
(4) Joining border lengths			
(5) Closing up the mouth of a mattress			
(6) Closing pillows, cushions, bolsters			
(7) Bolting by hand of bed mattress frames			
(8) Preparing spools for a border-quilting machine			
(9) Cutting quilted borders to lengths			
(10) Punching holes in mattress borders			
(11) Fitting ventilators and handles to mattress borders			
(12) Feeding the interlacing machine			
(13) Cutting and making pads, irrespective of materials used			
(14) Positioning laths and crossbars, or fixing webbing to mattress or bed frames			
(15) Staining mattress frames			
(16) Affixing lugs to mattress frames			
(17) Positioning and securing a mesh to a mesh frame		9,45	415,64
(18) Hanging loops on needles in compression tufting			
(19) Loading, wheeling and operating a clothspreading machine			
(20) Operating a teasing machine			
(21) Attending a loopmaking machine			
(22) Attaching loops to buttons or tufts			
(23) Fitting bed irons, domes, casters and sockets			
(24) Staining and/or varnishing frames by hand			
(25) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames			
(26) Fixing bed irons			
(27) Attaching spring units to bed frames			
(28) Filling pillows, cushions and bolsters, with materials other than spring interiors and/or spring units			
(29) Mass-measuring pillows, bolsters, cushions and quilts			
(30) Stripping bedding		9,36	411,81
(31) Cutting chain, hoop iron or any other similar materials			
(32) Teasing coir or any other materials by hand			
(33) Tacking on cardboard or calico backs to upholstered headboards		9,45	415,64
(34) Glueing plastic mesh to foam		9,36	411,81
(iii) Learners employed in learning the class of work referred to in subclause (i) (bedding-making)—			
during the first six months of employment		9,40	413,45
during the second six months of employment		9,49	417,63
during the third six months of employment		9,57	421,09
during the fourth six months of employment		9,65	424,53
thereafter		984	432,98
(XII) (i) Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but excluding the operations mentioned in subclause (ii)		10,78	474,31
(ii) Sundry operations:			
(1) Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains by hand or machine		9,67	425,33
(2) Cutting edge-to-edge, but excluding cutting for pattern matching			
(3) Pressing and/or ironing curtaining		9,36	411,81
(4) Handling materials			
(iii) Learners employed in learning the class of work referred to in subclause (ii) (1) (seamsters)—			
during the first six months of employment		9,29	408,80

		Minimum	
		Per hour	Per week
		R	R
during the second six months of employment.....		9,36	411,96
during the third six months of employment.....		9,43	415,12
during the fourth six months of employment.....		9,52	419,02
thereafter		9,64	424,08
(iv) Learners employed in learning the class of work referred to in subclause (i), other than the sundry operations referred to in subclause (ii), and learner seamsters referred to in subclause (iii).....		The minimum prescribed rates for learner journeymen as per para (X) of this Schedule	
(XIII) (A) Labouring, i.e.—			
(1) assisting a machinist in handling materials before and after machining		9,36	411,81
(2) attending a boiler, incinerator and/or oven			
(3) attending to dust bags and/or cyclones of sanding machines			
(4) baling and dipping of upholstery springs.....			
(5) beating and/or teasing coir by hand			
(6) cleaning and sweeping premises			
(7) cleaning machinery, plant, tools and utensils.....			
(8) cleaning and blowing down of equipment			
(9) cleaning metal rods			
(10) cutting, metal rods, hinges, metal strips, wire, hoop iron and all similar materials			
(11) delivering by manually propelled vehicles			
(12) delivering letters and parcels.....			
(13) filling cushions with materials other than spring interiors and/or spring units by hand			
(14) glueing sandpaper discs.....			
(15) handling materials			
(16) limewashing			
(17) loading and/or unloading vehicles			
(18) loading and unloading kilns			
(19) making tea or other similar beverages			
(20) oiling and greasing machines and/or vehicles			
(21) operating presses of any type			
(22) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers.....			
(23) preparing, mass-measuring and mixing glue, spreading glue by hand or machine, removing glue, washing and wiping off glue, applying glue hardener by hand, brush or machine			
(24) pushing or pulling a vehicle or handcart			
(25) riveting or making threads on iron bolts and rods			
(26) straightening and/or cutting hoop iron used for webbing			
(27) stripping second-hand upholstery and bedding			
(28) taping veneers and attending veneer press			
(29) treating timber for preservation			
(30) unpacking, baling and unbalancing raw materials			
(31) wrapping in paper or cardboard			
(B) Labourers: New entrants (see definition under clause 3): Party shops only during first 12 months' employment in the Industry		8,51	374,37
(XIV) Miscellaneous:			
(1) Welding, other than spot-welding.....		10,78	474,31
(2) Machine maintenance mechanic			
(3) Spot-welding		9,67	425,33
(4) Despatch clerk, storeman, timekeeper		9,64	424,14
(5) Caretaker or watchman.....		9,44	415,34
(6) Packer.....		9,45	415,64
(7) Constructing spring interiors and/or spring units and manufacturing their component parts			
(8) Learner packer		9,36	411,81
(9) Bending, punching, riveting, drilling and/or assembling metal parts.....			
(XV) (i) Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period		9,38	412,69

		Minimum	
		Per hour	Per week
		R	R
(ii)	All other juveniles	The minimum wage prescribed in this Agreement for employees employed on the same class of work	
(XVI)	Office employees—		
	during the first year of employment.....	9,40	413,64
	during the second year of employment.....	9,55	420,02
	during the third year of employment.....	9,77	429,74
	during the fourth year of employment	9,99	439,44
	during the fifth year of employment.....	10,22	449,67
	thereafter	10,51	462,42
(XVII)	Casual labourer:		
	Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading vehicles, stacking timber and cleaning premises only.....	90,60 per day	
(XVIII)	Chargehand—		
	in charge of employees who have no journeyman status	R10,00 per week above his minimum prescribed wage for the class of work performed by him	
	in charge of journeymen.....	R15,00 per week above the basic wage prescribed in this Agreement for employees employed on the same class of work	
(XIX)	(i) Ornament and novelty making, i.e., any operation or process in the manufacture or assembly of ornaments and novelties, but excluding the operations referred to in subclause (ii)	10,78	474,31
	(ii) The classes of work referred to in clauses (i) (ii), (IV) (ii), (V) (ii), (VII) (ii) and (IX) (ii) hereof	The minimum wage prescribed in this Agreement for employees employed on the same class of work	
(XX)	Apprentices—		
	Commencing weekly wage—stage 1	Labourers' minimum rate plus R10,00	
	Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate for labourers, plus R10,00, and that for journeymen in force at the time of completion of such stage.		
(XXI)	Artisans:		
	Employees who have passed a trade test in a designated trade and have completed N1	11,86	521,74
	[This represents the rate plus 10% on the following categories: (I) (i), (II), (III), (IV) (i), (V) (i), (VII) (i), (VIII), (IX) (i), (XII) (i), (XIV) (1) and (2), (XIX) (i).]"		

Signed at Durban on this 24th day of June 1997.

J. S. OLIVIER

Chairman

E. M. MOOSA

Vice-Chairman

G. MOONSAMY

Vice-Chairman

G. J. P. BLIGNAUT

Assistant Secretary (Administration.)

No. R. 1455

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, KWAZULU-NATAL: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonder dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

KwaZulu-Natal Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, KwaZulu-Natal,

tot wysiging van die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No R. 2620 van 30 November 1984, soos gewysig, verleng en herbekragtig by Goewermentskennisgewings Nos. R. 1444 van 28 Junie 1985, R. 187 van 31 Januarie 1986, R. 520 van 21 Maart 1986, R. 742 en R. 743 van 18 April 1986, R. 1169 van 13 Junie 1986, R. 1523 en R. 1524 van 18 Julie 1986, R. 1204 van 24 Junie 1988, R. 2333 en R. 2334 van 18 November 1988, R. 2111 van 29 September 1989, R. 391 van 23 Februarie 1990, R. 137 van 25 Januarie 1991, R. 1080 van 17 Mei 1991, R. 2855 van 29 November 1991, R. 863 van 20 Maart 1992, R. 1479 van 29 Mei 1992, R. 1792 van 26 Junie 1992, R. 2776 van 2 Oktober 1992, R. 3362 van 18 Desember 1992, R. 3395 van 24 Desember 1992, R. 1182 of 2 Julie 1993, R. 1773 van 24 September 1993, R. 2222 en R. 2223 van 19 November 1993, R. 1090 van 17 Junie 1994, R. 1840 van 28 Oktober 1994, R. 1944 van 18 November 1994, R. 2246 van 23 Desember 1994, R. 876 van 15 Junie 1995, R. 1043 van 14 Julie 1995, R. 1503 van 6 Oktober 1995, R. 1676 van 27 Oktober 1995, R. 808 van 17 Mei 1996, R. 1457 van 6 September 1996, R. 110 van 24 Januarie 1997 en R. 534 van 11 April 1997.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Meubelnywerheid, KwaZulu-Natal, nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;
- (b) in Gebied A, wat bestaan uit die landdrosdistrikte Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, Mount Currie en Camperdown;
- (c) in Gebied B, wat bestaan uit die landdrosdistrikte Greytown, Lionsriver, Port Shepstone, Richmond, Lower Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith en Newcastle, behoudens die bepalings vervat in Goewermentskennisgewing No. R. 789 van 25 April 1986;
- (d) in Gebied C, wat bestaan uit die res van KwaZulu-Natal, behoudens die bepalings vervat in Goewermentskennisgewing No. R. 789 van 25 April 1986.

- (2) Ondanks subklousule (1) is hierdie Ooreenkoms—

- (a) van toepassing slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;
- (b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel kragtens genoemde Wet;

- (c) nie van toepassing op professionele, tegniese, administratiewe, verkoops- en kantoorpersoneel nie, mits sodanige werknemers gereeld besoldiging ontvang wat meer is as die som van die maksimum loontarief in Bylae A van hierdie Ooreenkoms voorgeskryf, uitgesonderd paragraaf (XXI), plus R35,00;
- (d) nie van toepassing op bestuurders, onderbestuurders, voormanne en toesighoudende personeel nie, as sodanige werknemers gereeld besoldiging van mintens R40 920 per jaar ontvang, of R48 140 per jaar waar die werkgever van sodanige personeel nie 'n geregistreerde pensioenfonds of 'n geregistreerde voorsorgfonds en 'n geregistreerde mediese hulpfonds voorsien of in stand hou nie. Hierdie perke moet van jaar tot jaar verhoog word met dieselfde persentasie as die verhogings wat toegeken word aan werknemers wat die hoogste loontarief verdien soos in Bylae A van hierdie Ooreenkoms uiteengesit.
- (3) Ondanks subklousule (1) en (2) is hierdie Ooreenkoms, met uitsondering van klousules 13 (1) en (2), 16, 17 (1), (2), (3), (4), (5) en (9), 20 en 23, nie van toepassing nie op 'n werkgever wat hoogstens een besigheid bedryf binne die toepassingsbestek van hierdie Ooreenkoms en wat minder as vyf werknemers ten alle tye in diens het in of in verband met sodanige besigheid en wat die toepaslike voorwaardes van die Wet op Basiese Diensvoorwaardes, 1983, nakom: Met dien verstande dat werkende werkgevers werknemers geag word vir die doel om die aantal werknemers in sodanige besigheid vas te stel: Met dien verstande voorts dat waar sodanige werkgever verkies om vrywilliglik by te dra tot enige van die fondse wat deur die Raad geadminestreer word, hy geag moet word vyf werknemers in diens te hê.
- (4) Subklousule (3) is nie van toepassing nie waar 'n werkgever meer as vier werknemers in diens het op die datum van inwerkingtreding van hierdie Ooreenkoms en daarna sy getal werknemers tot minder as vyf verminder.
- (5) Ondanks subklousule (3) mag geen werkgever wat die voordeel benut het en gebruik maak van die uitsluiting daarin vervat, daarmee voortgaan vir 'n tydperk van langer as drie jaar nie, en by verstryking van driejaartydperk is al die bepalings van die Ooreenkoms van toepassing op sodanige werkgever en sy werknemers.

2. KLOUSULE 3: WOORDOMSKRYWING

Voeg die volgende uitdrukking in, na die woord "Ooreenkoms" in die omskrywing van "voorman" en/of "bestuurder" en/of "onderbestuurder" en/of "toesighoudende persoon":

„, uitgesonderd paragraaf (XXI) van Bylae A,”.

3. KLOUSULE 37: DRYWERS VAN MOTORVOERTUIG

Vervang subklousule 37B (1) deur die volgende:

- “(1) Geen lone wat laer is as dié wat hieronder voorgeskryf word, mag deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie:

	Minimum	
	Per uur	Per week
	R	R
(a) Drywer van 'n motorvoertuig, uitgesonderd een wat deur stoom aangedryf word, wat gemagtig is om 'n loonvrag te dra of te trek van—		
(i) tot en met 4 530 kg	9,69	426,35
(ii) meer as 4 530 kg en tot en met 6 350 kg	9,76	429,44
(iii) meer as 6 350 kg	10,04	441,84
(b) Drywer van 'n stoomaangedrewe voertuig	10,04	441,84
(c) Los werknemer wat 'n motorvoertuig dryf, uitgesonderd een wat deur stoom aangedryf word: Per dag= voorgeskrewe weekloon, plus 10%, gedeel deur vyf.		
(d) Los werknemer wat 'n stoomaangedrewe voertuig dryf: Per dag= voorgeskrewe weekloon, plus 10%, gedeel deur vyf.		
(e) Drywers van vorkhefswaens, trekkers, bromponies of passasiersmotors	9,69	426,35”.

4. Voeg die volgende nuwe klousule 45 by:

“45. FAMILIEVERANTWOORDELIKHEIDSVARLOF

- (1) Elke werknemer is, in die geval van die afsterwe van enige persoon in sy onmiddellike familie, geregtig op 'n maksimum van twee dae familieverantwoordelikeverlof.
- (2) Elke werkgever moet, by ontvangs van dokumentêre bewys van sodanige sterfte en bewys dat sodanige persoon by die Raad geregistreer is, die werknemer vir sodanige verlof teen normale loontariewe betaal en nie later nie as die tweede betaaldag wat op sodanige gebeure volg.
- (3) Vir die doel van hierdie klousule beteken “naaste familie” die volgende:
- (a) Die eggenoot/eggenote wat op die Raad se rekordkaart as die benoemde begunstigde ten opsigte van die Voorsorgfonds verskyn;
- (b) 'n werknemer se kinders wat onder 18 jaar is en wie se name op die Raad se rekordkaart verskyn; en
- (c) 'n werknemer se vader en moeder wie se name op die Raad se rekordkaart verskyn.”.

5. BYLAE A: LONE

Vervang die volgende vir Bylae A:

BYLAE A: LONE

	Minimum	
	Per uur	Per week
	R	R

(I) (i) Meubelmakery, d.w.s. 'n werksaamheid of proses by die vervaardiging en/of inmeekaarsit van meubels, hetsy in die geheel of in dele, wat met die hand, met gebruik van handgereedskap of meganiese toestelle uitgevoer word, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel		10,78	474,31
(ii) Diverse meubelmakerywerksaamhede:			
(a) Moere vasbout en vasdraai, handvatsels met skroewe, boute, moere in skroefboute vassit			
(b) Toebehore van stangsokke, aanslagplate, beslae, rakpenne, moerdoppe, beslagringe of koepelskuifdoppe vassit, skroefboute in stompe of pote insit, alle soorte gelymde blokke vassit, spieëls met kleefband vasheg			
(c) Tappenne en proppe van hout met die hand en/of 'n masjien maak en/of spits maak		9,45	415,64
(d) Tappenne en proppe met die hand inslaan			
(e) Skuurwerk met die hand verrig, afgesien daarvan of die artikel wat geskuur word, stilstaan of draai			
(f) Soliede timmerhout met die hand of volgens 'n meganiese proses buig of lamelleer			
(g) Sokke vir rolwiele inslaan			
(h) Gate of barste met houtplamuursel of dergelike stof vul			
(i) Help met klamp- of klemwerk: Met dien verstande dat hoogstens een assistent gebruik word deur 'n werknemer wat minstens die loon ontvang wat in subklousule (i) voorgeskryf word		9,36	411,81
(II) Uittêlwerk, d.w.s. die voorbereiding van 'n plan vir die vervaardiging van meubels deur middel van 'n staaf of ander geskikte materiaal waarop al of enigeen van die afmetings van die artikel wat vervaardig moet word, afgemerkt is			
(III) Afmerkwêrk, d.w.s. die merk of kras van meubelstukke, hetsy in die geheel of in dele, volgens afmetings deur middel van 'n liniaal, maatstok, reihout, patroonplaat, setmaak of ander toestel, vir masjineer-, pasmaak- of inmeekaarsitwerk		10,78	474,31
(IV) (i) Meubelmasjineerwerk, d.w.s. 'n werksaamheid of proses wat verrig word deur gebruik te maak van 'n tipe of soort masjien by die vervaardiging van meubels, hetsy, in die geheel of in dele, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel			
(ii) Diverse meubelmasjineerwerksaamhede:			
(a) 'n Enkelrolskuurmasjien, oopskyfskuurmasjien, tolskuurmasjien en breëbandskuurmasjien opstel en bedien		9,77	430,01
(b) Gate boor, tapwerk, skarnierinlaatwerk met die oog op inlaatwerk vir slotte en skarniere, en 'n tapinvoegmasjien bedien			
(c) 'n Lugskuurmasjien en 'n verplaasbare skuurmasjien bedien		9,45	415,64
(d) Skuurpapierrolle of -skywe en bande vir 'n skuurmasjien maak en las			
(e) Herhalingsafmerkwêrk deur middel van 'n patroonplaat of model		9,36	411,81
(V) (i) Meubelpoleerwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel verrig word by die produksie van 'n gepoleerde en/of afgewerkte oppervlak deur middel van skellak, verf, duco, lakvernis, sellulose, vernis, emalje, beits, pasta wat soos 'n skuurmiddel werk en/of 'n poleermiddel, of albei, of dergelike stowwe en ook vlamskilderwerk en die pas van kleure by alle soorte meubels, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel		10,78	474,31
(ii) Diverse poleerwerksaamhede:			
(a) Bruineerwerk met 'n masjien		9,77	430,01
(b) Waswerk			
(c) Die kante van lamelbord en/of laaghout verf en/of opvul ten einde die oppervlak voor te berei vir poleer- en/of lakverniswerk en/of vlamskilderwerk en/of die pas van kleure			
(d) Deure en los toebehore verwyder voordat stukke vir poleerwerk voorberei word			
(e) Opvulwerk met gips of 'n ander vulstof		9,45	415,64
(f) Handskuurwerk			
(g) Meubels met sure of 'n ander bleikmiddel bleik			

		Minimum	
		Per uur	Per week
		R	R
	(h) Stroopwerk		
	(i) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk met die hand		
	(j) Metaal bespuit		
	(k) Materiaal filtreer		
	(l) Sproeispuite skoonmaak		
	(m) Oppoets by oplaai- en/of aflaaipunt, uitgesonderd die gebruik van sputapparaat.....	9,36	411,81
(VI)	(i) Meubelstofeerwerk, d.w.s. 'n werksaamheid of proses by die oortrek van alle soorte meubels, hetsy in hul geheel of in dele, en afgesien van die materiaal wat gebruik word, met die hand of 'n meganiese toestel, webwerk, wat ook beteken die inposisieplasing van webwerk en plaasvervangers daarvan (uitgesonderd hout- of metaallatte en dwarsstawe), opvulwerk, rottangvlegwerk, die aanwerk van knope, rygwerk, kramwerk, knopwerk en opstopwerk, die aanhegting van eenhede aan rame, maar uitgesonderd die werksaamhede in subklousule (iv) bedoel.....	10,78	474,31
	(ii) Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule, met die hand of 'n masjien glipsteekstik, stik en/of las	9,67	425,33
	(iii) Leerlinge wat in diens geneem word om die klas werk te leer wat in subklousule (ii) bedoel word—		
	gedurende die eerste ses diensmaande.....	9,29	408,80
	gedurende die tweede ses diensmaande	9,36	411,96
	gedurende die derde ses diensmaande	9,43	415,12
	gedurende die vierde ses diensmaande	9,52	419,02
	daarna	9,67	425,33
	(iv) Diverse meubelstofeerwerksaamhede:		
	(a) Hout- en metaallatte en dwarsstawe op rame in posisie plaas.....	9,84	432,98
	(b) Stoelkussings met veerbinnewerk en/of veereenhede vul	10,03	441,21
	(c) Skuimrubber of dergelike materiaal met 'n bandsaag sny		
	(d) Klaargemaakte rottangmatte aanbring	9,77	430,01
	(e) Kwassies of knope met die hand of 'n masjien aanwerk waar dit as los stukke geskied voordat dit aanmekaargesit word, met inbegrip van deurgestikte knoopwerk, maar uitgesonderd diep-, diamant- of geplooid knoopwerk	10,18	448,01
	(f) Deurgevlegte kussinkies aan veereenhede vasmaak, vassit of vaskram, hetsy met die hand of 'n masjien	9,84	432,98
	(g) Vulsel op 'n veereenheid uitsprei		
	(h) Kleefmiddel oor agterkante en oortrekmateriaal spreid en dit vasplak	9,67	425,33
	(i) 'n Doekspreimasjien laai, stoot en bedien		
	(j) Klapperhaar of ander materiaal met 'n masjien uitpluis		
	(k) Stoelkussings met materiaalstowwe, uitgesonderd veerbinnewerk en/of veereenhede, met 'n masjien vul	9,45	415,64
	(l) Riempiewerk.....		
	(m) Heliese vere en/of kettings en/of sigsag- of nie-sakvere aan 'n raamwerk vassit vir stofeerwerk		
	(n) Veerrande met 'n sigsag- en/of nie-saktipe veer aan 'n raamwerk vassit vir stofeerwerk, met inbegrip van die vassit van alle onderdele, maar uitgesonderd die vasryg en/of vasmaak van going en/of plaasvervangers vir going of sisal		
	(o) Platforms sny wat gebruik word vir die bekleding van heliese en/of nie-sakvere		
	(p) Grootmaatrolle stofeermateriaal van alle soorte met die hand van selfkant tot selfkant uitmekaar maak en/of opsnij		
	(q) Karton met die hand en/of 'n masjien in stofeerseksies sny	9,36	411,81
	(r) Materiaal met die hand of 'n masjien reguitsny vir onderkante of onderlegstukke oor vere (linne en going).....		
	(s) Klapperhaar of ander materiaal met die hand uitpluis		
	(t) Vulmateriaal in touvorm losdraai.....		

		Minimum	
		Per uur	Per week
		R	R
(u) Stoffeerder se kraallyste met bande vaswerk.....			
(v) Knope en kwassies maak.....			
(w) Stoffeerder help deur oortrekmateriaal vas te hou			
(x) Skuimrubber of lateks met die hand volgens fatsoen sny en las			
(y) Onderkante van gestoffeerde artikels vasheg			
(z) (i) Goioing of linne aan sitplekplatforms vasheg.....			
(ii) Karton aan kaal rame vasheg of vaskram.....		9,45	415,64
Vir die toepassing van hierdie klousule en klousules (XI) en (XIV) beteken 'n veereenheid 'n onafhanklike montering van vere wat so met mekaar verbind is, met mekaar in verband staan of gemaak is dat dit 'n veerfondament en/of 'n veerbinnewerk vorm vir gebruik in 'n binneveermatras, stoelkussingsitplek of ander bed en of sitinrigting.			
(VII) (i) Houtsneewerk aan meubels en/of ander houtsneewerk, d.w.s. 'n werksaamheid of proses, hetsy in die geheel of in dele, met handgereedskap of 'n meganiese toestel uitgevoer by die skepping van 'n fatsoen, patroon, medaljon of replika van 'n voorwerp wat bedoel is om alle soorte meubels te versier of te verfraai, maar uitgesonderd ondergenoemde diverse werksaamheid		10,78	474,31
(ii) Stippel- en sponswerk aan agtergrond van houtsneewerk.....		9,45	415,64
(VIII) Meubelhoutdraaiwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van 'n gefatsoeneerde artikel of onderdeel wat gebruik word in verband met alle soorte meubels.....		10,78	474,31
(IX) (i) Fineerwerk aan meubels, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word in die beleglaag van meubelgedeeltes van alle tipes, hetsy in die geheel of in dele, met fineer, maar uitgesonderd die werksaamhede in subklousule (ii) genoem			
(ii) Diverse fineerwerksaamhede:			
(a) Fineerstukke met die hand in posisie plaas			
(b) Bandlose laswerk met 'n masjien			
(c) Bediening van alle soorte perse			
(d) Vakuumsakke en alle soorte perse laai en leegmaak		9,36	411,81
(e) Gorn en bande afwas.....			
(f) Dele opstapel nadat dit gepers is			
(g) Fineerwerk aan kante			
(h) Fineerwerk aan kante met 'n masjien wat ook die kante afwerk en skuur..		9,77	430,01
(i) Inkeping slegs van kante met 'n meganiese toestel.....		9,77	430,01
(X) (i) Leerlingvakmanne om diens in die klasse werk te leer wat in klousules (I) tot (IX) bedoel word, uitgesonderd die diverse werksaamhede wat daarin genoem word—			
gedurende die eerste diensjaar.....		9,70	426,61
gedurende die tweede diensjaar		9,99	439,40
gedurende die derde diensjaar		10,41	457,82
daarna, die voorgeskrewe minimum loon.			
As iemand wat in diens was as bandskuurmasjienskuurder, masjienskuurder of boorder tot leerlingvakman bevorder word, is sy aanvangsloon 'n minimum van		9,84	432,98
(XI) (i) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of in dele van alle soorte matrasse gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander dergelike materiaal of 'n kombinasie van veerbinnewerk, alle tipes draadvere, ketting- en/of spiraalvere, volle spiraalvere, maasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrasse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, spiraalvere en heliese vere aan rame, en ook die volgende:			
Veermassvlegwerk			
Vulsel in matrasslope stop.....			

		Minimum	
		Per uur	Per week
		R	R
Kante stik.....	}	9,84	432,98
Kwassies maak.....			
'n Randdeurstikmasjien bedien			
'n Topdeurstikmasjien bedien			
Rame en rollers vir die topdeurstikmasjien voorberei			
Deurgevlegte kussinkies aan veereenhede vasheg, vassit of vaskram.....			
Deurgestikte matrasrand aan veereenhede heg			
Vulsel op 'n veereenheid uitsprei			
Matrasbostukke, hetsy deurgestik of nie, in posisie plaas en vasmaak om 'n voorafgeboude binnewerk- of veermatras te bou			
Bande aan kante van binneveermatras aanbring			
Rolkantwerk, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel			
Knoopwerk aan kopstukke, aanvullend tot beddegoedmakery		9,98	438,99
(ii) Diverse beddegoedwerksaamhede:			
(1) Bostukke, rande en oortreksels uitsny	}	9,67	425,33
(2) Alle stikwerk by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en samestellende dele			
(3) Matrashandvatsels aan rande stik			
(4) Randlengtes las			
(5) Die bek van 'n matras toewerk			
(6) Kopkussings, stoelkussings en peule toewerk			
(7) Bedmatrasrame met die hand vasbout			
(8) Spoele vir 'n randdeurstikmasjien voorberei			
(9) Gestikte rande volgens lengte sny			
(10) Gate in matrasrande pons			
(11) Ventileerders en handvatsels aan matrasrande aanbring			
(12) 'n Deurvlegmasjien voer			
(13) Kussinkies uitsny en maak, ongeag die materiaal wat gebruik word			
(14) Latte en dwarsstawe in posisie plaas, of webwerk aan matras- of katelrame heg			
(15) Matrasrame beits			
(16) Kloue aan matrasrame heg			
(17) 'n Maas in 'n matrasraam in posisie plaas en vasheg		9,45	415,64
(18) Lussies aan naalde heg vir drukdeurknoopmasjienwerk			
(19) 'n Doekspreimasjien laai, stoot en bedien			
(20) 'n Pluismasjien bedien			
(21) 'n Lussiemasjien bedien			
(22) Lussies aan knope of kwassies werk			
(23) Katelysters, koepels, rolwielletjies en sokke aanbring			
(24) Rame met die hand beits en/of vernis			
(25) Geweefde draadmaas en kettingveermaas op rame monteer, vasslaan of vashaak			
(26) Katelysters vassit			
(27) Veereenhede aan katelrame vasheg			
(28) Kopkussings, stoelkussings en peule vul met ander materiaal as veerbinnekante en/of veereenhede			
(29) Kopkussings, peule, stoelkussings en veerkomberse massameet		9,36	411,81
(30) Beddegoed stroop			
(31) Kettings, hopelysters of ander dergelike materiaal sny			
(32) Klapperhaar of ander materiaal met die hand uitpluis			
(33) Karton- of kaliko-agterkante aan gestoffeerde kopstukke vasheg		9,45	415,64
(34) Plastiekmaas aan rubberskuim vaslym		9,36	411,81
(iii) Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (i) bedoel word (beddegoed maak)—			
gedurende die eerste ses diensmaande		9,40	413,45
gedurende die tweede ses diensmaande		9,49	417,63
gedurende die derde ses diensmaande		9,57	421,09
gedurende die vierde ses diensmaande		9,65	424,53
daarna		9,84	432,98

		Minimum	
		Per uur	Per week
		R	R
(XII) (i)	Gordyne maak, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van gordyne, hetsy in die geheel of in dele, en afgesien van die materiaal wat gebruik word, insluitend die hang, pas en monteer daarvan, maar uitgesonderd die werksaamhede in subklousule (ii) bedoel	10,78	474,31
(ii)	Diverse werksaamhede:		
	(1) Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne met die hand of 'n masjien glipsteekstik, stik en/of las	9,67	425,33
	(2) Materiaal van kant tot kant sny, maar uitgesonderd snywerk om patrone te laat pas	9,36	411,81
	(3) Gordyngoed pars en/of stryk		
	(4) Materiaal hanteer		
(iii)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (ii) (1) bedoel word (naaiers)—		
	gedurende die eerste ses diensmaande	9,29	408,80
	gedurende die tweede ses diensmaande	9,36	411,96
	gedurende die derde ses diensmaande	9,43	415,12
	gedurende die vierde ses diensmaande	9,52	419,02
	daarna	9,64	424,08
(iv)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (i) bedoel word, uitgesonderd die diverse werksaamhede wat in subklousule (ii) bedoel word en leerling-naaiers wat in subklousule (iii) bedoel word		

Die minimum loon voorgeskryf vir leerlingvakmanne soos in klousule (X) van hierdie Ooreenkoms

(XIII) (A) Arbeiderswerk, d.w.s.—

(1)	'n masjienwerker help met die hantering van materiaal voor en na die masjienwerk	9,36	411,81
(2)	'n stoomketel, verbrander en/of oond bedien		
(3)	sorg vir stofsakke en/of siklone van skuurmasjiene		
(4)	stofferere baal en indompel		
(5)	klapperhaar met die hand uitklop en/of uitpluis		
(6)	persele skoonmaak en vee		
(7)	masjinerie, installasie, gereedskap en werktuie skoonmaak		
(8)	uitrusting afblaas in skoonmaak		
(9)	metaalstawe skoonmaak		
(10)	metaalstawe, skarniere, metaalstroke, draad, hoepelyster en alle dergelike materiaal sny		
(11)	afleringswerk met handvoertuie verrig		
(12)	briewe en pakkette afler		
(13)	stoelkussings met ander stowwe of materiaal as veerbinnekante en/of veereenhede met die hand vul		
(14)	skuurpapierskywe vaslym		
(15)	materiaal hanteer		
(16)	afwitwerk		
(17)	voertuie laai en/of aflaai		
(18)	materiaal inpak in of uithaal uit oonde		
(19)	tee of ander dergelike drank berei		
(20)	masjiene en/of voertuie olie en smeer		
(21)	perse van alle tipes bedien		
(22)	artikels in kartondose en/of kartonhouers inpak en daarna sodanige kartondose en kartonhouers vol maak en toemaak		
(23)	lym berei, massameet en meng, lym met die hand of met 'n masjien spreid, lym verwyder, afwas en afvee, lymverhardmiddels met die hand, 'n kwas of 'n masjien aanwend		
(24)	'n voertuig of handkar stoot of trek		
(25)	klinknaelwerk verrig of skroefdraad in ysterboute en -stawe sny		
(26)	hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny		
(27)	tweedehandse stofferwerk en beddegoed stroop		
(28)	fineerstukke met band vasmaak en fineerpers bedien		

		Minimum	
		Per uur	Per week
		R	R
	(29) timmerhout met preserveermiddel behandel.....		
	(30) grondstowwe uitpak, baal of uit bale haal.....		
	(31) goedere in papier of karton toedraai.....		
(B)	Arbeiders: Nuwe Inkomelinge (sien definisie onder klousule 3): Slegs party-winkels. Gedurende eerste 12 maande van indiensneming in Nywerheid.....	8,51	374,37
(XIV)	Diverse:		
	(1) Sweiswerk, uitgesonderd puntsweiswerk.....	10,78	474,31
	(2) Masjienonderhoudswerktuigkundige.....		
	(3) Puntswaiswerk.....		
	(4) Versendingsklerk, magasynman, tydhouer.....	9,67	425,33
	(5) Opsigter of wag.....	9,64	424,14
	(6) Verpakker.....	9,44	415,34
	(7) Veerbinnekante en/of veereenhede bou en samestellende dele daarvan vervaardig.....	9,45	415,64
	(8) Leerlingverpakker.....	9,36	411,81
	(9) Metaaldele buig, pons, klink, boor en/of aanmekearsit.....		
(XV)	(i) Jeugdige manlike werknemers in diens in 'n ambag aangedui ingevolge die Wet op Mannekrasopleiding, 1981, gedurende die gemagtigde proeftydperk.....	9,38	412,69
	(ii) Alle ander jeugdiges.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk	
(XVI)	Kantoorwerknemers—		
	gedurende die eerste diensjaar.....	9,40	413,64
	gedurende die tweede diensjaar.....	9,55	420,02
	gedurende die derde diensjaar.....	9,77	429,74
	gedurende die vierde diensjaar.....	9,99	439,44
	gedurende die vyfde diensjaar.....	10,22	449,67
	daarna.....	19,51	462,42
(XVII)	Los arbeider:		
	Arbeider minder as 30 uur per week in diens met die spesifieke doel om slegs voertuie te laai en af te laai, hout op te stapel en die perseel skoon te maak.....	90,60 per dag	
(XVIII)	Onderbaas—		
	wat aan die hoof staan van werknemers wat nie vakmanstatus besit nie.....	R10,00 per week meer as sy voorgeskrewe minimum loon vir die klas werk wat hy verrig	
	wat aan die hoof staan van vakmanne.....	R15,00 per week meer as wat die basiese loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk	
(XIX)	(i) Ornament- en sierwerk, d.w.s. 'n werksaamheid of proses by die vervaardiging of montering van ornamente en sierwerk, maar uitgesonderd die werk in subklousule (ii) bedoel.....	10,78	474,31
	(ii) Die klas werk in klousules (I) (ii), (IV) (ii), (V) (ii), (VII) (ii) en (IX) (ii) van die Bylae bedoel.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk	
(XX)	Vakleerlinge—		
	aanvangsloon per week—stadium 1.....	Weeklikse loon vir arbeiders, plus R10	
Met voltooiing van stadium 1 en elke daaropvolgende stadium moet die weeklikse loon vermeerder word met 25% van die verskil tussen die minimum loontarief vir arbeiders, plus R10,00 en die vir ambagsmanne, van krag ten tyde van voltooiing van sodanige stadium.			

Minimum	
Per uur	Per week
R	R

(XXI) Geskoolde Vakmanne:

Werknemers wat 'n vaktoets in 'n aangewese ambag geslaag het en N1 voltooi het.....

11,86 521,74

[Hierdie verteenwoordig die loontarief plus 10% op elke van die volgende: (I) (i), (II), (III), (IV) (i), (V) (i), (VII) (i), (VIII), (IX) (i), (XII) (i), (XIV) (1) en (2), (XIX) (i).]

Gedateer te Durban op hierdie 24ste dag van Junie 1997.

J. S. OLIVIER

Voorsitter

E. M. MOOSA

Vise-Voorsitter

G. MOONSAMY

Vise-Voorsitter

G. J. P. BLIGNAUT

Assistent-sekretaris (Administrasie.)

No. R 1456

7 November 1997

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

INDUSTRIAL COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL)

AGREEMENT

in accordance with the Labour Relations Act, 1956, made and entered into by and between the

Natal Laundry, Cleaners' and Dyers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Southern African Clothing and Textile Workers' Union (SACTWU)

(hereinafter referred to as the "employees" or the "trade union", of the other part,

being the parties to the Industrial Council for the Laundry, Cleaning and Dyeing Industry (Natal),

to amend the Agreement published under Government Notice No. R. 166 of 31 January 1975, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 947 of 4 June 1976, R. 89 and R. 90 of 13 January 1978, R. 251 and R. 254 of 13 February 1981, R. 403 of 5 March 1982, R. 1383 of 9 July 1982, R. 22 and R. 23 of 6 January 1984, R. 273 and R. 274 of 8 February 1985, R. 1069 of 10 June 1988, R. 94 and R. 95 of 19 January 1990, R. 2791 of 30 November 1990, R. 1890 of 9 August 1991, R. 2210 of 23 December 1994, R. 780 of 26 May 1995, R. 1456 of 22 September 1995, R. 93 of 26 January 1996 and R. 384 of 8 March 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal)—
- by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed therein;
 - in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice No. 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown, Chatsworth and Inanda (excluding the areas falling outside a radius of 24,14 km of the General Post Office, Durban).
- (2) The provisions of clauses 5 (1), 6, 9 and 17 of this Agreement shall not apply in respect of senior managerial, professional, technical and administrative staff and foremen who are in receipt of regular remuneration of not less than R405 per week, R1 750 per month or R21 000 per annum.

2. CLAUSE 4: REMUNERATION

Substitute the following for subclause (1):

- "(1) (a) The minimum wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder:

Grades and experience	With effect from March 1997 Per week	With effect from September 1997 Per week
A. Labourers and employees not elsewhere specifically defined	R295,00	R300,00
B. Finishing hand in laundry section, laundry machine operator	R299,00	R304,00
C. Finishing hand in dry-cleaning section, dry-cleaning machine operator, marker, sorter, packer, spotter, examiner, plain sewer, watchman/security guard, boiler attendant:		
For the first six months of experience.....	R300,00	R305,00
Qualified.....	R303,00	R308,00
D. Factory clerk, checker:		
For the first six months of experience.....	R301,00	R306,00
Qualified.....	R307,00	R312,00
E. Canvasser/collector	R307,00	R312,00
F. Invisible mender, receiving depot assistant:		
For the first six months of experience.....	R301,00	R306,00
Qualified.....	R312,00	R317,00
G. Clerical employee:		
For the first year of experience.....	R301,00	R306,00
For the second year of experience.....	R313,00	R318,00
Qualified.....	R334,00	R339,00
H. Driver of motor vehicle with unladen mass as follows:		
(a) Scooter driver	R313,00	R318,00
(b) Not more than 3 000 kg.....	R327,00	R332,00
(c) Over 3 000 kg.....	R334,00	R339,00
I. Maintenance man, cleaner, learner dyer:		
For the first year of experience.....	R307,00	R312,00
For the second year of experience.....	R316,00	R321,00
Qualified.....	R334,00	R339,00
J. Foreman.....	R355,00	R360,00
K. Qualified dyer, qualified mechanic.....	R375,00	R380,00

Casual employee: For each day or part of a day of employment: One fifth of the wage prescribed for an employ of his class.

- Every employee who, for the pay week immediately preceding the date of coming into operation of this Agreement, was receiving from his employer a wage in excess of the rate specified for his class of work in the previous Agreement, shall if in the employ of the same employer, be paid with effect from the coming into operation of the Agreement, and whilst he continue in such employment, not less than the said wage, plus R25,00 per week.
- (2) Substitute the following for subclause (6):
- "*Increments:* The wages prescribed in this clause shall be reviewed annually."

(3) Insert the following new clause after clause 21:

"21A SACTWU EDUCATION BURSARY SCHEME"

Every employer to whom this Agreement applies shall pay 20 cents per week for each trade union member in his employ to the SACTWU Education Bursary Scheme. The total amount for each month shall be forwarded to the Secretary of the Council by not later than the 15th day of the following month."

Signed at Durban, on behalf of the parties, this 23rd day of April 1997.

N. ZAROUDOUKAS

for Natal Laundry, Cleaners' and Dyers' Association

J. NGCOBO

for SACTWU

A. T. PARKINSON

Secretary of the Council

No. R 1456

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL): WYSIGING VAN HOOFDOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NYWERHEIDSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURNYWERHEID (NATAL)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Natal Laundry, Cleaners' and Dyers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Southern African Clothing and Textile Workers' Union (SACTWU)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal),

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 166 van 31 Januarie 1975, soos gewysig, verleng, hernieu en herbekragtig deur Goewermmentskennisgewings Nos. R. 947 van 4 Junie 1976, R. 89 en R. 90 van 13 Januarie 1978, R. 251 en R. 254 van 13 Februarie 1981, R. 403 van 5 Maart 1982, R. 1383 van 9 Julie 1982, R. 22 en R. 23 van 6 Januarie 1984, R. 273 en R. 274 van 8 Februarie 1985, R. 1069 van 10 Junie 1988, R. 94 en R. 95 van 19 Januarie 1990, R. 2791 van 30 November 1990, R. 1890 van 9 Augustus 1991, R. 2210 van 23 Desember 1994, R. 780 van 26 Mei 1995, R. 1456 van 22 September 1995, R. 93 van 26 Januarie 1996 en R. 384 van 8 Maart 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal), nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is, wat by die Nywerheid betrokke of daarin werksaam is;

(b) in die landdrosdistrikte Durban (uitgesonderd die gedeelte wat voor die publikasie van Goewermements-kennisgewing No. 1401 van 16 Augustus 1968 binne die landdrosdistrik Umlazi geval het), Pinetown, Chatsworth en Inanda (uitgesonderd die gebied wat buite 'n straal van 24,14 km vanaf die Hoofposkantoor, Durban, val).

(2) Klousules 5 (1), 6, 9 en 17 van hierdie Ooreenkoms is nie van toepassing nie op senior bestuurs-, professionele, tegniese en administratiewe personeel en voormanne wat gereeld besoldiging van minstens R405 per week, R1 750 per maand of R21 000 per jaar ontvang.

2. KLOUSULE 4: BESOLDIGING

Vervang subklousule (1) deur die volgende:

"(1) (a) Die minimum loon wat 'n werkgewer aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, is soos volg:

Grade en ondervinding	Met ingang van Maart 1997 Per week	Met ingang van September 1997 Per week
A. Arbeiders en werknemers nie elders uitdruklik omskryf nie	R295,00	R300,00
B. Afwerker in die wasseryseksie, wasserymasjienbediener	R299,00	R304,00
C. Afwerker in die droogskoonmaakseksie, droogskoonmaak- masjienbediener, merker, sorteerder, verpakker, vlekuihtaler, ondersoeker, gewone naaiwerker, wag/veiligheidswag, ketel- bediener:		
Vir die eerste ses maande ondervinding	R300,00	R305,00
Gekwalifiseer	R303,00	R308,00
D. Fabrieksklerk, nasiener:		
Vir die eerste ses maande ondervinding	R301,00	R306,00
Gekwalifiseer	R307,00	R312,00
E. Werwer/afhaler	R307,00	R312,00
F. Fynstopper, ontvangsdepotassistent:		
Vir die eerste ses maande ondervinding	R301,00	R306,00
Gekwalifiseer	R312,00	R317,00
G. Klerk:		
Vir die eerste jaar ondervinding	R301,00	R306,00
Vir die tweede jaar ondervinding	R313,00	R318,00
Gekwalifiseer	R334,00	R339,00
H. Drywer van motorvoertuig met die onbelaste massa soos volg:		
(a) Bromponiedrywer	R313,00	R318,00
(b) Hoogstens 3 000 kg	R327,00	R332,00
(c) Meer as 3 000 kg	R334,00	R339,00
I. Onderhoudsman, skoonmaker, leerlingkleurder:		
Vir die eerste jaar ondervinding	R307,00	R312,00
Vir die tweede jaar ondervinding	R316,00	R321,00
Gekwalifiseer	R334,00	R339,00
J. Voorman	R355,00	R360,00
K. Gekwalifiseerde kleurder, gekwalifiseerde werktuigkundige	R375,00	R380,00

Los werknemer: Vir elke dag of gedeelte van 'n dag diens: Een vyfde van die loon wat vir 'n werknemer van sy klas voorgeskryf word.

(b) Elke werknemer wat vir die betaalweek onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms van sy werkgewer 'n loon ontvang het wat hoër is as die loon wat vir sy klas werk in die vorige Ooreenkoms voorgeskryf word, moet, indien hy by dieselfde werkgewer werksaam is, met ingang van die inwerkingtreding van hierdie Ooreenkoms, en terwyl hy in sodanige werk aanbly, besoldig word teen minstens gemelde loon, plus R25,00 per week."

(2) Vervang subklousule (6) deur die volgende:

"Salarisverhogings: Die voorgeskrewe loon in hierdie klousule moet jaarliks hersien word."

(3) Voeg die volgende nuwe klousule in na klousule 21:

"21A SACTWU-STUDIEBEURSSKEMA

Elke werkgewer op wie hierdie Ooreenkoms van toepassing is, moet 20 sent per week vir elke vakverenigingslid in sy diens aan die SACTWU-Studiebeursskema betaal. Die volle bedrag vir die betrokke maand moet voor die 15de van die volgende maand aan die Sekretaris van die Raad betaal word."

Namens die partye op hede die 23ste dag van April 1997, te Durban, onderteken.

N. ZAROUDOUKAS

vir Natal Laundry, Cleaners' and Dyers' Association

J. NGCOBO

vir SACTWU

A. T. PARKINSON

Sekretaris van die Raad

No. R. 1457

7 November 1997

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF AGREEMENT FOR THE GENERAL GOODS SECTION

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employer's organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA GENERAL GOODS SECTION AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods** (thereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (b) **National Union of Leather Workers;**
- and
- (c) **Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement for the General Goods Section published under Government Notice No. R. 1687 of 18 October 1996 (hereinafter referred to as the re-enacting Agreement) and extended under Government Notice No. R. 1911 of 22 November 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the General Goods Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, and who are engaged and employed in the above Section of the Leather Industry, respectively;

- (b) in the Republic of South Africa, as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), on the operations set forth in paragraphs (1) to (3) of the definition of "General Goods Section";
 - (c) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982 respectively, fell within the Magisterial District of Inanda, on the operations set forth in paragraph (4) (a) of the definition of "General Goods Section" in clause 3 of the said Agreement, and in the Magisterial District of Wynberg, on the operations set forth in paragraph (4) (b) of the said definition;
 - (d) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape, on the operations set forth in paragraph (5) of the definition of "General Goods Section" in clause 3 of the said Agreement.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in Annexure C of the Agreement published under Government Notice No. R. 1796 of 3 September 1982, and to the employers of such employees.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 10 May 1998 or for such period as may be determined by him.

3. CLAUSE 3: DEFINITIONS

- (1) Substitute the following for the definition of "fitter":

"**fitter**", in relation to cricket and hockey balls, means an employee who mass-measures, winds and assembles inners and outers to the correct mass;"

- (2) Substitute the following for paragraph (b) of subclause (1) of the definition of "General Goods Section":

"(b) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, shopping bags, knitting bags, wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, braces, belts, suspenders, garters, armlets and all other like articles, irrespective of their description, but which are designed as substitutes for any of the aforementioned."

- (3) Substitute the following for paragraph (c) of subclause (1) of the definition of "Industry" or "Leather Industry":

(c) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, braces, belts, suspenders, garters, armlets and all other like articles, irrespective of their description, but which are designed as substitutes for any of the aforementioned;"

- (4) Substitute the following for the definition of "Travelling Requisites":

"**travelling requisites**" means suitcases and attaché cases, trunks of all descriptions, travelling bags, brief cases, folio cases, gladstone bags, and all other containers designed to hold wearing apparel, personal effects, sporting kit, musical instruments and all other like articles, irrespective of their description, but which are designed as substitutes for any of the aforementioned; but shall not include knitting bags, open-top shopping bags and closed-top shopping bags of which the maximum dimensions are 457 mm in length and/or 254 mm and/or 254 mm in width or less, and draw-string tog bags, and for the purposes of this definition a closed-top shopping bag shall be a bag which may be sealed by fasteners and/or press studs and/or zip fasteners but shall not include ladies' and children's handbags;"

- (5) Delete the definition of "trunks for Blacks".

- (6) Substitute the following for the definition of "wooden case":

"**wooden case**" means a case or attaché case manufactured mainly from wood which is intended to serve the same purpose as a suitcase or attaché case as known to the trade, and for the purposes of this definition, all articles manufactured in this manner and for this purpose shall be regarded as wooden cases."

4. CLAUSE 4: WAGES AND RATES

In subclause (7) (a), substitute the expression "6 June 1997" for the expression "27 June 1996".

5. CLAUSE 8: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

- (1) Substitute the following for subclause (1):

"(1) Every employer shall, not earlier than the 10th day and not later than the 24th day of December each year, grant to every employee employed by him, other than a night-watchman, leave of absence of not less than three consecutive weeks and pay such employee not later than three days before the commencement of such leave, as a leave allowance, an amount equal to one twelfth of the wages he would earn in three weeks for every month of employment with the employer:

Provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957;
- (b) if any public holiday referred to in subclause (7) of this clause falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave, and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours."

(2) In subclause (9) (a), insert the following after paragraph (a):

"Provided further than in the event of an employee absents without good cause, such periods of absence shall, for the purposes of calculating the holiday bonus, be deducted from the bonus payable on a *pro rata* basis.

For the purposes of calculating the *pro rata* bonus remuneration payable in terms of this subclause, such remuneration shall be ascertained by dividing the total number of days the employee has worked during the preceding 12 consecutive months with the same employer by 245, and multiplying by the employee's weekly wage."

(3) Substitute the following for subclause (9) (c):

"(c) Every employee who has completed five years of continuous employment or longer with the same employer, shall be paid a long-service bonus on the following basis:

Five years' employment and longer, but less than 10 years: One days' wages.

10 years' employment and longer, but less than 15 years: Two days' wages.

15 years' employment and longer, but less than 20 years: Three days' wages.

20 years' employment and longer, but less than 25 years: Four days' wages.

25 years' employment and longer: Five days' wages.

For the purposes of calculating the long-service bonus due in terms of this subclause, one day's wages shall be the equivalent of one-fifth of the weekly wage:

Provided that, in the case of an employee being engaged by a new employer, on presentation prior to engagement of a service certificate certifying that termination from his previous employer in the industry was due to retrenchment, such service shall count as service in respect of the long-service bonus provision."

(4) In subclause (10) (i), substitute the expression "one years' employment" for the expression "two consecutive years' employment".

(5) Delete subclause (13).

6. CLAUSE 10: TERMINATION OF EMPLOYMENT

(1) Delete subclause (10).

(2) Renumber subclauses (11) and (12) to read (10) and (11), respectively.

7. CLAUSE 12: SERVICE CERTIFICATES

In subclause (5), delete the fourth paragraph.

8. ANNEXURE A

Substitute the following for Annexure A:

"NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

SERVICE CERTIFICATE

SURNAME	ADDRESS/CHANGE OF ADDRESS
FIRST NAMES .....	.....
PROV. FUND No.....	D.O.B.....
.....
TAX No.	SEX.....
I.D. No.....	.....
EMPLOYEE'S SIGNATURE .....	.....

EXPERIENCE

[illegible]

N.B.: This card should be kept in a safe place as it is an essential record for Council and Provident Fund Purposes.”

9. ANNEXURE B

Substitute the following for Annexure B:

"NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

P.O. BOX 23080, PORT ELIZABETH, 6000

SERVICE CERTIFICATE

Section of the Industry.....

Name and address of employer

I hereby certify that the undermentioned persons was employed by me and that the particulars hereunder are correct:

1. Surname Fund No.....
2. First names Factory No.....
3. Address
4. Date of birth..... Sex
5. Employed as.....
6. Wage paid on date of leaving
7. Date of entering service Date of leaving service
8. Reason for leaving
9. Date of last increase in terms of Agreement.....
10. Name of previous employer and date of leaving

ISSUED AT

DATE

Signature of employer/secretary

N.B.: This copy to be forwarded to the Secretary, N.B.C. Leather Industry, P.O. Box 23080, PORT ELIZABETH, 6000."

10. ANNEXURE C

(1) Substitute the following for clause 1:

"1. WAGE RATES

	Column A	Column B
	Per week	Per week
	R	R
(A) The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:		
(i) Boiler attendant.....	225,57	281,13
(ii) Driver of a motor vehicle authorised to carry or haul a payload of—		
(a) under 2 722 kg	255,57	281,13
(b) 2 722 kg.....	303,62	333,98
(c) over 2 722 kg but not exceeding 4 536 kg.....	360,70	396,77
(d) over 4 536 kg	417,84	459,62
Fork-lift driver.....	417,84	459,62
(iii) General worker	234,94	258,43
(iv) Grade F employee.....	234,94	258,43
(v) Nightwatchman	255,57	281,13
(vi) Storeman and/or warehouseman, despatch clerk.....	303,62	333,98
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:		
(i) Foreman	474,75	522,23
(ii) Power guillotine operator.....		
(iii) Rotary cutting machine operator	417,84	459,62
(iv) Woodworking machine operator, Class I.....		
(v) Cutter, Class I.....	394,96	434,46
(vi) Corner stitching machine operator	360,70	396,77
(vii) Grade A employee	303,74	334,11
(viii) Grade B employee.....	283,44	311,78
(ix) Grade C employee	255,57	281,13
(x) Grade D employee		
(xi) Grade E employee.....	234,94	258,43
(xii) Grade G employee		
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:		
(i) Foreman	474,75	522,23
(ii) Cutter, Class I	360,70	396,77
(iii) Saddler, Class I	360,70	396,77
(iv) Cutter, Class II	320,78	352,86
(v) Saddler, Class II	320,78	352,86
(vi) Press cutter.....	303,62	333,98
(vii) Panel filler.....	255,57	281,13
(viii) Hand stitcher.....	255,57	281,13
(ix) Skiver.....	255,57	281,13
(x) Splitter.....	255,57	281,13
(xi) Strap cutting machine operator		
(xii) Machinist.....	234,94	258,43
(xiii) Creaser		
(xiv) Stainer		
(D) The following wage rates shall be paid to qualified employees engaged in the manufacture of harness, etc.:		
(i) Foreman	474,75	522,23
(ii) Hand cutter	332,14	365,35
(iii) Press cutter.....	315,01	346,51
(iv) Preparer and finisher	292,28	321,51
(v) Machinist.....	277,60	305,36
(vi) Hand stitcher.....	255,57	281,13
(vii) Splitter.....	255,57	281,13
(viii) Strap cutting machine operator	234,94	258,43
(ix) Employees engaged in staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up	234,94	258,43

	Column A	Column B
	Per week	Per week
	R	R
(E) The following wage rates shall be paid to qualified engaged in the manufacture of braces, etc.:		
(i) Foreman	474,75	522,23
(ii) Press cutter	337,87	371,66
(iii) Hand cutter	255,57	281,13
(iv) Skiver	255,57	281,13
(v) Splitter	255,57	281,13
(vi) Machinist	234,94	258,43
(vii) Riveter		
(viii) Employees engaged on creasing and/or eyeletting and/or finishing		
(F) The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:		
(i) Foreman	474,75	522,23
(ii) Hand cutter	337,87	371,66
(iii) Press cutter		
(iv) Hand stitcher		
(v) Skiver	255,57	281,13
(vi) Splitter	255,57	281,13
(vii) Machinist	234,94	258,43
(viii) Strap cutting machine operator		
(ix) Riveter		
(x) Leather moulder	234,94	258,43
(xi) Employees engaged in eyeletting and/or creasing and/or attaching fittings and/or locks and/or ornaments and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting lining and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length		
(xii) High frequency welding		
(G) The following wage rates shall be paid to learners, other than foremen, and other than those referred to in subclause (A) and (H):		
During the first six months of experience	165,91	182,50
During the second six months of experience	190,45	209,50
During the third six months of experience	227,36	250,10
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(H) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:		
(i) Foreman	474,75	522,23
(ii) Cutter	332,87	371,66
(iii) Panel machinist	303,62	333,98
(iv) Splitter	255,57	281,13
(v) Finisher, Grade I	248,17	272,99
(vi) Finisher, Grade II	234,94	258,43
(vii) Mouthpiece machinist		
(viii) Boxer, Grade I		
(ix) Boxer, Grade II	234,94	258,43
(x) Employees engaged in cutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative laquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length		
(I) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (H):		
During the first six months of experience	159,92	175,91
During the second six months of experience	172,14	189,35
During the third six months of experience	183,94	202,33

	Column A	Column B
	Per week	Per week
	R	R
(J) The following wage rates shall be paid to qualified employees engaged in the manufacture of cricket and hockey balls in the Magisterial District of Wynberg:		
(i) Foreman	474,75	522,23
(ii) Cutter, Grade I	303,74	334,11
(iii) Puritan machinist	303,74	334,11
(iv) Hand closer	255,57	281,13
(v) Hand stitcher	255,57	281,13
(vi) Skiver	255,57	281,13
(vii) Spilitter	255,57	281,13
(viii) Bonder, Grade I	234,94	258,43
(ix) Fitter	234,94	258,43
(x) Core moulder	234,94	258,43
(xi) Cup moulder	234,94	258,43
(xii) Cutter, Grade II	234,94	258,43
(xiii) Blocker, Grade I	234,94	258,43
(xiv) Bonder, Grade II	234,94	258,43
(xv) Employees engaged in spraying/buffing and/or stamping/embossing and/or blocking Grade II, and/or lining and/or wetting and/or labelling and/or cleaning and/or dipping and/or glueing and/or squeezing and/or winding	234,94	258,43
(K) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (J):		
During the first six month of experience	196,57	216,23
During the second six months of experience	223,26	245,59

(2) In clause 2, substitute the following for subclauses (3), (4) and (5):

“(3) *Harness:* (a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R258,43 per week during the period ending 30 June 1998 not more than one employee may be employed at a wage of less than R258,43 per week during the period ending 30 June 1998: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) *Braces:* For each employee receiving a wage of not less than R258,43 per week during the period ending 30 June 1998 not more than one employee may be employed at a wage of less than R258,43 per week during the period ending 30 June 1998: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) *Personal goods:* For each employee receiving a wage of not less than R258,43 per week during the period ending 30 June 1998 not more than one employee may be employed at a wage of less than R258,43 per week during the period ending 30 June 1998: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.”

(3) Delete subclause (6).

Signed at Port Elizabeth, on behalf of the parties, this 15th day of August 1997.

D. B. OPIE

Member of the Council

P. F. BASSON

Member of the Council

K. PERUMAL

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1457

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS VIR DIE ALGEMENE GOEDERE SEKSIE

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) en 2, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA SEKSIE ALGEMENE GOEDERE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

- (b) **National Union of Leather Workers;**

en

- (c) **Southern African Clothing and Textile Workers' Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

tot wysiging van die Ooreenkoms vir die Seksie Algemene Goedere gepubliseer by Goewermmentskennisgewing No. R. 1687 van 18 Oktober 1996 (hierna die Herbekragtigingsooreenkoms genoem) en verleng by Goewermmentskennisgewing No. R. 1911 van 22 November 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Seksie Algemene Goedere van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke en daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, soos dit bestaan het voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993), in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere";
- (c) in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermmentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Goodwood en Durban, met inbegrip van die gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermmentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrosdistrik Durban wat voor die publikasie van Goewermmentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrosdistrik Inanda geval het, in verband met die werksaamhede uiteengesit in paragraaf (4) (a) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms, en in die Landdrosdistrik Wynberg, in verband met die werksaamhede uiteengesit in paragrawe (4) (b) van genoemde omskrywing;

- (d) in die landdrosdistrikte Bellville, met inbegrip van die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het, Die Kaap, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria en Roodepoort, in verband met die werksaamhede uiteengesit in paragraaf (5) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie minimum lone voorgeskryf word in Aanhangel C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1796 van 3 September 1982, en op die werkgewers van sodanige werknemers.

2. GELDIGHEDSDUUR VAN DIE OOREENKOMS

Hierdie ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag op 10 Mei 1998 of vir die tydperk wat die Minister bepaal.

3. KLOUSULE 3: WOORDOMSKRYWING

- (1) Vervang die woordomskrywing van "monteur" deur die volgende:
 " 'monteur'—met betrekking tot krieket- en hokkieballe, beteken 'n werknemer wat binne- en buitedele tot die korrekte massa meet, opwen en immekaarsit;".
- (2) Vervang paragraaf (b) in subklousule (1) in die omskrywing van "Algemene Goedere Seksie" deur die volgende:
 "(b) tuie, tooms, saaltuig, saalsakke, kamaste, buikgord, stiegrieme, militêre uitrusting (uitgesonderd klere), inkoopsakke, breisakke, notebeurse, beursies, horlosiebande, polsbande, hondehalsbande en -leibande, kombesrieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander soortgelyke artikels, ongeag hul beskrywing, maar wat as plaasvervangers vir enige van bogenoemde ontwerp is;".
- (3) Vervang paragraaf (c) van subklousule (1) van die omskrywing van "Nywerheid" of "Leernywerheid" deur die volgende:
 (c) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stiegrieme, militêre uitrusting uitgesonderd klere, dames-sakke, inkoopsakke, breisakke, notebeurse, beursies, horlosiebande, polsbande, hondehalsbande en -leibande, kombesrieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander soortgelyke artikels, ongeag hul beskrywing, maar wat as plaasvervangers vir enige van bogenoemde ontwerp is;".
- (4) Vervang die omskrywing van "Reisbenodigdhede" deur die volgende:
 " 'reisbenodigdhede' handkoffers en aktetasse, trommels van alle soorte, reissake, portefeuljes, foliotasse, valiese, en alle ander houers ontwerp om klere, persoonlike besittings, sportuitrusting, musiekinstrumente en alle ander soortgelyke artikels te hou, ongeag hulle beskrywing, maar wat ontwerp is as plaasvervangers vir enige van die voornoemde; maar uitgesonderd breisakke, inkoopsakke met oop en toe bekke waarvan die maksimum afmetings 457 mm in lengte en/of 254 mm en/of 254 mm in breedte of minder is nie, en sportuitrustingsakke met toerygkoord, en vir doeleindes van hierdie definisie is 'n inkoopsak met 'n toe bek, 'n sak wat toemaak met knippe en/of drukknopies en/of ritsluiters maar sluit nie dames- of kinderhandsakke in nie;".
- (5) Skrap die omskrywing van "koffers vir Swartes".
- (6) Vervang die definisie vir "houtkis" deur die volgende:
 " 'houttas' 'n koffer of aktetas hoofsaaklik van hout vervaardig wat veronderstel is om dieselfde doel te dien as 'n tas of aktetas soos aan die handel bekend, en vir doeleindes van hierdie definisie, word alle artikels wat op hierdie manier en met hierdie doel vervaardig word as houtasse beskou;".

4. KLOUSULE 4: LONE EN LOONSKALE

In subklousule (7) (a) vervang die uitdrukking "27 Junie 1996" deur die uitdrukking "6 Junie 1997".

5. KLOUSULE 8: VAKANSIES, VERLOF EN KRAAMVERLOF

- (1) Vervang subklousule (1) deur die volgende:

"(1) Elke werkgewer moet, nie vroeër nie as die 10de dag en nie later nie as die 24ste dag van Desember elke jaar, aan elke werknemer in sy diens, uitgesonderd 'n nagwag, afwesigheidsverlof toestaan van minstens drie agtereenvolgende weke en aan sodanige werknemer nie later nie as drie dae voor die aanvang van sodanige verlof, 'n verloftoelae betaal gelyk aan een twaalfde van die loon wat hy in drie weke sou verdien het vir elke maand diens by die werkgewer:

Met dien verstande dat—

- (a) die tydperk van sodanige verlof nie mag saamval met 'n diensopseggingstermyn nie of militêre diens ingevolge die Verdedigingswet, 1957 nie;

- (b) indien 'n openbare vakansiedag in subklousule (7) van hierdie klousule bedoel, binne die tydperk van sodanige verlof val, sodanige openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk, en dat die werknemer vir sodanige openbare vakansiedag, en gelyktydig met die verloftoelae, 'n bedrag betaal moet word wat gelyk is aan die loon wat hy sou verdien het as hy op sodanige openbare vakansiedag sy gemiddelde getal gewone daaglikse werkure gewerk het.”.

- (2) In subklousule (9), voeg die volgende voorbehoudsbepaling in na paragraaf (a):

“Met dien verstande voorts dat waar 'n werknemer sonder goeie rede afwesig is, sodanige tydperke van afwesigheid, vir doeleindes van die berekening van die vakansiebonus, op 'n *pro rata*-grondslag van die bonus afgetrek word.

Vir doeleindes van die berekening van die *pro rata*-bonusbesoldiging betaalbaar ingevolge hierdie subklousule, sodanige besoldiging vasgestel moet word deur die totale getal dae wat die werknemer gedurende die voorafgaande 12 agtereenvolgende maande by dieselfde werkgever gewerk het, deur 245 te deel en met die werknemer se weekloon te vermenigvuldig.”.

- (3) Vervang subklousule (9) (c) deur die volgende:

“(c) Elke werknemer wat vyf jaar aaneenlopende diens of langer by dieselfde werkgever voltooi het, moet 'n langdiensbonus op die volgende grondslag betaal word:

Vyf jaar diens en langer, maar minder as 10 jaar: Een dag se loon.

10 jaar diens en langer, maar minder as 15 jaar: Twee dae se loon.

15 jaar diens en langer, maar minder as 20 jaar: Drie dae se loon.

20 jaar diens en langer, maar minder as 25 jaar: Vier dae se loon.

25 jaar diens en langer: Vyf dae se loon.

Vir doeleindes van die berekening van die langdiensbonus betaalbaar ingevolge hierdie subklousule, is een dag se loon gelyk aan een vyfde van die weekloon:

Met dien verstande dat, in die geval van 'n werknemer wat deur 'n nuwe werkgever in diens geneem word, by die aanbieding voor indiensneming van 'n dienssertifikaat wat sertifiseer dat diensbeëindiging by sy vorige werkgever in die nywerheid as gevolg van personeelbesnoeiing was, sodanige diens sal tel as diens ten opsigte van die langdiensbonusbepaling.”.

- (4) In subklousule (10) (i), vervang die uitdrukking “twee agtereenvolgende jare ononderbroke in diens” deur die uitdrukking “een jaar ononderbroke in diens”.

- (5) Skrap subklousule (13).

6. KLOUSULE 10: DIENSBEËINDIGING

- (1) Skrap subklousule (10).

- (2) Hernommer subklousules (11) en (12) tot onderskeidelik (10) en (11).

7. KLOUSULE 12: DIENSSERTIFIKATE

Skrap die vierde paragraaf in subklousule (5).

8. AANHANGSEL A

Vervang Aanhangsel A deur die volgende:

“NASIONALE BEDINGINGSRAAD VIR DIE LEERINDUSTRIE VAN SUID-AFRIKA

DIENSSERTIFIKAAT

VAN

ADRES/VERANDERING VAN ADRES

VOORNAME

VOORSORGFONDS No. GEB.-DATUM.....

BELASTING No. GESLAG.....

I.D. No.

HANDTEKENING VAN WERKNEMER

ERVARING

[illegible]

N.B.: Hierdie kaart moet in 'n veilige plek bewaar word aangesien dit 'n noodsaaklike rekord vir doeleindes van die Raad en die Voorsorgfonds is.

9. AANHANGSEL B

Vervang Aanhangsel B deur die volgende:

"NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

POSBUS 23080, PORT ELIZABETH, 6000

DIENSSERTIFIKAAT

Seksie van die Nywerheid.....

Naam en adres van werkgever

Ek sertifiseer hiermee dat ondergenoemde persoon by my in diens was en dat die onderstaande besonderhede korrek is:

1. Van..... Fondsnommer
2. Voorname Fabrieksnummer
3. Adres
-
4. Geboortedatum..... Geslag
5. Posbenaming
6. Loon betaal op datum van diensverlating
7. Datum van diensbetreding Datum van diensverlating.....
8. Rede vir diensverlating.....
9. Datum van laaste loonverhoging ingevolge Ooreenkoms
10. Naam van vorige werkgewer en datum van diensverlating

UITGEREIK TE.....

DATUM.....

Handtekening van Werkgever/sekretaris

N.B.: Hierdie afskrif moet gestuur word aan die Sekretaris, NBR Leernywerheid, Posbus 23080, PORT ELIZABETH, 6000."

10. AANHANGSEL C

(1) Vervang klousule 1 deur die volgende:

"1. LOONSKALE

	Kolom A	Kolom B
	Per week	Per week
	R	R
(A) Onderstaande lone moet betaal word aan werknemers werksaam in die Sektie Algemene Goedere van die Nywerheid:		
(i) Ketelbediener.....	225,57	281,13
(ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—		
(a) minder as 2 722 kg.....	255,57	281,13
(b) 2 722 kg.....	303,62	333,98
(c) meer as 2 722 kg maar hoogstens 4 536 kg	360,70	396,77
(d) meer as 4 536 kg	417,84	459,62
Vurkhyserdrywer.....	417,84	459,62
(iii) Algemene werker.....	234,94	258,43
(iv) Werknemer graad F.....	234,94	258,43
(v) Nagwag.....	255,57	281,13
(vi) Magasynmeester en/of pakhuisman, versendingsklerk.....	303,62	333,98
(B) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodighede vervaardig:		
(i) Voorman	474,75	522,23
(ii) Kragguilotinebediener.....		
(iii) Draaisnymasjienbediener, Klas I	417,84	459,62
(iv) Houtmasjienbediener, Klas I		
(v) Snyer, Klas I	394,96	434,46
(vi) Hoekstikmasjienbediener.....	360,70	396,77
(vii) Werknemer graad A.....	303,74	334,11
(viii) Werknemer graad B.....	283,44	311,78
(ix) Werknemer graad C	255,57	281,13
(x) Werknemer graad D		
(xi) Werknemer graad E.....	234,94	258,43
(xii) Werknemer graad G		
(C) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:		
(i) Voorman	474,75	522,23
(ii) Snyer Klas I	360,70	396,77
(iii) Saalmaker, Klas I.....	360,70	396,77
(iv) Snyer, Klas II	320,78	352,86
(v) Saalmaker, Klas II.....	320,78	352,86
(vi) Perssnyer.....	303,62	333,98
(vii) Paneelvuller	255,57	281,13
(viii) Handstikker	255,57	281,13
(ix) Skawer	255,57	281,13
(x) Splitser	255,57	281,13
(xi) Leerbandsnymasjienbediener.....		
(xii) Masjienwerker.....	234,94	258,43
(xiii) Plooiemaker.....		
(xiv) Beitswerker		
(D) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie, ens. vervaardig:		
(i) Voorman	474,75	522,23
(ii) Handsnyer	332,14	365,35
(iii) Perssnyer.....	315,01	346,51
(iv) Voorbereider en afwerker	292,28	321,51
(v) Masjienwerker.....	277,60	305,36
(vi) Handstikker	255,57	281,13
(vii) Splitser	255,57	281,13

	Kolom A	Kolom B
	Per week	Per week
	R	R
(viii) Leerbandsnymasjienbediener.....	234,94	258,43
(ix) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoeneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig	234,94	258,43
(E) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisverbande, ens. vervaardig:		
(i) Voorman	474,75	522,23
(ii) Perssnyer	337,87	371,66
(iii) Handsnyer	255,57	281,13
(iv) Skawer	255,57	281,13
(v) Splitser	255,57	281,13
(vi) Masjienwerker	234,94	258,43
(vii) Klinknaelwerker		
(viii) Werknemer wat plooi en/of vetergate maak en/of afwerkingswerk verrig		
(F) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:		
(i) Voorman	474,75	522,23
(ii) Handsnyer	337,87	371,66
(iii) Perssnyer		
(iv) Handstikker		
(v) Skawer	255,57	281,13
(vi) Splitser	255,57	281,13
(vii) Masjienwerker	234,94	258,43
(viii) Leerbandsnymasjienbediener		
(ix) Klinknaelwerker		
(x) Leerfatsoeneerder	234,94	258,43
(xi) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleerwerk verrig en/of raamwerk aan beursies aanbring en/of voerings insit en/of metaalverstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of veters volgens lengte sny..		
(xii) Hoëfrekwensiesweiserwerk		
(G) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitgesonderd dié in subklousules (A) en (H) bedoel:		
Gedurende die eerste ses maande ondervinding	165,91	182,50
Gedurende die tweede ses maande ondervinding	190,45	209,50
Gedurende die derde ses maande ondervinding	227,36	250,10
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag word 12 maande ondervinding te hê.		
(H) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrikte Bellville, Goodwood en Durban balle vervaardig:		
(i) Voorman	474,75	522,23
(ii) Snyer	332,87	371,66
(iii) Paneelmasjienwerker	303,62	333,98
(iv) Splitser	255,57	281,13
(v) Afwerker, Graad I	248,17	272,99
(vi) Afwerker, Graad II	234,94	258,43
(vii) Mondstukvaslymer		
(viii) Naatwerker, Graad I		
(ix) Naatwerker, Graad II	234,94	258,43
(x) Werknemers wat snywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengte sny		

	Kolom A	Kolom B
	Per week	Per week
	R	R
(I) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede bedoel in subklousule (H) verrig:		
Gedurende die eerste ses maande ondervinding	159,92	175,91
Gedurende die tweede ses maande ondervinding	172,14	189,35
Gedurende die derde ses maande ondervinding	183,94	202,33
(J) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrik Wynberg krieketballe en hokkieballe vervaardig:		
(i) Voorman	474,75	522,23
(ii) Snyer, Graad I	303,74	334,11
(iii) Puritan-masjienwerker	303,74	334,11
(iv) Handstikwerker	255,57	281,13
(v) Handnaatwerker	255,57	281,13
(vi) Afskiller	255,57	281,13
(vii) Splitser	255,57	281,13
(viii) Saambinder, Graad I	234,94	258,43
(ix) Monteerder	234,94	258,43
(x) Kerngieter	234,94	258,43
(xi) Kelkgieter	234,94	258,43
(xii) Snyer, Graad II	234,94	258,43
(xiii) Blokker, Graad I	234,94	258,43
(xiv) Saambinder, Graad II	234,94	258,43
(xv) Werknemers wat sproeispuitswaspereiwerk of waspoleringswerk en/of stamper/bosselering en/of fatsoeneringswerk, graad II en/of voeringwerk en/of natmaakwerk en/of etikettering en/of skoonmaak en/of indompeling en/of lynwerk en/of platparswerk en/of wikkelswerk verrig	234,94	258,43
(K) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede bedoel in subklousule (J) verrig:		
Gedurende die eerste ses maande ondervinding	196,57	216,23
Gedurende die tweede ses maande ondervinding	223,26	245,59

(2) In klousule 2, vervang subklousules (3), (4) en (5) deur die volgende:

- "(3) *Tuie*: (a) Daar moet minstens een voorman in elke bedryfsinrigting werksaam wees.
 (b) Vir elke werknemer wat 'n loon ontvang van minstens R258,43 per week gedurende die tydperk eindigende 30 Junie 1998 kan daar hoogstens een werknemer teen 'n loon van minder as R258,43 per week in diens geneem word gedurende die tydperk eindigende 30 Junie 1998 nie: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werkers wat in diens geneem mag word, vasgestel word.
- (4) *Kruisbande*: Vir elke werknemer wat 'n loon ontvang van minstens R258,43 per week gedurende die tydperk eindigende 30 Junie 1998 kan daar hoogstens een werknemer teen 'n loon van minder as R258,43 per week in diens geneem word gedurende die tydperk eindigende op 30 Junie 1998 nie: Met dien verstande dat algemene werkers nie in ag geneem moet word nie wanneer die getal sodanige werkers wat in diens geneem mag word, vasgestel word.
- (5) *Persoonlike goedere*: Vir elke werknemer wat 'n loon ontvang van minstens R258,43 per week gedurende die tydperk eindigende 30 Junie 1998 kan daar hoogstens een werknemer teen 'n loon van minder as R258,43 per week in diens geneem word vir die tydperk eindigende 30 Junie 1998 nie: Met dien verstande dat Algemene Werkers nie in aanmerking geneem moet word nie wanneer die getal sodanige werkers wat in diens geneem mag word, vasgestel word.

(3) Skrap subklousule (6).

Geteken te Port Elizabeth, namens die partye, op hede die 15de dag van Augustus 1997.

D. B. OPIE

Lid van die Raad

P. F. BASSON

Lid van die Raad

K. PERUMAL

Lid van die Raad

L. M. VAN LOGGERENBERG

Algemene Sekretaris van die Raad

No. R. 1458

7 November 1997

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF AGREEMENT FOR THE HANDBAG SECTION

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE**NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****HANDBAG SECTION****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the—

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

- (b) **National Union of Leather Workers**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement for the Handbag Section published under Government Notice No. R. 1689 of 18 October 1996 (hereinafter referred to as the Re-enacting Agreement) and extended under Government Notice No. R. 1941 of 29 November 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Handbag Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged and employed in the above Section of the Leather Industry, respectively;
- (b) in the Republic of South Africa, on the operations set forth in paragraph (1) (b) and (c) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice No. R. 1794 of 3 September 1982, in so far as they relate to the said Section; and
- (c) in the Magisterial Districts of Bellville, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial Districts of Durban, Goodwood, Johannesburg and The Cape, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement published under Government Notice No. R. 1794 of 3 September 1982 and to the employers of such employees.

- (3) Notwithstanding anything to the contrary contained herein, the terms of this Agreement shall not apply to travellers, salesmen and clerical employees other than despatch clerks.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 10 May 1998 or for such period as the Minister may determine.

3. CLAUSE 3: DEFINITIONS

Substitute the following for paragraph (c) in subclause (1) of the definition of "Industry" or "Leather Industry":

- "(c) harness, bridles, saddlery, saddlebags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, braces, belts, suspenders, garters, armlets and all other like articles irrespective of their description but which are designed as substitutes for any of the aforementioned."

4. CLAUSE 4: WAGES AND RATES

In subclause (7) (a) substitute the expression "6 June 1997" for the expression "27 June 1996".

5. CLAUSE 8: HOLIDAYS, ANNUAL AND MATERNITY LEAVE

(1) Substitute the following for subclause (1):

- "(1) Every employer shall, not earlier than the 10th day and not later than the 24th day of December each year, grant to every employee employed by him, other than a nightwatchman, leave of absence of not less than three consecutive weeks and pay such employee not later than three days before the commencement of such leave, as a leave allowance, an amount equal to one twelfth of the wages he would earn in three weeks for every month of employment with the employer:

Provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957;
- (b) if any public holiday referred to in subclause (7) of this clause falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave, and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours."

(2) In subclause (9) insert the following after paragraph (a):

- ": Provided further that in the event of an employee absents without good cause, such period of absence shall, for the purposes of calculating the holiday bonus, be deducted from the bonus payable on a *pro-rata* basis.

For the purposes of calculating the *pro-rata* bonus remuneration payable in terms of this subclause, such remuneration shall be ascertained by dividing the total number of days the employee has worked during the preceding 12 consecutive months with the same employer by 245, and multiplying by the employee's weekly wage."

(3) Substitute the following for subclause (9) (c):

- "(c) Every employee who has completed five years of continuous employment or longer with the same employer, shall be paid a long-service bonus on the following basis:

Five years' employment and longer, but less than 10 years: One day's wages.

10 years' employment and longer, but less than 15 years: Two days' wages.

15 years' employment and longer, but less than 20 years: Three days' wages.

20 years' employment and longer, but less than 25 years: Four days' wages.

25 years' employment and longer: Five days' wages.

For the purposes of calculating the long-service bonus due in terms of this subclause, one day's wages shall be the equivalent of one-fifth of the weekly wage:

Provided that, in the case of an employee being engaged by a new employer, on presentation prior to engagement of a service certificate certifying that termination from his previous employer in the industry was due to retrenchment, such service shall count as service in respect of the long-service bonus provision."

(4) In subclause (11) (i), substitute the expression "one year's employment" for the expression "two consecutive years' employment".

(5) Delete subclause (13).

6. CLAUSE 10: TERMINATION OF EMPLOYMENT

(1) Delete subclause (10).

(2) Re-number subclauses (11) and (12) to read (10) and (11), respectively.

7. ANNEXURE A

Substitute the following for Annexure A:

"NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA**SERVICE CERTIFICATE**

SURNAME	ADDRESS/CHANGE OF ADDRESS
FIRST NAMES .....	.....
.....
PROV. FUND No..... D.O.B.....	.....
TAX No. SEX.....	.....
I.D. No.....	.....
EMPLOYEE'S SIGNATURE .....	.....

EXPERIENCE

[illegible]

N.B.: This card should be kept in a safe place as it is an essential record for Council and Provident Fund Purposes.”

8. ANNEXURE B

Substitute the following for Annexure B:

"NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

P.O. BOX 23080, PORT ELIZABETH, 6000

SERVICE CERTIFICATE

Section of the Industry.....

Name and address of employer

I hereby certify that the undermentioned persons was employed by me and that the particulars hereunder are correct:

1. Surname Fund No.....
2. First names Factory No.....
3. Address
4. Date of birth..... Sex
5. Employed as.....
6. Wage paid on date of leaving
7. Date of entering service Date of leaving service
8. Reason for leaving
9. Date of last increase in terms of Agreement.....
10. Name of previous employer and date of leaving

ISSUED AT

DATE

Signature of employer/secretary

N.B.: This copy to be forwarded to the Secretary, N.B.C. Leather Industry, P.O. Box 23080, PORT ELIZABETH, 6000."

9. ANNEXURE C

Substitute the following for clause 1:

"1. WAGES

	Column A	Column B
	Per week	Per week
	R	R
(a) Foreman.....	474,75	522,23
(b) Storeman.....	303,62	333,98
(c) Despatch clerk.....	303,62	333,98
(d) Packer.....	234,94	258,43
(e) Driver of a delivery vehicle, the unladen mass of which—		
(i) does not exceed 2 722 kg.....	255,57	281,13
(ii) exceeds 2 722 kg, but does not exceed 4 536 kg.....	360,70	396,77
(iii) exceeds 4 536 kg.....	417,84	459,62
Fork-lift driver.....	417,84	459,62
(f) Nightwatchman.....	255,57	281,13
(g) General worker.....	234,94	258,43
(h) Qualified employees:		
(i) Cutter, Class I.....	383,52	421,87
(ii) Cutter, Class II.....	292,28	321,51
(iii) Machinist engaged on all sewing machine operations.....	303,02	333,32
(iv) Skivers.....	255,57	281,13
(v) Splitters.....	255,57	281,13
(vi) Handbag framers.....	292,28	321,51
(vii) Grade I employees.....	234,94	258,43
(viii) Grade II employees.....	234,94	258,43
(i) Learners employed in the categories for which wages are prescribed in (h) above:		
During the first six months of experience.....	165,90	182,49
During the second six months of experience.....	184,41	202,85
During the third six months of experience.....	205,28	225,81
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience."		

Signed at Port Elizabeth, on behalf of the parties, this 15th day of August 1997.

D. B. OPIE

Member of the Council

P. F. BASSON

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1458

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) en 2, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

HANDSAKSEKSIE

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die—

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hierna die "werkgewers" die "werkgewersorganisasies" genoem), aan die eenkant, en die

- (b) **National Union of Leather Workers**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

tot wysiging van die Ooreenkoms vir die Handsakseksie gepubliseer by Goewermentskennisgewing No. R. 1689 van 18 Oktober 1996 (hierna die Herbekragtigingsooreenkoms genoem) en verleng by Goewermentskennisgewing No. R. 1941 van 29 November 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Handsakseksie van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke en daarin werk-saam is;
- (b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragraaf (1) (b) en (c) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982, vir sover hulle betrekking het op genoemde Seksie; en
- (c) in die landdrostdistrikte Bellville, Die Kaap, Durban, met inbegrip van die gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, Goodwood en Johannesburg in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone voorgeskryf word in Aanhangsel C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982 en op die werkgewers van sodanige werknemers.

(3) Ondanks andersluidende bepalings hierin, is hierdie Ooreenkoms nie op handelsreisigers, verkoopsmanne en klerke, uitgesonderd versendingsklerke, van toepassing nie.

2. GELDIGHEDSDUUR VAN DIE OOREENKOMS

Hierdie ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag tot 10 Mei 1998 of vir die tydperk wat die Minister bepaal.

3. KLOUSULE 3: WOORDOMSKRYWING

Vervang paragraaf (c) in subklousule (1) van die omskrywing van "Nywerheid" of "Leernywerheid" deur die volgende:

- "(c) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stiegrieme, militêre uitrusting (uitgesonderd klerke), inkoop-sakke, breisakke, notebeurse, beursies, horlosiebande, polsbande, hondehalsbande en -leiband, kombes-rieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander soortgelyke artikels, ongeag hul beskrywing, maar wat as plaasvervangers vir enige van bogenoemde ontwerp is."

4. KLOUSULE 4: LONE EN LOONSKALE

In subklousule (7) (a), vervang die uitdrukking "27 Junie 1996" deur die uitdrukking "6 Junie 1997".

5. KLOUSULE 8: VAKANSIES, JAARLIKSE EN KRAAMVERLOF

(1) Vervang subklousule (1) deur die volgende:

- (1) "Elke werkgewer moet, nie vroeër nie as die 10de dag en nie later nie as die 24ste dag van Desember elke jaar, aan elke werknemer in sy diens, uitgesonderd 'n nagwag, afwesigheidsverlof toestaan van minstens drie agtereenvolgende weke en aan sodanige werknemer nie later nie as drie dae voor die aanvang van sodanige verlof, 'n verloftoelae betaal gelyk aan een twaalfde van die loon wat hy in drie weke sou verdien het vir elke maand diens by die werkgewer:

Met dien verstande dat—

- (a) die tydperk van sodanige verlof nie mag saamval met 'n diensopseggingstermyn of miliêre diens ingevolge die Verdedigingswet, 1957, nie;
- (b) indien 'n openbare vakansiedag in subklousule (7) van hierdie klousule bedoel, binne die tydperk van sodanige verlof val, sodanige openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk en dat die werknemer vir sodanige openbare vakansiedag en gelyktydig met die verloftoelae, 'n bedrag betaal moet word wat gelyk is aan die loon wat hy sou verdien het as hy op sodanige openbare vakansiedag sy gemiddelde getal gewone daaglikse werkure gewerk het".

(2) In subklousule (9), voeg die volgende voorbehoudsbepaling in na paragraaf (a):

“: Met dien verstande voorts dat waar 'n werknemer sonder goeie rede afwesig is, sodanige tydperke van afwesigheid, vir doeleindes van die berekening van die vakansiebonus, op 'n *pro rata*-grondslag van die bonus afgetrek word.

Vir doeleindes van die berekening van die *pro-rata*-bonusbesoldiging betaalbaar ingevolge hierdie subklousule, sodanige besoldiging vasgestel moet word deur die totale getal dae wat die werknemer gedurende die voorafgaande 12 agtereenvolgende maande by dieselfde werkgewer gewerk het, deur 245 te deel en met die werknemer se weekloon te vermenigvuldig.”.

(3) Vervang subklousule (9) (c) deur die volgende:

“(c) Elke werknemer wat vyf jaar aaneenlopende diens of langer by dieselfde werkgewer voltooi het, moet 'n langdiensbonus op die volgende grondslag betaal word:

Vyf jaar diens en langer, maar minder as 10 jaar: Een dag se loon.

10 jaar diens en langer, maar minder as 15 jaar: Twee dae se loon.

15 jaar diens en langer, maar minder as 20 jaar: Drie dae se loon.

20 jaar diens en langer, maar minder as 25 jaar: Vier dae se loon.

25 jaar diens en langer: Vyf dae se loon.

Vir doeleindes van die berekening van die langdiensbonus betaalbaar ingevolge hierdie subklousule, is een dag se loon gelyk aan een vyfde van die weekloon:

Met dien verstande dat, in die geval van 'n werknemer wat deur 'n nuwe werkgewer in diens geneem word, by die aanbieding voor indiensneming van 'n dienssertifikaat wat sertifiseer dat diensbeëindiging by sy vorige werkgewer in die nywerheid as gevolg van besnoeiing was, sodanige diens tel as diens ten opsigte van die langdiensbonusbepaling.”.

(4) In subklousule (11) (i), vervang die uitdrukking “twee agtereenvolgende jare ononderbroke in diens” deur die uitdrukking “een jaar in diens”.

(5) Skrap subklousule (13).

6. KLOUSULE 10: DIENSBEËINDIGING

(1) Skrap subklousule (10).

(2) Hernommer subklousules (11) en (12) tot onderskeidelik (10) en (11).

7. AANHANGSEL A

Vervang Aanhangsel A deur die volgende:

“NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA**DIENSSERTIFIKAAT**

VAN	ADRES/VERANDERING VAN ADRES
VOORNAME .....	.....
.....
VOORSORGFONDS No. GEB.-DATUM.....	.....
BELASTING No. GESLAG.....	.....
I.D. No. ....	.....
HANDTEKENING VAN WERKNEMER .....	.....

9. AANHANGSEL C

Vervang klousule 1 deur die volgende:

"1. LONE

	Kolom A	Kolom B
	Per week	Per week
	R	R
(a) Voorman	474,75	522,23
(b) Magasynmeester	303,62	333,98
(c) Versendingsklerk	303,62	333,98
(d) Verpakker	234,94	258,43
(e) Drywer van 'n afleweringvoertuig waarvan die onbelaste massa—		
(i) hoogstens 2 722 kg is	255,57	281,13
(ii) meer as 2 722 kg, maar hoogstens 4 536 kg is	360,70	396,77
(iii) meer as 4 536 kg is	417,84	459,62
Vurkhyserdrywer	417,84	459,62
(f) Nagwag	255,57	281,13
(g) Algemene werker	234,94	258,43
(h) Gekwalifiseerde werknemers:		
(i) Snyer, klas I	383,52	421,87
(ii) Snyer, klas II	292,28	321,51
(iii) Masjienwerkers betrokke by alle naaimasjienwerkzaamhede	303,02	333,32
(iv) Skawers	255,57	281,13
(v) Splitzers	255,57	281,13
(vi) Handsakraamwerkers	292,28	321,51
(vii) Werknemers graad I	234,94	258,43
(viii) Werknemers graad II	234,94	258,43
(i) Leerlinge wat werkzaam is in die kategorieë waarvoor lone in (h) hierbo voorgeskryf word:		
Gedurende die eerste ses maande ondervinding	165,90	182,49
Gedurende die tweede ses maande ondervinding	184,41	202,85
Gedurende die derde ses maande ondervinding	205,28	225,81
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag word 12 maande ondervinding te hê."		

Geteken te Port Elizabeth, namens die partye, op hede die 15 de dag van Augustus 1997.

D. B. OPIE

Lid van die Raad

P. F. BASSON

Lid van die Raad

L. M. VAN LOGGERENBERG

Sekretaris van die Raad

No. R. 1459

7 November 1997

LABOUR RELATIONS ACT, 1956

**BUILDING INDUSTRY, KIMBERLEY: AMENDMENT OF AGREEMENT FOR THE
ELECTRICAL INSTALLATION SECTION**

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice, and for the period ending 10 May 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Northern Cape Master Builders' and Allied Trades' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Metal and Electrical Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Building Industry, Kimberley

to amend the Agreement published under Government Notice No. R. 2153 of 16 October 1981, as amended, extended and renewed by Government Notices Nos. R. 1384 and R. 1390 of 9 July 1982, R. 2198 and R. 2199 of 15 October 1982, R. 1095 and R. 1096 of 20 May 1983, R. 831 of 27 April 1984, R. 1090 of 30 May 1984, R. 508 and R. 509 of 8 March 1985, R. 2488 of 8 November 1985, R. 17 of 3 January 1986, R. 1811 of 5 September 1986, R. 2432 of 21 November 1986, R. 845 and R. 846 of 16 April 1987, R. 772 of 22 April 1988, R. 1574 and R. 1575 of 22 July 1989, R. 2881 of 29 December 1989, R. 2876 and R. 2877 of 7 December 1990, R. 1636 of 23 September 1994, R. 1944 of 22 December 1995 and R. 1230 of 26 July 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of the Building Industry—
- (a) by the employers and the employees who are members of the employers' organisation and the trade union respectively;
- (b) in an area bounded by and included in a radius of 15 kilometres of the General Post Office, Kimberley, but excluding those portions of the Province of the Free State which fall within the said radius of 15 kilometres.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
- (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. CLAUSE 4: WAGES

Substitute the following for subclause 4 (1):

- "(1) Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at a lower rate than the following:

	R/Hour
(a) General workers	3,77
(b) Artisans—	
who are the holders of a certificate of registration issued in terms of the Machinery and Occupational Safety Act, 1983	10,07
without any certificate of registration	8,27"

3. APPENDICES

Substitute the following appendices for Appendix A and B (Craftsmen and Artisans) and Appendix A and B [Non-Artisans (Specified Skills)]:

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	Employer Total G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	Workers Total G	Cash bonus included	Stamp
ART 1.....		8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
4.....	8,48	8,57	0,53	30,09	28,67	7,02	11,75	0,65	78,18	28,67	11,75	0,65	3,00	44,07	365,43	122,25
5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38
6.....	8,68	8,77	0,54	30,78	29,33	7,19	11,75	0,65	79,70	29,33	11,75	0,65	3,00	44,73	374,22	124,43
7.....	8,78	8,87	0,55	31,14	29,67	7,27	11,75	0,65	80,48	29,67	11,75	0,65	3,00	45,07	378,83	125,55
8.....	8,88	8,97	0,56	31,51	30,02	7,36	11,75	0,65	81,29	30,02	11,75	0,65	3,00	45,42	383,43	126,71
9.....	8,98	9,07	0,56	31,84	30,33	7,43	11,75	0,65	82,00	30,33	11,75	0,65	3,00	45,73	387,62	127,73
10.....	9,08	9,17	0,57	32,20	30,68	7,52	11,75	0,65	82,80	30,68	11,75	0,65	3,00	46,08	392,22	128,88
11.....	9,18	9,27	0,57	32,53	31,00	7,59	11,75	0,65	83,52	31,00	11,75	0,65	3,00	46,40	396,40	129,92
12.....	9,28	9,37	0,58	32,90	31,34	7,68	11,75	0,65	84,32	31,34	11,75	0,65	3,00	46,74	401,01	131,06
13.....	9,38	9,47	0,59	33,26	31,69	7,76	11,75	0,65	85,11	31,69	11,75	0,65	3,00	47,09	405,61	132,20
14.....	9,48	9,57	0,59	33,59	32,00	7,84	11,75	0,65	85,83	32,00	11,75	0,65	3,00	47,40	409,80	133,23
15.....	9,58	9,67	0,60	33,95	32,35	7,93	11,75	0,65	86,63	32,35	11,75	0,65	3,00	47,75	414,40	134,38
16.....	9,68	9,77	0,61	34,32	32,70	8,01	11,75	0,65	87,43	32,70	11,75	0,65	3,00	48,10	419,00	135,53
17.....	9,78	9,87	0,61	34,65	33,01	8,09	11,75	0,65	88,15	33,01	11,75	0,65	3,00	48,41	423,19	136,56
18.....	9,88	9,97	0,62	35,01	33,36	8,17	11,75	0,65	88,94	33,36	11,75	0,65	3,00	48,76	427,79	137,70
CRA 19.....		10,07	0,62	35,34	33,67	8,25	11,75	0,65	89,66	33,67	11,75	0,65	3,00	49,07	431,98	138,73
20.....	10,08	10,17	0,63	35,71	34,02	8,34	11,75	0,65	90,47	34,02	11,75	0,65	3,00	49,42	436,58	139,89
21.....	10,18	10,27	0,64	36,07	34,37	8,42	11,75	0,65	91,26	34,37	11,75	0,65	3,00	49,77	441,18	141,03
22.....	10,28	10,37	0,64	36,40	34,68	8,50	11,75	0,65	91,98	34,68	11,75	0,65	3,00	50,08	445,37	142,06
23.....	10,38	10,47	0,65	36,76	35,03	8,58	11,75	0,65	92,77	35,03	11,75	0,65	3,00	50,43	449,97	143,20
24.....	10,48	10,57	0,66	37,13	35,37	8,67	11,75	0,65	93,57	35,37	11,75	0,65	3,00	50,77	454,58	144,34
25.....	10,58	10,67	0,66	37,46	35,69	8,74	11,75	0,65	94,29	35,69	11,75	0,65	3,00	51,09	458,76	145,38

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	Employer Total G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	Workers Total G	Cash bonus included	Stamp
26.....	10,68	10,77	0,67	37,82	36,04	8,83	11,75	0,65	95,09	36,04	11,75	0,65	3,00	51,44	463,36	146,53
27.....	10,78	10,87	0,67	38,15	36,35	8,91	11,75	0,65	95,81	36,35	11,75	0,65	3,00	51,75	467,55	147,56
28.....	10,88	10,97	0,68	38,52	36,70	8,99	11,75	0,65	96,61	36,70	11,75	0,65	3,00	52,10	472,15	148,71
29.....	10,98	11,07	0,69	38,88	37,04	9,08	11,75	0,65	97,40	37,04	11,75	0,65	3,00	52,44	476,76	149,84
30.....	11,08	11,17	0,69	39,21	37,36	9,15	11,75	0,65	98,12	37,36	11,75	0,65	3,00	52,76	480,94	150,88
31.....	11,18	11,27	0,70	39,57	37,71	9,24	11,75	0,65	98,92	37,71	11,75	0,65	3,00	53,11	485,54	152,03
32.....	11,28	11,37	0,70	39,90	38,02	9,32	11,75	0,65	99,64	38,02	11,75	0,65	3,00	53,42	489,73	153,06
33.....	11,38	11,47	0,71	40,27	38,37	9,40	11,75	0,65	100,44	38,37	11,75	0,65	3,00	53,77	494,33	154,21
34.....	11,48	11,57	0,72	40,63	38,71	9,49	11,75	0,65	101,23	38,71	11,75	0,65	3,00	54,11	498,94	155,34
35.....	11,58	11,67	0,72	40,96	39,03	9,56	11,75	0,65	101,95	39,03	11,75	0,65	3,00	54,43	503,12	156,38
36.....	11,68	11,77	0,73	41,33	39,37	9,65	11,75	0,65	102,75	39,37	11,75	0,65	3,00	54,77	507,73	157,52
37.....	11,78	11,87	0,74	41,69	39,72	9,73	11,75	0,65	103,54	39,72	11,75	0,65	3,00	55,12	512,33	158,66
38.....	11,88	11,97	0,74	42,02	40,04	9,81	11,75	0,65	104,27	40,04	11,75	0,65	3,00	55,44	516,51	159,71
39.....	11,98	12,07	0,75	42,38	40,38	9,89	11,75	0,65	105,05	40,38	11,75	0,65	3,00	55,78	521,12	160,83
40.....	12,08	12,17	0,75	42,72	40,70	9,97	11,75	0,65	105,79	40,70	11,75	0,65	3,00	56,10	525,30	161,89
41.....	12,18	12,27	0,76	43,08	41,04	10,06	11,75	0,65	106,58	41,04	11,75	0,65	3,00	56,44	529,91	163,02
42.....	12,28	12,37	0,77	43,44	41,39	10,14	11,75	0,65	107,37	41,39	11,75	0,65	3,00	56,79	534,51	164,16
43.....	12,38	12,47	0,77	43,77	41,71	10,22	11,75	0,65	108,10	41,71	11,75	0,65	3,00	57,11	538,69	165,21
44.....	12,48	12,57	0,78	44,14	42,05	10,30	11,75	0,65	108,89	42,05	11,75	0,65	3,00	57,45	543,30	166,34
45.....	12,58	12,67	0,79	44,50	42,40	10,39	11,75	0,65	109,69	42,40	11,75	0,65	3,00	57,80	547,90	167,49
46.....	12,68	12,77	0,79	44,83	42,71	10,47	11,75	0,65	110,41	42,71	11,75	0,65	3,00	58,11	552,09	168,52
47.....	12,78	12,87	0,80	45,19	43,06	10,55	11,75	0,65	111,20	43,06	11,75	0,65	3,00	58,46	556,69	169,66
48.....	12,88	12,97	0,80	45,53	43,38	10,63	11,75	0,65	111,94	43,38	11,75	0,65	3,00	58,78	560,87	170,72
49.....	12,98	13,07	0,81	45,89	43,72	10,71	11,75	0,65	112,72	43,72	11,75	0,65	3,00	59,12	565,48	171,84
50.....	13,08	13,17	0,82	46,25	44,07	10,80	11,75	0,65	113,52	44,07	11,75	0,65	3,00	59,47	570,08	172,99

NON-ARTISANS AND SPECIFIED SKILLED WORKERS

APPENDIX A										APPENDIX B							
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION							
Wage band	Min.—max. tariff per hour		Cash bonus	A Holiday Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Employer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Saving	G Workers Total	Cash bonus included	Stamp	
G/W	1.....		3,77	0,23	13,22	12,60	3,09	3,66	0,65	33,22	12,60	3,66	0,65	3,00	19,91	160,09	53,13
	2.....	3,78	3,87	0,24	13,59	12,95	3,17	3,66	0,65	34,02	12,95	3,66	0,65	3,00	20,26	164,69	54,28
	3.....	3,88	3,97	0,25	13,95	13,29	3,28	3,66	0,65	34,81	13,29	3,66	0,65	3,00	20,60	169,30	55,41
	4.....	3,98	4,07	0,25	14,28	13,61	3,33	3,66	0,65	35,53	13,61	3,66	0,65	3,00	20,92	173,48	56,45
	5.....	4,08	4,17	0,26	14,65	13,95	3,42	3,66	0,65	36,33	13,95	3,66	0,65	3,00	21,26	178,09	57,59
	6.....	4,18	4,27	0,26	14,98	14,27	3,50	3,66	0,65	37,06	14,27	3,66	0,65	3,00	21,58	182,27	58,64
	7.....	4,28	4,37	0,27	15,34	14,62	3,58	3,66	0,65	37,85	14,62	3,66	0,65	3,00	21,93	186,87	59,78
	8.....	4,38	4,47	0,28	15,70	14,96	3,67	3,66	0,65	38,64	14,96	3,66	0,65	3,00	22,27	191,48	60,91
S/S	9.....		4,57	0,28	16,03	15,28	3,74	3,66	0,65	39,36	15,28	3,66	0,65	3,00	22,59	195,66	61,95
	10.....	4,58	4,67	0,29	16,40	15,62	3,83	3,66	0,65	40,16	15,62	3,66	0,65	3,00	22,93	200,27	63,09
	11.....	4,68	4,77	0,30	16,76	15,97	3,91	3,66	0,65	40,95	15,97	3,66	0,65	3,00	23,28	204,87	64,23
	12.....	4,78	4,87	0,30	17,09	16,29	3,99	3,66	0,65	41,68	16,29	3,66	0,65	3,00	23,60	209,05	65,28
	13.....	4,88	4,97	0,31	17,46	16,63	4,08	3,66	0,65	42,48	16,63	3,66	0,65	3,00	23,94	213,66	66,42
	14.....	4,98	5,07	0,31	17,79	16,95	4,15	3,66	0,65	43,20	16,95	3,66	0,65	3,00	24,26	217,84	67,46
	15.....	5,08	5,17	0,32	18,15	17,29	4,24	3,66	0,65	43,99	17,29	3,66	0,65	3,00	24,60	222,45	68,59
	16.....	5,18	5,27	0,33	18,51	17,64	4,32	3,66	0,65	44,78	17,64	3,66	0,65	3,00	24,95	227,05	69,73
	17.....	5,28	5,37	0,33	18,84	17,95	4,40	3,66	0,65	45,50	17,95	3,66	0,65	3,00	25,26	231,24	70,76
	18.....	5,38	5,47	0,34	19,21	18,30	4,48	3,66	0,65	46,30	18,30	3,66	0,65	3,00	25,61	235,84	71,91
	19.....	5,48	5,57	0,35	19,57	18,65	4,57	3,66	0,65	47,10	18,85	3,66	0,65	3,00	25,96	240,44	73,06
	20.....	5,58	5,67	0,35	19,90	18,96	4,65	3,66	0,65	47,82	18,96	3,66	0,65	3,00	26,27	244,63	74,09
	21.....	5,68	5,77	0,35	20,27	19,31	4,73	3,66	0,65	48,62	19,31	3,66	0,65	3,00	26,62	248,78	75,24
	22.....	5,78	5,87	0,36	20,60	19,62	4,81	3,66	0,65	49,34	19,62	3,66	0,65	3,00	26,93	253,42	76,27
	23.....	5,88	5,97	0,37	20,96	19,97	4,89	3,66	0,65	50,13	19,97	3,66	0,65	3,00	27,28	258,02	77,41

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	A Holiday Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Employer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Saving	G Workers Total	Cash bonus included	Stamp
24.....	5,98	6,07	0,38	21,32	20,32	4,98	3,66	0,65	50,93	20,32	3,66	0,65	3,00	27,63	262,62	78,56
25.....	6,08	6,17	0,38	21,66	20,63	5,06	3,66	0,65	51,66	20,63	3,66	0,65	3,00	27,94	266,81	79,60
26.....	6,18	6,27	0,39	22,02	20,98	5,14	3,66	0,65	52,45	20,98	3,66	0,65	3,00	28,29	271,41	80,74
27.....	6,28	6,37	0,39	22,35	21,29	5,22	3,66	0,65	53,17	21,29	3,66	0,65	3,00	28,60	275,60	81,77
28.....	6,38	6,47	0,40	22,71	21,64	5,30	3,66	0,65	53,96	21,64	3,66	0,65	3,00	28,95	280,20	82,91
29.....	6,48	6,57	0,41	23,08	21,99	5,39	3,66	0,65	54,77	21,99	3,66	0,65	3,00	29,30	284,80	84,07
30.....	6,58	6,67	0,41	23,41	22,30	5,46	3,66	0,65	55,48	22,30	3,66	0,65	3,00	29,61	288,99	85,09
31.....	6,68	6,77	0,42	23,77	22,65	5,55	3,66	0,65	56,28	22,65	3,66	0,65	3,00	29,96	293,59	86,24
32.....	6,78	6,87	0,43	24,13	22,99	5,63	3,66	0,65	57,06	22,99	3,66	0,65	3,00	30,30	298,20	87,36
33.....	6,88	6,97	0,43	24,47	23,31	5,71	3,66	0,65	57,80	23,31	3,66	0,65	3,00	30,62	302,38	88,42
34.....	6,98	7,07	0,44	24,83	23,66	5,80	3,66	0,65	58,60	23,66	3,66	0,65	3,00	30,97	306,98	89,57
35.....	7,08	7,17	0,44	25,16	23,97	5,87	3,66	0,65	59,31	23,97	3,66	0,65	3,00	31,28	311,17	90,59
36.....	7,18	7,27	0,45	25,52	24,32	5,96	3,66	0,65	60,11	24,32	3,66	0,65	3,00	31,63	315,77	91,74
37.....	7,28	7,37	0,46	25,89	24,66	6,04	3,66	0,65	60,90	24,66	3,66	0,65	3,00	31,97	320,38	92,87
38.....	7,38	7,47	0,46	26,22	24,98	6,12	3,66	0,65	61,63	24,98	3,66	0,65	3,00	32,29	324,56	93,92
39.....	7,48	7,57	0,47	26,58	25,33	6,21	3,66	0,65	62,43	25,33	3,66	0,65	3,00	32,64	329,16	95,07
40.....	7,58	7,67	0,48	26,94	25,67	6,29	3,66	0,65	63,21	25,67	3,66	0,65	3,00	32,98	333,77	96,19
41.....	7,68	7,77	0,48	27,28	25,99	6,37	3,66	0,65	63,95	25,99	3,66	0,65	3,00	33,30	337,95	97,25
42.....	7,78	7,87	0,49	27,64	26,33	6,45	3,66	0,65	64,73	26,33	3,66	0,65	3,00	33,64	342,56	98,37
43.....	7,88	7,97	0,49	27,97	26,65	6,53	3,66	0,65	65,46	26,65	3,66	0,65	3,00	33,96	346,74	99,42
44.....	7,98	8,07	0,50	28,33	27,00	6,61	3,66	0,65	66,25	27,00	3,66	0,65	3,00	34,31	351,34	100,56
45.....	8,08	8,17	0,51	28,70	27,34	6,70	3,66	0,65	67,05	27,34	3,66	0,65	3,00	34,65	355,95	101,70
N1.....	8,18	8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
N2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
N3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
N4.....	8,48	8,57	0,53	30,09	28,66	7,02	11,75	0,65	78,17	28,66	11,75	0,65	3,00	44,06	365,44	122,23
N5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38

Signed at Kimberley, on behalf of the parties, this 18th day of July 1997.

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice-Chairman

P. R. SERFONTEIN

Secretary

No. R. 1459

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, KIMBERLEY: WYSIGING VAN OOREENKOMS VIR DIE ELEKTRIESE INSTALLASIESEKSIE

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NYWERHEIDSRaad VIR DIE BOUNYWERHEID, KIMBERLEY

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Noord-Kaap Meesterbouersvereniging en Aanverwante Bedrywe

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant en die

Metaal- en Elektriese Werkersvakbond van Suid-Afrika

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Kimberley

tot wysiging van die Ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 2153 van 16 Oktober 1981, soos gewysig, verleng en hernu by Goewermentskennisgewings Nos. R. 1384 en R. 1390 van 9 Julie 1982, R. 2198 en R. 2199 van 15 Oktober 1982, R. 1095 en R. 1096 van 20 Mei 1983, R. 831 van 27 April 1984, R. 1090 van 30 Mei 1984, R. 508 en R. 509 of 8 Maart 1985, R. 2488 van 8 November 1985, R. 17 van 3 Januarie 1986, R. 1811 van 5 September 1986, R. 2432 van 21 November 1986, R. 845 en R. 846 van 16 April 1987, R. 772 van 22 April 1988, R. 1574 en R. 1575 van 22 Julie 1989, R. 2881 of 29 Desember 1989, R. 2876 en R. 2877 van 7 Desember 1990, R. 1636 van 23 September 1994, R. 1944 van 22 Desember 1995 en R. 1230 van 26 Julie 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Elektriese Installeringseksie van die Bounywerheid nagekom word—

- (a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is;
- (b) in 'n gebied begrens deur en ingesluit binne 'n straal van 15 kilometer vanaf die Hoofposkantoor, Kimberley, maar uitgesonderd daardie gedeeltes van die provinsie Vrystaat wat binne genoemde straal van 15 kilometer val.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

- (a) vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens opgestel is, onbestaanbaar is nie;
- (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie met daardie Wet of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie.

2. KLOUSULE 4: LONE

Vervang subklousule (4) (1) deur die volgende:

- "(1) Behoudens die oorblywende bepalings van hierdie klousule, mag geen lone wat laer is as die hieronder aangedui, deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie:

	R/Uur
(a) Algemene werkers	3,77
(b) Ambagsmanne—	
wat in besit is van 'n registrasiesertifikaat uitgereik ingevolge die Wet op Masjinerie	
en Beroepsveiligheid, 1983	10,07
sonder 'n registrasiesertifikaat	8,27".

3. AANHANGSELS

Vervang Aanhangsel A en B (Vakmanne en Ambagsmanne) en Aanhangsel A en B [Nie-ambagsmanne (Gespesifiseerde Vaardighede)] deur die volgende aanhangsels:

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon inter-val	Min.-maks. tarief per uur		Kontant-bonus	Vakans. fonds A	Pens.-fonds B	Opleid.-fonds C	Byst.-fonds D	Raads-hef. E	Werk/G Totaal G	Pens.-fonds B	Byst.-fonds D	Raads. heffing E	Spaar F	Werk/N Totaal G	Kontant-bonus ingesluit	Seël
AMB 1.....		8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
4.....	8,48	8,57	0,53	30,09	28,67	7,02	11,75	0,65	78,18	28,67	11,75	0,65	3,00	44,07	365,43	122,25
5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38
6.....	8,68	8,77	0,54	30,78	29,33	7,19	11,75	0,65	79,70	29,33	11,75	0,65	3,00	44,73	374,22	124,43
7.....	8,78	8,87	0,55	31,14	29,67	7,27	11,75	0,65	80,48	29,67	11,75	0,65	3,00	45,07	378,83	125,55
8.....	8,88	8,97	0,56	31,51	30,02	7,36	11,75	0,65	81,29	30,02	11,75	0,65	3,00	45,42	383,43	126,71
9.....	8,98	9,07	0,56	31,84	30,33	7,43	11,75	0,65	82,00	30,33	11,75	0,65	3,00	45,73	387,62	127,73
10.....	9,08	9,17	0,57	32,20	30,68	7,52	11,75	0,65	82,80	30,68	11,75	0,65	3,00	46,08	392,22	128,88
11.....	9,18	9,27	0,57	32,53	31,00	7,59	11,75	0,65	83,52	31,00	11,75	0,65	3,00	46,40	396,40	129,92
12.....	9,28	9,37	0,58	32,90	31,34	7,68	11,75	0,65	84,32	31,34	11,75	0,65	3,00	46,74	401,01	131,06
13.....	9,38	9,47	0,59	33,26	31,69	7,76	11,75	0,65	85,11	31,69	11,75	0,65	3,00	47,09	405,61	132,20
14.....	9,48	9,57	0,59	33,59	32,00	7,84	11,75	0,65	85,83	32,00	11,75	0,65	3,00	47,40	409,80	133,23
15.....	9,58	9,67	0,60	33,95	32,35	7,93	11,75	0,65	86,63	32,35	11,75	0,65	3,00	47,75	414,40	134,38
16.....	9,68	9,77	0,61	34,32	32,70	8,01	11,75	0,65	87,43	32,70	11,75	0,65	3,00	48,10	419,00	135,53
17.....	9,78	9,87	0,61	34,65	33,01	8,09	11,75	0,65	88,15	33,01	11,75	0,65	3,00	48,41	423,19	136,56
18.....	9,88	9,97	0,62	35,01	33,36	8,17	11,75	0,65	88,94	33,36	11,75	0,65	3,00	48,76	427,79	137,70
VAK 19.....		10,07	0,62	35,34	33,67	8,25	11,75	0,65	89,66	33,67	11,75	0,65	3,00	49,07	431,98	138,73
20.....	10,08	10,17	0,63	35,71	34,02	8,34	11,75	0,65	90,47	34,02	11,75	0,65	3,00	49,42	436,58	139,89
21.....	10,18	10,27	0,64	36,07	34,37	8,42	11,75	0,65	91,26	34,37	11,75	0,65	3,00	49,77	441,18	141,03
22.....	10,28	10,37	0,64	36,40	34,68	8,50	11,75	0,65	91,98	34,68	11,75	0,65	3,00	50,08	445,37	142,06
23.....	10,38	10,47	0,65	36,76	35,03	8,58	11,75	0,65	92,77	35,03	11,75	0,65	3,00	50,43	449,97	143,20
24.....	10,48	10,57	0,66	37,13	35,37	8,67	11,75	0,65	93,57	35,37	11,75	0,65	3,00	50,77	454,58	144,34
25.....	10,58	10,67	0,66	37,46	35,69	8,74	11,75	0,65	94,29	35,69	11,75	0,65	3,00	51,09	458,76	145,38

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon interval	Min.-maks. tarief per uur		Kontant-bonus	Vakans. fonds A	Pens.-fonds B	Opleid.-fonds C	Byst.-fonds D	Raads-hef. E	Werk/G Totaal G	Pens.-fonds B	Byst.-fonds D	Raads. heffing E	Spaar F	Werk/N Totaal G	Kontant-bonus ingesluit	Seël
26.....	10,68	10,77	0,67	37,82	36,04	8,83	11,75	0,65	95,09	36,04	11,75	0,65	3,00	51,44	463,36	146,53
27.....	10,78	10,87	0,67	38,15	36,35	8,91	11,75	0,65	95,81	36,35	11,75	0,65	3,00	51,75	467,55	147,56
28.....	10,88	10,97	0,68	38,52	36,70	8,99	11,75	0,65	96,61	36,70	11,75	0,65	3,00	52,10	472,15	148,71
29.....	10,98	11,07	0,69	38,88	37,04	9,08	11,75	0,65	97,40	37,04	11,75	0,65	3,00	52,44	476,76	149,84
30.....	11,08	11,17	0,69	39,21	37,36	9,15	11,75	0,65	98,12	37,36	11,75	0,65	3,00	52,76	480,94	150,88
31.....	11,18	11,27	0,70	39,57	37,71	9,24	11,75	0,65	98,92	37,71	11,75	0,65	3,00	53,11	485,54	152,03
32.....	11,28	11,37	0,70	39,90	38,02	9,32	11,75	0,65	99,64	38,02	11,75	0,65	3,00	53,42	489,73	153,06
33.....	11,38	11,47	0,71	40,27	38,37	9,40	11,75	0,65	100,44	38,37	11,75	0,65	3,00	53,77	494,33	154,21
34.....	11,48	11,57	0,72	40,63	38,71	9,49	11,75	0,65	101,23	38,71	11,75	0,65	3,00	54,11	498,94	155,34
35.....	11,58	11,67	0,72	40,96	39,03	9,56	11,75	0,65	101,95	39,03	11,75	0,65	3,00	54,43	503,12	156,38
36.....	11,68	11,77	0,73	41,33	39,37	9,65	11,75	0,65	102,75	39,37	11,75	0,65	3,00	54,77	507,73	157,52
37.....	11,78	11,87	0,74	41,69	39,72	9,73	11,75	0,65	103,54	39,72	11,75	0,65	3,00	55,12	512,33	158,66
38.....	11,88	11,97	0,74	42,02	40,04	9,81	11,75	0,65	104,27	40,04	11,75	0,65	3,00	55,44	516,51	159,71
39.....	11,98	12,07	0,75	42,38	40,38	9,89	11,75	0,65	105,05	40,38	11,75	0,65	3,00	55,78	521,12	160,83
40.....	12,08	12,17	0,75	42,72	40,70	9,97	11,75	0,65	105,79	40,70	11,75	0,65	3,00	56,10	525,30	161,89
41.....	12,18	12,27	0,76	43,08	41,04	10,06	11,75	0,65	106,58	41,04	11,75	0,65	3,00	56,44	529,91	163,02
42.....	12,28	12,37	0,77	43,44	41,39	10,14	11,75	0,65	107,37	41,39	11,75	0,65	3,00	56,79	534,51	164,16
43.....	12,38	12,47	0,77	43,77	41,71	10,22	11,75	0,65	108,10	41,71	11,75	0,65	3,00	57,11	538,69	165,21
44.....	12,48	12,57	0,78	44,14	42,05	10,30	11,75	0,65	108,89	42,05	11,75	0,65	3,00	57,45	543,30	166,34
45.....	12,58	12,67	0,79	44,50	42,40	10,39	11,75	0,65	109,69	42,40	11,75	0,65	3,00	57,80	547,90	167,49
46.....	12,68	12,77	0,79	44,83	42,71	10,47	11,75	0,65	110,41	42,71	11,75	0,65	3,00	58,11	552,09	168,52
47.....	12,78	12,87	0,80	45,19	43,06	10,55	11,75	0,65	111,20	43,06	11,75	0,65	3,00	58,46	556,69	169,66
48.....	12,88	12,97	0,80	45,53	43,38	10,63	11,75	0,65	111,94	43,38	11,75	0,65	3,00	58,78	560,87	170,72
49.....	12,98	13,07	0,81	45,89	43,72	10,71	11,75	0,65	112,72	43,72	11,75	0,65	3,00	59,12	565,48	171,84
50.....	13,08	13,17	0,82	46,25	44,07	10,80	11,75	0,65	113,52	44,07	11,75	0,65	3,00	59,47	570,08	172,99

AANHANGSEL A										AANHANGSEL B							
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE							
Loon band		Min.-maks. tarief per uur		Kontant-bonus	A Vakans.-fonds	B Pens.-fonds	C Oplei.-fonds	D Byst.-fonds	E Raads-hef.	G Werk/G Totaal	B Pens.-fonds	D Byst.-fonds	E Raads-heffing	F Spaar	G Werk/N Totaal	Kontant-bonus ingesluit	Seël
A/W	1.....		3,77	0,23	13,22	12,60	3,09	3,66	0,65	33,22	12,60	3,66	0,65	3,00	19,91	160,09	53,13
	2.....	3,78	3,87	0,24	13,59	12,95	3,17	3,66	0,65	34,02	12,95	3,66	0,65	3,00	20,26	164,69	54,28
	3.....	3,88	3,97	0,25	13,95	13,29	3,28	3,66	0,65	34,81	13,29	3,66	0,65	3,00	20,60	169,30	55,41
	4.....	3,98	4,07	0,25	14,28	13,61	3,33	3,66	0,65	35,53	13,61	3,66	0,65	3,00	20,92	173,48	56,45
	5.....	4,08	4,17	0,26	14,65	13,95	3,42	3,66	0,65	36,33	13,95	3,66	0,65	3,00	21,26	178,09	57,59
	6.....	4,18	4,27	0,26	14,98	14,27	3,50	3,66	0,65	37,06	14,27	3,66	0,65	3,00	21,58	182,27	58,64
	7.....	4,28	4,37	0,27	15,34	14,62	3,58	3,66	0,65	37,85	14,62	3,66	0,65	3,00	21,93	186,87	59,78
	8.....	4,38	4,47	0,28	15,70	14,96	3,67	3,66	0,65	38,64	14,96	3,66	0,65	3,00	22,27	191,48	60,91
KWK	9.....		4,57	0,28	16,03	15,28	3,74	3,66	0,65	39,36	15,28	3,66	0,65	3,00	22,59	195,66	61,95
	10.....	4,58	4,67	0,29	16,40	15,62	3,83	3,66	0,65	40,16	15,62	3,66	0,65	3,00	22,93	200,27	63,09
	11.....	4,68	4,77	0,30	16,76	15,97	3,91	3,66	0,65	40,95	15,97	3,66	0,65	3,00	23,28	204,87	64,23
	12.....	4,78	4,87	0,30	17,09	16,29	3,99	3,66	0,65	41,68	16,29	3,66	0,65	3,00	23,60	209,05	65,28
	13.....	4,88	4,97	0,31	17,46	16,63	4,08	3,66	0,65	42,48	16,63	3,66	0,65	3,00	23,94	213,66	66,42
	14.....	4,98	5,07	0,31	17,79	16,95	4,15	3,66	0,65	43,20	16,95	3,66	0,65	3,00	24,26	217,84	67,46
	15.....	5,08	5,17	0,32	18,15	17,29	4,24	3,66	0,65	43,99	17,29	3,66	0,65	3,00	24,60	222,45	68,59
	16.....	5,18	5,27	0,33	18,51	17,64	4,32	3,66	0,65	44,78	17,64	3,66	0,65	3,00	24,95	227,05	69,73
	17.....	5,28	5,37	0,33	18,84	17,95	4,40	3,66	0,65	45,50	17,95	3,66	0,65	3,00	25,26	231,24	70,76
	18.....	5,38	5,47	0,34	19,21	18,30	4,48	3,66	0,65	46,30	18,30	3,66	0,65	3,00	25,61	235,84	71,91
	19.....	5,48	5,57	0,35	19,57	18,65	4,57	3,66	0,65	47,10	18,85	3,66	0,65	3,00	25,96	240,44	73,06
	20.....	5,58	5,67	0,35	19,90	18,96	4,65	3,66	0,65	47,82	18,96	3,66	0,65	3,00	26,27	244,63	74,09
	21.....	5,68	5,77	0,35	20,27	19,31	4,73	3,66	0,65	48,62	19,31	3,66	0,65	3,00	26,62	248,78	75,24
	22.....	5,78	5,87	0,36	20,60	19,62	4,81	3,66	0,65	49,34	19,62	3,66	0,65	3,00	26,93	253,42	76,27
	23.....	5,88	5,97	0,37	20,96	19,97	4,89	3,66	0,65	50,13	19,97	3,66	0,65	3,00	27,28	258,02	77,41
	24.....	5,98	6,07	0,38	21,32	20,32	4,98	3,66	0,65	50,93	20,32	3,66	0,65	3,00	27,63	262,62	78,56

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon band	Min.-maks. tarief per uur		Kontant- bonus	A Vakans.- fonds	B Pens.- fonds	C Oplei.- fonds	D Byst.- fonds	E Raads- hef.	G Werk/G Totaal	B Pens.- fonds	D Byst.- fonds	E Raads- heffing	F Spaar	G Werk/N Totaal	Kontant- bonus ingesluit	Seël
25.....	6,08	6,17	0,38	21,66	20,63	5,06	3,66	0,65	51,66	20,63	3,66	0,65	3,00	27,94	266,81	79,60
26.....	6,18	6,27	0,39	22,02	20,98	5,14	3,66	0,65	52,45	20,98	3,66	0,65	3,00	28,29	271,41	80,74
27.....	6,28	6,37	0,39	22,35	21,29	5,22	3,66	0,65	53,17	21,29	3,66	0,65	3,00	28,60	275,60	81,77
28.....	6,38	6,47	0,40	22,71	21,64	5,30	3,66	0,65	53,96	21,64	3,66	0,65	3,00	28,95	280,20	82,91
29.....	6,48	6,57	0,41	23,08	21,99	5,39	3,66	0,65	54,77	21,99	3,66	0,65	3,00	29,30	284,80	84,07
30.....	6,58	6,67	0,41	23,41	22,30	5,46	3,66	0,65	55,48	22,30	3,66	0,65	3,00	29,61	288,99	85,09
31.....	6,68	6,77	0,42	23,77	22,65	5,55	3,66	0,65	56,28	22,65	3,66	0,65	3,00	29,96	293,59	86,24
32.....	6,78	6,87	0,43	24,13	22,99	5,63	3,66	0,65	57,06	22,99	3,66	0,65	3,00	30,30	298,20	87,36
33.....	6,88	6,97	0,43	24,47	23,31	5,71	3,66	0,65	57,80	23,31	3,66	0,65	3,00	30,62	302,38	88,42
34.....	6,98	7,07	0,44	24,83	23,66	5,80	3,66	0,65	58,60	23,66	3,66	0,65	3,00	30,97	306,98	98,57
35.....	7,08	7,17	0,44	25,16	23,97	5,87	3,66	0,65	59,31	23,97	3,66	0,65	3,00	31,28	311,17	90,59
36.....	7,18	7,27	0,45	25,52	24,32	5,96	3,66	0,65	60,11	24,32	3,66	0,65	3,00	31,63	315,77	91,74
37.....	7,28	7,37	0,46	25,89	24,66	6,04	3,66	0,65	60,90	24,66	3,66	0,65	3,00	31,97	320,38	92,87
38.....	7,38	7,47	0,46	26,22	24,98	6,12	3,66	0,65	61,63	24,98	3,66	0,65	3,00	32,29	324,56	93,92
39.....	7,48	7,57	0,47	26,58	25,33	6,21	3,66	0,65	62,43	25,33	3,66	0,65	3,00	32,64	329,16	95,07
40.....	7,58	7,67	0,48	26,94	25,67	6,29	3,66	0,65	63,21	25,67	3,66	0,65	3,00	32,98	333,77	96,19
41.....	7,68	7,77	0,48	27,28	25,99	6,37	3,66	0,65	63,95	25,99	3,66	0,65	3,00	33,30	337,95	97,25
42.....	7,78	7,87	0,49	27,64	26,33	6,45	3,66	0,65	64,73	26,33	3,66	0,65	3,00	33,64	342,56	98,37
43.....	7,88	7,97	0,49	27,97	26,65	6,53	3,66	0,65	65,46	26,65	3,66	0,65	3,00	33,96	346,74	99,42
44.....	7,98	8,07	0,50	28,33	27,00	6,61	3,66	0,65	66,25	27,00	3,66	0,65	3,00	34,31	351,34	100,56
45.....	8,08	8,17	0,51	28,70	27,34	6,70	3,66	0,65	67,05	27,34	3,66	0,65	3,00	34,65	355,95	101,70
N1.....	8,18	8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
N2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
N3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
N4.....	8,48	8,57	0,53	30,09	28,66	7,02	11,75	0,65	78,17	28,66	11,75	0,65	3,00	44,06	365,44	122,23
N5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38

Namens die partye op hede die 18de dag van Julie 1997 te Kimberley onderteken.

V. N. SMAILES

Voorsitter

A. R. HERMANUS

Ondervoorsitter

P. R. SERFONTEIN

Sekretaris

No. R. 1460

7 November 1997

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, EAST CAPE: EXTENSION OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos. R. 2380 of 27 September 1991, R. 1940 of 10 July 1992, R. 2654 of 18 September 1992, R. 2810 of 5 October 1992, R. 1658 of 2 September 1993, R. 1774 of 24 September 1993, R. 2034 and R. 2035 of 25 November 1994, R. 1549 of 6 October 1995, R. 1800 of 17 November 1995 and R. 2049 of 13 December 1996, by a further period ending 10 May 1998.

T. T. MBOWENI

Minister of Labour

No. R. 1460

7 November 1997

WET OP ARBEIDSVARHOUDINGE, 1956

BOUNYWERHEID, OOS-KAAP: VERLENGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 2380 van 27 September 1991, R. 1940 van 10 Julie 1992, R. 2654 van 18 September 1992, R. 2810 van 5 Oktober 1992, R. 1658 van 2 September 1993, R. 1774 van 24 September 1993, R. 2034 en R. 2035 van 25 November 1994, R. 1549 van 6 Oktober 1995, R. 1800 van 17 November 1995 en R. 2049 van 13 Desember 1996, met 'n verdere tydperk wat op 10 Mei 1998 eindig.

T. T. MBOWENI

Minister van Arbeid

No. R. 1461

7 November 1997

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, EAST CAPE: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employer's organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) of Part I and Part II, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, EAST CAPE
AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Building Industries' Association, East Cape

Electrical Contracting and Allied Industries' Association (Eastern Cape)

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

and

Construction and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Building Industry Bargaining Council (Southern and Eastern Cape),

to amend the Agreement published under Government Notice No. R. 2380 of 27 September 1991 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos. R. 1940 of 10 July 1992, R. 2654 of 18 September 1992, R. 2810 of 5 October 1992, R. 1658 of 3 September 1993, R. 1774 of 24 September 1993, R. 2034 of 25 November 1994, R. 2035 of 25 November 1994, R. 1549 of 6 October 1995, R. 1800 of 17 November 1995 and R. 2049 of 13 December 1996.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Building Industry—

- (a) by all employers and employees who are members of the employers' organisations and the trade unions, respectively;
- (b) in the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, Queenstown (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Riversdale, Uitenhage, Uniondale, and in that portion of the Magisterial District of Hankey which, prior to 1 November 1963, fell within the Magisterial District of Port Elizabeth, but excluding that portion of the Magisterial District of Port Elizabeth which, prior to the publication of Government Notice No. 1974 of 26 September 1980, fell within the Magisterial District of Hankey.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—

- (a) only apply to those classes of employees for whom wages are prescribed in this Agreement and to learners;
- (b) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof;
- (c) apply to labour-only contractors, working partners and working directors;
- (d) not apply to university students and graduates in building science and construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;
- (e) not apply to clerical employees or to employees engaged in administrative duties or to any member of an administrative staff.

(3) Notwithstanding the provisions of subclause (1) (a), the provisions of clauses 15 (3), 27 and 40 of Part I of the Agreement published under Government Notice No. R. 2217 of 31 October 1980, as amended and re-enacted (hereinafter referred to as the Former Agreement), shall not apply in Areas B, D, E and F.

2. CLAUSE 3 OF PART I: DEFINITIONS

Substitute the following for the definition of "Council":

"**Council**" means the Building Industry Bargaining Council (Southern and Eastern Cape), registered in terms of section 29 of the Labour Relations Act, 1995;"

3. CLAUSE 8 OF PART I: WAGES

(1) Substitute the following for subclause (1) (i) to (xvii):

"(1) *Minimum wage rates:* No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:

<i>Category of employee and area</i>	<i>Per hour R</i>
(i) General employees:	
Area A.....	6,89
Area B.....	4,90
Area D.....	3,79
Area E.....	3,81
Area F.....	3,78
(ii) Semi-skilled employees:	
Area A.....	7,53
Area B.....	5,51
Area D.....	3,83
Area E.....	4,33
Area F.....	4,73
(iii) Journeyman's assistants:	
Area A.....	9,98
Area B.....	6,00
Area D.....	4,90
Area E.....	5,02
Area F.....	5,10
(iv) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg:	
Area A.....	7,53
Area B.....	5,05
Area D.....	3,92
over 2 722 kg but not exceeding 4 536 kg:	
Area A.....	8,58
Area B.....	6,00
Area D.....	4,01
over 4 536 kg:	
Area A.....	9,98
Area D.....	4,80
(v) General foremen, foremen and journeymen in all trades and occupations:	
Area A.....	16,50
(vi) Watchmen, per six-day week:	
Area A.....	293,66
Area B.....	220,00
Area D.....	193,39
(vii) Apprentices: Wages as prescribed under the Manpower Training Act, 1981, for apprentices in the Building Industry.	
(viii) Minors in all trades: Wages as prescribed for apprentices in the Building Industry.	
(ix) Trainee building workers: Wages as fixed by the Council in terms of clause 25 of the former Agreement.	
(x) Unskilled cleaners: 70 per cent of the wage prescribed for general employees in subparagraph (i).	
(xi) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees:	
Area A.....	6,89
Area B.....	4,90
Area D.....	3,79
Area E.....	3,81
Area F.....	3,78

Category of employee and area		Per hour R
(xii) Grade A journeymen in the painting and glazing trades:		
Area B.....		8,38
Area F.....		8,59
(xiii) Other journeymen in the painting and glazing trades:		
Area B.....		8,05
Area D.....		7,00
Area E.....		7,76
Area F.....		8,08
(xiv) Grade A journeymen in other trades:		
Area B.....		9,75
Area D.....		8,50
Area E.....		8,57
Area F.....		8,59
(xv) Journeymen in other trades:		
Area B.....		8,05
Area D.....		7,00
Area E.....		7,76
Area F.....		8,08
(xvi) Motor vehicle drivers and operators of cranes and hoists:		
Area F.....		5,70
(xvii) Employees engaged in electrical installation, which includes electrical fitting and wiring and operations incidental thereto:		

	Per hour Areas R				
	A	B	D	E	F
(a) Master installation electrician.....	18,16	10,72	9,35	9,43	9,44
(b) Installation electrician.....	16,50	9,75	8,63	8,57	8,59
(c) Electrical tester for single phase.....	13,32	7,80	6,91	6,86	6,87
(d) Electrical journeyman (unlicensed).....	13,32	7,80	6,91	6,86	6,87
(e) Electrical operator.....	9,98	5,74	5,23	5,02	5,10
(f) Electrical general employee.....	6,89	4,90	3,79	3,81	3,78."

(2) Substitute the following for subclause 8 (a) and (b):

- (a) Areas A, D, E and F: Every employer shall supply a suitable new overall free of charge to each of his employees (other than watchmen) after the first four weeks' continuous employment with the same employer and thereafter at the beginning of each yearly cycle of employment.
- (b) Area B: Every employer shall supply a suitable new overall free of charge to each of his employees (other than watchmen) after the first 12 months' continuous employment and thereafter at the beginning of each yearly cycle of employment."

4. CLAUSE 37 OF PART I: ANNUAL LEAVE, PAID PUBLIC HOLIDAYS, BONUS PAYMENT AND THE BUILDING INDUSTRY HOLIDAY FUND, EAST CAPE

(1) Substitute the following for the heading to clause 37:

"37. ANNUAL LEAVE, PAID PUBLIC HOLIDAYS, BONUS PAYMENT, HOLIDAY SAVINGS CONTRIBUTION AND THE BUILDING INDUSTRY HOLIDAY FUND, EAST CAPE."

(2) In subclause (1) (a), substitute the expression "Friday, 12 December 1997 and starting time on Monday, 12 January 1998" for the expression "Friday, 13 December 1996 and starting time on Monday, 13 January 1997".

(3) Insert the following new paragraph (f) after paragraph (e) in subclause (3):

- (f) In addition to the holiday fund allowance prescribed in paragraph (a), every employer in Areas A, D, E and F shall pay an employee the following holiday savings contribution in respect of the ordinary hours worked by said employee in his employ:
 - (i) In Area A an hourly contribution of—general employees 3c; semi-skilled employees 3c; journeyman's assistants 4c; drivers of mechanical vehicles with a pay-load of—up to and including 2 722 kg 3c; over 2 722 kg but not exceeding 4 536 kg 3c; over 4 536 kg 4c; general foremen, foremen and journeymen

- in all trades and occupations 6c; employees in all trades or occupations n.e.s., excluding apprentices and trainees 3c; master installation electrician 3c; installation electrician 6c; electrical tester for single phase 4c; electrical journeyman (unlicensed) 4c; electrical operator 3c; electrical general employer 3c (rounded off to the nearest whole cent) of the employee's minimum wage rate prescribed in subclause (i) hereof, and employees for whom wages are prescribed in clause 8 (1) (i), (ii), (iii), (iv), (vi), (ix), (x), (xi), (xii), (xiii) and (xvii) in Areas D, E and F a contribution of 2½c per hour; and
- (ii) every employer in Area A shall deduct from the remuneration of every employee referred to in subparagraph (i) hereof, the amount paid to the employee and pay such amount to the Secretary of the Council every week, who shall pay such amounts into the Building Industry Holiday Fund, East Cape; and
- (iii) every employer shall deduct from the remuneration of every employee employed in Areas D, E and F referred to in subparagraph (i) hereof, an amount of 2½c for every hour worked by such employee and pay such amount together with the amount paid by the employer in terms of subparagraph (i) hereof, to the Secretary of the Council every week, who shall pay such amounts into the Building Industry Holiday Fund, East Cape."
- (4) Substitute the following for subclause (7):
- "(7) (a) The provisions of subclauses (3) (c), (3) (e) and (3) (f) shall not apply in the case of employees who work for an employer for less than the ordinary hours of work on three working days in any one week.
- (b) In the case of employees referred to in paragraph (a) hereof, the amounts prescribed as holiday fund allowance, bonus allowance and holiday savings contribution must be paid in cash in the same manner and at the same time as such other remuneration is paid."
- (5) Substitute the following for subclause (9) (c):
- "(c) The Secretary of the Council shall calculate the amount of the stamp contributions and pay the employee the total holiday fund value, bonus value and holiday savings value on a date not later than the day prior to the commencement of the annual leave period or on a date decided by the Council from time to time."

5. CLAUSE 39 OF PART I: PENSION FUND

- (1) Substitute the following for the heading to clause 39:

"39. PENSION AND PROVIDENT FUNDS."

- (2) Substitute the following for subclauses (1) and (2):

- "(1) Every employer to whom the provisions of Part I and Part II of this Agreement apply shall in respect of each of the undermentioned employees in his employ in Area B and who has worked the ordinary hours of work on three working days during a week, pay to the Council, in accordance with the procedure prescribed in subclause (3) (c) of this clause, the following amounts:

PART I

<i>Category of employee and area</i>	<i>Per week</i>
	<i>R</i>
(a) General employees	30,87
(b) Semi-skilled employees	34,71
(c) Journeyman's assistants	37,93
(d) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg	31,82
over 2 722 kg but not exceeding 4 536 kg	37,80
(e) Watchmen, per six-day week	30,80
(f) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees	30,87
(g) Grade A journeymen in the painting and glazing trades	52,79
(h) Other journeymen in the painting and glazing trades	50,72
(i) Grade A journeymen in other trades	61,43
(j) Journeymen in other trades	50,72
(k) Employees engaged in electrical installation, which includes electrical fitting and wiring and operations incidental thereto:	
(i) master installation electrician	67,54
(ii) installation electrician	61,43
(iii) electrical tester for single phase	49,14
(iv) electrical journeyman (unlicensed)	49,14
(v) electrical operator	36,16
(vi) electrical general employee	30,87

PART II*Category of employee and area**Per week*

	R
(l) General employees.....	30,87
(m) Semi-skilled employees.....	34,71
(n) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg	31,82
over 2 722 kg but not exceeding 4 536 kg	37,80
(o) Journeyman's assistants	37,93
(p) Machine minders and sawyers.....	40,95
(q) Mechanical handling equipment drivers	40,95
(r) Watchmen, per six-day week.....	30,80
(s) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees	30,87
(t) Grade A joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades.....	61,43
(u) Other joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades.....	50,72
(v) Grade A glaziers in joinery shop.....	52,79
(w) Other glaziers in joinery shop.....	50,72

(2) In addition to any other remuneration payable in terms of Part I and Part II of this Agreement, every employer in Area B to whom the provisions of this Agreement apply, shall in respect of the undermentioned employees in this employ pay an allowance as specified below in respect of every hour worked (excluding overtime) weekly: Provided that the said allowance shall be paid for not more than 45 hours in any one week.

PART I*Category of employee and area**Per hour*

	R
(a) General employees.....	0,41
(b) Semi-skilled employees.....	0,46
(c) Journeyman's assistants	0,51
(d) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg	0,42
over 2 722 kg but not exceeding 4 536 kg	0,50
(e) Watchmen, per six-day week.....	0,41
(f) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees	0,41
(g) Grade A journeymen in the painting and glazing trades	0,70
(h) Other journeymen in the painting and glazing trades.....	0,68
(i) Grade A journeymen in other trades.....	0,82
(j) Journeymen in other trades.....	0,68
(k) Employees engaged in electrical installation which includes electrical fitting and wiring and operations incidental thereto:	
(i) Master installation electrician	0,90
(ii) Installation electrician	0,82
(iii) Electrical tester for single phase	0,66
(iv) Electrician journeyman (unlicensed).....	0,66
(v) Electrical operator.....	0,48
(vi) Electrical general employee	0,41

PART II*Category of employee and area**Per week*

R

(l) General employees.....	0,41
(m) Semi-skilled employees	0,46
(n) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg	0,42
over 2 722 kg but not exceeding 4 536 kg	0,50
(o) Journeyman's assistants	0,50
(p) Machine minders and sawyers	0,55
(q) Mechanical handling equipment drivers	0,55
(r) Watchmen, per six-day week.....	0,41
(s) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees	0,41
(t) Grade A joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades.....	0,82
(u) Other joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades.....	0,68
(v) Grade A glaziers in joinery shop.....	0,70
(w) Other glaziers in joinery shop.....	0,68."

(3) Substitute the following for subclause (3):

"(3) In addition to the remuneration payable in terms of clause 8 of Part I and clause 4 of Part II of this Agreement, every employer in Areas A, D, E and F shall pay the following:

- (a) To each category of employee in his employ in respect of the ordinary hours worked by each such employee in his employ, the employer shall pay a pension or provident fund allowance calculated in terms of the undermentioned formula based on the wage rates prescribed in clause 8 of Part I and clause 4 of Part II of this Agreement or the maximum rate of the wage bands decided on by the Council from time to time:

FORMULAE:

$WR \times PPC \times H$ = total weekly pension or provident contribution

$\frac{TWC \times 60\% \text{ (per cent)}}{H}$ = hourly pension or provident allowance

Note:

1. 'WR' means the wage rate prescribed in clause 8 of part I and clause 4 of Part II of this Agreement or the maximum rate of wage bands decided on by the Council from time to time.
 2. 'PPC' means the percentage pension or provident contribution in relation to an employee's weekly wage decided on by the Council from time to time.
 3. 'H' means the hours per week prescribed in clause 10 (1) (a) for all employees other than semi-skilled employees, general employees, unskilled cleaners and drivers of mechanical vehicles in Area A and the hours per week prescribed in clause 10 (c) in Areas D, E and F.
 4. 'TWC' means the total weekly pension or provident contribution.
- (b) Every employer to whom the provisions of Part I and Part II of this Agreement apply shall, in respect of every employee in his employ who has worked the ordinary hours of work on three working days during a week, pay to the Council, in accordance with the procedure prescribed in paragraph (c) hereof, the total weekly pension or provident contribution calculated in terms of paragraph (a) hereof.
- (c) An employer shall be entitled to deduct the amounts prescribed in subclause (1) and the total weekly pension or provident contribution calculated in terms of the formula prescribed in subclause (3) (a) from the remuneration of an employee every week: Provided that where an employee is employed by two or more employers during the same week, the deduction shall be made only by the employer by whom he was first employed for not less than the ordinary hours of work on three working days during the week."

(4) Substitute the following for subclause (4):

"(4) *Continuation:* (a) (i) The 'Pension and Life Assurance Scheme for the Building Industry, East Cape', established under Government Notice No. R. 2380 of 27 September 1991, is hereby continued.

Establishment: (ii) There is hereby established a fund to be known as the 'Provident Fund for the Building Industry Bargaining Council (Southern and Eastern Cape)' (hereinafter referred to as the 'Fund').

(b) For the purpose of implementing the objects of paragraph (a) (i) and (ii), the Council shall be entitled to enter into agreements with an assurance company.

(c) The amounts paid by employers in terms of subclause (1) shall be paid to the Funds referred to in paragraph (a) (i) and (ii).

(d) Copies of all rules relating to the Funds shall be lodged with the Director-General: Labour with whom copies of all alterations or amendments thereto shall also from time to time be lodged."

(5) In subclauses (13) and (14), substitute the expression "Funds" for the expression "Fund" wherever it appears.

6. CLAUSE 39(ter) OF PART I: MEDICAL AID FUND

(1) Substitute the following for subclause (3) (a):

"(3) *Membership:* (a) Compulsory Members: Membership of the Fund shall be compulsory for general foremen, foremen and journeymen in Area A for whom wages are prescribed in clause 8 (1) (v) and (xvii) (a), (b), (c) and (d) of Part I and clause 4 (1) (vii) and (viii) of Part II and employees under contract of apprenticeship registered in terms of the Manpower Training Act, 1981, and who are employed under Part I of Part II in Area A."

(2) Delete subclause (3) (v).

(3) Substitute the following for subclause (4) (a):

"(4) *Allowance:* (a) (i) In addition to any other remuneration which an employee referred to in clause 8 (1) (v) and (xvii) (a), (b), (c) and (d) of Part I and clause 4 (1) (vii) and (viii) of Part II may be entitled, every employer shall pay to every such employee in his employ in Area A an allowance of 76½ cents per hour in respect of all the ordinary hours of work, prescribed in clause 10 (1) (a), worked by such employee during a week.

(ii) In addition to any other remuneration which an employee employed under a contract of apprenticeship registered in terms of the Manpower Training Act, 1981, may be entitled, every employer shall pay to every such employee in his employ in Area A an allowance of 1,75c per hour in respect of all the ordinary hours of work, prescribed in clause 10 (1) (a), worked by such employee during a week."

(4) Substitute the following for subclause (5) (a):

"(5) *Contributions:* (a) (i) Every employer shall, subject to the provisions of (b) and (c) hereof, contribute to the Fund an amount of R61,20 per week in respect of each of his employees for whom wages are prescribed in clause 8 (1) (v) and (xvii) (a), (b), (c) and (d) of Part I and clause 4 (1) (vii) and (viii) of Part II, who is employed in Area A. An employer shall be entitled to deduct the amount paid to the employee in terms of subclause (4) (a) from the remuneration of the employee in respect of whom payment was made.

(ii) Every employer shall, subject to the provisions of paragraphs (b) and (c) hereof, contribute to the Fund an amount of R14,00 per week in respect of an employee employed under a contract of apprenticeship registered in terms of the Manpower Training Act, 1981, who is employed in Area A. An employer shall be entitled to deduct the amount paid to the employee in terms of subclause (4) (a) (ii) from the remuneration of the employee in respect of whom payment was made."

PART II**SPECIAL PROVISIONS APPLICABLE TO THE TIMBER TRADE IN THE BUILDING INDUSTRY****1. SCOPE OF APPLICATION**

The terms of Part II of this Agreement shall be observed in the Timber Trade in the Building Industry—

- (a) by all employers and employees who are members of the employers' organisations and the trade unions, respectively;
- (b) in the Magisterial Districts of Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, but excluding that portion of the Magisterial District of Port Elizabeth which, prior to the publication of Government Notice No. 1974 of 26 September 1980, fell within the Magisterial Districts of Hankey, Riversdale, Uitenhage and Uniondale, and in that portion of the Magisterial District of Hankey which, prior to 1 November 1963, fell within the Magisterial District of Port Elizabeth.

2. CLAUSE 4 OF PART II: WAGES

(1) Substitute the following for subclause (1) (i) to (xvii):

"(1) *Minimum wage rates:* No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:

<i>Category of employee and area</i>	<i>Per hour</i> R
(i) General employees:	
Area A.....	6,89
Area B.....	4,90
Area D.....	3,79
(ii) Semi-skilled employees:	
Area A.....	7,53
Area B.....	5,51
Area D.....	3,83
(iii) Drivers of mechanical vehicles with a pay-load of—	
up to and including 2 722 kg:	
Area A.....	7,53
Area B.....	5,05
Area D.....	3,92
over 2 722 kg but not exceeding 4 536 kg:	
Area A.....	8,58
Area B.....	6,00
Area D.....	4,01
over 4 536 kg:	
Area A.....	9,98
Area D.....	4,90
(iv) Journeyman's assistants:	
Area A.....	9,98
Area B.....	6,00
Area D.....	4,90
(v) Machine minders and sawyers:	
Area A.....	9,41
Area B.....	6,50
Area D.....	4,80
(vi) Mechanical handling equipment drivers:	
Area A.....	9,41
Area B.....	6,50
Area D.....	4,80
(vii) Joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:	
Area A.....	16,50
(viii) Glaziers in joinery shop:	
Area A.....	16,21
(ix) Watchmen, pre six-day week:	
Area A.....	293,66
Area B.....	220,00
Area D.....	193,39

Category of employee and area		Per hour R
(x)	Apprentices: Wages as prescribed under the Manpower Training Act, 1981, for apprentices in the Building Industry.	
(xi)	Trainees: Wages as fixed by the Council in terms of clause 25 of the former Agreement.	
(xii)	Minors in all trades: Wages as prescribed from time to time for apprentices in the Building Industry.	
(xiii)	Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees:	
	Area A.....	6,89
	Area B.....	4,90
	Area D.....	3,79
(xiv)	Grade A joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:	
	Area B.....	9,75
	Area D.....	8,69
(xv)	Other joiners, machinists, saw doctors, maintenance mechanics, supervisors, foremen, general foremen and journeymen in all other trades:	
	Area B.....	8,05
	Area D.....	7,00
(xvi)	Grade A glaziers in joinery shop:	
	Area B.....	8,38
	Area D.....	8,08
(xvii)	Other glaziers in joinery shop:	
	Area B.....	8,05
	Area D.....	7,00."

3. CLAUSE 10 OF PART II: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

In subclause (1) (a), substitute the expression "Friday, 12 December 1997 and starting time on Monday, 12 January 1998" for the expression "Friday, 13 December 1996 and starting time on Monday, 13 January 1997".

Signed at Port Elizabeth, on behalf of the parties, this 13th day of August 1997.

J. N. D. MHLABA

Chairman of the Council

G. B. STEELE

Member of the Council

V. H. LE ROUX

General Secretary of the Council

No. R. 1461

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, OOS-KAAP: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) van Deel I en van Deel II, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID, OOS-KAAP

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Building Industries' Association, East Cape

Electrical Contracting and Allied Industries' Association (Eastern Cape)

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Union of Building Trade Workers of South Africa

en

Construction and Allied Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Bounywerheidsbedingingsraad (Suid- en Oos-Kaap),

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2380 van 27 September 1991 (hierna die "Herbektigingsooreenkoms" genoem), soos verleng en gewysig by Goewermmentskennisgewings Nos. R. 1940 van 10 Julie 1992, R. 2654 van 18 September 1992, R. 2810 van 5 Oktober 1992, R. 1658 van 3 September 1993, R. 1774 van 24 September 1993, R. 2034 van 25 November 1994, R. 2035 van 25 November 1994, R. 1549 van 6 Oktober 1995, R. 1800 van 17 November 1995 en R. 2049 van 13 Desember 1996.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasies en die vakverenigings;
- (b) in die landdrostdistrikte Albany, Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Port Elizabeth, Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermmentskennisgewing No. 1904 van 30 Augustus 1985 binne die landdrostdistrik Stockenström geval het), Riversdale, Uitenhage, Uniondale, en in die gedeelte van die landdrostdistrik Hankey wat voor 1 November 1963 binne die landdrostdistrik Port Elizabeth geval het, maar uitgesonderd die gedeelte van die landdrostdistrik Port Elizabeth wat voor die publikasie van Goewermmentskennisgewing No. 1974 van 26 September 1980 binne die landdrostdistrik Hankey geval het.

- (2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms—

- (a) van toepassing slegs op die klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op leerlinge;
- (b) van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daarkragtens voorgeskryf of bestel is nie;
- (c) van toepassing op slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs;
- (d) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-toesighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
- (e) nie van toepassing op klerke of op werknemers wat administratiewe pligte verrig of op 'n lid van 'n administratiewe personeel nie.

- (3) Ondanks subklousule (1) (a), is klousules 15 (3), 27 en 40 van Deel I van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2217 van 31 Oktober 1980, soos gewysig en herbekragtig (hierna die Vorige Ooreenkoms genoem), nie van toepassing in Gebiede B, D, E en F nie.

2. KLOUSULE 3 VAN DEEL I: WOORDOMSKRYWING

Vervang die omskrywing "Raad" deur die volgende:

"'Raad' die Bounywerheidsbedingingsraad (Suid- en Oos-Kaap), geregistreer ingevolge artikel 29 van die Wet op Arbeidsverhoudinge, 1995;"

3. KLOUSULE 8 VAN DEEL I: LONE

(1) Vervang subklousule (1) (i) tot (xvii) deur die volgende:

"(1) *Minimum loonskale*: Geen lone wat laer is as die volgende, gelees met die res van hierdie klousule, mag deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie:

<i>Klas werknemer en gebied</i>	<i>Per uur</i> <i>R</i>
(i) Algemene werknemers:	
Gebied A	6,89
Gebied B	4,90
Gebied D	3,79
Gebied E	3,81
Gebied F	3,78
(ii) Halfgeskoolde werknemers:	
Gebied A	7,53
Gebied B	5,51
Gebied D	3,83
Gebied E	4,33
Gebied F	4,73
(iii) Ambagsmansassistenten:	
Gebied A	9,98
Gebied B	6,00
Gebied D	4,90
Gebied E	5,02
Gebied F	5,10
(iv) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg:	
Gebied A	7,53
Gebied B	5,05
Gebied D	3,92
meer as 2 722 kg maar hoogstens 4 536 kg:	
Gebied A	8,58
Gebied B	6,00
Gebied D	4,01
meer as 4 536 kg:	
Gebied A	9,98
Gebied D	4,80
(v) Algemene voormanne, voormanne en ambagsmanne in alle ambagte en beroepe:	
Gebied A	16,50
(vi) Wagte, per week van ses dae:	
Gebied A	293,66
Gebied B	220,00
Gebied D	193,39
(vii) Vakleerlinge: Lone ooreenkomstig die Wet op Mannekragopleiding, 1981, vir vakleerlinge in die Bounywerheid voorgeskryf.	
(viii) Minderjariges in alle ambagte: Lone soos vir vakleerlinge in die Bounywerheid voorgeskryf.	
(ix) Kwekelingbouwerkers: Lone soos deur die Raad vasgestel ingevolge klousule 25 van die Vorige Ooreenkoms.	
(x) Ongeskoolde skoonmakers: 70 persent van die loon in subparagraaf (i) vir algemene werknemers voorgeskryf.	

Klas werknemer en gebied		Per uur
		R
(xi)	Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge:	
	Gebied A	6,89
	Gebied B	4,90
	Gebied D	3,79
	Gebied E	3,81
	Gebied F	3,78
(xii)	Ambagsmanne graad A in die ambagte skilder- en ruitwerk:	
	Gebied B	8,38
	Gebied F	8,59
(xiii)	Ander ambagsmanne in die ambagte skilder- en ruitwerk:	
	Gebied B	8,05
	Gebied D	7,00
	Gebied E	7,76
	Gebied F	8,08
(xiv)	Ambagsmanne graad A in ander ambagte:	
	Gebied B	9,75
	Gebied D	8,50
	Gebied E	8,57
	Gebied F	8,59
(xv)	Ambagsmanne in ander ambagte:	
	Gebied B	8,05
	Gebied D	7,00
	Gebied E	7,76
	Gebied F	8,08
(xvi)	Motorvoertuigdrywers en bedieners van krane en hysers:	
	Gebied F	5,70
(xvii)	Werknemers betrokke by elektriese installering wat elektriese montering en bedrading en werksaamhede wat daarmee gepaard gaan, insluit:	

	Per uur				
	Gebiede				
	R				
	A	B	D	E	F
(a) Meester-installasie-elektrisiën	18,16	10,72	9,35	9,43	9,44
(b) Installasie-elektrisiën	16,50	9,75	8,63	8,57	8,59
(c) Elektriese toetsers vir enkelfase	13,32	7,80	6,91	6,86	6,87
(d) Elektriese ambagsman (ongelisensieerd)	13,32	7,80	6,91	6,86	6,87
(e) Elektriese operateur	9,98	5,74	5,23	5,02	5,10
(f) Elektriese algemene werknemer	6,89	4,90	3,79	3,81	3,78."

(2) Vervang subklousule 8 (a) en (b) deur die volgende:

- (a) Gebiede A, D, E en F: Elke werkgewer moet aan elkeen van sy werknemers (uitgesonderd wagte) 'n geskikte nuwe oorpak gratis verskaf na die eerste vier weke ononderbroke diens by dieselfde werkgewer en daarna aan die begin van elke jaarsiklus diens.
- (b) Gebied B: Elke werkgewer moet aan elkeen van sy werknemers (uitgesonderd wagte) 'n geskikte nuwe oorpak gratis verskaf na die eerste 12 maande ononderbroke diens en daarna aan die begin van elke jaarsiklus diens."

4. KLOUSULE 37 VAN DEEL I: JAARLIKSE VERLOF, OPENBARE VAKANSIEDAE MET BESOLDIGING, BONUSBETALING EN DIE VAKANSIEFONDS VIR DIE BOUNYWERHEID, OOS-KAAP

(1) Vervang die opskrif van klousule 37 deur die volgende:

"37. JAARLIKSE VERLOF, OPENBARE VAKANSIEDAE MET BESOLDIGING, BONUSBETALING, VAKANSIE-SPAARBYDRAE EN DIE VAKANSIEFONDS VIR DIE BOUNYWERHEID, OOS-KAAP."

(2) In subklousule (1) (a), vervang die uitdrukking "Vrydag, 13 Desember 1996 en begintyd op Maandag, 13 Januarie 1997" deur die uitdrukking "Vrydag, 12 Desember 1997 en begintyd op Maandag, 12 Januarie 1998".

(3) Voeg die volgende nuwe paragraaf (f) in na paragraaf (e) in subklousule (3):

"(f) Benewens die vakansietoelae in paragraaf (a) voorgeskryf, moet elke werkgewer in Gebiede A, D, E en F aan 'n werknemer die volgende vakansiespaarbydrae betaal vir die gewone werkure wat sodanige werknemer in sy diens gewerk het:

- (i) In Gebied A 'n uurlikse bydrae van—algemene werknemers 3c; halfgeskoolde werknemers 3c; ambagsmansassistente 4c; drywers van meganiese voertuie met 'n loonvrag van—tot en met 2 722 kg 3c; meer as 2 722 kg maar hoogstens 4 536 kg 3c; meer as 4 536 kg 4c; algemene voormanne, voormanne en ambagsmanne in alle ambagte en beroepe 6c; werknemers in alle ambagte of beroepe n.e.g., uitgesonderd vakleerlinge en kwekelinge 3c; meester-installasie-elektrisiën 3c; installasie-elektrisiën 6c; elektriese toetsers vir enkelfase 4c; elektriese ambagsman (ongelisensieerd) 4c; elektriese operateur 3c; elektriese algemene werknemer 3c (afgerond tot die naaste heel sent); voorgeskryf by klousule (i) hiervan, en werknemers vir wie 'n loon by klousule 8 (1) (i), (ii), (iii), (iv), (vi), (x), (xi), (xii), (xiii) en (xvii) voorgeskryf word in Gebiede D, E en F 'n bydrae van 2½c per uur; en
- (ii) elke werkgewer in Gebied A moet die bedrag bedoel in paragraaf (i) hiervan, van die besoldiging van elke werknemer aftrek en elke week aan die Sekretaris van die Raad betaal, wat sodanige bedrae in die Vakansiefonds vir die Bounywerheid, Oos-Kaap, moet stort; en
- (iii) elke werkgewer in Gebiede D, E en F moet van elke werknemer bedoel in paragraaf (i) hiervan, se besoldiging 'n bedrag van 2½c vir elke uur wat sodanige werknemer gewerk het, aftrek en sodanige bedrag plus die bedrag wat hy aan die werknemer ingevolge paragraaf (i) betaal het elke week aan die Sekretaris van die Raad betaal, wat sodanige bedrae in die Vakansiefonds vir die Bounywerheid, Oos-Kaap moet stort."

(4) Vervang subklousule (7) deur die volgende:

"(7) (a) Subklousules (3) (c), (3) (e) en (3) (f) is nie van toepassing nie op werknemers wat op drie werkdade in 'n bepaalde week minder as die gewone werkure vir 'n werkgewer werk.

(b) In die geval van werknemers in paragraaf (a) bedoel, moet die bedrae wat vir vakansiefondstoelae, bonustoelae en vakansiespaarbydrae voorgeskryf is, op dieselfde wyse en op dieselfde tyd as sodanige ander besoldiging in kontant betaal word."

(5) Vervang subklousule (9) (c) deur die volgende:

"(c) Die Sekretaris van die Raad moet die seëlbydraes bereken en die totale vakansiefondstoelae, bonuswaarde en vakansiespaarwaarde aan die werknemer betaal op 'n datum uiterlik op die dag voor die begin van die jaarlikse verloftydperk of op 'n datum wat die Raad van tyd tot tyd bepaal."

5. KLOUSULE 39 VAN DEEL I: PENSIOENFONDS

(1) Vervang die opskrif van klousule 39 deur die volgende:

"39. PENSIOEN- EN VOORSORGFONDSE."

(2) Vervang subklousules (1) en (2) deur die volgende:

"(1) Elke werkgewer op wie Deel I en Deel II van hierdie Ooreenkoms van toepassing is, moet ten opsigte van elkeen van ondergenoemde werknemers in sy diens in Gebied B en wat die gewone werkure op drie werkdade gedurende 'n week gewerk het, ooreenkomstig die prosedure voorgeskryf by subklousule (3) (c) van hierdie klousule die volgende bedrae aan die Raad betaal:

DEEL I

Klas werknemer en gebied

Per week

R

(a) Algemene werknemers	30,87
(b) Halfgeskoolde werknemers	34,71
(c) Ambagsmansassistente	37,93
(d) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg	31,82
meer as 2 722 kg maar hoogstens 4 536 kg	37,80
(e) Wage, per week van ses dae	30,80
(f) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge	30,87
(g) Ambagsmanne Graad A in die ambagte skilder- en ruitwerk	52,79
(h) Ander ambagsmanne in die ambagte skilder- en ruitwerk	50,72
(i) Ambagsmanne graad A in ander ambagte	61,43
(j) Ambagsmanne in ander ambagte	50,72

<i>Klas werknemer en gebied</i>	<i>Per week</i> R
(k) Werknemers betrokke by elektriese installering, met inbegrip van elektriese montering en bedrading en werksaamhede wat daarmee gepaardgaan:	
(i) meester-installasie-elektrisiën	67,54
(ii) installasie-elektrisiën	61,43
(iii) elektriese toetser vir enkelfase	49,14
(iv) elektriese ambagsman (ongelisensieerd)	49,14
(v) elektriese operateur	36,16
(vi) elektriese algemene werknemer	30,87

DEEL II

<i>Klas werknemer en gebied</i>	<i>Per week</i> R
(l) Algemene werknemers	30,87
(m) Halfgeskoolde werknemers	34,71
(n) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg	31,82
meer as 2 722 kg maar hoogstens 4 536 kg	37,80
(o) Ambagsmansassistenten	37,80
(p) Masjienoppassers en saers	40,95
(q) Drywers van meganiese hanteeruitrustings	40,95
(r) Wagte per week van ses dae	30,80
(s) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge	30,87
(t) Skrynwerkers graad A, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte	61,43
(u) Ander skrynwerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte	50,72
(v) Glaswerkers graad A in skrynwerkwinkel	52,79
(w) Ander glaswerkers in skrynwerkwinkel	50,72

(2) Benewens enige ander besoldiging betaalbaar ingevolge Deel I en Deel II van hierdie Ooreenkoms, moet elke werkgewer in Gebied B op wie hierdie Ooreenkoms van toepassing is, ten opsigte van ondergenoemde werknemers in sy diens 'n toelae soos hieronder uiteengesit betaal ten opsigte van elke uur in 'n week gewerk (uitgesonderd oortydwerk): Met dien verstande dat genoemde toelae betaal moet word vir hoogstens 45 uur in een enkele week.

DEEL I

<i>Klas werknemer en gebied</i>	<i>Per uur</i> R
(a) Algemene werknemers	0,41
(b) Halfgeskoolde werknemers	0,46
(c) Ambagsmansassistenten	0,50
(d) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg	0,42
meer as 2 722 kg maar hoogstens 4 536 kg	0,50
(e) Wagte, per week van ses dae	0,41
(f) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge	0,41
(g) Ambagsmanne graad A in die ambagte skilder- en ruitwerk	0,70
(h) Ander ambagsmanne in die ambagte skilder- en ruitwerk	0,68
(i) Ambagsmanne graad A in ander ambagte	0,82
(j) Ambagsmanne in ander ambagte	0,68

<i>Klas werknemer en gebied</i>	<i>Per uur</i> R
(k) Werknemers betrokke by elektriese installering, met inbegrip van elektriese montering en bedrading en werksaamhede wat daarmee gepaardgaan:	
(i) Meester-installasie-elektrisiën	0,90
(ii) Installasie-elektrisiën	0,82
(iii) Elektriese toetser vir enkelfase.....	0,66
(iv) Elektriese ambagsman (ongeliseniseerd)	0,66
(v) Elektriese operateur.....	0,48
(vi) Elektriese algemene werknemer	0,41

DEEL II

<i>Klas werknemer en gebied</i>	<i>Per week</i> R
(l) Algemene werknemers	0,41
(m) Halfgeskoolde werknemers	0,46
(n) Drywers van meganiese voertuie met 'n loonvrag van—	
tot en met 2 722 kg.....	0,42
meer as 2 722 kg maar hoogstens 4 536 kg	0,50
(o) Ambagsmansassistent	0,50
(p) Masjienoppassers en saers	0,55
(q) Drywers van meganiese hanteeruitrusting	0,55
(r) Wagte, per week van ses dae	0,41
(s) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge.....	0,41
(t) Skrynwerkers graad A, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne en ambagsmanne in alle ander ambagte	0,82
(u) Ander skrynwerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne algemene voormanne en ambagsmanne in alle ander ambagte	0,68
(v) Glaswerkers graad A in skrynerkwinkel	0,70
(w) Ander glaswerkers in skrynerkwinkel.....	0,68."
(3) Vervang subklousule (3) deur die volgende:	

"(3) Benewens die besoldiging betaalbaar ingevolge klousule 8 van Deel I en klousule 4 van Deel II van hierdie Ooreenkoms, moet elke werkgewer in Gebiede A, D, E en F die volgende betaal:

- (a) Aan elke klas werknemer in sy diens, moet die werkgewer ten opsigte van die gewone werkure wat elke sodanige werknemer in sy diens gewerk het, 'n pensioenfondstoelae of voorsorgfondstoelae betaal, bereken volgens ondergenoemde formules gebaseer op die loonskaal voorgeskryf by klousule 8 van Deel I en klousule 4 van Deel II van hierdie Ooreenkoms, of die maksimum skaal van die loongroepe deur die Raad van tyd tot bepaal:

FORMULES:

$WR \times PPC \times H = \text{totale weeklikse pensioenbydrae of voorsorgfondsbydrae}$

$\frac{TWC \times 60\% \text{ (persent)}}{H} = \text{uurlikse pensioentoelae of voorsorgfondstoelae}$

Opmerkings:

- 'WR' beteken die loonskaal voorgeskryf by klousule 8 van Deel I en klousule 4 van Deel II van hierdie Ooreenkoms of die maksimum skaal van die loongroepe deur die Raad van tyd tot tyd bepaal.
- 'PPC' beteken die persentasie pensioenbydrae of voorsorgfondsbydrae van die werknemer se loon deur die Raad van tyd tot tyd bepaal.
- 'H' beteken die ure per week voorgeskryf by klousule 10 (1) (a) vir alle ander werknemers, uitgesonderd die ure van halfgeskoolde werknemers, algemene werknemers, ongeskoolde skoonmakers en drywers van meganiese voertuie in Gebied A en die ure per week voorgeskryf by klousule 10 (c) in Gebiede D, E en F.
- 'TWC' beteken die totale weeklikse pensioenbydrae of voorsorgfondsbydrae.

- (b) 'n Werkgewer op wie die bepalings van Deel I en Deel II van hierdie Ooreenkoms van toepassing is, moet ten opsigte van elkeen van die werknemers in sy diens wat die gewone werkure op drie werkdade gedurende 'n week gewerk het, die totale weeklikse pensioenbydrae of voorsorgfondsbydrae bereken ingevolge die bepalings van paragraaf (a) hiervan, ooreenkomstig die prosedure voorgeskryf by paragraaf (c), aan die Raad betaal.
- (c) 'n Werkgewer is daarop geregtig om elke week die bydraes wat ingevolge subklousule (1) voorgeskryf is en die totale weeklikse pensioenbydrae of voorsorgfondsbydrae bereken volgens die formule voorgeskryf ingevolge subklousule (3) (a), van die besoldiging van 'n werknemer af te trek: Met dien verstande dat waar 'n werknemer gedurende dieselfde week by twee of meer werkgewers in diens is, die bedrag afgetrek mag word slegs deur die werkgewer by wie hy die eerste gedurende die week vir minstens die gewone werkure op drie werkdade lank in diens geneem is."

(4) Vervang subklousule (4) deur die volgende:

"(4) *Voortsetting:* (a) (i) Die Pensioen- en Lewensversekeringskema vir die Bounywerheid, Oos-Kaap, ingestel by Goewermentskennisgewing No. R. 2380 van 27 September 1991, word hierby voortgesit.

Instelling: (ii) Daar word hiermee 'n fonds ingestel wat sal bekend staan as die 'Voorsorgfonds vir die Bounywerheidsbedingsraad (Suid- en Oos-Kaap) (hierna die 'Fonds' genoem).

(b) Ten einde die oogmerke van paragraaf (a) (i) en (ii) te implementeer, is die Raad daarop geregtig om ooreenkomste met 'n assuransiemaatskappy aan te gaan.

(c) Die bedrae ingevolge subklousule (1) deur werkgewers betaal, moet aan die Fondse in paragraaf (a) (i) en (ii) genoem, betaal word.

(d) Eksemplare van alle reëls betreffende sodanige Fondse moet voorgelê word aan die Direkteur-generaal: Arbeid, by wie eksemplare van alle veranderings daaraan of wysigings ook van tyd tot tyd ingedien moet word."

(5) In subklousules (13) en (14) vervang die woord "Fonds" deur die woord "Fondse" waar dit voorkom in die subklousules.

6. KLOUSULE 39(ter) VAN DEEL I: MEDIESE HULPFONDS

(1) Vervang subklousule (3) (a) deur die volgende:

"(3) *Lidmaatskap:* (a) Verpligte Lidmaatskap: Lidmaatskap van die Fonds is verpligtend vir algemene voormanne, voormanne en ambagsmanne in Gebied A en vir wie lone voorgeskryf word in klousule 8 (1) (v) en (xvii) (a), (b), (c) en (d) van Deel I en klousule 4 (1) (vii) en (viii) van Deel II en werknemers in Gebied A wat ooreenkomstig 'n vakleerlingkontrak geregistreer is ingevolge die Wet op Mannekragopleiding, 1981, en werksaam is onder Deel I of Deel II."

(2) Skrap subklousule (3) (v).

(3) Vervang subklousule (4) (a) deur die volgende:

"(4) *Toelae:* (a) (i) Benewens enige ander besoldiging waarop 'n werknemer in klousule 8 (1) (v) en (xvii) (a), (b), (c) en (d) van Deel I en klousule 4 (1) (vii) en (viii) van Deel II bedoel, geregtig is, moet elke werkgewer aan elke sodanige werknemer in sy diens in Gebied A 'n toelae van 76½ sent per uur betaal vir al die gewone werkure, voorgeskryf in klousule 10 (1) (a), wat sodanige werknemer gedurende 'n week gewerk het.

(ii) Benewens enige ander besoldiging waarop 'n werknemer, werksaam in Gebied A, geregtig is ooreenkomstig 'n vakleerlingkontrak geregistreer ingevolge die Wet op Mannekragopleiding, 1981, moet 'n werkgewer aan elke sodanige werknemer in sy diens 'n toelae van 1,75c per uur betaal vir al die gewone werkure, voorgeskryf in klousule 10 (1) (a), wat sodanige werknemer gedurende 'n week gewerk het."

(4) Vervang subklousule (5) (a) deur die volgende:

"(5) *Bydraes:* (a) (i) Elke werkgewer moet behoudens paragrafe (b) en (c) hiervan, 'n bedrag van R61,20 per week tot die Fonds bydrae vir elkeen van sy werknemers vir wie lone in klousule 8 (1) (v) en (xvii) (a), (b), (c) en (d) van Deel I en klousule 4 (1) (vii) en (viii) van Deel II voorgeskryf word en wat werksaam is in Gebied A. 'n Werkgewer is daarop geregtig om die bedrag wat aan die werknemer betaal is ingevolge subklousule (4) (a) af te trek van die besoldiging van die werknemer ten opsigte van wie die betaling gedoen is.

(ii) Elke werkgewer moet behoudens paragrafe (b) en (c) hiervan, 'n bedrag van R14,00 per week tot die Fonds bydra vir elkeen van sy werknemers wat ooreenkomstig 'n vakleerlingkontrak geregistreer by die Wet op Mannekragopleiding, 1981, in Gebied A werksaam is. 'n Werkgewer is daarop geregtig om die bedrag wat aan 'n werknemer betaal is ingevolge subklousule 4 (a) (ii) af te trek van die besoldiging van die werknemer ten opsigte van wie betaling gedoen is."

DEEL II

SPESIALE BEPALINGS WAT OP DIE HOUTNYWERHEID IN DIE BOUNYWERHEID VAN TOEPASSING IS

1. TOEPASSINGSBESTEK

Deel II van hierdie Ooreenkoms moet in die Houtnywerheid in die Bounywerheid nagekom word—

- (a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasies en die vakverenigings;
- (b) in die landdrosdistrikte Alexandria, Bathurst, Beaufort-Wes, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mosselbaai, Oudtshoorn, Port Elizabeth, maar uitgesonderd die gedeelte van die landdrosdistrik Port Elizabeth wat voor die publikasie van Goewermmentskennisgewing No. 1974 van 26 September 1980 binne die landdrosdistrik Hankey geval het, Riversdal, Uitenhage en Uniondale, en in die gedeelte van die landdrosdistrik Hankey wat voor 1 November 1963 binne die landdrosdistrik Port Elizabeth geval het.

2. KLOUSULE 4 VAN DEEL II: LONE

(1) Vervang die volgende vir subklousule (1) (i) tot (xvii):

- “(1) *Minimum loonskale*: Geen lone wat laer is as die volgende, gelees met die res van hierdie klousule, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Klas werknemer en gebied

Per uur

R

(i) Algemene werknemers:

Gebied A	6,89
Gebied B	4,90
Gebied D	3,79

(ii) Halfgeskoolde werknemers:

Gebied A	7,53
Gebied B	5,51
Gebied D	3,83

(iii) Drywers van meganiese voertuie met 'n loonvrag van—

tot en met 2 722 kg:

Gebied A	7,53
Gebied B	5,05
Gebied D	3,92

meer as 2 722 kg maar hoogstens 4 536 kg:

Gebied A	8,58
Gebied B	6,00
Gebied D	4,01

meer as 4 536 kg:

Gebied A	9,98
Gebied D	4,90

(iv) Ambagsmansassistenten:

Gebied A	9,98
Gebied B	6,00
Gebied D	4,90

(v) Masjienoppassers en saers:

Gebied A	9,41
Gebied B	6,50
Gebied D	4,80

(vi) Drywers van meganiese hanteeruitrusting:

Gebied A	9,41
Gebied B	6,50
Gebied D	4,80

<i>Klas werknemer en gebied</i>		<i>Per uur</i> R
(vii) Skrynerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne en ambagsmanne in ander ambagte:		
Gebied A.....		16,50
(viii) Glaswerkers in skrynerkwinkel:		
Gebied A.....		16,21
(ix) Wagte, per week van ses dae:		
Gebied A.....		293,66
Gebied B.....		220,00
Gebied D.....		193,39
(x) Vakleerlinge: Lone soos voorgeskryf vir vakleerlinge in die Bounywerheid kragtens die Wet op Mannekrasopleiding, 1981.		
(xi) Kwekelinge: Lone soos deur die Raad vasgestel ingevolge klousule 25 van die Vorige Ooreenkoms.		
(xii) Minderjariges in alle ambagte: Lone soos van tyd tot tyd vir vakleerlinge in die Bounywerheid voorgeskryf.		
(xiii) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifiseer word nie, uitgesonderd vakleerlinge en kwekelinge:		
Gebied A.....		6,89
Gebied B.....		4,90
Gebied D.....		3,79
(xiv) Skrynerkers graad A. masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne en ambagsmanne in alle ander ambagte:		
Gebied B.....		9,75
Gebied D.....		8,69
(xv) Ander skrynerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte:		
Gebied B.....		8,05
Gebied D.....		7,00
(xvi) Glaswerkers graad A in skrynerkwinkel:		
Gebied B.....		8,38
Gebied D.....		8,08
(xvii) Ander glaswerkers in skrynerkwinkel:		
Gebied B.....		8,05
Gebied D.....		7,00."

3. KLOUSULE 10 VAN DEEL II: JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE MET BESOLDIGING

In subklousule (1) (a), vervang die uitdrukking "Vrydag, 13 Desember 1996 en begintyd op Maandag, 13 Januarie 1997" deur die uitdrukking "12 Desember 1997 en begintyd op Maandag, 12 Januarie 1998".

Namens die partye op hede die 13de dag van Augustus 1997 te Port Elizabeth onderteken.

J. N. D. MHLABA

Voorsitter van die Raad

G. B. STEELE

Lid van die Raad

V. H. LE ROUX

Hoofsekretaris van die Raad

No. R. 1462

7 November 1997

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, KIMBERLEY: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1. of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY
AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the—

Northern Cape Master Builders' and Allied Trades' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

and the

Construction and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry, Kimberley,

to amend the Agreement published under Government Notice R. 2110 of 29 September 1989, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 1497 of 29 June 1990, R. 2551 of 2 November 1990, R. 3053 of 4 January 1991, R. 3136 of 20 December 1991, R. 2340 of 21 August 1992, R. 3386 of 24 December 1992, R. 305 of 26 February 1993, R. 1743 of 24 September 1993, R. 567 of 25 March 1994, R. 2156 of 9 December 1994, R. 447 of 24 March 1995, R. 491 of 22 March 1996, R. 491 of 22 March 1991 and R1233 of 26 July 1996.

A. ADMINISTRATIVE AND GENERAL**1. SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed in the Building Industry—

- (a) by the employers and employees who are members of the employers' organisation and the trade unions, respectively;
- (b) in an area bounded by and included in a radius of 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley; and
- (c) in the Magisterial District of Gordonia.

(2) Notwithstanding the provisions of subclause (1), in terms of this Agreement shall apply to—

- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
- (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
- (c) labour-only contractors, working partners and working directors, principals and contractors.

(3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—

- (a) clerical employees and administrative staff;
- (b) university students and graduates in building science and construction supervisors, construction surveyors and other persons doing practical work in the completion of their academic training.

E. REMUNERATION

2. CLAUSE 24: MINIMUM WAGE RATES

Substitute the following for clause 24:

"No employer shall pay and no employee shall accept wages at a lower rate than the following:

SCHEDULE	
CATEGORY OF EMPLOYEE	WAGE PER HOUR
	KIMBERLEY AREA
	With effect of coming into operation of this Agreement
	R
(a) General worker	3,77
(b) Specified skills trainee (designated trade)	4,57
(c) Artisan	8,27
(d) Craftsman	10,07".

3. APPENDIXES

Substitute the following appendices for Appendix A and B (Artisans and Craftsmen), and Appendix A and B (Non-Artisans and Specified Skilled Workers):

ARTISANS AND CRAFTSMEN

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	Employer Total G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	Workers Total G	Cash bonus included	Stamp
ART 1.....		8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
4.....	8,48	8,57	0,53	30,09	28,67	7,02	11,75	0,65	78,18	28,67	11,75	0,65	3,00	44,07	365,43	122,25
5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38
6.....	8,68	8,77	0,54	30,78	29,33	7,19	11,75	0,65	79,70	29,33	11,75	0,65	3,00	44,73	374,22	124,43
7.....	8,78	8,87	0,55	31,14	29,67	7,27	11,75	0,65	80,48	29,67	11,75	0,65	3,00	45,07	378,83	125,55
8.....	8,88	8,97	0,56	31,51	30,02	7,36	11,75	0,65	81,29	30,02	11,75	0,65	3,00	45,42	383,43	126,71
9.....	8,98	9,07	0,56	31,84	30,33	7,43	11,75	0,65	82,00	30,33	11,75	0,65	3,00	45,73	387,62	127,73
10.....	9,08	9,17	0,57	32,20	30,68	7,52	11,75	0,65	82,80	30,68	11,75	0,65	3,00	46,08	392,22	128,88
11.....	9,18	9,27	0,57	32,53	31,00	7,59	11,75	0,65	83,52	31,00	11,75	0,65	3,00	46,40	396,40	129,92
12.....	9,28	9,37	0,58	32,90	31,34	7,68	11,75	0,65	84,32	31,34	11,75	0,65	3,00	46,74	401,01	131,06
13.....	9,38	9,47	0,59	33,26	31,69	7,76	11,75	0,65	85,11	31,69	11,75	0,65	3,00	47,09	405,61	132,20
14.....	9,48	9,57	0,59	33,59	32,00	7,84	11,75	0,65	85,83	32,00	11,75	0,65	3,00	47,40	409,80	133,23
15.....	9,58	9,67	0,60	33,95	32,35	7,93	11,75	0,65	86,63	32,35	11,75	0,65	3,00	47,75	414,40	134,38
16.....	9,68	9,77	0,61	34,32	32,70	8,01	11,75	0,65	87,43	32,70	11,75	0,65	3,00	48,10	419,00	135,53
17.....	9,78	9,87	0,61	34,65	33,01	8,09	11,75	0,65	88,15	33,01	11,75	0,65	3,00	48,41	423,19	136,56
18.....	9,88	9,97	0,62	35,01	33,36	8,17	11,75	0,65	88,94	33,36	11,75	0,65	3,00	48,76	427,79	137,70
CRF 19.....		10,07	0,62	35,34	33,67	8,25	11,75	0,65	89,66	33,67	11,75	0,65	3,00	49,07	431,98	138,73
20.....	10,08	10,17	0,63	35,71	34,02	8,34	11,75	0,65	90,47	34,02	11,75	0,65	3,00	49,42	436,58	139,89
21.....	10,18	10,27	0,64	36,07	34,37	8,42	11,75	0,65	91,26	34,37	11,75	0,65	3,00	49,77	441,18	141,03
22.....	10,28	10,37	0,64	36,40	34,68	8,50	11,75	0,65	91,98	34,68	11,75	0,65	3,00	50,08	445,37	142,06
23.....	10,38	10,47	0,65	36,76	35,03	8,58	11,75	0,65	92,77	35,03	11,75	0,65	3,00	50,43	449,97	143,20
24.....	10,48	10,57	0,66	37,13	35,37	8,67	11,75	0,65	93,57	35,37	11,75	0,65	3,00	50,77	454,58	144,34
25.....	10,58	10,67	0,66	37,46	35,69	8,74	11,75	0,65	94,29	35,69	11,75	0,65	3,00	51,09	458,76	145,38

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	Employer Total G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	Workers Total G	Cash bonus included	Stamp
26.....	10,68	10,77	0,67	37,82	36,04	8,83	11,75	0,65	95,09	36,04	11,75	0,65	3,00	51,44	463,36	146,53
27.....	10,78	10,87	0,67	38,15	36,35	8,91	11,75	0,65	95,81	36,35	11,75	0,65	3,00	51,75	467,55	147,56
28.....	10,88	10,97	0,68	38,52	36,70	8,99	11,75	0,65	96,61	36,70	11,75	0,65	3,00	52,10	472,15	148,71
29.....	10,98	11,07	0,69	38,88	37,04	9,08	11,75	0,65	97,40	37,04	11,75	0,65	3,00	52,44	476,76	149,84
30.....	11,08	11,17	0,69	39,21	37,36	9,15	11,75	0,65	98,12	37,36	11,75	0,65	3,00	52,76	480,94	150,88
31.....	11,18	11,27	0,70	39,57	37,71	9,24	11,75	0,65	98,92	37,71	11,75	0,65	3,00	53,11	485,54	152,03
32.....	11,28	11,37	0,70	39,90	38,02	9,32	11,75	0,65	99,64	38,02	11,75	0,65	3,00	53,42	489,73	153,06
33.....	11,38	11,47	0,71	40,27	38,37	9,40	11,75	0,65	100,44	38,37	11,75	0,65	3,00	53,77	494,33	154,21
34.....	11,48	11,57	0,72	40,63	38,71	9,49	11,75	0,65	101,23	38,71	11,75	0,65	3,00	54,11	498,94	155,34
35.....	11,58	11,67	0,72	40,96	39,03	9,56	11,75	0,65	101,95	39,03	11,75	0,65	3,00	54,43	503,12	156,38
36.....	11,68	11,77	0,73	41,33	39,37	9,65	11,75	0,65	102,75	39,37	11,75	0,65	3,00	54,77	507,73	157,52
37.....	11,78	11,87	0,74	41,69	39,72	9,73	11,75	0,65	103,54	39,72	11,75	0,65	3,00	55,12	512,33	158,66
38.....	11,88	11,97	0,74	42,02	40,04	9,81	11,75	0,65	104,27	40,04	11,75	0,65	3,00	55,44	516,51	159,71
39.....	11,98	12,07	0,75	42,38	40,38	9,89	11,75	0,65	105,05	40,38	11,75	0,65	3,00	55,78	521,12	160,83
40.....	12,08	12,17	0,75	42,72	40,70	9,97	11,75	0,65	105,79	40,70	11,75	0,65	3,00	56,10	525,30	161,89
41.....	12,18	12,27	0,76	43,08	41,04	10,06	11,75	0,65	106,58	41,04	11,75	0,65	3,00	56,44	529,91	163,02
42.....	12,28	12,37	0,77	43,44	41,39	10,14	11,75	0,65	107,37	41,39	11,75	0,65	3,00	56,79	534,51	164,16
43.....	12,38	12,47	0,77	43,77	41,71	10,22	11,75	0,65	108,10	41,71	11,75	0,65	3,00	57,11	538,69	165,21
44.....	12,48	12,57	0,78	44,14	42,05	10,30	11,75	0,65	108,89	42,05	11,75	0,65	3,00	57,45	543,30	166,34
45.....	12,58	12,67	0,79	44,50	42,40	10,39	11,75	0,65	109,69	42,40	11,75	0,65	3,00	57,80	547,90	167,49
46.....	12,68	12,77	0,79	44,83	42,71	10,47	11,75	0,65	110,41	42,71	11,75	0,65	3,00	58,11	552,09	168,52
47.....	12,78	12,87	0,80	45,19	43,06	10,55	11,75	0,65	111,20	43,06	11,75	0,65	3,00	58,46	556,69	169,66
48.....	12,88	12,97	0,80	45,53	43,38	10,63	11,75	0,65	111,94	43,38	11,75	0,65	3,00	58,78	560,87	170,72
49.....	12,98	13,07	0,81	45,89	43,72	10,71	11,75	0,65	112,72	43,72	11,75	0,65	3,00	59,12	565,48	171,84
50.....	13,08	13,17	0,82	46,25	44,07	10,80	11,75	0,65	113,52	44,07	11,75	0,65	3,00	59,47	570,08	172,99

NON-ARTISANS AND SPECIFIED SKILL WORKER

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	A Holiday Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Employer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Saving	G Workers Total	Cash bonus included	Stamp
G/W 1.....		3,77	0,23	13,22	12,60	3,09	3,66	0,65	33,22	12,60	3,66	0,65	3,00	19,91	160,09	53,13
2.....	3,78	3,87	0,24	13,59	12,95	3,17	3,66	0,65	34,02	12,95	3,66	0,65	3,00	20,26	164,69	54,28
3.....	3,88	3,97	0,25	13,95	13,29	3,26	3,66	0,65	34,81	13,29	3,66	0,65	3,00	20,60	169,30	55,41
4.....	3,98	4,07	0,25	14,28	13,61	3,33	3,66	0,65	35,53	13,61	3,66	0,65	3,00	20,92	173,48	56,45
5.....	4,08	4,17	0,26	14,65	13,95	3,42	3,66	0,65	36,33	13,95	3,66	0,65	3,00	21,26	178,09	57,59
6.....	4,18	4,27	0,26	14,98	14,27	3,50	3,66	0,65	37,06	14,27	3,66	0,65	3,00	21,58	182,27	58,64
7.....	4,28	4,37	0,27	15,34	14,62	3,58	3,66	0,65	37,85	14,62	3,66	0,65	3,00	21,93	186,87	59,78
8.....	4,38	4,47	0,28	15,70	14,96	3,67	3,66	0,65	38,64	14,96	3,66	0,65	3,00	22,27	191,48	60,91
S/S 9.....		4,57	0,28	16,03	15,28	3,74	3,66	0,65	39,36	15,28	3,66	0,65	3,00	22,59	195,66	61,95
10.....	4,58	4,67	0,29	16,40	15,62	3,83	3,66	0,65	40,16	15,62	3,66	0,65	3,00	22,93	200,27	63,09
11.....	4,68	4,77	0,30	16,76	15,97	3,91	3,66	0,65	40,95	15,97	3,66	0,65	3,00	23,28	204,87	64,23
12.....	4,78	4,87	0,30	17,09	16,29	3,99	3,66	0,65	41,68	16,29	3,66	0,65	3,00	23,60	209,05	65,28
13.....	4,88	4,97	0,31	17,46	16,63	4,08	3,66	0,65	42,48	16,63	3,66	0,65	3,00	23,94	213,66	66,42
14.....	4,98	5,07	0,31	17,79	16,95	4,15	3,66	0,65	43,20	16,95	3,66	0,65	3,00	24,26	217,84	67,46
15.....	5,08	5,17	0,32	18,15	17,29	4,24	3,66	0,65	43,99	17,29	3,66	0,65	3,00	24,60	222,45	68,59
16.....	5,18	5,27	0,33	18,51	17,64	4,32	3,66	0,65	44,78	17,64	3,66	0,65	3,00	24,95	227,05	69,73
17.....	5,28	5,37	0,33	18,84	17,95	4,40	3,66	0,65	45,50	17,95	3,66	0,65	3,00	25,26	231,24	70,76
18.....	5,38	5,47	0,34	19,21	18,30	4,48	3,66	0,65	46,30	18,30	3,66	0,65	3,00	25,61	235,84	71,91
19.....	5,48	5,57	0,35	19,57	18,65	4,57	3,66	0,65	47,10	18,65	3,66	0,65	3,00	25,96	240,44	73,06
20.....	5,58	5,67	0,35	19,90	18,96	4,65	3,66	0,65	47,82	18,96	3,66	0,65	3,00	26,27	244,63	74,09
21.....	5,68	5,77	0,35	20,27	19,31	4,73	3,66	0,65	48,62	19,31	3,66	0,65	3,00	26,62	248,78	75,24
22.....	5,78	5,87	0,36	20,60	19,62	4,81	3,66	0,65	49,34	19,62	3,66	0,65	3,00	26,93	253,42	76,27
23.....	5,88	5,97	0,37	20,96	19,97	4,89	3,66	0,65	50,13	19,97	3,66	0,65	3,00	27,28	258,02	77,41
24.....	5,98	6,07	0,38	21,32	20,32	4,98	3,66	0,65	50,93	20,32	3,66	0,65	3,00	27,63	262,62	78,56

APPENDIX A										APPENDIX B						
EMPLOYERS' CONTRIBUTION										EMPLOYEE'S CONTRIBUTION						
Wage band	Min.-max. tariff per hour		Cash bonus	A Holiday Fund	B Pens. Fund	C Train. Fund	D Ben. Fund	E ICBI levy	G Employer Total	B Pens. Fund	D Ben. Fund	E ICBI levy	F Saving	G Workers Total	Cash bonus included	Stamp
25.....	6,08	6,17	0,38	21,66	20,63	5,06	3,66	0,65	51,66	20,63	3,66	0,65	3,00	27,94	266,81	79,60
26.....	6,18	6,27	0,39	22,02	20,98	5,14	3,66	0,65	52,45	20,98	3,66	0,65	3,00	28,29	271,41	80,74
27.....	6,28	6,37	0,39	22,35	21,29	5,22	3,66	0,65	53,17	21,29	3,66	0,65	3,00	28,60	275,60	81,77
28.....	6,38	6,47	0,40	22,71	21,64	5,30	3,66	0,65	53,96	21,64	3,66	0,65	3,00	28,95	280,20	82,91
29.....	6,48	6,57	0,41	23,08	21,99	5,39	3,66	0,65	54,77	21,99	3,66	0,65	3,00	29,30	284,80	84,07
30.....	6,58	6,67	0,41	23,41	22,30	5,46	3,66	0,65	55,48	22,30	3,66	0,65	3,00	29,61	288,99	85,09
31.....	6,68	6,77	0,42	23,77	22,65	5,55	3,66	0,65	56,28	22,65	3,66	0,65	3,00	29,96	293,59	86,24
32.....	6,78	6,87	0,43	24,13	22,99	5,63	3,66	0,65	57,06	22,99	3,66	0,65	3,00	30,30	298,20	87,36
33.....	6,88	6,97	0,43	24,47	23,31	5,71	3,66	0,65	57,80	23,31	3,66	0,65	3,00	30,62	302,38	88,42
34.....	6,98	7,07	0,44	24,83	23,66	5,80	3,66	0,65	58,60	23,66	3,66	0,65	3,00	30,97	306,98	89,57
35.....	7,08	7,17	0,44	25,16	23,97	5,87	3,66	0,65	59,31	23,97	3,66	0,65	3,00	31,28	311,17	90,59
36.....	7,18	7,27	0,45	25,52	24,32	5,96	3,66	0,65	60,11	24,32	3,66	0,65	3,00	31,63	315,77	91,74
37.....	7,28	7,37	0,46	25,89	24,66	6,04	3,66	0,65	60,90	24,66	3,66	0,65	3,00	31,97	320,38	92,87
38.....	7,38	7,47	0,46	26,22	24,98	6,12	3,66	0,65	61,63	24,98	3,66	0,65	3,00	32,29	324,56	93,92
39.....	7,48	7,57	0,47	26,58	25,33	6,21	3,66	0,65	62,43	25,33	3,66	0,65	3,00	32,64	329,16	95,07
40.....	7,58	7,67	0,48	26,94	25,67	6,29	3,66	0,65	63,21	25,67	3,66	0,65	3,00	32,98	333,77	96,19
41.....	7,68	7,77	0,48	27,28	25,99	6,37	3,66	0,65	63,95	25,99	3,66	0,65	3,00	33,30	337,95	97,25
42.....	7,78	7,87	0,49	27,64	26,33	6,45	3,66	0,65	64,73	26,33	3,66	0,65	3,00	33,64	342,56	98,37
43.....	7,88	7,97	0,49	27,97	26,65	6,53	3,66	0,65	65,46	26,65	3,66	0,65	3,00	33,96	346,74	99,42
44.....	7,98	8,07	0,50	28,33	27,00	6,61	3,66	0,65	66,25	27,00	3,66	0,65	3,00	34,31	351,34	100,56
45.....	8,08	8,17	0,51	28,70	27,34	6,70	3,66	0,65	67,05	27,34	3,66	0,65	3,00	34,65	355,95	101,70
N1.....	8,18	8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
N2.....	8,28	8,37	0,52	29,39	28,00	6,85	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
N3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
N4.....	8,48	8,57	0,53	30,09	28,66	7,02	11,75	0,65	78,17	28,66	11,75	0,65	3,00	44,06	365,44	122,23
N5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38

Signed at Kimberley, on behalf of the parties, this 4th day of August 1997.

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice-Chairman

P. R. SERFONTEIN

Secretary

No. R. 1462

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, KIMBERLEY: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die—

Noord-Kaap Meestersbouersvereniging en Aanverwante Bedrywe

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgameerde Unie van Bouvakwerkers van Suid-Afrika

en die

Construction and Allied Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Kimberley,

tot wysiging van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2110 van 29 September 1989, soos gewysig, hernu en herbekragtig by Goewermmentskennisgewing Nos. R. 1497 van 29 Junie 1990, R. 2551 van 2 November 1990, R. 3053 van 4 Januarie 1991, R. 3136 van 20 Desember 1991, R. 2340 van 21 Augustus 1992, R. 3386 van 24 Desember 1992, R. 305 van 26 Februarie 1993, R. 1743 van 24 September 1993, R. 567 van 25 Maart 1994, R. 2156 van 9 Desember 1994, R. 447 van 24 Maart 1995, R. 491 van 22 Maart 1996, R. 491 van 22 Maart 1991 en R. 1233 van 26 Julie 1996.

A. ADMINISTRATIEF EN ALGEMEEN

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur die werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakverenigings is;
- (b) in 'n gebied begrens deur en ingesluit binne 'n straal van 20 kilometer vanaf die Hoofposkantoor, Kimberley, in die landdrosdistrik Kimberley, en
- (c) in die landdrosdistrik Gordonia.

- (2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—
- (a) vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens gestel is, onbestaanbaar is nie;
 - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie met daardie Wet of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie;
 - (c) slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.
- (3) Ondanks subklousule (1) (a), is hierdie Ooreenkoms nie van toepassing op—
- (a) klerke en administratiewe personeel;
 - (b) universiteitstudente en gegradueerdes in die bouwetenskap en konstruksietoeseighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding.

E. BESOLDIGING

2. KLOUSULE 24: MINIMUM LOONSKALE

Vervang klousule 24 deur die volgende:

“Geen lone laer as dié hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

BYLAE	
KATEGORIE VAN WERKNEMER	LOON PER UUR
	KIMBERLEY-GEBIED
	Met die inwerkingtreding van hierdie Ooreenkoms
	R
(a) Algemene werker.....	3,77
(b) Kwekeling, gespesifiseerde vaardighede (aangewese ambag)	4,57
(c) Ambagsman	8,27
(d) Vakman.....	10,07”.

3. AANHANGSELS

Vervang Aanhangsel A en B (Ambagsmanne en Vakmanne) en Aanhangsel A en B (Nie-Ambagsmanne en Gespesifiseerde Vaardighede) deur die volgende Aanhangsels:

AMBAGSMANNE EN VAKMANNE

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon inter- val	Min.-maks. tarief per uur		Kontant- bonus	Vakans- fonds A	Pens.- fonds B	Opleid- fonds C	Byst- fonds D	Raads- hef. E	Werk/G Totaal G	Pens.- fonds B	Byst- fonds D	Raads- heffing E	Spaar- geld F	Werk/N Totaal G	Kontant- bonus ingesluit	Seël
AMB 1.....		8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
4.....	8,48	8,57	0,53	30,09	28,67	7,02	11,75	0,65	78,18	28,67	11,75	0,65	3,00	44,07	365,43	122,25
5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38
6.....	8,68	8,77	0,54	30,78	29,33	7,19	11,75	0,65	79,70	29,33	11,75	0,65	3,00	44,73	374,22	124,43
7.....	8,78	8,87	0,55	31,14	29,67	7,27	11,75	0,65	80,48	29,67	11,75	0,65	3,00	45,07	378,83	125,55
8.....	8,88	8,97	0,56	31,51	30,02	7,36	11,75	0,65	81,29	30,02	11,75	0,65	3,00	45,42	383,43	126,71
9.....	8,98	9,07	0,56	31,84	30,33	7,43	11,75	0,65	82,00	30,33	11,75	0,65	3,00	45,73	387,62	127,73
10.....	9,08	9,17	0,57	32,20	30,68	7,52	11,75	0,65	82,80	30,68	11,75	0,65	3,00	46,08	392,22	128,88
11.....	9,18	9,27	0,57	32,53	31,00	7,59	11,75	0,65	83,52	31,00	11,75	0,65	3,00	46,40	396,40	129,92
12.....	9,28	9,37	0,58	32,90	31,34	7,68	11,75	0,65	84,32	31,34	11,75	0,65	3,00	46,74	401,01	131,06
13.....	9,38	9,47	0,59	33,26	31,69	7,76	11,75	0,65	85,11	31,69	11,75	0,65	3,00	47,09	405,61	132,20
14.....	9,48	9,57	0,59	33,59	32,00	7,84	11,75	0,65	85,83	32,00	11,75	0,65	3,00	47,40	409,80	133,23
15.....	9,58	9,67	0,60	33,95	32,35	7,93	11,75	0,65	86,63	32,35	11,75	0,65	3,00	47,75	414,40	134,38
16.....	9,68	9,77	0,61	34,32	32,70	8,01	11,75	0,65	87,43	32,70	11,75	0,65	3,00	48,10	419,00	135,53
17.....	9,78	9,87	0,61	34,65	33,01	8,09	11,75	0,65	88,15	33,01	11,75	0,65	3,00	48,41	423,19	136,56
18.....	9,88	9,97	0,62	35,01	33,36	8,17	11,75	0,65	88,94	33,36	11,75	0,65	3,00	48,76	427,79	137,70
VAK 19.....		10,07	0,62	35,34	33,67	8,25	11,75	0,65	89,66	33,67	11,75	0,65	3,00	49,07	431,98	138,73
20.....	10,08	10,17	0,63	35,71	34,02	8,34	11,75	0,65	90,47	34,02	11,75	0,65	3,00	49,42	436,58	139,89
21.....	10,18	10,27	0,64	36,07	34,37	8,42	11,75	0,65	91,26	34,37	11,75	0,65	3,00	49,77	441,18	141,03
22.....	10,28	10,37	0,64	36,40	34,68	8,50	11,75	0,65	91,98	34,68	11,75	0,65	3,00	50,08	445,37	142,06
23.....	10,38	10,47	0,65	36,76	35,03	8,58	11,75	0,65	92,77	35,03	11,75	0,65	3,00	50,43	449,97	143,20
24.....	10,48	10,57	0,66	37,13	35,37	8,67	11,75	0,65	93,57	35,37	11,75	0,65	3,00	50,77	454,58	144,34
25.....	10,58	10,67	0,66	37,46	35,69	8,74	11,75	0,65	94,29	35,69	11,75	0,65	3,00	51,09	458,76	145,38

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon inter- val	Min.-maks. tarief per uur		Kontant- bonus	Vakans- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raads- hef. E	Werk/G Totaal G	Pens.- fonds B	Byst.- fonds D	Raads. heffing E	Spaar- geld F	Werk/N Totaal G	Kontant- bonus ingesluit	Seël
26.....	10,68	10,77	0,67	37,82	36,04	8,83	11,75	0,65	95,09	36,04	11,75	0,65	3,00	51,44	463,36	146,53
27.....	10,78	10,87	0,67	38,15	36,35	8,91	11,75	0,65	95,81	36,35	11,75	0,65	3,00	51,75	467,55	147,56
28.....	10,88	10,97	0,68	38,52	36,70	8,99	11,75	0,65	96,61	36,70	11,75	0,65	3,00	52,10	472,15	148,71
29.....	10,98	11,07	0,69	38,88	37,04	9,08	11,75	0,65	97,40	37,04	11,75	0,65	3,00	52,44	476,76	149,84
30.....	11,08	11,17	0,69	39,21	37,36	9,15	11,75	0,65	98,12	37,36	11,75	0,65	3,00	52,76	480,94	150,88
31.....	11,18	11,27	0,70	39,57	37,71	9,24	11,75	0,65	98,92	37,71	11,75	0,65	3,00	53,11	485,54	152,03
32.....	11,28	11,37	0,70	39,90	38,02	9,32	11,75	0,65	99,64	38,02	11,75	0,65	3,00	53,42	489,73	153,06
33.....	11,38	11,47	0,71	40,27	38,37	9,40	11,75	0,65	100,44	38,37	11,75	0,65	3,00	53,77	494,33	154,21
34.....	11,48	11,57	0,72	40,63	38,71	9,49	11,75	0,65	101,23	38,71	11,75	0,65	3,00	54,11	498,94	155,34
35.....	11,58	11,67	0,72	40,96	39,03	9,56	11,75	0,65	101,95	39,03	11,75	0,65	3,00	54,43	503,12	156,38
36.....	11,68	11,77	0,73	41,33	39,37	9,65	11,75	0,65	102,75	39,37	11,75	0,65	3,00	54,77	507,73	157,52
37.....	11,78	11,87	0,74	41,69	39,72	9,73	11,75	0,65	103,54	39,72	11,75	0,65	3,00	55,12	512,33	158,66
38.....	11,88	11,97	0,74	42,02	40,04	9,81	11,75	0,65	104,27	40,04	11,75	0,65	3,00	55,44	516,51	159,71
39.....	11,98	12,07	0,75	42,38	40,38	9,89	11,75	0,65	105,05	40,38	11,75	0,65	3,00	55,78	521,12	160,83
40.....	12,08	12,17	0,75	42,72	40,70	9,97	11,75	0,65	105,79	40,70	11,75	0,65	3,00	56,10	525,30	161,89
41.....	12,18	12,27	0,76	43,08	41,04	10,06	11,75	0,65	106,58	41,04	11,75	0,65	3,00	56,44	529,91	163,02
42.....	12,28	12,37	0,77	43,44	41,39	10,14	11,75	0,65	107,37	41,39	11,75	0,65	3,00	56,79	534,51	164,16
43.....	12,38	12,47	0,77	43,77	41,71	10,22	11,75	0,65	108,10	41,71	11,75	0,65	3,00	57,11	538,69	165,21
44.....	12,48	12,57	0,78	44,14	42,05	10,30	11,75	0,65	108,89	42,05	11,75	0,65	3,00	57,45	543,30	166,34
45.....	12,58	12,67	0,79	44,50	42,40	10,39	11,75	0,65	109,69	42,40	11,75	0,65	3,00	57,80	547,90	167,49
46.....	12,68	12,77	0,79	44,83	42,71	10,47	11,75	0,65	110,41	42,71	11,75	0,65	3,00	58,11	552,09	168,52
47.....	12,78	12,87	0,80	45,19	43,06	10,55	11,75	0,65	111,20	43,06	11,75	0,65	3,00	58,46	556,69	169,66
48.....	12,88	12,97	0,80	45,53	43,38	10,63	11,75	0,65	111,94	43,38	11,75	0,65	3,00	58,78	560,87	170,72
49.....	12,98	13,07	0,81	45,89	43,72	10,71	11,75	0,65	112,72	43,72	11,75	0,65	3,00	59,12	565,48	171,84
50.....	13,08	13,17	0,82	46,25	44,07	10,80	11,75	0,65	113,52	44,07	11,75	0,65	3,00	59,47	570,08	172,99

NIE-AMBAGSMANNE EN WERKERS, GESPEFISEERDE VAARDIGHEDE

AANHANGSEL A										AANHANGSEL B							
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE							
Loon band	Min.-maks. tarief per uur		Kontant- bonus	A Vakans.- fonds	B Pens.- fonds	C Oplei.- fonds	D Byst.- fonds	E Raads- hef.	G Werk/G Totaal	B Pens.- fonds	D Byst.- fonds	E Raads- heffing	F Spaar	G Werk/N Totaal	Kontant- bonus ingesluit	Seël	
A/W	1.....		3,77	0,23	13,22	12,60	3,09	3,66	0,65	33,22	12,60	3,66	0,65	3,00	19,91	160,09	53,13
	2.....	3,78	3,87	0,24	13,59	12,95	3,17	3,66	0,65	34,02	12,95	3,66	0,65	3,00	20,26	164,69	54,28
	3.....	3,88	3,97	0,25	13,95	13,29	3,26	3,66	0,65	34,81	13,29	3,66	0,65	3,00	20,60	169,30	55,41
	4.....	3,98	4,07	0,25	14,28	13,61	3,33	3,66	0,65	35,53	13,61	3,66	0,65	3,00	20,92	173,48	56,45
	5.....	4,08	4,17	0,26	14,65	13,95	3,42	3,66	0,65	36,33	13,95	3,66	0,65	3,00	21,26	178,09	57,59
	6.....	4,18	4,27	0,26	14,98	14,27	3,50	3,66	0,65	37,06	14,27	3,66	0,65	3,00	21,58	182,27	58,64
	7.....	4,28	4,37	0,27	15,34	14,62	3,58	3,66	0,65	37,85	14,62	3,66	0,65	3,00	21,93	186,87	59,78
	8.....	4,38	4,47	0,28	15,70	14,96	3,67	3,66	0,65	38,64	14,96	3,66	0,65	3,00	22,27	191,48	60,91
KWK	9.....		4,57	0,28	16,03	15,28	3,74	3,66	0,65	39,36	15,28	3,66	0,65	3,00	22,59	195,66	61,95
	10.....	4,58	4,67	0,29	16,40	15,62	3,83	3,66	0,65	40,16	15,62	3,66	0,65	3,00	22,93	200,27	63,09
	11.....	4,68	4,77	0,30	16,76	15,97	3,91	3,66	0,65	40,95	15,97	3,66	0,65	3,00	23,28	204,87	64,23
	12.....	4,78	4,87	0,30	17,09	16,29	3,99	3,66	0,65	41,68	16,29	3,66	0,65	3,00	23,60	209,05	65,28
	13.....	4,88	4,97	0,31	17,46	16,63	4,08	3,66	0,65	42,48	16,63	3,66	0,65	3,00	23,94	213,66	66,42
	14.....	4,98	5,07	0,31	17,79	16,95	4,15	3,66	0,65	43,20	16,95	3,66	0,65	3,00	24,26	217,84	67,46
	15.....	5,08	5,17	0,32	18,15	17,29	4,24	3,66	0,65	43,99	17,29	3,66	0,65	3,00	24,60	222,45	68,59
	16.....	5,18	5,27	0,33	18,51	17,64	4,32	3,66	0,65	44,78	17,64	3,66	0,65	3,00	24,95	227,05	69,73
	17.....	5,28	5,37	0,33	18,84	17,95	4,40	3,66	0,65	45,50	17,95	3,66	0,65	3,00	25,26	231,24	70,76
	18.....	5,38	5,47	0,34	19,21	18,30	4,48	3,66	0,65	46,30	18,30	3,66	0,65	3,00	25,61	235,84	71,91
	19.....	5,48	5,57	0,35	19,57	18,65	4,57	3,66	0,65	47,10	18,65	3,66	0,65	3,00	25,96	240,44	73,06
	20.....	5,58	5,67	0,35	19,90	18,96	4,65	3,66	0,65	47,82	18,96	3,66	0,65	3,00	26,27	244,63	74,09
	21.....	5,68	5,77	0,35	20,27	19,31	4,73	3,66	0,65	48,62	19,31	3,66	0,65	3,00	26,62	248,78	75,24
	22.....	5,78	5,87	0,36	20,60	19,62	4,81	3,66	0,65	49,34	19,62	3,66	0,65	3,00	26,93	253,42	76,27
	23.....	5,88	5,97	0,37	20,96	19,97	4,89	3,66	0,65	50,13	19,97	3,66	0,65	3,00	27,28	258,02	77,41
	24.....	5,98	6,07	0,38	21,32	20,32	4,98	3,66	0,65	50,93	20,32	3,66	0,65	3,00	27,63	262,62	78,56

AANHANGSEL A										AANHANGSEL B						
WERKGEWER SE BYDRAE										WERKNEMER SE BYDRAE						
Loon band	Min.-maks. tarief per uur		Kontant-bonus	A Vakans.-fonds	B Pens.-fonds	C Oplei.-fonds	D Byst.-fonds	E Raads-hef.	G Werk/G Totaal	B Pens.-fonds	D Byst.-fonds	E Raads-heffing	F Spaar	G Werk/N Totaal	Kontant-bonus ingesluit	Seël
25.....	6,08	6,17	0,38	21,66	20,63	5,06	3,66	0,65	51,66	20,63	3,66	0,65	3,00	27,94	266,81	79,60
26.....	6,18	6,27	0,39	22,02	20,98	5,14	3,66	0,65	52,45	20,98	3,66	0,65	3,00	28,29	271,41	80,74
27.....	6,28	6,37	0,39	22,35	21,29	5,22	3,66	0,65	53,17	21,29	3,66	0,65	3,00	28,60	275,60	81,77
28.....	6,38	6,47	0,40	22,71	21,64	5,30	3,66	0,65	53,96	21,64	3,66	0,65	3,00	28,95	280,20	82,91
29.....	6,48	6,57	0,41	23,08	21,99	5,39	3,66	0,65	54,77	21,99	3,66	0,65	3,00	29,30	284,80	84,07
30.....	6,58	6,67	0,41	23,41	22,30	5,46	3,66	0,65	55,48	22,30	3,66	0,65	3,00	29,61	288,99	85,09
31.....	6,68	6,77	0,42	23,77	22,65	5,55	3,66	0,65	56,28	22,65	3,66	0,65	3,00	29,96	293,59	86,24
32.....	6,78	6,87	0,43	24,13	22,99	5,63	3,66	0,65	57,06	22,99	3,66	0,65	3,00	30,30	298,20	87,36
33.....	6,88	6,97	0,43	24,47	23,31	5,71	3,66	0,65	57,80	23,31	3,66	0,65	3,00	30,62	302,38	88,42
34.....	6,98	7,07	0,44	24,83	23,66	5,80	3,66	0,65	58,60	23,66	3,66	0,65	3,00	30,97	306,98	89,57
35.....	7,08	7,17	0,44	25,16	23,97	5,87	3,66	0,65	59,31	23,97	3,66	0,65	3,00	31,28	311,17	90,59
36.....	7,18	7,27	0,45	25,52	24,32	5,96	3,66	0,65	60,11	24,32	3,66	0,65	3,00	31,63	315,77	91,74
37.....	7,28	7,37	0,46	25,89	24,66	6,04	3,66	0,65	60,90	24,66	3,66	0,65	3,00	31,97	320,38	92,87
38.....	7,38	7,47	0,46	26,22	24,98	6,12	3,66	0,65	61,63	24,98	3,66	0,65	3,00	32,29	324,56	93,92
39.....	7,48	7,57	0,47	26,58	25,33	6,21	3,66	0,65	62,43	25,33	3,66	0,65	3,00	32,64	329,16	95,07
40.....	7,58	7,67	0,48	26,94	25,67	6,29	3,66	0,65	63,21	25,67	3,66	0,65	3,00	32,98	333,77	96,19
41.....	7,68	7,77	0,48	27,28	25,99	6,37	3,66	0,65	63,95	25,99	3,66	0,65	3,00	33,30	337,95	97,25
42.....	7,78	7,87	0,49	27,64	26,33	6,45	3,66	0,65	64,73	26,33	3,66	0,65	3,00	33,64	342,56	98,37
43.....	7,88	7,97	0,49	27,97	26,65	6,53	3,66	0,65	65,46	26,65	3,66	0,65	3,00	33,96	346,74	99,42
44.....	7,98	8,07	0,50	28,33	27,00	6,61	3,66	0,65	66,25	27,00	3,66	0,65	3,00	34,31	351,34	100,56
45.....	8,08	8,17	0,51	28,70	27,34	6,70	3,66	0,65	67,05	27,34	3,66	0,65	3,00	34,65	355,95	101,70
N1.....	8,18	8,27	0,51	29,03	27,66	6,78	11,75	0,65	75,87	27,66	11,75	0,65	3,00	43,06	352,04	118,93
N2.....	8,28	8,37	0,52	29,39	28,00	6,86	11,75	0,65	76,65	28,00	11,75	0,65	3,00	43,40	356,65	120,05
N3.....	8,38	8,47	0,53	29,76	28,35	6,95	11,75	0,65	77,46	28,35	11,75	0,65	3,00	43,75	361,25	121,21
N4.....	8,48	8,57	0,53	30,09	28,66	7,02	11,75	0,65	78,17	28,66	11,75	0,65	3,00	44,06	365,44	122,23
N5.....	8,58	8,67	0,54	30,45	29,01	7,11	11,75	0,65	78,97	29,01	11,75	0,65	3,00	44,41	370,04	123,38

Namens die partye op hede die 4de dag van Augustus 1997 te Kimberley onderteken.

V. N. SMAILES

Voorsitter

A. R. HERMANUS

Ondervoorsitter

P. R. SERFONTEIN

Sekretaris

No. R. 1465

7 November 1997

LABOUR RELATIONS ACT, 1956

CORRECTION NOTICE

BORDER FURNITURE MANUFACTURING INDUSTRY: AMENDMENT OF MAIN AGREEMENT

The following correction to Government Notice No. R. 1196 appearing in *Government Gazette* No. 18266 of 12 September 1997, is hereby published for general information:

1. In the English text to the Schedule:

1.1 PART III

9. CLAUSE 2: WAGES

Substitute subclause 1 (a) (iii) for the following:

"(iii) exceed 4 536 kg:

During the period ending 20 March 1998 . . . 662".

2. In the Afrikaans text to the Schedule:

2.1 DEEL III

9. KLOUSULE 2: LONE

Substitute subclause 1 (1) (iii) for the following:

"(iii) meer as 4 536 kg:

Gedurende die tydperk eindigende 20 Maart 1998 . . . 662".

No. R. 1465

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

VERBETERINGSKENNISGEWING

MEUBELNYWERHEID, GRENS: WYSIGING VAN HOOFDOOREENKOMS

Die onderstaande verbetering aan Goewermentskennisgewing No. R. 1196 wat in *Staatskoerant* No. 18266 van 12 September 1997 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks van die Bylae:

1.1 DEEL III

9. KLOUSULE 2: LONE

Vervang subklousule 1 (1) (iii) met die volgende:

"(iii) meer as 4 536 kg is:

Gedurende die tydperk eindigende 20 Maart 1998 . . . 662".

2. In die Engelse teks van die Bylae:

2.1 PART III

9. CLAUSE 2: WAGES

Vervang subklousule 1 (a) (iii) met die volgende:

"(iii) exceed 4 536 kg:

During the period ending 20 March 1998 . . . 662".

No. R. 1476

7 November 1997

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA: AMENDMENT OF SICK BENEFIT FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE

**NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA
SICK BENEFIT FUND AGREEMENT**

in accordance with the Labour Relations Act, 1956, made and entered into by and between the

- (a) **South African Tanning Employers' Organisation;**
- (b) **Footwear Manufacturers' Federation of South Africa; and**
- (c) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hereinafter, referred to as the "employers" or the "employers' organisations"), of the one part, and the

- (d) **National Union of Leather Workers;**

and

- (e) **Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Sick Benefit Agreement published under Government Notice No. R. 1301 of 1 July 1988 (hereinafter referred to as the Re-enacting Agreement), as amended, extended, renewed and re-enacted by Government Notices Nos. R. 570 of 31 March 1989, R. 2407 of 12 October 1990, R. 1150 of 24 April 1992, R. 2950 of 23 October 1992, R. 3093 of 13 November 1992, R. 1676 of 10 September 1993, R. 76 of 21 January 1994, R. 1225 of 15 July 1994, R. 144 of 3 February 1995, R. 446 of 24 March 1995, R. 1040 of 21 July 1995, R. 1946 of 22 December 1995, R. 76 of 26 January 1996, R. 976 of 14 June 1996, R. 1913 of 22 November 1996, R. 1948 of 29 November 1996 and R. 875 of 27 June 1997.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Leather Industry—

- (1) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged and employed in the said Industry, respectively;
- (2) in the Republic of South Africa: Provided that, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry", as contained in clause 1 of the Agreement published under Government Notice No. R. 1792 of 3 September 1982, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth, with, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg: Provided further that on the operations set forth in paragraph (7) (a) of the definition of "Industry" or "Leather Industry" as contained in the said Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban, which,

prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and on the operations set forth in paragraph (7) (b) of the said definition, it shall be observed only in the Magisterial District of Wynberg: Provided further that, on the operations set forth in paragraph (8) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape: Provided further that, on the operations set forth in paragraph (9) of the definition of "Industry" or "Leather Industry", it shall be observed in the Magisterial Districts of Bellville (including those portions of the Magisterial Districts of Goodwood and Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town and Pietermaritzburg.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 10 May 1998 or for such period as may be determined by him.

3. CLAUSE 6: CONTRIBUTIONS

Substitute the following for subclause (1):

- "(1) All employees for whom wages are prescribed in any Agreement of the Council shall become members of the Fund and every employer shall on each pay day deduct from the wages of each employee, an amount equivalent to 1,5% of the employee's basic wage rate. (For the purposes of this clause "basic wage rate" shall mean the "A" Rate where such rate is provided for in a Section Agreement."

4. CLAUSE 7: MATERNITY LEAVE BENEFIT

Substitute the following for subclause (2) (b):

- "(b) The total number of the levy payable each month shall be equivalent to 0,3% of the employee's basic wage rate."

5. CLAUSE 8: SICK PAY

- (1) In subclause (2) (a), substitute the expression "75%" for the expression "60%".
 (2) In subclause (2) (b), delete subparagraph (iv) (aa) and renumber subclauses (ab), (ac) and (ad) to read (aa), (ab) and (ac).

6. CLAUSE 10: IDENTIFICATION CARDS

In subclause (2), substitute the expression "R3,00" for the expression "50c".

Signed at Port Elizabeth, on behalf of the parties, this 15th day of August, 1997.

D. J. F. LINDE

Member of the Council

A. A. VAN ROOYEN

Member of the Council

K. PERUMAL

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1476

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA: WYSIGING VAN SIEKTEBYSTANDFONDSOOREENKOMS

EK, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) en 2, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA SIEKTEBYSTANDSFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

- (a) **South African Tanning Employers' Organisation;**
 - (b) **Footwear Manufacturers' Federation of South Africa; en**
 - (c) **Association of South African Manufacturers of Luggage, Handbags and General Goods**
- (hierna die "werkgewers" of die "werkgewerorganisasies" genoem), aan die een kant, en die
- (d) **National Union of Leather Workers;**
 - en
 - (e) **Southern African Clothing and Textile Workers' Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

tot wysiging van die Siektebystandsfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1301 van 1 Julie 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig verleng, hernieu en herbekragtig by Goewermentskennisgewings Nos. R. 570 van 31 Maart 1989, R. 2407 van 12 Oktober 1990, R. 1150 van 24 April 1992, R. 2950 van 23 Oktober 1992, R. 3093 van 13 November 1992, R. 1676 van 10 September 1993, R. 76 van 21 Januarie 1994, R. 1225 van 15 Julie 1994, R. 144 van 3 Februarie 1995, R. 446 van 24 Maart 1995, R. 1040 van 21 Julie 1995, R. 1946 van 22 Desember 1995, R. 76 van 26 Januarie 1996, R. 976 van 14 Junie 1996, R. 1913 van 22 November 1996, R. 1948 van 29 November 1996 en R. 875 van 27 Junie 1997.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

- (1) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is, en wat onderskeidelik by die Nywerheid betrokke en daarin werksaam is;
- (2) in die Republiek van Suid-Afrika: Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf 6 van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in klousule 1 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1792 van 3 September 1982, dit nagekom moet word slegs in die landdrostdistrikte Bellville, met inbegrip van die gedeelte van die Landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Die Kaap, Goodwood en Durban, met inbegrip van die gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrostdistrik Durban wat voor die publikasie van Goewermentskennisgewing Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrostdistrik Inanda geval het, en Johannesburg: Met verstande voorts dat in verband met die werksaamhede uiteengesit in paragraaf (7) (a) van die omskrywing van "Nywerheid" of "Leernywerheid", soos vervat in genoemde Ooreenkoms, dit nagekom moet word slegs in die landdrostdistrikte Bellville, met inbegrip van die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Goodwood en Durban, met inbegrip van die gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, maar uitgesonderd die gedeelte van die landdrostdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrostdistrik Inanda geval het, en in verband met die werksaamhede uiteengesit in paragraaf (7) (b) van genoemde omskrywing, dit slegs in die landdrostdistrik Wynberg nagekom moet word: Met dien verstande voorts dat in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing van "Nywerheid" en "Leernywerheid", dit nagekom moet word in die landdrostdistrikte Bellville (met inbegrip van die gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal),

Pretoria, Roodepoort en Die Kaap: Met dien verstande voorts dat, in verband met die werksaamhede uiteengesit in paragraaf (9) van die omskrywing van "Nywerheid" of "Leernywerheid", dit nagekom moet word in die landdrosdistrikte Bellville (met inbegrip van die gedeeltes van die landdrosdistrikte Goodwood en Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrosdistrik Bellville geval het), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town en Pietermaritzburg.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 10 Mei 1998 of vir die tydperk wat hy bepaal.

3. KLOUSULE 6: BYDRAES

Vervang subklousule (1) deur die volgende:

- "(1) Alle werknemers vir wie lone voorgeskryf word in enige Ooreenkoms van die Raad moet lede word van die Fonds en elke werkgewer moet op elke betaaldag van die lone van elke werknemer 'n bedrag gelyk aan 1,5% van die werknemer se basiese loon aftrek. (Vir doeleindes van hierdie klousule beteken "basiese loon" die "A"-skaal waar daar vir sodanige skaal in 'n Seksie-ooreenkoms voorsiening gemaak word.)"

4. KLOUSULE 7: KRAAMVERLOFVOORDELE

Vervang subklousule (2) (b) deur die volgende:

- "(b) Die totale bedrag van die heffing wat elke maand betaalbaar is, is ekwivalent aan 0,3% van die werknemer se basiese loon."

5. KLOUSULE 8: SIEKEGELD

- (1) In subklousule (2) (a), vervang die uitdrukking "60%" deur die uitdrukking "75%".
 (2) In subklousule (2) (b), skrap subparagraaf (iv) (aa) en hernommer subklousules (ab), (ac) en (ad) om te lees (aa), (ab) en (ac).

6. KLOUSULE 10: IDENTIFIKASIE KAARTE

In subklousule (2), vervang die uitdrukking "50c" deur die uitdrukking "R3,00".

Geteken te Port Elizabeth, namens die partye, op hede die 15de dag van Augustus 1997.

D. J. F. LINDE

Lid van die Raad

A. A. VAN ROOYEN

Lid van die Raad

K. PERUMAL

Lid van die Raad

L. M. VAN LOGGERENBERG

Hoofsekretaris van die Raad

No. R. 1477

7 November 1997

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, EAST LONDON: AMENDMENT OF AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon the employers' organisation and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the area specified in clause 1 of the said Agreement.

T. T. MBOWENI

Minister of Labour

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, EAST LONDON
AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Building Industries Association (East Cape)

(hereinafter, referred to as the "employers" or the "employers' organisation"), of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

Construction and Allied Workers' Union

and

Professional Transport Workers' Union of South Africa

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry, East London.

to amend the Agreement published under Government Notice No. R. 1365 of 15 May 1992 (hereinafter referred to as the "Re-Enacting Agreement"), as extended and amended by Government Notices No. R. 136 of 29 January 1993, R. 2303 of 3 December 1993, R. 272 of 24 February 1995 and R. 1807 of 1 November 1996.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed—

- (a) by all employers and by all employees who are engaged or employed in the Building Industry who are members of the employers' organisation and the trade unions, respectively;
- (b) in the Magisterial District of East London (excluding those portions which were in terms of Government Notices Nos. R. 1877 and R. 1079 of 4 September 1981 and 10 June 1988, respectively, transferred from Ciskei).

(2) Notwithstanding the provisions of subclause (1)—

- (a) the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
- (b) the terms of this Agreement shall not apply in respect of the erection, maintenance, repair or alteration on farms of—
 - (i) dwelling house at a cost of less than R14 000; and
 - (ii) all other buildings, irrespective of cost, used or to be used exclusively for farming purposes.

2. CLAUSE 4: WAGES

Substitute the following for subclause (1):

"(1) No employer shall pay and no employee shall accept wages lower than the weekly wages prescribed hereunder:

	<i>Rands per hour</i>
(a) General worker.....	6,60
(b) Driver of mechanical vehicle with net carrying capacity of—	
up to and including 1 814 kg.....	7,35
over 1 814 kg up to and including 4 536 kg.....	8,73
over 4 536 kg.....	9,43
(c) Operator of a power crane.....	8,73
(d) Operator, Grade 1.....	8,73
(e) Artisan.....	13,72
(f) Site clerk.....	11,24
(g) Site storeman.....	8,73
(h) Cleaner.....	4,16
(i) Watchman.....	3,97

In classifying an employee for the purpose of this Agreement, he/she shall be deemed to be in that class in which he/she is wholly or mainly engaged."

3. CLAUSE 7: HOURS OF WORK

Substitute the following for subclause 2 (b):

"The ordinary hours of work for a watchman shall be—

- (i) 60 hours, Monday to Saturday inclusive; and
- (ii) 10 hours in any day, Monday to Saturday inclusive."

4. CLAUSE 19: PAYMENT IN RESPECT OF ANNUAL LEAVE

(1) Substitute the following for subclause (2) (a):

"(a) In addition to any other remuneration to which an employee is entitled in terms of this Agreement, such employee who is earning the minimum prescribed wage in his/her particular category shall, as stipulated in clause 4 (1), subject to the provisions of clause 22, be paid in respect of annual leave the amount set out hereunder, towards the Holiday Fund:

	<i>Per hour Cents</i>
(i) Driver of mechanical vehicle with a net carrying capacity of—	
up to and including 1 814 kg	84
over 1 814 kg up to and including 4 536 kg	100
over 4 536 kg	106
(ii) Operator of a crane	100
(iii) Operator, Grade 1	100
(iv) Artisan	133
(v) General worker	64
(vi) Site clerk	105
(vii) Site storeman	82
(viii) Cleaner	30
(ix) Watchman	31

Contributions for employees earning in excess of the minimum wage shall be determined in accordance with subclause 2 (d) and based on the upper limit of the relevant wage band."

(2) Substitute the following for subclause 2 (d):

"(d) **Formulae for the determination of payment in respect of annual leave.**

Artisan:

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 23}{2\ 058} = \text{Hourly rate (to nearest cent)}$$

Operator and driver:

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 27}{2\ 058} = \text{Hourly rate (to nearest cent)}$$

General worker:

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 22}{2\ 058} = \text{Hourly rate (to nearest cent)}$$

Site clerk and site storeman:

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 22}{2\ 058} = \text{Hourly rate (to nearest cent)}$$

Cleaner:

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 17}{2\ 058} = \text{Hourly rate (to nearest cent)}$$

Watchman:

$$\frac{\text{Wage rate} \times 10 \text{ hours} \times 23}{2\ 940} = \text{Hourly rate (to nearest cent)}"$$

5. CLAUSE 22: PAYMENT IN RESPECT OF HOLIDAY FUND

Substitute the following for subclause (1):

- "(1) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned classes of employees, who is earning the minimum prescribed wage in his/her particular class, the amounts scheduled hereunder:

	<i>Per week Rands</i>
(a) Driver of mechanical vehicle with a net carrying capacity of—	
(i) up to and including 1 814 kg	30,66
(ii) over 1 814 kg up to and including 4 536 kg	42,00
(iii) over 4 536 kg	44,52
(b) Operator of crane	42,00
(c) Operator, Grade 1	42,00
(d) Artisan	55,86
(e) General worker	26,88
(f) Site clerk	44,10
(g) Site storeman	34,44
(h) Cleaner	12,60
(i) Watchman	18,60

Deductions for employees earning in excess of the minimum wage shall be determined by using the formula as set out per class of employee in subclause 19 (2) (d) and based on the weekly hours of work as set down in subclause 7 (2) (a) (i) and (b) (i):

Provided that where an employee is employed by two or more employers during the same week, the deduction for that week shall be made by the employer by whom he/she was first employed during that week for not less than 25 $\frac{1}{2}$ hours: Provided further that no deduction shall be made in respect of an employee who has worked for less than 25 $\frac{1}{2}$ hours in any week."

6. CLAUSE 34A: PROVIDENT FUND

Substitute the following for subclause (g):

- "(g) Every member, as determined in subclauses (a) and (c) for all employees except watchmen, whose contribution is based on a 60-hour week, shall contribute at hourly rates, calculated on a 42-hour week, in accordance with the following table for employees earning the minimum prescribed rate:

	<i>Per hour Cents</i>
(i) General worker	32
(ii) Driver of a mechanical vehicle with a net carrying capacity of—	
up to and including 1 814 kg	35
over 1 814 kg up to and including 4 536 kg	44
over 4 536 kg	46
(iii) Operator of a crane	44
(iv) Operator, Grade 1	44
(v) Site Clerk	46
(vi) Site storeman	44
(vii) Cleaner	26
(viii) Watchman	19

Hourly contributions for employees who earn more than the minimum prescribed wage rate for their particular category shall be determined as follows:

$$\frac{\text{Contributions per above table}}{\text{Upper limit of wage band of minimum rate}} \times \frac{\text{Upper limit of employee wage band}}{\text{Upper limit of wage band of minimum rate}}$$

and rounded off to the nearest cent.

An equal amount shall be contributed by a member's employer."

7. CLAUSE 45: SICK PAY ALLOWANCE

Substitute the following for subclause (1):

- "(1) In addition to any other remuneration to which an employee referred to in clause 44 (4) may be entitled in terms of any other agreement of the Council, every employer shall pay the following hourly allowance:

	<i>Per hour Cents</i>
(a) General worker	3
(b) Driver of mechanical vehicle with a net carrying capacity of—	
up to and including 1 814 kg	4
over 1 814 kg up to and including 4 536 kg	4
over 4 536 kg	4
(c) Operator of a crane	4
(d) Operator Grade 1	4
(e) Artisan	6
(f) Site clerk	4
(g) Site storeman	4
(h) Cleaner	2
(i) Watchman	1,5:

Provided that this allowance shall not be paid in respect of overtime or work performed on Saturday, Sunday or public holidays falling within the annual leave period prescribed in the Main Agreement."

8. CLAUSE 46: CONTRIBUTIONS TO THE SICK PAY FUND

Substitute the following for subclause (1):

- "(1) Every employer shall pay to the Fund in respect of his employees, in accordance with the following table:

	<i>Per week Rands</i>
(a) General worker	2,52
(b) Driver of mechanical vehicle with a net carrying capacity of—	
up to and including 1 814 kg	3,36
over 1 814 kg up to and including 4 536 kg	3,36
over 4 536 kg	3,36
(c) Operator of a crane	3,36
(d) Operator Grade 1	3,36
(e) Artisan	5,04
(f) Site clerk	3,36
(g) Site storeman	3,36
(h) Cleaner	1,68
(i) Watchman	1,80:

Provided that such employee was employed by him/her for 25½ hours or more during that week. Employers shall pay the amounts to the Fund in accordance with the procedures laid down in subclauses (2) to (5)."

Signed at East London, as authorised, for and on behalf of the parties to the Council, this 21st day of August 1997.

D. B. CAPLES

Chairman of the Council

C. VAN SEUMEREN

Vice-Chairman of the Council

F. T. KNOX

Secretary of the Council

No. R. 1477

7 November 1997

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, OOS-LONDON: WYSIGING VAN OOREENKOMS

EK, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebied in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

T. T. MBOWENI**Minister van Arbeid****BYLAE****NYWERHEIDSRAAD VIR DIE BOUNYWERHEID, OOS-LONDON****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Building Industries Association (East Cape)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Amalgamated Union of Building Trade Workers of South Africa**Construction and Allied Workers' Union**

en

Professional Transport Workers' Union of South Africa

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Oos-Londen.

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1365 van 15 Mei 1992 (hierna die "Herbekragtigingsooreenkoms" genoem) soos van tyd tot tyd verleng en gewysig by Goewermentskennisgewings Nos. R. 136 van 29 Januarie 1993, R. 2303 van 3 Desember 1993, R. 272 van 24 Februarie 1995 en R. 1807 van 1 November 1996.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word—

- (a) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings;
- (b) in die landdrostdistrik Oos-London (uitgesonderd die gedeeltes wat ingevolge Goewermentskennisgewings Nos. R. 1877 en R. 1079 van 14 September 1981 en 10 Junie 1988, onderskeidelik, oorgeplaas is vanaf Ciskei).

(2) Ondanks subklousule (1)—

- (a) is hierdie Ooreenkoms van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie onbestaanbaar is nie met die bepalings van die Wet op Mannekragopleiding, 1981, of met enige kontrak daarkragtens gesluit, of met enige voorwaardes daarkragtens gestel;
- (b) is hierdie Ooreenkoms nie van toepassing nie ten opsigte van die oprigting, onderhoud, herstel of verbouing van die volgende op plase:
 - (i) Woonhuise teen 'n koste van minder as R14 000; en
 - (ii) alle ander geboue, ongeag die koste daaraan verbonde, wat uitsluitlik vir boerderydoeleindes gebruik word of gebruik gaan word.

2. KLOUSULE 4: LONE

Vervang subklousule (1) deur die volgende:

- "(1) Geen loon wat laer is as dié wat hieronder voorgeskryf word, mag deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie:

	<i>Rand per uur</i>
(a) Algemene werker	6,60
(b) Drywer van 'n meganiese voertuig met 'n netto dravermoë van—	
tot en met 1 814 kg	7,35
meer as 1 814 kg tot en met 4 536 kg	8,73
meer as 4 536 kg	9,43
(c) Bediener van 'n kragkraan	8,73
(d) Operateur graad 1	8,73
(e) Ambagsman	13,72
(f) Terreinklerk	11,24
(g) Terreinpakhuisman	8,73
(h) Skoonmaker	4,16
(i) Wag	3,97

By die indeling van 'n werknemer vir die toepassing van hierdie Ooreenkoms moet hy geag word tot dié klas te behoort waarin hy/sy uitsluitlik of hoofsaaklik werksaam is."

3. KLOUSULE 7: WERKURE

Vervang subklousule (2) (b) deur die volgende:

"Die gewone werkure vir 'n wag is—

- (i) 60 uur in 'n week, van Maandag tot en met Saterdag; en
- (ii) 10 uur op 'n dag, van Maandag tot en met Saterdag."

4. KLOUSULE 19: BETALING TEN OPSIGTE VAN JAARLIKSE VERLOF

(1) Vervang klousule (2) (a) deur die volgende:

- "(a) Benewens enige ander besoldiging waarop 'n werknemer ingevolge hierdie Ooreenkoms geregtig is, moet sodanige werknemer wat die minimum voorgeskrywe loon in sy bepaalde klas verdien, soos voorgeskryf in klousule 4 (1), behoudens klousule 22, ten opsigte van jaarlikse verlof die bedrag hieronder gemeld betaal word en sodanige bedrag moet in die Vakansiefonds gestort word:

	<i>Per uur Sent</i>
(i) Drywer van 'n meganiese voertuig met 'n netto dravermoë van—	
tot en met 1 814 kg	84
meer as 1 814 kg tot en met 4 536 kg	100
meer as 4 536 kg	106
(ii) Bediener van 'n kraan	100
(iii) Operateur graad 1	100
(iv) Ambagsman	133
(v) Algemene werker	64
(vi) Terreinklerk	105
(vii) Terreinpakhuisman	82
(viii) Skoonmaker	30
(ix) Wag	31

Bydrae vir werknemers wat meer as die minimum loon verdien, word ingevolge subklousule 2(d) bepaal en is gegrond op die boonste grens van die toepaslike loonskaal."

(2) Vervang subklousule 2(d) deur die volgende:

“(d) Formule om betaling ten opsigte van jaarlikse verlof te betaal.

Ambagsman:

$$\frac{\text{Loonskaal} \times 8,5 \text{ ure} \times 23}{2\,058} = \text{Uurlikse loonskaal (tot die naaste sent)}$$

Operateur en drywer:

$$\frac{\text{Loonskaal} \times 8,5 \text{ ure} \times 27}{2\,058} = \text{Uurlikse loonskaal (tot die naaste sent)}$$

Algemene werker:

$$\frac{\text{Loonskaal} \times 8,5 \text{ ure} \times 22}{2\,058} = \text{Uurlikse loonskaal (tot die naaste sent)}$$

Terreinklerk en terreinpakhuisman:

$$\frac{\text{Loonskaal} \times 8,5 \text{ ure} \times 22}{2\,058} = \text{Uurlikse loonskaal (tot die naaste sent)}$$

Skoonmaker:

$$\frac{\text{Loonskaal} \times 8,5 \text{ ure} \times 17}{2\,058} = \text{Uurlikse loonskaal (tot die naaste sent)}$$

Wag:

$$\frac{\text{Loonskaal} \times 10 \text{ ure} \times 23}{2\,940} = \text{Uurlikse loonskaal (tot die naaste sent)}.”$$

5. KLOUSULE 22: BETALING TEN OPSIGTE VAN VAKANSIEFONDS

Vervang subklousule (1) deur die volgende:

- “(1) Elke werkgewer moet op elke betaaldag van die besoldiging wat elke week verskuldig is aan elke lid van ondergenoemde klasse werknemers wat die minimum voorgeskrewe loon in sy bepaalde klas verdien, die bedrae soos hieronder uiteengesit, aftrek:

	<i>Per week</i>
	<i>Rand</i>
(a) Drywer van 'n meganiese voertuig met 'n netto dravermoë van—	
(i) tot en met 1 814 kg	30,66
(ii) meer as 1 814 kg tot en met 4 536 kg	42,00
(iii) meer as 4 536 kg	44,52
(b) Bediener van 'n kraan	42,00
(c) Operateur graad 1	42,00
(d) Ambagsman	55,86
(e) Algemene werker	26,88
(f) Terreinklerk	44,10
(g) Terreinpakhuisman	34,44
(h) Skoonmaker	12,60
(i) Wag	18,60

Aftekings vir werknemers wat meer as die minimum loon verdien, word vasgestel op die formule soos voorgeskryf per klas van werknemer in subklousule 19 (2) (d) en gebaseer word op die weeklike werkure soos uiteengesit in subklousule 7 (2) (a) (i) en (b) (i):

Met dien verstande dat, wanneer 'n werknemer gedurende dieselfde week by twee of meer werkgewers werksaam was, die bedrag wat vir daardie week afgetrek moet word, afgetrek moet word deur die werkgewer vir wie hy eerste gedurende daardie week minstens 25 $\frac{1}{2}$ uur gewerk het: Voorts met dien verstande dat geen bedrag ten opsigte van 'n werknemer wat minder as 25 $\frac{1}{2}$ uur in 'n week gewerk het, afgetrek mag word nie.”

6. KLOUSULE 34A: VOORSORGFONDS

Vervang subklousule (g) deur die volgende:

- "(g) Elke lid soos bepaal in subklousules (a) en (c) behalwe wagte, wie se bedrae op 'n 60 uur-week bereken word, dra by volgens uurlone bereken op 'n 42 uur-week, in ooreenstemming met die volgende tabel vir werknemers wat die minimum voorgeskrewe loon verdien:

	Per uur Sent
(i) Algemene werker	32
(ii) Drywer van 'n meganiese voertuig met 'n netto dravermoë van—	
tot en met 1 814 kg	35
meer as 1 814 kg tot en met 4 536 kg	44
meer as 4 536 kg	46
(iii) Bediener van 'n kraan	44
(iv) Operateur graad 1	44
(v) Terreinklerk	46
(vi) Terreinpakhuisman	44
(vii) Skoonmaker	26
(viii) Wag	19

Uurlikse bydraes vir 'n werknemer wat meer as die minimum voorgeskrewe loon vir sy/haar bepaalde klas verdien, word soos volg bepaal:

Bydrae per tabel hierbo \times $\frac{\text{Boonste grens van toepaslike loonskaal}}{\text{Boonste grens van toepaslike minimum loonskaal}}$
 en afgerond tot die naaste sent.

'n Gelyke bedrag moet deur die lid se werkgever bygedrae word."

7. KLOUSULE 45: SIEKTEBYSTANDSTOELAE

Vervang subklousule (1) deur die volgende:

- "(1) Benewens ander besoldiging waarop 'n werknemer in klousule 44 (4) bedoel, ingevolge hierdie ooreenkoms geregig is, moet elke werkgever, behoudende klousule 46, die volgende uurlikse toelae betaal:

	Per uur Sent
(a) Algemene werker	3
(b) Drywer van 'n meganiese voertuig met 'n netto dravermoë van—	
tot en met 1 814 kg	4
meer as 1 814 kg tot en met 4 536 kg	4
meer as 4 536 kg	4
(c) Bediener van 'n kraan	4
(d) Operateur, graad 1	4
(e) Ambagsman	6
(f) Terreinklerk	4
(g) Terreinpakhuisman	4
(h) Skoonmaker	2
(i) Wag	1,5:

Met dien verstande dat hierdie toelae nie betaal moet word nie ten opsigte van oortydwerk of werk verrig op 'n Saterdag, Sondag of openbare vakansiedag wat binne die jaarlikse verloftydperk val wat in die Hoofdooreenkoms voorgeskryf word."

8. KLOUSULE 46: BYDRAES TOT DIE SIEKTEBYSTANDFONDS

Vervang subklousule (1) deur die volgende:

- "(1) Elke werkgewer moet ten opsigte van sy werknemers uiteengesit in klousule 44 (4), tot die Fonds ooreenkomstig die volgende tabel betaal:

	<i>Per week Rand</i>
(a) Algemene Werker.....	2,52
(b) Drywer van 'n meganiese voertuig met 'n netto dra vermoë van—	
tot en met 1 814 kg.....	3,36
meer as 1 814 kg tot en met 4 536 kg.....	3,36
meer as 4 536 kg.....	3,36
(c) Bediener van 'n kraan.....	3,36
(d) Operateur Graad 1.....	3,36
(e) Ambagsman.....	5,04
(f) Terreinklerk.....	3,36
(g) Terreinpakhuisman.....	3,36
(h) Skoonmaker.....	1,68
(i) Wag.....	1,80:

Met dien verstande dat sodanige werknemer 25½ uur of langer gedurende daardie week by hom in diens was. Werkgewers moet die bedrae aan die Fonds betaal ooreenkomstig die prosedures in subklousules (2) tot (5) voorgeskryf."

Soos gemagtig vir en namens die partye deur die Raad, op hede die 21ste dag van Augustus 1997 te Oos-Londen onderteken.

D. B. CAPLES

Voorsitter van die Raad

C. VAN SEUMEREN

Ondervoorsitter van die Raad

F. T. KNOX

Sekretaris van die Raad



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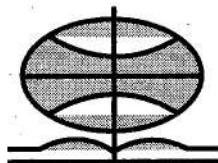
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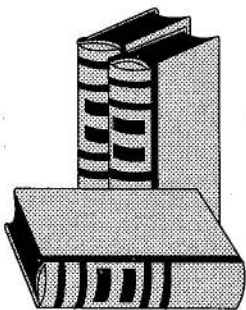
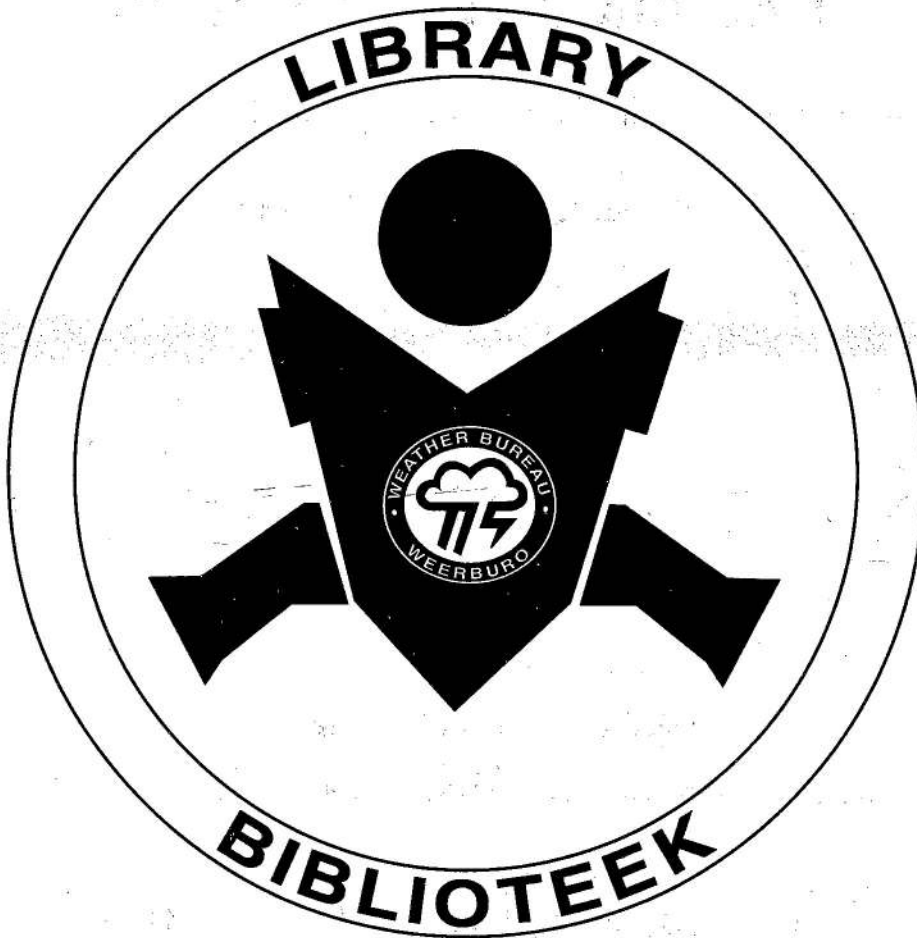
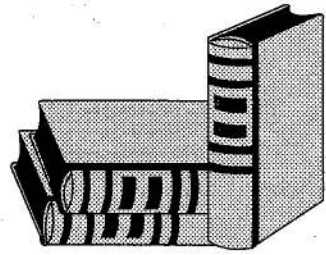
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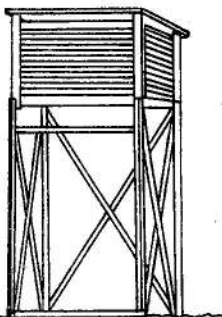
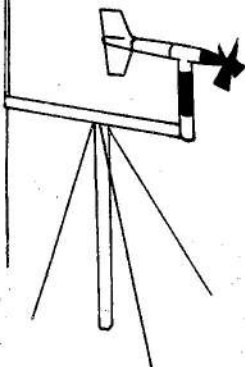
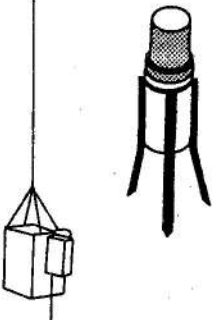
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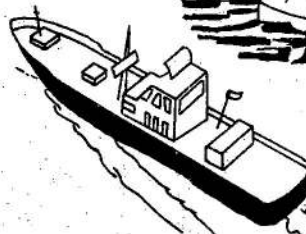
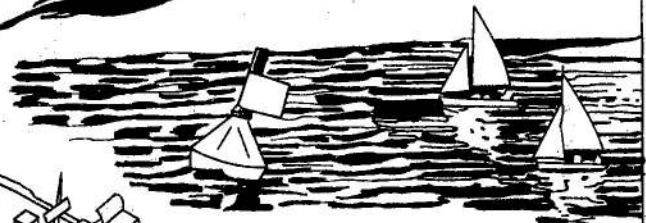
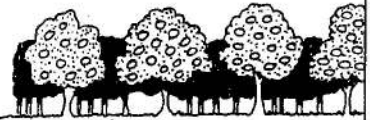
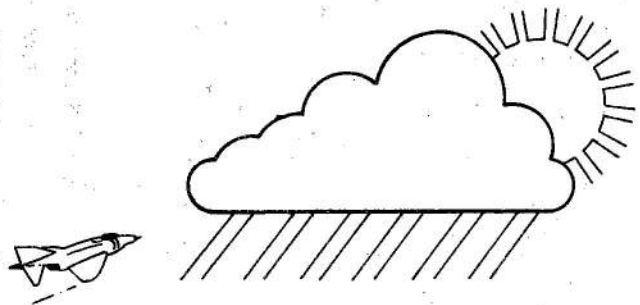
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