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CAPE TOWN, 27TH DECEMBER, 1963.

KAAPSTAD, 27 DESEMBER 1963.

[No. 677.

GOVERNMENT NOTICES.

INDUSTRIAL CONCILIATION ACT, 1956. PRINTING AND NEWSPAPER INDUSTRY. MAIN AGREEMENT.

No. R. 1991]

[27th December, 1963.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby—

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Printing and Newspaper Industry shall be binding from the 1st January, 1964, and for the period ending the 31st December, 1966, upon the employers' organizations and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organizations or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in sections 3, 11 (4) (f), 23, 25 (1) and (2) (a), 61 and 66, shall be binding from the 1st January, 1964, and for the period ending the 31st December, 1966, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Republic of South Africa and from the 1st January, 1964, and for the period ending the 31st December, 1966, the provisions of the said Agreement, excluding those contained in clauses 3, 11 (4) (f), 18 (2) to (4) (inclusive), 19 to 23 (inclusive), 25 (1) and (2) (a), 61 and 66, shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Natives in their employ.

A. E. TROLLIP,
Minister of Labour.

GOEWERMENTSKENNINGSGEWINGS.

WET OP NYWERHEIDSVERSOENING, 1956. DRUK- EN NUUSBLADNYWERHEID. HOOFDOORENKOMS.

No. R. 1991.]

[27 Desember 1963.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby—

- (a) kragtens paragraaf (a) van sub-artikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Druk- en Nuusbladnywerheid betrekking het, vanaf 1 Januarie 1964 en vir die tydperk wat op 31 Desember 1966 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakvereniging is;
- (b) kragtens paragraaf (b) van sub-artikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 3, 11 (4) (f), 23, 25 (1) en 25 (2) (a), 61 en 66, vanaf 1 Januarie 1964 en vir die tydperk wat op 31 Desember 1966 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 Nywerheid in die Republiek van Suid-Afrika; en
- (c) kragtens paragraaf (a) van sub-artikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 3, 11 (4) (f), 18 (2) tot en met (4), 19 tot en met 23, 25 (1) en (2) (a), 61 en 66, vanaf 1 Januarie 1964, en vir die tydperk wat op 31 Desember 1966 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Natures in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Natures in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING
AND NEWSPAPER INDUSTRY OF SOUTH AFRICA.

MAIN AGREEMENT

entered into in accordance with the provisions of the Industrial Conciliation Act 1956 by and between

The Federation of Master Printers of South Africa

and the

Newspaper Press Union of South Africa

(hereinafter referred to as the "Employers' Organisations"), of the one part, and

The South African Typographical Union

(hereinafter referred to as the "Trade Union", of the other part being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa.

1. DIVISION OF AGREEMENT.

This Agreement is divided into ten chapters as follows:—

Chapter 1.

Definitions and general provisions: Sections 2 to 5.

Chapter 2.

Provisions applicable to all sections of the Industry, other than the Duplicating Section: Sections 6 to 29.

Chapter 3.

Special provisions applicable to employers and employees engaged in the Corrugated Board and Container Section: Sections 30 to 32.

Chapter 4.

Special provisions applicable to employers and employees engaged in the Fibre Container Section: Sections 33 and 34.

Chapter 5.

Special provisions applicable to employers and employees engaged in the Paper Sacks Section: Sections 35 to 38.

Chapter 6.

Special provisions applicable to employers and employees engaged in the Flexible Packaging Section: Sections 39 to 41.

Chapter 7.

Special provisions applicable to employers and employees engaged in the Silk Screen Section: Sections 42 to 45.

Chapter 8.

Provisions regarding wages, hours of work and holidays applicable in respect of labourers in all sections of the Industry, other than the Duplicating Section: Sections 46 to 50.

Chapter 9.

Provisions applicable to employers and employees engaged in the Duplicating Section: Sections 51 to 62.

Chapter 10.

Exemptions and miscellaneous: Sections 63 to 68.

CHAPTER 1.

2. DEFINITIONS.

Unless the contrary intention appears, any expression used in this Agreement, which is defined in the Industrial Conciliation Act 1956, shall have the same meaning as in that Act and any reference to an Act includes any amendment thereof; words importing the masculine gender include females; further, unless inconsistent with the context—

"agent" means a person appointed by the Council to carry out inspections and generally assist in giving effect to the terms of any Agreement entered into by the parties to the Council;

"apprentice" means an employee who is bound by a written contract of apprenticeship, registered in terms of the Apprenticeship Act 1944, or a minor employed in a designated trade with the written consent of the Registrar of Apprenticeship;

BYLAE.

NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN
NUUSBLADNYWERHEID VAN SUID-AFRIKA.

HOOFDOOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoening gesluit en aangegaan deur en tussen die

Federation of Master Printers of South Africa

en die

Newspaper Press Union of South Africa

(hieronder die „werkgewersorganisasies" genoem), aan die een kant, en die

South African Typographical Union

(hieronder die vakvereniging genoem), aan die ander kant, wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuisbladnywerheid van Suid-Afrika.

1. INDELING VAN OOREENKOMS.

Hierdie Ooreenkoms word soos volg in 10 hoofstukke ingedeel:—

Hoofstuk 1.

Woordomskrywings en algemene bepalings: Klousules 2 tot 5.

Hoofstuk 2.

Bepalings van toepassing op alle afdelings van die Nywerheid, uitgesonderd die Dupliseerafdeling: Klousules 6 tot 29.

Hoofstuk 3.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling Riffelbord en Riffelbordhouers: Klousules 30 tot 32.

Hoofstuk 4.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling Veselbordhouers: Klousules 33 tot 34.

Hoofstuk 5.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling Papiersakke: Klousules 35 tot 38.

Hoofstuk 6.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling Buigsame Houers: Klousules 39 tot 41.

Hoofstuk 7.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling Syskerms: Klousules 42 tot 45.

Hoofstuk 8.

Bepalings betreffende lone, werkure en verlof, van toepassing op arbeiders in alle afdelings van die Nywerheid, die Dupliseer-afdeling uitgesonderd: Klousules 46 tot 50.

Hoofstuk 9.

Bepalings van toepassing op werkgewers en werknemers in die Dupliseerafdeling: Klousules 51 tot 62.

Hoofstuk 10.

Vrystellings en diverse bepalings: Klousules 63 tot 68.

HOOFSTUK 1.

2. WOORDOMSKRYWINGS.

Tensy uit die samehang anders blyk, het alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, dieselfde betekenis as in dié Wet, en enige verwysing na 'n wet sluit enige wysiging daarvan in, en woorde wat die manlike geslag aandui, omvat ook vrouens; voorts, tensy dit onbestaanbaar met die samehang is, beteken—

„agent" iemand deur die Raad aangestel om inspeksies te hou en om oor die algemeen te help om uitvoering te gee aan die bepalings van alle ooreenkomste wat aangegaan word deur die partye by die Raad;

„vakleerling" 'n werknemer gebonde deur 'n skriftelike leerlingskontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, of 'n minderjarige in diens in 'n aangewese bedryf met die skriftelike toestemming van die Registrateur van Vakleerlinge;

"casual employee" means an employee engaged for a period of less than one working week;

"Chapel" means a group of employees in any establishment constituted as a Chapel in terms of the Constitution of the Trade Union;

"Corrugated Board and Container Section" means that section of the Industry in which employers and employees are associated in the manufacture of corrugated board and/or corrugated containers and/or other corrugated products from corrugated cardboard and/or paper and/or any like material;

"Council" means the National Industrial Council of the Printing and Newspaper Industry of South Africa registered in terms of the Industrial Conciliation Act 1956;

"designated trade" means a trade designated in terms of the Apprenticeship Act 1944;

"duplicating" means any method of reproduction by mechanical means, other than typewriting and the operation of addressing machines, not elsewhere defined, and includes, *inter alia*, the cutting or preparation of stencils for use on duplicating machines by means of a typewriter or otherwise, the making of master copies by means of a typewriter or otherwise and all processes or operations incidental to the production of duplicated matter;

"Duplicating Section" means that section of the Industry in which employers and employees are associated for the purpose of doing duplicating;

"envelope puncher" means an employee employed upon the punching of envelope blanks from any material, whether printed or not;

"establishment" or "house" means any place in which any activity falling within the definition of the Industry is carried on;

"Executive Committee" means the Executive Committee appointed in accordance with the provisions of the Constitution of the Council;

"experience" means the total period or periods of employment which an employee has had in his class in the Industry calculated without making any adjustment in respect of any short time or overtime worked during such period, provided, however, that any period of illness, supported by a satisfactory medical certificate where such is demanded by the employer, up to a total of thirty full working days in each year of service with the same employer shall be regarded as a period of employment;

"Fibre Container Section" means that section of the Industry in which employers and employees are associated in the manufacture wholly or mainly from paper board or fibre of spirally wound, convolute, mono and/or pressed paper containers;

"Flexible Packaging Section" means that section of the Industry in which employers and employees are associated in the production of packaging as defined in Section 39 of this Agreement and/or printing on pressure sensitive adhesive tape;

"foreman" means an employee placed in charge of an establishment, or department thereof, who gives out work to employees under his control, and supervises its passage through the establishment or department, and maintains discipline and generally is responsible to the employer for the efficiency of the establishment or department;

"fruit wrapper machine operative" means an employee who makes the necessary adjustments to the mechanism or operates or supervises the operation of machines utilised for the production of fruit wrappers whether plain or printed;

"general assistant" means an employee not elsewhere defined. This class of employee includes, *inter alia*, printers' assistants, binders' assistants and copyholders, but does not include employees whose work is not directly connected with the actual production or finishing of the printed matter or other articles produced by the establishment concerned;

"house half-holiday" means Saturday afternoon, except in establishments where another afternoon in the working week (other than Sunday) is substituted therefor;

"Industry" means the Printing and Newspaper Industry;

"intaglio printing", which includes photogravure reproduction, means the method of reproduction by mechanical means, whereby the letters, pictures, designs, or other marks to be reproduced are in the form of a sunken image on the printing surface, which image is transferred to the paper or other material to be printed;

"Joint Board" means a Joint Board established in terms of the Constitution of the Council;

"journeyman" means (a) a person who has served an apprenticeship to a trade in the Industry in accordance with the provisions of the Apprenticeship Act, or in accordance with a written contract which was approved by the Standing Committee; or (b) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence at the trade claimed and holds a written certificate to that effect; or (c) a person, other than an

„los werknemer" 'n werknemer wat vir 'n tydperk van minder as 1 week in diens is;

„Kapel" 'n groep werknemers in enige inrigting wat as 'n Kapel saamgestel is ingevolge die konstitusie van die vakvereniging;

„afdeling Riffelbord en Riffelbordhouers" dié afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging van riffelbord en/of riffelbordhouers en/of ander geriffelde produkte uit riffelkarton en/of papier en/of enige soortgelyke materiaal;

„Raad" die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika, geregistreer ingevolge die Wet op Nywerheidsversoenig, 1956;

„aangewese bedryf" 'n bedryf aangewys ingevolge die Wet op Vakleerlinge, 1944;

„duplisering" enige metode waarby werk met meganiese middels gedupliseer word, uitgesonderd met 'n tikmasjien en die gebruik van adresseermasjiene, nie elders omskryf nie, en omvat o.a. die sny of bereiding van stensils vir gebruik in dupliseermasjiene deur middel van 'n tikmasjien of andersins, die maak van hoofkopieë deur middel van 'n tikmasjien of andersins en alle prosesse of werksaamhede wat hoort by die produksie van gedupliseerde werk;

„Dupliseerafdeling" dié afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is met die doel om dupliseerwerk te verrig;

„koevertponser" 'n werknemer wat koevertvorms uit enige soort materiaal uitpons, hetsy dit bedruk is of nie;

„inrigting" of „drukkery" 'n plek waarin die werk wat binne die woordomskrif van die Druk- en Nuusbladnywerheid val, uitgeoefen word;

„Uitvoerende Komitee" die Uitvoerende Komitee wat ingevolge die konstitusie van die Raad aangestel is;

„ondervinding" die totale tydperk of tydperke diens wat 'n werknemer in sy klas in die Nywerheid gehad het, bereken sonder enige aanpassing ten opsigte van enige kort- of oortydens gedurende dié tydperk gewerk; met dien verstande egter dat enige tydperk van siekte, gestaaf deur 'n bevredigende doktersertifikaat, in geval dit deur die werkgewer vereis word, tot en met 'n totaal van 30 volle werkdag in elke jaar diens by dieselfde werkgewer, as 'n tydperk van diens gereken moet word;

„afdeling Veselbordhouers" dié afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging, uitsluitlik of hoofsaaklik, uit bordpapier of vesel, van spiraalgedraaide, gedraaide, mono- en/of geperste papierhouers;

„afdeling Buigsame Houers" dié afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die produksie van houers soos omskryf in klousule 39 van hierdie Ooreenkoms en/of die druk op drukgevoelige kleefband;

„voorman" 'n werknemer wat verantwoordelik is vir 'n inrigting of 'n afdeling daarvan, wat werk aan werknemers onder sy beheer uitdeel en toesig hou oor die gang daarvan deur die inrigting of afdeling, en disipline handhaaf en teenoor die werkgewer in die algemeen verantwoordelik is vir die doeltreffendheid van die inrigting of afdeling;

„bediener van vrugtetoeendraaipapiermasjiene" 'n werknemer wat die nodige verstelwerk doen aan die meganisme van die masjiene, of die masjiene bedien of toesig hou oor die werk van die masjiene wat gebruik word om papier te lewer waarin vrugte toegedraai word, hetsy dit bedruk is of nie;

„algemene assistent" 'n werknemer wat nie elders genoem word nie. Dié klas werknemer omvat onder ander, drukkers-assistente, bindersassistenten en kopiehouers, maar omvat nie werknemers wie se werk nie regstreeks te doen het met die werklike produksie of afwerking van die drukwerk of ander artikels wat deur die betrokke inrigting gelewer word nie;

„drukkery se vakansiehalfdag" Saterdagmiddag, uitgesonderd in inrigtings waar dit deur 'n ander namiddag (uitgesonderd Sondag) in die werkweek vervang word;

„Nywerheid" die Druk- en Nuusbladnywerheid;

„diep drukwerk", wat fotogravureproduksie omvat, die metode van reproduksie deur meganiese middels waarby die letters, prente, ontwerpe of ander tekens wat gereproduseer moet word, in die vorm van 'n verskonke beeld op die drukvlak is, en dié beeld word dan oorgedra op die papier of ander materiaal wat bedruk moet word;

„Gesamentlike Raad", 'n Gesamentlike Raad saamgestel ingevolge die konstitusie van die Raad;

„yakman" (a) iemand wat 'n leertyd in 'n bedryf in die Nywerheid ooreenkomstig die bepalings van die Wet op Vakleerlinge uitgedien het, of ooreenkomstig 'n skriftelike kontrak wat deur die Staande Komitee goedgekeur is; of (b) iemand wat 'n Gesamentlike Raad of die Staande Komitee oortuig het van sy bevoegdheid in die bedryf waarop hy aanspraak maak en wat in besit is van 'n skriftelike sertifikaat met dié strekking; of (c) iemand, uitgesonderd 'n vakleerling in sy

apprentice in the last year of apprenticeship or a Perforator Operator, who holds a Grade I membership card of the Trade Union; or (d) a printers' mechanic;

"labourer" (which class of employee includes both factory labourers and unskilled labourers—the latter class being restricted to the operations mentioned in items (cc) to (kk), inclusive of this definition) in all sections of the Industry, other than the Silk Screen and Duplicating Sections, means an employee who is employed exclusively upon one or more of the following operations:—

- (a) Cleaning machinery, including space bands, plungers and matrices on typesetting machines, implements, ink mixers, glue pots, bronzers or varnishers;
- (b) "washing up" machines by the use of automatic washing up devices or otherwise, including the removal and cleaning of rollers and the cleaning of ink ducts, or ink slabs on machines; or oiling or greasing machines including the starting and stopping of machines for that purpose;
- (c) removing plates from mounts after printing; cutting up of old rollers or roller composition; or casting of rollers;
- (d) loading collating or gathering equipment; sticking or tying ribbons or trinkets on to greetings or similar cards; or threading string through eyelets;
- (e) lifting or dropping rollers on printing machines, but not setting them;
- (f) hanging or stacking paper for maturing;
- (g) cleaning of solid matter in galley form before proofing; lifting or moving galleys or formes with type; carrying type or slugs as a messenger; placing ingots in metal pots; dumping machine set matter for remelting; melting stereotype or typesetting machine metal or moulding same into ingots; or cleaning or dressing of metal;
- (h) scrubbing damping rollers by hand or machine; sewing or recovering damping rollers; or filling water ducts on Lithographic machines;
- (i) cooling, cleaning, washing, degreasing or drying of cylinders; or applying a protective coating to the shaft ends of cylinders before plating;
- (j) loading or unloading at the feed or delivery ends of all types of machines;
- (k) stripping waste off reels of paper or other material and weighing same; or slitting or rewinding reels of paper or other material in all sections of the Industry, other than the Flexible Packaging Section, under the supervision of a journeyman or an apprentice;
- (l) wrapping; banding, other than banding on envelope machines; packing; sorting packages or parcels; loading or unloading jogging machines; or removing folded sections from the conveyor belt of a Newspaper or Magazine Rotary Machine and knocking these up before placing them on platforms for removal;
- (m) carrying printing plates or cylinders to machines or lifting them on or off the machine, but not fixing them into position nor locking same;
- (n) carrying ink or pouring it into ink ducts on machines, but not regulating the supply of ink;
- (o) hoisting reels of paper or other material into position on rotary machines; or placing brakes on brake wheels under the supervision of a journeyman or an apprentice;
- (p) changing reels of paper or other materials or pasting up on rotary machines;
- (q) assisting journeymen in webbing or backing or slackening out sheets on rotary machines or pulling same to former or assisting to adjust manually operated web tension or sidelay on rotary machines under the supervision of a journeyman or an apprentice;
- (r) cleaning plates or cylinders; cutting scrap metal; cleaning mounts; or washing and drying of stereo blankets;
- (s) scrubbing off old emulsion or cleaning glass plates or draining or cleaning etching or plating baths;
- (t) attending to exposing of negatives or positives on to prepared sensitised tissues or other material, cylinders or plates under the supervision of a journeyman or an apprentice;
- (u) polishing or graining of plates or cylinders, but not including the buffing of cylinders on a lathe;
- (v) the physical mixing of chemicals after the ingredients have been measured out by a journeyman, a chemist, an apprentice or a learner paper sack machine operator;
- (w) breaking out, stripping, bending of scored ends or lidding in connection with carton or cardboard box manufacture;
- (x) folding of boards by hand prior to stitching or affixing gummed tape to the bottoms of containers in order to complete them or baling of corrugated containers in the Corrugated Board and Container Section;

laaste leerjaar, of 'n perforeermasjienbediener, wat in besit is van 'n Graad I-lidmaatskapkaart van die vakvereniging; of (d) 'n drukkerswerktuigkundige;

„arbeider” (en dié klas werknemer omvat sowel fabrieksarbeiders as ongeskoolde arbeiders—met laasgenoemde klas beperk tot die werksaamhede genoem in punte (cc) tot en met (kk) van hierdie woordomsakrywing) in alle afdelings van die Nywerheid, uitgesonderd die Syskerm- en Dupliseerafdelings, 'n werknemer wat uitsluitlik een of meer van ondergenoemde werksaamhede verrig—

- (a) masjinerie skoonmaak, met inbegrip van spasiebande, plungers en matryse of setmasjiene, implemente, inkmengers, lympotte, verbronsers of vernissers;
- (b) masjiene „opwas” deur gebruikmaking van outomatiese opwastoestelle of andersins, met inbegrip van die verwydering en skoonmaak van rollers en die skoonmaak van inkbakke of inkplate op masjiene; of masjiene olie en smeer, met inbegrip van die masjiene vir dié doel aansit en stopsit;
- (c) plate van monterstukke ná drukwerk verwyder; ou rollers of rollerkomposisie stukkend sny; of rollers giet;
- (d) saamvoeg- of versameluitrusting laai; linte of snuisterye aan groete- of dergelike kaartjies vasplak of vasheg; of toutjies deur ogies ryg;
- (e) rollers uit drukmasjiene uitlig of daarin laat neersaak, maar nie rollers stel nie;
- (f) papier ophang of opstapel om droog te word;
- (g) soliede set in galeivorm vóór proefwerk skoonmaak; galeie of vorms met set in opstel of verskuif; set in reëls as 'n bode dra; loodstawe in metaalpotte plaas; masjienset bymekaar gooi om weer gesmelt te word; stereotipe- of setmasjiensmetaal smelt of dit in stawe giet; metaal skoonmaak of skoonmaak deur afskuiming;
- (h) vogrollers met die hand of 'n masjien skrop; vogrollers toewerk of herbedek; of waterbakke op litografiese masjiene volmaak;
- (i) silinders afkoel, skoonmaak, was, ontvet of droogmaak; of 'n beskermingslaag aan asente van silinders vóór plaatwerk aansit;
- (j) aan die voer- of afvoerente van alle soorte masjiene laai of aflaai;
- (k) afvalstukke afstroop van rolle papier of ander materiaal en dit weeg; of rolle papier of ander materiaal in alle afdelings van die Nywerheid, uitgesonderd die afdeling Buigsame Houers, onder toesig van 'n vakman of 'n vakleerling splits of weer opdraai;
- (l) toedraaiwerk; bandwerk, uitgesonderd bandwerk of koevermasjiene; verpakking; pakkies of pakkette sorteer; sjokmasjiene laai of ontlai; of gevoude dele van die vervoerband van 'n koerant- of tydskrifrolpers verwyder en dit bymekaarlap voordat dit op plat forms vir verwydering geplaas word;
- (m) drukplate of -silinders na masjiene toe dra of dit op die masjiene plaas of daarvan aflig maar hulle nie in posisie vassit of vassluit nie;
- (n) ink dra of dit in inkbakke op masjiene ingooi, maar nie die inktoevoer reguleer nie;
- (o) rolle papier of ander materiaal op rolperse in posisie hys; of remme aan remwiele onder toesig van 'n vakman of 'n vakleerling sit;
- (p) rolle papier of ander materiaal omruil of dit op rolperse oplak;
- (q) vakmanne help met die deurryg van die papierstrook of velle op rolperse laat terugloop of slaploop of di oorsienende trek of help om papierstroke wa met die hand gespan is, of syaanleg op rolperse, onder toesig van 'n vakman of 'n vakleerling te stel;
- (r) plate of silinders skoonmaak; afvalmetaal stukkend sny monterstukke skoonmaak; of stereokomberses was en droogmaak;
- (s) ou emulsie afskrop of glasplate skoonmaak of ets- of plateerbakke leegtap of skoonmaak;
- (t) toesig hou oor die beligting van negatiewe of positiewe op voorbereide gevoelliggemaakte syppapier of ander materiaal, silinders of plate onder toesig van 'n vakman of 'n vakleerling;
- (u) plate of silinders poleer of greineer, maar met uitsondering van die polys van silinders op 'n draaibank;
- (v) die fisiese meng van chemikalieë nadat die bestanddele deur 'n vakman, 'n chemikus, 'n vakleerling of 'n leerling-papiersakmasjienbediener afgemee is;
- (w) gekleepte ente aanbreek, uitmekaar haal, buig of deksel opsit in verband met kartonmouer of kartondoosvervaardiging;
- (x) bord met die hand vóór stikwerk vou, of gegomde bande aan die bome van houers vasheg ten einde hulle te voltooi of geriffelde houers baal in die afdeling Riffelbord en Riffelbordhouers;

- (y) affixing strips of gummed paper to sections of paper already cut in order to produce large envelopes;
- (z) the operation of power driven vehicles for the transportation of goods or material within the factory; transporting formes, paper or other material to and from machine room; the breaking up and chipping of plastic materials for re-use; tinselling; bronzing or dusting by hand; cleaning off printed matter after bronzing; wiping off and cleaning work produced on a blocking press; laying out of die stamped work on trays for drying; clearing gang stitcher, but not making any mechanical adjustment thereto; or any one or more of the operations which may be done by a Factory Labourer in terms of Section 25 (10) of this Agreement;
- (aa) any one or more of the following operations in the Paper Sacks Section:—
 - (i) Preparing or putting reels of paper on tubing machines or taking sack tubes off tubing machines;
 - (ii) loading feeders of bottom pasting machines or taking sacks off such machines; or
 - (iii) valving or sleeving sacks, cutting tape between sewn sacks, sorting or packing sacks;
- (bb) any one or more of the following operations in connection with the production of Flexible Packaging:—
 - (i) Stringing bags by hand, folding carrier bags, making or inserting handles for carrier bags, glueing or inserting cardboard strips into carrier bags;
 - (ii) the repairing and salvaging of faulty or damaged articles;
 - (iii) packing into parcels, cartons or corrugated containers;
 - (iv) folding or banding paper; stripping flexible stereotypes; or replenishing wax troughs; or
 - (v) placing cores on the shafts of slitting machines or removing slit or rewound reels from slitting machines;
- (cc) carrying, moving, stacking or unpacking goods, including operating a goods lift;
- (dd) cleaning premises, vehicles or animals, work benches, tools, ink slabs, other than ink slabs on machines, imposing surfaces, but not the clearing or sorting of type or other material on the imposing surface;
- (ee) assembling of partitions or fillers in connection with Cartons, Cardboard Boxes or Corrugated Containers;
- (ff) opening or closing boxes, bales, drums or other packages; branding, marking, stencilling or labelling boxes, bales, drums or other packages;
- (gg) delivering or collecting letters, messages or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle;
- (hh) assisting on vehicles used for the collection or delivery of goods or loading or unloading vehicles;
 - (i) baling waste paper whether done by means of a manually or power operated baling machine;
 - (j) cooking rations for natives, making tea or similar beverages; making or maintaining fires or removing refuse or ashes; or
- (kk) any one or more of the following operations in the Fibre Container Section:—
 - (i) lidding;
 - (ii) nesting of cups;
 - (iii) sleeving of milk bottle discs; or
 - (iv) packing of nested cups or sleeved milk bottle discs;

“learner litho operative” means an employee who with the written permission of the Standing Committee, is being taught how to print down on to pre-sensitised plates for use on lithographic printing machines capable of receiving and delivering a sheet not larger than 15 inches by 20 inches and/or to operate such lithographic printing machines;

“learner platen pressman” means an employee who with the written permission of the Standing Committee is being taught how to make ready on and operate platen machines;

“letterpress printing” means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are in relief on the printing surface and are transferred either direct or by offset to the paper or other material to be printed;

“litho operative” means an employee, who is registered as such by the Council, and who does the printing down on to a pre-sensitised plate intended for use on a lithographic printing machine capable of receiving and delivering a sheet not larger than 15 inches by 20 inches and/or operates such a lithographic printing machine;

- (y) strokies gegomde papier aan snitte papier vasheg wat reeds gesny is ten einde groot koeverte te maak;
- (z) die bediening van kragvoertuie vir die vervoer van goedere of materiaal binne die fabriek; drukvorms, papier of ander materiaal na en van masjienkamer vervoer; plastiekgoedere opbreek en aan stukkie kap om weer gebruik te word; vergulding; verbronsing of bestuiwing met die hand; drukwerk ná verbronsing skoonmaak; werk wat op 'n blokpers gemaak is, afvee en skoonmaak; stempeldrukwerk op plat bakke uitlê om droog te word; groepstikker ruim, maar geen meganiese verstelling daaraan doen nie; of enigeen of meer van die werksaamhede wat deur 'n fabrieksarbeider ingevolge klousule 25 (10) van hierdie Ooreenkoms gedoen mag word;
- (aa) enigeen of meer van ondergenoemde werksaamhede in die papiersakafdeling:—
 - (i) Rolle papier gereedmaak of dit op buismasjiene sit of sakbuise van buismasjiene afhaal;
 - (ii) voerders van boomlymmasjiene laai of sakke van sulke masjiene afhaal; of
 - (iii) klappe of hulse aan sakke sit, bandjies tussen gestikte sakke afsny, sakke sorteer of verpak;
- (bb) enigeen of meer van ondergenoemde werksaamhede in verband met die produksie van buigsame houters:—
 - (i) toutjies met die hand aan sakke aansit, drasakke vou, handvatsels vir drasakke maak of insit; kartonstrokke in drasakke vaslym of insteek;
 - (ii) die heelmaak of herwin van defekte of beskadigde artikels;
 - (iii) in pakkies, kartonhouers of riffelbordhouers verpak;
 - (iv) papier vou of bande omsit; buigsame stereo's uitmekaar haal; of wasbakke hervul; of
 - (v) kerns aan die asse van splitsmasjiene aansit of gesplitste of weer opgedraaide rolle van splitsmasjiene verwyder;
- (cc) goedere dra, verskuif, opstapel of uitpak, met inbegrip van 'n goederehyser bedien;
- (dd) persele, voertuie of diere, werkbanke, gereedskap, inkplate, uitgesonderd inkplate op masjiene, opmaakvlakke skoonmaak maar nie setsel of ander materiaal van die opmaakvlak verwyder of dit op die vlak sorteer nie;
- (ee) afskortings of vulstukke bymekaar maak in verband met kartonhouers, kartondose of riffelbordhouers;
- (ff) kaste, bale, tromme of ander houters oop- of toemaak; kaste, kaste bale, tromme of ander houters brandmerk, merk, stensil of etiketteer;
- (gg) briewe, boodskappe of goedere te voet of met 'n fiets, drieriel of handvoertuig aflewer of bymekaar maak;
- (hh) op voertuie help wat gebruik word vir die bymekaarmaak of aflewering van goedere, of voertuie laai of aflaai;
 - (i) afvalpapier baal, hetsy met 'n hand- of kragbaalmasjien;
 - (j) rantsoene vir Bantoes kook, tee of dergelike drankke maak; vuur maak of vure aan die gang hou of afval of as verwyder; of
- (kk) enigeen of meer van ondergenoemde werksaamhede in die afdeling Veselbordhouers—
 - (i) deksels opsit;
 - (ii) koppies inmeekaarsit;
 - (iii) melkbottelskywe huls; of
 - (iv) inmeekaargepakte koppies of gehulste melkbottelskywe verpak;

„leerling-litobediener” ’n werknemer wat met die skriftelike toestemming van die Staande Komitee geleer word hoe om op vooraf gevoeliggemaakte plate af te druk vir gebruik op litografiese drukmasjiene wat in staat is om ’n vel van hoogstens 15 duim by 20 duim te neem en af te gooi, en/of om sodanige litografiese drukmasjiene te bedien;

„leerling-degelpersdrukker” ’n werknemer wat met die skriftelike toestemming van die Staande Komitee geleer word hoe om op degelpers toe te stel en hulle te bedien;

„hoogdrukwerk” die reproduksiemetode met meganiese middels waarby die letters, prente, ontwerpe of ander tekens wat gereproduseer moet word, in reliëf op die drukvlak staan, en of regstreeks of deur middel van vlakdrukwerk („offset”) oorgebring word op die papier of ander materiaal waarop gedruk moet word;

„litobediener” ’n werknemer wat as sodanig by die Raad geregistreer is en wat op ’n vooraf gevoeliggemaakte plaat afdruk wat bedoel is vir gebruik op ’n litografiese drukmasjien in staat om ’n vel van hoogstens 15 duim by 20 duim te neem en af te gooi, en/of so ’n litografiese drukmasjien bedien;

"manually operated cutting machine" means a cutting machine designed solely for manual operation;

"mechanical means" means the use of any instrument or machine employed to transmit force, or to modify its application;

"Monotype caster attendant" means an employee, other than a journeyman or an apprentice, who is employed upon one or more of the following operations:—

(a) attending casting machines, including Monotype casters and super casters and Elrod slug and rule casters, under the supervision of a journeyman or an apprentice, including supplying metal to metal pot or regulating the temperature thereof; regulating water supply to mould; placing the perforated rolls on to the machine; attending to or straightening-up the product of the machine while running; lifting galleys of type and cast matter off the machine or replacing galleys thereon; changing matrices, matrix cases, moulds and normal wedges; sizing-up; or lining-up;

(b) laying out of type or other material for handsetting, cast by the machine on which he is in attendance, in the cases;

(c) oiling or cleaning of casting machines;

(d) dismantling or assembling pump bodies for the purpose of cleaning only; or

(e) assisting a journeyman or an apprentice with the dismantling or assembling of casting machines;

"multi-colour machine" means a machine which is equipped with two or more ink-ducts and which is normally used for printing more than one colour at one passage of the paper or other material to be printed through the machine;

"night work" means work performed on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 6.30 a.m. on the next, but does not include the work for the production of newspapers mentioned in Section 13 (1) (d) of this Agreement;

"operator-mechanic" means a journeyman who operates a typesetting machine (other than a Typograph composing machine in an establishment in Areas B and C) and whose duty it is to maintain one or more typesetting machines in running order;

"Paper Sacks Section" means that section of the Industry in which employers and employees are associated for the purpose of manufacturing paper sacks;

"perfecting machine" means a machine which prints on both sides of the paper or other material to be printed before the sheet is delivered from the machine;

"piece-work" means any system by which an employee's earnings are based on quantity or output of work done;

"planographic printing", which includes lithographic printing, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are transferred, either direct or by offset, to the paper or other material to be printed from a planographic image on the printing surface;

"platen pressman" means an employee, who is registered as such by the Council, and who makes ready on, including locking up formes in the machine chase, and operates or supervises the operation of platen machines;

"printers' mechanic" means (a) a person who has served an apprenticeship as such in the Industry in accordance with the Apprenticeship Act; or (b) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence, i.e. the ability to assemble, disassemble, repair and maintain machinery used in the Industry, and who holds a written certificate to that effect; or (c) a person who, having served an apprenticeship in the Engineering Industry has proved, by serving at least 12 months in the Industry his capacity to hold a job therein;

"Printing and Newspaper Industry", without in any way limiting the generally accepted meaning thereof, means that industry, trade or undertaking in which employers and employees are associated in the production of printed matter of any nature whatsoever, and furthermore includes, *inter alia*—

(a) the following trades (together with the occupations and operations incidental thereto) whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz.—

composing, proof-reading, stereotyping and electrotyping, typecasting, process engraving, photogravure, letterpress machine minding, printing and lithographic artistry, lithography, printers' warehousing, printers' engineering, engraving and die stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, ink-mixing (if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c));

(b) the manufacture (including any process whatsoever in the course of manufacturing) of—

„handsnymasjien" 'n snymasjien wat uitsluitlik ontwerp is om met die hand gewerk te word;

„meganiiese middels" die gebruik van instrumente of masjiene wat gebruik word om krag oor te bring of om die aanwending daarvan te wysig;

„Monotype-gietmasjienebediener" 'n werknemer, uitgesonderd 'n vakman of 'n vakleerling, wat een of meer van ondergenoemde werksaamhede verrig:—

(a) gietmasjiene bedien, met inbegrip van Monotype-gietmasjiene en Supergietmasjiene en Elrod-reël- en lyn-gietmasjiene, onder toesig van 'n vakman of 'n vakleerling, met inbegrip van metaal in metaalpotte sit of die temperatuur daarvan reguleer; die watertoevoer tot die gietmasjiene reguleer; die geperforeerde rolle in die masjiene aansit; toesig hou oor die produk van die masjiene, terwyl dit loop, of dit reguit maak; galeisetsel en gietwerk van die masjiene aftel of galeie daarop terugsit; matryse, matryskaste, gietvorms en gewone wiggies omruil; gietwerk volgens grootte rankskik, of reguit maak;

(b) setstel of ander materiaal wat gegiet is deur die masjiene wat hy bedien, in die kaste uitsit vir handsetwerk;

(c) gietmasjiene olie of skoonmaak;

(d) pompinrigtings uitmekaarhaal of inmeekaarsit maar slegs om dit skoon te maak; of

(e) 'n vakman of 'n vakleerling help met die uitmekaarhaal of inmeekaarsit van gietmasjiene;

„veelkleurmasjiene" 'n masjiene wat toegerus is met twee of meer inkbakke en wat gewoonlik gebruik word om meer as een kleur te druk met elke deurgang deur die masjiene van die papier of ander materiaal terwyl daar gedruk word;

„nagwerk" werk verrig op 'n gereelde skof waarvan enige deel tussen die ure 6 nm. op een dag en 6.30 vm. op die volgende dag val, maar omvat nie die werk vir die produksie van nuusblaie genoem in klousule 13 (1) (d) van hierdie Ooreenkoms nie;

„bediener-werktuigkundige" 'n vakman wat 'n setmasjiene bedien (uitgesonderd 'n Typograph-setmasjiene in 'n inrigting in gebiede B en C) en wie se plig dit is om een of meer setmasjiene in werkende orde te hou;

„Papiersakafdeling" daardie afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die doel om papiersakke te vervaardig;

„perfekteermasjiene" 'n masjiene wat aan weerskante van die papier of ander materiaal druk voordat die vel uit die masjiene kom;

„stukwerk" 'n stelsel waarvolgens 'n werknemer se verdienste gebaseer word op hoeveelheid of omvang van gedane werk;

„planografiese drukwerk", wat litografiese drukwerk insluit, die metode van reproduksie met meganiiese middels waarby die letters, prente, ontwerpe of ander tekens wat gereproduseer moet word, of regstreke of met vlakdrukwerk („offset") op die papier of ander materiaal waarop gedruk moet word van 'n planografiese beeld op die drukvlak oorgebring word;

„degelpersdrukker" 'n werknemer wat as sodanig by die Raad geregistreer is en wat op degelpersse toestel, met inbegrip van die opsluit van vorms in die vormraam, en wat degelpers bedien of toesig daaroor hou;

„drukkerswerktuigkundige" (a) iemand wat die leertyd van 'n vakleerling as sodanig in die Nywerheid uitgedien het in gevolge die Wet op Vakleerlinge; of (b) iemand wat 'n Gesamentlike Raad of die Staande Komitee oortuig het van sy bevoegdheid, d.w.s. die vermoë het om masjiene wat in die Nywerheid gebruik word, uitmekaar te haal inmeekaar te sit, te herstel of in stand te hou en wat 'n skriftelike sertifikaat met dié strekking besit; of (c) iemand wat, nadat hy 'n leertyd in die Ingenieursnywerheid uitgedien het, bewys het, deur minstens 12 maande in die Nywerheid te dien, dat hy in staat is om 'n betrekking daarin met sukses te vul;

„Druk- en Nuusbladnywerheid", sonder om die algemeen erkende betekenis daarvan te beperk, die nywerheid, bedryf of onderneming waarin werkgewers en werknemer geassosieer is vir die produksie van drukwerk van watter aard ookal en omvat dit verder onder andere die volgende—

(a) ondergenoemde bedrywe (saam met die beroepe en werksaamhede wat daarby hoort) hetsy genoemde bedrywe, beroepe en/of werksaamhede afsonderlik, gesamentlik, met of apart van drukwerk beoefen word of nie, naamlik—

set, proeflees, stereotipeer- en elektrotipeerwerk, setwerk, prosesgravure- en fotogravurewerk, hoogdruk masjienebediening, druk- en litografiese kuns, litografie, drukkerspakhuiswerk, drukkersingenieurswerk graveer- en stempelsny-, boekbind-, linieer-, sny- en syskermdrukwerk, duplisering, inkmengwerk (as dié onderneem word deur werkgewers wat die werksaamhede genoem in paragrawe (a), (b) en (c) uitvoer);

(b) die vervaardiging (met inbegrip van enige proses, watter aard ookal, by dié vervaardiging) van—

- (i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper, cardboard boxes;
- (ii) corrugated cardboard from paper and/or any compound of paper and/or any like material a constituent part of which is paper and/or any compound of paper;
- (iii) any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture mainly from fibre of trunks, attache cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents;
- (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is cardboard and/or paper and/or any compound of paper; provided that this clause (iv) shall only apply to employers and employees covered by clauses (a), (b), (c) and (d) of this definition;
- (c) the printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, hessian (or other materials), cardboard containers or other articles referred to in paragraph (b);
- (d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are contemplated by (b) above;

"quarter binder" means an employee in respect of whom a valid certificate of his registration as a quarter binder, signed by the Local Branch Secretary of the Trade Union, Secretary of the Local Joint Board or the Secretary on behalf of the Standing Committee, is in existence;

"regular employee" means an employee who has been employed by the same employer for a period of not less than four working weeks, whether or not short time has been in operation during that period;

"remuneration" means any payment made or owing to any person which arises in any manner whatsoever out of employment;

"rotary machine" means a machine in which the paper or other material to be printed is carried from a reel by a rotating cylinder against a rotating printing surface from which the impression is taken, but does not include toilet-roll machines with printing attachments nor machines used in the production of packaging mentioned in Section 41 (b) or (c) of this Agreement;

"Secretary" means the Secretary of the Council;

"short time" means the time actually worked by an employee in an establishment when such time has been reduced to less than the ordinary hours of work specified in this Agreement;

"silk screen process printing" means the method of printing, whether by manual or mechanical means, whereby the pigment is forced by means of a squeegee through a stencil attached to a screen made of silk or other material;

"Silk Screen Section" means that section of the Industry in which employers and employees are associated for the purpose of doing silk screen process printing;

"solid typesetter" means a general assistant, in respect of whom an exemption from the provisions of Section 25 (5) of this Agreement has been issued authorising the employment of such employee upon the setting and distribution of solid news matter for newspapers;

"Standing Committee" means the Standing Committee appointed in accordance with the provisions of the Constitution of the Council;

"task-work" means any system of work which requires the completion by an employee of a definite amount of work in a specified time;

"typesetting machine operator" means a journeyman compositor employed upon the operation of any class of type-setting machine, including Monotype keyboards, but does not include operators of Typograph composing machines employed in Areas B and C nor Monotype caster minder mechanics;

"working week" means the customary pay-week of an establishment.

3. PERIOD OF OPERATION.

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 Industrial Conciliation Act 1956, and shall remain in force until the 31st December, 1966, or for such period as may be determined by him.

4. SCOPE OF APPLICATION.

The provisions of this Agreement shall apply throughout the Republic of South Africa and shall be observed by all members

(i) skryfbehoeftes, rubberstempels, koeverte, papier-kardoele, papiersakke, melkbottelskywe, eierdoosvullers, toilettrole, gegomde papier, kartondose;

(ii) riefelkarton uit papier en/of 'n samestelling van papier en/of dergelyke materiaal waarvan papier en/of 'n samestelling van papier 'n bestanddeel is;

(iii) enige soort houer (met of sonder metaaldele) uit veselstof en/of karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of 'n soortgelyke materiaal waarvan veselstof en/of karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is, maar met uitsluiting van die vervaardiging hoofsaaklik uit veselstof van koffers, dokumentetasse, sakke en alle dergelyke houters wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat;

(iv) enige artikel van watter aard ook, uit karton, (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of enige soortgelyke materiaal waarvan karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is; met dien verstande dat hierdie subklousule (iv) alleen op werkgewers en werknemers van toepassing is wat deur paragrafe (a), (b), (c) en (d) van hierdie woordskrywing gedek word;

(c) die druk op papier, gegomde papier, band, gegomde band, tin of ander metale, weefstof, goeing (of ander materiale) kartonhouters of ander artikels in paragraaf (b) genoem;

(d) die heelmaak van kartondose, eierdoosvullers, houters of ander artikels soos hierbo in (b) bedoel;

"kwartobinder" 'n werknemer ten opsigte van wie daar 'n geldige sertifikaat van sy registrasie as 'n kwartobinder bestaan, geteken deur die plaaslike taksekretaris van die vakvereniging, die Sekretaris van die plaaslike Gesamentlike Raad of die sekretaris namens die Staande Komitee;

"gereelde werknemer" 'n werknemer wat vir minstens 4 werkeke by dieselfde werkgewer in diens was, hetsy korttyd gedurende daardie tydperk gewerk is of nie;

"besoldiging" betaling gedoen of verskuldig aan 'n persoon wat op watter wyse ook al uit diens voortspruit;

"rolpers" 'n masjien waarin die papier of ander materiaal wat bedruk moet word, vanaf 'n rol gevoer word deur 'n draaisilinder teen 'n draaidrukvlak waarvan die afdruk geneem word, maar omvat nie toilettrolmasjiene met druk-inrigtings, ook nie masjiene wat gebruik word in die vervaardiging van houters genoem in klousule 41 (b) of (c) van hierdie Ooreenkoms nie;

"Sekretaris" die Sekretaris van die Raad;

"korttyd" die tyd werklik deur 'n werknemer in 'n inrigting gewerk wanneer dié tyd tot minder as die gewone werkure in hierdie Ooreenkoms bepaal, verminder is;

"syskermdrukwerk" die drukproses, hetsy met die hand of meganies deur middel waarvan 'n kleurstof met 'n roller dwarsdeur 'n stensil gedruk word wat aan 'n skerm van sy of ander materiaal geheg is;

"syskermafdeling" dié afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die doel om syskermdrukwerk uit te voer;

"platsetter" 'n algemene assistent ten opsigte van wie vrystelling verleen is van die bepalings van klousule 25 (5) van hierdie Ooreenkoms sodat daar magtiging bestaan vir die indiensneming van so 'n werknemer vir die set en opbrek van die platnuussettel van koerante;

"Staande Komitee" die Staande Komitee aangestel ingevolge die bepalings van die konstitusie van die Raad;

"taakwerk" 'n werkstelsel wat vereis dat 'n duidelik omskrewe hoeveelheid werk binne 'n bepaalde tyd deur 'n werknemer voltooi moet word;

"setmasjienbediener" 'n vakmansetter in diens vir die bediening van enige soort setmasjien, met inbegrip van Monotype-toetsborde maar met uitsluiting van bedieners van Typograph-setmasjiene wat in diens is in gebiede B en C, en van Monotype-bedienerswerktuigkundiges;

"werkweek" die gebruikelike betaalweek van 'n bedryfsinrigting.

3. GELDIGHEIDSDUUR.

Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Arbeid ingevolge artikel 48 van die Wet op Nywerheidsversoenig, 1956, vasgestel mag word, en bly van krag tot 31 Desember 1966, of vir 'n tydperk wat deur hom bepaal mag word.

4. TOEPASSINGSBESTEK.

Die bepalings van hierdie Ooreenkoms is dwarsdeur die Republiek van Suid-Afrika van toepassing en moet nagekom word

of the employers' organisations and by all members of the trade union, who are engaged or employed in the Industry, as defined. With the exception of Section 6 (3) the terms of this Agreement shall apply only in respect of those employees for whom wage rates are prescribed; provided, however, that all such provisions, as are not inconsistent with the terms of the Apprenticeship Act 1944, or any conditions fixed thereunder, shall apply in respect of apprentices and minors; and provided further—

- (a) that only Sections 6 (1) (e), 7 and 16 shall apply in respect of those employees for whom wage rates are prescribed by Section 6 (1) (e); and
- (b) that only Sections 1 to 4 (inclusive) and 51 to 62 (inclusive) shall be applicable to employers and employees who are engaged in the Duplicating Section.

5. DIVISION OF REPUBLIC INTO AREAS.

For the purposes of this Agreement the Republic of South Africa is divided into eight areas as follows:—

Area B.—The Province of the Cape of Good Hope, excluding those areas specified in Areas C, D, E and F.

Area C.—The municipal areas of Aliwal North and Burgersdorp and the Magisterial Districts of Barberton, Barkly East, Cradock, George, Jansenville, Molteno, Mossel Bay, Nelspruit, Riversdale, Steynsburg, White River and Wodehouse.

Area D.—The municipal areas of Grahamstown, King William's Town, Malmesbury, Queenstown and Worcester, and the Magisterial Districts of Caledon, Ceres, Heidelberg (Cape), Paarl, Robertson, Somerset West, Stellenbosch, Swellendam, Tulbagh, Umtata and Wellington.

Area E.—Magisterial Districts of Bellville, the Cape, East London, Hankey, Port Elizabeth, Simonstown, Uitenhage and Wynberg; Province of Natal, excluding Magisterial Districts of Durban and Pinetown; Province of the Orange Free State, excluding Magisterial Districts of Bloemfontein and Kroonstad; Province of the Transvaal, excluding Magisterial Districts of Alberton, Balfour, Barberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Delmas, Germiston, Groblersdal, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nelspruit, Nigel, Pietersburg, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Ventersdorp, Vereeniging, White River and Witbank.

Area F.—Magisterial Districts of Barkly West, Groblersdal, Hay, Hennenman, Herbert, Kimberley, Klerksdorp, Kroonstad, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton, Ventersdorp and Witbank.

Area G.—Magisterial Districts of Durban and Pinetown.

Area Ga.—Magisterial District of Bloemfontein.

Area H.—Magisterial Districts of Alberton, Balfour, Benoni, Boksburg, Bronkhorstspuit, Brakpan, Delmas, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.

CHAPTER 2.

PROVISIONS APPLICABLE TO ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

6. WAGE RATES.

(1) No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

(a) Foreman other than foremen in the Silk Screen Section:—

Foremen on day work	Table 1, Scale 2.
Foremen on night work, other than night work on newspapers	Table 1, Scale 6.
Foremen on night work on newspapers	Table 2, Scale 2.

(b) Journeymen:—

(i) Journeymen not elsewhere specified employed on day work	Table 1, Scale 1.
Journeymen not elsewhere specified employed on night work other than night work on newspapers	Table 1, Scale 5.
Journeymen not elsewhere specified employed on night work on newspapers	Table 2, Scale 1.
(ii) Typesetting Machine Operators employed on day work	Table 1, Scale 3.
Typesetting Machine Operators employed on night work other than night work on newspapers	Table 1, Scale 6.
Typesetting Machine Operators employed on night work on newspapers	Table 2, Scale 2.

deur alle lede van die werkgewersorganisasies en deur alle lede van die vakvereniging wat die Nywerheid, soos omskryf, uitoefen of daarin diens is. Met uitsondering van klousule 6 (3) is die bepalings van die Ooreenkoms slegs van toepassing op daardie werknemers vir wie loontariewe voorgeskryf word; met dien verstande egter dat al hierdie bepalings wat nie met die bepalings van die Wet op Vakleerlinge, 1944, onbestaanbaar is of met voorwaardes wat daarkragtens vasgestel word nie, op vakleerlinge en minderjariges van toepassing is; en voorts met dien verstande—

(a) dat slegs klousules 6 (1) (e), 7 en 16 van toepassing is op werknemers vir wie loontariewe in klousule 6 (1) (e) voorgeskryf word; en

(b) dat slegs klousules 1 tot en met 4 en 51 tot en met 62 van toepassing is op werkgewers en werknemers wat in die Dupliseerafdeling werk;

5. GEBIEDSINDELING VAN DIE REPUBLIEK.

Vir die toepassing van hierdie Ooreenkoms word die Republiek van Suid-Afrika soos volg in agt gebiede ingedeel:

Gebied B.—Die Provinsie Kaap die Goeie Hoop, uitgesonderd die gebiede in gebiede C, D, E en F gespesifiseer.

Gebied C.—Die munisipale gebiede van Aliwal-Noord en Burgersdorp en die landdrosdistrikte Barberton, Barkly-Oos, Cradock, George, Jansenville, Molteno, Mosselbaai, Nelspruit, Riversdale, Steynsburg, Witrivier en Wodehouse.

Gebied D.—Die munisipale gebiede van Grahamstad, King William's Town, Malmesbury, Queenstown en Worcester, en die landdrosdistrikte Caledon, Ceres, Heidelberg (Kaap), Paarl, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Tulbagh, Umtata en Wellington.

Gebied E.—Landdrosdistrikte Bellville, die Kaap, Oos-Londen, Hankey, Port Elizabeth, Simonstad, Uitenhage en Wynberg; die provinsie Natal, uitgesonderd die landdrosdistrikte Durban en Pinetown; die provinsie Oranje-Vrystaat, uitgesonderd die landdrosdistrikte Bloemfontein en Kroonstad; die provinsie Transvaal, uitgesonderd die landdrosdistrikte Alberton, Balfour, Barberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Delmas, Germiston, Groblersdal, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nelspruit, Nigel, Pietersburg, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Ventersdorp, Vereeniging, Witrivier en Witbank.

Gebied F.—Landdrosdistrikte Barkly-Wes, Groblersdal, Hay, Hennenman, Herbert, Kimberley, Klerksdorp, Kroonstad, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton, Ventersdorp en Witbank.

Gebied G.—Landdrosdistrikte Durban en Pinetown.

Gebied Ga.—Landdrosdistrik Bloemfontein.

Gebied H.—Landdrosdistrikte Alberton, Balfour, Benoni, Boksburg, Bronkhorstspuit, Brakpan, Delmas, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging.

HOOFSTUK 2.

BEPALINGS VAN TOEPASSING OP ALLE AFDELINGS VAN DIE NYWERHEID, UITGESONDERD DIE DUPLISEERADELING.

6. LOONTARIEWE.

(1) Geen werkgewer mag aan 'n werknemer van 'n klas hieronder gespesifiseer, lone betaal wat minder is, en geen werknemer mag lone aanneem wat minder is, as ondergenoemde weekloontariewe vir die betrokke gebied nie:—

(a) Voormanne, uitgesonderd voormanne in die Syskermafdeling:—

Voormanne op dagwerk	Tabel 1, Skaal 2.
Voormanne op nagwerk, uitgesonderd nagwerk op nuusblaai.	Tabel 1, Skaal 6.
Voormanne op nagwerk op nuusblaai	Tabel 2, Skaal 2.

(b) Vakmanne:—

(i) Vakmanne nie elders gespesifiseer nie, op dagwerk.	Tabel 1, Skaal 1.
Vakmanne nie elders gespesifiseer nie, op nagwerk uitgesonderd nagwerk op nuusblaai.	Tabel 1, Skaal 5.
Vakmanne nie elders gespesifiseer nie, op nagwerk op nuusblaai.	Tabel 2, Skaal 1.
(ii) Setmasjienbedieners op dagwerk.	Tabel 1, Skaal 3.
Setmasjienbedieners op nagwerk, uitgesonderd nagwerk op nuusblaai.	Tabel 1, Skaal 6.
Setmasjienbedieners op nagwerk op nuusblaai.	Tabel 2, Skaal 2.

- (iii) Operator-mechanics employed on day work Table 1, Scale 4.
Operator-mechanics employed on night work other than night work on newspapers Table 1, Scale 7.
Operator-mechanics employed on night work on newspapers Table 2, Scale 3.
- (iv) Lithographers employed on offset machines capable of printing on a sheet larger than 35 inches by 22½ inches, who have had not less than six months' experience on such machines:—
Day work ... Table 1, Scale 2.
Night work ... Table 1, Scale 6.
- (v) Journeymen operating multi-colour or perfecting machines, who have had not less than six months' experience on such machines:—
Day work ... Table 1, Scale 2.
Night work, other than night work on newspapers Table 1, Scale 6.
Night work on newspapers ... Table 2, Scale 2.
- (vi) Journeymen employed on the operation or supervision of rotary machines utilised for the production of newspapers and magazines:—
Day work ... Table 1, Scale 2.
Night work, other than night work on newspapers Table 1, Scale 6.
Night work on newspapers ... Table 2, Scale 2.
- (c) (i) Fruit Wrapper Machine Operatives Table 3.
(ii) Platen Pressmen and Litho Operatives Table 4.
(iii) Learner Litho Operatives ... Table 5.
(iv) Learner Platen Pressmen according to their experience as assessed by the Standing Committee Table 6.
(v) Monotype Caster Attendants in accordance with their experience in the Industry Table 7.
(vi) Quarter Binders in accordance with their experience as such Table 8.
(vii) Operators of Manually Operated Cutting machines—highest rate for males in Table 8.
(viii) Solid Typesetters in accordance with their experience in the Industry Tables 9 and 10.
(ix) General Assistants in accordance with their experience in the Industry Table 9.
- (d) Envelope Punchers in accordance with their experience as such Table 11.
- (e) Drivers of motor vehicles, designed for the conveyance of goods Table 12.

(2) Casual employees shall be paid not less than a full day's wages for each day upon which they are required to work, and shall in addition be paid at overtime rates for all work done after the normal closing time of the establishment concerned; provided however, that this provision relating to the payment of not less than a full day's wages shall not apply where less than a full day is worked by a casual employee because of his own default. In addition the provisions of this sub-section shall not apply in the case of afternoon newspaper establishments nor in respect of the employment of casual labourers.

(3) Employees employed in the Industry in trades designated under the Apprenticeship Act 1944 for whom wages are prescribed in a wage regulating instrument applicable to some other industry, trade or occupation, and for whom wages are not prescribed in this Agreement, shall be paid not less than the wages prescribed for the class of employee concerned in such wage regulating instrument; provided that whenever in any area such wages are prescribed in more than one wage regulating instrument, the higher of such wages shall be paid.

(4) In order to ascertain the wage payable to an employee of a class whose wage rates are dependent upon experience, the total experience of the employee in the Industry—irrespective of the establishment where such experience was gained—shall be reckoned; provided, however, that where a General Assistant, Corrugated Board and Container Assistant, Fibre Container Assistant, Paper Sack Machine Assistant or a Packaging Assistant returns to the Industry after a period of absence, the wage rate payable to that Assistant in terms of his experience may be reduced by one notch for each 12 months of absence from the Industry.

(5) In order to ascertain an employee's hourly wage rate, the weekly wage payable to that employee at the time, being at a

- (iii) Bediener-werktuigkundiges op Tabel 1, Skaal 4. dagwerk.
Bediener-werktuigkundiges op Tabel 1, Skaal 7. nagwerk uitgesonderd nagwerk op nuusblaaie.
Bediener-werktuigkundiges op Tabel 2, Skaal 3. nagwerk op nuusblaaie.
- (iv) Litograwe, op diens by vlakdrukmasjiene wat in staat is om velle groter as 35 duim by 22½ duim te bedruk, met minstens 6 maande ondervinding van sulke masjiene:—
Dagwerk ... Tabel 1, Skaal 2.
Nagwerk ... Tabel 1, Skaal 6.
- (v) Vakmanne wat veelkleur- of perfekteermasjiene bedien, met minstens 6 maande ondervinding van sulke masjiene:—
Dagwerk ... Tabel 1, Skaal 2.
Nagwerk, uitgesonderd nagwerk op nuusblaaie Tabel 1, Skaal 6.
Nagwerk op nuusblaaie ... Tabel 2, Skaal 2.
- (vi) Vakmanne in diens vir die bediening van of toesig oor rolperse gebruik vir die druk van nuusblaaie en tydskrifte.
Dagwerk ... Tabel 1, Skaal 2.
Nagwerk, uitgesonderd nagwerk op nuusblaaie Tabel 1, Skaal 6.
Nagwerk op nuusblaaie ... Tabel 2, Skaal 2.
- (c) (i) Bedieners van vrugtoedraai-papiermasjiene. Tabel 3
(ii) Degelpersdrukkers en litobedieners Tabel 4
(iii) Leerling-litobedieners ... Tabel 5
(iv) Leerling-degelpersdrukkers volgens ondervinding soos bepaal deur Staande Komitee. Tabel 6
(v) Monotype - gietmasjienebedieners volgens ondervinding in die Nywerheid. Tabel 7
(vi) Kwartobinders volgens hul ondervinding as sodanig. Tabel 8
(vii) Bedieners van handsnymasjiene—hoogste tarief vir mans in Tabel 8
(viii) Platsetters volgens hul ondervinding in die Nywerheid. Tabelle 9 en 10
(ix) Algemene assistente volgens hul ondervinding in die Nywerheid. Tabel 9
- (d) Koevertponers volgens hul ondervinding as sodanig. Tabel 11
- (e) Drywers van motorvoertuie bedoel vir die vervoer van goedere. Tabel 12

(2) Los werknemers moet minstens 'n volle dag se loon betaal word vir elke dag waarop hulle verplig word om te werk, en moet daarbenewens teen oortydтарыe betaal word vir alle werk gedoen ná die gewone sluitingstyd van die betrokke inrigting; met dien verstande egter dat hierdie bepaling betreffende die betaling van minstens 'n volle dag se loon nie van toepassing is indien minder as 'n volle dag deur 'n los werknemer omrede sy eie versuim, gewerk word nie. Daarbenewens is die bepaling van hierdie subklousule nie van toepassing in die geval van middagkoerant-drukkerye of ten opsigte van die indiensneming van los arbeiders nie.

(3) Werknemers in diens in die Nywerheid in bedrywe aangewys kragtens die Wet op Vakleerlinge, 1944, vir wie lone voorgeskryf word in 'n loonreëlingsmaatreël wat van toepassing is op 'n ander nywerheid, bedryf of beroep, en vir wie geen lone in hierdie Ooreenkoms voorgeskryf word nie, moet minstens die loon betaal word wat vir die betrokke klas werknemer in sodanige loonreëlingsmaatreël voorgeskryf word; met dien verstande dat as die lone in enige gebied in meer as een loonreëlingsmaatreël voorgeskryf word, die hoogste van die lone betaal moet word.

(4) Ten einde die loon vas te stel wat betaalbaar is aan 'n werknemer van 'n klas wie se loontarye van ondervinding afhang, moet die totale ondervinding van die werknemer in die Nywerheid bereken word—ongegag die inrigting waar die ondervinding opgedoen is; met dien verstande egter dat ingeval 'n algemene assistent, 'n riefelbord- en riefelbordhouerassistente, veselhouerassistente, papiersakmasjieneassistente of 'n houerassistente na die Nywerheid ná 'n tydperk van afwesigheid terugkeer, die loontarief wat aan dié assistent ingevolge sy ondervinding betaalbaar is, met een kerf verminder mag word vir elke 12 maande afwesigheid uit die Nywerheid.

(5) Ten einde 'n werknemer se uurloontarief vas te stel, moet die weckloon aan daardie werknemer op daardie tydstop betaal-

rate not less than the minimum prescribed in this Agreement, shall be divided by 40. In order to ascertain a day's pay the weekly wage payable to the employee concerned at the time, being at a rate not less than the minimum prescribed in this Agreement, shall be divided by five in the case of a 5-day or 5-night week establishment, $5\frac{1}{2}$ in the case of a $5\frac{1}{2}$ -day or $5\frac{1}{2}$ -night week establishment and six in the case of a 6-night week establishment.

TABLE 1.

DAY WORK

Area.	Journeymen not elsewhere specified.	Foremen; Offset Litho; Multi-colour; Perfecting and Rotary Machine Minders.	T.M. Operator.	Operator Mechanics.
Scale 1.	Scale 2.	Scale 3.	Scale 4.	
B ..	R28.42 $\frac{1}{2}$	R30.87 $\frac{1}{2}$	R31.20	R33.92 $\frac{1}{2}$
C ..	29.37 $\frac{1}{2}$	31.92 $\frac{1}{2}$	32.27 $\frac{1}{2}$	35.10
D ..	30.57 $\frac{1}{2}$	33.22 $\frac{1}{2}$	33.62 $\frac{1}{2}$	36.60
E ..	31.10	33.80	34.22 $\frac{1}{2}$	37.25
F ..	31.65	34.42 $\frac{1}{2}$	34.85	37.92 $\frac{1}{2}$
G ..	32.52 $\frac{1}{2}$	35.37 $\frac{1}{2}$	35.85	39.02 $\frac{1}{2}$
Ga ..	32.32 $\frac{1}{2}$	35.15	35.62 $\frac{1}{2}$	38.80
H ..	33.00	35.90	36.37 $\frac{1}{2}$	39.62 $\frac{1}{2}$

NIGHT WORK.

(Excluding night work on Newspapers.)

Area.	Journeymen not elsewhere specified.	Foremen; T. M. Operators; Offset Litho; Multi-colour; Perfecting and Rotary Machine Minders.	Operator Mechanics.
Scale 5.	Scale 6.	Scale 7.	
B ..	R31.60	R34.35	R37.37 $\frac{1}{2}$
C ..	32.70	35.57 $\frac{1}{2}$	38.72 $\frac{1}{2}$
D ..	34.07 $\frac{1}{2}$	37.07 $\frac{1}{2}$	40.37 $\frac{1}{2}$
E ..	34.70	37.77 $\frac{1}{2}$	41.15
F ..	35.32 $\frac{1}{2}$	38.45	41.90
G ..	36.35	39.57 $\frac{1}{2}$	43.12 $\frac{1}{2}$
Ga ..	36.12 $\frac{1}{2}$	39.35	42.87 $\frac{1}{2}$
H ..	36.90	40.20	43.82 $\frac{1}{2}$

TABLE 2.

Weekly Wages payable to Journeymen on Night Work on Newspapers.

Area.	Journeymen not elsewhere specified.	Foremen; T.M. Operators; Multi-colour; Perfecting and Rotary Machine Minders.	Operator Mechanics.
Scale 1.	Scale 2.	Scale 3.	
B ..	R32.30	R35.12 $\frac{1}{2}$	R38.25
C ..	33.47 $\frac{1}{2}$	36.42 $\frac{1}{2}$	39.67 $\frac{1}{2}$
D ..	34.90	38.00	41.40
E ..	35.52 $\frac{1}{2}$	38.67 $\frac{1}{2}$	42.15
F ..	36.20	39.42 $\frac{1}{2}$	42.97 $\frac{1}{2}$
G ..	37.25	40.57 $\frac{1}{2}$	44.22 $\frac{1}{2}$
Ga ..	37.00	40.30	43.92 $\frac{1}{2}$
H ..	37.82 $\frac{1}{2}$	41.20	44.92 $\frac{1}{2}$

TABLE 3.

Weekly Wages payable to Fruit Wrapper Machine Operatives.

Area.	Day Work.	Night Work.
B ..	R19.75	R21.35
C ..	20.17 $\frac{1}{2}$	21.87 $\frac{1}{2}$
D ..	21.90	23.85
E ..	23.50	25.65
F ..	24.07 $\frac{1}{2}$	26.32 $\frac{1}{2}$
G ..	24.07 $\frac{1}{2}$	26.32 $\frac{1}{2}$
Ga ..	25.30	27.75
H ..	28.30	31.20

baar, wat 'n tarief is van minstens die minimum wat by hierdie Ooreenkoms voorgeskryf word, deur 40 gedeel word. Ten einde die dagloon te bepaal, moet die weekloon op daardie tydstop aan die werknemer betaalbaar, wat 'n tarief is van minstens die minimum wat by hierdie Ooreenkoms voorgeskryf word, deur 5 gedeel word in die geval van 'n inrigting wat 5 dae of 5 nagte per week werk, $5\frac{1}{2}$ in die geval van 'n inrigting wat $5\frac{1}{2}$ dae of $5\frac{1}{2}$ nagte per week werk en 6 in die geval van 'n inrigting wat 6 nagte per week werk.

TABEL 1.

DAGWERK

Gebied.	Vakmanne nie elders genoem.	Voormanne; bedieners van vlakdrukrito- veelkleur- perfekteer- en rolmasjiene.	L.M.- bedieners.	Bediener- werktuig- kundiges.
Skaal 1.	Skaal 2.	Skaal 3.	Skaal 4.	
B ..	R28.42 $\frac{1}{2}$	R30.87 $\frac{1}{2}$	R31.20	R33.92 $\frac{1}{2}$
C ..	29.37 $\frac{1}{2}$	31.92 $\frac{1}{2}$	32.27 $\frac{1}{2}$	35.10
D ..	30.57 $\frac{1}{2}$	33.22 $\frac{1}{2}$	33.62 $\frac{1}{2}$	36.60
E ..	31.10	33.80	34.22 $\frac{1}{2}$	37.25
F ..	31.65	34.42 $\frac{1}{2}$	34.85	37.92 $\frac{1}{2}$
G ..	32.52 $\frac{1}{2}$	35.37 $\frac{1}{2}$	35.85	39.02 $\frac{1}{2}$
Ga ..	32.32 $\frac{1}{2}$	35.15	35.62 $\frac{1}{2}$	38.80
H ..	33.00	35.90	36.37 $\frac{1}{2}$	39.62 $\frac{1}{2}$

NAGWERK.

(Uitgesonderd nagwerk op nuusblaai.)

Gebied.	Vakmanne nie elders genoem.	Voormanne; L.M.-bedieners; bedieners van vlakdrukrito- veelkleur- perfekteer- en rolmasjiene.	Bediener- werktuig- kundiges.
Skaal 5.	Skaal 6.	Skaal 7.	
B ..	R31.60	R34.35	R37.37 $\frac{1}{2}$
C ..	32.70	35.57 $\frac{1}{2}$	38.72 $\frac{1}{2}$
D ..	34.07 $\frac{1}{2}$	37.07 $\frac{1}{2}$	40.37 $\frac{1}{2}$
E ..	34.70	37.77 $\frac{1}{2}$	41.15
F ..	35.32 $\frac{1}{2}$	38.45	41.90
G ..	36.35	39.57 $\frac{1}{2}$	43.12 $\frac{1}{2}$
Ga ..	36.12 $\frac{1}{2}$	39.35	42.87 $\frac{1}{2}$
H ..	36.90	40.20	43.82 $\frac{1}{2}$

TABEL 2.

Weeklone betaalbaar aan vakmanne op nagwerk op nuusblaai.

Gebied.	Vakmanne nie elders genoem.	Voormanne; L.M.-bedieners; bedieners van veelkleur- perfekteer- en rolmasjiene.	Bediener- werktuig- kundiges.
Skaal 1.	Skaal 2.	Skaal 3.	
B ..	R32.30	R35.12 $\frac{1}{2}$	R38.25
C ..	33.47 $\frac{1}{2}$	36.42 $\frac{1}{2}$	39.67 $\frac{1}{2}$
D ..	34.90	38.00	41.40
E ..	35.52 $\frac{1}{2}$	38.67 $\frac{1}{2}$	42.15
F ..	36.20	39.42 $\frac{1}{2}$	42.97 $\frac{1}{2}$
G ..	37.25	40.57 $\frac{1}{2}$	44.22 $\frac{1}{2}$
Ga ..	37.00	40.30	43.92 $\frac{1}{2}$
H ..	37.82 $\frac{1}{2}$	41.20	44.92 $\frac{1}{2}$

TABEL 3.

Weeklone betaalbaar aan bedieners van vrugtefoedraaipapiermasjiene.

Gebied.	Dagwerk.	Nagwerk.
B ..	R19.75	R21.35
C ..	20.17 $\frac{1}{2}$	21.87 $\frac{1}{2}$
D ..	21.90	23.85
E ..	23.50	25.65
F ..	24.07 $\frac{1}{2}$	26.32 $\frac{1}{2}$
G ..	24.07 $\frac{1}{2}$	26.32 $\frac{1}{2}$
Ga ..	25.30	27.75
H ..	28.30	31.20

TABLE 4.

Weekly Wages payable to Platen Pressmen and Litho Operatives

Area.	Day Work.	Night Work.
B	R16.50	R17.55
C	16.85	17.97½
D	18.30	19.62½
E	19.62½	21.12½
F	20.10	21.70
G	20.10	21.70
Ga	21.12½	22.87½
H	23.62½	25.75

When employed in terms of Section 25 (9) (d) (ii) Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 4.

Weeklone betaalbaar aan degelpersdrukkers en litobediensers.

Gebied.	Dagwerk.	Nagwerk.
B	R16.50	R17.55
C	16.85	17.97½
D	18.30	19.62½
E	19.62½	21.12½
F	20.10	21.70
G	20.10	21.70
Ga	21.12½	22.87½
H	23.62½	25.75

Wanneer degelpersdrukkers kragtens klousule 25 (9) (d) (ii) in diens is, moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 5.

Weekly Wages payable to Learner Litho Operatives according to their experience.

Area.	DAY WORK.		NIGHT WORK.	
	First six months.	Second six months.	First six months.	Second six months.
B	R10.85	R13.57½	R11.80	R14.60
C	11.30	13.95	12.22½	14.97½
D	13.05	15.70	14.05	16.77½
E	13.50	16.07½	14.52½	17.17½
F	13.75	16.85	14.75	18.02½
G	13.50	16.85	14.52½	18.02½
Ga	15.00	18.12½	16.07½	19.55
H	15.85	18.42½	17.00	19.87½

TABEL 5.

Weeklone betaalbaar aan leerling-litobediensers volgens hul ondervinding.

Gebied.	DAGWERK.		NAGWERK.	
	Eerste ses maande.	Tweede ses maande.	Eerste ses maande.	Tweede ses maande.
B	R10.85	R13.57½	R11.80	R14.60
C	11.30	13.95	12.22½	14.97½
D	13.05	15.70	14.05	16.77½
E	13.50	16.07½	14.52½	17.17½
F	13.75	16.85	14.75	18.02½
G	13.50	16.85	14.52½	18.02½
Ga	15.00	18.12½	16.07½	19.55
H	15.85	18.42½	17.00	19.87½

TABLE 6.

Weekly Wages payable to Learner Platen Pressmen according to their experience on such work as assessed by the Standing Committee.

Area.	DAY WORK.			NIGHT WORK.		
	First six months.	Second and Third six months.	Fourth and Fifth six months.	First six months.	Second and Third six months.	Fourth and Fifth six months.
B	R 9.42½	R10.85	R13.57½	R10.30	R11.80	R14.60
C	9.77½	11.30	13.95	10.72½	12.22½	14.97½
D	11.57½	13.05	15.70	12.55	14.05	16.77½
E	11.80	13.50	16.07½	12.80	14.52½	17.17½
F	12.30	13.75	16.85	13.32½	14.75	18.02½
G	11.80	13.50	16.85	12.80	14.52½	18.02½
Ga	12.77½	15.00	18.12½	13.85	16.07½	19.55
H	13.80	15.85	18.42½	14.85	17.00	19.87½

When employed in terms of Section 25 (9) (d) (ii) Learner Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 6.

Weeklone betaalbaar aan leerling-degelpersdrukkers volgens hul ondervinding van sodanige werk soos deur die Staande Komitee bepaal.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.
B	R 9.42½	R10.85	R13.57½	R10.30	R11.80	R14.60
C	9.77½	11.30	13.95	10.72½	12.22½	14.97½
D	11.57½	13.05	15.70	12.55	14.05	16.77½
E	11.80	13.50	16.07½	12.80	14.52½	17.17½
F	12.30	13.75	16.85	13.32½	14.75	18.02½
G	11.80	13.50	16.85	12.80	14.52½	18.02½
Ga	12.77½	15.00	18.12½	13.85	16.07½	19.55
H	13.80	15.85	18.42½	14.85	17.00	19.87½

Wanneer leerling-degelpersdrukkers in diens is kragtens klousule 25 (9) (d) (ii) moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 7.
Weekly Wages payable to Monotype Caster Attendants in accordance with their experience.

DAY WORK.										
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	Fifth year.	Sixth year.	After six years.
B	R 9.62½	R10.40	R10.80	R11.85	R12.27½	R13.37½	R13.77½	R15.67½	R16.87½	R17.22½
C	10.05	10.80	11.25	12.27½	13.02½	13.92½	14.15	16.02½	17.22½	17.57½
D	11.15	12.62½	13.07½	14.12½	14.75	15.60	16.00	17.27½	18.80	19.15
E	11.45	12.82½	13.45	14.50	15.05	15.95	16.40	17.97½	20.25	20.60
F	11.87½	13.30	13.82½	14.75	15.25	16.40	17.32½	18.77½	20.77½	21.12½
G	11.45	12.82½	13.45	14.50	15.25	16.40	17.32½	18.77½	20.77½	21.12½
Ga	11.87½	13.87½	14.90	16.05	16.97½	18.02½	18.82½	20.15	21.90	22.25
H (Males)	12.95	14.90	15.70	16.97½	17.67½	18.82½	19.07½	19.37½	22.70	25.00
H (Females)	12.95	14.90	15.70	16.97½	17.67½	18.82½	19.07½	19.90	20.42½	20.42½

NIGHT WORK.										
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	Fifth year.	Sixth year.	After six years.
B	R10.92½	R11.30	R12.07½	R12.80	R13.60	R14.37½	R14.82½	R16.75	R18.35	R18.70
C	11.30	11.72½	12.52½	13.25	14.37½	14.95	15.20	17.10	18.80	19.15
D	12.45	13.57½	14.47½	15.10	16.20	16.62½	17.10	18.55	20.60	20.95
E	12.85	13.82½	14.82½	15.60	16.45	17.05	17.55	19.37½	22.25	22.60
F	13.22½	14.37½	15.25	15.85	16.62½	17.55	18.55	20.25	22.87½	23.22½
G	12.85	13.82½	14.82½	15.60	16.62½	17.55	18.55	20.25	22.87½	23.22½
Ga	13.22½	14.90	16.27½	17.20	18.55	19.37½	20.25	21.87½	24.17½	24.52½
H	14.37½	15.92½	17.20	18.20	19.37½	20.25	20.60	20.97½	25.07½	27.70

TABEL 7.
Weeklone betaalbaar aan Monotype-gietmasjienbedieners volgens hul ondervinding.

DAGWERK.										
Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
B	R 9.62½	R10.40	R10.80	R11.85	R12.27½	R13.37½	R13.77½	R15.67½	R16.87½	R17.22½
C	10.05	10.80	11.25	12.27½	13.02½	13.92½	14.15	16.02½	17.22½	17.57½
D	11.15	12.62½	13.07½	14.12½	14.75	15.60	16.00	17.27½	18.80	19.15
E	11.45	12.82½	13.45	14.50	15.05	15.95	16.40	17.97½	20.25	20.60
F	11.87½	13.30	13.82½	14.75	15.25	16.40	17.32½	18.77½	20.77½	21.12½
G	11.45	12.82½	13.45	14.50	15.25	16.40	17.32½	18.77½	20.77½	21.12½
Ga	11.87½	13.87½	14.90	16.05	16.97½	18.02½	18.82½	20.15	21.90	22.25
H (Mans)	12.95	14.90	15.70	16.97½	17.67½	18.82½	19.07½	19.37½	22.70	25.00
H (Vrouens)	12.95	14.90	15.70	16.97½	17.67½	18.82½	19.07½	19.90	20.42½	20.42½

NAGWERK.										
Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
B	R10.92½	R11.30	R12.07½	R12.80	R13.60	R14.37½	R14.82½	R16.75	R18.35	R18.70
C	11.30	11.72½	12.52½	13.25	14.37½	14.95	15.20	17.10	18.80	19.15
D	12.45	13.57½	14.47½	15.10	16.20	16.62½	17.10	18.55	20.60	20.95
E	12.85	13.82½	14.82½	15.60	16.45	17.05	17.55	19.37½	22.25	22.60
F	13.22½	14.37½	15.25	15.85	16.62½	17.55	18.55	20.25	22.87½	23.22½
G	12.85	13.82½	14.82½	15.60	16.62½	17.55	18.55	20.25	22.87½	23.22½
Ga	13.22½	14.90	16.27½	17.20	18.55	19.37½	20.25	21.87½	24.17½	24.52½
H	14.37½	15.92½	17.20	18.20	19.37½	20.25	20.60	20.97½	25.07½	27.70

TABLE 8.
Weekly Wages payable to Quarter Binders according to their experience as such.

			DAY WORK.			NIGHT WORK.		
Area.			First year.	Second year.	There-after.	First year.	Second year.	There-after.
B and C (Females)	..	..	R14.55	R16.52½	R16.52½	R15.97½	R17.67½	R17.67½
(Males)	..	..	16.82½	18.40	18.75	18.00	19.82½	20.17½
D (Females)	..	..	15.35	17.17½	17.17½	16.77½	18.45	18.45
(Males)	..	..	17.47½	19.27½	19.62½	18.77½	20.77½	21.12½
E (Females)	..	..	15.72½	17.17½	17.17½	17.17½	18.45	18.45
(Males)	..	..	17.47½	19.27½	19.62½	18.77½	20.77½	21.12½
F (Females)	..	..	16.50	17.90	17.90	18.02½	19.25	19.25
(Males)	..	..	18.15	19.75	20.10	19.57½	21.35	21.70
G (Females)	..	..	16.50	17.90	17.90	18.02½	19.25	19.25
(Males)	..	..	18.15	19.75	20.10	19.57½	21.35	21.70
Ga (Females)	..	..	17.77½	19.15	19.15	19.55	20.72½	20.72½
(Males)	..	..	19.40	20.77½	21.12½	21.00	22.52½	22.87½
H (Females)	..	..	18.07½	19.15	19.40	19.87½	20.72½	21.00
(Males)	..	..	19.40	21.50	23.62½	21.00	23.35	25.75

The highest rate of wages specified in this table for males shall be payable to operatives of manually operated cutting machines irrespective of sex.

TABEL 8.
Weeklone betaalbaar aan kwartobinders volgens hul ondervinding as sodanig.

Gebied.	DAGWERK.						NAGWERK.		
		Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.		
B en C	(Vrouens)	R14.55	R16.52½	R16.52½	R15.97½	R17.67½	R17.67½		
	(Mans)	16.82½	18.40	18.75	18.00	19.82½	20.17½		
D	(Vrouens)	15.35	17.17½	17.17½	16.77½	18.45	18.45		
	(Mans)	17.47½	19.27½	19.62½	18.77½	20.77½	21.12½		
E	(Vrouens)	15.72½	17.17½	17.17½	17.17½	18.45	18.45		
	(Mans)	17.47½	19.27½	19.62½	18.77½	20.77½	21.12½		
F	(Vrouens)	16.50	17.90	17.90	18.02½	19.25	19.25		
	(Mans)	18.15	19.75	20.10	19.57½	21.35	21.70		
G	(Vrouens)	16.50	17.90	17.90	18.02½	19.25	19.25		
	(Mans)	18.15	19.75	20.10	19.57½	21.35	21.70		
Ga	(Vrouens)	17.77½	19.15	19.15	19.55	20.72½	20.72½		
	(Mans)	19.40	20.77½	21.12½	21.00	22.52½	22.87½		
H	(Vrouens)	18.07½	19.15	19.40	19.87½	20.72½	21.00		
	(Mans)	19.40	21.50	23.62½	21.00	23.35	25.75		

Die hoogste loontarief in hierdie tabel vir mans voorgeskryf, is betaalbaar aan bedieners van handsnymasjiene, ongeag hul geslag.

TABEL 9.
Weekly Wages payable to General Assistants and to Solid Typesetters during their first four years of experience.

DAY WORK.								
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years*.
B	R 9.10	R 9.42½	R10.12½	R10.85	R11.65	R12.32½	R13.15	R13.57½
C	9.42½	9.77½	10.57½	11.30	12.32½	12.92½	13.50	13.95
D	10.50	11.57½	12.45	13.05	14.10	14.50	15.32½	15.70
E	10.90	11.80	12.80	13.50	14.35	14.87½	15.70	16.07½
F	11.17½	12.30	13.12½	13.75	14.50	15.35	16.55	16.85
G	10.90	11.80	12.80	13.50	14.50	15.35	16.55	16.85
Ga	11.17½	12.77½	14.15	15.00	16.20	16.82½	17.90	18.12½
H	12.30	13.80	15.00	15.85	16.82½	17.55	18.12½	18.42½

NIGHT WORK.								
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years*.
B	R 9.95	R10.30	R11.07½	R11.80	R12.57½	R13.35	R14.15	R14.60
C	10.30	10.72½	11.55	12.22½	13.35	13.90	14.47½	14.97½
D	11.45	12.55	13.45	14.05	15.10	15.55	16.37½	16.77½
E	11.82½	12.80	13.77½	14.52½	15.37½	15.97½	16.77½	17.17½
F	12.12½	13.32½	14.20	14.75	15.55	16.42½	17.70	18.02½
G	12.52½	12.80	13.77½	14.52½	15.55	16.42½	17.70	18.02½
Ga	12.12½	13.85	15.20	16.07½	17.35	18.10	19.25	19.55
H	13.32½	14.85	16.07½	17.00	18.10	18.90	19.55	19.87½

*General Assistants only. For continuation of scales for Solid Typesetters see Table 10.

TABEL 9.
Weeklone betaalbaar aan algemene assistente en aan platsetters gedurende hul eerste vier jaar ondervinding.

DAGWERK.								
Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar*.
B	R 9.10	R 9.42½	R10.12½	R10.85	R11.65	R12.32½	R13.15	R13.57½
C	9.42½	9.77½	10.57½	11.30	12.32½	12.92½	13.50	13.95
D	10.50	11.57½	12.45	13.05	14.10	14.50	15.32½	15.70
E	10.90	11.80	12.80	13.50	14.35	14.87½	15.70	16.07½
F	11.17½	12.30	13.12½	13.75	14.50	15.35	16.55	16.85
G	10.90	11.80	12.80	13.50	14.50	15.35	16.55	16.85
Ga	11.17½	12.77½	14.15	15.00	16.20	16.82½	17.90	18.12½
H	12.30	13.80	15.00	15.85	16.82½	17.55	18.12½	18.42½

NAGWERK.								
Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar*.
B	R 9.95	R10.30	R11.07½	R11.80	R12.57½	R13.35	R14.15	R14.60
C	10.30	10.72½	11.55	12.22½	13.35	13.90	14.47½	14.97½
D	11.45	12.55	13.45	14.05	15.10	15.55	16.37½	16.77½
E	11.82½	12.80	13.77½	14.52½	15.37½	15.97½	16.77½	17.17½
F	12.12½	13.32½	14.20	14.75	15.55	16.42½	17.70	18.02½
G	12.52½	12.80	13.77½	14.52½	15.55	16.42½	17.70	18.02½
Ga	12.12½	13.85	15.20	16.07½	17.35	18.10	19.25	19.55
H	13.32½	14.85	16.07½	17.00	18.10	18.90	19.55	19.87½

*Slegs algemene assistente. Vir voortsetting van skale vir platsetters kyk Tabel 10.

TABLE 10.

Weekly Wages payable to Solid Typesetters after four years of experience.

Area.	DAY WORK.			NIGHT WORK.		
	Fifth year.	Sixth year.	After six years.	Fifth year.	Sixth year.	After six years.
B	R14.60	R16.17½	R16.52½	R16.02½	R17.22½	R17.57½
C	14.97½	16.50	16.85	16.37½	17.62½	17.97½
D	16.20	17.95	18.30	17.70	19.27½	19.62½
E	16.82½	19.27½	19.62½	18.45	20.77½	21.12½
F	17.55	19.75	20.10	19.25	21.35	21.70
G	17.55	19.75	20.10	19.25	21.35	21.70
Ga	18.80	20.77½	21.12½	20.72½	22.52½	22.87½
H (Males)	18.10	21.50	23.62½	19.90	23.35	25.75
H (Females)	18.92½	19.40	19.40	20.42½	21.00	21.00

TABEL 10.

Weeklone betaalbaar aan platsetters na vier jaar ondervinding.

Gebied.	DAGWERK.			NAGWERK.		
	Vyfde jaar.	Sesde jaar.	Na ses jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
B	R14.60	R16.17½	R16.52½	R16.02½	R17.22½	R17.57½
C	14.97½	16.50	16.85	16.37½	17.62½	17.97½
D	16.20	17.95	18.30	17.70	19.27½	19.62½
E	16.82½	19.27½	19.62½	18.45	20.77½	21.12½
F	17.55	19.75	20.10	19.25	21.35	21.70
G	17.55	19.75	20.10	19.25	21.35	21.70
Ga	18.80	20.77½	21.12½	20.72½	22.52½	22.87½
H (Mans)	18.10	21.50	23.62½	19.90	23.35	25.75
H (Vrouens)	18.92½	19.40	19.40	20.42½	21.00	21.00

TABLE 11.

Weekly Wages payable to Envelope Punchers according to their experience as such.

Area.	DAY WORK			NIGHT WORK		
	First year.	Second year.	Thereafter.	First year.	Second year.	Thereafter.
E	R15.72½	R17.97½	R19.62½	R17.17½	R19.30	R21.12½
F	16.50	18.57½	20.10	18.02½	20.00	21.70
G	16.50	18.57½	20.10	18.02½	20.00	21.70
Ga	17.77½	19.67½	21.12½	19.55	21.27½	22.87½
H	18.05	21.05	23.62½	19.85	22.85	25.75

TABLE 12.

Weekly Wages payable to Drivers of Motor Vehicles.

Area.	1 ton and over but less than 3 tons		Over 3 tons but not more than 5 tons		Over 5 tons but not exceeding 7 tons		Over 7 tons
	Less than 1 ton.	1 ton and over but less than 3 tons	Over 3 tons but not more than 5 tons	Over 5 tons but not exceeding 7 tons	Over 7 tons		
E, G and H	R18.20	R19.70	R20.05	R21.15	R22.65	R25.00	

7. WAGE RATES INCLUSIVE OF COST-OF-LIVING ALLOWANCE.

In view of the adjustments made in the past, the wage rates prescribed by Tables 1-32 and Section 47 other than by Section 47 (1) (a) (v), shall be deemed to be inclusive of cost-of-living allowance, provided, however, that should the cost-of-living allowance payable in terms of War Measure No. 43 of 1942, as amended, be increased, those wage rates shall be not less than what would be due if the employees concerned had been entitled to the War Measure allowance since that allowance first became payable instead of the increases paid in terms of the automatic adjustment of wage rates provisions contained in previous Agreements.

8. DIFFERENTIAL RATES AND RATIO.

(1) (a) An employer shall pay an employee who, through an emergency or any other cause, performs work which by virtue of the provisions of this Agreement he is not qualified to perform, or which should be performed by another class of employee, the rate of wages, for the whole day on which such work is performed, which is prescribed to be payable herein before to the employee qualified or entitled to perform the said class of work.

TABEL 11.

Weeklone betaalbaar aan koevertponers volgens hul ondervinding as sodanig.

Gebied.	DAGWERK			NAGWERK		
	Eerste jaar.	Tweede jaar.	Daarna	Eerste jaar.	Tweede jaar.	Daarna
E	R15.72½	R17.97½	R19.62½	R17.17½	R19.30	R21.12½
F	16.50	18.57½	20.10	18.02½	20.00	21.70
G	16.50	18.57½	20.10	18.02½	20.00	21.70
Ga	17.77½	19.67½	21.12½	19.55	21.27½	22.87½
H	18.05	21.05	23.62½	19.85	22.85	25.75

TABEL 12.

Weeklone betaalbaar aan drywers van motorvoertuie.

Gebied.	1 ton en meer maar minder as 3 ton		Meer as 3 ton maar hoogstens 5 ton		Meer as 5 ton maar hoogstens 7 ton		Meer as 7 ton
	Minder as 1 ton	1 ton en meer maar minder as 3 ton	Meer as 3 ton maar hoogstens 5 ton	Meer as 5 ton maar hoogstens 7 ton	Meer as 7 ton		
E, G en H	R18.20	R19.70	R20.05	R21.15	R22.65	R25.00	

7. LOONTARIEWE MET INBEGRIIP VAN LEWENSKOSTETOELAE.

Met die oog op die aanpassings wat in die verlede gedoen is, word daar geag dat die loonskale wat voorgeskryf word in tabelle 1 tot 32 en klousule 47, uitgesonderd in klousule 47 (1) (a) (v), lewenskostoelae insluit; met dien verstande egter dat indien die lewenskostoelae wat ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, verhoog word, daardie loontariewe nie minder mag wees nie as dié wat verskuldig sou wees indien die betrokke werknemers geregtig was op die toelae, by die Oorlogsmaatreël voorgeskryf, sedert die tyd wat dié toelae eerste betaalbaar geword het in plaas van die verhogings wat betaal word ooreenkomstig die outomatiese aanpassing van loontariewe kragtens bepalings in vorige Ooreenkomste.

8. DEFERENSIËLE LONE EN GETALSVERHOUDING.

(1) (a) 'n Werkgewer moet 'n werknemer wat as gevolg van 'n noodgeval of om enige ander rede, werk verrig wat hy ingevolge die bepalings van hierdie Ooreenkoms nie gekwalifiseer is om te verrig nie, of wat deur 'n ander klas werknemer verrig behoort te word, vir die hele dag waarop sodanige werk verrig word, betaal teen die loontariewe hierbo voorgeskryf as betaalbaar aan die werknemer wat gekwalifiseer of geregtig is om genoemde soort werk te verrig.

(b) An employer shall pay an employee who performs work usually performed by another class of employee for which wages are prescribed by this Agreement in excess of the wages which such former employee ordinarily receives, the higher rate of wages for the whole day during which such work is performed.

NOTE:— The payment of wages to an employee at a higher rate than he would ordinarily be entitled to receive does not permit an employer to ignore the provisions of Sections 25, 32, 37, 41 and 45 of this Agreement.

(2) (a) One in every five or portion of five of each of the following classes of employees, employed in any establishment in any particular area, shall be paid at not less than the highest rate of wages prescribed for the class of employee concerned in that area:—

General assistants; fibre container assistants; paper sack machine assistants; packaging assistants; corrugated board and container assistants and screen preparers (manual);

provided that general assistants in respect of whom exemptions have been issued, authorising such employees to do the work of journeymen, litho operatives or platen pressmen, shall not be regarded as general assistants for the purposes of this sub-section. In determining the ratio solid typesetters shall be included, however.

(b) The provisions of sub-section (a) hereof shall not apply in establishments where normally three or less employees of the classes mentioned are employed; provided, however, that this exception shall not afford any justification for the dismissal of an employee because of the wage rate payable to that employee because of his experience.

(c) Not less than one in every three employees employed solely on making ready on and operating or supervising the operation of platen machines or cylinder machines capable of printing on a sheet not larger than 15 inches by 20 inches shall be paid at not less than the rate of wages prescribed for platen pressmen in the area concerned.

9. APPRENTICES AND MINORS.

(1) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship, a cost of living allowance at not less than the following weekly rates shall be paid to him by his employer:—

Area.	First year.	Second year.	Third year.	Fourth year.	Fifth year.
B ..	R4.33½	R4.37½	R5.92½	R7.06	R7.50
C ..	4.25	4.23	5.93	8.19	8.46
D ..	4.56	5.63½	7.36½	8.67	8.99½
E ..	4.55	5.80	7.42½	8.65	10.17½
F ..	4.60	5.72	7.69	10.03	10.41½
G and Ga	4.52½	5.79	7.51	10.00½	10.33
H ..	5.70½	5.72½	8.93½	11.65½	10.57½

provided, however, that should the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended, be increased, the allowances payable in terms of this sub-section shall be not less than those payable in terms of the War Measure.

Any period of remission from the normal period of apprenticeship granted in respect of an apprentice shall for the purposes of this sub-section be deemed to be a period of apprenticeship served by that apprentice.

(2) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship and the cost-of-living allowance mentioned in sub-section (1), an employer, who employs an apprentice on night work, shall pay to such apprentice an amount of 10 per cent of his total weekly remuneration, if employed on jobbing work, or 15 per cent of his total weekly remuneration, if employed on the production of a newspaper.

(3) Upon completion of the period of his contract of apprenticeship the employee concerned becomes a journeyman, and his employment by the employer with whom his apprenticeship has been served may not be terminated by either party (except for reasons justifying summary cancellation of the contract of employment) until he has worked for a minimum period of eight weeks for the employer concerned as a journeyman at the wages payable to journeymen. In case short time is being worked in his department at the time of completion of his contract, the above period shall be extended to the equivalent of eight full weeks. Should an apprentice pass a qualifying trade test and his contract of apprenticeship be deemed in consequence in terms of the Apprenticeship Act to have been terminated by effluxion of time, such an employee becomes a journeyman, but his employment by the employer with whom his apprenticeship has been served may not be terminated by either party (except for reasons justifying summary cancellation of the contract of employment) until after the date originally shown in the contract of apprenticeship as the date of termination of the contract.

(4) An employer may require a journeyman, as part of his ordinary duties to instruct, and such employee shall so instruct, any apprentices in the same designated trade as such journeyman in the employment of such employer, so as to render such apprentices proficient in their trade. It shall be the duty of the

(b) 'n Werkgewer moet 'n werknemer wat werk verrig wat gewoonlik deur 'n ander klas werknemer verrig word, waarvoor in hierdie Ooreenkoms hoër lone as wat sodanige eersgenoemde werknemer gewoonlik ontvang, voorgeskryf word, vir die hele dag waarop sodanige werk verrig word, betaal teen die hoër loontarief wat vir genoemde klas werknemer voorgeskryf is.

OPMERKING.—Die betaling van lone aan 'n werknemer teen 'n hoër tarief as dié waarop hy onder gewone omstandighede geregtig sou gewees het, stel 'n werkgewer nie vry om die bepaling van klousules 25, 32, 37, 41 en 45 van hierdie Ooreenkoms te verontagsaam nie.

(2) (a) Aan 1 uit elke 5 of gedeelte van 5 van elk van ondergenoemde klasse werknemers in diens in 'n inrigting in 'n besondere gebied, moet minstens die hoogste loontariewe voorgeskryf vir die betrokke klas werknemer in dié gebied, betaal word:—

Algemene assistente; veselhouerassistente; papiersakmasjiën-assistente; houerassistente; riffelbord- en riffelbordhouer-assistente en skermbereiders (hand);

met dien verstande dat algemene assistente ten opsigte van wie vrystellings uitgereik is om sulke werknemers te magtig om die werk van vakmanne, litobediens of degelpersdrukkers te verrig, nie vir die toepassing van hierdie subklousule as algemene assistente beskou moet word nie. Platsetters moet egter ingesluit word by die berekening van die getalsverhouding.

(b) Die bepalinge van subklousule (a) hiervan is nie van toepassing op inrigtings waar 3 of minder werknemers van genoemde klasse normaalweg in diens is nie; met dien verstande egter dat hierdie uitsondering geen regverdiging verleen nie vir die afdanking van 'n werknemer weens die loontarief wat aan daardie werknemer op grond van sy ondervinding betaalbaar is.

(c) Minstens 1 uit elke 3 werknemers wat uitsluitlik in diens is by toestelwerk op en die bediening van of toesighouding oor die werk van degelpers of silindermasjiene wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk, moet besoldig word teen minstens die loontarief wat vir degelpersdrukkers in die betrokke gebied voorgeskryf word.

9. VAKLEERLINGE EN MINDERJARIGES.

(1) Benewens die loon wat aan 'n vakleerling ingevolge die bepalinge van sy leerlingskontrak betaalbaar is, moet 'n lewenskostoelae van minstens onderstaande weeklikse tarief deur sy werkgewer aan hom betaal word:—

Gebied.	Eerste jaar.	Tweede jaar.	Derde jaar.	Vierde jaar.	Vyfde jaar.
B ..	R4.33½	R4.37½	R5.92½	R7.06	R7.50
C ..	4.25	4.23	5.93	8.19	8.46
D ..	4.56	5.63½	7.36½	8.67	8.99½
E ..	4.55	5.80	7.42½	8.65	10.17½
F ..	4.60	5.72	7.69	10.03	10.41½
G en Ga	4.52½	5.79	7.51	10.00½	10.33
H ..	5.70½	5.72½	8.93½	11.65½	10.57½

met dien verstande egter dat as die lewenskostoelae betaalbaar ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, verhoog word, die toelae betaalbaar ingevolge hierdie subklousule nie minder mag wees nie as dié betaalbaar ingevolge die Oorlogsmaatreël.

Enige tydperk van kwytstelling van die gewone leertyd, toegestaan ten opsigte van 'n vakleerling, moet vir die toepassing van hierdie subklousule beskou word as 'n leertyd wat deur daardie vakleerling uitgedien is.

(2) Benewens die loon betaalbaar aan 'n vakleerling ingevolge die bepalinge van sy leerlingskontrak en die lewenskostoelae genoem in subklousule (1), moet 'n werkgewer wat 'n vakleerling op nagwerk in diens het, sodanige vakleerling 'n bedrag an 10 persent van sy totale weeklikse besoldiging betaal as hy smoutwerk doen, of 15 persent van sy totale weeklikse besoldiging as hy in diens is by die druk van 'n nuusblad.

(3) By voltooiing van sy leertyd word die betrokke werknemer 'n vakman, en sy diens by die werkgewer by wie hy 'n leertyd uitgedien het mag nie deur enige van die partye beëindig word nie (uitgesonderd om redes wat die summere opsegging van die dienskontrak regverdig) totdat hy 'n tydperk van minstens 8 weke vir die betrokke werkgewer as 'n vakman gewerk het teen die loon wat aan 'n vakman betaalbaar is. Ingeval korttyd in sy afdeling ten tyde van die voltooiing van sy kontrak gewerk word, moet bogenoemde tydperk tot die volle 8 weke verleng word. Indien 'n vakleerling in 'n kwalifiseertoets slaag, en dit geag word dat sy leerlingskontrak ingevolge die Wet op Vakleerlinge beëindig is deur verloop van tyd, word so 'n vakleerling 'n vakman, maar sy diens by die werkgewer by wie sy leertyd uitgedien is, mag nie deur enige van die partye beëindig word nie (uitgesonderd om redes wat die summere opsegging van die dienskontrak regverdig) tot ná die datum wat oorspronklik op die leerlingskontrak aangedui is as die datum van die beëindiging van die kontrak.

(4) 'n Werkgewer mag van 'n vakman vereis om, as deel van sy gewone werk, onderrig te gee aan vakleerlinge, en dié werknemer moet vakleerlinge aldus in dieselfde aangewese bedryf as dié waarvoor die vakman by die werkgewer in diens is, onderrig om die betrokke vakleerlinge in hulle ambag te bekwaam. Dit is

employer to provide adequate facilities and time for such journeyman to give such training. No premium shall be charged or accepted by an employer for the training of an employee.

(5) An employer shall not require or permit an apprentice, other than an apprentice in his last year of apprenticeship, to work overtime except under the supervision of a journeyman in the same trade as that in which the apprentice is indentured, and who is employed in the same department of the establishment concerned as the apprentice.

(6) An employer shall not employ any person under the age of 16 years in a technical or mechanical capacity in the Industry.

10. PIECE-WORK AND INCENTIVE SCHEMES.

(1) The giving out by employers and the performance by employees of piece-work and task work is prohibited. The provisions of this sub-section shall not be so construed as to affect the right of an employer to measure the output of work produced at any time, provided, however, that any such measuring shall be done by the employer jointly with a representative of the Chapel concerned.

(2) Notwithstanding anything contained in sub-section (1) of this section or Section 25 (6) (c), it shall be permissible for any employer to set up a joint production committee, consisting of representatives of the management and members appointed by the Chapel concerned, in order to eliminate wasteful methods of production and reduce costs in his establishment. Should any such committee desire to introduce any scheme which provides an incentive to improved production, such scheme shall be submitted for approval by the Standing Committee, after reference to the Joint Honorary Secretaries of the Council, before being put into operation.

11. PAYMENT OF REMUNERATION.

(1) Remuneration shall become due and be paid weekly not later than the normal closing time on the pay-day of the firm concerned or on termination of employment, whichever is the earlier.

(2) A casual employee shall be paid his remuneration forthwith on termination of his employment or on the pay-day of the firm concerned, whichever is the earlier.

(3) An employer shall ensure that the amount due to each employee is handed over to that employee in a sealed envelope which indicates—

- (a) the date on which the payment is made;
- (b) the name of the employee;
- (c) the amount due for ordinary time;
- (d) the amount due for overtime;
- (e) authorised deductions, if any; and
- (f) the net amount due.

The provisions of this sub-section shall not apply where alternative arrangements approved by the Standing Committee have been made by an employer.

(4) No deduction or set-off of any description, other than the following, shall be made or allowed from the remuneration due to an employee:—

- (a) Where an employee is absent from work on days other than paid holidays provided under Sections 14 and 50 of this Agreement, a pro rata amount for the period of such absence.
- (b) Any amount due by an employee to the Housing or Medical Aid Funds of the Council, provided that a request to deduct the amount in question (whether in a lump sum or by instalments) has been addressed to the employer by the Trade Union.
- (c) With the written consent of the employee, deductions for holiday, sick or pension funds, insurance premiums, savings schemes, repayment of loans by his employer, contributions to the funds of a medical aid society registered by the Standing Committee in terms of Section 18 (4) hereof, or any other deduction approved of by the Local Branch Secretary of the Trade Union in writing.
- (d) Contributions payable by the employee to the funds of the Council.
- (e) Any amount paid by an employer compelled by legal process to make payment on behalf of an employee.
- (f) With the written consent of the employee contributions to the funds of a Trade Union.

(5) An employer shall not give, and an employee shall not accept, any consideration for employment other than money. All remuneration shall be paid in cash provided, however, that if the written consent of the employee concerned is first obtained, payment may be made by cheque or into a bank account.

12. HOURS OF WORK.

(1) The ordinary hours of work of employees covered by the terms of Chapters 2, 3, 4, 5, 6 and 7 of this Agreement shall be 40 hours per week and the wage rates specified therein shall be

die plig van die werkgewer om sulke vakmanne voldoende geleentheid en tyd vir dié onderrig te gee. Die werkgewer mag nie vir die opleiding van 'n werknemer 'n premie bereken of aanneem nie.

(5) 'n Werkgewer mag nie 'n vakleerling, uitgesonderd 'n vakleerling in die laaste jaar van sy leertyd, verplig of toelaat om oortyd te werk nie uitgesonderd onder die toesig van 'n vakman in dieselfde bedryf as dié waarvoor die vakleerling ingeboek is en wat in dieselfde afdeling van die betrokke inrigting as die vakleerling werk.

(6) 'n Werkgewer mag niemand onder die ouderdom van 16 jaar in 'n tegniese of meganiese hoedanigheid in die Nywerheid in diens hê nie.

10. STUKWERK EN AANSPORINGSKEMAS.

(1) Die uitbesteding deur werkgewers en die verrigting deur werknemers van stukwerk en taakwerk is verbode. Die bepaling van hierdie subklousule mag nie so uitgelê word dat dit die reg van 'n werkgewer raak om die hoeveelheid werk te eniger tyd gedoen, te meet nie; met dien verstande egter dat enige sodanige meting deur die werkgewer saam met 'n verteenwoordiger van die betrokke Kapel gedoen moet word.

(2) Ondanks andersluidende bepalings in subklousule (1) van hierdie klousule of klousule 25 (6) (c) word 'n werkgewer toegelaat om 'n gesamentlike produksiekomitee in te stel bestaande uit verteenwoordigers van die bestuur en lede wat deur die betrokke Kapel aangestel word, met die doel om verkwistende produksiemetodes uit te skakel en koste in sy inrigting te verminder. As so 'n komitee 'n skema wil invoer wat aanspooring vir verbeterde produksie beoog, moet so 'n skema vir goedkeuring aan die Staande Komitee voorgelê word, ná verwysing na die gesamentlike eresekretaris van die Raad, voordat dit in werking gestel word.

11. BETALING VAN BESOLDIGING.

(1) Besoldiging is weekliks verskuldig en moet weekliks of voor die gewone sluitingstyd op die betaaldag van die betrokke firma betaal word, of by diensbeëindiging, naamlik op die vroegste datum.

(2) 'n Los werknemer moet sy besoldiging onmiddellik by diensbeëindiging betaal word, of op die betaaldag van die betrokke firma, naamlik op die vroegste datum.

(3) 'n Werkgewer moet seker maak dat die bedrag wat aan elke werknemer verskuldig is, aan dié werknemer oorhandig word in 'n verseelde kovert waarop onderstaande geskryf staan—

- (a) die datum waarop die betaling gedoen word;
- (b) die naam van die werknemer;
- (c) die bedrag verskuldig vir gewone tyd;
- (d) die bedrag verskuldig vir oortyd;
- (e) gemagtigde aftrekkings (as daar is); en
- (f) die netto bedrag verskuldig;

Die bepalings van hierdie subklousule is nie van toepassing waar ander reëlings, deur die Staande Komitee goedgekeur, deur 'n werkgewer getref word nie.

(4) Geen aftrekking of korting van watter aard ook al uit gesonderd ondergenoemdes, mag van die besoldiging wat aan 'n werknemer verskuldig is, gedoen word nie:—

- (a) As 'n werknemer op ander dae as betaalde vakansiedae wat kragtens klousules 14 en 50 van hierdie Ooreenkomst bepaal word, van die werk afwesig is, 'n pro rata bedrag vir die tydperk van dié afwesigheid.
- (b) Enige bedrag wat deur 'n werknemer aan die Behuisings of Mediese Hulpfonds van die Raad verskuldig is, met dien verstande dat 'n versoek om die betrokke bedrag (in 'n ronde bedrag of in paaiement) af te trek, deur die vakvereniging aan die werkgewer gerig is.
- (c) Met die skriftelike toestemming van die werknemer, af trekkings vir verlof-, siekte- of pensioenfondse, assuransië premies, spaarskemas, terugbetalings van lenings deur 'n werkgewer gedoen, bydraes tot die fonds van 'n mediese hulpvereniging geregistreer by die Staande Komitee kragtens klousule 18 (4) hiervan, of enige ander aftrekking wat skriftelik deur die sekretaris van die plaaslike tak van die vakvereniging goedgekeur is.
- (d) Bydraes betaalbaar deur 'n werknemer aan die fondse van die Raad.
- (e) Enige bedrag deur 'n werkgewer betaal wat by wet verplig is om betaling namens 'n werknemer te doen.
- (f) Met die skriftelike toestemming van die werknemer, by draes tot die fondse van 'n vakvereniging.

(5) 'n Werkgewer mag geen ander vergoeding as geld vir dien gee nie en 'n werknemer mag geen ander vergoeding as geld vir diens aanneem nie. Alle besoldiging moet in kontant betaal word; met dien verstande egter dat as die skriftelike toestemming van die betrokke werknemer vooraf verkry word, betaling deur middel van 'n tjek of in 'n bankrekening gemaak mag word.

12. WERKURE.

(1) Die gewone werkure van werknemers wat deur hoofstukk 2, 3, 4, 5, 6 en 7 van hierdie Ooreenkoms gedek word, is 40 uur per week en die loontariewe wat daarin gespesifiseer word, moet

regarded as the minimum payment for such ordinary hours of work. Any time worked in excess of 40 hours per week shall be paid for in accordance with the provisions of Section 13 of this Agreement.

(2) An employer shall arrange the weekly working hours of employees on day work in his establishment to commence not earlier than 6.30 a.m. on any day and to finish not later than 5 p.m. on five days, and not later than 12 noon on one day in any one week; provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off or one whole day per fortnight, may be substituted for one afternoon off by arrangement with the Chapel; and provided further, that the normal working hours, excluding meal times, in any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed nine hours.

(3) An employer shall arrange the working hours on all days in which the working time exceeds five hours so as to allow for a break of at least one hour between the hours of 11.30 a.m. and 2.30 p.m. No employee may work, nor may an employer ask an employee to work for a continuous period of more than five hours without a break of at least one hour; provided that, for his purpose work interrupted by breaks of less than one hour shall be deemed to be continuous. An employer shall not require or permit a female employee to work between 6 o'clock p.m. and 6 o'clock a.m., or after 1 o'clock p.m. on more than five days in any calendar week.

(4) Employees who perform work on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 6.30 a.m. on the next, shall be classed as night workers. Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorise a schedule of working hours for the employees concerned.

(5) Engineers and other employees on maintenance, whose duties require that they should work on Sundays, may be authorised by an exemption certificate issued by the Local Joint Board or where no Joint Board exists, by the Standing Committee, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours worked on Sunday in excess of the hours so stipulated shall be treated as falling within the terms of Section 13 of this Agreement.

(6) In an establishment where a Chapel exists an employer who requires any of his employees to work short time shall arrange the method of application of same with the Chapel. The employer shall give the employees at least 12 working hours' notice when required to work short time. An employer shall pay to any employee working short time not less than 24 hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit work in a special emergency.

(8) An employer who proposes to employ an employee on night work, other than for the production of a newspaper, shall advise the Joint Board concerned or the Standing Committee, where no such Joint Board exists, of his intention to do so.

(9) An employee required by his employer to proceed to a place, other than his normal place of employment, for the purpose of work in connection with the erection or maintenance of machinery shall, in respect of time taken up by travelling to or from any such place, be paid at a rate not less than the remuneration payable for ordinary time calculated in terms of Section 6 (5) of this Agreement for all such travelling time as falls within his ordinary hours of work and at not less than half the remuneration payable for ordinary time calculated in terms of Section 6 (5) of this Agreement, for such travelling time as falls outside his ordinary hours of work; provided, however, that the employee concerned shall not be entitled to payment for more than 12 hours in each cycle of 24 hours, or portion thereof, reckoned from the time the journey commenced; and provided further that if the employee concerned worked on the day the journey commenced, the maximum payment to which he shall be entitled for that day, inclusive of the remuneration due to him for the work performed on that day, shall be the remuneration payable for 12 hours' ordinary time calculated in terms of Section 6 (5) of this Agreement. For the purposes of this sub-section, Sunday, the house half-holiday or any other day on which the employee concerned does not normally work shall be regarded as an ordinary working day.

(10) For the purposes of this Agreement, the day of the commencement of a shift shall determine the day on which that shift is worked and all time worked on that shift, including any time in excess of the normal hours of the shift, shall be deemed to have been worked on the same day.

(11) The provisions of this section shall not apply in respect of labourers.

as die minimum besoldiging vir sulke gewone werkure geag word. Vir enige tyd wat meer as 40 uur per week gewerk word, moet betaal word ooreenkomstig die bepalings van klousule 13 van hierdie Ooreenkoms.

(2) 'n Werkgewer moet die weeklikse werkure van werknemers op dagwerk in sy inrigting só reël dat daar nie op enige dag vóór 6.30 v.m. en nie ná 6 n.m. op 5 dae en nie ná 12-uur middag op één dag in 'n week gewerk word nie; met dien verstande dat in die geval van middagkoerant-drukkerye waar 'n middag vry per week nie toegestaan kan word nie, 'n gelykstaande tyd vry of 1 hele dag elke 2 weke toegestaan mag word in die plek van een middag vry, nadat reëlings met die Kapel getref is; en voorts met dien verstande dat die gewone werkure, maaltye uitgesonderd, op enige enkele dag nie meer as 8½ mag wees nie, uitgesonderd in inrigtings waar die gewone week se werk in 5 dae voltooi kan word, en in dié geval mag die gewone dag se werk nie meer as 9 uur wees nie.

(3) 'n Werkgewer moet die werkure op alle dae waarop die werktyd meer as 5 uur is, só reël dat 'n pouse van minstens 1 uur tussen die ure 11.30 v.m. en 2.30 n.m. toegestaan kan word. Geen werknemer mag vir 'n ononderbroke tydperk van meer as 5 uur sonder 'n pouse van minstens 1 uur werk nie, en geen werkgewer mag dit van hom vereis nie; met dien verstande dat, vir hierdie doel, werk wat met pouses van minder as 1 uur onderbreek word, as ononderbroke beskou moet word. 'n Werkgewer mag nie van 'n vroulike werknemer vereis of haar toelaat om tussen 6-uur n.m. en 6-uur v.m. of ná 1-uur n.m. op meer as 5 dae van enige kalenderweek te werk nie.

(4) Werknemers wat 'n gereëlde skof werk waarvan enige gedeelte tussen die ure 6 n.m. op één dag en 6.30 v.m. op die volgende dag val, moet as nagwerkers ingedeel word. Van nagwerkers wat op oggendkoerante werk, mag vereis word om Sondaggaande as deel van hul gereëlde skof te werk. In gevalle waar die aard van die werk wat in 'n inrigting verrig word, vereis dat sekere werknemers 'n skof moet werk wat van die gewone dag- of nagskof verskil, mag die Staande Komitee 'n werkrooster vir die betrokke werknemers magtig.

(5) Ingenieurs en ander werknemers wat onderhoudswerk verrig en wie se diens dit vir hulle noodsaaklik maak om op Sondag te werk, mag ooreenkomstig 'n vrystellingsertifikaat deur die plaaslike Gesamentlike Raad uitgereik, of waar daar geen Gesamentlike Raad bestaan nie, deur die Staande Komitee gemagtig word om op Sondag vir 'n aantal ure wat in die vrystellingsertifikaat bepaal moet word, teen gewone loontariewe te werk; en alle ure wat op Sondag bo die aldus vasgestelde ure gewerk word, moet beskou word dat dit onder die bepalings van klousule 13 van hierdie Ooreenkoms val.

(6) In 'n inrigting waar daar 'n Kapel is, moet 'n werkgewer wat van engeen van sy werknemers vereis om korttyd te werk, die metode van toepassing daarvan met die Kapel reël. Die werkgewer moet die werknemers minstens 12 werke vooraf kennis gee wanneer van hul verlang sal word om korttyd te werk. 'n Werkgewer moet aan 'n werknemer wat korttyd werk, minstens 24 uur se loon in 'n werkweek betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder as 8 uur verstryk tussen die beëindiging van een dag of nag se werk en die begin van 'n ander deur dieselfde werknemer nie. Dit belet nie werk in 'n spesiale noodgeval nie.

(8) 'n Werkgewer wat voornemens is om 'n werknemer op nagwerk in diens te neem, uitgesonderd met die doel om 'n nuusblad te druk, moet die betrokke Gesamentlike Raad of die Staande Komitee waar daar geen Gesamentlike Raad is nie, van sy voorneme in kennis stel.

(9) 'n Werknemer wat deur sy werkgewer aangesê word om na 'n ander plek as sy gewone werkplek te gaan vir werk in verband met die oprigting of instandhouding van masjinerie, moet vir die tyd wat in beslag geneem word met die heen- of terugreis, betaal word teen 'n tarief van minstens die besoldiging betaalbaar vir gewone tyd bereken kragtens klousule 6 (5) van hierdie Ooreenkoms, vir alle reistyd wat binne sy gewone werkure val en teen minstens helfte van die besoldiging betaalbaar vir gewone tyd bereken kragtens klousule 6 (5) van hierdie Ooreenkoms, vir alle reistyd wat buite sy gewone werkure val; met dien verstande egter dat die betrokke werknemer nie geregtig is op betaling vir meer as 12 uur in elke kringloop van 24 uur of 'n gedeelte daarvan nie, gereken vanaf die tyd waarop die reis begin het; en voorts met dien verstande dat as die betrokke werknemer gewerk het op die dag waarop die reis begin het, die maksimum betaling waarop hy vir daardie dag geregtig is, met inbegrip van die besoldiging aan hom verskuldig vir die werk op daardie dag verrig, die besoldiging is wat betaalbaar is vir 12 uur se gewone tyd bereken kragtens klousule 6 (5) van hierdie Ooreenkoms. Vir die toepassing van hierdie subklousule moet Sondag, die inrigting se vakansiehelfdag of enige ander dag waarop die betrokke werknemer nie gewoonlik werk nie, as 'n gewone werkdag geag word.

(10) Vir die toepassing van hierdie Ooreenkoms bepaal die dag waarop 'n skof begin, die dag waarop die skof gewerk word en alle tyd op dié skof gewerk, met inbegrip van enige tyd oor die gewone ure van die skof, moet beskou word as tyd op dieselfde dag gewerk.

(11) Die bepalings van hierdie klousule is nie op arbeiders van toepassing nie.

13. OVERTIME.

(1) Subject to the restrictions on overtime imposed by sub-sections (2) and (3) hereof, all hours in excess of the hours prescribed in sub-section (1) of Section 12 of this Agreement, shall be regarded as overtime and subject to the provisions hereinafter stated. Employers shall pay for overtime at the following rates and employees shall not accept less than such rates:—

- (a) Time and one-third for the first six hours' overtime or part thereof in any one working week; time and one-half for the next four hours' overtime or part thereof in such week, and double time for any further overtime worked in such week; provided that the provisions of this paragraph may be modified in terms of paragraph (d) of this sub-section. Time worked on the house half-holiday and on Sunday shall not be included for the purposes of this paragraph.
- (b) Subject to the provisions of paragraphs (c) and (d), time worked by an employee on any day in excess of four hours beyond the normal hours of his shift shall be paid for at double time, but shall not be included in the total weekly hours for the purpose of calculating overtime payable in terms of paragraph (a).
- (c) (i) Time worked on the day of the house half-holiday in excess of the usual number of hours worked on that day shall be paid for at double time.
- (ii) Whenever an employee works on a Sunday, his employer shall either pay to the employee—
 - (A) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day; or
 - (B) if he so works for a period exceeding four hours, remuneration, at a rate not less than double his ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or
 - (C) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.
- (iii) The provisions of sub-paragraphs (i) and (ii) shall not apply to time worked (either normal time or overtime) on the production of evening newspapers.
- (iv) Night workers engaged on morning newspapers shall be entitled to ordinary overtime rates only for overtime worked on Sundays; provided however—
 - (A) that all time worked by such employees from the completion of their Friday shift—normal time and overtime—until the normal starting time of their Sunday shift shall be paid for at double time;
 - (B) that subject to the provisions of Section 13 (1) (a), such employees shall not be entitled to double time for time worked before the normal starting time of any other shift; and
 - (C) that such employees working a 5-night week, who work on their day off other than that mentioned in paragraph (A) of this proviso, shall be paid at the rates mentioned in Section 13 (1) (a) for the first four hours worked and at double time for all further time worked on such day.
- (d) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the excess overtime rates payable to the employees concerned shall, notwithstanding anything to the contrary hereinbefore contained, be mutually agreed upon between the employer and the local branch of the Trade Union, with the right to appeal to the Joint Board concerned and/or to the Standing Committee. A copy of any such agreement shall be submitted to the Standing Committee for registration.
- (e) In establishments where the weekly working hours prescribed in Section 12 (1) of this Agreement are completed in five days (that is from Monday to Friday, inclusive) time worked on Saturdays until 12 noon shall be paid for in terms of paragraphs (a) and (b) of this sub-section, and after 12 noon at double time.
- (f) For the purposes of this section each week shall stand on its own; provided that time lost by an employee through illness or at the request of the employer shall not be re-

13. OORTYD.

(1) Behoudens die beperkings op oortyd wat by subklousules (2) en (3) hiervan opgelê word, moet alle ure wat bo dié in subklousule (1) van klousule 12 van hierdie Ooreenkoms voorgeskryf, gewerk word, as oortyd beskou word en onderworpe aan die bepaling soos hieronder uiteengesit. Werkgewers moet vir oortydwerk teen die volgende tariewe betaal en werknemers mag nie minder as dié tariewe aanneem nie:—

- (a) Vir die eerste 6 uur oortyd of gedeelte daarvan in 'n werkweek, een en 'n derde maal die gewone loon; vir die daaropvolgende 4 uur oortyd of gedeelte daarvan in dié week een en 'n half maal die gewone loon; en vir verdere oortyd in die week gewerk, dubbel die gewone loon; met dien verstande dat die bepaling van hierdie paragraaf gewysig mag word ingevolge paragraaf (d) van hierdie subklousule. Vir die toepassing van hierdie paragraaf word tyd wat op die inrigting se vakansiehelfdag en op Sondag gewerk word, nie ingesluit nie.
- (b) Behoudens die bepaling van paragrafe (c) en (d) moet vir tyd wat 'n werknemer op 'n dag vry meer as 4 uur bo die gewone ure van sy skof werk, teen dubbel die gewone loon betaal word, maar dit mag nie vir die doel van die berekening van oortyd, wat betaalbaar is ingevolge paragraaf (a), by die totale weeklikse ure ingesluit word nie.
- (c) (i) Vir tyd gewerk op 'n inrigting se vakansiehelfdag bo die gewone getal ure wat op daardie dag gewerk word, moet daar teen dubbel die gewone loon betaal word.
- (ii) As 'n werknemer op 'n Sondag werk, moet sy werkgever die werknemer—
 - (A) as hy vir 'n tydperk van hoogstens 4 uur aldus werk, minstens die gewone besoldiging betaal wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk; of
 - (B) as hy vir 'n tydperk van langer as 4 uur aldus werk, ten opsigte van die totale tydperk wat hy op dié Sondag werk, besoldiging teen minstens dubbel sy gewone loon betaal, of besoldiging van minstens dubbel die gewone besoldiging betaalbaar ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of
 - (C) aan die werknemer ten opsigte van die totale tydperk wat op die Sondag gewerk is, besoldiging teen minstens een en 'n derde maal sy gewone loon betaal en hom binne 7 dae na dié Sondag 1 dag verlof toestaan en hom ten opsigte daarvan besoldiging betaal teen minstens sy gewone loontarief asof hy op dié verlofdag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.
- (iii) Die bepaling van subparagrafe (i) en (ii) is nie op tyd (hetsy gewone werkure of oortyd) gewerk in verband met die produksie van aandnuusblaaie, van toepassing nie.
- (iv) Nagwerkers in diens by oggendnuusblaaie is alleen vir oortyd op Sondag gewerk, op die gewone oortyd-tariewe geregtig; met dien verstande dat—
 - (A) vir alle tyd deur sulke werknemers gewerk vanaf die voltooiing van hul Vrydagskof—gewone tyd en oortyd—tot die gewone begintyd van hul Sondag-skof, teen dubbel die gewone loon betaal moet word;
 - (B) behoudens die bepaling van klousule 13 (1) (a), hierdie werknemers nie geregtig is op dubbel die gewone loon vir tyd gewerk voor die gewone begintyd van enige ander skof nie; en
 - (C) sodanige werknemers wat 5 nagte in 'n week werk en wat werk op die dag wat hulle gewoonlik vry het, behalwe dié genoem in paragraaf (A) van hierdie voorbehoudsbepaling, betaal moet word teen die tariewe genoem in klousule 13 (1) (a) vir die eerste 4 uur gewerk en teen dubbel die gewone loon vir alle verdere tyd op sodanige dag gewerk.
- (d) In gevalle waar die vaste werknemerpersoneel op Saterdag of Sondag werk in verband met die druk van laat Saterdag- of Sondagkoerante, moet die ekstra oortyd-tariewe wat aan die betrokke werknemers betaalbaar is, ondanks enigiets anders hierin vervat, by onderlinge ooreenkoms tussen die werkgever en die plaaslike tak van die vakvereniging vasgestel word, met die reg van beroep op die betrokke Gesamentlike Komitee en/of na die Staande Komitee. 'n Eksemplaar van enige sodanige ooreenkoms moet vir registrasie by die Staande Komitee ingedien word.
- (e) In inrigtings waar die weeklikse werkure, voorgeskryf by klousule 12 (1) van hierdie Ooreenkoms, in 5 dae (nl. van Maandag tot en met Vrydag) voltooi word, moet vir tyd op Saterdag tot 12-uur middag gewerk, ooreenkomstig paragrafe (a) en (b) van hierdie subklousule betaal word, en ná 12-uur middag teen dubbel die gewone loon.
- (f) Vir die toepassing van hierdie klousule, word elke week afsonderlik beskou; met dien verstande dat tyd wat 'n werknemer verloor weens siekte, of op versoek of met di-

quired to be made up before overtime is calculated. Time lost by an employee through any other cause shall first be made up before any overtime is calculated.

- (g) For the purposes of this section, overtime rates shall be calculated in terms of Section 6 (5) on the rate at which the employee is ordinarily paid.

(2) An employer shall not require or permit an employee to work overtime for a total period exceeding in any one week—

(a) ten hours; or

(b) a number of hours (which may exceed ten) fixed by the local Joint Board or the Standing Committee where no Joint Board exists, by notice in writing to the employer specifying the employee, or class of employee, in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.

(3) An employer shall not require or permit a female employee to work overtime—

(a) for more than two hours on any one day; provided however, that this provision shall not apply in respect of overtime worked on Saturday mornings in establishments where a five-day week is in operation;

(b) on more than three consecutive days;

(c) on more than 60 days in any year;

(d) after the completion of her daily working hours for more than one hour on any day unless he has—

(i) given notice thereof to such employee before midday; or

(ii) provide such employee with an adequate meal before she has to commence overtime; or

(iii) paid such employee an allowance of 30c (thirty cents) in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(4) (a) Foremen whose duties require them to supervise other employees while they are employed on overtime may be exempted from the provisions of this section by a certificate issued by the Standing Committee, specifying a weekly wage considered to be sufficient to compensate the exempted person for any overtime he is likely to perform.

(b) An employer shall not require or permit an employee in respect of whom such an exemption has been granted to perform, and no such employee shall perform, work falling within the scope of any designated trade in the Industry after normal working hours, unless journeymen in the department concerned are also working at the time.

(c) An employee in respect of whom an exemption mentioned in paragraph (a) of this sub-section has been granted shall be entitled to at least two months' sick leave on full pay during each calendar year.

(5) The provisions of this section shall not apply in respect of labourers.

14. HOLIDAYS.

(1) The provisions herein contained are not intended to reduce the number of paid holidays received by an employee prior to the date of this Agreement in excess of the number provided hereunder.

(2) (a) An employer shall allow and require each of his employees to take, and an employee shall take, in accordance with the provisions of this section, a minimum of three weeks' paid holiday leave during each year, and in addition five special paid holidays, namely New Year's Day, Good Friday, Ascension Day, the Day of the Covenant and Christmas Day. The ordinary annual holiday leave shall accrue proportionately in respect of employment during the calendar year. The special holidays accrue in respect of the working week in which they fall, provided that the employee is in the employ of the employer the day prior to and also subsequent to the special holiday.

(b) A night worker on a newspaper, who normally works ordinary time on more than five nights per week, shall be allowed and required to take and such employee shall take one week's paid holiday leave during each year in addition to the minimum leave mentioned in paragraph (a) hereof.

(3) (a) Subject to the provisions of sub-section (12) hereof annual holiday leave shall be granted and taken so as to commence not later than the end of the calendar year for which such leave is due and if the employee concerned entered the Industry during that year, it shall be proportionate to the period served during such year. The period during which such leave is to be taken shall, wherever possible, be arranged mutually between the employer and employee concerned, but shall otherwise be granted and taken at the reasonable convenience of the employer, who, under such circumstances, shall make the necessary arrangements through the Chapel, or, where no Chapel is functioning, through the Joint Board concerned or the Standing Committee where no such Joint Board exists. Where the period during which leave is to be taken has been fixed in accordance

toestemming van die werkgewer, nie ingehaal hoef te word voordat oortyd bereken word nie. Tyd wat deur 'n werknemer om enige ander rede verloor word, moet eers ingehaal word voordat enige oortyd bereken word.

- (g) Vir die toepassing van hierdie klousule word oortyd tariewe bereken ooreenkomstig klousule 6 (5) volgens die tarief waarteen die werknemer gewoonlik betaal word.

(2) 'n Werkgewer mag nie 'n werknemer verplig of toelaat om in 'n week altesaam langer oortyd te werk nie as—

(a) 10 uur; of

(b) 'n getal ure (wat meer as 10 mag wees) deur die plaaslike Gesamentlike Raad, of die Staande Komitee as daar geen Gesamentlike Raad is nie, vasgestel by skriftelike kennisgewing aan die werkgewer met vermelding van die werknemer of klas werknemer ten opsigte van wie die kennisgewing van toepassing is, en die tydperk waarvoor en die voorwaardes waarop dit geldig is.

(3) 'n Werkgewer mag nie 'n vroulike werknemer verplig of haar toelaat om oortyd soos volg te werk nie:—

(a) Langer as 2 uur op 'n dag; met dien verstande egter dat hierdie bepaling nie van toepassing is op oortyd gewerk op Saterdagoggende in inrigtings waar 5 dae per week gewerk word nie;

(b) op meer as 3 opeenvolgende dae;

(c) op meer as 60 dae in 'n jaar;

(d) na beëindiging van haar daaglikse werkure, langer as 1 uur op 'n dag nie, tensy hy—

(i) dié werknemer vóór 12-uur middag daarvan in kennis gestel het; of

(ii) aan dié werknemer 'n toereikende ete verskaf het voordat sy met oortyd moet begin; of

(iii) dié werknemer betyds 'n toelae van 30c. (dertig sent) betaal het om haar in staat te stel om 'n ete te nuttig voordat sy met oortyd begin.

(4) (a) Voormanne wie se werk dit is om toesig oor ander werknemers te hou terwyl hulle oortyd werk, mag van die bepalings van hierdie klousule vrygestel word by 'n sertifikaat uitgereik deur die Staande Komitee, waarin 'n weekloon bepaal word wat, as voldoende geag word om die vrygestelde persoon te vergoed vir enige oortyd wat hy moontlik sal werk.

(b) 'n Werkgewer mag nie 'n werknemer ten opsigte van wie so 'n vrystelling verleen is, verplig of toelaat om werk wat binne die bestek van enige aangewese bedryf in die Nywerheid val, ná gewone werkure te doen en geen werknemer mag dit doen nie, tensy daar ook vakmanne op daardie tyd in die betrokke afdeling werk.

(c) 'n Werknemer ten opsigte van wie 'n vrystelling genoem in paragraaf (a) van hierdie subklousule, toegestaan is, het reg op minstens 2 maande siekteverlof met volle betaling gedurende elke kalenderjaar.

(5) Die bepalings van hierdie klousule is nie op arbeiders van toepassing nie.

14. VERLOF.

(1) Die bepalings hierin vervat, is nie bedoel om die getal betaalde verlofdae, wat voor die datum van hierdie Ooreenkoms bo die getal, hierin vasgestel, deur 'n werknemer ontvang is, te verminder nie.

(2) (a) 'n Werkgewer moet, ooreenkomstig die bepalings van hierdie klousule, aan elkeen van sy werknemers minstens 3 weke betaalde verlof in elke jaar toestaan, en daarbenewens 5 spesiale vakansiedae, naamlik Nuwejaarsdag, Goede Vrydag, Hemelvaartdag, Geloftedag en Kersdag, en eis dat elke werknemer dit neem en die werknemer moet dit neem. Die gewone jaarlikse verlof hoop eweredig ten opsigte van die kalenderjaar op. Die spesiale vakansiedae hoop op ten opsigte van die werkweek waar in hulle val; met dien verstande dat die werknemer in die diens van die werkgewer en op diens is op die dag voor en ook ná die spesiale vakansiedag.

(b) 'n Nagwerker op 'n nuusblad wat normaalweg gewone tyd op meer as 5 nagte per week werk, moet toegelaat en verplig word en die werknemer moet 1 week se betaalde verlof elke jaar neem bo en behalwe die minimum verlof genoem in paragraaf (a) hiervan.

(3) (a) Behoudens die bepalings van subklousule (12) hiervan, moet jaarlikse verlof toegestaan en geneem word sodat dit nie later nie as die einde van die kalenderjaar waarvoor dié verlof verskuldig is, begin, en as die betrokke werknemer by die Nywerheid in dié jaar aangesluit het, moet dit in verhouding wees tot die tyd wat hy dié jaar in diens was. Waar dit ook al moontlik is, moet die tyd waarin die verlof geneem moet word, onderling deur werkgewer en werknemer gereël word, maar andersins moet dit toegestaan en geneem word wanneer dit die werkgewer pas wat onder hierdie omstandighede die nodige reëlings deur tussenkoms van die Kapel moet tref, of waar daar geen Kapel bestaan nie, deur tussenkoms van die betrokke Gesamentlike Raad of die Staande Komitee waar daar geen Gesamentlike Raad is nie. As die tydperk wanneer verlof geneem moet word,

with the provisions of this sub-section, no alteration in such arrangements shall be made except by mutual consent of the employer and employee concerned.

(b) Annual leave shall be granted and taken in an unbroken period; provided, however, that subject to the mutual consent of the employer and employee concerned, such leave may be taken in two periods of one week and two weeks or two weeks and one week. The management of an establishment which closes over the period during which the Christmas and New Year holidays fall may avail itself of this provision.

(c) Notwithstanding the provisions of paragraph (b) hereof, subject to the consent of the employer and employee concerned and the approval of the Joint Board concerned, or the Standing Committee where no such Joint Board exists, having been obtained, annual leave not exceeding one week in any calendar year may be accumulated, provided, however, that not more than six weeks leave may be so accumulated. Accumulated leave shall be taken in an unbroken period, provided, however, that the Joint Board concerned or the Standing Committee where no such Joint Board exists, may authorize the taking of such leave in some other manner.

(d) In all cases where the taking of a portion of annual leave is postponed, or such leave is accumulated, in accordance with the provisions of paragraphs (b) and (c) hereof, the employer concerned shall forward to the local branch of the Trade Union, at the time when the employee in question takes the first portion of his leave, the amount due to such employee for leave pay and holiday bonus, as well as the contributions due in terms of Section 18 in respect of the period of postponed or accumulated leave. The amount due to the employee shall be paid to him by the Trade Union when the postponed or accumulated leave is taken. Should an employee, who has postponed or accumulated a portion of his leave in accordance with the provisions of paragraphs (b) and (c) hereof, change his employment, the Trade Union shall advise the employee's new employer of the position in this regard.

(4) (1) Any period during which an employee—

- (a) is absent on paid leave; or
- (b) is absent from work on the instructions or at the request of his employer; or
- (c) is absent from work as a result of an injury sustained while working; or
- (d) is absent from work owing to illness; or
- (e) is required to undergo training under the Defence Act;

shall be deemed to be employment for the purposes of sub-sections (2), (8) and (10) hereof; provided that—

- (i) the provisions of paragraphs (c) and (d) shall not apply in respect of any period of absence if the employee fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by his injury or by illness from doing his work;
- (ii) the provisions of paragraph (d) shall not apply in respect of any period during which the employee concerned has received benefits from the Health Maintenance Fund of the Council nor in respect of that portion of any total period of absence during any calendar year of employment which is in excess of four months. When calculating any total period of absence no period of absence of less than one full day shall be included;
- (iii) the period of military training deemed to be employment for the purposes of paragraph (e) shall not exceed a total period of four months during any calendar year.

(2) An employer who proposes to make any deduction from the period of annual leave normally granted or in respect of a special holiday shall submit full details of the matter to the Standing Committee through the Joint Board for the area concerned, if any.

(5) The amount due in respect of annual leave shall be calculated at the rate of the regular wage being paid to the employee concerned immediately before he proceeds on leave and shall be paid to him before he proceeds on such leave. Where payment is made by cheque facilities shall be granted to the employee concerned to enable him to cash the cheque on the last working day before he proceeds on leave.

(6) In the Municipal Area of Cape Town arrangements may be made between the Chapel and employer for employees to take one week's holiday and the balance in ordinary or statutory holidays, and be paid therefor, in lieu of the annual holiday leave provided in sub-section (2) of this section. In country newspaper offices special cases of hardship in respect of taking annual leave may be dealt with by the Standing Committee, which may grant permission for a portion of the annual holiday leave to be taken on statutory holidays other than the five mentioned in sub-section (2) of this section, or on such other convenient days as may be arranged.

vasgestel is kragtens die bepalings van hierdie subklousule, mag geen verandering in sodanige reëlings gemaak word nie behalwe met onderlinge toestemming van die betrokke werkgewer en werknemer.

(b) Jaarlikse verlof moet vir 'n ononderbroke tydperk toegestaan en geneem word; met dien verstande egter dat, behoudens die onderlinge toestemming van die betrokke werkgewer en werknemer, dié verlof in twee tydperke van een week en twee weke of twee weke en een week geneem mag word. Die bestuur van 'n inrigting wat oor die tydperk waarin die Kers- en Nuwejaarsvakansiedae val, mag van hierdie bepaling gebruik maak.

(c) Ondanks die bepalings van paragraaf (b) hiervan mag jaarlikse verlof met 'n maksimum van 'n week in 'n kalenderjaar opgehoop word wanneer die toestemming van die betrokke werkgewer en werknemer en die goedkeuring van die betrokke Gesamentlike Raad of die Staande Komitee waar daar nie 'n Gesamentlike Raad is nie, verkry is; met dien verstande egter dat hoogstens 6 weke verlof só mag opgehoop. Opgehoopte verlof moet in 'n ononderbroke tydperk geneem word; met dien verstande egter dat die betrokke Gesamentlike Raad of die Staande Komitee waar daar nie 'n Gesamentlike Raad is nie, die neem van sodanige verlof op 'n ander wyse kan magtig.

(d) In alle gevalle waar die neem van 'n gedeelte van jaarlikse verlof uitgestel word of as sodanige verlof opgehoop het ooreenkomstig die bepalings van paragrafe (b) en (c) hiervan, moet die betrokke werkgewer aan die plaaslike tak van die vakvereniging, wanneer die betrokke werknemer die eerste gedeelte van sy verlof neem, die bedrag stuur wat aan sodanige werknemer verskuldig is vir verlofbetaling en verlofbonus, asook die bydraes verskuldig kragtens klousule 18 ten opsigte van die tydperk van uitgestelde of opgehoopte verlof. Die bedrag aan die werknemer verskuldig, moet aan hom deur die vakvereniging betaal word wanneer die uitgestelde of opgehoopte verlof geneem word. Indien 'n werknemer, wat 'n gedeelte van sy verlof, ooreenkomstig die bepalings van paragrafe (b) en (c) hiervan uitgestel of opgehoop het, van werkgewer verander, moet die vakvereniging die werknemer se nuwe werkgewer van die toedrag van sake in hierdie verband verwittig.

(4) (1) Enige tydperk waarin 'n werknemer—

- (a) met betaalde verlof afwesig is; of
- (b) op las of op versoek van sy werkgewer van sy werk afwesig is; of
- (c) van die werk afwesig is as gevolg van 'n besering opgedoen terwyl hy gewerk het; of
- (d) van die werk afwesig is weens siekte; of
- (e) verplig is om opleiding kragtens die Verdedigingswet te ondergaan;

moet vir die toepassing van subklousules (2), (8) en (10) hiervan as diens geag word; met dien verstande dat—

- (i) die bepalings van paragrafe (c) en (d) nie van toepassing is nie ten opsigte van 'n tyd van afwesigheid as die werknemer versuim, na 'n versoek om so 'n sertifikaat deur die werkgewer, om aan die werkgewer 'n sertifikaat van 'n mediese praktisyn voor te lê met die strekking dat hy deur sy besering of siekte verhinder was om sy werk te doen;
- (ii) die bepalings van paragraaf (d) nie van toepassing is nie ten opsigte van 'n tydperk waarin die betrokke werknemer bystand ontvang het van die gesondheidsfonds van die Raad, ook nie ten opsigte van daardie gedeelte van 'n totale afwesigheid van langer as 4 maande in enige kalenderjaar diens nie. By die berekening van totale tydperke van afwesigheid moet geen tydperk van afwesigheid van minder as één volle dag ingesluit word nie;
- (iii) die tydperk van militêre opleiding wat vir die toepassing van paragraaf (e) as diens geag word, nie 'n totale tydperk van meer as 4 maande gedurende enige kalenderjaar mag wees nie.

(2) 'n Werkgewer wat aftrekkings wil doen van die jaarlikse verloftydperk wat gewoonlik toegestaan word, moet volledige besonderhede daarvan aan die Staande Komitee deur die Gesamentlike Raad vir die betrokke gebied (as daar een is) voorlê.

(5) Werkgewers moet die bedrag wat ten opsigte van jaarlikse verlof aan die werknemer verskuldig is, bereken teen die tarief van die gercelde loon wat aan hom betaal word onmiddellik voordat hy met verlof gaan, en dit aan hom betaal voordat hy met verlof gaan. As betaling per tjek geskied, moet die werknemer in staat gestel word om die tjek op die laaste werkdag voordat hy met verlof gaan, te wissel.

(6) In die munisipale gebied van Kaapstad mag reëlins tussen die Kapel en die werkgewer getref word dat werknemers 1 week verlof en die res as gewone of wetlike vakansiedae neem, en daarvoor betaal word, in plaas van die jaarlikse verlof voorgeskryf by subklousule (2) van hierdie klousule te neem. In plattelandse koerantkantore kan spesiale gevalle van ongerief of ontbering wat betref die neem van jaarlikse verlof, behandel word deur die Staande Komitee wat toestemming kan verleen dat 'n deel van die jaarlikse verlof geneem word op ander wetlike vakansiedae as die 5 wat in subklousule 2 van hierdie klousule genoem word, of op ander gerieflike dae indien dit gereël kan word.

(7) Where an employer permits an employee to take the annual leave referred to in sub-section (2) hereof at a time prior to the full leave period having accrued and the employment of such employee with the employer concerned is terminated before the 31st December of that year, the question of any excess leave pay and holiday bonus shall be dealt with as follows:—

- (a) Any such employee who voluntarily leaves his employment or is dismissed for reasons justifying summary dismissal shall refund to his employer forthwith on termination of his employment the sum equivalent to any excess leave pay and holiday bonus he may have been given.
- (b) An employee whose employment is terminated through no fault of his own shall not be liable to make any refund or perform any gratuitous service in repayment of any excess leave pay and holiday bonus he may have received; provided, however, that on his obtaining new employment the previous employer shall be entitled to claim and receive from the next employer of the employee concerned the sum equivalent to that portion of the holiday leave and holiday bonus paid to the employee and stamp contributions in respect of the leave period for which the new employer becomes liable. This amount shall be paid to the previous employer on or before the 31st December of the year during which the leave accrued, or on the termination of the employment of the employee with the employer concerned if such termination takes place before the end of such year.

(c) When in terms of paragraph (b) of this sub-section, an employer is called upon by the previous employer of one of his employees to refund leave pay in respect of a period of leave, which was granted and taken before such leave accrued, the amount of the refund payable by such employer shall be at the rate of wages paid by the previous employer to such employee when the leave in question was granted and taken.

(d) Should an employer not have recovered by the end of the calendar year concerned an amount due to him in terms of this sub-section in respect of holiday bonus paid in advance to an employee, who is, or was, a member of the Trade Union, this amount shall at the request of that employer be paid to him by the Trade Union. Where the employee is then employed by another employer in the Industry, the proportionate amount for the period of that employee's employment with that other employer shall on request be paid forthwith by that other employer to the Trade Union. Notwithstanding anything to the contrary herein contained, the Trade Union shall be entitled to recover from the employee concerned any amount, paid out by it in terms of this sub-section, which it has not already recovered.

(8) (a) Should an employee leave the service of an employer before having been granted the holiday leave accruing to him for the calendar year, the employer concerned shall forthwith on the termination of the employment of that employee pay to the local branch of the Trade Union the amount due in respect of the proportionate holiday leave accrued in terms of sub-sections (2) and (3). Such amount shall be calculated at the rate of 3/49ths of the wage being paid to the employee when his employment was terminated for each week of employment; provided, however, that in respect of employees of the class mentioned in sub-section 2 (b) hereof, the amount due shall be calculated at the rate of 1/12th of the wage being paid to the employee when his employment was terminated for each week of employment. The amount due in respect of the proportionate holiday bonus accrued in terms of sub-section (13) shall be paid to the local branch of the Trade Union at the same time. Broken weeks shall be paid for in proportion. The amount received shall be paid to the employee by the Trade Union when he takes his leave. The employer concerned shall also at the time the employee leaves his service forthwith stamp the contribution book, issued in respect of such employee for the proportionate period of holiday leave accrued.

(b) When the term of employment extends over a period of four weeks or more, the employee shall be regarded as regularly employed, and be entitled to holiday leave pay for the whole period, even if during a portion of that period he was not employed on full time.

(9) On or before the 15th January of each year, an employer shall submit to the Joint Board concerned, or the Standing Committee where no such Joint Board exists, a return of his employees who did not take their annual leave during the preceding year.

(10) As stated in sub-section (2) hereof employees shall receive a paid holiday for New Year's Day, Good Friday, Ascension Day, the Day of the Covenant and Christmas Day; provided that Boxing Day may be substituted for New Year's Day and Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday, by the employer giving notice to the Chapel one week in advance, in which case the provisions of this sub-section relating to New Year's Day and Good Friday shall apply in respect of the substituted days.

An employee required to work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day shall be paid for the whole day at double time and, in the

(7) Ingeval 'n werkgewer 'n werknemer toelaat om die jaarlikse verlof, bedoel in subklousule (2) hiervan, te neem voordat die volle verloftydperk opgehoop het en die diens van sodanige werknemer by die betrokke werkgewer vóór 31 Desember van daardie jaar beëindig word, moet daar soos volg opgetree word ten opsigte van enige oorverlofbetaling en verlofbonus:—

(a) Enige sodanige werknemer wat vrywillig sy diens verlaat, of ontslaan word om redes wat summierse ontslag regverdig, moet aan sy werkgewer onmiddellik by sy diensbeëindiging 'n bedrag terugbetaal wat gelyk is aan oorverlofbetaling en verlofbonus wat miskien aan hom betaal is.

(b) 'n Werknemer wie se diens buite sy toedoen beëindig word, hoef nie ten opsigte van enige oorverlofbetaling en verlofbonus wat hy miskien ontvang het, enige bedrag terug te betaal of gratis te werk nie; met dien verstande egter dat wanneer hy 'n nuwe betrekking kry, die vorige werkgewer die reg moet hê om van die volgende werkgewer van die betrokke werknemer 'n bedrag wat gelyk is aan dié gedeelte van verlofbetaling en verlofbonus wat aan die werknemer betaal is, asook seëlbydraes ten opsigte van die verloftydperk waarvoor die nuwe werkgewer verantwoordelik word, te eis en te ontvang. Hierdie bedrag moet aan die vorige werkgewer op of voor 31 Desember van die jaar waarin die verlof opgehoop het, betaal word, of by diensbeëindiging van die werknemer by die betrokke werkgewer indien sodanige beëindiging voor die einde van die jaar plaasvind.

(c) Wanneer van 'n werkgewer ingevolge paragraaf (b) van hierdie subklousule deur die vorige werkgewer van een van sy werknemers vereis word om verlofbetaling ten opsigte van 'n verloftydperk wat toegestaan en geneem is voordat dié verlof opgehoop het, terug te betaal, moet die bedrag van die terugbetaling wat aan die werkgewer terugbetaalbaar is, teen die loontarief wees wat deur die vorige werkgewer aan dié werknemer betaal is toe die betrokke verlof toegestaan en geneem is.

(d) Indien 'n werkgewer nie teen die einde van die betrokke kalenderjaar 'n bedrag verhaal het wat aan hom verskuldig is ingevolge hierdie subklousule ten opsigte van verlofbonus wat vooruit aan 'n werknemer betaal is wat 'n lid van die vakvereniging is of was nie, moet dié bedrag op versoek van daardie werkgewer aan hom deur die vakvereniging betaal word. Indien die werknemer dan by 'n ander werkgewer in die Nywerheid in diens geneem word, moet die eweredige bedrag vir die tydperk van daardie werknemer se diens by daardie ander werkgewer op versoek onmiddellik deur daardie ander werkgewer aan die vakvereniging betaal word. Ondanks andersluidende bepalings hierin, het die vakvereniging die reg om op die betrokke werknemer enige bedrag te verhaal wat hy kragtens hierdie subklousule uitbetaal het en wat hy nog nie verhaal het nie.

(8) (a) As 'n werknemer die diens van 'n werkgewer verlaat voordat die verlof toegestaan is wat aan hom vir die kalenderjaar toekom, moet die betrokke werkgewer onmiddellik by beëindiging van die diens van daardie werknemer aan die plaaslike tak van die vakvereniging die bedrag betaal wat verskuldig is ten opsigte van die eweredige verlof wat ingevolge subklousules (2) en (3) opgehoop het. Dié bedrag moet bereken word teen 'n tarief van 3/49stes van die loon wat aan die werknemer betaal is vir elke week gewerk toe sy diens beëindig is; met dien verstande egter dat ten opsigte van werknemers van die klas genoem in subklousule (2) (b) hiervan, die verskuldigde bedrag bereken moet word teen 'n tarief van 1/12de van die loon wat aan die werknemer vir elke week diens betaal is toe sy diens beëindig is. Die bedrag verskuldig ten opsigte van die eweredige verlofbonus wat kragtens subklousule (13) opgehoop het, moet terselfdertyd aan die plaaslike tak van die vakvereniging betaal word. Vir dele van weke moet na verhouding betaal word. Die bedrag wat ontvang word, moet aan die werknemer deur die vakvereniging betaal word wanneer hy met verlof gaan. Die betrokke werkgewer moet ook op die tydstip wanneer die werknemer sy diens verlaat, die bydraeboek, uitgereik ten opsigte van sodanige werknemer, vir die eweredige tydperk van opgehoopte verlof, onmiddellik stempel.

(b) Indien die dienstdyd oor 'n tydperk van 4 weke of langer strek, word die werknemer geag in gereelde diens te wees en op verlofbetaling vir die hele tydperk geregtig, selfs al het hy gedurende 'n deel van daardie tydperk nie voltyds gewerk nie.

(9) Op of voor 15 Januarie van elke jaar moet 'n werkgewer aan die betrokke Gesamentlike Raad of aan die Staande Komitee waar daar geen Gesamentlike Raad is nie, 'n opgawe instuur van sy werknemers wat nie hul jaarlikse verlof gedurende die vorige jaar geneem het nie.

(10) Soos gemeld in subklousule (2) hiervan moet werknemers vir Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag en Kersdag 'n betaalde vakansiedag toegestaan word; met dien verstande dat 'n werkgewer, deur daarvan 'n week vooruit aan die Kapel kennis te gee, Tweede Kersdag in die plek van Nuwejaarsdag en Paasmaandag (of Paassondag in die geval van nagwerkers op oggendnuusblaaie) in die plek van Goeie Vrydag mag stel, en in dié geval is die bepalings van hierdie subklousule betreffende Nuwejaarsdag en Goeie Vrydag van toepassing ten opsigte van die vervangende dae.

'n Werknemer wat op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag moet werk, moet vir die hele dag teen dubbel die loontarief betaal en, in die geval van Kers-

case of Christmas Day, shall, in addition, be given another day's holiday with pay. All time worked on any of the special holidays mentioned in excess of the number of hours usually worked on the relative shift shall be paid for at double time. Should any of the above-mentioned special paid holidays fall on a Sunday, the following day shall be regarded as the paid holiday, provided that the Standing Committee may grant exemption from this provision in the case of morning newspapers. If any of the above-mentioned special paid holidays falls on a Saturday, employees who work a five-day week and are not required to work on such Saturday, shall be paid a full day's pay in respect of such holiday or be granted another full day's holiday with pay.

(11) Work on statutory holidays other than the special holidays mentioned in sub-section (2) shall be paid for at ordinary rates. An employer who intends to close his establishment, or any portion thereof, on a statutory holiday shall give the Chapel, or the employees affected where there is no Chapel, not less than twelve working hours' notice in writing of such fact. Should an employer, after having given such notice, require an employee to work on such day, he shall pay such employee at least one and a half days' pay in respect thereof; provided, however, that this provision shall not apply if the employer gives the employee concerned not less than one clear working day's notice of his change of intention.

(12) An employee who has been unemployed, or absent from work because of illness, for a continuous period of not less than four weeks during a calendar year shall not be compelled to take the annual leave due to him in respect of such year. Should such an employee elect not to take his annual leave, the employer concerned shall pay the amount due in respect of the proportionate holiday leave accrued in terms of sub-section (2) and the proportionate holiday bonus accrued in terms of sub-section (13) to the local branch of the Trade Union not later than the end of the calendar year concerned. The proportionate leave pay shall be calculated at the rate of 3/49ths of the wage being paid to the employee at the end of such year for each week worked, and the amount received shall be passed on by the Trade Union to the employee as a payment in lieu of the holiday leave accrued; provided, however, that the provisions of this sub-section shall not apply in the municipal area of Cape Town in cases where the employee in question is employed by a firm where special arrangements have been made in terms of sub-section (6) between the Chapel and the employer concerned.

(13) Subject to the provisions of sub-section (14) hereof, an employer shall pay to every Journeyman and Perforator Operator in his employ as well as to every other employee employed by him, who has had two years' or more experience in the Industry, a holiday bonus at the time when the leave pay due to that employee is paid to him in terms of sub-section (5) hereof. The holiday bonus shall accrue at the rate of R1.50 per week, in respect of Journeymen and Perforator Operators, and at the rate of 75 cents per week, in respect of the other employees mentioned, for each week of employment with the particular employer from the 1st January, 1964. For the purposes of this sub-section "employment" shall have the meaning given to it by sub-section (4) hereof, except that the holiday bonus shall not accrue for any period during which an employee is absent on leave.

(14) The provisions of this section shall not apply in respect of Labourers and in the Silk Screen Section, the provisions of sub-section (13) of this section shall apply only in respect of employees for whom wages are prescribed by Tables 23 and 32.

15. DAILY TIME SHEETS.

(1) An employer shall require his employees, other than apprentices and labourers, to submit daily, and such employees shall so submit to their employer, time sheets, as per the following specimen, which shall be furnished by the employer, showing the class of work performed and the hours spent upon each separate job, provided, however, that the provisions of this sub-section shall not apply in respect of those establishments or sections of establishments, which are engaged solely on the production of newspapers and are equipped with adequate time clocks. The employer shall post the Time and Wages Register, from such daily time sheets or from clock cards and shall retain them for inspection for at least three years.

DAILY TIME SHEET.

Name of Employee.....

Date..... 19.....

Job No.	Name and Description of Job.	Kind of Work.	Time Started.	Time Taken.	Remarks.

I hereby declare that on the above date I was employed by the.....Printing Co., and performed work as indicated for the periods shown above.

Signature of Employee.....

dag, daarbenewens 'n ander dag verlof met betaling toegestaan word. Vir alle tyd wat op enigeen van die spesiale vakansiedae genoem, bo die getal ure wat gewoonlik op die betrokke skof gewerk word, moet teen dubbel die gewone loon betaal word. Indien enigeen van bogenoemde spesiale betaalde vakansiedae op 'n Sondag val, moet die volgende dag as die betaalde vakansiedag geag word, met dien verstande dat die Staande Komitee vrystelling van hierdie bepaling in die geval van oggendnuusblaai kan verleen. As enigeen van bogenoemde spesiale betaalde vakansiedae op 'n Saterdag val, moet werknemers wat 5 dae in 'n week werk en wat nie op sodanige Saterdag hoef te werk nie, 'n volle dag se loon betaal word ten opsigte van sodanige vakansiedag of 'n ander volle dag verlof toegestaan word.

(11) Vir werk wat gedoen word op ander wetlike vakansiedae as die spesiale vakansiedae genoem in subklousule (2), moet teen gewone tariewe betaal word. 'n Werkgewer wat voornemens is om sy inrigting of 'n gedeelte daarvan op 'n wetlike vakansiedag te sluit, moet die Kapel of die betrokke werknemers, waar daar geen Kapel is nie, minstens 12 werke vooruit daarvan skriftelik verwittig. As 'n werkgewer, nadat hy dié kennis gegee het, eis dat 'n werknemer op dié dag werk, moet hy dié werknemer vir so 'n dag minstens een en 'n half dag se loon daarvoor betaal; met dien verstande egter dat hierdie bepaling nie van toepassing is nie as die werkgewer die betrokke werknemer minstens een volle dag vooruit kennis van sy verandering van voorneme gee.

(12) 'n Werknemer wat vir 'n ononderbroke tydperk van minstens 4 weke gedurende 'n kalenderjaar werkloos was of afwesig van sy werk weens siekte, mag nie verplig word om die jaarlikse verlof te neem wat aan hom ten opsigte van daardie jaar verskuldig is nie. Ingeval so 'n werknemer verkies om nie sy jaarlikse verlof te neem nie moet die betrokke werkgewer die bedrag verskuldig ten opsigte van die eweredige verlof wat kragtens subklousule (2) en die eweredige verlofbonus wat kragtens subklousule (13) opgehoop het, nie later nie as die einde van die betrokke kalenderjaar aan die plaaslike tak van die vakvereniging betaal. Die eweredige verlofbetaling moet bereken word teen 'n tarief van 3/49stes van die loon wat aan die werknemer aan die einde van sodanige jaar vir elke week gewerk betaal word, en die bedrag wat ontvang word moet deur die vakvereniging aan die werknemer aangestuur word as 'n betaling in plaas van die verlof wat opgehoop het; met dien verstande egter dat die bepaling van hierdie subklousule nie van toepassing in die munisipale gebied van Kaapstad is nie in gevalle waar die betrokke werknemer in diens is by 'n firma waar spesiale reëlings getref is kragtens subklousule (6) tussen die Kapel en die betrokke werkgewer.

(13) Behoudens die bepalinge van subklousule (14) hiervan moet 'n werkgewer aan elke vakman en perforeermasjienbediener in sy diens asook aan elke ander werknemer by hom in diens, wat 2 jaar of meer ondervinding in die Nywerheid het, 'n verlofbonus betaal wanneer die verlofbetaling wat aan daardie werknemer verskuldig is, aan hom kragtens subklousule (5) hiervan betaal word. Die verlofbonus moet ophoop teen 'n koers van R1.50 per week ten opsigte van vakmanne en perforeermasjienbedieners, en teen 'n koers van 75c per week ten opsigte van die ander genoemde werknemers, vir elke week diens by die besondere werkgewer vanaf 1 Januarie 1964. Vir die toepassing van hierdie subklousule het "diens" die betekenis wat daaraan by subklousule (4) hiervan geheg word, behalwe dat die verlofbonus nie ophoop vir enige tydperk waarin 'n werknemer met verlof afwesig is nie.

(14) Die bepalinge van hierdie klousule is nie van toepassing ten opsigte van arbeiders en in die Syskermafdeling nie, terwyl die bepalinge van subklousule (13) van hierdie klousule slegs van toepassing is ten opsigte van werknemers vir wie lone in tabelle 23 en 32 voorgeskryf word.

15. DAAGLIKSE TYDREGISTERS.

(1) 'n Werkgewer moet sy werknemers, uitgesonderd vakleerlinge en arbeiders, verplig, en sulke werknemers moet aan die opdrag voldoen, om daaglikse tydstate by hom in te dien soos in onderstaande voorbeeld aangetoon, state wat deur die werkgewer verskaf moet word en wat die soort werk gedoen en die ure wat elke afsonderlike taak vereis het, aantoon; met dien verstande egter dat die bepalinge van hierdie subklousule nie van toepassing is nie op daardie inrigtings of afdelings van inrigtings wat uitsluitlik besig is met die druk van nuusblaai en van doelmatige tyd klokke voorsien is. Van hierdie daaglikse tydstate af of van klokkaarte moet 'n werkgewer die tyd- en loonregister byskryf, en moet hy die daaglikse tydstate vir minstens 3 jaar vir inspeksie beskikbaar hou.

DAAGLIKSE TYDSTAAT.

Naam van werknemer Datum 19.....

Taaknommer	Naam en beskrywing van taak.	Soort werk.	Tyd begin.	Tyd geneem.	Opmerkings.

Ek verklaar hierby dat ek op bogenoemde datum by die.....-drukkersmaatskappy
in diens was en die tye soos hierbo vermeld, gewerk het.

Handtekening van werknemer

(2) An employer shall require all apprentices in his employ to complete in duplicate, and apprentices shall so complete, a daily record, which shall be furnished by the employer, in the following form of all work done and also time spent on technical education:—

[illegible]

An apprentice shall hand one copy of such record to the foreman of his department every day and shall retain the duplicate copies during the period of his apprenticeship. Such duplicate copies shall be produced by an apprentice for inspection upon demand by an official of the Council or the National Printing Apprenticeship Committee.

(2) 'n Werkgewer moet al die vakleerlinge in sy diens verplig, en vakleerlinge moet dié opdrag uitvoer, om 'n daaglikse register, wat deur die werkgewer verskaf moet word, om onderstaande vorm te voltooi van alle werk gedoen en ook alle tyd aan tegniese onderwys bestee:—

[illegible]

'n Vakleerling moet een kopie van hierdie register iedere dag aan die voorman van sy afdeling oorhandig en die duplikaatkopieë gedurende sy leertyd bewaar. Hierdie-duplikate moet deur vakleerlinge getoon word wanneer 'n beampte van die Raad of die Nasionale Komitee vir Drukkersvakleerlinge dit vir inspeksie wil sien.

16. RECRUITMENT OF EMPLOYEES AND CERTIFICATES OF EMPLOYMENT.

(1) No employer shall engage an employee of a class covered by the terms of this Agreement unless and until such person has furnished such employer with a certificate signed by a registered medical practitioner to the effect that such person is not suffering from any infectious or contagious disease; provided, however, that the provisions of this sub-section shall not apply in respect of an employee, who is already a member of the Trade Union or was employed elsewhere in the Industry immediately before being engaged, nor when a casual labourer is engaged for a period not exceeding six consecutive working days.

(2) For the purpose of determining the wages payable to employees whose wages are based on the length of their experience, and for the purposes of the Joint Unemployment and Pension Funds, every employer shall issue a certificate of employment free of charge to an employee of this class at the

16. WERWING VAN WERKNEMERS EN DIENSSERTIFIKATE.

(1) Geen werkgewer mag 'n werknemer van 'n klas gedek deur die bepalings van hierdie Ooreenkoms in diens neem nie tensy en totdat so 'n persoon die werkgewer voorsien het van 'n sertifikaat geteken deur 'n geregistreerde mediese praktisyn met die strekking dat hy nie aan 'n besmetlike of aansteeklike siekte ly nie; met dien verstande egter dat die bepalings van hierdie subklousule nie van toepassing is ten opsigte van 'n werknemer wat alreeds 'n lid van die vakvereniging is of wat elders in die Nywerheid in diens was onmiddellik vóór indiensneming, en ook nie wanneer 'n los werknemer in diens geneem word vir 'n tydperk van hoogstens 6 opeenvolgende werkdade nie.

(2) Ten einde die lone te kan vasstel wat aan werknemers van wie die lone op die duur van hul ondervinding gebaseer is, betaal moet word, en vir die doelstellings van die Gesamentlike Werkloosheidsfonds en Pensioenfonds, moet elke werkgewer aan 'n werknemer van dié klas wanneer hy die werkgewer se diens

time when he leaves such employer's service, and forward two copies of such certificate to the local Branch of the Trade Union; the certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer and the reason for the termination of employment.

17. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) A weekly employee or his employer shall give not less than one working week's notice and, where the necessary exemption to authorize his payment on a monthly basis has been obtained, a monthly employee or his employer shall give not less than one calendar month's notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognized by law as sufficient; and provided further that all such notices of termination of employment shall be in writing.

(2) The employer of an employee, who is unable to work because of illness, shall not for that reason terminate that employee's contract of employment; provided, however, that if the employee's absence from work exceeds a period of four months the contract of employment of that employee may be terminated by the employer giving the employee due notice of his intention to terminate the contract. Should an employee serve a period of imprisonment, either civil or criminal, his contract of employment shall be deemed to have been terminated without notice.

(3) The notice referred to in sub-section (1) shall not run concurrently with nor shall notice be given during the employee's absence on leave or whilst he is undergoing compulsory military training or because of illness, provided that the period of absence because of illness does not exceed four months.

(4) An employer shall provide his employee with work during the whole period of such notice or in lieu thereof shall pay such employee an amount not less than—

- (a) if a weekly employee, the weekly remuneration which the employee was receiving immediately prior to the date of such notice;
- (b) if a monthly employee, remuneration at the rate which the employee was receiving immediately prior to the date of such notice.

(5) The notice referred to in sub-section (1) shall be given—

- (a) in the case of a weekly employee not later than the close of the employee's normal shift on the last day of the working week of the establishment;
- (b) in the case of a monthly employee not later than the close of the employee's normal shift on the first of the month.

(6) The provisions of this section shall apply in respect of regular employees only.

18. CONTRIBUTIONS.

(1) Every employer shall contribute to the General Fund of the Council 11c per week for each employee employed by him for whom wages are prescribed in Section 6 (1) (a) and (b), Section 25 (6) (p), Tables 20 and 21 of Section 40 and Table 23 of Section 43 and for each apprentice during the last year of his apprenticeship; 7c per week for each employee for whom wages are prescribed in Sections 6 (1) (c) or (d), 25 (6) (o), (t), (u) or (v), 31, 34, 36, Tables 22 and 22 (a) of Section 40 and Tables 24 to 32 of Section 43 of this Agreement, and for each apprentice during the years preceding his last year of apprenticeship; and 5c per week for each labourer employed in the magisterial districts mentioned in Section 46 of this Agreement.

(2) Every employer shall contribute to the Joint Unemployment Fund of the Council the sum of 21c per week in respect of each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in Section 6 (1) (a) and (b), Section 25 (6) (p), Tables 20 and 21 of Section 40 and Table 23 of Section 43; and 15c per week for each employee employed by him, who is a member of the Trade Union, and for whom wages are prescribed in Sections 6 (1) (c) or (d), 25 (6) (o), (t), (u) or (v), 31, 34, 36, Tables 22 and 22 (a) of Section 40 and Tables 24 to 32 of Section 43 of this Agreement and for each apprentice, who is a member of the Trade Union.

(3) Every employer shall contribute to the Pension Fund of the Council the sum of R1.50 per week in respect of each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in Section 6 (1) (a) and (b), Section 25 (6) (p), Tables 20 and 21 of Section 40 and Table 23 of Section 43; 75c per week in respect of each employee employed by him who is a member of the Trade Union, has had two years' or more experience in the Industry and for whom wages are prescribed in Sections 6 (1) (c) or (d), 25 (6) (o), (t), (u) or (v), 31, 34, 36, Tables 22 and 22 (a) of Section 40 and Tables 24 to 32 of Section 43 of this Agreement; and 50c per week in respect of each apprentice who is a member of the Trade Union.

(4) Every employer shall contribute to the Medical Aid Fund of the Council the sum of 85c per week in respect of each

verlaet, 'n dienssertifikaat gratis uitreik en twee afskrifte van dienssertifikaat aan die sekretaris van die plaaslike tak van die vakvereniging stuur; die sertifikaat moet die werknemer se naam, voluit, adres, beroep en die loon wat betaal is, aantoon, asook die datums waarop hy by die werkgewer in en uit diens getreë het en die rede waarom sy diens beëindig is.

17. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Weeklikse werknemer of sy werkgewer moet minstens 1 werkweek diensopsegging gee en, as die nodige vrystelling verkry is om sy betaling op 'n maandelikse basis te magtig, moet 'n maandelikse werknemer of sy werkgewer minstens 1 kalendermaand kennis gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer raak om die dienskontrak om enige regsgeldige rede sonde kennisgewing te beëindig nie; en voorts met dien verstande dat al sulke kennisgewings van diensbeëindiging skriftelik moet wees.

(2) Die werkgewer van 'n werknemer wat weens siekte ongeskik is vir werk, mag nie om daardie rede die werknemer se dienskontrak beëindig nie; met dien verstande egter dat indien die werknemer se afwesigheid by die werk 'n tydperk van 'n maande oorskry, die dienskontrak van daardie werknemer deur die werkgewer beëindig mag word met gepaste kennisgewing van sy voorneme om die kontrak te beëindig. Ingeval 'n werknemer 'n tydperk van tronkstraf uitdien, of siviël of krimineel, word dit beskou dat sy dienskontrak sonder kennisgewing beëindig is.

(3) Die diensopsegging bedoel in subklousule (1) mag nie saamval met en mag diensopsegging nie gegee word gedurende die werknemer se afwesigheid met verlof of terwyl hy verpligte militêre opleiding ondergaan, of weens siekte nie; met dien verstande dat die tydperk van afwesigheid weens siekte hoogstens 'n maande duur.

(4) 'n Werkgewer moet sy werknemer dwarsdeur die hele diensopseggingstyd van werk voorsien, of in plaas daarvan die werknemer 'n bedrag betaal van minstens—

- (a) as hy 'n weeklikse werknemer is, die weeklikse besoldiging wat die werknemer onmiddellik voor die datum van die diensopsegging ontvang het;
- (b) as hy 'n maandelikse werknemer is, besoldiging teen die tarief wat die werknemer onmiddellik voor die datum van sy diensopsegging ontvang het.

(5) Die diensopsegging genoem in subartikel (1) moet gegee word—

- (a) in die geval van 'n weeklikse werknemer, nie later nie as die einde van die werknemer se gewone skof op die laaste dag van die werkweek van die inrigting;
- (b) in die geval van 'n maandelikse werknemer, nie later nie as die einde van die werknemer se gewone skof op die eerste van die maand.

(6) die bepalinge van hierdie klousule is slegs van toepassing op gereelde werknemers.

18. BYDRAES.

(1) Elke werkgewer moet 11c per week tot die Algemene Fondse van die Raad bydra vir elke werknemer by hom in diens vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b), klousule 25 (6) (p), tabelle 20 en 21 van klousule 40 en tabel 23 van klousule 43 en vir elke vakleerling gedurende die laaste jaar van sy leertyd; 7c per week vir elke werknemer vir wie lone voorgeskryf word in klousules 6 (1) (c) of (d), 25 (6) (o), (t), (u) of (v), 31, 34, 36, tabelle 22 en 22 (a) van klousule 40 en tabelle 24 tot 32 van klousule 43 van hierdie Ooreenkoms, en vir elke vakleerling gedurende die jaar wat sy laaste leerjaar voorafgaan en 5c per week vir elke arbeider in diens in die landdrosdistrikte genoem in klousule 46 van hierdie Ooreenkoms.

(2) Elke werkgewer moet die som van 21c per week tot die Gesamentlike Werkloosheidsfonds van die Raad bydra ten opsigte van elke werknemer by hom in diens, wat lid is van die vakvereniging en vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b), klousule 25 (6) (p), tabelle 20 en 21 van klousule 40 en tabel 23 van klousule 43; en 15c per week vir elke werknemer by hom in diens wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousules 6 (1) (c) of (d), 25 (6) (o), (t), (u) of (v), 31, 34, 36, tabelle 22 en 22 (a) van klousule 40 en tabelle 24 tot 32 van klousule 43 van hierdie Ooreenkoms en vir elke vakleerling wat lid van die vakvereniging is.

(3) Elke werkgewer moet R1.50 per week tot die Pensioenfonds van die Raad bydra ten opsigte van elke werknemer by hom in diens, wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b), klousule 25 (6) (p), tabelle 20 en 21 van klousule 40 en tabel 23 van klousule 43; 75c per week ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is, wat 2 jaar of meer ondervinding in die Nywerheid gehad het en vir wie lone voorgeskryf word in klousules 6 (1) (c) of (d), 25 (6) (o), (t), (u) of (v), 31, 34, 36, tabelle 22 en 22 (a) van klousule 40 en tabelle 24 tot 32 van klousule 43 van hierdie Ooreenkoms; en 50c per week ten opsigte van elke vakleerling wat lid van die vakvereniging is.

(4) Elke werkgewer moet 85c per week tot die mediese hulpfonds van die Raad bydra ten opsigte van elke werknemer by

employee employed by him, who is a member of the Trade Union and for whom wages are prescribed in Section 6 (1) (a) and (b), Section 25 (6) (p), Tables 20 and 21 of Section 40 and Table 23 of Section 43, and in respect of each apprentice, who is a member of the Trade Union and is in his last year of apprenticeship; 80c per week in respect of each employee employed by him who is a member of the Trade Union, has had two years' or more experience in the Industry and for whom wages are prescribed in Sections 6 (1) (c) or (d), 25 (6) (o), (t), (u) or (v), 31, 34, 36, Tables 22 and 22 (a) of Section 40 and Tables 24 to 32 of Section 43 of this Agreement; and a similar amount of 80c per week in respect of each apprentice, other than one in his last year of apprenticeship, employed by him who is a member of the Trade Union. The contributions mentioned in this sub-section shall not be payable in respect of employees of the classes mentioned, who are members of Medical Aid Societies or similar organizations, which the Standing Committee, in its discretion, has registered for this purpose; and the deductions for the Medical Aid Fund mentioned in Section 21 hereof may not be made from the wages of such employees.

(5) Notwithstanding the provisions of sub-sections (1), (2), (3) and (4) the total contributions payable by an employer in Areas "B" and "C" in respect of each employee for whom wage rates are prescribed in Section 6 (1) (a) and (b), Section 25 (6) (p), Tables 20 and 21 of Section 40 and Table 23 of Section 43 of this Agreement shall be R2.33 per week. Such contributions shall be in respect of the General Fund 8c, the Joint Unemployment Fund 15c, the Pension Fund R1.25 and the Medical Aid Fund 85c.

(6) (a) Where an employee has worked for 20 hours or more during any week, full contributions shall be paid in respect of that week. Should an employee have worked for less than 20 hours during any week no contributions are payable in respect of that week.

(b) Full contributions shall be paid in respect of any period during which an employee is on paid leave; provided, however, that no contributions are payable where the employee's absence is due to illness or because of injuries sustained in an accident.

19. CONTRIBUTION STAMPS.

(1) In order to facilitate the payment of the contributions mentioned in Section 18 hereof, each employer, who has members of the Trade Union in his employ, shall purchase from the Council contribution stamps to enable him to comply with the provisions of Section 20 hereof. An employer may at any time obtain from the Council a refund of the value of any unused stamps, provided that any amount in respect of unused stamps not claimed within six months from the date of expiration of this Agreement shall accrue to the various funds. The values of the various stamps required in respect of all contributions are as follows:—

Journeymen and Perforator Operators in areas other than "B" and "C"	R2.67
Journeymen and Perforator Operators in areas "B" and "C"	R2.33
Apprentices in their last year of apprenticeship	R1.61
Apprentices prior to their last year of apprenticeship	R1.52
Other employees with two years' experience or more in the Industry	R1.77
Other employees with less than two years' experience in the Industry	R0.22

(2) The values of the various stamps required in respect of employees, who are members of Medical Aid Societies registered with the Standing Committee in terms of Section 18 (4) hereof, are as follows:—

Journeymen and Perforator Operators	R1.82
Apprentices in their last year of apprenticeship	R0.76
Apprentices prior to their last year of apprenticeship	R0.72
Other employees with two years' experience or more in the Industry	R0.97
Other employees with less than two years' experience in the Industry	R0.22

(3) Contributions to the General Fund in respect of employees who are not members of the Trade Union or of the Labourers' Benefit Fund shall be paid monthly by the employer to the Secretary of the Council at his address not later than 30 days after accrual.

20. CONTRIBUTION BOOKS.

(1) In respect of each member of the Trade Union employed by him, an employer shall keep in good order a contribution book, which shall be obtained by him from the official of the Trade Union, having jurisdiction over the area in which he carries on business, within one month from the date upon which this Agreement comes into operation, from the date upon which the employee concerned was engaged or the beginning of each calendar year, whichever may be the later. Within seven days of the end of each week he shall affix in the place indicated in the book a contribution stamp of the required value and shall cancel such stamp by marking thereon the name of his firm.

hom in diens, wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b), klousule 25 (6) (p), tabelle 20 en 21 van klousule 40 en tabel 23 van klousule 43, en ten opsigte van elke vakleerling wat lid van die vakvereniging is en met sy laaste leerjaar besig is; 80c per week ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is, wat 2 jaar of meer ondervinding in die Nywerheid gehad het en vir wie lone voorgeskryf word in klousules 6 (1) (c) of (d), 25 (6) (o), (t), (u) of (v), 31, 34, 36, tabelle 22 en 22 (a) van klousule 40 en tabelle 24 tot 32 van klousule 43 van hierdie Ooreenkoms; en 'n dergelike bedrag van 80c per week ten opsigte van elke vakleerling, uitgesonderd 'n vakleerling in sy laaste leerjaar, wat by hom in diens is en lid van die vakvereniging is. Die bydraes genoem in hierdie subklousule is nie betaalbaar nie ten opsigte van werknemers van die genoemde klasse, wat lede van mediese hulpverenigings of dergelike organisasies is, wat die Staande Komitee na goedgekeurde vir dié doel geregistreer het; en dié aftrekkings vir die Mediese Hulpfonds in klousule 21 hiervan genoem, mag nie van die lone van sodanige werknemers gedoen word nie.

(5) Ondanks die bepalinge van subklousules (1), (2), (3) en (4), is die totale bydraes betaalbaar deur 'n werkgever in gebiede B en C ten opsigte van elke werknemer vir wie loontariewe voorgeskryf word in klousule 6 (1) (a) en (b), klousule 25 (6) (p), tabelle 20 en 21 van klousule 40 en tabel 23 van klousule 43 van hierdie Ooreenkoms, R2.33 per week. Dié bydraes moet ten opsigte van die Algemene Fonds 8c wees, die Gesamentlike Werkloosheidsfonds 15c, die Pensioenfonds R1.25 en die Mediese Hulpfonds 85c.

(6) (a) Wanneer 'n werknemer 20 uur of meer gedurende 'n week gewerk het, moet volle bydraes ten opsigte van daardie week betaal word. Indien 'n werknemer minder as 20 uur gedurende 'n week gewerk het, is geen bydraes ten opsigte van daardie week betaalbaar nie.

(b) Volle bydraes moet betaal word ten opsigte van enige tydperk waarin 'n werknemer met betaalde verlof is; met dien verstande egter dat geen bydraes betaalbaar is ingeval die werknemer se afwesigheid toe te skryf is aan siekte of beserings wat in 'n ongeluk opgedoen is nie.

19. BYDRAESEËLS.

(1) Ten einde die betaling van die bydraes genoem in klousule 18 hiervan te vergemaklik, moet elke werkgever wat lede van die vakvereniging in sy diens het, bydraeseëls van die Raad koop om hom in staat te stel om aan die bepalinge van klousule 20 hiervan te voldoen. 'n Werkgever kan te eniger tyd van die Raad 'n terugbetaling kry van die waarde van ongebruikte seëls, met dien verstande dat enige bedrag ten opsigte van ongebruikte seëls wat nie binne 6 maande van die vervaldatum van hierdie Ooreenkoms geëis word nie, die verskillende fondse toekom. Die waardes van die verskillende seëls wat ten opsigte van alle bydraes nodig is, is soos volg:—

Vakmanne en perforeermasjienbedieners in ander gebiede as B en C	R2.67
Vakmanne en perforeermasjienbedieners in gebiede B en C	R2.33
Vakleerlinge in hul laaste leerjaar	R1.61
Vakleerlinge vóór hul laaste leerjaar	R1.52
Ander werknemers met 2 jaar ondervinding of meer in die Nywerheid	R1.77
Ander werknemers met minder as 2 jaar ondervinding in die Nywerheid	R0.22

(2) Die waardes van die verskillende seëls wat vereis word ten opsigte van werknemers wat lede van mediese hulpfondse is wat ingevolge klousule 18 (4) hiervan by die Staande Komitee geregistreer is, is soos volg:—

Vakmanne en perforeermasjienbedieners	R1.82
Vakleerlinge in hul laaste leerjaar	R0.76
Vakleerlinge vóór hul laaste leerjaar	R0.72
Ander werknemers met 2 jaar ondervinding in die Nywerheid	R0.97
Ander werknemers met minder as 2 jaar ondervinding in die Nywerheid	R0.22

(3) Bydraes tot die Algemene Fonds ten opsigte van werknemers wat nie lede van die vakvereniging of die Arbeidershulpfonds is nie, moet maandeliks deur die werkgever aan die sekretaris van die Raad by sy adres nie later nie as 30 dae nadat dit opgehoop het, betaal word.

20. BYDRABOEKE.

(1) 'n Werkgever moet ten opsigte van elke lid van die vakvereniging by hom in diens, 'n bydraeboek in goeie orde byhou, wat deur hom verkry moet word van die beambte van die vakvereniging wat regsbevoegdheid het oor die gebied waarin hy besigheid doen, binne 1 maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, vanaf die datum waarop die betrokke werknemer in diens geneem is of die begin van elke kalenderjaar, naamlik die jongste datum. Binne 7 dae van die einde van elke week moet hy in die plek wat daarvoor aangedui is, 'n bydraeseël van die vereiste waarde in die boek plak en elke seël roeier deur die naam van sy firma daarop aan te bring.

(2) Contribution books may be kept by the employer, but shall remain the property of the Council, and shall be subject to inspection at any time by persons appointed or authorized by the Standing Committee.

21. DEDUCTIONS.

An employer may make the following weekly deductions being the employee's contribution to the various funds from the wages due to each of the employees concerned:—

Value of Stamp	R2.67	R2.33	R1.77	R1.61	R1.52	R0.22
Permissible Deductions:						
Joint Unemployment Fund and						
General Fund	0.10	0.07	0.06	0.07	0.06	0.06
Pension Fund	0.50	0.50	0.25	0.25	0.25	—
Medical Aid Fund	0.50	0.50	0.45	0.50	0.45	—
Total	R1.10	R1.07	R0.76	R0.82	R0.76	R0.06

Value of Stamp	R1.82	R0.97	R0.76	R0.72
Permissible Deductions:				
Joint Unemployment Fund and				
General Fund	R0.10	R0.06	R0.07	R0.06
Pension Fund	R0.50	R0.25	R0.25	R0.25
Total	R0.60	R0.31	R0.32	R0.31

22. DISPOSAL OF CONTRIBUTION BOOKS.

(1) At the end of each calendar year, the contribution book of each employee for such year shall be forwarded by the employer to the local branch of the Trade Union so as to reach the Trade Union not later than the 31st January of the following year.

(2) On the termination of employment of an employee the employer concerned shall immediately forward the contribution book of such employee to the local branch of the Trade Union.

23. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employees in maintaining the discipline of the Trade Union. Where any employee who is a member of the Trade Union is in default under a penalty imposed by the Trade Union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) No employer, who is a member of either or both of the employers' organizations, shall engage or employ an employee for whom wages are prescribed by Sections 6 (1) (a), (b), (c) or (d), 25 (6) (o), (p), (t), (u) or (v), 25 (10) (g) (i), 31, 34, 36, 40 or 43 of this Agreement, unless such person is a member of the Trade Union or holds a provisional membership card or a working card of the Trade Union.

(3) Members of the Trade Union shall not accept employment with employers who are not members of one of the employers' organizations or who are under suspension by their organization.

(4) Foremen who do not work at their trade but are employed in a purely supervisory capacity shall be excluded from all the provisions of this section; provided that such foremen who are members of the Trade Union shall not be required to attend meetings of the Trade Union or be penalized for non-attendance at such meetings.

(5) The provisions of sub-sections (2) and (3) hereof shall not apply to—

- members of the Trade Union who are employed outside the Industry; or
- an employer who is a member of the employers' organizations, in relation to the continued employment of such employees, who, at 31st December, 1941, were exempted from membership of the Trade Union by the Council; or
- an employee, who is a member of the Trade Union, in relation to his continued employment by an employer who, at the 31st December, 1941, was not a member of the employers' organizations; or
- persons employed in the Silk Screen Section of the Industry on the 31st December, 1963, who are not eligible for membership of the Trade Union.

24. TRAINING OF JOURNEMEN COMPOSITORS AS TYPESETTING MACHINE OPERATORS.

(1) Employers providing facilities for training apprentices on typesetting machines shall also allow selected journeymen compositors opportunities (in the employee's own time) for training on machines, the cost of attendance being borne by such employees. Matter set during the period of training shall not be used.

(2) When such journeymen compositors have attained a speed of over 5,000 ers per hour they shall be given the first opportunity to work full time on the machines for a period of three

(2) Bydraeboeke kan deur die werkgewer gehou word maa bly die eiendom van die Raad, en is onderworpe aan inspeksie te eniger tyd deur persone wat deur die Staande Komitee aangestel of gemagtig word.

21. AFTREKKINGS.

'n Werkgewer mag ondergenoemde weeklikse aftrekkings, wa die werknemer se bydrae tot die verskillende fondse is, van die loon aftrek wat aan elk van die betrokke werknemers verskuldig is:—

Waarde van seëls	R2.67	R2.33	R1.77	R1.61	R1.52	R0.22
Toelaatbare aftrekkings:						
Gesamentlike Werkloosheids-						
fondse en Algemene Fondse ..	0.10	0.07	0.06	0.07	0.06	0.06
Pensioenfondse	0.50	0.50	0.25	0.25	0.25	—
Mediese Bystandsfondse	0.50	0.50	0.45	0.50	0.45	—
Totaal	R1.10	R1.07	R0.76	R0.82	R0.76	R0.06

Waarde van seël	R1.82	R0.97	R0.76	R0.72
Toelaatbare aftrekkings:				
Gesamentlike Werkloosheids-				
fondse en Algemene Fondse ..	0.10	0.06	0.07	0.06
Pensioenfondse	0.50	0.25	0.25	0.25
Totaal	R0.60	R0.31	R0.32	R0.31

22. BESIKKING OOR BYDRAEBOEKE.

(1) Aan die einde van elke kalenderjaar moet die bydraeboek van elke werknemer vir daardie jaar deur die werkgewer aar die plaaslike tak van die vakvereniging gestuur word sodat di die vakvereniging op of voor 31 Januarie van die volgende jaar bereik.

(2) By die diensbeëindiging van 'n werknemer moet die be- trokke werkgewer onmiddellik die bydraeboek van dié werknemer aan die plaaslike tak van die vakvereniging stuur.

23. VAKVERENIGINGSLIDMAATSKAP.

(1) Die werkgewers moet met die werknemers saamwerk vir die handhawing van die tug van die vakvereniging. Ingeval 'n werknemer wat lid van die vakvereniging is, weier om straf wa deur die vakvereniging opgelê is, te ondergaan, moet die saak behandel word deur die betrokke Gesamentlike Raad wat van die betrokke werkgewer kan eis om die werknemer, wat in gebreke is, te ontslaan indien die straf nie ondergaan word nie.

(2) Geen werkgewer wat lid van een of beide van die werk- gewersorganisasies is, mag 'n werknemer in diens neem nie vir wie lone voorgeskryf word by klousules 6 (1) (a), (b), (c) of (d), 25 (6) (o), (p), (t), (u) of (v), 25 (10) (g) (i), 31, 34, 36, 40 of 43 van hierdie Ooreenkoms, tensy sodanige persoon lid van die vakvereniging is of 'n voorlopige lidmaatskapkaart of 'n werk- kaart van die vakvereniging het.

(3) Lede van die vakvereniging mag nie in diens tree by werk- gewers wat nie lede van een van die werkgewersorganisasies is nie of wat deur hul organisasie geskors is.

(4) Voormanne wat nie hul bedryf beoefen nie, maar uitsluitlik in toesighoudende hoedanigheid in diens is, ressorteer onder geen bepaling van hierdie klousule nie; met dien verstande dat van voormanne wat lede van die vakvereniging is, nie vereis mag word om vergaderings van die vakvereniging by te woon nie en word hulle nie vir nie-bywoning van sulke vergaderings ge- penaliseer nie.

(5) Die bepalings van subklousules (2) en (3) hiervan is nie van toepassing nie op—

- lede van die vakvereniging wat buite die Nywerheid in diens is; of
- 'n werkgewer wat lid van die werkgewersorganisasies is, in verband met die voortgesette diens van dié werknemers wat op 31 Desember 1941 van lidmaatskap van die vak- vereniging vrygestel is deur die Raad; of
- 'n werknemer wat lid van die vakvereniging is, ten opsigte van sy voortgesette diens by 'n werkgewer wat op 31 Desember 1941 nie lid van die werkgewersorganisasies was nie; of
- persone in diens in die Syskermafdeling van die Nywerheid op 31 Desember 1963 wat nie vir lidmaatskap van die vak- vereniging in aanmerking kan kom nie.

24. OPLEIDING VAN VAKMANSETTERS EN SETMASJINBEDIENERS.

(1) Werkgewers wat geriewe beskikbaar stel vir die opleiding van vakleerlinge op setmasjiene, moet ook aan uitgesoekte vak- mansetters die geleentheid gee om (in die werknemer se tyd) op masjiene te oefen, en die koste van bediening moet deur sodanige werknemers gedra word. Werk wat gedurende die opleidingstyd geset word, mag nie gebruik word nie.

(2) Wanneer hierdie vakmansetters 'n snelheid van meer as 5,000 ers per uur bereik het, moet aan hulle die eerste kans gegee word om vir 'n tydperk van 3 maande voltyds met die

months, during which they shall be paid not less than the minimum wages for journeymen. Upon the completion of the three months' period of training, they shall be regarded as qualified typesetting machine operators.

(3) The question of eligibility of compositors for training on typesetting machines shall be determined by the employer in consultation with the foreman and the Chapel.

(4) This section shall not be applied so as to conflict with Section 25 (6) (a) and (b) of this Agreement, which provides for journeymen to be trained upon typesetting machines entirely at the employer's expense.

25. WORKING RULES.

The working rules hereinafter set forth shall be observed by and be binding on both employers and employees in the Industry.

(1) (a) An employer shall not require an employee to pay and no employee shall pay for spoiled or damaged work, nor shall an employee be liable to pay for material or apparatus damaged in the ordinary course of business. Where an employer considers that spoilage or damage is due to negligence on the part of the employee he may report the matter to both the local Employers' Organization and the Branch Secretary of the Trade Union for the purpose of enquiry, after which the matter shall be reported to the Joint Board concerned which may recommend to the Standing Committee on what action should be taken.

(b) When an employee admits that the work was spoiled because of his negligence, he may, notwithstanding the provisions of sub-section (1) of Section 13, but subject to the provisions of sub-section (2) thereof, be required by his employer to do the work involved again outside ordinary hours of work and shall be paid in respect of time spent on such work at his normal rate of wages. No regard shall be had to such time for purposes of calculating overtime rates payable in terms of sub-section (1) of Section 13 hereof. Should any such instance arise the employer concerned shall immediately report the circumstances to the Joint Board concerned or the Standing Committee where no such Joint Board exists. If the Joint Board or Standing Committee is not satisfied that the work was spoiled because of the employee's negligence, it may call upon the employer to pay the employee such additional remuneration as would have been paid to him if the time spent on doing the work again had been regarded as overtime; and such additional remuneration shall then be paid by the employer. The provisions of this paragraph shall not apply in respect of apprentices, other than apprentices in their last year of apprenticeship.

(2) (a) No employer shall provide on his premises to other than apprentices or journeymen members of the Trade Union technical education or instruction in a trade designated under the Apprenticeship Act 1944, and no employees other than those specified may so receive technical education or instruction; but this shall not debar any person on the administrative staff of an establishment from receiving instruction in costing and the technicalities of efficient management.

(b) No product of any technical class shall be taken over or used by any employer, nor shall such product be placed in competition with the products of private enterprise.

(3) (a) Employers shall restrict bronzing work as much as possible and no employer shall permit a journeyman or apprentice to be employed regularly in laying on or taking off at a machine, bronzing by hand, carrying sheets to a bronzing machine, dryer or similar appliance, or feeding a bronzing machine. No journeyman or apprentice shall be required to clean up a job or repair rollers, or hang up or take down paper for seasoning, while his machine is running. No employee shall perform any act in contravention of this sub-section.

(b) Employers shall restrict the use of injurious chemicals as much as possible, and, where chromic acid or other injurious corrosives (acid or alkali), specified as such by the Standing Committee are used, shall provide gloves for use by the employees working with such corrosives.

(c) As a protective measure against bi-chromate-poisoning and dermatitis, employers shall also supply the employees concerned, for use at the commencement of work, with a suitable skin protective substance such as is recommended by the medical profession as a safeguard against the attacks of virulent liquids.

(d) An employer shall provide separate sinks for operators and etchers, no operator to use the same sink as an etcher.

(e) An employer shall provide all employees who are required to work over sinks in darkrooms, etc., with waterproof aprons.

(f) Employers shall provide ventilating shafts and exhaust fans to carry off fumes from baths and make suitable provision for ventilation in dark-rooms.

(g) Employers shall keep etching baths as far as possible from other employees in the department.

(h) Employers shall ensure that when printing on metal is in progress the light used is shaded or adjusted in such manner as not to have a detrimental effect on the eyes of employees working in the department.

masjiene te werk en gedurende dié tyd moet hulle minstens die minimum loon vir vakmansetters betaal word. Na voltooiing van die opleidingstyd van 3 maande word hulle as gekwalifiseerde setmasjiënbediëners beskou.

(3) Die werkgewer moet in oorleg met die voorman en die Kapel bepaal of lettersetters vir opleiding op setmasjiene in aanmerking kan kom.

(4) Hierdie klousule mag nie só toegepas word dat dit in stryd is met klousule 25 (6) (a) en (b) van hierdie Ooreenkoms wat voorsiening maak vir die opleiding van vakmanne op setmasjiene geheel en al op koste van die werkgewer nie.

25. WERKREGLEMENT.

Die werkreglement wat hieronder uiteengesit is, moet nagekom word deur en is bindend vir sowel werkgewers as werknemers in die Nywerheid.

(1) (a) 'n Werkgewer mag nie van 'n werknemer vereis om vir verknoeië of beskadigde werk te betaal nie, en 'n werknemer mag nie vir verknoeië werk betaal nie, en 'n werknemer mag nie aanspreeklik gehou word om te betaal vir materiaal of toestelle wat in die gewone loop van sake beskadig word nie. Ingeval 'n werkgewer van mening is dat knoeiwerk of skade die gevolg van nalatigheid aan die kant van die werknemer is, mag hy die saak aan sowel die plaaslike werkgewersorganisasie as die taksekretaris van die vakvereniging rapporteer met die doel om ondersoek in te stel. Hierna moet die saak aan die betrokke Gesamentlike Raad gerapporteer word en dié Raad mag by die Staande Komitee, aanbeveel watter stappe gedoen behoort te word.

(b) Wanneer 'n werknemer erken dat die werk verknoei is as gevolg van sy nalatigheid, mag die werkgewer, ondanks die bepalinge van subklousule (1) van klousule 13, maar behoudens die bepalinge van subklousule (2) daarvan, die werknemer verplig om die betrokke werk weer te doen buite sy gewone werkeure en moet hy hom vir die tyd aan sodanige werk bestee, teen die gewone loontarief betaal. Daar moet geen ag geslaan word op dié tyd vir die berekening van oortydтары wat betaalbaar is ingevolge die bepalinge van subklousule (1) van klousule 13 hiervan nie. Indien so 'n geval hom sou voordoen, moet die betrokke werkgewer onmiddellik die omstandighede aan die betrokke Gesamentlike Raad of die Staande Komitee waar daar nie 'n Gesamentlike Raad is nie, rapporteer. As die Gesamentlike Raad of Staande Komitee nie oortuig is dat die werk verknoei is as gevolg van die werknemer se nalatigheid nie, mag hy die werkgewer aansê om aan die werknemer sodanige bykomende besoldiging te betaal as wat aan hom betaal sou gewees het as die tyd wat hy bestee het om die werk oor te doen, as oortyd beskou is; en sodanige bykomende besoldiging moet dan deur die werkgewer betaal word. Die bepalinge van hierdie paragraaf is nie van toepassing op vakleerlinge nie, uitgesonderd vakleerlinge in hul laaste leerjaar.

(2) (a) Geen werkgewer mag op sy persele aan iemand anders as vakleerlinge of vakmanlede van die vakvereniging tegniese onderwys of opleiding in 'n bedryf, aangewys ingevolge die Wet op Vakleerlinge, 1944, gee nie en geen ander werknemers as die genoemdes, mag tegniese onderwys of opleiding aldus ontvang nie, maar dit belet geen lid van die administratiewe personeel van 'n inrigting om vir koste berekening en die tegniek van doeltreffende bestuur opgelei te word nie.

(b) Geen produk van 'n tegniese klas mag deur 'n werkgewer oorgeneem of gebruik word nie, en dié produk mag ook nie met werk van private ondernemings meeding nie.

(3) (a) Werkgewers moet bronswerk soveel moontlik beperk en geen werkgewer mag 'n vakman of vakleerling toelaat om gereeld besig te wees met die op- of afneem van papier by 'n masjiën nie, bronswerk met die hand doen, velle na 'n bronsmasjiën, droogmasjiën of dergelike toestel dra of 'n bronsmasjiën voer nie. Van geen vakman of vakleerling mag vereis word dat hy 'n stuk werk opruim of rollers herstel of papier ophang of afneem wat gedroog moet word, terwyl sy masjiën loop nie. Geen werknemer mag werk in stryd met hierdie subklousule verrig nie.

(b) Werkgewers moet die gebruik van skadelike chemikalieë vir sover moontlik beperk en wanneer chroomsuur of ander skadelike bytmiddels (suur of alkalies), deur die Staande Komitee as sodanig gespesifiseer, gebruik word, moet hy handskoene verskaf vir dié gebruik van werknemers wat met sulke bytmiddels werk.

(c) As 'n beskerming teen bichromaatvergiftiging en huidontsteking, moet werkgewers ook die werknemers by die aanvang van die werk voorsien van 'n geskikte huidbeskermingsmiddel wat deur die mediese beroep as 'n beskerming teen bytende vloeistowwe aanbeveel word.

(d) 'n Werkgewer moet afsonderlike wasbakke vir bedieners en eters verskaf en geen bediener mag toegelaat word om dieselfde wasbak as 'n etser te gebruik nie.

(e) 'n Werkgewer moet alle werknemers wat oor wasbakke in donkerkamers, ens. moet werk, van waterdigte voorskote voorsien.

(f) Werknemers moet sorg vir ventilasiekanale en uitsuigwaaiers om dampe van suurbaddens af weg te voer en om donkerkamers te ventileer.

(g) Werkgewers moet etsbaddens vir sover moontlik van ander werknemers in die afdeling weghou.

(h) Tydens metaaldrukwerk moet werkgewers sorg dat die lig wat gebruik word, afgeskerm of op so 'n wyse gestel word dat dit geen nadelige invloed uitoefen op die oë van werknemers wat in dié afdeling werk nie.

(i) Where ammonia is used as an aid to the development of photolitho and Vandyke process plates, employers shall make provision for developing and etching baths to be in separate rooms where possible.

(4) Employers shall provide clean towels for use by employees.

(5) (a) Subject to the provisions of Section 25 (6) hereof, an employer shall not require or permit any person other than a journeyman compositor or compositor apprentice to do work which falls within the definition of composing in this sub-section. No employee other than a journeyman compositor or compositor apprentice shall perform any such work. A journeyman or apprentice in the trades of composing (including machine minding) or machine minding (including composing), when employed in Area B or C, shall for the purposes of this paragraph be deemed to be a journeyman or apprentice compositor. Similarly in connection with carton manufacture a journeyman or apprentice carton maker shall for the purposes of this paragraph be deemed to be a journeyman or apprentice compositor.

"Composing" means work which embraces in whole or in part the operation of typesetting or photosetting machines, and/or the setting or arranging of type (including the product of typesetting and typesetting machines), blocks, plates and/or other necessary materials into a position for printing or embossing or making of rubber stamps therefrom (including type for the Gammeter Multigraph and similar printing machines) and/or the distribution of such material after use and shall include the setting and preparation of formes, whether of wood or metal base used for cutting and/or creasing fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper and/or any compound of paper for the manufacture of cartons and containers.

(b) General assistants may be employed upon wrapping up of type for storage purposes; looking out standing matter and pulling proofs thereof; pulling proofs by hand of solid matter in galley form; pulling page proofs in newspaper establishments; and/or breaking up machine set matter for remelting; and, if so employed, shall be paid at not less than the following rates:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 9 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 9 of this Agreement.

(6) (a) Journeymen compositors when employed temporarily on typesetting machines shall be paid for all time worked on the machine at not less than the hourly rate applicable to typesetting machine operators, calculated in terms of Section 6 (5) of this Agreement; provided, however, that if a compositor is employed on a typesetting machine for more than 20 hours in one working week, he shall be paid at the rate applicable to typesetting machine operators for the whole of that week. Typesetting machine operators employed temporarily on hand composing shall be paid at the rate applicable to typesetting machine operators.

(b) Journeymen compositors, when transferred from hand composing for the purpose of learning typesetting machine operating, shall be entitled to 12 months' tuition, during which period they shall be paid not less than the minimum rate of wages for journeymen compositors.

(c) No typesetting machine operator shall be required by an employer to produce a fixed amount of work, and no system of bonus or other payments which offer inducements to undue competition shall be agreed upon between an employer and employee.

(d) Subject to the provisions of paragraph (e) hereof, no typesetting machine operator shall be required by an employer to do mechanic's or labourer's work; provided, however, that this subsection shall not be so construed as to prohibit an operator from affording mechanical assistance in an emergency; and provided further that the provisions of this subsection shall not apply in respect of operators of Typograph composing machines employed in Areas B and C.

(e) In establishments where seven or more typesetting machines are in use a full-time printers' mechanic shall be employed. In establishments where no mechanic is employed at least one typesetting machine operator on day or night shift as the case may be, shall be appointed and paid as an operator-mechanic. The provisions of this subsection shall not apply in respect of Typograph composing machines in establishments in Areas B and C.

(f) The duties of a Monotype caster minder mechanic include not only those of a Monotype caster attendant but also the dismantling and assembling of moulds, cleaning pin blocks, the making of all mechanical adjustments and the replacement of worn parts, general maintenance and the dismantling and erection of Monotype Keyboards and Casters. He shall have knowledge of the lay-out of the case and the different type sizes. Unless otherwise stated in this Agreement an employee who is not of such a class shall not be required or permitted to perform such work.

(g) Except for the purpose of carrying out the duties mentioned in the definition of that class of employee, a Monotype caster attendant shall not be required or permitted by his employer to make any mechanical adjustments or repairs to any typesetting machinery.

(i) Waar ammoniak gebruik word as 'n hulpmiddel om foto-lito- en Vandyke-prosesplate te ontwikkel, moet werkgewers, waar moontlik, sorg dra dat ontwikkel- en etsbaddens in afsonderlik kamers is.

(4) Werkgewers moet skoon handdoeke aan werknemers verskaf.

(5) (a) Behoudens die bepalings van klousule 25 (6) hiervan mag geen werkgewer enigiemand anders as 'n vakmansetter of vakleerlingsetter, werk laat verrig wat onder die woordskrywing "set" in hierdie subklousule val nie. Geen ander werknemer as 'n vakmansetter of vakleerlingsetter mag sulke werk doen nie. 'n Vakman of vakleerling in die bedrywe setwerk (met inbegrip van masjienbediening) of masjienbediening (met inbegrip van setwerk) wanneer in gebied B of C in diens, word vir die toepassing van hierdie paragraaf as 'n vakman- of vakleerlingsetter beskou. In gelyks moet 'n vakman- of vakleerling-kartonhouermaker, in verband met kartonhouervervaardiging, vir die toepassing van hierdie paragraaf 'n vakman- of vakleerlingsetter geag word.

"Set" beteken werk wat uitsluitlik of gedeeltelik die bediening van lettersetmasjiene of fotosetmasjiene omvat en/of die set in posisie rangskik van setstel (met inbegrip van die produk van set- en lettergietsmasjiene), blokke, plate en/of ander nodig materiaal vir druk- of embosseerwerk of die maak van rubberstempels daarvan (met inbegrip van setstel vir die Gammeter Multigraph en soortgelyke drukmasjiene) en/of die opruim van die materiaal na gebruik en sluit die stel en voorbereiding van galeivorms in, hetsy met hout- of metaalbome wat by die snen en/of plooi van veselstof en/of karton (geriffel of andersins) en/of papier en/of enige samestelling van papier en/of soortgelyk materiaal waarvan veselstof en/of karton en/of papier en/of enige samestelling van papier 'n deel uitmaak, wat vir die vervaardiging van kartonne en kartonhouers gebruik word.

(b) Algemene assistente mag in diens wees vir die toedraai van setstel om gebere te word; uitsoek van staande setstel en proewe daarvan trek; proewe van platsetstel in galeivorm met die hand trek; bladsyproewe in nuusbladindrigtings trek; en/of masjiensetse opbreek om weer gesmelt te word; en, indien só in diens, moet hulle teen minstens onderstaande tariewe betaal word:—

As werknemer minder as 1 jaar ondervinding van dié werk het: Tarief vir betrokke gebied genoem in tabel 9 van hierdie Ooreenkoms van 4de jaar ondervinding.

As werknemer 1 jaar of meer ondervinding van dié werk gehad het: Hoogste skaal vir die betrokke gebied genoem in tabel 9 van hierdie Ooreenkoms.

(6) (a) Vakmansetters moet, wanneer hulle tydelik met setmasjiene werk, betaal word vir alle tyd met dié masjiene gewerk teen minstens die uurtarief van toepassing op setmasjienbedieners bereken kragtens klousule 6 (5) van hierdie Ooreenkoms; met die verstande egter dat as 'n setter langer as 20 uur in 1 werkweek met 'n setmasjiene werk, hy betaal moet word teen dié tarief van toepassing op setmasjienbedieners vir daardie hele week. Setmasjienbedieners wat tydelik handsetwerk doen, moet betaal word teen dié tarief van toepassing op setmasjienbedieners.

(b) Vakmansetters is, by oorplasing van hand- na masjiense werk, met die doel om laaggenoemde aan te leer, geregtig op 1 maande opleiding en gedurende dié tydperk moet hulle teen minstens die minimum loontarief vir vakmansetters betaal word.

(c) 'n Werkgewer kan nie van 'n setmasjienbediener vereis om 'n bepaalde hoeveelheid werk te lewer en geen stelsel van bonusse of ander betalings, wat oorhaastige wedywing aanmoedig, tussen 'n werkgewer en 'n werknemer aangegaan word nie.

(d) Behoudens paragraaf (e) hiervan mag geen setmasjienbediener deur 'n werkgewer verplig word om die werk van 'n werktuigkundige of arbeider te verrig nie; met dien verstande egter dat hierdie subklousule nie so uitgelê moet word dat dit 'n bediener verbied om werktuigkundige hulp in geval van nood te verleen nie; en voorts met dien verstande dat die bepaling van hierdie subklousule nie van toepassing is op bedieners van Typograph-setmasjiene in diens in gebiede B en C nie.

(e) In inrigtings waar 7 of meer setmasjiene gebruik word, moet 'n voltydse drukkerswerktuigkundige in diens wees. In inrigting waar geen werktuigkundige in diens is nie moet minstens 1 setmasjienbediener, op dag- of nagskof, na gelang van die geval aangestel en as 'n bediener-werktuigkundige besoldig word. Die bepalings van dié subklousule is nie van toepassing ten opsigte van Typograph-setmasjiene in inrigtings in gebiede B en C nie.

(f) Die pligte van 'n Monotype-gietwerktuigkundige sluit nie net dié van 'n Monotype-gietmasjienbediener in nie maar ook die uitmekaarhaal en inmeekaarsit van gietvorms, penblokke skoonmaak, alle meganiese verstellings doen en die vervanging van geslyte onderdele, algemene onderhoud en die uitmekaarhaal en inmeekaarsit van Monotype-toetsborde en -gietmasjiene. Hy moet kennis dra van die rangskikking van die kas en die verskillende lettergroottes. Tensy anders in hierdie Ooreenkoms gemeld, mag 'n werknemer wat nie in so 'n klas val nie, nie verplig of toegelaat word om dié werk te doen nie.

(g) Behalwe om die pligte uit te voer wat genoem word in dié woordskrywing van daardie klas werknemer, mag 'n Monotype-gietmasjienbediener nie deur sy werkgewer verplig of toegelaat word om werktuigkundige verstellings of herstelwerk of setmasjinerie uit te voer nie.

(f) Except in cases of emergency a Monotype caster attendant shall not be required or permitted by his employer to be in attendance on more than two casting machines. Should such an employee be in attendance on more than two machines, he shall be paid additional remuneration for each day or portion of a day, on which he was in attendance on more than two machines, at the rate of R2 per week.

(g) While in attendance on casting machines, a Monotype caster attendant shall be under the supervision of a journeyman or an apprentice.

(h) Where there are two, three or four Monotype casting machines installed, a journeyman Monotype caster minder mechanic shall be employed. For each additional four machines (part thereof) above four an additional journeyman Monotype minder mechanic or apprentice to that trade shall be employed. Subject to the provisions of paragraph (h), no employee, including Monotype caster minder mechanics or apprentices to that trade, shall be allowed to be in attendance on more than two casting machines.

(i) In single installations of not more than one composition caster, the keyboard operator may act as the mechanic. In establishments where there is only one super caster, and no keyboard is installed, a Monotype caster attendant may operate the machine under the supervision of a journeyman Monotype minder mechanic, printer's mechanic or a journeyman connected with typesetting. In such cases the employer shall notify the Local Joint Board, forthwith, of the name of the journeyman selected for such supervisory duties, or where no Joint Board has jurisdiction, he shall notify the Standing Committee. Notwithstanding the provisions of this sub-section it shall not be necessary for an employer to replace the journeyman selected for supervisory duties mentioned during the absence of such journeyman from work for any period not exceeding four weeks.

(j) Wherever possible, employees employed as Monotype caster attendants shall be given the first opportunity by the management concerned to attain journeyman status before application is made to authority to engage an apprentice.

(k) An employer shall not permit any employee, other than a journeyman or Apprentice Compositor (Typesetting Machine Operator), Perforator Operator or a Learner Perforator Operator to operate a Teletypesetter, Perforator Keyboard. No other employee shall do such work.

(l) Typesetting Machine Operators, who wish to gain experience on the Teletypesetter Perforator Keyboard, shall be afforded the opportunity of doing so in their own time, provided that the matter set shall not be used.

(m) The period of training of Learner Perforator Operators shall be 12 months and during that period no employer shall pay and no such employee shall accept wages at less than the following weekly rates:—

First 3 months	...	60% of Scale 1, Table 1.
Second 3 months	...	70% of Scale 1, Table 1.
Third 3 months	...	80% of Scale 1, Table 1.
Fourth 3 months	...	90% of Scale 1, Table 1.

(n) On completion of his period of training a Learner Perforator Operator shall undergo a trade test set by his employer and on attaining a standard of at least 12,000 ens of corrected matter per hour shall be regarded as a Perforator Operator. Subject to the provisions of paragraph (q) hereof, a Perforator Operator shall be paid at not less than the rate of wages prescribed by Scale 1 of Table 1 of this Agreement.

(o) The following provisions shall apply in respect of equipment installed:—

(i) Installation of 1 Perforator and/or 1 Caster:—

Either a Journeyman Typesetting Machine Operator or a Perforator Operator, paid at not less than Scale 3 of Table 1, may be employed on the keyboard. If a Journeyman Typesetting Machine Operator is employed on the keyboard, he may also supervise and operate the Caster. A Perforator Operator may not supervise or operate the caster but any other Journeyman Typesetting Machine Operator or Printers' Mechanic may do so.

(ii) Installation of 2 Perforators and 1 Caster:—

Either a Journeyman Typesetting Machine Operator or a Perforator Operator, paid at not less than Scale 3 of Table 1, must be employed on one keyboard, while a Perforator Operator paid at not less than Scale 1 of Table 1 or a Learner Perforator Operator paid at not less than as set out in paragraph (o) may be employed on the other keyboard.

If a Journeyman Typesetting Machine Operator is employed on the one keyboard, he, or any other Journeyman Typesetting Machine Operator or Printers' Mechanic, may supervise and operate the caster. A Perforator Operator may not do so.

(iii) Installation of 3 Perforators and 2 Casters:—

Either a Journeyman Typesetting Machine Operator or a Perforator Operator, paid at not less than Scale 3 of Table 1, must be employed on one keyboard, while Perforator Operators paid at not less than Scale 1 of Table 1 or Learner Perforator Operators paid not less than as set out in paragraph (o) may be employed on the other perforators. A Journeyman Typesetting Machine Operator, other than one who might be employed on a keyboard, or a Printers' Mechanic must supervise and operate the two casters.

(h) Behalwe in noodgevalle mag 'n Monotype-gietmasjiëbediener nie deur sy werkgever verplig of toegelaat word om met meer as 2 gietmasjiëne te werk nie. Ingeval so 'n werknemer met meer as 2 masjiëne werk, moet hy ekstra besoldiging betaal word teen R2.00 per week vir elke dag of deel van 'n dag waarop hy met meer as 2 masjiëne gewerk het.

(i) Terwyl 'n Monotype-gietmasjiëbediener met gietmasjiëne werk, moet hy onder toesig van 'n vakman of 'n vakleerling staan.

(j) Waar daar 2, 3 of 4 Monotype-gietmasjiëne geïnstalleer is, moet 'n vakman-bedienerwerktuigkundige van Monotype-gietmasjiëne in diens wees. Vir elke bykomende 4 masjiëne (of gedeelte daarvan) bo 4, moet 'n bykomende vakman-bedienerwerktuigkundige van Monotype-gietmasjiëne of vakleerling in daardie bedryf, in diens wees. Behoudens die bepalings van paragraaf (h), mag geen werknemer, met inbegrip van bedienerwerktuigkundiges van Monotype-gietmasjiëne of vakleerlinge in daardie bedryf, toegelaat word om meer as 2 gietmasjiëne te bedien nie.

(k) In enkel installasies van hoogstens een setselgietmasjiëne mag die toetsbordbediener as werktuigkundige optree. In inrigtings waar daar net een Super-gietmasjiëne is en geen toetsbord geïnstalleer nie, mag 'n Monotype-gietmasjiëbediener die masjiëne bedien onder die toesig van 'n vakman-bedienerwerktuigkundige van Monotype-gietmasjiëne, drukkerswerktuigkundige of 'n vakman wat aan setwerk verbonde is. In sulke gevalle moet die werkgever die plaaslike Gesamentlike Raad onmiddellik in kennis stel van die naam van die vakman wat vir dié toesighoudende pligte gekies is, of waar daar geen Gesamentlike Raad met regsbevoegdheid is, moet hy die Staande Komitee in kennis stel. Ondanks die bepalings van hierdie subklousule moet dit nie nodig vir 'n werkgever wees om die vakman wat vir die gemelde toesighoudende pligte aangewys is, gedurende die afwesigheid van dié vakman van sy werk vir hoogstens 4 weke, te vervang nie.

(l) Waar dit ook al moontlik is, moet werknemers wat tans in diens is as Monotype-gietmasjiëbediëners die eerste die beste geleentheid deur die betrokke bestuur gegee word om vakmanstatus te verkry voordat aansoek gedoen word om 'n vakleerling in diens te neem.

(m) 'n Werkgever mag nie 'n ander werknemer as 'n vakman of vakleerlingsetter (setmasjiëbediener), perforeermasjiëbediener of 'n leerling-perforeermasjiëbediener toelaat om 'n Teletypesetter-perforeermasjiëtoetsbord te bedien nie. Geen ander werknemer mag dié werk verrig nie.

(n) Setmasjiëbediëners, wat graag ondervinding met die Teletypesetter-perforeermasjiëtoetsbord wil opdoen, moet die geleentheid gegee word om dit in hul eie tyd te doen, met dien verstande dat die setsel nie gebruik mag word nie.

(o) Die leertyd van leerling-perforeermasjiëbediëners is 12 maande en in dié tydperk mag geen werkgever laer loontariewe as onderstaande weeklikse tariewe betaal en mag geen werknemer dit aanneem nie:—

Eerste 3 maande	...	60% van Skaal 1, Tabel 1
Tweede 3 maande	...	70% van Skaal 1, Tabel 1
Derde 3 maande	...	80% van Skaal 1, Tabel 1
Vierde 3 maande	...	90% van Skaal 1, Tabel 1

(p) By voltooiing van sy leertyd moet 'n leerling-perforeermasjiëbediener 'n bedryfstoets ondergaan wat deur sy werkgever afgeneem word en indien hy 'n standaard van minstens 12,000 ens verbeterde setsel per uur behaal, moet hy as 'n perforeermasjiëbediener geag word. Behoudens die bepalings van paragraaf (q) hiervan moet 'n perforeermasjiëbediener minstens die loontarief betaal word wat by skaal 1 van tabel 1 van hierdie Ooreenkoms voorgeskryf word.

(q) Onderstaande bepalings is van toepassing ten opsigte van uitrusting geïnstalleer:—

(i) Installasies met 1-perforeermasjië en/of 1 gietmasjië:—

Of 'n vakman-setmasjiëbediener of 'n perforeermasjiëbediener, besoldig teen minstens skaal 3 van tabel 1 mag by die toetsbord in diens wees. As 'n vakmansetmasjiëbediener die toetsbord bedien, mag hy ook toesig oor die gietmasjië hou en dit bedien. 'n Perforeermasjiëbediener mag nie toesig oor die gietmasjië hou of dit bedien nie maar enige ander vakman-setmasjiëbediener of drukkerswerktuigkundige mag dit doen.

(ii) Installasies met 2 perforeermasjië en 1 gietmasjië:—

Of 'n vakman-setmasjiëbediener of 'n perforeermasjiëbediener, besoldig teen minstens skaal 3 van tabel 1, moet by 1 toetsbord in diens wees, terwyl 'n perforeermasjiëbediener, besoldig teen minstens skaal 1 van tabel 1 of 'n leerling-perforeermasjiëbediener besoldig teen minstens die loon genoem in paragraaf (o), die ander toetsbord mag bedien.

As 'n vakman-setmasjiëbediener by die een toetsbord in diens is, mag hy of enige ander vakman-setmasjiëbediener of drukkerswerktuigkundige, toesig oor die gietmasjië hou en dit bedien. 'n Perforeermasjiëbediener mag dit nie doen nie.

(iii) Installasies met 3 perforeermasjië en 2 gietmasjië:—

Of 'n vakman-setmasjiëbediener of 'n perforeermasjiëbediener, besoldig teen minstens skaal 3 van tabel 1, moet een toetsbord bedien, terwyl perforeermasjiëbediëners, besoldig teen minstens skaal 1 van tabel 1 of leerling-perforeermasjiëbediëners, besoldig teen minstens die loon genoem in paragraaf (o), die ander perforeermasjië mag bedien. 'n Vakman-setmasjiëbediener, uitgesonderd een wat 'n toetsbord mag bedien, of 'n drukkerswerktuigkundige, moet toesig oor die twee gietmasjië hou en hulle bedien.

(iv) The above ratios apply *pro rata* to larger installations.

(v) A perforator may be operated by an apprentice compositor at his normal rate of pay but he shall not be regarded as a Journeyman or as a Perforator Operator paid at not less than Scale 3 of Table 1 for the ratio provision in respect of perforating.

(vi) A Journeyman Printers' Mechanic employed on supervising or operating a caster or casters in terms of this paragraph shall not perform any other work while the caster or casters are in operation.

(r) Subject to the provisions of paragraphs (t), (u), (v) and (w) hereof, an employer shall not permit an employee, other than a journeyman or apprentice compositor to operate photo-setting equipment. No other employee shall perform such work.

(s) A journeyman compositor employed on the keyboard of equipment, such as the Monophoto, Linofilm, Lumitype or Photosetter, which provides for the control of variable justification, selection of design, style and size of lettering and the position of the lettering by the operator, shall be paid at not less than the rate for the area concerned prescribed by Scale 3 of Table 1 of this Agreement. A journeyman compositor employed on any other photo-setting equipment shall be paid at not less than the rate prescribed for the area concerned by Scale 1 of Table 1 of this Agreement.

(t) Notwithstanding the provisions of paragraphs (r) and (s) hereof, a general assistant paid at not less than the rate prescribed for the area concerned by Table 4 of this Agreement may be employed on the production, by the principle of contact printing, of lettering on film, paper, or similar material, by the use of negatives or positives by means of the Filmo-type, Headliner, Prototype or any other machine which may be specified by the Standing Committee from time to time.

(u) Notwithstanding the provisions of paragraph (r) hereof, an employee paid at not less than the rate prescribed for the area concerned by Table 3 of this Agreement may be employed on producing copy or plates by means of any type of typewriter, including electric typewriters providing for limited control of variable justification and selection of lettering and style, which copy is intended to be used for reproduction. Such an employee may not be employed on the production of punched tapes for use on photo-setting or typesetting equipment.

(v) Notwithstanding the provisions of paragraph (r) hereof, a monotype caster attendant, or a general assistant, paid at the rates specified below may operate all equipment used to expose on film, or similar material from punched or electronic origination material, develop and process the film, or similar material, so exposed and make copies therefrom by means of a contact copying machine for the purposes of proofreading or otherwise. An employee employed on this work shall work under the supervision of a journeyman compositor or monotype caster minder mechanic and shall be paid at not less than the following weekly wage rates which are inclusive of cost-of-living allowance:—

Where an employee has had 3 years' or more experience as a monotype caster attendant:

		DAY WORK	NIGHT WORK
B	..	R17.22½	R18.70
C	..	17.57½	19.15
D	..	19.15	20.95
E	..	20.60	22.60
F	..	21.12½	23.22½
G	..	21.12½	23.22½
Ga	..	22.25	24.52½
H	..	25.00	27.70

Where the employee has had less than 3 years' experience as a monotype caster attendant:—

Area	1st year	2nd year	3rd year	Thereafter
B	..	R13.77½	R15.67½	R16.87½
C	..	14.15	16.02½	17.22½
D	..	16.00	17.27½	18.80
E	..	16.40	17.97½	20.25
F	..	17.32½	18.77½	20.77½
G	..	17.32½	18.77½	20.77½
Ga	..	18.82½	20.15	21.90
H	..	19.07½	19.37½	22.70

Area	1st year	2nd year	3rd year	Thereafter
B	..	R14.82½	R16.75	R18.35
C	..	15.20	17.10	18.80
D	..	17.10	18.55	20.60
E	..	17.55	19.37½	22.25
F	..	18.55	20.25	22.87½
G	..	18.55	20.25	22.87½
Ga	..	20.25	21.87½	24.17½
H	..	20.60	20.97½	25.07½

(iv) Bogenoemde getalsverhoudings is *pro rata* van toepassing op groter installasies.

(v) 'n Perforeermasjien mag deur 'n vakleerlingsetter teen 'n gewone loontarief bedien word, maar hy moet nie as vakman of as 'n perforeermasjienbediener geag word word teen minstens skaal 3 van tabel 1 vir die verhouding bepaling ten opsigte van perforeerwerk besoldig word nie.

(vi) 'n Vakman-drukkerswerktuigkundige in diens op toetsing van die bediening van 'n gietmasjien of -masjien kragtens hierdie paragraaf mag geen ander werk verrig terwyl die gietmasjien of -masjien werk nie.

(r) Behoudens die bepalinge van paragrawe (t), (u), (v) en (s) hiervan, mag 'n werkgewer nie 'n ander werknemer as 'n vakman of vakleerlingsetter toelaat om fotosetuitrusting te bedien nie. Geen ander werknemer mag sulke werk verrig nie.

(s) 'n Vakmansetter in diens by die toetsbord van uitrusting soos die Monophoto, Linofilm, Lumitype of Photosetter, wat voorsiening maak vir die beheer van wisselbare justering, keuse van ontwerp, styl en grootte van letters en die posisie van die letters deur die bediener, moet betaal word teen minstens 'n tarief vir die betrokke gebied voorgeskryf by skaal 3 van tabel 1 van hierdie Ooreenkoms. 'n Vakmansetter in diens op enige ander fotosetuitrusting moet betaal word teen minstens die tarief voorgeskryf vir die betrokke gebied by skaal 1 van tabel 1 van hierdie Ooreenkoms.

(t) Ondanks die bepalinge van paragrawe (r) en (s) hiervan mag 'n algemene assistent wat betaal word teen minstens 'n tarief wat vir die betrokke gebied by tabel 4 van hierdie Ooreenkoms voorgeskryf word, in diens wees by die produksie, deur die beginsel van kontakafdrukwerk, van letterwerk op film, papier of soortgelyke materiaal, deur die gebruik van negatiewe of positiewe deur middel van die Filmo-type, Headliner, Prototype of enige ander masjien wat van tyd tot tyd deur die Staande Komitee gespesifiseer mag word.

(u) Ondanks die bepalinge van paragraaf (r) hiervan, mag 'n werknemer wat betaal word teen minstens die tarief wat vir die betrokke gebied by tabel 3 van hierdie Ooreenkoms voorgeskryf word, in diens wees by die produksie van kopie of plate deur middel van enige soort tikmasjien, met inbegrip van elektriese tikmasjien wat voorsiening maak vir beperkte beheer van wisselbare justering en keuse van letters en styl, indien sodanige kopie bedoel is om vir reproduksie gebruik te word. So 'n werknemer mag nie in diens wees by die produksie van geponste bande vir gebruik op fotoset- of lettersetuitrusting nie.

(v) Ondanks die bepalinge van paragraaf (r) hiervan, mag 'n Monotype-gietmasjienbediener, of 'n algemene assistent, wat betaal word teen die tariewe hieronder gespesifiseer, alle uitrusting bedien wat gebruik word om op film te belig, of op dergelike materiaal wat sy oorsprong het van geponste of elektroniese materiaal, die film ontwikkel en verwerk, of dergelike materiaal wat aldus belig is en kopieë daarvan maak deur middel van 'n kontakkopieermasjien vir die doel van proewe lees of andersins. 'n Werknemer in diens by hierdie werk moet onder toesig wees van 'n vakmansetter of Monotype-gietbedienerwerktuigkundige en moet betaal word teen minstens onderstaande weekloontariewe wat lewenskostetoelae insluit:—

Indien 'n werknemer 3 jaar of meer ondervinding as 'n Monotype-gietmasjienbediener gehad het:—

		DAGWERK.	NAGWERK.
B	..	R17.22½	R18.70
C	..	17.57½	19.15
D	..	19.15	20.95
E	..	20.60	22.60
F	..	21.12½	23.22½
G	..	21.12½	23.22½
Ga	..	22.25	24.52½
H	..	25.00	27.70

Indien die werknemer minder as 3 jaar ondervinding as 'n Monotype-gietmasjienbediener gehad het:—

Gebied.	1ste jaar.	2de jaar.	3de jaar.	Daarna.
B	..	R13.77½	R15.67½	R16.87½
C	..	14.15	16.02½	17.22½
D	..	16.00	17.27½	18.80
E	..	16.40	17.97½	20.25
F	..	17.32½	18.77½	20.77½
G	..	17.32½	18.77½	20.77½
Ga	..	18.82½	20.15	21.90
H	..	19.07½	19.37½	22.70

Gebied.	1ste jaar.	2de jaar.	3de jaar.	Daarna.
B	..	R14.82½	R16.75	R18.35
C	..	15.20	17.10	18.80
D	..	17.10	18.55	20.60
E	..	17.55	19.37½	22.25
F	..	18.55	20.25	22.87½
G	..	18.55	20.25	22.87½
Ga	..	20.25	21.87½	24.17½
H	..	20.60	20.97½	25.07½

(w) Notwithstanding anything to the contrary herein contained, punched tape produced on teletypesetter perforators, operated by employees of a class mentioned in paragraph (m) hereof, may be used for the purposes of photostetting.

(x) A journeyman compositor may do film make-up including corrections.

(7) (a) An employer shall not permit any employee to occupy and no employee shall so occupy the position of proof-reader unless he is a journeyman proof-reader, an apprentice to that trade or a journeyman compositor. In establishments where no permanent proof-reader is employed, an employer shall not permit proofs to be read by any employee other than a journeyman compositor or the person in charge of the establishment or department, and no other employee may so read proofs.

(b) An employer shall ensure that only employees paid at not less than the rates prescribed by Table 9, are employed on regular copyholding.

(8) An employer shall not permit any person other than a journeyman stereotyper or an apprentice to the trade of stereotyping to prepare flongs, make matrices, cast or trim plates, or operate planing or routing machines, and no employee not so qualified may do such work. An employer shall not permit any person other than a journeyman stereotyper, compositor or machine minder to do mounting of plates and stereos and no employee not so qualified may do such work. A General Assistant paid at not less than the rates specified in Table 9 may be employed on the measuring of chemicals or the making-up of plating baths, provided that when employed on this work such General Assistant works under the supervision of a Journeyman.

(9) (a) For the purposes of this sub-section:

"apprentice" means an apprentice to the trade of letterpress machine minding, composing (including machine minding) or machine minding (including composing) or where the work being done is in connection with carton manufacture an apprentice to the trade of carton making;

"Cylinder machine" means a letterpress printing machine in which the paper or other material to be printed is carried by a rotating cylinder against a flat printing surface from which the impression is taken;

"Letterpress printing machine" does not include such a machine while it is being utilized for the production of fruit wrappers, whether plain or printed;

"machine minder" means a journeyman letterpress machine minder, or where the work being done is in connection with carton manufacture a journeyman carton maker or when such employee is employed in Area B or C, a journeyman in the trade of composing (including machine minding) or machine minding (including composing);

"platen machine" means a letterpress printing machine in which the paper or other material to be printed is carried in a flat position against a flat printing surface from which the impression is taken.

(b) An employer shall not permit any person other than a machine minder or an apprentice to make ready, regulate the supply of ink, change gauges, alter the impression or make any other adjustment to the mechanism of any letterpress printing machine; provided, however, that the operations mentioned may be performed by a platen pressman or a learner platen pressman when the machine concerned is a platen machine or a cylinder machine capable of printing on a sheet not larger than 15 inches by 20 inches. No other employee shall perform such work.

(c) An employer shall not permit any cylinder machine capable of printing on a sheet larger than 15 inches by 20 inches to be operated except under the supervision of a machine minder or an apprentice and shall similarly not permit any platen machine or cylinder machine capable of printing on a sheet not larger than 15 inches by 20 inches to be operated except under the supervision of a machine minder, apprentice, platen pressman or learner platen pressman.

(d) (i) An employer shall not permit a machine minder, apprentice, platen pressman or learner platen pressman to supervise or operate more than four platen machines or three cylinder machines capable of printing on a sheet not larger than 15 inches by 20 inches.

(ii) Where a platen pressman or a learner platen pressman supervises or operates a machine which is capable of printing on a sheet larger than 10 inches by 15 inches he shall be paid at a rate not less than 10 per cent. more than the rate of wages prescribed by Table 4 or Table 6 of this Agreement. No employee shall be required to supervise or operate more than three such machines at any one time.

(iii) An employer shall not permit a machine minder or an apprentice to supervise or operate more than—

(a) three Vertical Miehle, Auto Elka, Kelly, Meteor, or other small cylinder machines capable of printing on a sheet not larger than 15 inches by 20 inches; or

(b) two cylinder machines of a size larger than that mentioned in paragraph (a) and up to and including those capable of printing on a sheet not larger than 25 inches by 40 inches; or

(w) Ondanks andersluidende bepalinge hierin, mag geponste band wat geproduseer word op Teletype-setperforceermasjiene, bedien deur werknemers van 'n klas genoem in paragraaf (m) hiervan, vir doeleindes van fotosetwerk gebruik word.

(x) 'n Vakmansetter mag filmopmaakwerk doen, met inbegrip van korreksiewerk.

(7) (a) 'n Werkgewer mag nie 'n werknemer toelaat om die betrekking van proefleser te beklee en geen werknemer mag dié betrekking beklee nie, tensy hy 'n vakman-proefleser is, 'n vakleerling in dié bedryf of 'n vakmansetter. In inrigtings waar geen vaste proefleser in diens is nie, mag 'n werkgewer nie toelaat dat proewe geles word deur 'n ander werknemer as 'n vakmansetter of die persoon wat vir die inrigting of afdeling verantwoordelik is, en geen ander werknemer mag proewe aldus lees nie.

(b) 'n Werkgewer moet sorg dat slegs werknemers wat betaal word teen minstens die tariewe voorgeskryf in tabel 9, as gereelde kopiehouders in diens is.

(8) 'n Werkgewer mag niemand anders as 'n vakmansteriotipeur of 'n vakleerling in die bedryf steriotipie toelaat om flongs voor te berei, matryse te maak, plate te giet of af te werk, of om skaaf- of uitholmasjiene te bedien nie, en geen werknemer wat nie aldus gekwalifiseer is, mag dié werk verrig nie. 'n Werkgewer mag geen ander persoon as 'n vakmansteriotipeur, -setter of -masjiensbediener toelaat om plate en stereo's te monteer en geen werknemer wat nie aldus gekwalifiseer is, mag dié werk verrig nie. 'n Algemene assistent, besoldig teen minstens die tariewe gespesifiseer in tabel 9, mag in diens wees vir die afmeet van chemikalieë of die voorbereiding van plaatbakke, met dien verstande dat wanneer hulle dié werk verrig, sulke algemene assistente onder toesig van 'n vakman moet werk.

(9) (a) Vir die toepassing van hierdie subklousule beteken:— „vakleerling” 'n vakleerling in die bedryf hoogdrukmasjiensbediening, setwerk (met inbegrip van masjiensbediening) of masjiensbediening (met inbegrip van setwerk) of as die werk gedoen word in verband met kartonhouervervaardiging, 'n vakleerling in die bedryf kartonhouervervaardiging;

„silindermasjiens” 'n hoogdrukmasjiens waarin die papier of ander materiaal wat bedruk moet word, deur 'n draaiende silinder gevoer word teen 'n plat drukvlak waar die afdruk van geneem word;

„hoogdrukpers” omvat nie so 'n masjiens terwyl dit gebruik word vir die produksie van vrugtetodraaipapier nie, hetsy onbedruk of bedruk;

„masjiensbediener” 'n vakman-hoogdrukmasjiensbediener, of waar die werk gedoen word in verband met kartonhouervervaardiging, 'n vakman-kartonhouermaker, of as sodanige werknemer in gebied B of C in diens is, 'n vakman in die bedryf setwerk (met inbegrip van masjiensbediening) of, masjiensbediening (met inbegrip van setwerk);

„degelpers” 'n hoogdrukmasjiens waarin die papier of ander materiaal wat bedruk moet word, plat gevoer word teen 'n plat drukvlak waar die afdruk van geneem word.

(b) 'n Werkgewer mag niemand anders as 'n masjiensbediener of 'n vakleerling toelaat om toe te stel nie, die inktvoevoer te reguleer, peilers om te ruil, die drukking te verander, of enige ander verstelling van die meganisme van 'n hoogdrukpers te doen nie; met dien verstande egter dat die genoemde werksaamhede deur 'n degelpersdrukker of leerling-degelpersdrukker gedoen mag word as die betrokke masjiens 'n degelpers is of 'n silindermasjiens wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk. Geen ander werknemer mag dié werk verrig nie.

(c) 'n Werkgewer mag nie toelaat dat 'n silindermasjiens wat in staat is om 'n vel groter as 15 duim by 20 duim te bedruk, bedien word nie, uitgesonderd onder toesig van 'n masjiensbediener of 'n vakleerling; so-ook mag hy nie toelaat dat 'n degelpers of silindermasjiens wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk, bedien word nie, uitgesonderd onder toesig van 'n masjiensbediener, vakleerling, degelpersdrukker of leerling-degelpersdrukker.

(d) (i) 'n Werkgewer mag nie 'n masjiensbediener, vakleerling, degelpersdrukker of leerling-degelpersdrukker toelaat om toesig te hou oor meer as 4 degelpers of 3 silindermasjiene wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk, of om die masjiene te bedien nie.

(ii) As 'n degelpersdrukker of 'n leerling-degelpersdrukker toesig hou oor of 'n masjiens bedien wat in staat is om 'n vel groter as 10 duim by 15 duim te bedruk, moet hy besoldig word teen 'n tarief wat minstens 10 persent meer is as die loontarief voorgeskryf by tabel 4 of tabel 6 van hierdie Ooreenkoms. Van geen werknemer mag vereis word om terselfdertyd toesig te hou oor meer as 3 sulke masjiene of hulle te bedien nie.

(iii) 'n Werkgewer mag nie 'n masjiensbediener of 'n vakleerling toelaat om toesig oor meer as ondergenoemde getalle te hou of hulle te bedien nie—

(a) 3 Vertical Miehle-, Auto Elka-, Kelly-, Meteor- of ander klein silindermasjiene wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk; of

(b) 2 silindermasjiene groter as dié genoem in paragraaf (a) en tot en met dié wat in staat is om 'n vel van hoogstens 25 duim by 40 duim te bedruk; of

(c) one cylinder machine capable of printing on a sheet larger than 25 inches by 40 inches.

(iv) No employee shall so supervise or operate a machine or machines in excess of the number mentioned in this sub-section.

(e) General assistants paid at not less than the following rates may be employed upon assisting to adjust web tension and side-lay on rotary machines under the instruction of a journeyman:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 9 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 9 of this Agreement.

(10) (a) Except as is otherwise provided by this sub-section an employer shall not permit any person other than a journeyman bookbinder or an apprentice to the trade of bookbinding to perform, and no other employee shall perform, the following work:—

- (i) Turned-in work, including cases, membership cards and season tickets.
- (ii) Edge colouring, gilding, or marbling (trough and transfer).
- (iii) Finishing, blocking (gold, foil or blind) including laying-on.
- (iv) Cutting, making end-papers, indexing and map mounting; provided, however that rotary cutting or slitting machines, when used in connection with bookbinding, may be supervised and operated by general assistants paid at the highest rate of wages for the area concerned mentioned in Table 9 of this Agreement. The adjustment and setting of such machines shall be done by a journeyman.
- (v) Making of loose-leaf ledgers, transfer binders and covers.
- (vi) The operation and supervision of case-making, rounding and backing, pad-cutting and casing-in machines.
- (vii) The supervision and adjustment of Sheridan and similar collating machines; provided, however, that the supervision and adjustment of such machines may also be done by a printers' mechanic or an apprentice to that trade.
- (viii) The making of electrodes for use on high-frequency plastic welding machines; placing electrodes into, or making any other adjustment to, such machines.

(b) The following provisions shall apply in connection with stationery binding of items to be placed in stock for resale, work for educational institutions, or orders for a quantity of not less than 200:—

- (i) Male quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including 10 quires demy folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and
- (ii) female quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including five quires foolscap folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and provided further that—

one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three quarter binders employed on the job. In computing the ratio of journeymen, rulers, cutters and apprentices shall not be included; and

there shall be no displacement of journeymen as a result of the operation of this paragraph.

(c) The provisions of paragraph (b) hereof shall apply in respect of the manufacture of loose-leaf binders and similar equipment and in addition:—

- (i) General Assistants may be employed on all necessary blind embossing on blocking presses and may also affix gold blocked leather or plastic tabs for loose-leaf work;
- (ii) Factory Labourers paid at not less than the rates mentioned in Section 47 (1) (a) (i) of this Agreement may be employed on the following operations:—

Rivet mechanism of Peg Board Assembly to board and transfer;

Cut thongs to length and if necessary pierce or punch;

Fit thong washers and, if necessary, close;

Eyelet each end of thong;

Insert thongs into crossbar and rivet;

Planish ends of cross bar;

(c) 1 silindermasjien wat in staat is om 'n vel groter as 25 duim by 40 duim te bedruk.

(iv) Geen werknemer mag aldus toesig hou oor meer masjiene as dié getal in hierdie subklousule genoem, of hulle bedien nie.

(e) Algemene assistente wat teen minstens ondergenoemde tariewe betaal word, kan gebruik word om te help om strookspanning en syaanleg op rolperse onder instruksie van 'n vakman te stel:—

As werknemer minder as 1 jaar ondervinding van sulke werk het: Tarief vir die betrokke gebied genoem in tabel 9 van hierdie Ooreenoms vir 4de jaar ondervinding.

As werknemer 1 jaar of meer ondervinding van sulke werk het: Hoogste tarief vir die betrokke gebied genoem in tabel 9 van hierdie Ooreenkoms.

(10) (a) Behalwe soos anders in hierdie subklousule bepaal mag 'n werkgewer niemand anders as 'n vakman-boekbinder of 'n vakleerling in die bedryf boekbind toelaat om ondergenoemde werk te verrig, en geen ander werknemer mag dit verrig nie:—

- (i) Ingevoorde werk, met inbegrip van bande, lidmaatskapkaartjies en seisoenkaartjies.
- (ii) Randkleurwerk, vergulding, of marmerwerk (trog- en oordrukwerk).
- (iii) Afwerking, blokwerk (goud, foelie of blind), met inbegrip van inlegwerk.
- (iv) Sny, skutblaai maak, indeksering, landkaarte monteer; met dien verstande egter dat as rolsny- of splitsmasjiene gebruik word in verband met boekbindwerk, toesig oor hulle gehou en met hulle gewerk kan word deur algemene assistente wat betaal word teen die hoogste loontariewe vir die betrokke gebied in tabel 9 van hierdie Ooreenkoms genoem. 'n Vakman moet hierdie masjiene verstel en stel.
- (v) Losbladgrootboeke, oordrukoms-lae en boekbande maak.
- (vi) Bediening van en toesig oor masjiene wat boekbande maak, rugge rondmaak en rugge maak, blokke sny en boekbande omsit.
- (vii) Toesig oor en verstel van Sheridan- en dergelike versamelmasjiene; met dien verstande egter dat 'n drukkerswerktuigkundige of 'n vakleerling in daardie bedryf ook sulke masjiene kan stel en toesig oor hulle kan hou.
- (viii) Die maak van elektrodes vir gebruik op hoëfrekwensie-plastiekswaasmasjiene, elektrodes in sulke masjiene plaas of verstellings aan sulke masjiene doen.

(b) Onderstaande bepalings is van toepassing in verband met die bind van skryfbehoeftes wat in voorraad geplaas moet word vir herverkoop, werk vir onderwysinrigtings, of bestellings vir 'n hoeveelheid van minstens 200:—

- (i) Manlike kwartobinders mag toegelaat word om alle werk (met uitsondering van sny- en blokwerk, leeretikette aansit en marmerwerk) te doen in verband met vlak- en/of ingevoude kwarto- of halfgebinde werk tot en met 10 boeke demi-folioformaat; met dien verstande dat die bestelling vir minstens 1 dosyn boeke (identies in elke opsig) vir voorraad is; en
- (ii) vroulike kwartobinders mag toegelaat word om alle werk (met uitsondering van sny- en blokwerk, leeretikette aansit en marmerwerk) te doen in verband met vlak- en/of ingevoude kwarto- of halfgebinde werk tot en met 5 boeke folioformaat; met dien verstande dat die bestelling vir minstens 1 dosyn boeke (identies in alle opsigte) vir voorraad is; en voorts met dien verstande dat—

een vakman-boekbinder in diens moet wees vir een of ander werk in verband met die besondere taak vir elke 3 of gedeelte van 3 kwartobinders in diens op die taak. By die berekening van die getalsverhouding van vakmanne, moet liniëers, snyers en vakleerlinge nie ingesluit word nie; en

daar mag geen verplasing van vakmanne wees as gevolg van die toepassing van hierdie paragraaf nie.

(c) Die bepalings van paragraaf (b) hiervan is van toepassing ten opsigte van die vervaardiging van losbladbinders en dergelike uitrusting en daarbenewens mag:—

- (i) Algemene assistente in diens wees vir alle nodige blind-embosserwerk by blokperse en mag hulle ook goudgeblokte leer of plastiekstiffies vir losbladwerk vasheg;
- (ii) fabrieksarbeiders wat besoldig word teen minstens die tariewe genoem in klousule 47 (1) (a) (i) van hierdie Ooreenkoms, vir ondergenoemde werksaamhede in diens geneem word:—

Sit meganisme van penbordsamestel aan bord vas met klinknaels en oordrastuk;

sny toutjies na lengte, en, indien nodig, steek of pons gaatjies daarin;

sit touwasters aan, en, indien nodig, sluit hulle;

sit ogie in aan albei ente van toutjie;

steek toutjies in dwarsbalkie in en klink vas;

poleer ente van dwarsbalkie;

Thread thongs through inside plates, fit thong anchor brackets and rivet up;
 Rivet guide bar, tee piece to bar edge strip, rivet guide bar bracket to inside plate;
 Assemble mechanism to covers, and screw down;
 Clean and polish covers;
 Label;
 Fit end sheets;
 Fit bars;
 Fix compensating pads of divider assembly;
 Cut two corners, fit thong-end and close;
 Insert thongs in binder bars;
 Assemble binder covers and insert wire;
 Round corner cover boards and pierce fore-edges;
 Rivet corner pieces of cover;
 Pierce cover and fix eyelets;
 Load inserts into transparent holders;
 Rivet edge strips to front of Skeleton binder and back covers;
 Drill rivet holes in front cover, assemble mechanism to front cover and rivet complete;
 Chamfer edges (drum sander) and band sand;
 Cut wooden packing piece to size and plane;
 Sand case boards;
 Cut wooden case side to size (saw);
 Mill recess at each end;
 Round corner one end;
 Chamfer opposite corner and mill tongue each end;
 Rivet thongs to cross bar;
 Grease screw bearing;
 Assemble mechanism edge strips to thongs and rivet thong anchor brackets;
 Assemble and glue case sides to inside and outside boards;
 Rout top and bottom edges and sand top and bottom edges;
 Assemble mechanism to cases, assemble fore-edge strips, drill and rivet edge strips to case and sand fore-edge;

(iii) Except as is otherwise provided by this sub-section an employer shall not permit any person other than a journeyman bookbinder, a printers' mechanic, an apprentice to those trades or an artisan, who has served an apprenticeship in an appropriate trade in some other industry and is paid at not less than the minimum rate prescribed by Scale 1 of Table 1 of this Agreement, to perform work in connection with the manufacture of loose-leaf mechanisms. No other employee shall perform such work.

(d) Quarter binders shall be permitted to perform all work (except cutting, gold blocking, tooling, marbling and hand indexing) in connection with turned-in work, including books, calendars and show cards, turned-in or otherwise and letterpress cloth cases (including membership cards and season tickets); provided that—

- (i) in the case of books, the order is for a quantity of not less than 200;
- (ii) one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three quarter binders employed on the job. In computing the ratio, rulers, cutters and apprentices shall not be included;
- (iii) there shall be no displacement of journeymen as the result of the operation of this paragraph.

(e) Drawn-on cover cut-flush work may be performed by a quarter binder assisted by two general assistants; provided that such quarter binder is paid at not less than the highest rate mentioned in Table 8 of this Agreement for day work or night work, as the case may be.

(f) Quarter-bound flush work, not turned-in, may be performed by general assistants; provided that an employer shall pay at least one in five of the assistants so employed the wages prescribed in Table 9 of this Agreement for an employee after four years' experience.

(g) (i) High frequency plastic welding machines may be operated, under the supervision of a journeyman or apprentice bookbinder, by plastic binder assistants paid at not less than the rates prescribed for the area concerned by Table 22 of this Agreement.

(ii) Factory Labourers paid at not less than the rates mentioned in Section 47 (1) (a) (i) of this Agreement may be employed on sheeting or slitting of material before welding, provided that this is done under the supervision of a journeyman; stripping of unwanted plastic from the product after welding or rivetting in of mechanisms.

steek toutjies deur binneplaatjies, sit tou-ankerklampies aan en klink vas;
 klink leistaaf, T-stuk aan staafkantstrook, klink leistaafklampie aan binneplaatjie;
 monteer meganisme aan bande en skroef vas;
 maak bande skoon en poleer dit;
 sit etikette aan;
 sit skutblaaie aan;
 sit stafies aan;
 sit kompenseerblokkies van delersamestel vas;
 sny twee hoeke, sit tou-ent vas en sluit;
 steek toutjies in binderstawe;
 monteer binderbande en steek draad in;
 maak hoeke van bande rond en steek gaatjies deur voorkant;
 klink hoekstukke van band;
 steek gaatjies deur band en sit ogies in;
 sit insteekstukke in deursigtige houers;
 klink kantstrookies aan voorkant van skeletbinder en rugbande;
 boor klinknaelgaatjies in voorband, monteer meganisme aan voorband en klink klaar;
 kant kantjies af (rolskuurder) en skuur band;
 saag (sny) houtpakstuk na grootte en skaaf;
 skuur bandborde;
 saag houtbandkante na grootte;
 stamp nis in aan albei ente;
 maak hoek van een ent rond;
 kant oorkantse hoek af en stamp tong aan elke ent in;
 klink toutjies vas aan dwarsbalk;
 smeer skroeflaer;
 monteer meganisme se kantstrookies aan toutjies en klink tou-ankerklampe;
 monteer en lym bandkante aan binne- en buiteborde vas;
 verdiep bo- en onderkante en skuur bo- en onderkante;
 monteer meganisme aan bande, monteer voorkantstrookies, boor en klink kantstrookies aan band vas en skuur voorkant;

(iii) uitgesonderd soos anders by hierdie subklousule bepaal, mag 'n werkgewer geen ander persoon as 'n vakman-boekbinder, 'n drukkerswerktuigkundige, 'n vakleerling in hierdie bedrywe of 'n vakman, wat 'n leertyd in 'n paslike bedryf in 'n ander nywerheid uitgedien het en minstens die minimum tarief betaal word wat by skaal 1 van tabel 1 van hierdie Ooreenkoms voorgeskryf word, toelaat om werk te verrig in verband met die vervaardiging van losblad-toestelle nie. Geen ander werknemer mag dié werk doen nie.

(d) Kwartobinders moet toegelaat word om alle werk (uitgesonderd sny-, goudblok-, gereedskap-, marmer- en handindeks-werk) in verband met ingevoude werk, met inbegrip van boeke, almanakke en vertoonkaarte, ingevou of andersins, en hoogdruklinnebande (met inbegrip van lidmaatskap- en seisoenskaartjies) te verrig; met dien verstande dat—

- (i) in die geval van boeke, die bestelling vir minstens 200 is;
- (ii) een vakman-boekbinder in diens is in verband met een of ander werksaamheid by die besondere taak vir elke 3 of gedeelte van 3 kwartobinders wat vir die taak in diens is. By die berekening van die getalsverhouding word lineierders, snyers en vakleerlinge nie bygereken nie;
- (iii) daar geen verplasing van vakmanne as gevolg van die toepassing van hierdie paragraaf plaasvind nie.

(e) Oorgetrekte gelykgesnyde bandwerk mag gedoen word deur 'n kwartobinder met die hulp van twee algemene assistente; met dien verstande dat so 'n kwartobinder besoldig moet word teen minstens die hoogste tarief genoem in tabel 8 van hierdie Ooreenkoms vir dag- of nagwerk, na gelang van die geval.

(f) Kwartgebinde, gelykgesnyde werk, nie ingevou nie, kan gedoen word deur algemene assistente; met dien verstande dat 'n werkgewer minstens 1 uit 5 van die assistente, aldus in diens, die loon moet betaal wat in tabel 9 van hierdie Ooreenkoms voorgeskryf word vir 'n werknemer ná 4 jaar ondervinding.

(g) (i) Hoëfrekwensieplastieksweismasjiene mag bedien word, onder toesig van 'n vakman of vakleerling-boekbinder, deur plastiekbinderassistente wat betaal word teen minstens die tariewe wat vir die betrokke gebied by tabel 22 van die Ooreenkoms voorgeskryf word.

(ii) Fabrieksarbeiders betaal teen minstens die tariewe genoem in klousule 47 (1) (a) (i) van hierdie Ooreenkoms mag gebruik word om plate van materiaal te maak of om materiaal te splits voordat gesweis word, mits dit onder toesig van 'n vakman plaasvind; om onnodige plastiek van die produk ná sweiswerk te verwyder; of meganismes vas te klink.

(11) (a) For the purposes of this sub-section—

“one-way ruling machine” means a machine which rules lines in one direction only;

“run-through work” means work being done where the lines run from one edge of the paper or card to the opposing edge without a break;

“striker” means a mechanical attachment to a ruling machine whereby the pens or discs are lifted or dropped at any given point, thus producing a pattern where the lines begin or end at a point other than the extreme edge or edges of the paper or card;

“two-way two-side ruling machine” means a machine which rules lines across and down on both sides of the paper or card either by pens, discs or rubber stereo.

(b) An employer shall not permit any person, other than a journeyman ruler or an apprentice to the trade of ruling, to make ready, regulate the supply of ink or make any other adjustment to the mechanism of any ruling machine. No other employee shall perform such work.

(c) An employer shall not permit any ruling machine to be operated except, under the supervision of a journeyman ruler or an apprentice to the trade of ruling.

(d) An employer shall not permit a journeyman ruler or an apprentice to the trade of ruling to supervise or operate more than—

- (i) one ruling machine on which a striker is in operation;
- (ii) one pen-ruling machine;
- (iii) two one-way one or two-side ruling machines, other than pen ruling machines, when such machines are being used on run-through work;
- (iv) one two-way one or two-side ruling machine, provided, however, that if the work involved is run-through work the Standing Committee may grant an exemption to authorize the journeyman or apprentice concerned to supervise or operate one additional one-way ruling machine if the machines in question are not pen-ruling machines.

(e) No employee shall supervise or operate a machine or machines in excess of the number mentioned in paragraph (d) of this sub-section.

(12) An employer shall not permit any person, other than a journeyman cutter, bookbinder or ruler or an apprentice to such trades, to operate a guillotine cutting machine. No other employee shall perform such work. For the purposes of this sub-section “guillotine cutting machine” does not include cutting machines designed solely for manual operation.

(13) (a) (i) An employer shall not permit any employee other than a journeyman in the trade of photogravure, or an apprentice to such trade to perform skilled work in photogravure reproduction.

(ii) “Photogravure reproduction” means camera operating, including step and repeat, retouching of positives and negatives, imposition, carbon tissue sensitizing and printing, transferring on to copper plate or cylinder, developing, etching, engraving, and fine etching, and where necessary, cylinder grinding, polishing and copper depositing. All such work shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) Cylinder grinding and polishing may be performed by a journeyman or apprentice in the trade of printers' mechanic.

(iv) An employer shall not permit any employee, other than a journeyman in the trades of photogravure, lithography or letterpress machine minding, or an apprentice to one of such trades, to operate photogravure printing machines; provided, however, that where the work being done is in connection with carton manufacture such machines may be operated by a journeyman or an apprentice in the trade of carton making. No other employee shall perform such work.

(b) (i) An employer shall not permit any employee other than a journeyman photo-lithographer, or an apprentice to such trade to perform skilled work in photo-lithography.

(ii) “photo-lithography” means the making of line and half-tone negatives and positives for printing-down on litho-plates. This process includes colour separation in continuous tone, half-tone and line, whichever method is required; the operating of step and repeat machines for making multiple negatives and positives as well as stepping up on litho machine plates, either manually or mechanically; coating, developing and etching of original and machine litho-plates; the putting down of offset stains by photolitho methods; and also includes photo-litho retouching, namely, colour correcting on continuous tone negatives and/or positives and colour correcting by means of dot etching on screen negatives and/or positives and all retouching of a skilled nature. All such work shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) The coating and/or processing of lithographic plates as well as the printing down of photo-litho negatives and positives may also be done by a journeyman or apprentice lithographer.

(11) (a) Vir die toepassing van hierdie subklousule beteken—
„eenweg-linieermasjien” ’n masjien wat lyne slegs in een rigting linieer;

„deurloopwerk” werk waar die lyne sonder onderbreking van een kant van die papier of karton na die teenoorgestelde kant loop;

„ligter” ’n meganiese aanhegting aan ’n linieermasjien waarmee penne of skywe op enige gegewe punt gelig of laat val word sodat ’n patroon gemaak word waarin die lyne op ’n ander plek as die verste rand of rande van die papier of karton begin of eindig;

„tweeweg-, tweekant-linieermasjien” ’n masjien wat lyne dwars en in die lengte aan weerskante van die papier of karton trek; of met penne, skywe of rubberstereo.

(b) ’n Werkgewer mag niemand anders as ’n vakman-linieerder of ’n vakleerling in die bedryf linieerwerk toelaat om op ’n linieermasjien toe te stel nie, die inktvoevoer te reguleer of enige ander verstelling van die meganisme te doen nie. Geen ander werknemer mag dié werk doen nie.

(c) ’n Werkgewer mag nie toelaat dat met ’n linieermasjien gewerk word nie behalwe onder toesig van ’n vakman-linieerder of ’n vakleerling in die bedryf linieerwerk.

(d) ’n Werkgewer mag nie ’n vakman-linieerder of ’n vakleerling in die bedryf linieerwerk toelaat om toesig te hou oor of met meer as ondergenoemde getal te werk nie as—

- (i) 1 linieermasjien met ’n ligter daarop;
- (ii) 1 penlinieermasjien;
- (iii) 2 eenweg-, een- of tweekant-linieermasjiene, uitgesonderd penlinieermasjiene wanneer dié masjiene gebruik word op deurloopwerk; of
- (iv) 1 tweeweg-, een- of tweekant-linieermasjien, met dien verstande egter dat as die betrokke werk deurloopwerk is, die Staande Komitee vrystelling kan verleen aan die betrokke vakman of vakleerling om toesig te hou oor of te werk met 1 bykomende eenweg-linieermasjien as die betrokke masjiene nie penlinieermasjiene is nie.

(e) Geen werknemer mag meer masjiene bedien of toesig hou oor meer as die getalle genoem in paragraaf (d) van hierdie subklousule nie.

(12) ’n Werkgewer mag niemand anders as ’n vakmansnyer-, boekbinder of -linieerder of ’n vakleerling in hierdie bedrywe toelaat om ’n valmessnymasjien te bedien nie. Geen ander werknemer mag dié werk doen nie. Vir die toepassing van hierdie subklousule omvat „valmessnymasjien” nie snymasjiene wat uitsluitlik met die hand gewerk word nie.

(13) (a) (i) ’n Werkgewer mag geen ander werknemer as ’n vakman in die bedryf fotogravure, of ’n vakleerling in dié bedryf, toelaat om geskoolde werk in fotogravurereproduksie te verrig nie.

(ii) „Fotogravurereproduksie” beteken kamerabediëning, met inbegrip van herhaalwerk, die bywerk van negatiewe en positiewe, oplegging, gevoeligmaking en druk van koolsypapier, oordruk op koperplaat of -silinder, ontwikkeling, ets-, grafeer- en fynetswerk, en wanneer nodig, silinderskuur- en -poleer en koperafsetwerk. Al hierdie soorte werk moet vir die toepassing van paragraaf (i) as geskoolde werk geag word.

(iii) Silinderskuur- en -poleerwerk mag deur ’n vakman of vakleerling in die bedryf drukkerswerktuigkunde verrig word.

(iv) ’n Werkgewer mag nie ’n werknemer, uitgesonderd ’n vakman in die bedrywe fotogravure, litografie of hoogdrukmasjienebediëning, of ’n vakleerling vir een van hierdie bedrywe ingeboek, toelaat om fotogravure-drukmasjiene te bedien nie; met dien verstande egter dat as die werk in verband met kartonhouervervaardiging gedoen word, dié masjiene bedien mag word deur ’n vakman of ’n vakleerling in die bedryf kartonhouervervaardiging. Geen ander werknemer mag dié werk doen nie.

(b) (i) ’n Werkgewer mag nie ’n ander werknemer as ’n vakman-fotolitograaf, of ’n vakleerling in dié bedryf toelaat om geskoolde werk in fotolitografie te doen nie.

(ii) „Fotolitografie” beteken die maak van lyn- en halftint-negatiewe en -positiewe vir afdruk op litoplate. Hierdie proses sluit in kleurafskeiding in aaneenlopende tint, halftint en lyn, watter metode ook al nodig is; die bediëning van herhaalmasjiene om veelvoudige negatiewe en positiewe te maak, asook herhaalwerk op litomasjiensplate, of met die hand of meganiese; die bedekking, ontwikkeling en ets van oorspronklike en masjienslitoplate; die afdruk van vlakdrukkeure (offset) deur middel van fotolitometodes; en omvat ook bywerking met die fotolitometode naamlik kleurkorreksie aan aaneenlopende tint-negatiewe en/of -positiewe en kleurkorreksie deur middel van stippelets aan skermnegatiewe en/of -positiewe en alle bywerking van ’n geskoolde aard. Alle sodanige werk moet vir die toepassing van paragraaf (i) as geskoolde werk geag word.

(iii) Die bedekking en/of prosessering van litografiese plate asook die afdruk van fotolito-negatiewe en -positiewe kan ook deur ’n vakman of leerling-litograaf gedoen word.

(c) (i) Subject to the provisions of paragraph (b), an employer shall not permit any employee other than a journeyman lithographer or apprentice to such trade to perform skilled work in lithography; provided, however, that the pulling of proofs mentioned in paragraph (ii) hereof may also be performed by a journeyman or apprentice in the trades of photogravure, lithography, photo-lithography or process engraving; and provided further that a journeyman letterpress machine minder, litho operative or platen pressman may be employed upon the pulling of proofs on a press capable of printing on a sheet not larger than 15 inches by 20 inches.

(ii) "Lithography" includes all operations in connection with the preparation of plates intended for printing by lithographic process, whether produced by printing down from photo-litho negatives and/or positives, or by transferring from type, copper plates or stones, manually or mechanically, and machine minding of direct and/or offset lithographic machines; also the pulling of proofs on transfer presses and offset presses. Subject to the provisions of paragraph (iii) hereof all such work shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) An employer shall not permit any employee, other than a journeyman lithographer or an apprentice to the trade of lithography, to make ready, regulate the supply of ink, change gauges or make any other adjustment to the mechanism on any lithographic printing machine; provided, however, that the operations mentioned may be performed by a journeyman letterpress machine minder, platen pressman or a litho operative on a machine capable of printing on a sheet not larger than 15 inches by 20 inches.

(iv) An employer shall not permit any lithographic printing machine capable of printing on a sheet larger than 15 inches by 20 inches to be operated except under the supervision of a journeyman lithographer or an apprentice to the trade of lithography and shall similarly not permit any lithographic machine capable of printing on a sheet not larger than 15 inches by 20 inches to be operated except under the supervision of a journeyman lithographer, an apprentice to the trade of lithography, a journeyman letterpress machine minder, a platen pressman or a litho operative.

(v) An employer shall not permit a journeyman lithographer or an apprentice to the trade of lithography to supervise or operate more than—

(a) two lithographic printing machines capable of printing on a sheet not larger than 15 inches by 20 inches; or

(b) one lithographic printing machine capable of printing on a sheet larger than 15 inches by 20 inches.

(vi) An employer shall not permit a journeyman letterpress machine minder to supervise or operate more than two lithographic printing machines capable of printing on a sheet not larger than 15 inches by 20 inches.

(vii) An employer shall not permit a platen pressman or a litho operative to supervise or operate more than one lithographic printing machine capable of printing on a sheet not larger than 15 inches by 20 inches.

(viii) No employee shall so supervise or operate a machine or machines in excess of the number mentioned.

(d) (i) An employer shall not permit any employee other than a journeyman process engraver or an apprentice to such trade to perform skilled work in process engraving.

(ii) "Process engraving" means the making of line, half-tone and colour separation negatives and the printing on metal of such negatives for the purpose of making line and half-tone blocks for letterpress printing. This process includes etching of line and half-tone blocks for monochrome and colour work, also the making of name-plates, any work of a similar nature which requires etching, and/or engraving and the routing, bevelling, trimming and mounting of plates and blocks. All such work and the setting of mechanical Engraving Machines shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) Notwithstanding the provisions of this sub-section, a general assistant paid at not less than the highest minimum rate prescribed for General Assistants in the area concerned may be employed on the pulling of proofs, including colour progressives, on process proving presses; and a general assistant paid at not less than the rates specified hereunder may be employed upon preparing glass negatives for coating with collodion, making up etching baths, selecting or measuring chemicals prior to mixing, or making contact prints on paper, glass, film or other photo-sensitive material and processing same. (N.B. This specifically excludes the making of colour separation negatives, colour masking operations, all forms of camera operating, metal printing, platemaking, step and repeat operations and the making of line and half-tone double exposures).

Rates.

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 9 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 9 of this Agreement.

(c) (i) Behoudens paragraaf (b) mag 'n werkgewer nie 'n ander werknemer as 'n vakman-litograaf of vakleerling in dié bedryf toelaat om geskoolde werk in litografie te verrig nie; met dien verstande egter dat die trek van proewe in paragraaf (ii) hiervan genoem, ook gedoen mag word deur 'n vakman of vakleerling in die bedrywe fotogravure, litografie, fotolitografie of chemiegrafise; en voorts met dien verstande dat 'n vakman-setmasjiensbediener, -litobediener of -degelpersdrukker in diens mag wees vir die trek van proewe op 'n pers in staat om 'n vel van hoogstens 15 duim by 20 duim te bedruk.

(ii) „Litografie" omvat alle werksaamhede in verband met die voorbereiding van 'n plate bedoel vir drukwerk deur middel van die litografiese proses, hetsy geproduseer deur van foto-litografiese negatiewe en/of -positiewe af te druk, of oor te druk van set-sel, koperplate of stene, met die hand of meganiese, en masjiensbediening van regstreekse en/of onregstreekse (offset) litografiese masjiene; ook die trek van proewe op oordrukperse en vlakdrukperse. Behoudens die bepalings van paragraaf (iii) hiervan moet alle sodanige werk vir die toepassing van paragraaf (i) as geskoolde werk geag word.

(iii) 'n Werkgewer mag geen ander werknemer as 'n vakman-litograaf of 'n vakleerling in die bedryf litografie toelaat om op 'n litografiese drukmasjiene toe te stel nie, die inktvoer te stel, peilers om te ruil of enige ander verstelling aan die meganisme uit te voer nie; met dien verstande egter dat genoemde werksaamhede uitgevoer mag word deur 'n vakman-hoogdrukmasjiensbediener, degelpersdrukker of litobediener op 'n masjiene wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk.

(iv) 'n Werkgewer mag nie 'n litografiese drukmasjiene laat werk wat in staat is om 'n vel groter as 15 duim by 20 duim te druk nie, uitgesonderd onder toesig van 'n vakman-litograaf of 'n vakleerling in die bedryf litografie; so ook mag hy nie toelaat dat 'n litografiese masjiene werk wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk nie, behalwe onder toesig van 'n vakman-litograaf, 'n vakleerling in die bedryf litografie, 'n vakman-hoogdrukmasjiensbediener, 'n degelpersdrukker of 'n litobediener.

(v) 'n Werkgewer mag nie 'n vakman-litograaf of 'n vakleerling in die bedryf litografie toelaat om toesig te hou oor of meer as ondergenoemde getalle te bedien nie—

(a) 2 litografiese drukmasjiene in staat om 'n vel van hoogstens 15 duim by 20 duim te bedruk; of

(b) 1 litografiese drukmasjiene in staat om 'n vel groter as 15 duim by 20 duim te bedruk.

(vi) 'n Werkgewer mag nie 'n vakman-hoogdrukmasjiensbediener toelaat om toesig te hou oor meer as 2 litografiese drukmasjiene wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te bedruk, of hulle te bedien nie.

(vii) 'n Werkgewer mag nie 'n degelpersdrukker of 'n litobediener toelaat om toesig te hou oor meer as 1 litografiese drukmasjiene wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk, of dit te bedien nie.

(viii) Geen werknemer mag aldus toesig hou oor, of meer masjiene bedien as die getal wat genoem word nie.

(d) (i) 'n Werkgewer mag geen ander werknemer as 'n vakman-chemiegrafeur of 'n vakleerling in dié bedryf toelaat om geskoolde werk in chemiegrafise te doen nie.

(ii) „Chemiegrafise" beteken die maak van lyn-, halftint- en kleurskeidingsnegatiewe en die afdruk op metaal van sulke negatiewe vir die doel om lyn- en halftintblokke vir hoogdrukperswerk te maak. Hierdie proses sluit in die ets van lyn- en halftintblokke vir monochroom- en kleurwerk, asook die maak van naamplate, enige werk van dergelike aard wat etswerk nodig het, en/of graveerwerk en die uitsny, skuinsny, afwerk en monteer van plate en blokke. Vir die toepassing van paragraaf (i) moet al hierdie werk en die stel van meganiese graveermasjiene as geskoolde werk geag word.

(iii) Ondanks die bepalings van hierdie subklousule mag 'n algemene assistent wat minstens die hoogste minimum tarief betaal word wat vir algemene assistente in die betrokke gebied voorgeskryf word, gebruik word vir die trek van proewe, met inbegrip van kleurprogressiewe, op chemiegrafiseproefperse; en 'n algemene assistent wat minstens die tariewe betaal word wat hieronder gespesifiseer is, mag gebruik word om glasnegatiewe voor te berei om met kollodion bedek te word, om etsbakke gereed te maak, om chemikalieë uit te soek of af te meet voordat hulle gemeng word, of om kontakafdrukke te maak op papier, glas, film of ander foto-sensitiewe materiaal en dit met die betrokke proses af te werk. (L.W. Dit sluit spesifiek uit die maak van kleurafskeidingsnegatiewe, kleurmaskerbewerking, alle vorms van kamerawerk, metaaldrukwerk, die maak van plate, herhaalwerk en die maak van dubbelbeligtings met lyn en halftint.)

Loontariewe.

As 'n werknemer minder as 1 jaar ondervinding van dié werk het: Tarief vir die betrokke gebied genoem in tabel 9 van hierdie Ooreenkoms vir 4de jaar ondervinding.

As werknemer 1 jaar of meer ondervinding van die werk gehad het: Hoogste tarief vir die betrokke gebied genoem in tabel 9 van hierdie Ooreenkoms.

(e) Notwithstanding the provisions of this sub-section:—

- (i) A journeyman or an apprentice in any of the trades of photogravure photo-lithography or process engraving may make negatives or positives intended for use in the production of printed matter by any printing process;
- (ii) A journeyman or an apprentice, who on the 31st December, 1952, was entitled to do all or any of the classes of work mentioned in this sub-section, may continue to perform all such classes of work as he was entitled to perform on the 31st December, 1952;
- (iii) A litho operative or a learner litho operative may be employed upon printing down on to presensitized plates intended for use on lithographic printing machines capable of receiving and delivering a sheet not larger than 15 inches by 20 inches; and
- (iv) A General Assistant paid at the highest rate for the area concerned may be employed on the "spotting out" of negatives and positives.

(f) An employer shall not permit any employee other than a journeyman or an apprentice to patch up copy which is to be photographed for reproduction by any of the processes mentioned in Section 25 (13); provided, however, that such work may be done by a litho operative or a learner litho operative if the copy which is being patched up, is to be reproduced on a lithographic printing machine, capable of printing on a sheet not larger than 15 inches by 20 inches. No other employee shall do such work.

(14) (a) An employer shall not permit any person other than a journeyman printers' mechanic (envelope and stationery manufacture), an apprentice to such trade or a journeyman printers' mechanic to make ready or make any other adjustment to the mechanism of envelope and stationery machines and shall not permit any such machine to be operated except under the supervision of an employee of one of the classes mentioned.

(b) An employer shall not require an employee of a class mentioned in paragraph (a) hereof to supervise or operate and no such employee shall supervise or operate more than—

- (i) seven plunger type envelope machines; or
- (ii) five rotary type envelope machines.

(c) Where a printing attachment on an envelope folding machine is to be in operation, the "make-ready" of such printing attachment shall be performed by a journeyman letterpress machine minder, printers' mechanic (envelope and stationery manufacture), an apprentice to either of those trades or an engineering artisan, who has served a recognized apprenticeship in his trade and is paid at not less than the rate prescribed by Scale 1 of Table 1 of this Agreement. No employer shall require or permit any other employee to do such work nor shall any other employee perform such work.

(d) General Assistants may be employed in attendance on envelope and stationery machines under the supervision of an employee of a class mentioned in paragraph (a) hereof and may also stack envelope blanks or bind or box envelopes.

(15) On a recommendation from a local branch of one of the employers' organizations, and after consultation with the Joint Board concerned, the Standing Committee may grant exemption to approved establishments for the employment of journeymen in a dual capacity, specifying in the exemption certificate the trades or occupations that may be performed.

(16) Female General Assistants shall not be solely confined to one class of work in binding departments, but shall be given opportunities to perform all classes of work falling within the province of General Assistants in such departments.

(17) The provisions of this Section and of Sections 32, 37, 41 and 45 shall not be so construed as to prohibit a printers' mechanic or an apprentice to that trade from doing work in connection with the installation, repair or maintenance of any type of machinery used in the Industry.

26. NOTICES.

Every employer shall obtain from the Secretary of the Council and post in a conspicuous place in his establishment, and keep so posted, the notice (poster) issued by the Council giving particulars of wages, hours and working conditions applicable to such establishment.

27. REGISTRATION OF EMPLOYERS.

(1) Every employer in the Industry at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) for the area in which he is operating, the following particulars concerning himself:—

- (i) Full name.
- (ii) Business address.
- (iii) The trade or trades which he is carrying on in the Industry.
- (iv) The address at which any plant or equipment is housed.

(e) Ondanks die bepalings van hierdie subklousule:—

- (i) Mag 'n vakman of 'n vakleerling in enigeen van die bedrywe fotogravure, fotolitoografie of chemiegrafie, negatiewe of positiewe maak wat bedoel is vir gebruik by die produksie van drukwerk deur enige drukproses;
- (ii) mag 'n vakman of 'n vakleerling wat op 31 Desember 1952 geregtig was om almal of enigeen van die klasse werk in hierdie subklousule genoem, te verrig, voortgaan om al sulke klasse werk te verrig as wat hy geregtig was om op 31 Desember 1952 te verrig;
- (iii) mag 'n litobediener of 'n leerling-litobediener gebruik word om af te druk op vooraf gevoeliggemaakte plate wat bedoel is vir gebruik op litografiese drukmasjiene in staat om 'n vel van hoogstens 15 duim by 20 duim te neem en af te gooi; en
- (iv) mag 'n algemene assistent wat teen die hoogste tarief vir die betrokke gebied betaal word, gebruik word om kolle of vlekke van negatiewe en positiewe te verwyder.

(f) 'n Werkgewer mag nie 'n ander werknemer as 'n vakman of 'n vakleerling toelaat om kopie wat gefotografeer moet word vir reproduksie deur middel van die prosesse genoem in klousule 25 (13) op te lap nie; met dien verstande egter dat sodanige werk deur 'n litobediener of 'n leerling-litobediener gedoen mag word as die kopie wat opgelap word, gereproduseer moet word op 'n litografiese drukmasjiene wat op 'n vel kan druk van hoogstens 15 duim by 20 duim. Geen ander werknemer mag sodanige werk doen nie.

(14) (a) 'n Werkgewer mag niemand anders as 'n vakman-drukkerswerktuigkundige (vervaardiging van koeverte en skryf-behoefes), 'n vakleerling in dié bedryf, of 'n vakmandrukkerswerktuigkundige toelaat om toe te stel op of verstellings te doen aan die meganisme van koevert- en skryf-behoefesmasjiene en mag nie toelaat dat met so 'n masjiene gewerk word nie, behalwe onder toetsing van 'n werknemer van een van genoemde klasse.

(b) 'n Werkgewer mag nie 'n werknemer van 'n klas genoem in paragraaf (a) hiervan verplig om toesig te hou oor meer of meer te bedien en geen werknemer mag toesig hou oor meer of meer as ondergenoemde getalle bedien nie—

- (i) 7 plunjertipe-koevertmasjiene; of
- (ii) 5 roltipe-koevertmasjiene.

(c) As daar 'n drukinrigting aan 'n koevertvroumasjiene-werk, moet die toetselwerk van die drukinrigting gedoen word deur 'n vakman-hoogdrukmasjienebediener, drukkerswerktuigkundige (vervaardiging van koeverte en skryf-behoefes), 'n leerling in een van beide hierdie bedrywe of 'n ingenieursambagsman, wat 'n erkende leertyd in sy bedryf of ambag uitgedien het en minstens die tarief betaal word wat by tarief 1 van tabel 1 van hierdie Ooreenkoms voorgeskryf word. Geen werkgewer mag enige ander werknemer verplig of toelaat om dié werk te doen nie, ook mag geen ander werknemer die werk doen nie.

(d) Algemene assistente mag in diens wees op koevert- en skryf-behoefesmasjiene onder toetsing van 'n werknemer van 'n klas genoem in paragraaf (a) hiervan en kan ook koevertpatrone stapel of koeverte saambind of in dose verpak.

(15) Die Staande Komitee kan op aanbeveling van 'n plaaslike tak van een van die werkgeversorganisasies en ná oorleg met die betrokke Gesamentlike Raad, aan goedgekeurde inrigtings vrystelling verleen om vakmanne in twee bedrywe te werk te stel en die bedrywe of beroep wat uitgeoefen mag word, moet in so 'n geval in die vrystellingsertifikaat gespesifiseer word.

(16) Vroulike algemene assistente mag nie uitsluitlik tot een soort werk in binderye beperk word nie, maar moet die geleentheid gegee word om alle klasse werk wat binne die werkkring van algemene assistente in sulke afdelings val, te verrig.

(17) Hierdie klousule en klousules 32, 37, 41 en 45 moet nie so uitgelê word dat hulle 'n drukkerswerktuigkundige of 'n vakleerling in dié bedryf belet om werk te doen in verband met die installering, herstel of onderhoud van enige soort masjinerie wat in die Nywerheid gebruik word nie.

26. KENNISGEWINGS.

Elke werkgewer moet van die sekretaris van die Raad die kennisgewing (plakkaat), uitgereik deur die Raad, bevattende besonderhede van lone, werkure en diensvoorwaardes van toepassing op die inrigting, verkry, en dit op 'n duidelik sigbare plek in sy inrigting vertoon en vertoon hou.

27. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer in die Nywerheid moet op die datum waarop hierdie Ooreenkoms in werking tree, aan die sekretaris van die Gesamentlike Raad (of die Staande Komitee waar geen Gesamentlike Raad bestaan nie) vir die gebied waar sy besigheid geleë is, skriftelik onderstaande besonderhede wat homself betref, stuur:—

- (i) Naam voluit.
- (ii) Besigheidsadres.
- (iii) Die bedryf of bedrywe wat hy in die Nywerheid uitoefen.
- (iv) Die adres waar installasies of uitrusting gehuisves word.

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers entering the Industry after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. In the event of any change among the partners or among the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

28. NOTICE OF CEASING BUSINESS.

In the event of an employer ceasing business after registering under this section he shall notify the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) within one month thereof.

29. WORKING EMPLOYERS, PARTNERS AND DIRECTORS.

(1) Any employer, partner or director, who wishes to perform work, which falls within the scope of any of the designated trades in the Industry, shall submit an application for his registration as a working employer in the trade or trades concerned to the Standing Committee through the Joint Board, if any, for the area concerned.

(2) No employer, partner or director, who is not in possession of a certificate of his registration as a working employer in the designated trade or trades concerned, signed by the Secretary of the Council, shall perform work falling within the scope of any of the designated trades in the Industry.

(3) The Standing Committee may, after one week's notice in writing to the employer, partner or director concerned, withdraw any certificate of registration as a working employer.

(4) The provisions of Sections 25, 32, 37, 41 and 45 of this Agreement shall be applicable, *mutatis mutandis*, to any employer, partner or director who is in possession of a certificate of his registration as a working employer.

CHAPTER 3.

CORRUGATED BOARD AND CONTAINER SECTION.

30. DEFINITION.

Unless inconsistent with the context—

"corrugated board and container assistant" means an employee who is employed upon one or more of the following operations:—

- attending corrugated board-making or printer-slotter machines under the supervision of a journeyman or an apprentice; or
- the operation of slotter-creaser, punching, stapling, bending, stitching, taping or other similar machines.

31. WAGE RATES.

No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 13.

Weekly Wages payable to Operators of Single-faced Corrugating Machines.

Area.	DAY WORK.	NIGHT WORK
B	R18. 37½	R19. 50
C	19. 05	20. 22½
D	19. 87½	21. 15
E	20. 25	21. 55
F	20. 62½	21. 97½
G	21. 25	22. 65
Ga	21. 10	22. 47½
H	21. 57½	23. 00

TABLE 14.

Weekly wages payable to Corrugated Board and Container Assistants in accordance with their experience

Area.	DAY WORK.							
	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years.
B	R9. 10	R9. 42½	R10. 12½	R10. 85	R11. 65	R12. 32½	R13. 15	R13. 57½
C	9. 42½	9. 77½	10. 57½	11. 30	12. 32½	12. 92½	13. 50	13. 95
D	10. 50	11. 57½	12. 45	13. 05	14. 10	14. 50	15. 32½	15. 70
E	10. 90	11. 80	12. 80	13. 50	14. 35	14. 87½	15. 70	16. 07½
F	11. 17½	12. 30	13. 12½	13. 75	14. 50	15. 35	16. 55	16. 85
G	10. 90	11. 80	12. 80	13. 50	14. 50	15. 35	16. 55	16. 85
Ga	11. 17½	12. 77½	14. 15	15. 00	16. 20	16. 82½	17. 90	18. 12½
H	12. 30	13. 80	15. 00	15. 85	16. 82½	17. 55	18. 12½	18. 42½

(2) Die besonderhede soos vereis ingevolge subklousule (1) hiervan moet ook deur alle werkgewers verstrek word wat ná die datum waarop hierdie Ooreenkoms in werking tree, tot die Nywerheid toetree, binne 1 maand nadat hulle begin besigheid dryf.

(3) As die werkgewer 'n liggaam met regs persoonlikheid of 'n vennootskap is, moet inligting ooreenkomstig subklousule (1) hiervan verstrek word ten opsigte van elke direkteur of vennoot, na gelang van die geval. Die naam waaronder die liggaam met regs persoonlikheid of vennootskap besigheid dryf, moet ook verstrek word. Ingeval daar 'n verandering plaasvind in vennote of direkteure, na gelang van die geval, moet besonderhede hiervan skriftelik binne 1 maand verstrek word aan die sekretaris van die Gesamentlike Raad of Staande Komitee waar daar geen Gesamentlike Raad bestaan nie.

28. KENNISGEWING VAN STAKING VAN BESIGHEID.

Ingeval 'n werkgewer sy besigheid staak nadat hy ingevolge hierdie klousule geregistreer het, moet hy die sekretaris van die Gesamentlike Raad (of die Staande Komitee waar geen Gesamentlike Raad bestaan nie), binne 1 maand daarvan in kennis stel.

29. WERKENDE WERKGEWERS, VENNOTE EN DIREKTEURE.

(1) 'n Werkgewer, vennoot of direkteur wat werk wil doen wat binne die bestek val van een van die aangewese bedrywe in die Nywerheid, moet deur die Gesamentlike Raad, as daar een is, van die betrokke gebied, by die Staande Komitee aansoek doen om registrasie as werkende werkgewer in die betrokke bedryf of bedrywe.

(2) Geen werkgewer, vennoot of direkteur mag werk doen wat binne die bestek van een van die aangewese bedrywe in die Nywerheid val nie, tensy hy in besit is van 'n registrasiesertifikaat, deur die sekretaris van die Raad onderteken, wat hom magtig om as werkende werkgewer in die betrokke aangewese bedrywe op te tree.

(3) Na 'n week kennisgewing aan die betrokke werkgewer, vennoot of direkteur, mag die Staande Komitee enige registrasiesertifikaat vir 'n werkende werkgewer intrek.

(4) Klousules 25, 32, 37, 41 en 45 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op enige werkgewer, vennoot of direkteur wat in besit is van 'n registrasiesertifikaat vir 'n werkende werkgewer.

HOOFSTUK 3.

AFDELING RIFFELBORD EN RIFFELBORDHOERS.

30. WOORDOMSKRYWING.

Tensy dit onbestaanbaar met die samehang is, beteken—

„riffelbord- en riffelbordhouerassistent" 'n werknemer in diens op een of meer van ondergenoemde werksaamhede:—

- Riffelbordmaak- of druk-gleufsnymasjiene onder toesig van 'n vakman of vakleerling bedien; of
- bediening van gleufsnyplooi-, pons-, kram-, buig-, stik-, bandaansit- of dergelike masjiene bedien.

31. LOONTARIEWE.

Geen werkgewer mag aan 'n werknemer van 'n klas hieronder gespesifiseer, lone betaal wat minder is as onderstaande weekloontariewe vir die betrokke gebied en geen werknemer mag laer lone aanneem nie:—

TABEL 13.

Weeklone betaalbaar aan bedieners van eenplaat-riffelmasjiene.

Gebied.	DAGWERK.	NAGWERK.
B	R18. 37½	R19. 50
C	19. 05	20. 22½
D	19. 87½	21. 15
E	20. 25	21. 55
F	20. 62½	21. 97½
G	21. 25	22. 65
Ga	21. 10	22. 47½
H	21. 57½	23. 00

NIGHT WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After Four years.
B	R9.95	R10.30	R11.07½	R11.80	R12.57½	R13.35	R14.15	R14.60
C	10.30	10.72½	11.55	12.22½	13.35	13.90	14.47½	14.97½
D	11.45	12.55	13.45	14.05	15.10	15.55	16.37½	16.77½
E	11.82½	12.80	13.77½	14.52½	15.37½	15.97½	16.77½	17.17½
F	12.12½	13.32½	14.20	14.75	15.55	16.42½	17.70	18.02½
G	12.52½	12.80	13.77½	14.52½	15.55	16.42½	17.70	18.02½
Ga	12.12½	13.85	15.20	16.07½	17.35	18.10	19.25	19.55
H	13.32½	14.85	16.07½	17.00	18.10	18.90	19.55	19.87½

TABEL 14.

Weeklone betaalbaar aan riffelbord- en riffelbordhouerassistente volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
B	R9.10	R9.42½	R10.12½	R10.85	R11.65	R12.32½	R13.15	R13.57½
C	9.42½	9.77½	10.57½	11.30	12.32½	12.92½	13.50	13.95
D	10.50	11.57½	12.45	13.05	14.10	14.50	15.32½	15.70
E	10.90	11.80	12.80	13.50	14.35	14.87½	15.70	16.07½
F	11.17½	12.30	13.12½	13.75	14.50	15.35	16.55	16.85
G	10.90	11.80	12.80	13.50	14.50	15.35	16.55	16.85
Ga	11.17½	12.77½	14.15	15.00	16.20	16.82½	17.90	18.12½
H	12.30	13.80	15.00	15.85	16.82½	17.55	18.12½	18.42½

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
B	R9.95	R10.30	R11.07½	R11.80	R12.57½	R13.35	R14.15	R14.60
C	10.30	10.72½	11.55	12.22½	13.35	13.90	14.47½	14.97½
D	11.45	12.55	13.45	14.05	15.10	15.55	16.37½	16.77½
E	11.82½	12.80	13.77½	14.52½	15.37½	15.97½	16.77½	17.17½
F	12.12½	13.32½	14.20	14.75	15.55	16.42½	17.70	18.02½
G	12.52½	12.80	13.77½	14.52½	15.55	16.42½	17.70	18.02½
Ga	12.12½	13.85	15.20	16.07½	17.35	18.10	19.25	19.55
H	13.32½	14.85	16.07½	17.00	18.10	18.90	19.55	19.87½

32. WORKING RULES.

(1) Each complete board-making machine shall be operated by a journeyman. In addition a corrugated board and container assistant shall be employed for each corrugating unit in operation on any such machine.

(2) A journeyman and a corrugated board and container assistant shall be employed on every printer-slotter machine in use, whether or not such printer-slotter is operated in conjunction with a board-making machine or apart therefrom.

(3) Where single-faced corrugating machines are working alone exemption from the terms of paragraph (1) of this section may be granted to permit a corrugated board and container assistant to operate each such machine at the rates of wages specified in Table 13.

(4) On a printing machine without a slotting attachment, a journeyman without an assistant may be employed.

(5) A corrugated board and container assistant shall be employed on slotter-creaser and punching machines as well as on each stitcher, taping machine, die-cutting machine or glue-lapping machine.

(6) In the corrugated board and container section "printing machine" means a single or multi-colour printing machine in respect of which the wages for a journeyman shall be as set out in Scale 1 of Table 1.

CHAPTER 4.

FIBRE CONTAINER SECTION.

33. DEFINITIONS.

Unless inconsistent with the context—

"fibre container assistant" means an employee, other than a journeyman, litho operative, platen pressman, learner platen pressman, apprentice, machine adjuster or labourer, who is employed upon work, directly connected with the manufacture of spirally wound, convolute, mono or pressed paper containers, but excluding the feeding of printing machines and the operation of manually operated cutting machines;

"machine adjuster" means an employee employed upon the setting or adjustment of machinery, other than printing machines, utilized in connection with the manufacture of spirally wound, convolute, mono or pressed paper containers.

32. WERKREGLEMENT.

(1) Elke volledige bordmaakmasjiën moet deur 'n vakman bedien word. Daarbenewens moet 'n riffelbord- en riffelbordhouerassistent in diens wees vir elke riffeleenheid wat aan so 'n masjiën werk.

(2) 'n Vakman en 'n riffelbord- en riffelbordhouerassistent moet in diens wees op elke druk-groefsnymasjiën wat gebruik word, hetsy die druk-groefsnymasjiën saam met 'n bordmaakmasjiën, of afsonderlik, gebruik word.

(3) Waar eenplaat-riffelmasjiëne alleen werk, mag vrystelling van die bepalings van paragraaf (1) van hierdie klousule toegestaan word ten einde 'n riffelbord- en riffelbordhouerassistent in staat te stel om so 'n masjiën te bedien teen die loontariëwe vasgestel in tabel 13.

(4) Op 'n drukmasjiën sonder 'n groefsnynrigting, mag 'n vakman sonder 'n assistent in diens wees.

(5) 'n Riffelbord- en riffelbordhouerassistent moet op sowel groef-vou- en ponsmasjiëne as op elke stik-, bandaansit- of stempelsny- of oorslaglymmasjiën in diens wees.

(6) In die afdeling vir die vervaardiging van riffelbord en riffelbordhouers, word onder "drukmasjiën" verstaan 'n een- of veelkleurdrukmasjiën ten opsigte waarvan die loon vir 'n vakman dié is wat by skaal 1 van tabel 1 voorgeskryf word.

HOOFSTUK 4.

AFDELING VESELBORDHOUSERS.

33. WOORDOMSKRYWINGS.

Tensy dit onbestaanbaar met die samehang is, beteken—

„veselhouerassistent" 'n werknemer, uitgesonderd 'n vakman, litobediener, degelpersdrukker, leerling-degelpersdrukker, vakleerling, masjiënsteller of arbeider, wat in diens is op werk wat regstreeks in verband staan met die vervaardiging van spiraalgedraaide, gedraaide, mono- of geperste papierhouers; maar met uitsondering van die voer van drukmasjiëne en die bediening van handsnymasjiëne;

„masjiënsteller" 'n werknemer in diens vir die stel van masjinerie, uitgesonderd drukmasjiëne, wat gebruik word in verband met die vervaardiging van spiraalgedraaide, gedraaide, mono- of geperste papierhouers.

34. WAGE RATES.

No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

34. LOONTARIEWE.

Geen werkgever mag aan 'n werknemer van 'n klas hieronder gespesifiseer, 'n loon betaal wat minder is as onderstaande weekloontariewe vir die betrokke gebied en geen werknemer mag laer lone aanneem nie:—

TABLE 15.

Weekly Wages payable to Machine Adjusters in accordance with their experience.

Area.	DAY WORK.			NIGHT WORK.		
	First year.	Second year.	Thereafter.	First year.	Second year.	Thereafter.
All Areas.	R19.40	R20.42½	R20.42½	R21.00	R22.52½	R22.52½

TABEL 15.

Weeklone betaalbaar aan masjienstellers volgens hul ondervinding.

Gebied	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
Alle gebiede	R19.40	R20.42½	R20.42½	R21.00	R22.52½	R22.52½

TABLE 16.

Weekly Wages payable to Fibre Container Assistants in accordance with their experience.

DAY WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H	11.80	12.77½	13.40	14.72½	15.07½	15.40

NIGHT WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H	12.80	13.85	14.75	15.80	16.12½	16.85

TABEL 16.

Weeklone betaalbaar aan veselhouverassistente volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H	11.80	12.77½	13.40	14.72½	15.07½	15.40

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H	12.80	13.85	14.75	15.80	16.12½	16.85

CHAPTER 5.

PAPER SACKS SECTION.

35. DEFINITIONS.

Unless inconsistent with the context—

“learner paper sack machine operator” means an employee who, with the written permission of the Standing Committee, is being taught how to set up, operate or adjust paper sack tubing machines, bottom pasting machines or pre-printing machines or an employee employed as such for a probationary period not exceeding four months;

“paper sack machine assistant” means an employee who operates a sewing machine or assists a paper sack machine operator or a learner paper sack machine operator in the operation of a paper sack tubing machine, bottom pasting machine or pre-printing machine;

“paper sack machine operator” means an employee who has served a three year period of training in the setting up, operating and adjusting of paper sack tubing machines, bottom pasting machines and pre-printing machines and is a journeyman as defined by Section 2 of this Agreement;

HOOFSTUK 5.

AFDELING PAPIERSAKKE.

35. WOORDOMSKRYWINGS.

Tensy dit onbestaanbaar met die samehang is, beteken—

„leerling-papiersakmasjienbediener” ’n werknemer wat, met die skriftelike toestemming van die Staande Komitee, geleer word hoe om papiersakbuismasjiene, boomplakmasjiene of voordrukmasjiene gereed te maak, te bedien, of te stel, of ’n werknemer wat as sodanig vir ’n proeftyd van hoogstens 4 maande in diens is;

„papiersakmasjienassistent” ’n werknemer wat ’n naaimasjien bedien of ’n papiersakmasjienbediener of ’n leerlingpapiersakmasjienbediener help om ’n papiersakbuismasjien, boomplakmasjien of voordrukmasjien te bedien;

„papiersakmasjienbediener” ’n werknemer wat ’n opleidingstyd van 3 jaar uitgedien het in die oprigting, bediening en stel van papiersakbuismasjiene, boomplakmasjiene en voordrukmasjiene en ’n vakman is soos omskryf by klousule 2 van hierdie Ooreenkoms;

"sewing machine assistant mechanic" means an assistant to a sewing machine mechanic;

"sewing machine mechanic" means an employee who makes adjustments to or supervises the operation of sewing machines used for the manufacture of paper sacks and is a journeyman as defined by Section 2 of this Agreement.

36. WAGE RATES.

No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

„assistent-naaimasjienwerktuigkundige" 'n assistent van 'n naaimasjienwerktuigkundige;

„naaimasjienwerktuigkundige" 'n werknemer wat naaimasjiene stel en toesig hou oor die bediening van sulke masjiene wat gebruik word in die vervaardiging van papiersakke, en 'n vakman is soos omskryf by klousule 2 van hierdie Ooreenkoms.

36. LOONTARIEWE.

Geen werkgever mag 'n werknemer van 'n klas hieronder gespesifiseer, minder betaal en geen werknemer mag 'n loon teen minder as onderstaande weekloontariewe vir die betrokke gebied aanneem nie:—

TABLE 17.

Weekly Wages payable to Learner Paper Sack Machine Operators according to their experience as such.

Area.	DAY WORK.			NIGHT WORK.		
	First year.	Second year.	Thereafter.	First year.	Second year.	Thereafter.
E	R15.72½	R17.97½	R19.62½	R17.17½	R19.30	R21.12½
F	16.50	18.57½	20.10	18.02½	20.00	21.70
G	16.50	18.57½	20.10	18.02½	20.00	21.70
Ga	17.77½	19.67½	21.12½	19.55	21.27½	22.87½
H	18.05	21.05	23.62½	19.85	22.85	25.75

TABEL 17.

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding as sodanig.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
E	R15.72½	R17.97½	R19.62½	R17.17½	R19.30	R21.12½
F	16.50	18.57½	20.10	18.02½	20.00	21.70
G	16.50	18.57½	20.10	18.02½	20.00	21.70
Ga	17.77½	19.67½	21.12½	19.55	21.27½	22.87½
H	18.05	21.05	23.62½	19.85	22.85	25.75

TABLE 18.

Weekly Wages payable to Sewing Machine Assistant Mechanics.

Area.	DAY WORK.	NIGHT WORK.
B	R14.60	R16.02½
C	14.97½	16.37½
D	16.20	17.70
E	16.82½	18.45
F	17.55	19.25
G	17.55	19.25
Ga	18.80	20.72½
H (Males)	18.10	19.90
H (Females)	18.75	20.42½

TABEL 18.

Weeklone betaalbaar aan assistent-naaimasjienwerktuigkundiges.

Gebied.	DAGWERK.	NAGWERK.
B	R14.60	R16.02½
C	14.97½	16.37½
D	16.20	17.70
E	16.82½	18.45
F	17.55	19.25
G	17.55	19.25
Ga	18.80	20.72½
H (Mans)	18.10	19.90
H (Vrouens)	18.75	20.42½

TABLE 19.

Weekly Wages payable to Paper Sack Machine Assistants according to their experience in the Industry.

Area.	DAY WORK.				NIGHT WORK.	
	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H	11.80	12.77½	13.40	14.72½	15.07½	15.40

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H	12.80	13.85	14.75	15.80	16.12½	16.85

TABEL 19.

Weeklone betaalbaar aan papiersakmasjienassistenten volgens hul ondervinding in die Nywerheid.

Gebied.	DAGWERK.					
	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H ...	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H	11.80	12.77½	13.40	14.72½	15.07½	15.40

Gebied.	NAGWERK					
	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H ...	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H	12.80	13.85	14.75	15.80	16.12½	16.85

37. WORKING RULES.

- (a) For the purposes of this Section—
“machine” means a paper sack tubing machine, bottom pasting machine or pre-printing machine.
- (b) The following minimum requirements relating to the staffing of machines shall be observed by employers and employees:—
- Where one machine is in operation a Paper Sack Machine Operator shall be in attendance on such machine;
 - Where two machines are in operation a Paper Sack Machine Operator and a Paper Sack Machine Assistant shall be in attendance on such machines;
 - Where three machines are in operation a Paper Sack Machine Operator, a Learner Paper Sack Machine Operator and a Paper Sack Machine Assistant shall be in attendance on such machines;
 - The ratio set out in paragraphs (i) to (iii) hereof shall be equally applicable where more than three machines are in operation;
 - An employer shall not require a Paper Sack Machine Operator to supervise or operate more than three machines and no such employee shall supervise or operate more than three machines.
- (c) The ratio of Learner Paper Sack Machine Operators to Paper Sack Machine Operators shall not exceed two learners for each operator employed in the establishment, and employers shall ensure that learners work under the supervision of Paper Sack Machine Operators.

38. GENERAL.

A Learner Paper Sack Machine Operator shall serve a three-year period of learnership to qualify as a Paper Sack Machine Operator and on completion of such period of learnership shall be issued with a Grade I membership card of the Trade Union or a certificate of competence as a Paper Sack Machine Operator as contemplated by paragraph (b) of the definition of “journeyman” in Section 2 of this Agreement.

CHAPTER 6.

FLEXIBLE PACKAGING SECTION.

39. DEFINITIONS.

Unless inconsistent with the context—

“packaging” means bags, wrappers (in the reel or otherwise) or any other form of container produced from paper, transparent film, metal foil or any similar flexible material (whether plain or printed) but does not include paper sacks or containers produced in the Fibre Container Section or from board;

“packaging assistant” means an employee who is employed upon one or more of the following operations:—

- attending bag making machines, with or without printing attachments, or printing machines used in the production of packaging, under the supervision of a journeyman or an apprentice;
- setting up and/or operating coating, jogging, lacquering, laminating, punching, rotary embossing, sealing, sheeting, slitting or waxing machines under the supervision of a journeyman or an apprentice;
- flexible stereo grinding, making of cores, making bags or samples by hand, including the punching of holes in bags, stitching of carrier bags;
- preparing layouts for printing on pressure sensitive adhesive tape in reels not exceeding six inches in width,

37. WERKREGLEMENT.

(a) Vir die toepassing van hierdie klousule beteken—

„masjien” ’n papiersakbuismasjien, boomplakmasjien of voordrukmasjien.

(b) Onderstaande minimum vereistes betreffende die bemanning van masjiene moet deur werkgewers en werknemers nagekom word:—

- Waar 1 masjien werk, moet daar ’n papiersakmasjienbediener toesig oor sodanige masjien hou;
- waar 2 masjiene werk, moet ’n papiersakmasjienbediener en ’n papiersakmasjienassistent toesig oor sodanige masjiene hou;
- waar 3 masjiene werk, moet ’n papiersakmasjienbediener, ’n leerling-papiersakmasjienbediener en ’n papiersakmasjienassistent toesig oor sodanige masjiene hou;
- die getalsverhouding genoem in paragrawe (i) tot (iii) hiervan is eweseer van toepassing wanneer meer as 3 masjiene werk;
- ’n werkgever mag nie ’n papiersakmasjienbediener verplig om toesig oor meer as 3 masjiene te hou of te bedien nie, en geen sodanige werknemer mag toesig oor meer as 3 masjiene hou of hulle bedien nie.

(c) Die getalsverhouding van leerling-papiersakmasjienbedieners tot papiersakmasjienbedieners moet nie 2 leerlinge vir elke bediener, in diens in die inrigting, oorskry nie, en werkgewers moet sorg dat leerlinge onder toesig van papiersakmasjienbedieners werk.

38. ALGEMEEN.

’n Leerling-papiersakmasjienbediener moet ’n driejaarleertyd uitdien om te kwalifiseer as ’n papiersakmasjienbediener en by voltooiing van sodanige leertyd moet ’n Graad I-lidmaatskapkaart van die vakvereniging aan hom uitgereik word of ’n sertifikaat van bekwaamheid as papiersakmasjienbediener soos beoog by paragraaf (b) van die woordoms krywing van vakman in klousule 2 van hierdie Ooreenkoms.

HOOFSTUK 6.

AFDELING BUIGSAME HOUSERS.

39. WOORDOMSKRYWINGS.

Tensy dit onbestaanbaar met die samehang is, beteken—

„housers” sakke, omslae (in die rol of andersins) of enige ander vorm van houer gemaak van papier, deurskynfilm, metaal-foelie of soortgelyke buigsame materiaal (hetsy onbedruk of bedruk) maar omvat nie papiersakke of -housers wat in die afdeling veselhouers of van bordpapier vervaardig word nie;

„houerassistent” ’n werknemer wat vir een of meer van die volgende werksaamhede in diens is:—

- sakmasjiene, met of sonder drukinrigtings, bedien, of drukmasjiene wat gebruik word by die produksie van housers, onder toesig van ’n vakman of ’n vakleerling;
- Bedekkings-, wiggel-, vernis-, lamelleer-, pons-, rol-embosseer-, verseël-, velmaak-, splits- of wasmasjiene opstel en/of bedien, onder toesig van ’n vakman of ’n vakleerling;
- buigsame stereo’s poleer, kerns maak, sakke of monsters met die hand maak, met inbegrip van gate in sakke pons, drasakke stik; of
- opmaaksketse opstel vir drukwerk op drukgevoelige kleefband is en in rolle is van hoogstens 6 duim in

mounting stereos on tape printing machines (but not moulding, casting or vulcanizing) and who may in addition make ready and/or operate a tape printing machine under the supervision of a journeyman; or

(e) sorting or examining packaging;
"tape printing machine" means a machine used for printing on pressure sensitive adhesive tape in reels not exceeding six inches in width;

"tape printing operator" means an employee who operates a tape printing machine after the machine has been set-up and made ready by a journeyman or a packaging assistant.

40. WAGE RATES.

No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 20.

Weekly wages payable to Machine Minders (Packaging) employed on bag machines (other than paper bag machines without printing attachments, or with printing attachments using flexible stereos and aniline inks or dyes), other flexible film converter machines, or rotary printing machines.

Area	DAY WORK	NIGHT WORK
B	R30.87½	R34.35
C	31.92½	35.57½
D	33.22½	37.07½
E	33.80	37.77½
F	34.42½	38.45
G	35.37½	39.57½
Ga	35.15	39.35
H	35.90	40.20

breedte, stereo's op banddrukmasjiene monteer (maar nie die verrigting van vormwerk, gietwerk of vulkaniseerwerk nie) en wat daarbenewens 'n banddrukmasjiene onder die toesig van 'n vakman gereed mag maak en/of mag bedien; of

(e) sakke sorteer of ondersoek;
„banddrukmasjiene” 'n masjiene wat gebruik word om drukwerk aan te bring op drukgevoelige kleefband en in rolle is van hoogstens ses duim in breedte;

„banddrukmasjienebediener” 'n werknemer wat 'n banddrukmasjiene bedien nadat die masjiene deur 'n vakman of 'n houerassistent opgestel en gereed gemaak is.

40. LOONTARIEWE.

Geen werkgewer mag 'n werknemer van 'n klas hieronder gespesifiseer, minder betaal en geen werknemer mag 'n loon teen minder as onderstaande loontariewe vir die betrokke gebied aanneem nie:—

TABEL 20.

Weeklone betaalbaar aan masjienebedieners (houers) in diens by sakmasjiene (uitgesonderd papiersakmasjiene sonder drukinrigtings, of met drukinrigtings wat buigsame stereo's en anilienink of -kleurmiddels gebruik), ander buigsame filmvormers, of roldrukmasjiene.

Gebied	DAGWERK	NAGWERK
B	R30.87½	R34.35
C	31.92½	35.57½
D	33.22½	37.07½
E	33.80	37.77½
F	34.42½	38.45
G	35.37½	39.57½
Ga	35.15	39.35
H	35.90	40.20

TABLE 21.

Weekly Wages payable to all other Machine Minders (Packaging).

Area.	DAY WORK.	NIGHT WORK.
B	R28.42½	R31.60
C	29.37½	32.70
D	30.57½	34.07½
E	31.10	34.70
F	31.65	35.32½
G	32.52½	36.35
Ga	32.32½	36.12½
H	33.00	36.90

TABEL 21.

Weeklone betaalbaar aan alle ander masjienebedieners (houers).

Gebied.	DAGWERK.	NAGWERK.
B	R28.42½	R31.60
C	29.37½	32.70
D	30.57½	34.07½
E	31.10	34.70
F	31.65	35.32½
G	32.52½	36.35
Ga	32.32½	36.12½
H	33.00	36.90

TABLE 22.

Weekly Wages payable to Packaging Assistants according to their experience in the Industry.

DAY WORK.						
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H	11.80	12.77½	13.40	14.72½	15.07½	15.40
NIGHT WORK.						
Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Third year.	After three years.
All except H	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H	12.80	13.85	14.75	15.80	16.12½	16.85

TABEL 22.

Weeklone betaalbaar aan houerassistente volgens hul ondervinding in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H ..	R11.17½	R12.30	R13.15	R14.45	R14.45	R14.80
H ..	11.80	12.77½	13.40	14.72½	15.07½	15.40

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Almal behalwe H ..	R12.12½	R13.32½	R14.52½	R15.55	R15.55	R16.22½
H ..	12.80	13.85	14.75	15.80	16.12½	16.85

Provided, however;

- (1) that the top rate payable to a Packaging Assistant employed exclusively on sorting or examining packaging shall be that prescribed for the fourth six months' experience by this Table, irrespective of that Packaging Assistant's actual experience; provided further, however, that not less than one in every five or portion of five Packaging Assistants so employed shall be paid at not less than the rate prescribed by this Table for a Packaging Assistant with more than three years' experience; and
- (2) that a Packaging Assistant, employed on a tape printing machine on which three or more colours are being printed simultaneously, shall be paid at not less than the rates prescribed by this Table for night work if such Packaging Assistant is employed on day work and at not less than such rates plus 10% if such Packaging Assistant is employed on night work.

TABLE 22 (A)

Weekly Wages payable to Tape Printer Operators according to their experience in the Industry.

DAY WORK.

Area.	First six months.	Second six months.	Thereafter.
All except H ..	R11.17½	R12.30	R13.15
H ..	11.80	12.77½	13.40

NIGHT WORK.

Area.	First six months.	Second six months.	Thereafter.
All except H ..	R12.12½	R13.32½	R14.52½
H ..	12.80	13.85	14.75

41. WORKING RULES.

(a) An employer shall not permit any person other than a journeyman machine minder (packaging) or an apprentice to that trade to set up, make ready, including affixing rubber stereos, if any, regulate the supply of ink or make any other adjustment to the mechanism of a bag making machine. No other employee shall do such work.

(b) An employer shall not permit any bag making machine to be operated except under the supervision of a journeyman machine minder (packaging) or an apprentice to that trade.

(c) An employer shall not permit any machine of a class mentioned in paragraph (b) of the definition of "packaging assistant" in Section 39 of this Agreement to be set up or operated except under the supervision of a journeyman machine minder (packaging), a printers' mechanic or an apprentice to such a trade.

(d) Notwithstanding the provisions of Section 25 of this Agreement, a journeyman machine minder (packaging) or an apprentice to that trade may match inks, make flexible stereos, supervise or operate printing machines used in the production of packaging, or operate a power operated guillotine cutting machine.

(e) An employer shall not permit a journeyman machine minder (packaging) or an apprentice to that trade to supervise the operation of more than four machines of the types mentioned in paragraphs (b) and (d) of this Section and paragraph (b) of the definition of "packaging assistant" in Section 39. Similarly an employer shall not permit a printers' mechanic or an apprentice to that trade to supervise the operation of more than four machines of the types mentioned in paragraph (b) of the definition of "packaging assistant" in Section 39.

Met dien verstande egter;

- (1) dat die hoogste tarief betaalbaar aan 'n houerassistent wat uitsluitlik werksaam is met die sortering of ondersoek van houters, dié moet wees wat voorgeskryf is vir die vierde 6 maande ondervinding in hierdie tabel, ongeag daardie houerassistent se werklike ondervinding; voorts met dien verstande egter dat minstens 1 in elke 5 of gedeelte van 5 houerassistente wat aldus in diens is, besoldig moet word teen minstens die tarief voorgeskryf in hierdie tabel vir 'n houerassistent met meer as 3 jaar ondervinding; en
- (2) dat 'n houerassistent, wat in diens is by 'n banddrukmasjien waarop 3 of meer kleure tegelykertyd afgedruk word, besoldig moet word teen minstens die tariewe voorgeskryf in hierdie tabel vir nagwerk indien so'n houerassistent op dagwerk in diens is en teen minstens daardie tariewe plus 10% indien sodanige houerassistent op nagwerk in diens is.

TABEL 22 (A).

Weeklone betaalbaar aan banddrukmasjienbedieners volgens hul ondervinding in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Daarna.
Almal behalwe H ..	R11.17½	R12.30	R13.15
H ..	11.80	12.77½	13.40

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Daarna.
Almal behalwe H ..	R12.12½	R13.32½	R14.52½
H ..	12.80	13.85	14.75

41. WERKREGLEMENT.

(a) 'n Werkgewer mag niemand anders as 'n vakmanmasjienbediener (houters) of 'n vakleerling in daardie bedryf toelaat om 'n sakmasjien op te stel, daarop toe te stel, met inbegrip van die aanbring van rubberstereo's, as daar is, die inktvoer te reguleer of om enige verstelling van die meganisme uit te voer nie. Geen ander werknemer mag dié werk doen nie.

(b) 'n Werkgewer mag nie toelaat dat 'n sakmasjien bedien word nie tensy dit onder toesig van 'n vakman-masjienbediener (houters) of 'n vakleerling in dié bedryf plaasvind.

(c) 'n Werkgewer mag nie toelaat dat 'n masjien van 'n klas genoem in paragraaf (b) van die woordomskriving van „houerassistent” in klousule 39 van hierdie Ooreenkoms, opgestel of bedien word nie, tensy dit onder toesig van 'n vakman-masjienbediener (houters) of 'n drukkerswerktuigkundige of 'n vakleerling in dié bedryf plaasvind nie.

(d) Ondanks die bepalings van klousule 25 van hierdie Ooreenkoms mag 'n vakman-masjienbediener (houters) of 'n vakleerling in dié bedryf ink pas, buigsame stereo's maak of toesig hou oor drukmasjiene wat vir die vervaardiging van houters gebruik word, of hulle bedien, of 'n kragvalmes bedien.

(e) 'n Werkgewer mag nie toelaat dat 'n vakman-masjienbediener (houters) of 'n vakleerling in dié bedryf toesig hou oor die bediening van meer as 4 masjiene van die soorte genoem in paragraaf (b) en (d) van hierdie klousule en paragraaf (b) van die woordomskriving van „houerassistent” in klousule 39 nie. So ook mag 'n werkgewer nie toelaat dat 'n drukkerswerktuigkundige of 'n vakleerling in dié bedryf toesig hou oor die bediening van meer as 4 masjiene van die soorte genoem in paragraaf (b) van die woordomskriving van „houerassistent” in klousule 39 nie.

(f) All work in connection with printing on pressure sensitive adhesive tape shall be done by, or carried on under the supervision of, a journeyman machine minder (packaging), letterpress machine minder or printers' mechanic. No such journeyman shall be required or permitted to supervise or operate more than eight tape printing machines. Where less than eight tape printing machines are in use, the journeyman may be employed part-time on other work provided that he is always on duty while the tape printing machines are being operated.

(g) An employer shall not require or permit a packaging assistant to be in attendance on more than four tape printing machines.

(h) An employer shall not require or permit a tape printer operator to be in attendance on more than one tape printing machine.

(i) A tape printer operator is eligible for promotion to the position of a packaging assistant and on promotion, shall be paid at not less than the rate prescribed for the fourth six months of experience by Table 22 of Section 40 irrespective of his actual experience in the industry. The wage rate of such an employee shall thereafter be increased as if he had had eighteen months experience at the date of his promotion to the position of packaging assistant.

CHAPTER 7.

SILK SCREEN SECTION.

42. DEFINITIONS.

Unless inconsistent with the context—

"cutawl operator" means an employee who is employed upon the operation of one or more of the following machines: Cutawl, jig-saw, band-saw, planing machine or circular saw;

"labourer" means an employee who is employed exclusively upon one or more of the following operations—

- (a) cleaning premises, vehicles, animals, utensils, machinery, implements, tools or other articles;
- (b) loading or unloading vehicles;
- (c) carrying, moving, stacking or unpacking goods;
- (d) sorting packages or parcels;
- (e) filling bottles or other containers for stock;
- (f) affixing printed or ready addressed labels on to bottles, boxes, bales or other packages, stencilling and/or marking boxes, bales, or other packages;
- (g) packing goods, including the wrapping of printed matter into parcels for delivery or opening or closing boxes, parcels, bales or other packages;
- (h) making or maintaining fires or removing refuse or ashes;
- (i) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or hand-propelled vehicle;
- (j) assisting on delivery vans or vehicles;
- (k) tending, harnessing or unharnessing animals;
- (l) oiling or greasing vehicles, other than motor vehicles;
- (m) making tea or similar beverages;
- (n) preparing stock prior to screen printing or applying transfers or decals;
- (o) racking, unracking or piling stock after processing;
- (p) the total immersion of articles into paint by hand;
- (q) sanding by hand;
- (r) assisting in applying silk to frames;
- (s) stirring paint or pouring paint on to screens; or
- (t) washing up silk screen frames or units;

"screen machine operator" means an employee who holds a valid screen machine operator's card issued by the Trade Union or who has proved to the satisfaction of a Joint Board or the Standing Committee his ability to set up and maintain the complete operation of a power driven screen process printing machine and who holds a written certificate to that effect;

"screen preparer" means an employee, who is employed upon the preparation of screens on screen process printing units, including screen printing machines, by applying any type of stencil or doing the necessary hand blocking; and who may in addition set up and lay stock on screen process units other than power driven machines;

"screen worker" means an employee who is employed upon one or more of the following operations—

laying stock, lowering frame, pulling squeegee, raising frame, removing stock or repairing leaks in connection with the operation of screen process printing units, other than power driven machines, cutting of stock and materials with shears or benchknife, including trimming, roller coater feeding or applying silk, nylon or other mesh fabric to frames;

"stencil cutter or maker" means an employee who is employed upon one or more of the following operations:—

(f) Alle werk in verband met druk op drukgevoelige kleefband moet gedoen word deur of uitgevoer word onder toesig van 'n vakman-masjiënbediener (houers), hoogdrukmasjiënbediener of drukkerswerktuigkundige. Geen sodanige vakman mag verplig of toegelaat word om toesig te hou oor meer as 8 banddrukmasjiëne of om hulle te bedien nie. Waar minder as 8 banddrukmasjiëne gebruik word, mag die vakman deelyds op ander werk in diens wees, met dien verstande dat hy altyd op diens is terwyl die banddrukmasjiëne bedien word.

(g) 'n Werkgewer mag nie 'n houerassistent verplig of toelaat om meer as 4 banddrukmasjiëne te bedien nie.

(h) 'n Werkgewer mag nie 'n banddrukmasjiënbediener verplig of toelaat om meer as 1 banddrukmasjiën te bedien nie.

(i) 'n Banddrukmasjiënbediener kom in aanmerking vir bevordering tot die betrekking van 'n houerassistent en by bevordering moet hy minstens die tarief betaal word wat vir die vierde (4) maande ondervinding by tabel 22 van klousule 40 voorgeskryf word, ongeag sy werklike ondervinding in die Nywerheid. Daarna moet die loontarief van so'n werknemer verhoog word asof hy 18 maande ondervinding gehad het op die datum van sy bevordering tot die betrekking van houerassistent.

HOOFSTUK 7.

SYSKERMAFDELING.

42. WOORDOMSKRYWINGS.

Tensy dit onbestaanbaar met die sinsverband is, beteken

„patroonsnymasjiën" 'n werknemer wat in diens is op een of meer van die volgende masjiëne: Patroonsnymasjiën, figuur saag, bandsaag, skaafmasjiën of sirkelsaag;

„arbeider" 'n werknemer wat uitsluitlik vir een of meer van ondergenoemde werksaamhede in diens is—

- (a) persele, voertuie, diere, gerei, masjinerie, implemente gereedskap of ander artikels skoonmaak;
- (b) voertuie laai of aflaai;
- (c) goedere dra, verskuif, opstapel of uitpak;
- (d) pakkette of pakkies sorteer;
- (e) bottels of ander houers vir voorraad volmaak;
- (f) gedrukte of klaar geadresseerde etikette aan bottels, kaste, bale of ander pakkies heg, kaste, bale of ander pakkies stensil en/of merk;
- (g) goedere verpak, met inbegrip van die toedraai van drukwerk in pakkette vir aflewering of kaste, pakkette, bale of ander pakkies oop- of toemaak;
- (h) vuurmaak of vure aan die gang hou of afval of as verwyder;
- (i) briewe, boodskappe of goedere te voet of met 'n fiets, driewiel of handvoertuig aflewer of vervoer;
- (j) op afleweringswaens of voertuie help;
- (k) diere versorg, inspan of uitspan;
- (l) voertuie olie of smeer, maar nie motorvoertuie nie;
- (m) tee of dergelike drank maak;
- (n) voorrade gereedmaak voordat syskermwerk begin, of oordrukplaatjies of decals aansit;
- (o) voorrade na bewerking daarvan op rakke pak, van rakke afhaal of opstapel;
- (p) artikels geheel en al in verf met die hand indoop;
- (q) met die hand skuur;
- (r) help om sy aan rame te span;
- (s) verf roer of verf op skerms uitgiet; of
- (t) syskermrame of-eenhede was;

„skermmasjiënbediener" 'n werknemer wat 'n geldige skermmasjiënbedienerskaart besit wat uitgereik is deur die vakvereniging, of wat die Gesamentlike Raad of die Staande Komitee oortuig het van sy bekwaamheid om 'n kragsskermprosesmasjiën op te stel en in stand te hou en 'n skriftelike sertifikaat met dié strekking besit;

„skermbereider" 'n werknemer wat in diens is by die bereiding van skerms op syskermprosesseenhede, met inbegrip van skermdrukmasjiëne, deur enige soort stensil te gebruik of die nodige handblokwerk te doen; en wat daarbenewens velle in skermprosesseenhede, uitgesonderd kragmasjiëne, mag inlê;

„skermwerker" 'n werknemer in diens op een of meer van ondergenoemde werksaamhede—

velle inlê, raam laat sak, roller trek, raam oplig, gedrukte velle verwyder of lekplekke heelmaak in verband met die werking van skermprosesdrukeenhede, uitgesonderd kragmasjiëne, velle en materiaal met skêr of bankmes, met inbegrip van afwerking, rolbedekkers voer op sy, nylon of ander maasdoek aan rame aansit;

„stensilstryer of -maker" 'n werknemer in diens vir een of meer van ondergenoemde werksaamhede—

(a) preparation of stencils by cutting or by photographic methods; or

(b) placing of work in register on a silk screen process printing machine or unit;

"supervisor" means an employee who is responsible to his employer for the efficient operation and maintenance of one or more silk screen process printing units, other than power driven machines.

43. WAGE RATES.

(1) No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 23.

Artists
(Other than Creative Artists.)

Area	DAY WORK.
B	R26.42½
C	27.37½
D	28.57½
E	29.10
F	29.65
G	30.52½
Ga	30.32½
H	31.00

TABLE 24.

Foremen.

Area.	DAY WORK.
B	R18.05
C	18.30
D	19.80
E	20.47½
F	21.00
G	21.00
Ga	22.25
H	22.57½

TABLE 25.

Screen Machine Operators.

DAY WORK.
All areas.

Supervising or operating one machine	R18.07½
Supervising or operating two machines	23.62½

TABLE 26.

Supervisors.

Area.	DAY WORK.
B	R16.17½
C	16.40
D	17.75
E	18.35
F	18.82½
G	18.82½
Ga	19.92½
H	20.22½

(a) stensils berei deur middel van snywerk of fotografiese metodes; of

(b) werk laat registreer op 'n syskermdrukmasjiën of -eenheid;

„toesighouer” ’n werknemer wat aan sy werkgever verantwoordelik is vir die doeltreffende werking en instandhouding van een of meer syskermproseesenhede, uitgesonderd kragmasjiene.

43. LOONTARIEWE.

(1) Geen werkgever mag 'n werknemer van 'n klas hieronder gespesifiseer, minder betaal en geen werknemer mag 'n loon teen minder as onderstaande weekloontariewe vir die betrokke gebied aanneem nie:—

TABEL 23.

Kunstenaars.

(Uitgesonderd skeppende kunstenaars)

Gebied.	DAGWERK.
B	R26.42½
C	27.37½
D	28.57½
E	29.10
F	29.65
G	30.52½
Ga	30.32½
H	31.00

TABEL 24.

Voormanne.

Gebied	DAGWERK.
B	R18.05
C	18.30
D	19.80
E	20.47½
F	21.00
G	21.00
Ga	22.25
H	22.57½

TABEL 25.

Skermmasjiënbediëners.

DAGWERK.
Alle Gebiede.

Toesig oor of werk met een masjiën	R18.07½
Toesig oor of werk met twee masjiëne	23.62½

TABEL 26.

Toesighouers.

Gebied.	DAGWERK.
B	R16.17½
C	16.40
D	17.75
E	18.35
F	18.82½
G	18.82½
Ga	19.92½
H	20.22½

TABLE 27.

Junior Artists (Other than Creative Artists).

DAY WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Seventh six months.
B	R10.85	R11.65	R12.32½	R12.80	R13.22½	R14.47½	R17.07½
C	11.30	12.32½	12.92½	13.15	13.60	14.75	17.30
D	13.12½	14.10	14.50	14.97½	15.35	16.40	18.65
E	13.50	14.35	14.87½	15.35	15.72½	16.75	18.95
F	13.75	14.50	15.35	16.20	16.50	17.45	19.57½
G	13.50	14.50	15.35	16.20	16.50	17.45	19.57½
Ga	15.00	16.20	16.82½	17.55	17.77½	18.72½	20.87½
H	15.85	16.82½	17.55	17.77½	18.07½	19.00	21.17½

TABEL 27.

Junior kunstenaars (uitgesonderd skeppende kunstenaars).

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Sewende ses maande.
B	 R10.85	R11.65	R12.32½	R12.80	R13.22½	R14.47½	R17.07½
C	 11.30	12.32½	12.92½	13.15	13.60	14.75	17.30
D	 13.12½	14.10	14.50	14.97½	15.35	16.40	18.65
E	 13.50	14.35	14.87½	15.35	15.72½	16.75	18.95
F	 13.75	14.50	15.35	16.20	16.50	17.45	19.57½
G	 13.50	14.50	15.35	16.20	16.50	17.45	19.57½
Ga	 15.00	16.20	16.82½	17.55	17.77½	18.72½	20.87½
H	 15.85	16.82½	17.55	17.77½	18.07½	19.00	21.17½

TABLE 28.

Cutawl Operators.

DAY WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	There- after.
B	 R10.85	R11.65	R12.32½	R12.80	R13.22½
C	 11.30	12.32½	12.92½	13.15	13.60
D	 13.05	14.10	14.50	14.97½	15.35
E	 13.50	14.35	14.87½	15.35	15.72½
F	 13.75	14.50	15.35	16.20	16.50
G	 13.50	14.50	15.35	16.20	16.50
Ga	 15.00	16.20	16.82½	17.55	17.77½
H	 15.85	16.82½	17.55	17.77½	18.07½

TABEL 28.

Patroonsnymasjins.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Daarna.
B	 R10.85	R11.65	R12.32½	R12.80	R13.22½
C	 11.30	12.32½	12.92½	13.15	13.60
D	 13.05	14.10	14.50	14.97½	15.35
E	 13.50	14.35	14.87½	15.35	15.72½
F	 13.75	14.50	15.35	16.20	16.50
G	 13.50	14.50	15.35	16.20	16.50
Ga	 15.00	16.20	16.82½	17.55	17.77½
H	 15.85	16.82½	17.55	17.77½	18.07½

TABLE 29.

Stencil Cutters or Makers.

DAY WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth and Seventh six months.	There- after.
B	 R10.12½	R10.85	R11.65	R12.32½	R12.80	R13.22½	R17.07½
C	 10.57½	11.30	12.32½	12.92½	13.15	13.60	17.30
D	 12.45	13.05	14.10	14.50	14.97½	15.35	18.65
E	 12.80	13.50	14.35	14.87½	15.35	15.72½	19.27½
F	 13.12½	13.75	14.50	15.35	16.20	16.50	19.75
G	 12.80	13.50	14.50	15.35	16.20	16.50	19.75
Ga	 14.15	15.00	16.20	16.82½	17.55	17.77½	20.87½
H	 15.00	15.85	16.82½	17.55	17.77½	18.07½	21.17½

TABEL 29.

Stencilsnyers of -makers.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde en sewende ses maande.	Daarna.
B	 R10.12½	R10.85	R11.65	R12.32½	R12.80	R13.22½	R17.07½
C	 10.57½	11.30	12.32½	12.92½	13.15	13.60	17.30
D	 12.45	13.05	14.10	14.50	14.97½	15.35	18.65
E	 12.80	13.50	14.35	14.87½	15.35	15.72½	19.27½
F	 13.12½	13.75	14.50	15.35	16.20	16.50	19.75
G	 12.80	13.50	14.50	15.35	16.20	16.50	19.75
Ga	 14.15	15.00	16.20	16.82½	17.55	17.77½	20.87½
H	 15.00	15.85	16.82½	17.55	17.77½	18.07½	21.17½

TABLE 30.
Screen Preparers.

Area.	DAY WORK.							
	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years.
B	R 9.10	R 9.77½	R10.12½	R10.85	R11.65	R12.32½	R12.80	R13.22½
C	9.42½	10.12½	10.57½	11.30	12.32½	12.92½	13.15	13.60
D	10.50	11.92½	12.45	13.05	14.10	14.50	14.97½	15.35
E	10.90	12.15	12.80	13.50	14.35	14.87½	15.35	15.72½
F	11.17½	12.65	13.12½	13.75	14.50	15.35	16.20	16.50
G	10.90	12.15	12.80	13.50	14.50	15.35	16.20	16.50
Ga	11.17½	13.12½	14.15	15.00	16.20	16.82½	17.55	17.77½
H	12.30	14.15	15.00	15.85	16.82½	17.55	17.77½	18.07½

TABEL 30.
Skermbereiders.

Gebied.	DAGWERK.							
	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
B	R 9.10	R 9.77½	R10.12½	R10.85	R11.65	R12.32½	R12.80	R13.22½
C	9.42½	10.12½	10.57½	11.30	12.32½	12.92½	13.15	13.60
D	10.50	11.92½	12.45	13.05	14.10	14.50	14.97½	15.35
E	10.90	12.15	12.80	13.50	14.35	14.87½	15.35	15.72½
F	11.17½	12.65	13.12½	13.75	14.50	15.35	16.20	16.50
G	10.90	12.15	12.80	13.50	14.50	15.35	16.20	16.50
Ga	11.17½	13.12½	14.15	15.00	16.20	16.82½	17.55	17.77½
H	12.30	14.15	15.00	15.85	16.82½	17.55	17.77½	18.07½

TABLE 31.
Silk Screen Probationers.

Area.	DAY WORK.	
	First year.	Second year.
B	R5.77½	R8.30
C	5.92½	8.50
D	6.20	8.95
E	6.70	9.70
F	6.85	9.90
G	6.90	10.02½
Ga	7.00	10.12½
H	7.05	10.22½

TABLE 32.
Screen Workers.

DAY WORK.		All Areas.	
During the first year of experience		R10.50	
During the second year of experience		10.65	
During the third year of experience		11.20	
Thereafter		11.52½	

A Screen Worker under the age of 18 years may be paid R0.80 per week less than the rates stated.

(2) Notwithstanding anything else herein contained a silk screen probationer who at the date of coming into operation of this Agreement is in receipt of a higher wage than that prescribed for his class shall be paid such higher wage while in the service of the same employer.

(3) Where a Screen Preparer, Silk Screen Probationer or Screen Worker returns to the Industry after a period of absence, the wage rate payable to that employee in terms of his experience may be reduced by one notch for each 12 months of absence from the Industry.

(4) An employee employed upon night work shall be paid at a rate not less than 10 per cent higher than the rate payable to him in terms of sub-section (1) for day work.

44. SILK SCREEN PROBATIONERS.

In order to determine the type of work upon which he can best be employed, a silk screen probationer paid at not less than the rates specified in Table 31 may for a period not exceeding 24 months be employed upon any class of work with the exception of the operation and supervision of power-driven silk screen

TABEL 31.
Syskermproefleerlinge.

Gebied.	DAGWERK.	
	Eerste jaar.	Tweede jaar.
B	R5.77½	R8.30
C	5.92½	8.50
D	6.20	8.95
E	6.70	9.70
F	6.85	9.90
G	6.90	10.02½
Ga	7.00	10.12½
H	7.05	10.22½

TABEL 32.
Skermwerkers.

DAGWERK.		Alle Gebiede.	
Gedurende eerste jaar ondervinding		R10.50	
Gedurende tweede jaar ondervinding		10.65	
Gedurende derde jaar ondervinding		11.20	
Daarna		11.52½	

'n Skermwerker onder 18 jaar mag R0.80 per week minder as genoemde tariewe betaal word.

(2) Ondanks andersluitende bepalings hierin moet 'n syskermproefleerling wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang as dié wat vir sy klas voorgeskryf word, sodanige hoër loon betaal word terwyl hy by dieselfde werkgewer in diens is.

(3) Igeval 'n skermbereider, syskermproefleerling of skermwerker na 'n tydperk van afwesigheid na die Nywerheid terugkeer, mag die loontarief wat aan daardie werknemer ingevolge sy ondervinding betaalbaar is, met een kerf vir elke 12 maande afwesigheid van die Nywerheid verlaag word.

(4) 'n Werknemer wat nagdiens doen, moet besoldig word teen 'n tarief wat minstens 10 persent hoër is as die tarief wat aan hom kragtens subklousule (1) vir dagwerk betaalbaar is.

44. SYSKERMPROEFLEERLINGE.

Ten einde vas te stel vir watter soort werk hy die beste sal deug, mag 'n syskermproefleerling wat minstens die tarief in tabel 31 ontvang, vir hoogstens 24 maande gebruik word vir enige klas werk buiten die bediening van en toesig oor krag-syskermmasjiene. So 'n werknemer se hele tydperk van onder-

process printing machines. The whole period of experience of such an employee in the Industry shall be taken into account when determining after 24 months' employment the minimum wage payable to him in terms of the relative scale applicable in view of the type of work upon which he is eventually employed.

45. WORKING RULES.

(1) An employer shall not permit any person other than a screen machine operator to set up or supervise the operation of any power-driven screen process printing machine; provided, however, that an artist or stencil cutter or maker may place work in register on any such machine.

(2) An employer shall not permit a screen machine operator to operate or supervise the operation of more than two power-driven screen process printing machines and no such employee shall so supervise or operate more than two such machines.

(3) An employer shall not require or permit a screen machine operator to operate or supervise the operation of silk screen process printing units, other than power-driven machines while any machine required to be supervised or operated by such screen machine operator is in operation.

(4) When a screen machine operator is required to supervise the operation of two power-driven silk screen process printing machines, the feeding of any such machine or machines may be performed by an employee paid at not less than the rates applicable to screen preparers (manual)—Table 30.

(5) Notwithstanding anything to the contrary contained in Chapter 2 of this Agreement a guillotine cutting machine designed solely for manual operation may be operated in the Silk Screen Section by an employee paid at not less than the highest rate prescribed for the area concerned for screen preparers (manual)—Table 30.

(6) At least one Screen Worker, or other employee paid at a higher wage rate, shall be employed on each screen on which squeegee pulling is in operation. Where on a particular screen assistance is required for squeegee pulling, labourers paid at the rate prescribed for that class of employee may be employed in addition.

CHAPTER 8.

LABOURERS IN ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

46. SCOPE OF APPLICATION.

The provisions of this Chapter shall be applicable in the following magisterial districts only:—

Albert, Alberton, Aliwal North, Balfour, Barberton, Beaufort West, Belfast, Bellville, Benoni, Bethal, Bethlehem, Bloemfontein, Boksburg, Brakpan, Brits, Caledon, Ceres, Christiana, Cradock, De Aar, Delmas, Dundee, Durban, East London, Ermelo, Estcourt, Ficksburg, George, Germiston, Gordonia, Graaff-Reinet, Grahamstown, Hankey, Harrismith, Heidelberg (Tvl.), Hennenman, Johannesburg, Kempton Park, Kimberley, King William's Town, Kirkwood, Klerksdorp, Knysna, Kroonstad, Krugersdorp, Kuruman, Ladybrand, Ladysmith, Lichtenburg, Lydenburg, Mafeking, Malmesbury, Marico, Middelburg (Cape), Middelburg (Tvl.), Montagu, Mossel Bay, Mount Currie, Nelspruit, Newcastle, Nigel, Oberholzer, Odendaalsrus, Oudtshoorn, Paarl, Parys, Pietermaritzburg, Pietersburg, Piet Retief, Pinetown, Port Elizabeth, Potchefstroom, Potgietersrus, Pretoria (except in the Government Printing Works), Queenstown, Randfontein, Riversdale, Robertson, Roodepoort, Rustenburg, Senekal, Simonstown, Somerset East, Somerset West, Soutpansberg, Springs, Standerton, Stellenbosch, Swellendam, The Cape, Uitenhage, Umtata, Vanderbijlpark, Vereeniging, Volksrust, Vryburg, Vryheid, Waterberg, Welkom, Wellington, White River, Witbank, Worcester, Wynberg and Zastron.

47. WAGE RATES.

(1) No employer shall pay a labourer and no such employee shall accept wages at less than the following weekly rates:—

(a) In the magisterial districts of Alberton, Balfour, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, East London, Germiston, Hankey, Heidelberg (Tvl.), Johannesburg, Kempton Park, Kimberley, Kirkwood, Krugersdorp, Nigel, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria (except in the Government Printing Works), Randfontein, Roodepoort, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging and Wynberg.

Day Work.

(i) Labourer of the age of 18 years or over employed in any section of the Industry other than the Silk Screen and Duplicating Sections:—

During the first year of experience ...	R10.12½
During the second year of experience ...	R10.32½
After two years' experience ...	R11.07

vinding in die Nywerheid moet in ag geneem word wanneer sy minimum loon bepaal word wat ná 24 maande diens aan hom betaalbaar is ingevolge dié betrokke skaal wat van toepassing is met die oog op die soort werk waarop hy uiteindelik in diens sal wees.

45. WERKREGLEMENT.

(1) 'n Werkgewer mag niemand anders as 'n skermmasjiënbediener toelaat om 'n kragssyskermmasjiën op te stel of daarvoor toesig te hou nie; met dien verstande egter dat 'n kunstenaar of stensilsnyer of -maker werk in register in enige sodanige masjiën mag plaas.

(2) 'n Werkgewer mag nie 'n skermmasjiënbediener toelaat om oor meer as 2 kragssyskermmasjiëne toesig te hou of hulle te bedien nie, en geen sodanige werknemer mag meer as 2 sulke masjiëne bedien of oor hulle toesig hou nie.

(3) 'n Werkgewer mag nie 'n skermmasjiënbediener verplig of toelaat om syskerm-drukeen-hede, uitgesonderd kragmasjiëne, te bedien of daarvoor toesig te hou terwyl enige masjiën aan die loop is wat deur dié skermmasjiënbediener bedien moet word of waarvoor hy moet toesig hou nie.

(4) Wanneer 'n skermmasjiënbediener toesig oor 2 kragssyskerm-drukmasjiëne moet hou, mag die masjiën/masjiëne gevoer word deur 'n werknemer wat minstens die loon ontvang wat vir skerm-bereiders (hand) voorgeskryf word—Tabel 30.

(5) Ondanks andersluidende bepalings in Hoofstuk 2 van hierdie Ooreenkoms mag 'n valmessnymasjiën wat slegs met die hand bedien kan word, in die syskerm-afdeling van die Nywerheid bedien word deur 'n werknemer wat besoldig word teen minstens die hoogste tarief wat vir skerm-bereiders (hand) in die betrokke gebied voorgeskryf word—Tabel 30.

(6) Minstens een skermwerker, of ander werknemer wat teen 'n hoër loon tarief besoldig word, moet by elke skerm in diens wees waarop rollertrekwerk gedoen word. Waar hulp by 'n besondere skerm nodig is om die roller te trek, kan boonop van arbeiders gebruik gemaak word wat besoldig word teen die tarief wat vir daardie klas werk voorgeskryf word.

HOOFSTUK 8

ARBEIDERS IN ALLE AFDELINGS VAN DIE NYWERHEID, UITGESONDERD DIE DUPLISEERAFDELING.

46. TOEPASSINGSBESTEK.

Die bepalings van hierdie hoofstuk is slegs in ondergenoemde landdrosdistrikte van toepassing:—

Albert, Alberton, Aliwal-Noord, Balfour, Barberton, Beaufort-Wes, Belfast, Bellville, Benoni, Bethal, Bethlehem, Bloemfontein, Boksburg, Brakpan, Brits, Caledon, Ceres, Christiana, Cradock, De Aar, Delmas, Dundee, Durban, Oos-Londen, Ermelo, Estcourt, Ficksburg, George, Germiston, Gordonia, Graaff-Reinet, Grahamstad, Hankey, Harrismith, Heidelberg (Tvl.), Hennenman, Johannesburg, Kempton Park, Kimberley, King William's Town, Kirkwood, Klerksdorp, Knysna, Kroonstad, Krugersdorp, Kuruman, Ladybrand, Ladysmith, Lichtenburg, Lydenburg, Mafeking, Malmesbury, Marico, Middelburg (Kaap), Middelburg (Tvl.), Montagu, Mosselbaai, Mount Currie, Nelspruit, Newcastle, Nigel, Oberholzer, Odendaalsrus, Oudtshoorn, Paarl, Parys, Pietermaritzburg, Pietersburg, Piet Retief, Pinetown, Port Elizabeth, Potchefstroom, Potgietersrus, Pretoria (uitgesonderd in Staatsdrukkery), Queenstown, Randfontein, Riversdal, Robertson, Roodepoort, Rustenburg, Senekal, Simonstad, Somerset-Oos, Somerset-Wes, Soutpansberg, Springs, Standerton, Stellenbosch, Swellendam, Die Kaap, Uitenhage, Umtata, Vanderbijlpark, Vereeniging, Volksrust, Vryburg, Vryheid, Waterberg, Welkom, Wellington, Witrivier, Witbank, Worcester, Wynberg en Zastron.

47. LOONTARIEWE.

(1) Geen werkgewer mag 'n arbeider 'n loon betaal wat minder is as onderstaande weeklikse tariewe en geen arbeider mag dit aanneem nie:—

(a) In die landdrosdistrikte Alberton, Balfour, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, Oos-Londen, Germiston, Hankey, Heidelberg (Tvl.), Johannesburg, Kempton Park, Kimberley, Kirkwood, Krugersdorp, Nigel, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria (uitgesonderd in Staatsdrukkery), Randfontein, Roodepoort, Simonstad, Springs, Die Kaap, Uitenhage, Vanderbijlpark, Vereeniging en Wynberg.

Dagwerk.

(i) Arbeider, 18 jaar of ouer, in diens in enige afdeling van die Nywerheid, uitgesonderd in die syskerm- en dupliseerafdeling:—

Gedurende eerste jaar ondervinding	R10.12½
Gedurende tweede jaar ondervinding	R10.32½
Na tweejaar ondervinding ...	R11.07

- (ii) Labourer under the age of 18 years employed in any section of the industry, other than the Silk Screen and Duplicating Sections. R0.80 per week less than the rates payable in terms of sub-paragraph (i).
- (iii) Notwithstanding the provisions of sub-paragraphs (i) and (ii), a labourer employed exclusively upon one or more of the operations mentioned in items (cc) to (kk) inclusive of the definition of that class of employee in Section 2 of this Agreement shall be paid at not less than the following weekly rates:—

- (ii) Arbeider onder 18 jaar, in diens in enige afdeling van die Nywerheid, uitgesonderd die syskerm-en dupliseer-afdeling. R0.80 per week minder as die tariewe betaalbaar ingevolge sub-paragraaf (i).
- (iii) Ondanks die bepalings van sub-paragrafe (i) en (ii) moet 'n arbeider wat uitsluitlik in diens is by een of meer van die werksaamhede genoem in items (cc) tot en met (kk) van die omskrywing van daardie klas werknemer in klousule 2 van hierdie Ooreenkoms, teen minstens ondergenoemde weeklikse tariewe besoldig word:—

DAY WORK.

	In the magisterial districts of Bellville, the Cape, Johannesburg, Simonstown, and Wynberg.	In the magisterial districts of Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Hankey, Kempton Park, Kirkwood, Krugersdorp, Nigel, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark and Vereeniging.	In the magisterial districts of Balfour, Bloemfontein, Delmas, East London, Heidelberg, (Tvl.) Kimberley, Pietermaritzburg and Pinetown.
	Per Week.	Per Week.	Per Week.
Employee:			
Under 18 years of age ..	R6.20	R5.75	R5.30
18 years of age or over ..	R8.25	R7.65	R7.05

DAGWERK.

	In die landdrosdistrikte Bellville, die Kaap, Johannesburg, Simonstad en Wynberg.	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Hankey, Kempton Park, Kirkwood, Krugersdorp, Nigel, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark en Vereeniging.	In die landdrosdistrikte Balfour, Bloemfontein, Delmas, Oos-Londen, Heidelberg (Tvl.), Kimberley, Pietermaritzburg en Pinetown.
	Per Week.	Per Week.	Per Week.
Werknemer:			
Onder 18 jaar ..	R6.20	R5.75	R5.30
18 jaar of ouer ..	R8.25	R7.65	R7.05

- (iv) Labourers employed in the Silk Screen Section in the areas mentioned below:—

- (iv) Arbeiders in diens in die syskerm-afdeling in die gebiede hieronder genoem:—

DAY WORK.

	In the magisterial districts of Bellville, the Cape, Johannesburg, Simonstown, and Wynberg.	In the magisterial districts of Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Hankey, Kempton Park, Kirkwood, Krugersdorp, Nigel, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark and Vereeniging.	In the magisterial districts of Balfour, Bloemfontein, Delmas, East London, Heidelberg, (Tvl.) Kimberley, Pietermaritzburg and Pinetown.
	Per Week.	Per Week.	Per Week.
Employee:			
Under 18 years of age ..	R6.20	R5.75	R5.30
18 years of age or over ..	R8.25	R7.65	R7.05

DAGWERK.

	In die landdrosdistrikte Bellville, die Kaap, Johannesburg, Simonstad en Wynberg.	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Hankey, Kempton Park, Kirkwood, Krugersdorp, Nigel, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark en Vereeniging.	In die landdrosdistrikte Balfour, Bloemfontein, Delmas, Oos-Londen, Heidelberg (Tvl.), Kimberley, Pietermaritzburg en Pinetown.
	Per Week.	Per Week.	Per Week.
Werknemer:			
Onder 18 jaar ..	R6.20	R5.75	R5.30
18 jaar of ouer ..	R8.25	R7.65	R7.05

- (v) Notwithstanding anything else herein contained, a labourer in the Fibre Container Section in the areas mentioned below, who is employed exclusively upon one or more of the operations mentioned in items

- (v) Ondanks andersluidende bepalings hierin, mag 'n arbeider in die afdeling veselhouers in die gebiede hieronder genoem, wat uitsluitlik in diens is op een of meer van die werksaamhede genoem in punte (cc)

(cc) to (kk) inclusive of the definition of that class of employee in Section 2 of this Agreement, may be paid at not less than the following weekly rates of wages and cost-of-living allowance, provided, however, that should the cost-of-living allowance payable in terms of War Measure No. 43 of 1942, as amended, be increased after the coming into operation of this Agreement, the cost-of-living allowances payable in terms of this paragraph shall be not less than those payable in terms of the War Measure:—

tot en met (kk) van die woordomsyrywing van daardie klas werknemer in klousule 2 van hierdie Ooreenkoms, besoldig word teen minstens ondergenoemde weeklikse loontariewe en lewenskostetoelae, met dien verstande egter dat indien die lewenskostetoelae betaalbaar ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, verhoog word ná die inwerkingtreding van hierdie Ooreenkoms, die lewenskostetoelae betaalbaar ingevolge hierdie paragraaf, nie minder mag wees nie as dié wat ingevolge die Oorlogsmaatreël betaalbaar is:—

DAY WORK.

	In the magisterial district of the Cape.	In the magisterial districts of Bellville, Hankey, Johannesburg, Kirkwood, Port Elizabeth, Simonstown, Uitenhage and Wynberg.	In the magisterial districts of Alberton, Balfour, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg, Tvl., Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.	In the magisterial districts of Bloemfontein, Durban, East London, Kimberley and Pietermaritzburg.	In the magisterial district of Pinetown.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
Employee under 18 years of age ..	R3.47½	R3.30	R3.07½	R3.00	R3.00
C.O.L.A. ..	2.15	2.15	2.15	2.05	1.90
Total ..	R5.62½	R5.45	R5.22½	R5.05	R4.90
18 years of age and over ..	R5.00	R4.60	R4.50	R4.10	R4.00
C.O.L.A. ..	2.80	2.70	2.55	2.55	2.40
Total ..	R7.80	R7.30	R7.05	R6.65	R6.40

DAGWERK.

	In die landdrosdistrik die Kaap.	In die landdrosdistrikte Bellville, Hankey, Johannesburg, Kirkwood, Port Elizabeth, Simonstad, Uitenhage en Wynberg.	In die landdrosdistrikte Alberton, Balfour, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging.	In die landdrosdistrikte Bloemfontein, Durban, Oos-Londen, Kimberley en Pietermaritzburg	In die landdrosdistrik Pinetown.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
Werknemer onder 18 jaar ..	R3.47½	R3.30	R3.07½	R3.00	R3.00
L.K.T. ..	2.25	2.15	2.15	2.05	1.90
Totaal ..	R5.62½	R5.45	R5.22½	R5.05	R4.90
18 jaar of ouer ..	R5.00	R4.60	R4.50	R4.10	R4.00
L.K.T. ..	2.80	2.70	2.55	2.55	2.40
Totaal ..	R7.80	R7.30	R7.05	R6.65	R6.40

(b) In the other magisterial districts mentioned in Section 46 of this Agreement:—

(b) In die ander landdrosdistrikte genoem in klousule 46 van hierdie Ooreenkoms:—

DAY WORK.

	In the magisterial districts of Paarl, Somerset West, Stellenbosch, Wellington and Worcester.	In the magisterial districts of Hennenman, Klerksdorp, Kroonstad, Oberholzer, Odendaalsrus and Welkom.	In the magisterial districts of Beaufort West, Caledon, Ceres, George, Gordonias, Knysna, Malmesbury, Montagu, Mossel Bay, Oudtshoorn, Potchefstroom, Riversdale, Robertson and Swellendam.	In the magisterial districts of Bethlehem, Cradock, De Aar, Graaff-Reinet, Grahamstown, Harrismith, King William's Town, Middelburg, (Cape), Parys, Queenstown, Somerset East, Standerton, Volksrust and Witbank.	In the magisterial districts of Albert, Aliwal North, Barberton, Bethal, Brits, Ermelo, Estcourt, Ficksburg, Kuruman, Ladybrand, Ladysmith, Lichtenburg, Lydenburg, Middelburg (Tvl.), Nelspruit, Pietersburg, Rustenburg, Senekal, Vryburg and White River.	In the magisterial districts of Belfast, Christiana, Dundee, Kokstad, Mafeking, Marico, Newcastle, Piet Retief, Potgietersrus, Soutpansberg, Umtata, Vryheid, Waterberg and Zastron.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
Employee: Under 18 years of age ..	R5.92½	R5.57½	R5.40	R5.25	R4.72½	R4.55
18 years of age and over ..	R7.05	R6.80	R6.30	R6.05	R5.65	R5.40

DAGWERK.

	In die landdrostrikte Paarl, Somerset-Wes, Stellenbosch, Wellington, en Worcester.	In die landdrostrikte Hennenman, Klerksdorp, Kroonstad, Oberholzer, Odendaalsrus, en Welkom.	In die landdrostrikte Beaufort-Wes, Caledon, Ceres, George, Gordonias, Knysna, Malmesbury, Montagu, Mosselbaai, Oudtshoorn, Potchefstroom, Riversdal, Robertson en Swellendam.	In die landdrostrikte Bethlehem, Cradock, De Aar, Graaff-Reinet, Grahamstad, Harrismith, King William's Town, Middelburg, (Kaa), Parys, Queenstown, Somerset-Oos, Standerton, Volksrus en Witbank.	In die landdrostrikte Albert, Aliwal-Noord, Barberton, Bethal, Brits, Ermelo, Estcourt, Ficksburg, Kuruman, Ladybrand, Ladysmith, Lichtenburg, Lydenburg, Middelburg (Tvl.), Nelspruit, Pietersburg, Rustenburg, Senekal, Vryburg, en Witrivier.	In die landdrostrikte Belfast, Christiana, Dundee, Kokstad, Mafeking, Marico, Newcastle, Piet Retief, Potgietersrus, Soutpansberg, Umtata, Vryheid, Waterberg en Zastron.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
Arbeidster:						
Onder 18 jaar ..	R5.92½	R5.57½	R5.40	R5.25	R4.72½	R4.55
18 jaar of ouer ..	R7.05	R6.80	R6.30	R6.05	R5.65	R5.40

(c) A labourer employed upon night work shall be paid at a rate not less than 10 per cent higher than the rate payable to him in terms of this sub-section for day work.

2) Notwithstanding anything to the contrary contained in this reement, a labourer may be employed on driving a motoroter, motorized tricycle, motorized bicycle or similar vehicle. The employer shall pay a labourer so employed and no such employee shall accept wages at less than the following weekly rates:—

Where the engine is 50 c.c.s. or less	R8.47½
Where the engine is more than 50 c.c.s.:—	
During the first year of experience	R10.12½
During the second year of experience	R10.32½
After two years' experience	R11.07

3) When a labourer has agreed to accept board and/or lodging from his employer, a deduction not exceeding the amounts specified hereunder may be made from his wages:—

For board, per week	30c
For lodging, per week	20c
For board and lodging, per week	50c

(4) The minimum rate at which remuneration shall be paid by employer to a casual labourer, for each day of employment, shall be one-fifth of the weekly remuneration prescribed in accordance with the type of work done for an adult labourer—factory or Unskilled—in his first year of employment, and for a shorter period than one day at the rate of one forty-fourth of the daily weekly wage for each hour or portion of an hour worked.

(5) For the purpose of ascertaining the hourly rate of remuneration of a labourer, the weekly remuneration payable to the employee concerned at the time, being not less than the minimum provided in this Agreement, shall be divided by the number of hours specified in Section 48, and for the purpose of ascertaining the daily rate, such hourly rate shall be multiplied by the number of hours normally worked during the day affected.

(6) Notwithstanding anything else herein contained a labourer employed at the date of coming into operation of this Agreement is entitled to a higher wage than that prescribed for his class shall be paid, such higher wage while in the service of the same employer.

(7) An employer shall not employ any person under the age of 16 years as a labourer.

48. HOURS OF WORK.

(1) The ordinary hours of work of labourers shall be 44 hours per working week.

(2) An employer shall arrange the ordinary working hours of labourers in his establishment so as to provide for an afternoon (excluding Sunday); provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off, or one whole day per fortnight, may be substituted for one afternoon off per week; and provided further, that the normal working hours, excluding meal times on any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed 9½ hours.

(3) An employer shall arrange the working hours on all days except the working time exceeds five hours so as to allow for break of at least one hour after five hours' continuous work; provided that for this purpose work interrupted by breaks of

(c) 'n Arbeider in diens op nagwerk moet betaal word teen 'n tarief van minstens 10 persent hoër as die tarief betaalbaar aan hom ingevolge hierdie subklousule vir dagwerk.

(2) Ondanks andersluidende bepalings in hierdie Ooreenkoms mag 'n arbeider in diens wees om 'n bromponie, motordriewiel, motortrappfiets of dergelike voertuig te bestuur. Geen werkgewer mag 'n arbeider wat aldus in diens is, laer weeklikse tariewe betaal, en geen werknemer mag laer tariewe as ondergenoemde weeklikse tariewe aanneem nie:—

As enjin 50 c.c. of minder is	R8.47½
As enjin meer as 50 c.c. is:—	
Gedurende eerste jaar ondervinding	R10.12½
Gedurende tweede jaar ondervinding	R10.32½
Na 2 jaar ondervinding	R11.07

(3) Ingeval 'n arbeider ingestem het om etes en/of huisvesting van sy werkgewer aan te neem, mag 'n aftrekking van hoogstens ondergenoemde bedrae van sy loon gedoen word:—

Vir etes, per week	30c
Vir huisvesting, per week	20c
Vir etes en huisvesting, per week	50c

(4) Die minimum tarief waarteen besoldiging deur 'n werkgewer aan 'n los arbeider betaal moet word vir elke dag diens, is een vyfde van die weeklikse besoldiging voorgeskryf, ooreenkomstig die soort werk gedoen, vir 'n volwasse arbeider—fabrieks- of ongeskoolde arbeider—in sy eerste jaar diens, en vir 'n korter tydperk as een dag teen 'n tarief van een vier-enveertigste van genoemde weekloon vir elke uur of gedeelte van 'n uur gewerk.

(5) Ten einde die uurtarief van besoldiging van 'n arbeider vas te stel, moet die weeklikse besoldiging wat aan die betrokke werknemer op daardie tydstop betaalbaar is, wat minstens die minimum, moet wees wat in hierdie Ooreenkoms voorgeskryf word, gedeel word deur die getal ure gespesifiseer in klousule 48, en ten einde die daaglikse tarief vas te stel, moet sodanige uurtarief vermenigvuldig word met die getal ure wat normaalweg gedurende die betrokke dag gewerk word.

(6) Ondanks andersluidende bepalings hierin, moet 'n arbeider wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang as dié wat vir sy klas voorgeskryf word, betaal word teen sodanige hoër loon terwyl hy by dieselfde werkgewer in diens is.

(7) 'n Werkgewer mag niemand onder die ouderdom van 16 jaar as 'n arbeider in diens hê nie.

48. WERKURE.

(1) Die gewone werkure van arbeiders moet 44 uur per werkweek wees.

(2) 'n Werkgewer moet die gewone werkure van arbeiders in sy inrigting so reël dat voorsiening gemaak word vir 'n namiddag vry (uitgesonderd Sondag); met dien verstande dat in die geval van inrigtings vir middagkoerante waar nie voorsiening vir 'n vry namiddag gemaak kan word nie, 'n gelyke tyd vry of een hele dag per 14 dae in plaas van 1 namiddag vry gegee kan word; en voorts met dien verstande dat die gewone werkure, uitgesonderd maaltye, op enige dag hoogstens 8½ moet wees, uitgesonderd in inrigtings waar die gewone week se werk in 5 dae voltooi word, en in dié geval moet die gewone dag se werk nie meer as 9½ uur wees nie.

(3) 'n Werkgewer moet die werkure op alle dae waarop die werkdag meer as 5 uur is, so reël dat voorsiening gemaak word vir 'n pouse van minstens 1 uur ná 5 uur ononderbroke werk; met dien verstande dat vir dié doel, werk wat onderbreek word

less than one hour shall be deemed to be continuous. An employer shall not require or permit a female employee to work between 6 p.m. and 6 a.m. or after 1 p.m. on more than five days in any calendar week.

(4) Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorize a schedule of working hours for the employees concerned.

(5) Labourers on maintenance whose duties require that they should work on Sundays may be authorized by an exemption certificate issued by the Local Joint Board, or by the Standing Committee where no Joint Board exists, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours worked on Sundays in excess of the hours so stipulated shall be paid for at the rates prescribed by Section 49 of this Agreement.

(6) An employer who requires any of his regular labourers to work short time shall give such employees at least 12 hours' notice thereof. An employer shall pay to any such employee working short time not less than 24 hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit the performance of work necessitated by a special emergency.

(8) For the purposes of this Agreement, the day of the commencement of a shift shall determine the day on which that shift is worked and all time worked on that shift, including any time in excess of the normal hours of the shift, shall be deemed to have been worked on the same day.

49. OVERTIME.

(1) All time worked by a labourer during any working week in excess of the maximum number of ordinary hours of work prescribed in Section 48 (1) of this Agreement shall be deemed to be overtime; provided, however, that ordinary time lost by an employee because of illness or at the request or by permission of his employer shall not be required to be made up before remuneration for overtime becomes payable.

(2) Subject to the provisions of sub-section (3) hereof, no employer shall pay and no labourer shall accept remuneration for overtime worked at less than one and one-third times the remuneration payable for ordinary time calculated in terms of Section 47 (5) of this Agreement.

(3) (a) Save in respect of night workers in an establishment producing a morning newspaper, and in respect of maintenance labourers exempted to work on Sunday, and subject to sub-section (4) hereof, an employer shall pay a labourer who works on a Sunday remuneration at the following rates, either—

- (i) double the remuneration payable in respect of the period ordinarily worked by him on a week-day; or
- (ii) one and one-third times his ordinary rate for the total period worked on such Sunday, and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(b) All time worked on a Sunday by a labourer, in respect of whom paragraph (a) is applicable, in excess of the period ordinarily worked by him on a week-day shall be paid for at double time.

(4) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the overtime rate payable to the labourers concerned shall be as stated in sub-section (2) hereof.

(5) An employer shall not require or permit an employee to work overtime for a total period exceeding, in any one working week—

- (a) ten hours; or
- (b) a number of hours (which may exceed ten) fixed by the Local Joint Board, or the Standing Committee where no Joint Board exists, by notice in writing to the employer, specifying the employee or class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.

(6) The provisions of Section 13 (3) hereof shall apply in respect of female labourers.

50. HOLIDAYS.

(1) Every employer shall grant to every labourer in his employ in respect of each period of 12 months' employment by him, and not later than two months after the termination of the said period (except as provided in sub-sections (8) and (9) of this section), leave of absence on full pay of not less than three weeks; provided that—

deur pouses van minder as 1 uur, as aaneenlopend geag mo word. 'n Werkgewer mag nie 'n vroulike werknemer verplig toelaat om tussen 6 nm. en 6 vm. of ná 1 nm. op meer as 5 da in 'n kalenderweek te werk nie.

(4) Nagwerkers op oggendkoerante mag verplig word o Sondag te werk as deel van hul gereelde skof. Ingeval daard van die werk wat in 'n inrigting verrig word, vereis d sekere werknemers in 'n skof moet werk wat van die gewo dag- of nagskof verskil, mag die Staande Komitee 'n staat v werkure vir die betrokke werknemers magtig.

(5) Arbeiders wat onderhoudswerk verrig en wie se werksaar hede vereis dat hulle op Sondag werk, kan deur 'n vrystelling sertifikaat, uitgereik deur die plaaslike Gesamentlike Raad, deur die Staande Komitee waar geen Gesamentlike Raad bestaan, gemagtig word om op Sondag te werk teen gewone loo tariewe, vir 'n getal ure wat in die vrystellingsertifikaat gestip leer moet word; en vir alle ure gewerk op Sondag bo die get ure aldus gestipuleer, moet betaal word teen die tariewe voo geskryf by klousule 49 van hierdie Ooreenkoms.

(6) 'n Werkgewer wat van enigeen van sy gereelde arbeide vereis om korttyd te werk, moet dié werknemers minstens uur kennis hiervan gee. 'n Werkgewer moet aan enige sodani werknemer wat korttyd werk, minstens 24 uur se loon in werkweek betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder 8 uur verloop tussen die einde van een dag of nag se werk en die begin van 'n ander deur dieselfde werknemer nie. Werk spesiale noodgevalle word nie hierdeur verbied nie.

(8) Vir die toepassing van hierdie Ooreenkoms, bepaal d dag waarop 'n skof begin, die dag waarop dié skof gewerk wor en dit moet beskou word dat alle tyd op dié skof gewerk, m inbegrip van alle tyd bo die normale getal ure van die skof, d dieselfde dag gewerk is.

49. OORTYD.

(1) Alle tyd deur 'n arbeider gedurende 'n werkweek gewo bo die maksimum getal gewone werkure wat in klousule 48 (van hierdie Ooreenkoms voorgeskryf word, moet as oortyd b skou word; met dien verstande egter dat gewone tyd wat 'n wer nemer verloor as gevolg van siekte of op versoek of toestee ming van sy werkgewer, nie ingehaal hoef te word voordat b soldiging vir oortydwerk betaalbaar word nie.

(2) Behoudens subklousule (3) hiervan, mag geen werkgew 'n arbeider vir oortyd wat hy gewerk het, besoldig teen mind as een en 'n derde maal die besoldiging betaalbaar vir gewo tyd bereken ingevolge klousule 47 (5) van hierdie Ooreenkome en mag geen werknemer dit aanneem nie.

(3) (a) Uitgesonderd ten opsigte van nagwerkers in 'n inrigting wat 'n oggendkoerant druk, en ten opsigte van onderhoudsarbe ders wat by vrystelling op Sondag mag werk, en behoudens su klousule (4) hiervan, moet 'n werkgewer 'n arbeider wat op Sondag werk, besoldiging teen ondergenoemde tariewe betaal hetsy—

- (i) dubbel die besoldiging betaalbaar ten opsigte van die ty perk gewoonlik deur hom op 'n weekdag gewerk; of
- (ii) een en 'n derde maal sy gewone tarief vir die totale ty perk op dié Sondag gewerk, en hom binne 7 dae van dié Sondag 1 dag verlof toestaan en hom ten opsigte daa van besoldiging betaal teen 'n tarief van minstens sy g wone loontarief asof hy op dié verlofdag sy gemiddell gewone werkure vir daardie dag van die week gewerk h

(b) Vir alle tyd gewerk op 'n Sondag deur 'n arbeider ten o sigte van wie paragraaf (a) van toepassing is, bo die getal u wat hy gewoonlik op 'n weekdag werk, moet teen 2 maal d gewone tarief betaal word.

(4) In gevalle, waarin dié gereelde personeel op Saterdag Sondag werk in verband met die druk van laat Saterdaggaan en Sondagkoerante, moet die oortydtarief wat aan die betrok arbeiders betaalbaar is, wees soos in subklousule (2) hiervan g spesifiseer.

(5) 'n Werkgewer mag nie van 'n werknemer vereis of hom to laat om in 'n week meer oortyddiens as ondergenoemde tota tydperke te werk nie—

- (a) 10 uur; of
- (b) 'n getal ure (wat meer as 10 mag wees) vasgestel deur d plaaslike Gesamentlike Raad of die Staande Komitee wa geen Gesamentlike Raad bestaan nie, deur skriftelike ke nisgewing aan die werkgewer waarin die werknemer of kl werknemer op wie die kennisgewing van toepassing is, aa gedui moet word, asook die tydperk waarvoor en die voo waardes waarop dit geldig is.

(6) Die bepalinge van klousule 13 (3) hiervan is van toepassin op vroulike arbeiders.

50. VERLOF.

(1) Elke werkgewer moet aan elke arbeider in sy diens ten o sigte van elke tydperk van 12 maande diens by hom, en nie lat as 2 maande na die beëindiging van genoemde tydperk nie (b halwe soos bepaal in subklousules 8 en 9 van hierdie klousul verlof met volle besoldiging van minstens 3 weke toestaan; m dien verstande dat—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment; and
- (b) if any public holiday referred to in sub-section (10) hereof falls within the period of such leave, such holiday shall be added to the said period as a further period of leave of absence on full pay.

(2) The employer shall pay to a labourer to whom leave is granted under sub-section (1) hereof his pay in respect of the period of leave not later than the last working day before the commencement of the said period. Where payment is made by cheque, facilities shall be granted to the employee concerned to enable him to cash the cheque on the last working day before leaving on leave.

(3) Upon termination of employment, the employer shall pay a labourer—

- (a) his full pay in respect of any period of leave which has accrued to him but was not granted before the date of termination of employment; and
- (b) three forty-ninths of a week's pay in respect of each week of service with the employer after he last became entitled to leave in terms of sub-section (1) hereof, or, in the case of an employee who has been employed for less than 12 months, for each week of service with the employer. Broken weeks shall be paid for in proportion.

(4) Any period during which a labourer—

- (a) is on leave in terms of sub-section (1) hereof; or
- (b) is absent from work on the instructions or at the request of his employer;
- (c) is absent from work owing to illness; or
- (d) is absent from work as a result of an injury sustained while working;

shall be deemed to be employment for the purposes of sub-sections (1) and (3) hereof; provided that—

- (i) the provisions of paragraph (c) shall not apply in respect of any period of absence owing to illness of more than three consecutive days, if the employee, not being an employee referred to in sub-paragraph (ii) fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work or in respect of that portion of any total period of absence during any 12 months of employment which is in excess of 30 days;
- (ii) a labourer whose employer is required in terms of any regulation under the Native Labour Regulation Act, 1911 (Act No. 15 of 1911), to provide for the care and treatment of such employee when sick or injured shall not be required to submit a certificate by a medical practitioner in respect of any period of absence referred to in sub-paragraph (i).

(5) Any amount paid to a labourer in terms of sub-section (2) sub-section (3) hereof shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date on which the leave became due or his employment terminated, as the case may be.

(6) In this section the expression "employer" includes—

- (a) In the case of the death of an employer, the executor of his estate, or his heir or legatee; and
- (b) In the case of the insolvency of an employer or the liquidation of his estate, or the transfer or sale of his business, the trustee or liquidator or the new owner of the business;

such executor, heir, legatee, trustee, liquidator or new owner continues to employ that employee.

(7) For the purposes of this section employment shall be deemed to commence from—

- (a) the date on which the labourer entered the employer's service; or
- (b) the first day of September, 1941, whichever is the later.

(8) In the municipal area of Cape Town an employer may arrange for his labourers to take their annual leave in the form of one week between Christmas and New Year and the balance ordinary or statutory holidays to make up the full number of years' leave of absence provided in sub-section (1) hereof.

(9) Subject to the provisions of sub-section (8) hereof, the Exemption Committee may issue an exemption certificate authorising the accumulation of the holiday leave due to a labourer in terms of sub-section (1) hereof; provided that in the event of the accumulation of such leave the money due to the employee for each 12 months' leave shall be deposited by the employer in an officer of the Council to be designated in the exemption certificate, to be held in trust for such employee until he takes the holiday leave due to him, when it shall be paid to him prior to his proceeding on leave.

(a) die tydperk van die verlof nie mag saamval met enige tydperk waarin die werknemer onder diensopsegging staan nie; en

(b) as enige openbare vakansiedag wat in subklousule (10) hiervan genoem word, binne die tydperk van dié verlof val, dié vakansiedag by genoemde tydperk as 'n verdere verloftydperk met volle besoldiging gevoeg moet word.

(2) Die werkgewer moet aan 'n arbeider aan wie verlof ingevolge subklousule (1) hiervan toegestaan word, sy loon op of voor die laaste werkdag vóór die aanvang van genoemde tydperk betaal. Ingeval betaling per tjek plaasvind, moet geriewe aan die betrokke werknemer gegee word om hom in staat te stel om die tjek te wissel op die laaste werkdag voordat hy met verlof gaan.

(3) By diensbeëindiging moet die werkgewer 'n arbeider soos volg betaal—

(a) sy volle loon ten opsigte van enige tydperk van verlof wat vir hom opgehoop het maar nie voor die datum van diensbeëindiging aan hom toegestaan is nie; en

(b) drie nege-en-veertigstes van 'n week se loon ten opsigte van elke week diens by die werkgewer nadat hy laas op verlof geregtig geword het ingevolge subklousule (1) hiervan, of, in die geval van 'n werknemer wat minder as 12 maande in diens was, vir elke week diens by die werkgewer. Vir gedeeltes van weke moet na verhouding betaal word.

(4) Enige tydperk waarin 'n arbeider—

- (a) met verlof is ingevolge subklousule (1) hiervan; of
- (b) van die werk afwesig is op las of op versoek van sy werkgewer;
- (c) van die werk afwesig is weens siekte; of
- (d) van die werk afwesig is as gevolg van 'n besering opgedoen terwyl hy gewerk het;

moet vir die toepassing van subklousules (1) en (3) hiervan as diens geag word; met dien verstande dat—

(i) die bepaling van paragraaf (c) nie van toepassing is nie ten opsigte van enige tydperk van afwesigheid weens siekte van meer as 3 opeenvolgende dae, as die werknemer, wat nie 'n werknemer is soos bedoel by subparagraaf (ii) nie, versuim, nadat hy deur die werkgewer om so 'n sertifikaat versoek is, om aan die werkgewer 'n sertifikaat van 'n mediese praktisyn voor te lê wat verklaar dat hy deur siekte verhinder was om sy werk te doen of ten opsigte van daardie gedeelte van enige totale tydperk van afwesigheid gedurende enige 12 maande diens wat meer as 30 dae is;

(ii) dit nie van 'n arbeider, wie se werkgewer kragtens enige regulasie onder die Naturelle-arbeid Regeringswet, 1911, (Wet No. 15 van 1911), verplig is om voorsiening te maak vir die sorg en behandeling van sodanige werknemer wanneer hy siek of beseer is, verwag moet word om 'n sertifikaat deur 'n mediese praktisyn ten opsigte van enige tydperk van afwesigheid genoem in subparagraaf (1), voor te lê nie.

(5) Enige bedrag wat aan 'n arbeider kragtens subklousule (2) of subklousule (3) hiervan betaal word, moet bereken word teen die loontarief wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword het, of sy diens beëindig is, na gelang van die geval.

(6) In hierdie klousule omvat die uitdrukking „werkgewer” die volgende—

- (a) in geval van die dood van 'n werkgewer, die eksekuteur van sy boedel, of sy erfgenaam of legataris; en
- (b) in geval van die insolvensie van 'n werkgewer of die likwidering van sy boedel, of die oordrag of verkoop van sy besigheid, die trustee of likwideerder of die nuwe eienaar van die besigheid;

indien sodanige eksekuteur, erfgenaam, legataris, trustee, likwideerder of nuwe eienaar voortgaan om daardie werknemer in diens te hê.

(7) Vir die toepassing van hierdie klousule word diens geag te begin vanaf—

- (a) die datum waarop die arbeider by die werkgewer in diens getree het; of
- (b) die eerste dag van September 1941, naamlik die jongste datum.

(8) In die munisipale gebied van Kaapstad mag 'n werkgewer reëlings tref dat sy arbeiders hul jaarlikse verlof neem in die vorm van 1 week tussen Kersdag en Nuwejaar en die orige gedeelte op gewone of wetlike vakansiedae ten einde die volle getal dae verlof te geniet waarvoor voorsiening in subklousule (1) hiervan gemaak word.

(9) Behoudens die bepalinge van subklousule (8) hiervan mag die Staande Komitee 'n vrystellingsertifikaat uitreik wat die ophoping magtig van verlof wat aan 'n arbeider ingevolge subklousule 1 hiervan verskuldig is; met dien verstande dat in geval van die ophoping van sodanige verlof, die geld wat aan die werknemer verskuldig is vir elke 12 maande verlof, deur die werkgewer gedeponeer moet word by 'n beambte van die Raad wat in die vrystellingsertifikaat genoem moet word, om vir sodanige werknemer in trust gehou moet word totdat hy die verlof neem wat aan hom verskuldig is, wanneer dit aan hom betaal moet word voordat hy met verlof gaan.

(10) (a) If a labourer is in the employ of his employer the day prior to and also subsequent to the special holiday mentioned and does not work on New Year's Day, the Day of the Covenant, Good Friday, Ascension Day or Christmas Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(b) Whenever a labourer works on New Year's Day, the Day of the Covenant, Good Friday, Ascension Day or Christmas Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked.

(c) For the purposes of paragraphs (a) and (b) of this subsection, Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday as a paid holiday.

(11) An employer who proposes to make any deduction from the period of annual leave normally granted or in respect of a special holiday, shall submit full details of the matter to the Standing Committee through the Joint Board for the area concerned, if any.

CHAPTER 9.

DUPLICATING SECTION.

51. SCOPE OF APPLICATION.

The provisions of this Chapter shall apply only in respect of those employees employed in the Duplicating Section for whom wage rates are prescribed in Section 53; provided, however, that, with the exception of labourers, employees, the product of whose labour on any particular day or days is not intended for direct monetary reward to the employer, but is intended exclusively for the personal administration of the employer's business, shall not be covered by the terms of this Chapter in respect of the day or days on which such work is performed.

52. DEFINITIONS.

For the purposes of this Chapter unless inconsistent with the context—

"duplicator operator" means an employee who operates a duplicating machine and who may in addition operate an electronic stencil making machine;

"duplicating paper cutterman" means an employee employed upon the cutting of duplicating paper to standard sizes for resale, or for use in the business of the employee's employer, by means of a power or manually operated cutting machine;

"experience" means the period of employment in connection with duplicating as defined calculated without making any adjustment in respect of any short time, part time or over-time worked during such employment, but excluding employment as a general worker;

"general worker" means an employee who is engaged in any one or more of the following capacities, duties or operations—

- (1) affixing postage stamps on letters, parcels or other articles for posting or using a manually operated franking machine;
- (2) affixing printed or ready addressed labels on to bottles, bales, boxes or other packages;
- (3) assembling boxes from shooks by hand;
- (4) assisting on delivery vehicles;
- (5) carrying, moving or stacking goods, or unpacking goods;
- (6) changing wheels or repairing punctures;
- (7) cleaning premises or vehicles, furniture, utensils, filter presses, machinery, implements, tools or other articles on his employer's premises;
- (8) collecting cash in the case of C.O.D. sales or accepting written orders;
- (9) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or other hand or foot propelled vehicle;
- (10) feeding or taking off from automatic or semi-automatic machines, moving belt or platform;
- (11) folding or enveloping mail;
- (12) guarding movable property during the business hours of an establishment;
- (13) loading or unloading vehicles;
- (14) making or maintaining fires or removing refuse or ashes.
- (15) making tea or similar beverages for, or serving tea or similar beverages to, employees or his employer or guests, or cooking rations;
- (16) marking, branding or stencilling bales, tins, boxes or other packages by hand;
- (17) mailing boxes by hand or repairing boxes or crates;

(10) (a) As 'n arbeider in diens van sy werkgever is op dag vóór en ook ná die spesiale vakansiedag genoem, en nie Nuwejaarsdag, Geloftedag, Goeie Vrydag, Hemelvaartdag, Kersdag werk nie, moet sy werkgever hom ten opsigte sodanige dag besoldig teen 'n tarief van minstens sy gewone lo tarief asof hy op sodanige dag sy gemiddelde gewone werk vir daardie dag van die week gewerk het.

(b) Wanneer 'n arbeider op Nuwejaarsdag, Geloftedag, Goeie Vrydag, Hemelvaartdag of Kersdag werk, moet sy werkgever h besoldig teen 'n tarief van minstens sy gewone loontarief opsigte van die totale tydperk op sodanige dag gewerk, benev die besoldiging waarop hy geregtig sou gewees het as hy aldus gewerk het nie.

(c) Vir die toepassing van paragrawe (a) en (b) van hier subklousule mag Paasmaandag (of Paassondag in die geval nagwerkers op oggendkoerante) in die plek gestel word Goeie Vrydag as 'n vakansiedag met betaling.

(11) 'n Werkgever wat voornemens is om enige aftrekking die tydperk van jaarlikse verlof te doen wat gewoonlik t gestaan word of ten opsigte van 'n spesiale vakansiedag, m volle besonderhede van die saak aan die Staande Komitee d tussenkoms van die Gesamentlike Raad vir die betrokke geb as daar een is, voorlê.

HOOFSTUK 9.

DUPLISEERAFDELING.

51. TOEPASSINGSBESTEK.

Die bepalings van hierdie hoofstuk is slegs van toepassing opsigte van daardie werknemers in diens in die dupliseerafdel vir wie loontariewe in klousule 53 voorgeskryf word; met c verstande egter dat, met uitsondering van arbeiders, werknem wie se werkprodukt op 'n besondere dag of dae nie vir regstree geldelike beloning aan die werkgever bedoel is nie, maar sl vir die persoonlike administrasie van die werkgever se besigh nie deur hierdie hoofstuk gedek word ten opsigte van die dag dae waarop sodanige werk verrig word nie.

52. WOORDOMSKRYWINGS.

Vir die toepassing van hierdie hoofstuk beteken, tensy dit bestaanbaar met die samehang is,—

„dupliseermasjienbediener", 'n werknemer wat 'n dupliser masjien bedien en wat daarbenewens 'n elektroniese ster sijnmasjien mag bedien;

„dupliseerpapiersnyer" 'n werknemer wat dupliseerpapier standaardgroottes vir herverkoping sny, of vir gebruik die besigheid van die werknemer se werkgever, deur mic van 'n krag- of handsnynmasjien;

„ondervinding" die tydperk van diens in verband dupliserings soos omskryf, bereken sonder om enige a passing te maak ten opsigte van korttyd, deelytde of c tyd gewerk gedurende sodanige diens, maar uitgesond diens as 'n algemene werker;

„algemene werker" 'n werknemer wat in diens is in een of m van ondergenoemde hoedanighede, pligte of werksa hede—

- (1) posseëls op briewe, pakkette of ander artikels f wat gepos moet word, of 'n handfrankeermasjien dien;
- (2) gedrukte of klaar geadresseerde etikette aan bot bale, kaste of ander pakkies heg;
- (3) kaste van duie met die hand aanmekeer sit;
- (4) op afleweringvoertuie help;
- (5) goedere dra, verskuif of opstapel of goedere uitf
- (6) wiele omruil of lekke heelmaak;
- (7) persele of voertuie, meubels, gerei, filterperse, n jinerie, implemente, gereedskap of ander artikels of werkgever se perseel skoonmaak;
- (8) kontant in die geval van K.B.A.-verkope invorder skriftelike bestellings aanneem;
- (9) briewe, boodskappe of goedere te voet of met 'n ti fiets, driewiel of ander hand- of voetvoertuig afle of vervoer;
- (10) outomatiese of halfoutomatiese masjiene, bewege band of platform voer of daarvan afneem;
- (11) pos opvo of in koeverte sit;
- (12) roerende eiendom gedurende die besigheidsure var inrigting bewaak;
- (13) voertuie laai of aflaai;
- (14) vuurmaak of vure aan die gang hou of afval of verwyder;
- (15) tee of dergelike drankke maak of tee of derge drankke opdien aan werknemers of sy werkgever gaste, of rantsoene kook;
- (16) bale, blikke, kaste of ander pakkies met die h merk, brandmerk of stensil;
- (17) kaste met die hand aanmekeer spyker of kaste kratte heelmaak;

- (18) oiling or greasing machinery or vehicles, other than motor vehicles;
- (19) opening or closing doors or windows or bales, boxes or other packages;
- (20) operating a goods lift or hoist;
- (21) packing articles of uniform size and number into containers specially designed to contain such articles, or packing articles or specific groups of articles into containers specially designed to contain such articles, or groups of articles, or packing articles into open containers for local delivery;
- (22) sorting packages, parcels or stencils or wrapping parcels;
- (23) strapping or wiring boxes;
- (24) using rubber or other stamps, involving no discretion;
- (25) washing overalls, uniforms or protective clothing;
- (26) gathering or stapling of duplicated matter.

53. WAGES.

(1) No employer shall pay and no employee shall accept wages at rates lower than the following:—

(a) Duplicating Paper Cuttermen:—

	All Areas. Per Week.
Employed on the operation of a cutting machine designed for operation by power	R25.00
Employed on the operation of a cutting machine designed solely for manual operation	13.00

(b) Typists and Stencil Cutters and Duplicator Operators:—

In the magisterial districts of Bellville, the Cape, Johannesburg, Simonstown and Wynberg:

Typists and Stencil Cutters.

MALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R10.50	R45.50
Second year	14.40	62.40
Third year	17.76	76.96
Fourth year	21.18	91.78
Fifth year	25.78	111.72
Thereafter	28.15	121.99

FEMALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R10.50	R45.50
Second year	11.98	51.92
Third year	14.40	62.40
Fourth year	15.68	67.95
Fifth year	15.68	67.95
Thereafter	17.37	75.27

Duplicator Operators.

MALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R6.80	R29.46
Second year	9.15	39.65
Third year	11.62	50.36
Fourth year and thereafter	13.94	60.41

FEMALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R6.80	R29.47
Second year	7.55	32.72
Third year	9.15	39.65
Fourth year and thereafter	9.93	43.03

In all other areas.

Typists and Stencil Cutters.

MALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R9.38	R40.65
Second year	11.99	51.95
Third year	14.40	62.40
Fourth year	16.96	73.49
Fifth year	19.44	84.24
Thereafter	26.15	113.31

- (18) masjinerie of voertuie, uitgesonderd motorvoertuie, olie of smeer;
- (19) deure of vensters of bale, kaste of ander pakkies oopmaak of toemaak;
- (20) 'n goederehyser of -hystoestel bedien;
- (21) artikels van eenvormige grootte en getal verpak in houters wat spesiaal ontwerp is om sulke artikels te bevat, of artikels of spesifieke groepe artikels verpak in houters wat spesiaal ontwerp is om sulke artikels of groepe artikels te bevat, of artikels in oop houters vir plaaslike aflewering verpak;
- (22) pakkies, pakkette of stensils sorteer of pakkette toedraai;
- (23) bande of draad om kaste sit;
- (24) rubber- of ander stempels gebruik wat geen onderskeidingsvermoë verg nie;
- (25) oorpakke, uniforms of beskermende kleres was;
- (26) gedupliseerde werk bymeekaarmaak of vaskram.

53. LONE.

(1) Geen werkgewer mag laer loontariewe as ondergenoemde betaal en geen werknemer mag laer loontariewe aanneem nie:—

(a) Dupliseerpapiersnyers:—

	Alle gebiede. Per Week.
Vir bediening van 'n kragstymasjien	R25.00
Vir bediening van 'n stymasjien wat slegs met die hand werk	13.00

(b) Tiksters en stensilsnyers en dupliseermasjienbedieners:—

In die landdrosdistrikte Bellville, die Kaap, Johannesburg, Simonstad en Wynberg:

Tiksters en Stensilsnyers.

MANS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R10.50	R45.50
Tweede jaar	14.40	62.40
Derde jaar	17.76	76.96
Vierde jaar	21.18	91.78
Vyfde jaar	25.78	111.72
Daarna	28.15	121.99

VROUENS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R10.50	R45.50
Tweede jaar	11.98	51.92
Derde jaar	14.40	62.40
Vierde jaar	15.68	67.95
Vyfde jaar	15.68	67.95
Daarna	17.37	75.27

Dupliseermasjienbedieners.

MANS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R6.80	R29.46
Tweede jaar	9.15	39.65
Derde jaar	11.62	50.36
Vierde jaar en daarna	13.94	60.41

VROUENS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R6.80	R29.47
Tweede jaar	7.55	32.72
Derde jaar	9.15	39.65
Vierde jaar en daarna	9.93	43.03

In alle ander gebiede.

Tiksters en Stensilsnyers.

MANS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R9.38	R40.65
Tweede jaar	11.99	51.95
Derde jaar	14.40	62.40
Vierde jaar	16.96	73.49
Vyfde jaar	19.44	84.24
Daarna	26.15	113.31

FEMALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R9.38	R40.65
Second year	10.50	45.50
Third year	11.99	51.95
Fourth year	13.22	57.28
Fifth year	14.40	62.40
Thereafter	15.70	68.03

Duplicator Operators.

MALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R6.15	R26.65
Second year	7.55	32.72
Third year	9.15	39.65
Fourth year and thereafter	10.79	46.76

FEMALES.

Experience in the Industry.	Per Week.	Per Month.
First year	R6.15	R26.65
Second year	6.81	29.51
Third year	7.55	32.72
Fourth year and thereafter	8.34	36.14

NOTE.—No employee who is in receipt of wages higher than those prescribed in this Section shall suffer any reduction in wages whilst employed by the same employer.

(c) General Workers:—

	Under 18 Years of age.	18 Years of age or over.
In the magisterial districts of Bellville, the Cape, Johannesburg, Simonstown and Wynberg	R6.20	R8.25
In the magisterial districts of Bloemfontein, East London, Klerksdorp, Pinetown and Welkom	5.30	7.05
In the magisterial districts of Kimberley and Pietermaritzburg	5.00	6.75
In the magisterial districts of Alberton, Balfour, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Hankey, Heidelberg (Tvl.), Kempton Park, Kirkwood, Krugersdorp, Nigel, Oberholzer, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark and Vereeniging.	5.75	7.65

(d) Casual employees shall be paid not less than a full day's wages for each day upon which they are casually employed; provided that if the period of casual employment exceeds the normal hours for a full day, the hours worked in excess of that day shall be paid for at time and a third of the hourly rate. For the purposes of this paragraph a casual employee shall be deemed to be an employee who is employed by the same employer on not more than four days in any week, and any employee employed in excess of four days in any week shall be regarded as a regular employee and entitled to at least one week's wages.

(2) An employer shall employ one employee at the highest rate prescribed in sub-section (1) (b) of this section before employing any other employees of the classes mentioned in that sub-section at a lesser rate and shall employ at least one employee at the highest rate prescribed therein for every employee employed at a lesser rate.

(3) For the purpose of ascertaining the wages which shall be payable to an employee of any of the classes mentioned in sub-section (1) the total experience of the employee in duplicating, irrespective of the establishment where such experience was gained, shall be reckoned.

(4) (a) A day's wages shall be calculated by dividing the weekly wage by six.

(b) For the purpose of ascertaining the hourly rate of wages of an employee the weekly wages payable in terms of this section shall be divided by the number of hours normally worked in the establishment during the week by employees.

(c) The wage rates prescribed by sub-section (1) of this section are inclusive of cost-of-living allowance.

(5) An employer shall not require or permit a duplicating paper cutterman to cut or trim printed (as opposed to duplicated) matter or operate a cutting machine for any purpose other than that mentioned in the definition of that class of employee in Section 52 of this Agreement.

VROUENS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R9.38	R40.65
Tweede jaar	10.50	45.50
Derde jaar	11.99	51.95
Vierde jaar	13.22	57.28
Vyfde jaar	14.40	62.40
Daarna	15.70	68.03

Dupliseermasjienbedienders.

MANS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R6.15	R26.65
Tweede jaar	7.55	32.72
Derde jaar	9.15	39.65
Vierde jaar en daarna	10.79	46.76

VROUENS.

Ondervinding in die Nywerheid.	Per Week.	Per Maand.
Eerste jaar	R6.15	R26.65
Tweede jaar	6.81	29.51
Derde jaar	7.55	32.72
Vierde jaar en daarna	8.34	36.14

OPMERKING.—Van geen werknemer wat hoër lone ontvang as dié wat in hierdie klousule voorgeskryf word, mag enige aftrekking van lone gedoen word terwyl hy by dieselfde werkgever in diens is nie.*

(c) Algemene werkers:—

	Onder 18 Jaar.	18 Jaar of ouer.
In die landdrosdistrikte Bellville, die Kaap, Johannesburg, Simonstad en Wynberg	R6.20	R8.25
In die landdrosdistrikte Bloemfontein, Oos-Londen, Klerksdorp, Pinetown en Welkom	5.30	7.05
In die landdrosdistrikte Kimberley en Pietermaritzburg	5.00	6.75
In die landdrosdistrikte Alberton, Balfour, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Hankey, Heidelberg (Tvl.), Kempton Park, Kirkwood, Krugersdorp, Nigel, Oberholzer, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Springs, Uitenhage, Vanderbijlpark en Vereeniging.	5.75	7.65

(d) Los werknemers moet vir elke dag waarop hulle los in diens is, minstens 'n volle dag se loon betaal word; met dien verstande dat as die tydperk van los diens die gewone ure van 'n volle dag oorskry, vir die ure wat bo dié van daardie dag gewerk is, teen minstens een en 'n derde maal die uurloontarief betaal moet word. Vir die toepassing van hierdie paragraaf word 'n los werknemer 'n werknemer geag wat by dieselfde werkgever in diens is op hoogstens 4 dae in 'n week, en 'n werknemer wat meer as 4 dae in 'n week werk, moet as 'n gereelde werknemer beskou word en op minstens 1 week se loon geregtig wees.

(2) 'n Werkgever moet 1 werknemer teen die hoogste tarief wat in subklousule (1) (b) van hierdie klousule voorgeskryf word, in diens hê voordat hy enige ander werknemers van die klasse in daardie subklousule genoem, in diens neem teen 'n laer tarief en moet minstens 1 werknemer in diens hê teen die hoogste tarief wat daarin voorgeskryf word vir elke werknemer wat teen 'n laer tarief in diens is.

(3) Ten einde die loon te bepaal wat betaalbaar is aan 'n werknemer van enigeen van die klasse in subklousule (1) genoem, moet die totale ondervinding van die werknemer in dupliseerwerk, ongeag die inrigting waarin sodanige ondervinding opgedoen is, in berekening gebring word.

(4) (a) 'n Dag se loon moet bereken word deur die weekloon deur 6 te deel.

(b) Ten einde die uurtarief van 'n werknemer se loon te bepaal, moet die weekloon wat ingevolge hierdie klousule betaalbaar is, gedeel word deur die getal ure wat normaalweg in die inrigting gedurende die week deur werknemers gewerk word.

(c) Die loontariewe voorgeskryf by subklousule (1) van hierdie klousule sluit lewenskostetoelae in.

(5) 'n Werkgever mag nie van 'n dupliseerpapierstryer vereis of hom toelaat om gedrukte (in teenstelling met gedupliseerde) werk te sny of af te werk nie of om 'n snymasjien te bedien vir enige ander doel as dié genoem in die woordskrywing van daardie klas werknemer in klousule 52 van hierdie Ooreenkoms nie.

(6) An employer shall require every employee, who does the work of a duplicating paper cutterman to submit on each day when such work is done, and such employees shall so submit to their employer, time sheets, which shall be furnished by the employer, showing the time spent on the work of a duplicating paper cutterman.

(7) An employer shall pay an employee who performs work usually performed by another class of employee for which wages are prescribed by this Agreement in excess of the wages which such former employee ordinarily receives, the higher rate of wages for the whole day during which such work is performed.

54. PIECE-WORK AND BONUSES.

The giving out by employers and the performance by employees of piece-work and task work is prohibited.

55. PAYMENT OF EARNINGS AND TERMINATION OF EMPLOYMENT.

(1) Wages and payment for overtime shall be paid weekly in full at the rates prescribed, but not later than noon on the Saturday following the close of the working week of the establishment concerned. Where the working week closes on a Saturday, payment shall be made by noon on that day. Casual employees whose engagement terminates before the customary pay-day shall be paid their earnings immediately at the termination of their engagement.

(2) Where it is the practice in an establishment to pay particular employees monthly, such employees shall be paid their wages and all overtime due monthly instead of weekly as indicated in sub-section (1) hereof and in that event monthly employees shall be paid not later than noon on the last working day in the month of the establishment concerned.

(3) All wages and overtime shall be paid in cash.

(4) A weekly employee or his employer shall give not less than one week's notice and a monthly employee or his employer shall give not less than two week's notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognized by law as sufficient, or any agreement between an employee and employer which provides for a period of notice of equal duration on both sides for longer than one week or two weeks, as the case may be. Notice shall not run concurrently with annual leave or any period of compulsory military training. The notice referred to herein shall be so given as to take effect in the case of a weekly employee from the usual weekly pay-day of the establishment; and in the case of a monthly employee, from the first or the fifth day of the month as the case may be.

56. HOURS OF WORK.

(1) The ordinary hours of work of any employee shall not exceed 45 hours in any one week and in ascertaining such hours of work intervals during which meals are taken shall be excluded.

(2) Daily hours of work shall not exceed eight and one-sixth hours, excluding, however, periods during which meals are taken and in the case of the establishment's half-holiday, the hours of work shall not exceed five hours on such half-holiday.

(3) An employer shall arrange the weekly working hours in his establishment so as to allow employees to have one afternoon off per week (other than Sunday).

(4) Employers and employees shall not permit less than eight hours to elapse between the finish of one day or night's work and the commencement of another by the same employee, and no period of continuous employment shall exceed five hours without a rest period of not less than one hour.

57. OVERTIME.

(1) Overtime shall be restricted as much as possible and all hours in excess of 12 hours' overtime in any one month or 130 hours' overtime in any year shall not be permitted by an employer nor undertaken by an employee without the consent of the Council. All overtime shall be payable at the rate of one and a third times the remuneration prescribed in terms of section 53 for the employee.

(2) Whenever an employee works on a Sunday, his employer shall either—

(a) pay the employee not less than double the remuneration payable in respect of the period ordinarily worked by him on a week-day; or

(b) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than this ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(3) All time worked on the establishment's usual half-day holiday and on statutory public holidays shall be paid for at the rate of double the ordinary rate of wages prescribed in Section 53.

(6) 'n Werkgewer moet van elke werknemer wat die werk van 'n dupliseerpapiersnyer verrig, vereis om tydstate, wat deur die werkgewer verskaf moet word, elke dag in te dien wanneer die werk afgehandel is, en sodanige werknemers moet dit by hul werkgewer indien, en op dié tydstate moet die tyd aangetoon word wat aan die werk van 'n dupliseerpapiersnyer bestee is.

(7) 'n Werkgewer moet aan 'n werknemer wat werk doen wat gewoonlik verrig word deur 'n ander klas werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word wat hoër is as die loon wat sodanige vorige werknemer gewoonlik ontvang, die hoër loontarief betaal vir die hele dag waarop sodanige werk verrig word.

54. STUKWERK EN BONUSSE.

Die uitbesteding deur werkgewers en die verrigting deur werknemers van stukwerk en taakwerk word verbied.

55. BETALING VAN VERDIENSTE EN DIENSBEEÏNDIGING.

(1) Lone en betaling vir oortyd moet weekliks ten volle teen die voorgeskrewe tariewe betaal word, maar nie later nie as 12-uur middag op die Saterdag wat volg op die end van die werkweek van die betrokke inrigting. As die werkweek op 'n Saterdag eindig, moet betaling vóór 12-uur middag geskied. Los werknemers wie se diens voor die gebruiklike betaaldag eindig, moet hul verdienste onmiddellik by beëindiging van hul diens betaal word.

(2) Waar dit in 'n inrigting gebruiklik is om bepaalde werknemers maandeliks te betaal, moet dié werknemers hul lone en alle verskuldigde oortyd lone maandeliks in plaas van weekliks betaal word soos in subklousule (1) hiervan bepaal en in dié geval moet werknemers by die maand nie later nie as 12-uur middag op die laaste werkdag in die maand van die betrokke inrigting betaal word.

(3) Alle lone en oortyd lone moet in kontant betaal word.

(4) 'n Weeklikse werknemer of sy werkgewer moet minstens 1 week kennis gee en 'n maandelikse werknemer of sy werkgewer moet minstens 2 weke kennis gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer raak om die dienskontrak sonder kennisgewing te beëindig om enige regsgeldige rede nie, of enige ooreenkoms tussen 'n werknemer en werkgewer wat voorsiening maak vir 'n tydperk van kennisgewing van gelyke duur aan albei kante en, na gelang van die geval, vir langer as 1 week of 2 weke. Kennisgewing mag nie met jaarlikse verlof of enige tydperk van verpligte militêre opleiding saamval nie. Die kennisgewing hierin bedoel, moet só gegee word dat dit ingaan op die gewone weeklikse betaaldag van die inrigting in die geval van 'n weeklikse werknemer en, na gelang van die geval, op die 1ste of 15de dag van die maand in die geval van 'n maandelikse werknemer.

56. WERKURE.

(1) Die gewone werkure van enige werknemer moet hoogstens 45 uur in 'n week wees en by die vasstelling van sodanige werkure is pouses waarin maaltye genuttig word, uitgesluit.

(2) Daaglikse werkure is hoogstens 8 en een sesde uur, met uitsondering egter van tydperke waarin maaltye genuttig word en in die geval van die inrigting se vakansiehelfdag, mag die werkure nie meer as 5 uur op die vakansiehelfdag wees nie.

(3) 'n Werkgewer moet die weeklikse werkure in sy inrigting so reël dat dié werknemers in staat stel om 1 namiddag vry per week (uitgesonderd Sondag) te hê.

(4) Werkgewers en werknemers mag nie toelaat dat minder as 8 uur verloop tussen die voltooiing van een dag of nag se werk en die aanvang van 'n ander deur dieselfde werknemer nie en geen tydperk van ononderbroke werk mag langer as 5 uur sonder 'n rustyd van minstens 1 uur duur nie.

57. OORTYD.

(1) Oortyd moet sover moontlik beperk word en alle ure bo 12 uur oortyd in 'n maand of 30 uur oortyd in 'n jaar mag nie deur 'n werkgewer toegelaat of deur 'n werknemer sonder toestemming van die Raad onderneem word nie. Vir alle oortyd moet betaal word teen 'n tarief van een en een derde maal die besoldiging wat vir die werknemer ingevolge klousule 53 voorgeskryf word.

(2) Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgewer hom of—

(a) minstens dubbel die besoldiging betaal wat betaalbaar is ten opsigte van die tydperk wat gewoonlik deur hom op 'n weekdag gewerk word; of

(b) besoldiging betaal teen 'n tarief van minstens een en een derde maal sy gewone loontarief ten opsigte van die totale tydperk op sodanige Sondag gewerk en hom binne 7 dae van dié Sondag 1 dag verlof toestaan en hom ten opsigte daarvan besoldiging betaal teen minstens sy gewone loontarief asof hy op dié verlofdag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(3) Vir alle tyd wat op die inrigting se gewone vakansiehelfdag en op wetlike openbare vakansiedae gewerk word, moet betaal word teen dubbel die gewone loontarief wat in klousule 53 voorgeskryf word.

58. HOLIDAYS.

(1) An employee shall be granted all statutory holidays and in addition shall be entitled to and be granted three consecutive weeks' leave for each year of service with the same employer and shall in respect of each week thereof be paid an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date upon which the employee became entitled to annual leave; provided that where the employer and the employee agree and the consent of the Council is obtained, such leave need not be consecutive. Provided further that—

(a) the period of such leave shall not be concurrent with any period during which the employee is required to undergo training under the Defence Act; and

(b) if any public holiday falls within the period of such leave such holiday shall be added to the said period as a further period of leave of absence with pay.

(2) The leave to which an employee is entitled in terms of sub-section (1) shall be granted at a time to be fixed by the employer; provided that if such leave has not been granted earlier it shall be granted within two months of the completion of the year of employment to which it relates.

(3) An employee whose contract of employment with the same employer terminates—

(a) in the first year of employment with the same employer, after the completion of one month's employment but before the completion of such year; and

(b) in any subsequent year of employment with the same employer before the completion of such year,

shall upon such termination be paid in respect of each completed month of employment an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by four.

(4) An employee who has become entitled to a period of leave in terms of sub-section (1) and whose employment terminates before such leave has been granted shall upon such termination, be paid in respect of each week thereof an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination.

(5) For the purposes of this section the expression "the same employer" includes—

(a) in the case of the death of an employer, the legal representative, heir, legatee, successor or executor of the estate of that employer;

(b) in the case of insolvency, liquidation or sale of a business, the trustee, liquidator or purchaser of the business;

for the period during which such representative, heir, legatee, successor, executor, trustee, liquidator or purchaser continues to carry on the business in which the employee concerned is employed.

(6) For the purposes of this section the word "employment" shall be deemed to include any period or periods during which an employee—

(a) is on leave in terms of sub-section (1);

(b) is required to undergo training under the Defence Act;

(c) is absent from work on the instructions or at the request of the employer;

(d) is absent from work owing to sickness or accident; amounting in the aggregate to not more than 30 days in any year in respect of items (a), (c) and (d) and 4 months in respect of item (b) and shall be deemed to commence from the date on which the employee enters the employer's service or the date when last entitled to leave, whichever ever may be the later.

(7) An employer shall grant, and an employee shall be entitled to, 12 working days sick leave on full pay if the establishment in which he is employed works a 6 day week, or 10 working days sick leave on full pay if the establishment in which he is employed works a 5 day week, during each year of employment; provided, however, that after an absence of 2 days, or more, a suitable medical certificate shall be submitted by the employee to his employer.

59. CERTIFICATES OF EMPLOYMENT.

An employer shall issue a certificate of employment free of charge to each employee, whose wages are based on the length of his experience, at the time when he leaves such employer's service, and forward a copy of such certificate to the Hon. Secretary of the Joint Board concerned or the Standing Committee where no Joint Board has jurisdiction. The certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer.

60. CONTRIBUTIONS.

(1) Every employer shall contribute to the General Fund of the Council 2c per week for each employee employed by him for whom wages are prescribed in sub-sections (1) (a), (b) or (c) of Section 53.

58. VERLOF.

(1) 'n Werknemer moet alle wetlike vakansiedae toegestaan word en daarbenewens is hy geregtig op en moet 3 opeenvolgende weke verlof toegestaan word vir elke jaar diens by dieselfde werkgever en ten opsigte van elke week daarvan 'n bedrag van minstens die weekloon betaal word wat die werknemer onmiddellik voor die datum waarop die werknemer op jaarlikse verlof geregtig word, betaal word; met dien verstande dat as die werkgever en die werknemer ooreenkom en die Raad toestemming verleen, dié verlof nie opeenvolgend hoef te wees nie. Voorts met dien verstande dat—

(a) die verloftydperk nie mag saamval met enige tydperk waarin die werknemer verplig word om opleiding kragtens die Verdedigingswet te ondergaan nie; en

(b) as 'n openbare vakansiedag binne die verloftydperk van dié vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof met besoldiging.

(2) Die verlof waarop 'n werknemer ingevolge subklousule (1) geregtig is, moet toegestaan word op 'n tydskedule wat deur die werkgever vasgestel word; met dien verstande dat as die verlof nie eerder toegestaan is nie, dit binne 2 maande na voltooiing van die betrokke diensjaar toegestaan moet word.

(3) 'n Werknemer wie se dienskontrak by dieselfde werkgever eindig—

(a) in die eerste diensjaar by dieselfde werkgever ná voltooiing van 1 maand diens maar voor voltooiing van dié jaar; en

(b) in 'n daaropvolgende diensjaar by dieselfde werkgever vóór voltooiing van dié jaar,

moet by dié beëindiging ten opsigte van elke voltooië maand 'n bedrag betaal word van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het, gedeel deur 4.

(4) 'n Werknemer wat ingevolge subklousule (1) op verlof geregtig geword het en wie se diens eindig voordat die verlof toegestaan is, moet, by dié beëindiging, ten opsigte van elke week daarvan 'n bedrag betaal word van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het.

(5) Vir die toepassing van hierdie klousule is by die uitdrukking „dieselfde werkgever” inbegrepe—

(a) in die geval van die afsterwe van 'n werkgever, die wetlike verteenwoordiger, erfgenaam, legataris, opvolger of eksekuteur van die boedel van daardie werkgever;

(b) in geval van bankrotskap, likwidasie of die verkoop van die besigheid, die trustee, likvideerder of koper van die besigheid;

vir die tydperk waarin die verteenwoordiger, erfgenaam, legataris, opvolger, eksekuteur, trustee, likvideerder of koper voortgaan om die besigheid te dryf waarin die betrokke werknemer werksaam is.

(6) Vir die toepassing van hierdie klousule word dit geag dat by die woord „diens” inbegrepe is enige tydperk of tydperke waarin 'n werknemer—

(a) kragtens subklousule (1) met verlof is;

(b) kragtens die Verdedigingswet opleiding moet ondergaan;

(c) op las of op versoek van die werkgever van sy werk afwesig is;

(d) weens siekte of 'n ongeluk van sy werk afwesig is; wat altesaam hoogstens 30 dae in 'n jaar beloop ten opsigte van punte (a), (c) en (d) en 4 maande ten opsigte van punt (b), en dié word geag te begin op die datum waarop die werknemer by die werkgever in diens getree het, of, na gelang van die jongste datum die datum waarop hy laas op verlof geregtig was.

(7) 'n Werkgever moet 12 werkdade siekteverlof met volle betaling aan 'n werknemer toestaan as die inrigting waarin hy in diens is, 6 dae per week werk, of 10 werkdade siekteverlof met volle betaling as die inrigting waarin hy in diens is, 5 dae per week werk, gedurende elke jaar diens, en 'n werknemer is daarop geregtig; met dien verstande egter dat na 'n afwesigheid van 2 dae, of meer, 'n geskikte doktersertifikaat deur die werknemer aan sy werkgever voorgelê moet word.

59. DIENSSERTIFIKATE.

Wanneer 'n werknemer 'n werkgever se diens verlaat moet die werkgever 'n dienssertifikaat gratis uitreik aan elke werknemer wie se loon gebaseer is op die duur van sy ondervinding, en 'n afskrif van sodanige sertifikaat stuur aan die eresekretaris van die betrokke Gesamentlike Raad of die Staande Komitee, waar geen Gesamentlike Raad regsbevoegdheid het nie. Die sertifikaat moet die werknemer se naam voluit, sy adres, bedryf en loontarief wat betaal word, aantoon, saam met die datums waarop hy tot die diens van die werkgever toetree en dit verlaat het.

60. BYDRAES.

(1) Elke werkgever moet 2c per week vir elke werknemer by hom in diens en vir wie 'n loon in subklousules (1) (a), (b) of (c) van klousule 53 voorgeskryf word, tot die Algemene Fonds van die Raad bydra.

(2) Contributions to the General Fund shall be paid monthly by the employer to the Secretary of the Council at his address not later than 30 days after accrual.

(3) All funds or moneys received in terms hereof shall be administered in terms of the Constitution of the Council.

61. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employees in maintaining the discipline of the Trade Union. Where an employee who is a member of the Trade Union is in default under a penalty imposed by the Trade Union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) Employers shall encourage employees to become members of the Trade Union.

62. REGISTRATION OF EMPLOYERS AND NOTICE TO BE EXHIBITED.

(1) Every employer engaged in duplicating at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) of the area in which he is operating, the following particulars concerning himself:—

- (i) Full name.
- (ii) Business address.
- (iii) The trade or trades which he is carrying on.
- (iv) The address at which any plant or equipment is housed.

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers who become engaged in duplicating after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. In the event of any change among the partners or among the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

(4) Every employer engaged in duplicating shall exhibit a copy of this Chapter in a prominent position in his establishment, which is accessible to his employees.

CHAPTER 10.

EXEMPTIONS AND MISCELLANEOUS.

63. EXEMPTIONS.

(1) Subject to the provisions of sub-section (4) hereof, special exemption from the terms of this Agreement may be granted by the Standing Committee, which shall, in fixing the wages and other conditions under which an exempted person may be employed, give consideration to the recommendation of the Joint Board for the area concerned.

(2) The Secretary of the Council shall issue to every person or establishment granted exemption a certificate or licence signed by him for and on behalf of the Standing Committee, setting out the wages to be paid and the conditions which are a departure from the conditions laid down in this Agreement.

(3) The Standing Committee may, after one week's notice in writing to the employee and employer concerned, withdraw any exemption whether or not the period for which exemption was originally granted has expired.

(4) Provided the Minister publishes a notice in the Government Gazette in terms of Section twenty-two (1) of the Factories, Machinery and Building Work Act 1941, the terms of this Agreement (in respect of hours of work, overtime, Sunday work and certain public holidays) shall take precedence over sections nineteen and twenty of the Factories, Machinery and Building Work Act. Notwithstanding such precedence, however, the power of exemption conferred upon the Standing Committee by this section shall not operate to enable the Standing Committee to grant an exemption to, or in respect of any female engaged in technical work, to work between the hours of six o'clock p.m. and six o'clock a.m., or after one o'clock p.m. on more than five days in any week, except for the purpose of performing work which is necessitated by an emergency.

64. WITHDRAWAL OF CERTIFICATES OF REGISTRATION AS LEARNER PLATEN PRESSMEN AND QUARTER BINDERS.

After one week's notice in writing to the employer and employee concerned, the Standing Committee may withdraw any

(2) Bydraes tot die Algemene Fonds moet maandeliks binne 30 dae ná die datum waarop dit verskuldig geword het, deur die werkgewer aan die sekretaris van die Raad by sy adres betaal word.

(3) Alle fondse of geld wat ingevolge hiervan ontvang word, moet ooreenkomstig die konstitusie van die Raad geadminestreer word.

61. LIDMAATSKAP VAN VAKVERENIGING.

(1) Die werkgewers moet met die werknemers saamwerk vir die handhawing van die tug van die vakvereniging. As 'n werknemer wat lid van die vakvereniging is, weens versuim onder straf staan wat deur die vakvereniging opgelê is, moet die saak deur die betrokke Gesamentlike Raad behandel word, wat kan vereis dat die betrokke werkgewer die werknemer wat weens versuim gestraf is, ontslaan as die strafbepaling nie nagekom word nie.

(2) Werkgewers moet werknemers aanmoedig om lid van die vakvereniging te word.

62. REGISTRASIE VAN WERKGEWERS EN KENNISGEWING WAT VERTOON MOET WORD.

(1) Elke werkgewer wat op die datum waarop hierdie Ooreenkoms in werking tree, dupliseerwerk uitvoer, moet skriftelik aan die sekretaris van die Gesamentlike Raad (of die Staande Komitee waar daar geen Gesamentlike Raad is nie) van die gebied waarin hy besigheid doen, ondergenoemde besonderhede oor homself indien:—

- (i) Naam voluit.
- (ii) Besigheidsadres.
- (iii) Die bedryf of bedrywe wat hy uitvoer.
- (iv) Die adres waar enige installasie of uitrusting gehuisves is.

(2) Die besonderhede vereis by subklousule (1) hiervan moet ook binne 1 maand nadat die besigheid 'n aanvang geneem het, verstrek word deur alle werkgewers wat ná die datum waarop hierdie Ooreenkoms in werking tree, met dupliseerwerk begin.

(3) Ingeval die werkgewer 'n liggaam met regspersoonlikheid of 'n vennootskap is, moet inligting ingevolge subklousule (1) hiervan ten opsigte van elke direkteur of vennoot, na gelang van die geval, verstrek word. Die naam waaronder die liggaam met regspersoonlikheid of vennootskap besigheid dryf, moet ook verstrek word. In geval van 'n verandering van vennote of direkteure, na gelang van die geval, moet besonderhede van so'n verandering skriftelik binne 1 maand aan die sekretaris van die Gesamentlike Raad gestuur word of aan die Staande Komitee waar daar geen Gesamentlike Raad is nie.

(4) Elke werkgewer wat dupliseerwerk doen, moet 'n eksemplaar van hierdie hoofstuk in sy inrigting vertoon op 'n opvallende plek wat maklik vir sy werknemers toeganklik is.

HOOFSTUK 10.

VRYSTELLING EN DIVERSE BEPALINGS.

63. VRYSTELLINGS.

(1) Behoudens die bepalinge van subklousule (4) hiervan mag spesiale vrystelling van die bepalinge van hierdie Ooreenkoms verleen word deur die Staande Komitee wat, wanneer hy die lone en ander voorwaardes waaronder 'n vrygestelde persoon in diens geneem mag word, oorweging moet skenk aan die aanbeveling van die Gesamentlike Raad vir die betrokke gebied.

(2) Die sekretaris van die Raad moet aan elke persoon of inrigting aan wie vrystelling verleen word, 'n sertifikaat of lisensie uitreik wat deur hom namens die Staande Komitee onderteken is waarin die lone wat betaal moet word en enige voorwaardes wat afwyk van die voorwaardes vasgestel in hierdie Ooreenkoms, gemeld word.

(3) Die Staande Komitee mag, nadat aan die betrokke werkgewer en werknemer 1 week skriftelik kennis gegee is, enige vrystelling herroep, hetsy die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

(4) Mits die Minister 'n kennisgewing in die Staatskoerant ingevolge klousule 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, publiseer, moet die bepalinge van hierdie Ooreenkoms (ten opsigte van werke, oortyd, Sondagwerk en sekere openbare vakansiedae) voorrang geniet bo artikels 19 en 20 van die Wet op Fabriek, Masjinerie en Bouwerk. Ondanks dié voorrang mag die vrystellingsbevoegdheid wat by hierdie klousule aan die Staande Komitee verleen is, egter nie die Staande Komitee in staat stel om 'n vrystelling te verleen aan, of ten opsigte van, 'n vrou wat tegniese werk verrig, om tussen die ure 6 nm. en 6 vm. te werk nie, of ná 1 nm. op meer as 5 dae in enige week, uitgesonderd met die doel om werk te verrig wat deur 'n noodgeval vereis word.

64. INTREKKING VAN REGISTRASIESERTIFIKATE AS LEERLING-DEGELPERSDRUKKERS EN KWARTOEBINDERS.

Na 1 week skriftelike kennisgewing aan die betrokke werkgewer en werknemer mag die Staande Komitee enige skriftelike toestem-

written permission granted, authorizing the employment of a learner platen pressman or a learner litho operative, and may without prior notice withdraw any certificate of registration as a quarter binder.

65. INTERPRETATION OF AGREEMENT.

(1) The Executive Committee or Standing Committee and Joint Boards shall, subject to the general control and direction of the Council, be the bodies responsible for the administration of this Agreement.

(2) The Executive Committee and the Standing Committee may issue rulings not inconsistent with the provisions of this agreement or any legal interpretation thereof, for the guidance of employers and employees.

66. COUNCIL'S AGENTS.

The Executive Committee shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. In addition to any such specified persons, the officials of the Council shall be regarded as agents. It shall be the duty of employers and employees who are members of the employers' organizations and the Trade Union respectively to permit such agents to institute such inquiries and to examine time and wages registers and interrogate such employees as may be necessary for ascertaining whether the provisions of this Agreement are being observed, and no person shall make a false statement to such agent during the course of his investigations.

67. AMENDMENT OF AGREEMENT.

Notwithstanding anything to the contrary, this Agreement shall, by the decision of a full meeting of the council, be subject to amendment at any time.

68. GENERAL.

No employer or employee may waive the provisions of this Agreement whether or not the said provisions confer a benefit or impose an obligation upon the employer or employee concerned. Each provision, sub-section or section shall create a right or obligation, as the case may be, independently of the existence of or impose an obligation upon the employer or create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provision, sub-section or section of this Agreement being inoperative or *ultra vires* the powers of the parties or the Minister either before or after publication of this Agreement in the *Government Gazette* by the Minister, this shall in no way affect the remainder of the Agreement, which shall in that event constitute the Agreement.

The Employers' Organizations and the Trade Union, having arrived at the Agreement set forth herein, the undersigned authorized officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Dated at Cape Town this 29th day of August, 1963.

G. M. C. CRONWRIGHT,
Employers' Representative,
Chairman of the Council.

NORMAN V. BOLTMAN,
Employees' Representative,
Vice-Chairman of the Council.

E. P. KEMP,
Secretary of the Council.

Certified a true copy of the original.

E. P. KEMP,
Secretary of the Council.

ming wat verleen is wat die indiensneming van 'n leerling-degelpersdrukker of 'n leerling-litobediener magtig, intrek, en kan sonder kennis vooraf enige sertifikaat van registrasie as 'n kwartobinder intrek.

65. VERTOLKING VAN OOREENKOMS.

(1) Die Uitvoerende Komitee of Staande Komitee en Gesamentlike Rade is die liggame wat, onderworpe aan die algemene beheer en bestuur van die Raad, vir die administrasie van hierdie Ooreenkoms verantwoordelik is.

(2) Die Uitvoerende Komitee en die Staande Komitee kan vir die leiding van werkgewers en werknemers beslissings uitvaardig wat nie met die bepalings van hierdie Ooreenkoms of enige regsvertolking daarvan strydig is nie.

66. AGENTE VAN DIE RAAD.

Die Uitvoerende Komitee moet 1 of meer aangewese persone as agente aanstel om by die toepassing van hierdie Ooreenkoms behulpzaam te wees. Benewens sulke gespesifiseerde persone moet die beamptes van die Raad as agente beskou word. Dit is die plig van werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasies en die vakvereniging is om dié agente toe te laat om die ondersoek in te stel en om tyd- en loonregisters na te gaan en om die werknemers te ondervra soos dit nodig mag wees om te bepaal of die bepalings van hierdie Ooreenkoms nagekom word, en niemand mag gedurende die ondersoek voor sulke agente 'n valse verklaring aflê nie.

67. WYSIGING VAN OOREENKOMS.

Ondanks andersluidende bepalings, is hierdie Ooreenkoms by besluit van 'n volle vergadering van die Raad te eniger tyd onderworpe aan wysiging.

68. ALGEMEEN.

Geen werkgewer of werknemer kan die bepalings van hierdie Ooreenkoms tersyde stel nie, hetsy genoemde bepalings vir die betrokke werkgewer of werknemer 'n voordeel of verpligting verteenwoordig of nie. Elke bepaling, subklousule of klousule skep, na gelang van die geval, 'n reg of 'n verpligting wat onafhanklik is van ander bepalings. Ingeval 'n bepaling, subklousule of klousule van hierdie Ooreenkoms vóór of ná publikasie in die *Staatskoerant* deur die Minister, nie bindend is nie, of *ultra vires* die bevoegdheid van die partye of die Minister is, maak dit hoegenaamd geen inbreuk op die res van die Ooreenkoms nie, wat in so'n geval die Ooreenkoms uitmaak.

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkoms soos hierin uiteengesit, besluit het, verklaar ondergetekende gemagtigde ampdraers van die Raad hierby dat die voorafgaande die Ooreenkoms is waartoe hulle geraak het en plaas hulle hul handtekenings hieronder.

In Kaapstad op hede die 29ste dag van Augustus 1963 onderteken.

(w.g.) G. M. C. CRONWRIGHT,
Verteenwoordiger van die Werkgewers,
Voorsitter van die Raad.

(w.g.) N. V. BOLTMAN,
Verteenwoordiger van die Werknemers,
Ondervoorsitter van die Raad.

(w.g.) E. P. KEMP,
Sekretaris van die Raad.

Gesertifiseer 'n ware kopie van die oorspronklike te wees.

E. P. KEMP,
Sekretaris van die Raad.

FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

PRINTING AND NEWSPAPER INDUSTRY.

No. R. 1992]

[27th December, 1963.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Agreement and notice relating to the Printing and Newspaper Industry published under Government Notice No. R. 1991 of the 27th December, 1963, to be, on the whole, not less favourable to the persons whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

A. E. TROLLIP,
Minister of Labour.

WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE
REGULATIONS PUBLISHED UNDER WAR
MEASURE NO. 43 OF 1942, AS AMENDED.
PRINTING AND NEWSPAPER INDUSTRY.

No. R. 1993]

[27th December, 1963.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of sub-regulation (1) of regulation *four* of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Printing and Newspaper Industry, published under Government Notice No. R. 1991 of the 27th December, 1963, excluding employees for whom wages are prescribed in section 47 (1) (a) (v) of the said Agreement.

A. E. TROLLIP,
Minister of Labour.

WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

DRUK- EN NUUSBLADNYWERHEID.

No. R. 1992]

[27 Desember 1963.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens sub-artikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Druk- en Nuisbladnywerheid gepubliseer by Goewermentskennisgewing No. R. 1991 van 27 Desember 1963, oor die algemeen vir persone wie se werkkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet.

A. E. TROLLIP,
Minister van Arbeid.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES GEPUBLISEER BY OORLOGS-
MAATREËLS NO. 43 VAN 1942, SOOS GEWYSIG.
DRUK- EN NUUSBLADNYWERHEID.

No. R. 1993]

[27 Desember, 1963.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, skort hierby kragtens sub-regulasie (1) van regulasie *vier* van die regulasies wat by Oorlogsmaatregel No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Druk- en Nuisbladnywerheid wat by Goewermentskennisgewing No. R. 1991 van 27 Desember 1963 gepubliseer is, uitgesonderd werknemers vir wie lone in artikel 47 (1) (a) (v) van genoemde Ooreenkoms voorgeskryf word.

A. E. TROLLIP,
Minister van Arbeid.

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