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[No. 732.]

GOEWERMENTSKENNISGEWING.

DEPARTEMENT VAN ARBEID.

No. R. 298.] [28 Februarie 1964.

WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID, REPUBLIEK VAN SUID-AFRIKA.

GROEPSLEWE- EN VOORSORGSFONDSOOREENKOMS ("B"-SKEMA).

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

- (a) kragtens paragraaf (a) van subartikel (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 Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf 2 Maart 1964 en vir die tydperk wat op 28 Mei 1965 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakverenigings is; en
- (b) kragtens paragraaf (b) van subartikel (1) van artikel agt-en-veertig van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 1, 2 (1) en 7, vanaf 2 Maart 1964 en vir die tydperk wat op 28 Mei 1965 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.

A. E. TROLLIP,
Minister van Arbeid.

BYLAE.

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

GROEPSLEWE- EN VOORSORGSFONDSOOREENKOMS—SKEMA B.

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan deur en tussen die—

Association of Electrical Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;

A-4988188

GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. R. 298.] [28 February 1964.

INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, REPUBLIC OF SOUTH AFRICA.

GROUP LIFE AND PROVIDENT FUND AGREEMENT ("B" SCHEME).

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 Iron, Steel, Engineering and Metallurgical Industry shall be binding from the 2nd March, 1964, and for the period ending the 28th May, 1965, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (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 1, 2 (1) and 7, shall be binding from the 2nd March, 1964, and for the period ending the 28th May, 1965, 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.

A. E. TROLLIP,
Minister of Labour.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

GROUP LIFE AND PROVIDENT FUND AGREEMENT—SCHEME B.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

Association of Electrical Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;

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Edge Hand and Small Tool Manufacturers' Association;
 Engineers' and Founders Association (Transvaal, O.F.S. and Northern Cape);
 Electrical Engineering and Allied Industries' Association;
 East London Engineers' and Founders' Employers' Association;
 Gate and Fence Manufacturers' Association of the Transvaal;
 Heavy Engineering Manufacturers' Association;
 Iron and Steel Producers' Association of South Africa;
 Light Engineering Industries Association of South Africa;
 Lift Engineering Association of South Africa;
 Materials Handling and Construction Plant Association of South Africa;
 Natal Engineering Industries' Association;
 Non-Ferrous Metal Industries' Association of South Africa;
 Precision Manufacturing Engineers' Association;
 Plastics Manufacturers' Association of South Africa;
 Port Elizabeth Engineers' Association;
 Radio, Refrigeration and Electrical Appliance Association of South Africa;
 Sheet Metal Industries' Association of South Africa;
 S.A. Association of Shipbuilders and Repairers;
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
 S.A. Fasteners Manufacturers' Association;
 S.A. Tube Makers' Association;
 S.A. Wire and Wire Rope Manufacturers' Association;
 S.A. Electro Plating Industries Association;
 S.A. Production Founders' Association;
 S.A. Reinforced Concrete Engineers' Association;
 South African Wrought Non-Ferrous Metal Manufacturers' Association;
 Transvaal and O.F.S. Foundry Association;
 South African Industrial Refrigeration and Air Conditioning Contractors' Association;

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

Amalgamated Engineering Union of South Africa;
 Amalgamated Society of Woodworkers of South Africa;
 Engineering Industrial Workers' Union (Natal);
 Iron Moulders' Society of South Africa;
 S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society;
 S.A. Electrical Workers' Association;
 S.A. Engine Drivers' and Firemen's Association;
 S.A. Yster en Staal Bedryfsvereniging;

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Arbeid kragtens artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, mag vasstel en bly van krag tot 28 Mei 1965 of vir dié tydperk wat die Minister mag bepaal.

2. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms dwarsdeur die Republiek van Suid-Afrika van toepassing op en moet dit nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakvereniging is.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op—

- (i) die ondernemings binne die Nywerhede van die S.A. Yster en Staal Industriële Korporasie, Beperk en van African Metals Corporation, Limited;
- (ii) enige werkgewer wat saam met sy werknemers deelneem aan 'n fonds (uitgesonderd die Groepslewe- en Voorsorgsfonds van die Metaalnywerheid) waarin voorsiening vir voorsorgs- of pensioenvoordele gemaak word en wat op 29 Julie 1957 reeds bestaan het ten opsigte van sy werknemers wat deelneem aan en lede is van sodanige fonds en solank sodanige fonds in werking bly en beide die werkgewer en die werknemers daaraan deelneem; met dien verstande dat minstens 75 persent van die werknemers van sodanige werkgewer, wat andersins deur hierdie Ooreenkoms gedek word, die werkgewer moet versoek om van hierdie Ooreenkoms uitgesluit word en skriftelik kennis daarvan aan die Raad gegee moet word binne die eerste twee maande vanaf die datum waarop hierdie Ooreenkoms in werking tree.

(3) Ondanks die bepalings van subklousule (2) en afgesien daarvan of die werknemers versoek het om van die Ooreenkoms uitgesluit te word, is die bepalings van die Ooreenkoms op die werkgewers en werknemers wat in subparagraaf (ii) van daardie subklousule bedoel word, van toepassing in alle gevalle waar die versoek gesteun word deur minder as 75 persent van die werknemers wat deur hierdie Ooreenkoms gedek word, en op die werkgewers en werknemers ten opsigte van 'n werknemer wat nie deur 'n fonds soos in subparagraaf (ii) van subklousule (2) bedoel word, gedek word nie of opgehou het om aldus gedek te word.

Edge Hand and Small Tool Manufacturers' Association;
 Engineers' and Founders Association (Transvaal, O.F.S. and Northern Cape);
 Electrical Engineering and Allied Industries' Association;
 East London Engineers' and Founders' Employers' Association;
 Gate and Fence Manufacturers' Association of the Transvaal;
 Heavy Engineering Manufacturers' Association;
 Iron and Steel Producers' Association of South Africa;
 Light Engineering Industries Association of South Africa;
 Lift Engineering Association of South Africa;
 Materials Handling and Construction Plant Association of South Africa;
 Natal Engineering Industries' Association;
 Non-Ferrous Metal Industries' Association of South Africa;
 Precision Manufacturing Engineers' Association;
 Plastics Manufacturers' Association of South Africa;
 Port Elizabeth Engineers' Association;
 Radio, Refrigeration and Electrical Appliance Association of South Africa;
 Sheet Metal Industries' Association of South Africa;
 S.A. Association of Shipbuilders and Repairers;
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
 S.A. Fasteners Manufacturers' Association;
 S.A. Tube Makers' Association;
 S.A. Wire and Wire Rope Manufacturers' Association;
 S.A. Electro Plating Industries Association;
 S.A. Production Founders' Association;
 S.A. Reinforced Concrete Engineers' Association;
 South African Wrought Non-Ferrous Metal Manufacturers' Association;
 Transvaal and O.F.S. Foundry Association;
 South African Industrial Refrigeration and Air Conditioning Contractors' Association;

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

Amalgamated Engineering Union of South Africa;
 Amalgamated Society of Woodworkers of South Africa;
 Engineering Industrial Workers' Union (Natal);
 Iron Moulders' Society of South Africa;
 S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society;
 S.A. Electrical Workers' Association;
 S.A. Engine Drivers' and Firemen's Association;
 S.A. Yster en Staal Bedryfsvereniging;

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

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

1. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Industrial Conciliation Act, 1956, and shall remain in force until the 28th May, 1965, or for such period as the Minister may determine.

2. SCOPE OF APPLICATION OF AGREEMENT.

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) The terms of this Agreement shall not apply to—

- (i) the undertakings within the Industries of the S.A. Iron and Steel Industrial Corporation, Limited, and of African Metals Corporation, Limited;
- (ii) any employer who is a participant with his employees in a fund (other than the Metal Industries Group Life and Provident Fund) providing provident or pension benefits which was in existence on the 29th July, 1957, in respect of his employees who are participants in and members of such fund and during such period as that fund continues to operate and both the employer and employees are participants therein, provided that not less than 75 per cent of the employees of such employer otherwise covered by this Agreement petition the employer to be excluded from this Agreement and written notice thereof is given to the Council within the first two months from the date of coming into operation of this Agreement.

(3) Notwithstanding the provisions of sub-section (2) the terms of the Agreement shall apply to employers and employees referred to in sub-paragraph (ii) of that sub-section irrespective of any petition by the employees to be excluded from the Agreement in any case where the petition has the support of less than 75 per cent of the employees covered by this Agreement and to the employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund referred to in sub-paragraph (ii) of sub-section (2).

3. WOORDOMSKRYWING.

Alle uitdrukkings wat in hierdie Ooreenkomis gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n Wet melding gemaak word, word ook alle wysigings van sodanige Wet bedoel; voorts, tensy onbestaanbaar met die sinsverband, beteken—

- “vakleerling” ’n werknemer wat diens doen ingevolge ’n skriftelike vakleerlingkontrak wat deur die Raad erken word of ’n vakleerlingkontrak wat ingevolge die Wet op Vakleerlinge, 1944, geregistreer is of wat diens doen ooreenkomstig ’n reëling wat getref is voordat hy ’n vakleerling geword het;
- “Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;
- “werknemer” ’n werknemer wat in diens geneem is vir enigeen van die klasse werk waarvoor ’n loon van minstens 33.91 sent per uur voorgeskryf is in die ooreenkomste gepubliseer by Goewermentskennisgewing No. 727 van 17 Mei 1963 en Goewermentskennisgewing No. 1274 van 16 Augustus 1963 of wat ambagsproseswerk verrig en ’n loon ontvang wat gelyk is aan minstens 61 sent per uur of besoldig word teen minstens R118.95, met inbegrip van lewenskostetoelae maar uitgesonderd oortydbesoldiging, per maand, en omvat dit ook ’n vakleerling afgeteen van sy loon;
- “bedryfsinrigting” ’n perseel waarin of waarop die nywerhede, of ’n gedeelte daarvan, soos hierin omskryf, beoefen word;
- “Uitvoerende Komitee” die Uitvoerende Komitee van die Raad wat ooreenkomstig die konstitusie daarvan aangestel is;
- “Fonds” die Groepslewe- en Voorsorgsfonds van die Metaal-nywerheid wat op 28 Augustus 1957 gestig is;
- “Yster-, Staal-, Ingenieurs en Metallurgiese Nywerheid” of “Nywerhede” (behoudens die bepaling van die Afbakeningsvaststelling gepubliseer by Goewermentskennisgewing No. R. 1971 van 30 November 1962), die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metaal uitgesonderd edelmetaal en/of legerings van metaalskuim en/of afval en/of residu’s; die onderhoud, vervaardiging, oprigting of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of gedeeltes of samestellende dele daarvan, en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik van sodanige yster en/of staal en/of ander metaal (uitgesonderd edelmetaal) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afblik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie ook die Motornywerheid nie;
- “Elektrotegniese Ingenieursnywerheid”—

- (a) die vervaardiging en/of inmeekaarsit, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontroleuitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligting, verwarming, kookwerk, verkoeler- en koeluitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat dit ook die vervaardiging van samestellende dele van voornoemde uitrusting;
- (b) die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, in die provinsie Transvaal, maar nie ook die Elektrotegniese Aannemingsbedryf nie;

- “Elektrotegniese Aannemingsbedryf” die ontwerp, bereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat ’n integrerende en permanente deel van geboue uitmaak en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellasterwerk en die elektrotegniese bedrading wat daarmee in verband staan;
- “Hyser- en Roltrapnywerheid” die vervaardiging en/of inmeekaarsit en/of installering en/of herstel van elektriese hysers en roltrappe;
- “Plastieknywerheid” die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekplaatmateriaal gemaak word, naamlik:—

Kledingstukke, tasse en handsakke, skoene, stewels, oorskoeie, oortreksels vir bekleedsel en hortjieblindings van plastiek;

- “plastiek” enigeen van die groep materiale wat ’n organiese stof van ’n groot molekulêre gewig as ’n noodsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. gegiet, gekalandeer, uitgedruk of in verskillende vorms gegiet is deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

- “apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944, or employed under any pre-apprenticeship arrangement;
- “Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, P.O. Box 9381, Johannesburg;
- “Employee” means an employee employed on any of the classes of work scheduled at a rate of not less than 33.91 cents per hour in the Agreements published under Government Notice No. 727 of the 17th May, 1963, and Government Notice No. 1274 of the 16th August, 1963, or employed in operative processes and receiving a rate of pay equivalent to not less than 61 cents per hour or paid at a rate of not less than R118.95, including cost of living allowance but excluding overtime, per month, and includes an apprentice serving his fourth or fifth year apprenticeship to the extent set out in sub-section (2) of section 5;
- “Establishment” means any premises wherein or whereon the Industries, or part thereof, as herein defined, is carried on;
- “Executive Committee” means the Executive Committee of the Council appointed in terms of its constitution;
- “Fund” means the Metal Industries Group Life and Provident Fund established on the 28th August, 1957;
- “Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962), the industries concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

“Electrical Engineering Industry” means—

- (a) the manufacture and/or assembly from components parts of electrical equipment, namely, generators, motors, converters, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the afore-mentioned equipment;
- (b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above in the Province of the Transvaal, but does not include the Electrical Contracting Industry;

“Electrical Contracting Industry” means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

“Plastics Industry” means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz., wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic venetian blinds;

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid, in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;

"edelmetale" die edelmetale goud, silwer, platina en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

"Motornywerheid" die Motornywerheid soos omskryf in die Ooreenkoms wat by Goewermentskenningsgewing No. 600 van 26 April 1963 gepubliseer is;

"gebied A" die landdrostrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad)", Posbus 4012, Kaapstad;

"streek B" die landdrostrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Cofimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mquanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala), en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Streekraad vir Grens)", Posbus 27, Oos-Londen;

"streek C" die provinsie Natal, met inbegrip van die landdrostrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu, en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Streekraad)", Posbus 2778, Durban;

"streek D" die landdrostrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Kirkwood, Maraisburg, Middelburg (Kaap), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad)", Posbus 2221, Port Elizabeth;

"streek E" die provinsie Transvaal (uitgesonderd die landdrostrikte Klerksdorp) met inbegrip van die landdrostrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad)", Posbus 3998, Johannesburg;

"streek F" die provinsie Oranje-Vrystaat (uitgesonderd die landdrostrikte Parys en Sasolburg), met inbegrip van die landdrostrikte Klerksdorp en die landdrostrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg en Warrenton, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad)", Posbus 95, Welkom.

4. LIDMAATSKAP.

Ingelyste en nie-ingelyste werknemers van wie se loon bedrae afgetrek word, is lede van Skema B van die Fonds.

Vir die toepassing van hierdie klousule en klousule 5 van hierdie Ooreenkoms beteken—

"ingelyste werknemer" 'n werknemer soos omskryf in klousule 3 van hierdie Ooreenkoms, en beteken 'n

"nie-ingelyste werknemer", behoudens die voorbehoudsbepaling vervat in subklousule (3) van klousule 5, enige ander werknemer wat by die werkgewer in diens is, uitgesonderd 'n vakleerling.

5. BYDRAES.

(1) Bydraes moet deur die werknemers wat deur hierdie Ooreenkoms gedek word, soos volg betaal word.

(2) Met ingang van 'n datum twee maande na die datum van inwerkingtrekking van hierdie Ooreenkoms, moet elke werkgewer elke week van die loon van elkeen van sy werknemers (uitgesonderd vakleerlinge) 'n bedrag van 90c aftrek en van die loon van elke vakleerling wat besig is om sy vierde of vyfde jaar vakleerlingskap uit te dien, 'n bedrag van 15c; met dien verstande dat geen bedrag afgetrek mag word nie van die loon van 'n werknemer wat nie vir meer as drie (3) skofte gedurende sodanige week gewerk het nie en voorts met dien verstande dat bydraes betaalbaar is ten opsigte van afwesigheid op vakansie met besoldiging.

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"Motor Industry" means the Motor Industry as defined in the Agreement published under Government Notice No. 600 of the 26th April, 1963;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mquanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas, the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)", P.O. Box 27, East London;

"Region C" means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)", P.O. Box 2778, Durban;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Kirkwood, Maraisburg, Middelburg (Cape), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)", P.O. Box 2221, Port Elizabeth;

"Region E" means the Province of the Transvaal (excluding the Magisterial District of Klerksdorp) and includes the Magisterial Districts of Parys and Sasolburg and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)", P.O. Box 3998, Johannesburg;

"Region F" means the Province of the Orange Free State (excluding the Magisterial Districts of Parys and Sasolburg) and includes the Magisterial District of Klerksdorp and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg and Warrenton, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council)", P.O. Box 95, Welkom.

4. MEMBERSHIP.

Scheduled employees and unscheduled employees from whom deductions are made shall be members of Scheme B of the Fund. For purposes of this section and of section 5 of this Agreement—

"scheduled employee" means an employee as defined in section 3 of this Agreement, and "unscheduled employee" means, subject to the proviso in sub-section (3) of section 5, any other employee in the employ of the employer other than an apprentice.

5. CONTRIBUTIONS.

(1) Contributions shall be paid by employees covered by this Agreement as prescribed hereunder.

(2) As from a date two months from the date of the coming into operation of this Agreement each employer shall each week deduct from the wages of each of his employees (other than apprentices) an amount of 90c and from the wages of each apprentice serving his fourth or fifth year apprenticeship an amount of 15c; provided that no deductions shall be made from the wages of an employee who has not worked for more than three (3) shifts during such week and provided further that contributions shall be payable in respect of absence on paid holiday.

(3) Bydraes mag ooreenkomstig subklousule (2) op die skrifte-like versoeke van nie-ingelyste werknemers van hul lone afgetrek word mits die werkgewers van sodanige werknemers daarmee instem om die aftrekkings te maak en voorts met dien verstande dat sodanige werknemers 'n loon van minstens 33-91c per uur of 'n besoldiging moet ontvang wat, met inbegrip van lewens-kostetoelae maar uitgesonderd oortydverdienste, gelyk is aan minstens 33-91c per uur.

(4) Die bedrag wat elke maand ingevolge hierdie klousule betaalbaar is, moet voor of op die vyftiende dag van die daaropvolgende maand soos volg aan die Raad gestuur word:—

Elke werkgewer in streek A, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Kaapse Streekraad), Posbus 4012, Kaapstad;

elke werkgewer in streek B, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Streekraad vir Grens), Posbus 27, Oos-Londen;

elke werkgewer in streek C, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Natalse Streekraad), Posbus 2778, Durban;

elke werkgewer in streek D, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

elke werkgewer in streek E, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

elke werkgewer in streek F, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, O.V.S.;

tesame met 'n staat in dié vorm wat die Raad van tyd tot tyd mag voorskryf.

Vir die toepassing van hierdie klousule beteken—

“skof” daardie werktydperk wat gewoonlik deur 'n werknemer in enige tydperk van 24 uur gewerk word;

“militêre opleiding” die ononderbroke opleiding wat 'n werknemer ingevolge artikel *een-en-twintig* (1), gelees met sub-artikel (1) en (2) van artikel *twee-en-twintig*, van die Verdedigingswet, 1957, moet ondergaan maar nie ook enige opleiding wat hy kragtens artikel *drie-en-twintig* van genoemde Wet verkies om te ondergaan of enige ander opleiding of diens waarvoor hy hom vrywillig aanbied of wat hy verkies om te ondergaan nie.

(4) Alle bydraes wat die Raad ontvang, moet aan die Fonds betaal word.

6. ADMINISTRASIE.

(1) Die Fonds word ooreenkomstig die Reëls van die Fonds geadminestreer. Sodanige reëls mag nie met hierdie Ooreenkoms of met die bepalings van die Wet op Nywerheidsversoening, 1956, onbestaanbaar wees nie en 'n kopie van die Reëls en van alle wysigings daarvan moet by die Sekretaris van Arbeid ingedien word.

(2) Ingeval die Raad ontbind word of ingeval dit ophou om te funksioneer gedurende die geldigheidstermyn van hierdie Ooreenkoms, moet die Bestuursraad wat ooreenkomstig die konstitusie van die Fonds aangestel is, die funksies van die Raad oorneem vir sover dit hierdie Ooreenkoms betref. Indien die Bestuursraad nie aangesel is nie of indien hy onwillig is om sodanige pligte uit te voer of nie daartoe in staat is nie, mag die Nywerheidsregistrator trustees aanstel om die funksies van die Raad uit te voer. Die Bestuursraad of die trustees aldus aangestel, het vir die toepassing van hierdie Ooreenkoms al die bevoegdhede van die Raad. Enige bedrag (indien daar is) wat vir die dienste van die trustees betaal moet word, moet deur die Fonds gedra word.

7. AGENTE.

'n Agent van die Raad is daarop geregtig om 'n bedryfsinrigting te betree en mag die werkgewer of enige werknemer ondervra, die registers nagaan en enige navraag doen met die doel om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word of nie.

8. VRYSTELLINGS.

(1) Die Raad of die Uitvoerende Komitee mag vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Daar moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, aansoek om vrystelling gedoen word.

(3) Die Raad of die Uitvoerende Komitee, na gelang van die geval, moet die voorwaardes bepaal waarop vrystelling verleen word en mag, as hy dit dienstig ag, na een week skriftelike kennisgewing aan die betrokke persoon, 'n vrystellingsertifikaat intrek afgesien daarvan of die tydperk waarvoor dit verleen is, verstryk het of nie.

(3) Contributions in accordance with sub-section (2) may be deducted from the wages of unscheduled employees at their written request, provided that the employers of such employees are agreeable to making the deductions and provided further that such employees are receiving a wage of not less than 33-91c per hour or remuneration which, including any amount as cost of living allowance but excluding overtime, is the equivalent of not less than 33-91c per hour.

(4) The amount payable in each month in terms of this section shall be forwarded to the Council by not later than the fifteenth day of the month immediately following as follows:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 2221, Port Elizabeth;

every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

every employer in Region F to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, O.F.S.;

together with a statement in such form as may from time to time be prescribed by the Council.

For purposes of this section—

“shift” means that period of work ordinarily worked by an employee in any period of 24 hours.

(4) All contributions received by the Council shall be paid to the Fund.

6. ADMINISTRATION.

(1) The Fund shall be administered in accordance with the Rules of the Fund. Such rules shall not be inconsistent with this Agreement or the provisions of the Industrial Conciliation Act, 1956, and a copy of the Rules and amendments thereto shall be lodged with the Secretary for Labour.

(2) In the event of the dissolution of the Council or in the event of it ceasing to function during the currency of this Agreement, the Board of Management appointed in terms of the Constitution of the Fund shall take over the functions of the Council in respect of this Agreement, and if for any reason the Board of Management should be unable or unwilling to perform such duties the Industrial Registrar may appoint trustees to perform the Council's functions. The Board of Management or trustees so appointed shall have all the powers vested in the Council for the purpose of this Agreement. Payment (if any) for the services of the trustees shall be borne by the Fund.

7. AGENTS.

An Agent of the Council shall be entitled to enter any establishment and may question the employer or any employees, inspect the records and make any enquiries for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

8. EXEMPTIONS.

(1) The Council or Executive Committee may grant exemption from any of the provisions of this Agreement.

(2) Application for exemption shall be made to the Secretary of the Council, P.O. Box 9381, Johannesburg.

(3) The Council or Executive Committee, as the case may be, shall fix the conditions subject to which exemption shall be valid, and may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted has expired.

9. VERTONING VAN OOREENKOMS.

Elke werkgever moet 'n leesbare kopie van hierdie Ooreenkoms in die vorm soos voorgeskryf in die regulasies wat kragtens die Wet opgestel is en in beide amptelike tale van die Republiek opplak en opgeplak hou op 'n opvallende plek op sy perseel.

Namens die partye op hede die 26ste dag van November 1963 in Johannesburg onderteken.

J. M. RUSSELL, *Voorsitter.*

T. P. MURRAY, *Ondervoorsitter.*

W. R. GLASTONBURY, *Algemene Sekretaris.*

9. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in some conspicuous place upon his premises, a copy of this Agreement in the form prescribed by the regulations under the Act, in legible characters, in both official languages of the Republic.

Signed at Johannesburg, on behalf of the parties, on this 26th day of November, 1963.

J. M. RUSSELL, *Chairman.*

T. P. MURRAY, *Vice-chairman.*

W. R. GLASTONBURY, *General Secretary.*

INHOUD.

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