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PRETORIA, 10 DECEMBER 1965.

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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 1944.] [10 December 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

AMENDMENT OF MAIN AGREEMENT.

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, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 4 (a), shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, 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 Province of the Transvaal; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Province of the Transvaal and from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, the provisions of the Amending Agreement, excluding those contained in clause 4 (a), shall *mutatis mutandis* be binding upon all Bantu 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 Bantu in their employ.

A. E. TROLLIP,
Minister of Labour.

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 1944.] [10 Desember 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

WYSIGING VAN HOOFOOREENKOMS.

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, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 4 (a), vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 eindig, bindend is vir alle ander werkgewers en werknemers as dié in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Provinsie Transvaal;
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 4 (a), vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 eindig, in die Provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by die werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY
(TRANSSVAAL).

AMENDING AGREEMENT

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

Transvaal Clothing Manufacturers' Association

(hereinafter called "the employers" or "employers' organization") of the one part, and the

Garment Workers' Union of South Africa

(hereinafter called "the employees" or the "trade union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Transvaal), to amend the Agreement, between the said parties, dated 9th October, 1956, and published under Government Notice No. 2360 of the 21st December, 1956, as amended by Government Notices Nos. 1119, 1337, 1938, 2130, 591 and R. 562, dated 8th August, 1958, 28th August, 1959, 27th November, 1959, 30th December, 1960, 26th April, 1963 and 23rd April, 1965, respectively, as follows:—

CLAUSE 1.

(a) By the deletion of the following definitions appearing in clause 3:—

"Additional cost of living allowance";

"basic wage";

"category A employee";

"category B employee";

"consumer price index figure";

"hourly wage";

"learner";

"ordinary cost of living allowance"; and

"qualified employee".

(b) By the additions of the following definitions to clause 3:—

"hourly wage" means the weekly wage divided by forty;

"learner" means in the case of an employee referred to in clause 4 (1) (a), (b) and (d) (1) an employee who has had less than five years' experience; in the case of an employee referred to in clause 4 (1) (d) (2) an employee who has had less than four years' experience; and in the case of all other employees, an employee who has had less than three years' experience;

"long service employee" means an employee in the classes referred to in clause 4 (2) (n) to (s) and shall include any employee who is paid not less than the wage prescribed for an employee of his class as prescribed in clause 4 (2) (n) to (s);

"qualified employee" means in the case of an employee referred to in clause 4 (1) (a), (b) and (d) (1) an employee who has had not less than five years' experience; in the case of an employee referred to in clause 4 (1) (d) (2) an employee who has had not less than four years' experience; and in the case of all other employees an employee who has had not less than three years' experience;

"sample machinist" means an employee who completely machines prototype garments, other than patent machining;

"wage" means that portion of the remuneration excluding bonus earned in terms of clause 5 of this Agreement, payable in money to an employee in respect of the ordinary hours of work as laid down in clause 9 of this Agreement.

CLAUSE 2.

By deleting clause 4 and substituting the following clause:—

Clause 4 (Wages).

(1) Subject to the provisions of sub-clauses (2), (3) (a), (4) and (6) of this clause and of clauses 6, 7, 17 and 29 the following minimum wages shall be paid per week to the undermentioned classes of employees; provided that any learner on a wage notch higher, than the prescribed notch, for an employee of his class, shall immediately on the coming into operation of this amended Agreement be placed on the next higher notch of an employee of his class, provided further that should the increase to the

BYLAE.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID
(TRANSSVAAL).

WYSIGINGSOOREENKOMS

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

Transvaal Clothing Manufacturers' Association

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

Garment Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal), om die Ooreenkoms tussen genoemde partye, gedateer 9 Oktober 1956, en gepubliseer by Goewermentskennisgewing No. 2360 van 21 Desember 1956, soos onderskeidelik by Goewermentskennisgewings Nos. 1119, 1337, 1938, 2130, 591 en R. 562 van 8 Augustus 1958, 28 Augustus 1959, 27 November 1959, 30 Desember 1960, 26 April 1963 en 23 April 1965 gewysig, soos volg te wysig:—

KLOUSULE 1.

(a) Deur die volgende woordskrywings wat in klousule 3 voorkom, te skrap:—

"bykomende lewenskostetoelae";

"basiese loon";

"groep A-werknemers";

"groep B-werknemers";

"syfer van die verbruikersprysindeks";

"uurloon";

"leerling";

"gewone lewenskostetoelae";

"gekwalfiseerde werknemers".

(b) Deur die toevoeging van die volgende woordskrywings aan klousule 3:—

"uurloon" die weekloon gedeel deur veertig;

"leerling", in die geval van 'n werknemer in klousule 4 (1) (a), (b) en (d) (1) genoem, 'n werknemer met minder as vyf jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (d) (2) genoem word, 'n werknemer met minder as vier jaar ondervinding; en in die geval van alle ander werknemers, 'n werknemer met minder as drie jaar ondervinding;

"langdienswerknemer" 'n werknemer in die klasse in klousule 4 (2) (n) tot (s) genoem, en omvat dit enige werknemer wat minstens die loon betaal word wat vir 'n werknemer van sy klas in klousule 4 (2) (n) tot (s) voorgeskryf is;

"gekwalfiseerde werknemer", in die geval van 'n werknemer in klousule 4 (1) (a), (b) en (d) (1) genoem, 'n werknemer met minstens vyf jaar ondervinding; in die geval van 'n werknemer in klousule 4 (1) (d) (2) genoem, 'n werknemer met minstens vier jaar ondervinding; en in die geval van alle ander werknemers, 'n werknemer met minder as drie jaar ondervinding;

"monstermasjienwerker" 'n werknemer wat prototipekledingstukke volledig masjineer, uitgesonderd patentmasjienwerk;

"loon" dié gedeelte van die besoldiging, uitgesonderd bonus, wat ingevolge klousule 5 van hierdie Ooreenkoms verdien is, wat aan 'n werknemer ten opsigte van die gewone werkure soos in klousule 9 van hierdie Ooreenkoms voorgeskryf, in geld betaalbaar is.

KLOUSULE 2.

Deur klousule 4 te skrap en deur die volgende klousule te vervang:—

Klousule 4 (Lone).

(1) Behoudens die bepalings van subklousules (2), (3) (a), (4) en (6) van hierdie klousule en van klousules 6, 7, 17 en 29 moet die volgende minimum lone per week aan ondergenoemde klasse werknemer betaal word; met dien verstande dat enige leerling wat 'n hoër loonkerf as die voorgeskrewe kerf vir 'n werknemer van sy klas ontvang, onmiddellik by die inwerkingtreding van hierdie gewysigde Ooreenkoms op die volgende hoër kerf van 'n werknemer van sy klas geplaas moet word; voorts met dien verstande dat indien die verhoging tot die volgende hoër kerf

next higher notch exceed R1 per week for such learner such learner shall be entitled to an increase of only R1 and such increase shall not affect the actual experience of such learner:—

(a) Employees engaged on making and/or grading patterns:—

	R c
Qualified employee	30 00
Learners:	
First half-year	6 50
Second half-year	8 85
Third half-year	11 20
Fourth half-year	13 55
Fifth half-year	15 90
Sixth half-year	18 25
Seventh half-year	20 60
Eighth half-year	22 95
Ninth half-year	25 30
Tenth half-year	27 65
Thereafter	30 00

(b) Male marker-in, other than a marker-in of interlinings and trimmings:—

	R c
Qualified employee	25 00
Learners:	
First half-year	6 50
Second half-year	8 35
Third half-year	10 20
Fourth half-year	12 05
Fifth half-year	13 90
Sixth half-year	15 75
Seventh half-year	17 60
Eighth half-year	19 45
Ninth half-year	21 30
Tenth half-year	23 15
Thereafter	25 00

(c) Female marker-in, other than a marker-in of interlinings and trimmings:—

	R c
Qualified employee	16 00
Learners:	
First half-year	5 00
Second half-year	6 85
Third half-year	8 65
Fourth half-year	10 50
Fifth half-year	12 35
Sixth half-year	14 15
Thereafter	16 00

(d) ((1) Male sewing machinist engaged in setting in sleeves, sewing round men's and ladies' tailored coats and overcoats; male baster; male shaper; male fitter-up:—

	R c
Qualified employee	19 00
Learners:	
First half-year	6 50
Second half-year	7 75
Third half-year	9 00
Fourth half-year	10 25
Fifth half-year	11 50
Sixth half-year	12 75
Seventh half-year	14 00
Eighth half-year	15 25
Ninth half-year	16 50
Tenth half-year	17 75
Thereafter	19 00

(2) Male sewing machinist other than a male sewing machinist referred to in paragraph (d) (1) of this sub-clause:—

	R c
Qualified employee	15 00
Learners:	
First half-year	6 50
Second half-year	7 55
Third half-year	8 60
Fourth half-year	9 70
Fifth half-year	10 75
Sixth half-year	11 80
Seventh half-year	12 85
Eighth half-year	13 95
Thereafter	15 00

R1 per week vir sodanige leerling te bowe gaan, hy op 'n verhoging van slegs R1 geregtig sal wees, en sodanige verhoging raak nie die werklike ondervinding van sodanige leerling nie:—

(a) Werknemers wat patrone maak en/of gradeer:—

	R c
Gekwalifiseerde werknemer	30 00
Leerlinge:	
Eerste halfjaar	6 50
Tweede halfjaar	8 85
Derde halfjaar	11 20
Vierde halfjaar	13 55
Vyfde halfjaar	15 90
Sesde halfjaar	18 25
Sewende halfjaar	20 60
Agtste halfjaar	22 95
Negende halfjaar	25 30
Tiende halfjaar	27 65
Daarna	30 00

(b) Manlike afmerker, uitgesonderd 'n afmerker van tussen-voerings en versiersels:—

	R c
Gekwalifiseerde werknemer	25 00
Leerlinge:	
Eerste halfjaar	6 50
Tweede halfjaar	8 35
Derde halfjaar	10 20
Vierde halfjaar	12 05
Vyfde halfjaar	13 90
Sesde halfjaar	15 75
Sewende halfjaar	17 60
Agtste halfjaar	19 45
Negende halfjaar	21 30
Tiende halfjaar	23 15
Daarna	25 00

(c) Vroulike afmerker, uitgesonderd 'n afmerker van tussen-voerings en versiersels:—

	R c
Gekwalifiseerde werknemer	16 00
Leerlinge:	
Eerste halfjaar	5 00
Tweede halfjaar	6 85
Derde halfjaar	8 65
Vierde halfjaar	10 50
Vyfde halfjaar	12 35
Sesde halfjaar	14 15
Daarna	16 00

(d) (1) Manlike naaimasjienwerker wat moue insit, getailleerde mans- en damesbaadjies en oorjasse omstik; manlike ryger, manlike fatsoeneerder, manlike passer:—

	R c
Gekwalifiseerde werknemer	19 00
Leerlinge:	
Eerste halfjaar	6 50
Tweede halfjaar	7 75
Derde halfjaar	9 00
Vierde halfjaar	10 25
Vyfde halfjaar	11 50
Sesde halfjaar	12 75
Sewende halfjaar	14 00
Agtste halfjaar	15 25
Negende halfjaar	16 50
Tiende halfjaar	17 75
Daarna	19 00

(2) Manlike naaimasjienwerker, uitgesonderd 'n manlike naaimasjienwerker bedoel in paragraaf (d) (1) van hierdie subklousule:—

	R c
Gekwalifiseerde werknemer	15 00
Leerlinge:	
Eerste halfjaar	6 50
Tweede halfjaar	7 55
Derde halfjaar	8 60
Vierde halfjaar	9 70
Vyfde halfjaar	10 75
Sesde halfjaar	11 80
Sewende halfjaar	12 85
Agtste halfjaar	13 95
Daarna	15 00

- (e) Female sewing machinist; interlining and trimming marker-in and/or chopper-out; finisher; an employee engaged on invisible mending, embroidering, fagotting, beading and/or pleating of skirts by hand; female baster; female fitter-up; female shaper; female presser of garments other than shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and hand-made pleats; operator of a linking, overlocking and/or seaming machine:—

	R	c
Qualified employee	11	26

Learners:

First half-year	5	00
Second half-year	6	05
Third half-year	7	10
Fourth half-year	8	10
Fifth half-year	9	15
Sixth half-year	10	20
Thereafter	11	26

- (f) Chopper-out, other than an interlining and/or trimming chopper-out; a male presser by hand of women's overcoats and/or jackets of costumes:—

	R	c
Qualified employees	15	00

Learners:

First half-year	6	50
Second half-year	7	90
Third half-year	9	35
Fourth half-year	10	75
Fifth half-year	12	20
Sixth half-year	13	60
Thereafter	15	00

- (g) Male presser of garments other than a male presser by hand of women's overcoats and/or jackets of costumes; and other than a presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and hand-made pleats:—

	R	c
Qualified employee	12	60

Learners:

First half-year	5	50
Second half-year	6	70
Third half-year	7	85
Fourth half-year	9	05
Fifth half-year	10	20
Sixth half-year	11	40
Thereafter	12	60

- (h) Other pressers not provided for elsewhere in this clause; under-presser; machine belt fixer; maintenance assistant; layer-up; plain sewer; machine operator of a button covering, zip tacking and/or pleating machine; other checker; shaper by template and/or an employee engaged on the trubenizing of collars:—

	R	c
Qualified employee, except shaper by template ...	9	25
Qualified shaper by template	9	75

Learners:

First half-year	5	00
Second half-year	5	70
Third half-year	6	40
Fourth half-year	7	15
Fifth half-year	7	85
Sixth half-year	8	55
Thereafter, all except shaper by template ...	9	25
Thereafter, a shaper by template	9	75

- (i) General worker:—

Qualified employee	8	75
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Learners:

First half-year	5	60
Second half-year	6	10
Third half-year	6	65
Fourth half-year	7	20
Fifth half-year	7	70
Sixth half-year	8	25
Thereafter	8	75

- (j) Other employees:—

(i) Foreman	35	00
(ii) Forewoman	22	50
(iii) Supervisor	19	00
(iv) Checker	15	50

- (k) Part-time motor vehicle driver

9	50
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- (e) Vroulike naaimasjienwerker; tussenvoering- en versiersel-afmerker en/of uitkapper; afwerker; 'n werknemer wat fyn-stopwerk, borduurwerk, sierlassteekwerk, kraalwerk en/of plooiwerk aan rompe met die hand verrig; vroulike ryger; vroulike passer; vroulike fatsoeneerder; vroulike perser van ander kledingstukke as hemde, dasse, slaappakke en ander nagklere, hoede, pette, onderklere, gebreide klere, voorskote en bloeses sonder kant, borduursel, opnaaisels en handgemaakte plooi; bediener van 'n ketting-, overlocking en/of soommasjien:—

	R	c
Gekwalifiseerde werknemer	11	26

Leerlinge:

Eerste halfjaar	5	00
Tweede halfjaar	6	05
Derde halfjaar	7	10
Vierde halfjaar	8	10
Vyfde halfjaar	9	15
Sesde halfjaar	10	20
Daarna	11	26

- (f) Utkapper, uitgesonderd 'n tussenvoering- en/of versiersel-uitkapper; 'n manlike handperser van damesjasse en/of kostuumbaadjies:—

	R	c
Gekwalifiseerde werknemer	15	00

Leerlinge:

Eerste halfjaar	6	50
Tweede halfjaar	7	90
Derde halfjaar	9	35
Vierde halfjaar	10	75
Vyfde halfjaar	12	20
Sesde halfjaar	13	60
Daarna	15	00

- (g) Manlike klereperser, uitgesonderd 'n manlike handperser van damesjasse en/of kostuumbaadjies en uitgesonderd 'n perser van hemde, dasse, slaappakke en ander nagklere, hoede, pette, onderklere, gebreide klere, voorskote, oor-klere en bloeses sonder kant, borduursel, opnaaisels en handgemaakte plooi:—

	R	c
Gekwalifiseerde werknemer	12	60

Leerlinge:

Eerste halfjaar	5	50
Tweede halfjaar	6	70
Derde halfjaar	7	85
Vierde halfjaar	9	05
Vyfde halfjaar	10	20
Sesde halfjaar	11	40
Daarna	12	60

- (h) Ander persers nie elders in hierdie klousule gemeld nie; onderperser, dryfbandhersteller; onderhoudsassistent; lae-maker; gewone naaldwerker; bediener van 'n ritsvasstik-, knoopoortrek- en/of plooiemasjien; ander nasiener; fatsoeneerder volgens patroon; en/of 'n werknemer wat boordjies trubeniseer:—

	R	c
Gekwalifiseerde werknemer, uitgesonderd fatsoeneerder volgens patroon	9	25
Gekwalifiseerde fatsoeneerder volgens patroon ...	9	75

Leerlinge:

Eerste halfjaar	5	00
Tweede halfjaar	5	70
Derde halfjaar	6	40
Vierde halfjaar	7	15
Vyfde halfjaar	7	85
Sesde halfjaar	8	55
Daarna, almal uitgesonderd fatsoeneerder volgens patroon	9	25
Daarna, 'n fatsoeneerder volgens patroon ...	9	75

- (i) Algemene werker:—

Gekwalifiseerde werknemer	8	75
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Leerlinge:

Eerste halfjaar	5	60
Tweede halfjaar	6	10
Derde halfjaar	6	65
Vierde halfjaar	7	20
Vyfde halfjaar	7	70
Sesde halfjaar	8	25
Daarna	8	75

- (j) Ander werknemers:—

(i) Voorman	35	00
(ii) Voorvrou	22	50
(iii) Toesighouer	19	00
(iv) Nasiener	15	50

- (k) Deeltydse motorvoertuigbestuurder

9	50
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(f) *Set leader or team leader*.—Any employee when called upon to perform the duties of a set or team leader shall, whilst so employed, be paid in addition to the qualified wage for an employee of his class as provided for in this clause an amount equal to 5 per cent of such qualified wage, provided that such additional amount shall not be subject to the provisions of clause 4 (3) (a) of this Agreement.

(m) (1) *Charge-hand*.—Any employee when called upon to perform the duties of a charge-hand shall, whilst so employed, be paid in addition to the qualified wage for an employee of his class as provided for in this clause an amount equal to 5 per cent of such qualified wage, provided that such additional amount shall not be subject to the provisions of clause 4 (3) (a) of this Agreement.

(2) *Sample Machinist*.—Any employee when called upon to perform the duties of a sample machinist shall, whilst so employed, be paid in addition to the qualified wage for a sewing machinist as provided for in this clause an additional amount equal to 10 per cent of such qualified wage, provided that such additional amount shall not be subject to the provisions of clause 4 (3) (a) of this Agreement.

(2) Subject to the provisions of sub-clause 4 (3) (a), (4) and of clauses 6 and 7 the following minimum wages shall be paid per week to the undermentioned classes of employees who had completed 24 months experience for an employee of his class as at 30th November, 1956 and the full period of experience laid down for a qualified employee of his class at the coming into operation of this Agreement.

	R c
(n) Employees of the class referred to in sub-clause 4 (1) (a)	40 00
(o) Employees of the class referred to in sub-clause 4 (1) (b)	33 00
(p) Employees of the class referred to in sub-clause 4 (1) (c)	19 75
(q) (1) Employees of the class referred to in sub-clause 4 (1) (d) (1)	33 00
(2) Employees of the class referred to in sub-clause 4 (1) (d) (2)	18 00
(r) Employees of the class referred to in sub-clause 4 (1) (e)	14 15
(s) Employees of the class referred to in sub-clause 4 (1) (f)	18 25

(3) (a) Save as provided in sub-clause 3 (b) and (c) and sub-clause (4) of this clause nothing in this Agreement shall operate to reduce the wage of an employee in the industry; and provided further that a qualified employee in receipt of a wage in excess of the prescribed qualified total wage as at 24th August, 1965, shall be entitled to receive as an increase the additional amount, specified below, in addition to such actual total wage, in respect of his class of employee, and such additional amount plus the actual total wage paid on 24th August, 1965, shall as from 1st November, 1965, or from the date of coming into operation of this Agreement be regarded as the weekly prescribed wage of such employee:—

	R c
(i) Clause 4 (1) (a)	1 00
(ii) Clause 4 (1) (b)	1 00
(iii) Clause 4 (1) (c)	1 00
(iv) Clause 4 (1) (d) (1)	1 00
(v) Clause 4 (1) (d) (2)	0 60
(vi) Clause 4 (1) (e)	0 73
(vii) Clause 4 (1) (f)	0 60
(viii) Clause 4 (1) (g)	0 60
(ix) Clause 4 (1) (h)	0 50
(x) Clause 4 (1) (i)	0 75
(xi) Clause 4 (1) (k)	0 75
(xii) Clause 4 (2) (n)	1 00
(xiii) Clause 4 (2) (o)	1 00
(xiv) Clause 4 (2) (p)	1 00
(xy) Clause 4 (2) (q) (1)	1 00
(xvi) Clause 4 (2) (q) (2)	0 42
(xvii) Clause 4 (2) (r)	0 73
(xviii) Clause 4 (2) (s)	0 67

(f) *Groepleier of spanleier*.—Wanneer daar van 'n werknemer vereis word om die werksaamhede van 'n groep of spanleier te verrig, moet hy, terwyl hy aldus diens doen, benewens die totale loon wat vir 'n gekwalifiseerde werknemer van sy klas betaalbaar is soos in hierdie subklousule bepaal, 'n bedrag gelyk aan 5 persent van sodanige loon vir 'n gekwalifiseerde werknemer betaal word; met dien verstande dat sodanige addisionele bedrag nie aan die bepaling van klousule 4 (3) (a) van hierdie Ooreenkoms onderworpe is nie.

(m) (1) *Ondervoorman*.—Waar daar van 'n werknemer vereis word om die werksaamhede van 'n ondervoorman te verrig, moet hy, terwyl hy aldus diens doen, benewens die loon wat voorgeskryf is vir 'n gekwalifiseerde werknemer van sy klas, soos in hierdie klousule voorsiening voor gemaak, 'n bedrag gelyk aan 5 persent van sodanige loon vir 'n gekwalifiseerde werknemer betaal word; met dien verstande dat sodanige addisionele bedrag nie aan die bepaling van klousule 4 (3) (a) van hierdie Ooreenkoms onderworpe is nie.

(2) *Monstermasjienwerker*.—Wanneer daar van 'n werknemer vereis word om die werksaamhede van 'n monstermasjienwerker te verrig, moet hy, terwyl hy aldus diens doen, benewens die loon wat vir 'n gekwalifiseerde naaimasjienwerker in hierdie klousule voorgeskryf word, 'n addisionele bedrag gelyk aan 10 persent van sodanige loon vir 'n gekwalifiseerde werknemer betaal word; met dien verstande dat sodanige addisionele bedrag nie aan die bepaling van klousule 4 (3) (a) van hierdie Ooreenkoms onderworpe is nie.

(2) Behoudens die bepaling van subklousule 4 (3) (a), (4) en van klousules 6 en 7, moet die volgende minimum lone per week aan ondergenoemde klasse werknemers wat 24 maande ondervinding vir 'n werknemer van sy klas op 30 November 1956 voltooi het, asook die volle tydperk van ondervinding wat vir 'n gekwalifiseerde werknemer van sy klas by die inwerkingtreding van hierdie Ooreenkoms voorgeskryf is.

	R c
(n) Werknemers van die klas in subklousule 4 (1) (a) genoem	40 00
(o) Werknemers van die klas in subklousule 4 (1) (b) genoem	33 00
(p) Werknemers van die klas in subklousule 4 (1) (c) genoem	19 75
(q) (1) Werknemers van die klas in subklousule 4 (1) (d) (1) genoem	33 00
(2) Werknemers van die klas in subklousule 4 (1) (d) (2) genoem	18 00
(r) Werknemers van die klas in subklousule 4 (1) (e) genoem	14 15
(s) Werknemers van die klas in subklousule 4 (1) (f) genoem	18 25

(3) (a) Behoudens die bepaling van subklousule (3) (b) en (c) en subklousule (4) van hierdie klousule, moet niks in hierdie Ooreenkoms die uitwerking hê dat dit die loon van 'n werknemer in die Nywerheid verminder nie; en voorts met dien verstande dat 'n gekwalifiseerde werknemer wat op 24 Augustus 1965 'n hoër loon ontvang as die totale loon wat vir 'n gekwalifiseerde werknemer voorgeskryf is, daarop geregtig is om, as 'n verhoging, die addisionele bedrag hieronder vermeld, bo en behalwe sodanige werklike totale loon te ontvang ten opsigte van sy klas werknemer, en sodanige addisionele bedrag plus die werklike totale loon wat op 24 Augustus 1965 betaal is, word met ingang van 1 November 1965 of van die inwerkingtredingsdatum van hierdie Ooreenkoms as die voorgeskrewe weekloon van sodanige werknemer beskou:—

Vir 'n werknemer genoem in—	R c
(i) Klousule 4 (1) (a)	1 00
(ii) Klousule 4 (1) (b)	1 00
(iii) Klousule 4 (1) (c)	1 00
(iv) Klousule 4 (1) (d) (1)	1 00
(v) Klousule 4 (1) (d) (2)	0 60
(vi) Klousule 4 (1) (e)	0 73
(vii) Klousule 4 (1) (f)	0 60
(viii) Klousule 4 (1) (g)	0 60
(ix) Klousule 4 (1) (h)	0 50
(x) Klousule 4 (1) (i)	0 75
(xi) Klousule 4 (1) (k)	0 75
(xii) Klousule 4 (2) (n)	1 00
(xiii) Klousule 4 (2) (o)	1 00
(xiv) Klousule 4 (2) (p)	1 00
(xv) Klousule 4 (2) (q) (1)	1 00
(xvi) Klousule 4 (2) (q) (2)	0 42
(xvii) Klousule 4 (2) (r)	0 73
(xviii) Klousule 4 (2) (s)	0 67

(b) Notwithstanding the provisions of clause 4 (3) (a) an employer may be permitted, upon the written request of his employee and with the prior approval of the Council, to pay his employee a wage which is not less than the minimum prescribed wage for an employee of his class; provided that on leaving his employer's service the employee may revert to his actual wage by notifying the Council.

(c) Notwithstanding the provisions of clause 4 (3) (a) and (b) an employer may employ an employee who has been unemployed for a period of not less than 13 weeks at a wage agreed upon between such employer and employee; provided that—

- (i) the agreed wage shall be not less than the prescribed wage for an employee of his class;
- (ii) application to the Council for the approval of the agreed wage be made during the first five working day of such employee's service;

and provided further that—

- (iii) the agreed wage shall be the wage due to such employee until the employer has been notified by the Council that the application has been granted or refused.

(4) Notwithstanding anything to the contrary contained in this Agreement an employee who is transferred to an occupation in the industry for which a higher wage is prescribed and in which he was not previously employed shall continue to receive his wage prior to such employment or transfer until his experience in the new occupation entitles him to an increase. On each pay-day in the relevant half-year thereafter, he shall receive a wage of not less than the wage next higher than the wage he was receiving as laid down in sub-clause (1) relating to his new occupation; on the first pay-day of that half-year such employee shall solely for the purpose of calculating his wages, be deemed to be a learner starting with only that period of experience which would enable him to earn the same wage; provided that an employee employed as a finisher, baster, plain sewer, presser, underpresser and/or general worker who is transferred to the class of sewing machinist shall receive a wage not less than that prescribed in the second notch for the sewing machinist. Should such an employee revert to his previous occupation, his total actual experience shall again be regarded as his experience, and his wage shall not be less than that which he received in that occupation.

(5) Notwithstanding anything to the contrary contained in this Agreement, the increase to which a learner may become entitled in the terms of sub-clause (1) of this clause shall be paid on the first day of each half-year, on the basis of the learner's experience on the last working day of the previous half-year.

(6) Notwithstanding anything to the contrary contained in this Agreement the commencing wage of an employee who has had only bespoke dressmaking experience shall be determined, after a trial period not exceeding two weeks, by the employer and employee concerned in conjunction with the Council. That employee shall then be deemed to be a learner starting with only that period of experience which could enable him to earn the wage agreed to by the employee and the Council.

CLAUSE 3.

By deleting clause 5 and substituting the following clause:—

5. Bonus Schemes, Task-work and Piece-work.

(1) No employee shall be employed on task-work or piece-work in any establishment; provided that an employer may agree with any one or more of his employees for the payment of bonuses for any work performed by such employee or employees in excess of the normal day's or week's work, the normal day's or week's work subject to clause 9 having been mutually agreed upon between the employer and the employee or employees, and provided that such bonus system shall enable an employee to earn a bonus amounting to at least ten per cent of the relative prescribed wage for an employee of his class.

(2) Any employer who wishes to introduce a bonus system in his establishment or to effect alterations in one already operating, shall, prior to the introduction or alteration thereof, furnish the undermentioned information to the Secretary of the Council and obtain the Council's approval of such system or alteration and no bonus system shall be introduced or altered without the Council's prior approval—

- (a) the rate of the bonus and the method of calculating the amount payable as a bonus;
- (b) the period in respect of which the bonus is calculated from time to time;
- (c) the day upon which the amount of the bonus earned by an employee during each such period is payable.

(b) Ondanks die bepalinge van klousule 4 (3) (a), kan 'n werkgewer op die skriftelike versoek van sy werknemer en met die goedkeuring van die Raad vooraf, toegelaat word om aan sy werknemer 'n loon te betaal wat nie minder is nie as die minimum voorgeskrewe loon vir 'n werknemer van sy klas; met dien verstande dat die werknemer, wanneer hy sy werkgewer se diens verlaat, tot sy werklike loon kan terugkeer deur die Raad daarvan in kennis te stel.

(c) Ondanks die bepalinge van klousule 4 (3) (a) en (b) kan 'n werkgewer 'n werknemer wat vir 'n tydperk van minstens 13 weke werkloos was, in diens neem teen 'n loon waarvoor sodanige werkgewer en werknemer ooreenkom; met dien verstande dat—

- (i) die ooreengekome loon nie minder mag wees nie as die loon wat vir 'n werknemer van sy klas voorgeskryf is;
- (ii) aansoek by die Raad vir die goedkeuring van die ooreengekome loon gedurende die eerste vyf werkdag van sodanige werknemer se diens moet geskied;

en voorts met dien verstande dat—

- (iii) die ooreengekome loon die loon moet wees wat aan sodanige werknemer verskuldig is totdat die werkgewer deur die Raad in kennis gestel is dat die aansoek toegestaan of geweier is.

(4) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, moet 'n werknemer wat oorgeplaas word na 'n beroep in die nywerheid waarvoor 'n hoër loon voorgeskryf is en waarin hy nie voorheen diens gedoen het nie, steeds sy loon ontvang wat hy voor sodanige diens of oorplasing ontvang het totdat sy ondervinding in die nuwe beroep hom tot 'n verhoging geregtig maak. Op elke betaaldag in die betrokke halfjaar daarna, moet hy 'n loon ontvang van nie minder nie as die loon nêr hoër as die loon wat hy ontvang het, soos in subklousule (1) met betrekking tot sy nuwe beroep voorgeskryf is; op die eerste betaaldag van daardie halfjaar moet sodanige werknemer enkel en alleen vir die doel van sy loonberekening, geag word 'n leerling te wees wat slegs met dié tydperk van ondervinding begin wat hom in staat sou stel om dieselfde loon te verdien; met dien verstande dat 'n werknemer wat as 'n afwerker, ryger, gewone naaldwerker, perser, onderperser en/of algemene werker in diens is en wat oorgeplaas word na die klas van naaimasjienwerker, 'n loon moet ontvang wat nie minder is nie as dié wat in die tweede kerf vir die naaimasjienwerker voorgeskryf is. Indien sodanige werknemer tot sy vorige beroep terugkeer, word sy totale werklike ondervinding andermaal as sy ondervinding gereken, en moet sy loon nie minder wees as dié wat hy in daardie beroep ontvang het nie.

(5) Ondanks enige andersluidende bepalinge in hierdie Ooreenkoms, moet die verhoging waartoe 'n leerling ingevolge subklousule (1) van hierdie klousule geregtig mag word, op die eerste dag van elke halfjaar betaal word en wel op die basis van die leerling se ondervinding op die laaste werkdag van die vorige halfjaar.

(6) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, word die beginloon van 'n werknemer wat ondervinding slegs in maatmodemakery gehad het, na 'n proeftydperk van hoogstens twee weke deur die betrokke werkgewer en werknemer in oorleg met die Raad vasgestel. Dié werknemer word dan 'n leerling geag wat begin slegs met dié tydperk van ondervinding wat hom in staat kan stel om die loon te verdien waarvoor die werknemer en die Raad ooreengekom het.

KLousULE 3.

Deur klousule 5 te skrap en dit deur die volgende klousule te vervang:—

5. Bonusskemas, taakwerk en stukwerk.

(1) Geen werknemer mag in enige bedryfsinrigting taakwerk of stukwerk verrig nie; met dien verstande dat 'n werkgewer met een of meer van sy werknemers kan ooreenkom dat bonusse betaal word vir enige werk wat sodanige werknemer of werknemers bo en behalwe die gewone dag of week se werk verrig, nadat die werkgewer en die werknemer of werknemers ooreenkomstig klousule 9 onderling oor die gewone dag of week se werk ooreengekom het, en met dien verstande dat sodanige bonussstelsel 'n werknemer in staat moet stel om 'n bonus te verdien wat minstens 10 persent van die betrokke voorgeskrewe loon vir 'n werknemer van sy klas bedra.

(2) Enige werkgewer wat verlang om 'n bonussstelsel in sy bedryfsinrigting in te stel of wysigings aan te bring in so 'n stelsel wat reeds in werking is, moet, voor die instelling of wysiging daarvan, ondergenoemde inligting aan die Sekretaris van die Raad verstrek en die Raad se goedkeuring vir sodanige stelsel of wysiging verkry, en geen bonussstelsel mag sonder die Raad se goedkeuring vooraf, ingestel of gewysig word nie:—

- (a) Die skaal van die bonus en die metode om die bedrag wat as bonus betaalbaar is, te bereken;
- (b) die tydperk ten opsigte waarvan die bonus van tyd tot tyd bereken word;
- (c) die dag waarop die bedrag van die bonus wat deur 'n werknemer gedurende elke sodanige tydperk verdien is, betaalbaar is.

(3) The provisions of sub-clause (2) hereof shall not have the effect of rendering it unlawful for any employer to continue to operate a bonus system of which he has notified the Council under any previous agreement for the industry.

CLAUSE 4.

(a) By deleting sub-clause (2) (n) of clause 7 and substituting the following sub-clause:—

(n) An employer may, with the written consent of his employee, deduct contributions to the funds of the trade union.

(b) By deleting sub-clause (3) of clause 7 and substituting the following sub-clause:—

(3) All payments to employees shall be made in sealed envelopes which shall be retained by the employee and which shall carry on the cover or shall contain the following information:—

Name and factory, number of the employee, the weekly wage, number of hours worked, amount earned for the times worked, amount of any bonuses earned, amount of holiday pay (if any), details of all deductions made from such amount, the amount contained in the envelope and the week in respect of which wages are paid.

CLAUSE 5.

By deleting clause 17 and substituting the following clause:—

17. Existing Contracts.

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement, provided that an employee falling in class 4 (1) (e), who has been employed on a contract providing for such employee to be paid on scale 4 (1) (e) (i) of the Agreement published under Government Notice No. 591, dated 26th April, 1963, shall continue to be paid on that scale and shall receive a further increase to R14.15 per week after completing a further period of six months experience after reaching the wage on that scale for a qualified employee.

CLAUSE 6.

By substituting for the words "rate of basic pay and ordinary and additional cost of living allowance" appearing in sub-clause 18 (5) the words "weekly wage paid".

CLAUSE 7.

By deleting sub-clause 21 (2) and substituting the following sub-clause:—

21. (2) Each employer shall on the pay-day of each week and from the first pay-day after this Agreement comes into operation deduct the amounts from the wages of each of his employees for whom minimum wages are prescribed in this Agreement and contribute the amounts in respect of such employees as are set out hereunder, provided that no deductions shall be made from the wages of an employee who has worked less than 20 hours in the week in which the deductions fell due:—

(a) Each employee for whom minimum wages are prescribed in this Agreement shall on each pay-day have 21 cents deducted from his wages;

(b) To this aggregate amount deducted under sub-clause (a) of this clause, each employer shall add an amount of 16 cents per employee;

(c) Each employee whose weekly wage is R10.51 per week or more shall on each pay-day in addition to the amount stipulated under sub-clause (a) of this clause have deducted from his wages a further amount of 5 cents or, in the case of male employees whose weekly wage is R18.10 per week or more, a further amount of 15 cents which shall be paid into a "Special Sick Pay Fund";

(d) The total amounts deducted under paragraphs (a), (b) and (c) of this sub-clause shall, within seven days from the end of the week in which the deductions fell due be forwarded by the employer to the Secretary of the Council, P.O. Box 5101, Johannesburg, together with a statement in the form of Annexure B to this Agreement.

(3) Die bepalings van subklousule (2) hiervan mag nie die uitwerking hê dat dit vir enige werkgewer onwettig gemaak word om voort te gaan om 'n bonusstelsel, waarvan hy die Raad kragtens enige vorige ooreenkoms vir die Nywerheid in kennis gestel het, in stand te hou nie.

KLOUSULE 4.

(a) Deur subklousule 2 (n) van klousule 7 te skrap en dit deur die volgende subklousule te vervang:—

(n) 'n Werkgewer kan met die skriftelike toestemming van sy werknemer bydraes aan die Fonds van die Vakvereniging aftrek.

(b) Deur subklousule (3) van klousule 7 te skrap en dit deur die volgende subklousule te vervang:—

(3) Alle betalings aan werknemers moet geskied in versëlde koeverte, wat die werknemer moet hou, en wat die volgende inligting op die omslag of in die koevert ingesluit, moet bevat:—

Naam en fabriek, werknemer se nommer, die weeklikse loon, getal ure gewerk, bedrag verdien vir die tye wat gewerk is, bedrag van enige bonusse wat verdien is, bedrag van vakansiebesoldiging (indien enige), besonderhede van alle bedrae wat van sodanige bedrag afgetrek is, die bedrag in die koevert ingesluit en die week ten opsigte waarvan die loon betaal word.

KLOUSULE 5.

Deur klousule 17 te skrap en dit deur die volgende klousule te vervang:—

17. Bestaande kontrakte.

Enige dienskontrak wat op die aanvangsdatum van hierdie Ooreenkoms in werking is of wat ná sodanige datum gesluit is, is aan die bepalings van hierdie Ooreenkoms onderworpe, met dien verstande dat 'n werknemer wat in klas 4 (1) (e) val en wat in diens was volgens 'n kontrak wat voorsiening maak dat sodanige werknemer besoldig word volgens skaal 4 (1) (e) (i) van die Ooreenkoms wat by Goewermentskennisgewing No. 591 van 26 April 1963 gepubliseer is, steeds volgens daardie skaal besoldig moet word en 'n verdere verhoging van R14.15 per week moet ontvang nadat hy nóg 'n tydperk van ses maande ondervinding voltooi het nadat hy die loon wat op daardie skaal vir 'n gekwalifiseerde werknemer voorgeskryf is, bereik het.

KLOUSULE 6.

Deur die woorde "basiese loon en gewone en addisionele lewenskosteelae" wat in subklousule 18 (5) voorkom, deur die woorde "weeklikse loon wat betaal word" te vervang.

KLOUSULE 7.

Deur subklousule 21 (2) te skrap en dit deur die volgende subklousule te vervang:—

21. (2) Elke werkgewer moet op die betaaldag van elke week en vanaf die eerste betaaldag na hierdie Ooreenkoms in werking tree, die bedrae aftrek van die loon van elkeen van sy werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf is en die bedrae ten opsigte van sodanige werknemers, soos hieronder uitengesit, bydra; met dien verstande dat geen bedrae afgetrek moet word van die loon van 'n werknemer wat minder as 20 uur gewerk het in die week waarin die aftrekkings gemaak moes word nie:—

(a) 'n Bedrag van 21 sent moet van die loon van elke werknemer vir wie minimum lone in hierdie Ooreenkoms voorgeskryf is, op elke betaaldag afgetrek word;

(b) by hierdie gesamentlike bedrag wat ingevolge subklousule (a) van hierdie klousule afgetrek word, moet elke werkgewer 'n bedrag van 16 sent per werknemer byvoeg;

(c) van die loon van elke werknemer wie se weekloon R10.51 per week of meer is, moet op elke betaaldag bo en behalwe die bedrag ingevolge subklousule (a) van hierdie klousule gestipuleer, nóg 'n bedrag van 5 sent of, in die geval van manlike werknemers wie se weekloon R18.10 per week of meer is, nóg 'n bedrag van 15 sent afgetrek word, wat in 'n "Spesiale Sikebesoldigingsfonds" inbetaal moet word;

(d) die totale bedrae wat ingevolge paragrawe (a), (b) en (c) van hierdie subklousule afgetrek word, moet binne sewe dae vanaf die einde van die week waarin die aftrekkings moes geskied het, deur die werkgewer aan die Sekretaris van die Raad, Posbus 5101, Johannesburg, gestuur word, tesame met 'n staat in die vorm van Aanhangsel B. van hierdie Ooreenkoms.

CLAUSE 8.

By deleting clause 23 and substituting the following clause:—

23. *Extracts from Wage Registers.*

Each employer shall in respect of each calendar month, forward a return in the form of Annexure C, to the Secretary of the Council, P.O. Box 5101, Johannesburg, showing in respect of each employee, the Industrial Council number, clock number (if any), the weekly amounts deducted in respect of the Provident Fund for the Clothing Industry (Tvl.), as established in terms of the Agreement published under Government Notice No. 1172, dated 2nd August, 1957, and the number of deductions made in respect of the funds of the Industrial Council, the Transvaal Clothing Industry Medical Aid Society and the Transvaal Clothing Industry Slack Pay Fund, the date of engagement (if the employee was engaged during the calendar month to which the return relates), the occupation, the date of termination (if the employee's services were terminated during the calendar month to which the form relates), and the weekly wage paid to each employee.

This form shall be submitted to the Council not later than the 15th day of the month following the calendar month to which the return relates.

CLAUSE 9.

By the addition of the following clause:—

Clause 29. *Long Service Employees.*

On written notification by the Secretary of the Council, an employer shall, within fourteen days after receipt of such notification, increase the wage of the number of employees, stated in the notification, and falling in the classes of employees referred to in sub-clause 4 (1) (a) to (f) to not less than the weekly wage prescribed in clause 4 (2) (n) to (s) for an employee of his class, provided that—

- (i) the Secretary of the Council shall only send out such notification after a resolution has been passed to that effect at a meeting of the Council;
- (ii) the Council shall only be empowered to pass such resolution if it has been established from the information supplied on the returns rendered in terms of clause 23 of this Agreement for the months of February, May, August and/or November of each year that the number of long service employees, as defined and including the employees referred to in clause 4 (1) (j) has dropped below 30 per cent of the total number of employees employed in the industry and for whom wages are prescribed in this Agreement;
- (iii) the number of employees mentioned in such notification shall be determined by the Secretary in accordance with the following formula, provided that a fraction of a whole shall be regarded as a whole:—

The total number of employees less than the 30 per cent referred to in sub-paragraph (ii) above, multiplied by the number of employees for whom wages are prescribed in this Agreement and employed by the employer, divided by the total number of employees in the industry for whom wages are prescribed in this Agreement;

and provided further that—

- (iv) should all the employees falling into the classes of employees for whom wages are prescribed in sub-clause 4 (1) (a) to (f) of a particular employer be paid not less than the wage prescribed for a long service employee such employer shall be excluded from the provisions of this clause.

CLAUSE 10.

By substituting Annexures A, B, C, D, E and F respectively by Annexures A, B, C, D, E and F to this Agreement.

Signed at Johannesburg on behalf of the parties this 10th day of September, One thousand Nine hundred and Sixty-five.

M. FESTENSTEIN,
Chairman of the Council.

W. ARON,
Vice-Chairman of the Council.

J. H. THOMAS,
Secretary of the Council.

KLOUSULE 8.

Deur klousule 23 te skrap en dit deur die volgende klousule te vervang:—

23. *Uittreksels uit loonregisters.*

Elke werkgever moet ten opsigte van elke kalendermaand 'n opgawe in die vorm van Aanhangsel C aan die Sekretaris van die Raad, Posbus 5101, Johannesburg, stuur wat ten opsigte van elke werknemer die volgende aantoon: Die Nywerheidsraadnommer, kloknommer (indien daar een is), die weeklikse bedrae wat afgetrek is ten opsigte van die Voorsorgsfonds van die Klerasiennywerheid (Tvl.), soos ingestel ingevolge die Ooreenkoms wat by Goewermentskennissgewing No. 1172 van 2 Augustus 1957 ingestel is, en die getal aftrekkings wat ten opsigte van die Fonds van die Nywerheidsraad, die Mediese Hulpfonds van die Transvaalse Klerasiennywerheid en die Slaptesoldigingsfonds van die Transvaalse Klerasiennywerheid, gedoen is, die datum van indiensneming (indien die werknemer in diens was gedurende die kalendermaand waarop die opgawe betrekking het), die beroep, die datum van diensbeëindiging (indien die werknemer se diens gedurende die kalendermaand waarop die vorm betrekking het, beëindig is), en die weekloon wat aan elke werknemer betaal is.

Hierdie vorm moet voor of op die 15de dag van die maand wat volg op die kalendermaand waarop die opgawe betrekking het, by die Raad ingedien word.

KLOUSULE 9.

Deur die byvoeging van die volgende klousule:—

Klousule 29. *Langdienswerknemers.*

Op die skriftelike kennisgewing van die Sekretaris van die Raad moet 'n werkgever, binne veertien dae nadat hy sodanige kennisgewing ontvang het, die loon van die getal werknemers wat in die kennisgewing genoem word en wat val binne die klasse werknemers wat in subklousule 4 (1) (a) tot (f) genoem word, verhoog tot minstens die weekloon wat in klousules 4 (2) (l) tot (s) vir 'n werknemer van sy klas voorgeskryf is, met dien verstande dat—

- (i) die Sekretaris van die Raad sodanige kennisgewing slegs moet uitsuur ná 'n besluit te dien effekte by 'n vergadering van die Raad aangeneem is;
- (ii) die Raad gemagtig is om sodanige besluit slegs aan te neem indien dit uit die inligting verstrek op die opgawes wat ingevolge klousule 23 van hierdie Ooreenkoms vir die maande Februarie, Mei, Augustus en/of November van elke jaar ingedien is, vasgestel is dat die getal langdienswerknemers, soos omskryf, en met inbegrip van die werknemers in klousule 4 (1) (j) genoem, onderkant 30 persent van die totale getal werknemers werksaam in die Nywerheid en vir wie lone in hierdie Ooreenkoms voorgeskryf is, gedaal het;
- (iii) die getal werknemers in sodanige kennisgewing vermeld, word deur die Sekretaris ooreenkomstig die volgende formule vasgestel, met dien verstande dat 'n breuk van 'n hele getal as 'n heel getal geag moet word:—

Die totale getal werknemers minder as die 30 persent wat in subparagraaf (ii) hierbo genoem word, vermenigvuldig met die getal werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf is en deur die werkgever geëmpleeër word, gedeel deur die totale getal werknemers in die Nywerheid vir wie lone in hierdie Ooreenkoms voorgeskryf is;

en voorts met dien verstande dat—

- (iv) indien al die werknemers van 'n bepaalde werkgever, wat nl. binne die klasse werknemers val vir wie lone in subklousule 4 (1) (a) tot (f) voorgeskryf is, minstens die loon betaal word wat vir 'n langdienswerknemer voorgeskryf is, sodanige werkgever van die bepaling van hierdie klousule uitgesluit word.

KLOUSULE 10.

Deur Aanhangsels A, B, C, D, E en F onderskeidelik deur Aanhangsels A, B, C, D, E en F van hierdie Ooreenkoms te vervang.

Namens die partye op hede die 10de dag van September Eenduisend Negehoonderd Vyf-en-sestig te Johannesburg onderteken.

M. FESTENSTEIN,
Voorsitter van die Raad.

W. ARON,
Ondervoorsitter van die Raad.

J. H. THOMAS,
Sekretaris van die Raad.

ANNEXURE A

INDUSTRIAL COUNCIL
FOR THE
CLOTHING INDUSTRY
(TRANSVAAL).

Head Office:

1ST FLOOR, GARMENT CENTRE,
Cor. KERK AND END STREETS,
JOHANNESBURG.

Phone 23-8321. P.O. Box 5101.

Branches:

PRESIDENT ARCADE,
President Street,

Phone 51-3232. GERMISTON.

STANDARD BANK BUILDING,
Main Road, FORDSBURG.
Phone 838-7730.

EMPLOYEE'S
SERVICE CARD.

Surname	First Name	Reg. No.
Address		New Address

RECORD OF EXPERIENCE.

As at 19: years months at the following factories:—

Minimum Wage. Occupation.

Name of Factory.	Occupation.	Date of Engagement.	Prescribed Wage.	I.C.C.I. Check.	Date of Termination.	Prescribed Wage.	Clock No.

On engagement, this card must be handed to the employer, who must fill in the first four columns and forward it to the Council with a Report of Engagement Form. At the Council the wage rate will be checked and the card returned to the employer. When employment is terminated, the employer must fill in the last two columns and return the card to the employee, in exchange for the employee's Doctor's card.

Prescribed wage means the wage due in terms of clause 4 (1) read with clause 4 (3) of the Agreement.

Signature of Employee.

AANHANGSEL A.

NYWERHEIDSRAAD
VIR DIE
KLERASIENYWERHEID
(TRANSVAAL).

Hoofkantoor:
1STE VERDIEPING, GARMENT CENTRE,
h/v KERK- EN ENDSTRAAT,
JOHANNESBURG.
Telefoon 23-8321. Posbus 5101.

Takke:
PRESIDENTDEURLOOP,
Presidentstraat,
Telefoon 51-3232. GERMISTON.

STANDARD BANK-GEBOU,
Hoofweg, FORDSBURG.
Telefoon 838-7730.

WERKNEMERSDIENSKAART.

Van	Voornaam	Gereg. No.
Adres		
Nuwe adres		

ONDERVINDINGREGISTER.

Soos op 19 : jaar maande by die volgende fabriek:—

Minimum loon Beroep

Naam van fabriek.	Beroep.	Datum van indiensneming.	Voorgeskrewe loon.	N.R.K.N.- kontrole.	Datum van beëindiging.	Voorgeskrewe loon.	Klokno.

By indiënsneming moet hierdie kaart aan die werkgewer oorhandig word, en hy moet die eerste vier kolomme daarvan invul en dit dan aan die Raad stuur, saam met 'n indiënsnemingskennisgewingvorm. Die loon sal in die kantoor van die Raad nagegaan en die kaart aan die werkgewer teruggestuur word. Wanneer diens beëindig word, moet die werkgewer die laaste twee kolomme invul en die kaart dan aan die werknemer terugbesorg in ruil vir die werknemer se dokterskaart.

Voorgeskrewe loon beteken die loon verskuldig ingevolge klousule 4 (1), gelees met klousule 4 (3) van die Ooreenkoms.

Handtekening van werknemer

ANNEXURE B.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAL).

PHONES: 23-8321/2/3/4/5.
P.O. Box 5101,
JOHANNESBURG.

GARMENT HOUSE,
COR. OF KERK AND END STS.,
JOHANNESBURG.

(WEEKLY RETURN.)

THIS FORM MUST BE COMPLETED AND RETURNED WITHIN SEVEN DAYS OF THE LAST DAY OF THE WEEK IN WHICH THE DEDUCTIONS FELL DUE.

Name of Factory.....

Address.....

Contributions for the Week Ending..... 196.....

TRANSVAAL CLOTHING INDUSTRY MEDICAL AID SOCIETY.

Number of deductions made during the week:	Rates.	R	c	R	c
(a) from Male employees earning R18.10 p.w. or more.....	(at 36c each)				
(b) from both Male and Female employees earning R10.51 p.w. or more, but excluding (a) above.....	(at 26c each)				
(c) from both Male and Female employees earning less than R10.51 p.w., but excluding (a) and (b) above.....	(at 21c each)				
Employer's Contribution: Total of (a), (b) and (c) above.....	(at 16c each)				

TOTAL CONTRIBUTION FOR T.C.I.M.A.S.....

TRANSVAAL CLOTHING INDUSTRY SLACK PAY FUND.

Number of deductions made during the week:	Rates.	R	c
(a) from employees earning R13.42 or more per week.....	(at 8c each)		
(b) from employees earning less than R13.42 per week.....	(at 6c each)		
Employer's Contribution: An amount equal to (a) plus (b) above.....			

TOTAL CONTRIBUTION FOR T.C.I.S.P.F.....

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TVL).

Number of deductions made during the week:	Rate.	R	c
from all employees, for whom wages are prescribed in the Agreement..	(at 4c each)		
Employer's Contribution: An amount equal to the amount above.....			

TOTAL CONTRIBUTION FOR THE I.C.C.I.....

THE PROVIDENT FUND FOR THE CLOTHING INDUSTRY (TVL).

Employees' contributions, as per annexures.....			
Employer's contribution, as per annexures.....			
GRAND TOTAL OF CONTRIBUTIONS PAYABLE TO ALL FUNDS.....			

OVERPAYMENT OR UNDER-PAYMENT ADJUSTMENT.

Deduct or add amount reflected on statement received from Council in respect of previous month (if any).....		
Cheque/Postal Order/Cash enclosed for.....		

Please Note.—Post-dated cheques will not be accepted.

Cheques, postal or money orders should be crossed and made payable to the Industrial Council for the Clothing Industry.

State here the number of employees covered by the Agreement in each racial group at the first pay day of the month:—

Europeans.		Coloureds and Asiatics.		Africans.		Total.
Males.	Females.	Males.	Females.	Males.	Females.	

AANHANGSEL B.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TRANSVAAL).

TELEPHONE: 23-8321/2/3/4/5.
 POSBUS 5101,
 JOHANNESBURG.

GARMENT HOUSE,
 H/v KERK- EN ENDSTRAAT,
 JOHANNESBURG.

(WEEKLIKSE OPGAWE.)

HIERDIE VORM MOET INGEVUL EN TERUGGESTUUR WORD BINNE SEWE DAE VANAF DIE LAASTE DAG VAN DIE WEEK WAARIN DIE BEDRAE AFGETREK MOET WORD.

Naam van Fabriek _____

Adres _____

Bydraes vir week eindigende _____ 196 _____

MEDIËSE HULPFONDS VAN DIE TRANSVAALSE KLERASIENYWERHEID.

Getal bedrae gedurende die week afgetrek:	Tarief.	R	c	R	c
(a) van manlike werknemers wat R18.10 p.w. of meer verdien.....	(teen 36c elk)				
(b) van sowel manlike as vroulike werknemers wat R10.51 p.w. of meer verdien, maar uitgesonderd (a) hierbo.....	(teen 26c elk)				
(c) van sowel manlike as vroulike werknemers wat minder as R10.51 p.w. verdien, maar uitgesonderd (a) en (b) hierbo.....	(teen 21c elk)				
Werkgewer se bydrae: Totaal van (a), (b) en (c) hierbo.....	(teen 16c elk)				

TOTALE BYDRAE VIR M.H.T.K.

SLAPTEBESOLDIGINGSFONDS VAN DIE TRANSVAALSE KLERASIENYWERHEID.

Getal bedrae gedurende die week afgetrek:	Tarief.	R	c	R	c
(a) van werknemers wat R13.42 per week of meer verdien.....	(teen 8c elk)				
(b) van werknemers wat minder as R13.42 per week verdien.....	(teen 6c elk)				

Werkgewer se bydrae: 'n Bedrag gelyk aan (a) plus (b) hierbo.....

TOTALE BYDRAE VIR S.T.K.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TVL).

Getal bedrae gedurende die week afgetrek:	Tarief.	R	c	R	c
van alle werknemers vir wie lone in die Ooreenkoms voorgeskryf is..	(teen 4c elk)				

Werkgewer se bydrae: 'n Bedrag gelyk aan die bedrag hierbo.....

TOTALE BYDRAE VIR N.R.K.N.

VOORSORGSFONDS VAN DIE TRANSVAALSE KLERASIENYWERHEID.

Werknemers se bydraes, soos volgens aanhangsels.....

Werkgewer se bydraes, soos volgens aanhangsels.....

GROOTTOTAAL VAN BYDRAES BETAALBAAR AAN ALLE FONDSE.....

AANPASSING VIR OOR- OF ONDERBETALING.

Trek bedrag wat vermeld is op staat wat ten opsigte van vorige maand van Raad ontvang is (indien daar is) af, of tel dit by

Tjek/Posorder/Kontant ingesluit vir.....

Let wel:—Vooruit gedateerde tjeks word nie aangeneem nie.

Tjeks, posorders of poswissels moet gekruis wees en aan die Nywerheidsraad vir die Klerasienywerheid betaalbaar gemaak word.

Noem hier die getal werknemers gedek deur die Ooreenkoms in elke rassegroep op die eerste betaaldag van die maand:—

Blankes.		Kleurlinge en Asiate.		Bantoes.		Totaal.
Mans.	Vroue.	Mans.	Vroue.	Mans.	Vroue.	

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TVL).
THE PROVIDENT FUND FOR THE CLOTHING INDUSTRY (TVL).

Garment Centre,
cor. of Kerk and End Streets,
Johannesburg.

FACTORY _____ MONTH _____

Members' Contributions....	R.....
Employer's Contributions...	R.....
Total.....	R.....

Receipt No. _____ R _____
Date _____ R _____

Provident Fund for the Clothing Industry (Tvl.).	Medical Aid Society.	Slack Pay Fund.	I.C.C.I.
--	----------------------	-----------------	----------

Checking for Receipting.....		
Receipting.....		
Statistics.....		
Provident Record Check.....		
Adds.....		
Lefts.....		
Preparing for Posting.....		
Posting.....		
Filing.....		

Before filing check that list has been through all departments.

[illegible]

Total Members' Contributions... R _____
Total Employer's Contrib. No. _____
_____ x 5c..... R _____
Total on this Page.... R _____

The Doctors' Cards of Workers whose services have been terminated must be returned herewith.

This form must be completed and returned within two weeks of the last day of the month in which the deductions were made.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TVL).
DIE VOORSORGSFONDS VAN DIE TRANSVAALSE KLERASIENYWERHEID.
BYDRAELYS.

Telephone 23-8321/2/3/4/5.
Posbus 5101,
Johannesburg.

Garment Centre,
hoek van Kerk- en Endstraat,
Johannesburg.

FABRIEK

MAAND.

SLEGS VIR GEBRUIK DEUR VOORSORGS-

FONDSKANTOOR.

Lid se bydraes..... R.....

Werkgewer se bydraes..... R_____

Totaal..... R

Kwitansienommer R

Datum _____ R _____

**Voorsorgsfonds vir die Transvaalse
Klerasienywerheid.**

Mediese Hulpvereniging.

Slaptebesoldigingsfonds.

N.R.K.N.

Nagaan vir kwitering.....

Kwitering.....

Statistieke.....

Nagaan van voorsorgsregister.....
Byvoegings.....

Weglating.....

Voorbereiding vir pos.....

Pos.....
Licensing.....Liassering.....
 Meer liassering aan vers no of

Voor liassering, gaan eers na of lys deur alle afdelings was.

[illegible]

Totale hydraes van lede..... R

Totale bydraes van werkgewers
 Getal..... × 5c..... R.....

Gental $\times$ 5c..... R

Totaal op hierdie bladsy.. R.....

Die Dokterskaart van werkers wie se dienste beëindig is, moet saam hiermee teruggestuur word.

Hierdie vorm moet ingevul en binne twee weke vanaf die laaste dag van die maand waarin die aftrekkings gedoen is, teruggestuur word.

ANNEXURE D.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSCAAL).

PHONES: 23-8321/2/3/4.
P.O. Box 5101,
JOHANNESBURG.

GARMENT CENTRE,
COR. OF KERK AND END STREETS,
JOHANNESBURG.

REPORT OF ENGAGEMENTS.

To the Secretary, Industrial Council for the Clothing Industry (Transvaal), P.O. Box 5101, Johannesburg. Please check the enclosed Service Cards and return them to me.

Factory _____ Date _____

Particulars relating to Service Cards enclosed.

Name.	Service Card Number.	Clock Card Number.	Date of Engagement.	Wage on Engagement.	Occupational Category.

AANHANGSEL D.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TRANSCAAL).

TELEPHONE: 23-8321/2/3/4.
POSBUS 5101,
JOHANNESBURG.

GARMENT CENTRE,
H/V KERK- EN ENDSTRAAT,
JOHANNESBURG.

VERSLAG VAN INDIENSNEMINGS.

Aan die Sekretaris, Nywerheidsraad vir die Klerasienywerheid (Transvaal), Posbus 5101, Johannesburg. Gaan asseblief ingeslote dienskaarte na en stuur dit aan my terug.

Fabriek _____ Datum _____

Besonderhede met betrekking tot dienskaarte ingesluit.

Naam.	Dienskaartno.	Klokkaartno.	Datum van indiensneming.	Loon by indiensneming.	Beroeps-kategorie.

ANNEXURE E.

REGISTER OF TERMINATIONS OF EMPLOYMENT FOR THE MONTH OF _____ 196_____

To the Secretary, Industrial Council for the Clothing Industry (Transvaal), P.O. Box 5101, Johannesburg.

Factory _____

The contracts of service of the following employees were terminated during the month:—

Name.	Service Card Number.	Clock Card Number.	Date of Termination.	Wage on Termination.	Occupational Category.

AANHANGSEL E.

REGISTER VAN BEËINDIGINGS VAN DIENS VIR DIE MAAND _____ 196_____

Aan die Sekretaris, Nywerheidsraad vir die Klerasienywerheid (Transvaal), Posbus 5101, Johannesburg.

Fabriek _____

Die dienskontrakte van die volgende werknemers is gedurende die maand beëindig:—

Naam.	Dienskaartno.	Klokkaartno.	Datum van beëindiging.	Loon by beëindiging.	Beroeps-kategorie.

ANNEXURE F.

P.O. Box 5101.
Phone 23-8321.

TRANSVAAL CLOTHING INDUSTRY SLACK PAY FUND.

Garment Centre,
cor. of Kerk and End Streets,
Johannesburg.

APPLICATION FOR BENEFITS.

NAME OF FACTORY _____ ADDRESS _____

The following _____ employees have been placed on short-time in terms of clause 6 of the Agreement.
(state number)

NOTE.—Please give all required details in block capitals as this will expedite the payment of benefits and avoid unnecessary queries.

FOR OFFICE USE ONLY.

Date _____

To be completed by the factory.

Signature of Factory Representative. _____

NOTES—

Employees receive benefits for every complete five days of short-time.

This form must be completed in respect of not more than five days short-time.

Employees with less than 13 weeks experience in the Clothing Industry are not entitled to benefits.

FOR OFFICE USE ONLY.

Sheet No. _____

Date received _____

Date completed _____

No. of employees _____

No. of days _____

Amount paid..... R _____

Clock Card No.	Name of Employee.		Service Card No.	Give the Dates on which the Employee will be on Short-time.					State Present Total Weekly Wage		Date of Commencement.	No. of Days Slack Pay Paid to Date.	Total Amount of Slack Pay due.		Remarks.	Net Amount due from the Slack Pay Fund.		Calculated by.	Checked by.	Cheque No.	I hereby certify that I was on Short-time on the Days stated and that I have not drawn Sick Pay in respect of those days.	Date of Payment.	Paid by.
	Initials.	Surname.		1st Day.	2nd Day.	3rd Day.	4th Day.	5th Day.	R	c			R	c		R	c						
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AANHANGSEL F.

Posbus 5101.

Telefoon 23-8321.

SLAPTEBESOLDIGINGSFONDS VAN TRANSVAALSE KLERASIENYWERHEID.

AANSOEKE OM VOORDELE.

NAAM VAN FABRIEK _____

ADRES _____

Die volgende _____ werknemers werk korttyd ooreenkomstig klousule 6 van die Ooreenkoms.
(vermeld getal)

LET WEL.—Verstrek asb. al die vereiste besonderhede in blokletters aangesien dit die betaling van voordele sal bespoedig en onnodige navrae sal uitskakel.

Datum _____

Moet deur fabriek ingevul word.

SLEGS VIR KANTOORGEBRUIK.

Handtekening van Fabrieksverteenvoordiger. _____

OPMERKINGS—

Werknemers ontvang voordele vir elke volledige vyf dae korttyd.

Hierdie vorm moet ten opsigte van hoogstens vyf dae korttyd ingevul word.

Werknemers met minder as 13 weke ondervinding in die Klerasienywerheid is nie op voordele geregtig nie.

SLEGS VIR KANTOORGEBRUIK.

Vel No. _____

Datum ontvang _____

Datum ingevul _____

Getal werknemers _____

Getal dae _____

Bedrag betaal..... R _____

Klok- kaartno.	Naam van werknemer.		Diens- kaart- no.	Vermeld datums waarop werk- nemer korttyd sal werk.					Meld huidige weekloon.		Aan- vangs- datum.	Getal dae slaptebe- soldiging tot op datum betaal.	Totale bedrag slaptebe- soldigings- fonds ver- skuldig.		Op- merkings.	Netto bedrag uit slaptebe- soldigings- fonds ver- skuldig.		Bereken deur.	Nagegaan deur.	Tjek- no.	Ek sertifiseer hierby dat ek op ge- noemde dae korttyd gewerk het en dat ek geen siektebesoldiging t.o.v. daardie dae getrek het nie.	Datum van betaling.	Betaal deur.
	Voor- letters.	Van.		1ste dag.	2de dag.	3de dag.	4de dag.	5de dag.	R	c			R	c		R	c						
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No. R. 1945.]

[10 December 1965.]

WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE
REGULATIONS PUBLISHED UNDER WAR
MEASURE No. 43 OF 1942, AS AMENDED.

CLOTHING INDUSTRY, TRANSVAAL.

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 Clothing Industry, published under Government Notice No. R. 1944 of the 10th December, 1965.

A. E. TROLLIP,
Minister of Labour.

No. R. 1967.]

[10 December 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, TRANSVAAL.

AMENDMENT OF PROVIDENT FUND
AGREEMENT.

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, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Amending Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, 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 Province of the Transvaal; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Province of the Transvaal and from the second Monday after the date of publication of this notice and for the period ending the 30th June, 1968, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu 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 Bantu in their employ.

A. E. TROLLIP,
Minister of Labour.

No. R. 1945.]

[10 Desember 1965.]

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES GEPUBLISEER BY OOR-
LOGSMAATREËL No. 43 VAN 1942, SOOS
GEWYSIG.

KLERASIENYWERHEID, TRANSVAAL.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, skort hierby kragtens subregulasie (1) van regulasie *vier* van die regulasies wat by Oorlogsmaatreël 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 Klerasienywerheid wat by Goewermentskennisgewing No. R. 1944 van 10 Desember 1965 gepubliseer is.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 1967.]

[10 Desember 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, TRANSVAAL.

WYSIGING VAN VOORSORGFONDS-
OOREENKOMS.

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, dat al die bepalings van die Ooreenkoms (hieronder die wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 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 Provinsie Transvaal; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1968 eindig, in die Provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes 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 Bantoes in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSSVAAL).

AGREEMENT

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

Transvaal Clothing Manufacturers' Association (hereinafter called "the employers" or "employers' organisation") of the one part, and the

Garment Workers' Union of South Africa (hereinafter called "the employees" or the "trade union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Transvaal); to amend the Agreement between the said parties, dated 10th June, 1957, and published under Government Notice No. 1172, dated 2nd August, 1957 and amended by Government Notices Nos. 1338, 431, 664 and R. 561, dated 28th August, 1959, 10th March, 1961, 10th May, 1963 and 23rd April, 1965, respectively, as follows:—

CLAUSE 1.

By deleting the amount of "R11.00" from sub-clauses 7 (1) (b) and (c) and substituting the amount of "R11.50". This done and signed at Johannesburg on this 10th day of September, One thousand Nine hundred and Sixty-five.

M. FESTENSTEIN,
Chairman of the Council.

W. ARON,
Vice-Chairman of the Council.

J. H. THOMAS,
Secretary of the Council.

BYLAE.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TRANSSVAAL).

OOREENKOMS

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

Transvaal Clothing Manufacturers' Association (hieronder „die werkgewers” of „werkgewersorganisasie” genoem), aan die een kant, en die

Garment Workers' Union of South Africa (hieronder „die werknemers” of die „vakvereniging” genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal); om die Ooreenkoms tussen genoemde partye, gedateer 10 Junie 1957, en gepubliseer by Goewermmentskennisgewing No. 1172 van 2 Augustus 1957 en onderskeidelik gewysig by Goewermmentskennisgewings Nos. 1338, 431, 664 en R. 561 van 28 Augustus 1959, 10 Maart 1961, 10 Mei 1963 en 23 April 1965, soos volg gewysig:—

KLOUSULE 1.

Deur die bedrag „R11.00” in subklousules 7 (1) (b) en (c) te skrap en dit deur die bedrag „R11.50” te vervang.

Aldus op hede die 10de dag van September Eenduisend Nege-honderd Ses-en-vyftig te Johannesburg gedoen en onderteken.

M. FESTENSTEIN,
Voorsitter van die Raad.

W. ARON,
Ondervoorsitter van die Raad.

J. H. THOMAS,
Sekretaris van die Raad.

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Postcards (surface mail)....	1½c each.
Postcards (air mail).....	2c each.
Aerogrammes.....	2½c each.
Printed papers.....	1c for first 2 oz.; ½c for each additional 2 oz.
Commercial papers.....	1c per 2 oz.
Newspapers.....	½c per 4 oz. per copy. Limit of weight per packet, 1 lb.
Samples.....	1c per 2 oz.

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Ordinary Parcels:

(a) Parcels (excepting agricultural and air parcels) posted in South Africa for delivery within South Africa (excepting South West Africa)	Up to 8 oz.....	5c
	Above 8 oz. up to 2 lb.....	10c
	Above 2 lb. up to 7 lb.....	30c
	Above 7 lb. up to 11 lb.....	60c
	Above 11 lb. up to 22 lb.....	110c
(b) Parcels (excepting air parcels) posted in South Africa for delivery in South West Africa	Up to 8 oz.....	5c
	Above 8 oz. up to 1 lb.....	7c
	For every additional lb. or fraction thereof up to 11 lb.....	7c

For Basutoland, Swaziland, Mozambique.....	7c per lb.
For Bechuanaland Protectorate.....	7c per lb. (Kazungula 16c per lb.).
Parcels (agricultural).....	2½c per lb.
Parcels (air mail).....	10c per ½ lb.
*Cash on delivery fees.....	For trade charges up to and including R2..... 15c
	For each additional R2 or part thereof..... 2½c

† Parcel insurance fees.....	Fee	Limits of compensation.
	5c	R10
	6c	R20
	Plus 1c for each additional R20 or part thereof up to a maximum of R400.	
Registration fee.....	5c per article.	
Express delivery fees.....	Handling charge.....	5c
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N.B.—The postage rates on letters, postcards, aerogrammes, printed papers, commercial papers and samples to destinations in the African Postal Union [Angola; Basutoland; the Bechuanaland Protectorate; Burundi; Congo, Republic of (Leopoldville); Malagasy Republic; Malawi (formerly Nyasaland); Mozambique; South West Africa; Rhodesia; Swaziland; Zambia (formerly Northern Rhodesia)] are the same as those within South Africa for surface and air mail, respectively.

* A C.O.D. service is also available to and from the following countries of the African Postal Union: Malawi (formerly Nyasaland), Mozambique, Rhodesia and Zambia (formerly Northern Rhodesia).

† An insured parcel service is also available to Malawi (formerly Nyasaland), Mozambique, Rhodesia and Zambia (formerly Northern Rhodesia). Parcels for Malawi, Rhodesia and Zambia cannot, however, be insured for more than R120 and Mozambique for R233.

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Poskaarte (lugpos).....	2c elk.
Lugbriewe.....	2½c elk.
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Monsters.....	1c per 2 onse.

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Gewone pakkette:

(a) Pakkette (behalwe landbou- en lugpakkette) gepos in Suid-Afrika vir aflewering in Suid-Afrika (behalwe Suidwes-Afrika)	Tot 8 onse.....	5c
	Bo 8 onse tot 2 lb.	10c
	Bo 2 lb. tot 7 lb.	30c
	Bo 7 lb. tot 11 lb.	60c
	Bo 11 lb. tot 22 lb.	110c
(b) Pakkette (behalwe lugpakkette) gepos in Suid-Afrika vir aflewering in Suidwes-Afrika	Tot 8 onse.....	5c
	Bo 8 onse tot 1 lb.	7c
	Vir elke bykomende lb. of gedeelte daarvan tot 11 lb.	7c

Vir Basoetoland, Swaziland, Mosambiek.....	7c per lb.
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Pakkette (landbou).....	2½c per lb.
Pakkette (lugpos).....	10c per ½ lb.
*K.B.A.-geld.....	Vir handelsbedrae tot en met R2..... 15c
	Vir elke bykomende R2 of gedeelte daarvan..... 2½c

† Pakketversekeringsgeld....	Versekerings- gelde.	Maksimum vergoeding.
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* 'n K.B.A.-diens is ook beskikbaar na en van die volgende lande van die Posunie van Afrika: Malawi (voorheen Nyassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië).

† 'n Versekerde pakkediens is ook beskikbaar na Malawi (voorheen Nyassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië). Pakkette vir Malawi, Rhodesië en Zambië kan egter nie vir meer as R120 verseker word nie en vir Mosambiek vir R233.

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