



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 1272

Registered at the Post Office as a Newspaper

PRICE 10c PRYS
OVERSEAS 15c OORSEE
POST FREE — POSVRY

REGULASIEKOERANT No. 1272

As 'n Nuusblad by die Poskantoor Geregistreer

VOL. 59]

PRETORIA, 8 MAY
8 MEI 1970

[No. 2704

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 712 8 May 1970

INDUSTRIAL CONCILIATION ACT, 1956

**FURNITURE MANUFACTURING INDUSTRY,
NATAL.—MAIN AGREEMENT**

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Furniture Manufacturing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday, upon the employers' organisation and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Agreement, excluding those contained in clauses 1 (a), 2, 10 (4) (v), 21, 23 and 24, shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday, 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 Natal and the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice, and from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday, the provisions of the Agreement, excluding those contained in clauses 1 (a), 2, 10 (4) (v), 21, 23 and 24, shall *mutatis mutandis*

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GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 712 8 Mei 1970

WET OP NYWERHEIDSVERSOENING, 1956

**MEUBELNYWERHEID, NATAL.—
HOOFDOORENKOMS**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die ooreenkoms wat in die Bylae hiervan verskyn en op die Meubelnywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (a), 2, 10 (4) (v), 21, 23 en 24, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag 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 Natal en die landdrostdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (a), 2, 10 (4) (v), 21, 23 en 24, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle Bantoes in diens

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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.

M. VILJOEN, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, NATAL

AGREEMENT

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

Natal Furniture Manufacturers Association

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

Furniture Workers Industrial Union (Natal)

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

(a) The terms of this Agreement shall be observed in the Province of Natal and the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu by all employers who are members of the employers' organisation and are engaged in the Furniture Industry and by all employees who are members of the trade union and who are employed in the said Industry.

(b) Notwithstanding the provisions of subclause (a) the provisions of this Agreement shall—

(i) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;

(ii) apply to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contracts entered into or any condition fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour, and shall remain in force for a period of three years, or such period as may be determined by him.

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.

Unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship registered under the provisions of the Apprenticeship Act, 1944;

"Area A" means the area within a 20 mile radius of the General Post Office, Durban, and the area within a 20 mile radius of the General Post Office, Pietermaritzburg.

"Area B" means the Province of Natal and the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, but excluding "Area A" as defined herein;

"caretaker or watchman" means an employee who is engaged in guarding premises or other property and/or goods;

"casual labourer" means an employee engaged for periods of less than 30 hours in any one week, for the purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only;

"Council" means the Industrial Council for the Furniture Manufacturing Industry, Natal, deemed to have been registered in terms of section nineteen of the Act;

"despatch clerk" means an employee who is responsible for receiving goods from a store or from departments for despatch, and who may supervise the packing and/or assembling of such goods; the checking of packages and the weighing or addressing thereof;

"dowel knocker" means a person who knocks in wooden or metal dowels;

"establishment" means any premises where the Furniture Industry is carried on and includes any premises where a person is employed in any of the classes of work specified in this Agreement;

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.

M. VILJOEN, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, NATAL

OOREENKOMS

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

Natal Furniture Manufacturers Association

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

Furniture Workers Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Natal.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(a) Die bepalings van hierdie Ooreenkoms moet in die provinsie Natal en die landdrostdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu nagekom word deur alle werkgewers wat lede van die werkgewersorganisasie is en wat by die Meubelnywerheid betrokke is en deur al die werknemers wat lede van die vakvereniging is en in daardie Nywerheid werksaam is.

(b) Ondanks die bepalings van subklousule (a) is die bepalings van hierdie Ooreenkoms slegs van toepassing—

(i) ten opsigte van werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf is;

(ii) op vakleerlinge in dié mate wat dit nie onbestaanbaar is met die bepalings van die Wet op Vakleerlinge, 1944, of kontrakte wat daarkragtens aangegaan of voorwaardes wat ingevolge daarvan vasgestel is nie.

2. GELDIGHEIDSTERMYN VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Arbeid vasstel en bly van krag vir 'n tydperk van drie jaar of vir dié tydperk wat hy bepaal.

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms 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.

Tensy onbestaanbaar met die samehang, beteken—

"Wet" die Wet op Nywerheidsversoening, 1956;

"vakleerling" 'n werknemer wat diens doen ingevolge 'n skriftelike leerlingskontrak wat ooreenkomstig die bepalings van die Wet op Vakleerlinge, 1944, geregistreer is;

"Gebied A" die gebied binne 'n straal van 20 myl vanaf die Hoofposkantoor, Durban, en die gebied binne 'n straal van 20 myl vanaf die Hoofposkantoor, Pietermaritzburg;

"Gebied B" die provinsie Natal en die landdrostdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu, maar uitgesonderd "Gebied A" soos hierin omskryf;

"oppasser op wag" 'n werknemer wat persele of ander eiendom en/of goedere bewaak;

"los arbeider" 'n werknemer wat minder as 30 uur per week in diens is net om voertuie te laai en af te laai, hout op te stapel en persele skoon te maak;

"Raad" die Nywerheidsraad vir die Meubelnywerheid, Natal, wat geag word geregistreer te wees ingevolge die bepalings van artikel 19 van die Wet;

"versendingsklerk" 'n werknemer wat daarvoor verantwoordelik is om goedere uit 'n pakhuis of uit afdelings te ontvang vir versending en wat toesig mag hou oor die verpakking en/of bymekaarmaak van sodanige goedere, die nagaan van pakke en die weeg of adresseer daarvan;

"tappenklopper" iemand wat tappenne van hout of metaal inslaan.

"bedryfsinrigting" 'n perseel waar die Meubelnywerheid beoefen word, en dit sluit alle persele in waar 'n persoon enigeen van die klasse werk verrig wat in hierdie Ooreenkoms gespesifiseer word;

"Furniture Industry" or "Industry" means—without in any way limiting the ordinary meaning of the expression—the manufacture either in whole or part of all types of furniture irrespective of the materials used, and shall include, *inter alia*, the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing, and/or repolishing, making of loose covers, and/or cushions, and/or curtains, and/or the making and/or repairing of box spring mattresses, and/or frames for upholstering, wood-machining, veneering, woodturning, carving in connection with the manufacture and/or repair of furniture, polishing and/or repolishing of pianos, or the manufacture and/or staining, spraying and polishing and/or repolishing of tearoom, office, church, school, bar or theatre furniture, cabinets for musical instruments and radio or wireless cabinets and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner of/or types of mattresses, spring-mattresses, over-lays, pillows, bolsters and cushions, and includes the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on, and includes further, the repairing, re-upholstering or repolishing of furniture in or in connection with establishments in which the production of furniture or any operation associated with the final preparation of any articles of furniture for sale, either in whole or in part is carried on, and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, but excludes the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture including the manufacture of metal bedsteads;

"hand sander" means a person who sandpapers by hand or with a block;

"hourly rate" means in the case of an employee, other than a casual employee, his weekly wage divided by 44 and in the case of a casual employee, his daily wage divided by eight;

"juvenile" means an employee under the age of 21 years excluding apprentices and labourers;

"labourer" means an employee who performs any of the classes of work specified in section (XIII) of Schedule A hereof;

"learner" means an employee, other than an apprentice, labourer, learner-packer, or probationer, who at the time of his engagement is or was a minor and who is employed in learning any class of work specified on his learnership certificate;

"learner-packer" means an employee packing furniture who has had less than two years' experience in the Furniture Industry and who works under the supervision of a packer;

"machine maintenance mechanic" means any employee who is solely employed in all or any of the following operations:

Tracing faults in, overhauling, or repairing machines used in or in connection with an establishment or in supervising all or any of these operations;

"major learner" means a person who became a learner after the age of 21 years;

"military training" means training which an employee is required to undergo in terms of the Defence Act, 1957;

"office employee" means an employee employed on clerical work and who does not perform any of the classes of work mentioned in sections (I) to (XV) and (XVII) of Schedule A hereof;

"packer" means an employee, other than a labourer, who is engaged in packing goods for transport or delivery;

"piece-work" means any system according to which an employee's wage is based solely on quantity or output of work done;

"probationer" means an employee under 21 years of age employed in a trade designated under the Apprenticeship Act, 1944, but does not include an apprentice or a labourer;

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

"short-time" means a reduction in the number of ordinary working hours in an establishment due to slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency;

"storeman" means an employee who is in charge of stores, materials or finished products and who is responsible for receiving, checking, unpacking and storing goods and issuing goods and the maintenance of records concerning same;

"stainer" means a person who uses a cloth to apply stain to timber;

"Meubelnywerheid" of "Nywerheid"—sonder om die gewone betekenis van die uitdrukking enigsins te beperk—die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word en dit sluit ook, onder andere, die volgende werksaamhede in:

Herstelwerk, stoffeerwerk, herstoffeerwerk, beitswerk, spuitwerk of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of gordyne en/of die maak en/of herstel van kisveermatrasses en/of rame vir stoffeerwerk, houtmasjienwerk, finierwerk, houtdraaiwerk, houtsneewerk in verband met die vervaardiging en/of herstel van meubels, poleerwerk en/of herpoleerwerk aan klaviere of die vervaardiging van en/of beitswerk, spuitwerk en poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroec of teaters, kabinette vir musiekinstrumente en radio- of draadlooskabinette en ook die vervaardiging of die prosesse vir die vervaardiging van beddegoed, wat so omskryf en vertolk moet word dat dit alle soorte matrasses, veermatrasses, beleglase, kussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsneewerk uitgevoer word in verband met die vervaardiging van meubels: voorts ook herstelwerk, herstoffeerwerk of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die vervaardiging van meubels op 'n werksaamheid wat in verband staan met die finale bereiding van 'n meubelstuk vir verkoop, of in sy geheel of gedeeltelik uitgevoer word, en die finierwerk aan gelamelleerde blokbord- of laaghoutdeure wat vir meubels gebruik word, en alle gedeeltes van materiaal wat by die vervaardiging van meubels gebruik word, maar uitgesonderd die vervaardiging van artikels wat hoofsaaklik van mandjiesgoed, gras of rottang gemaak word en die vervaardiging van metaalmeubels, met inbegrip van metaalkatels;

"handskuurder" iemand wat met die hand of met 'n blok skuur;

"uurloon", in die geval van 'n ander werknemer as 'n los werknemer, sy weekloon gedeel deur 44, en in die geval van 'n los werknemer, sy dagloon gedeel deur agt;

"jeugdige" 'n werknemer onder die ouderdom van 21 jaar, uitgesonderd vakleerlinge en arbeiders;

"arbeider" 'n werknemer wat 'n klas werk verrig wat in afdeling (XIII) van Bylae A hiervan gespesifiseer word;

"leerling" 'n werknemer, uitgesonderd 'n vakleerling, arbeider, leerlingverpakker of proefwerknemer, wat ten tyde van sy indiensneming 'n minderjarige is of was en wat in diens is om die klas werk wat in sy leerlingstifikaat gemeld word te leer;

"leerlingverpakker" 'n werknemer wat meubels verpak, en wat minder as twee jaar ondervinding in die Meubelnywerheid het en wat onder toesig van 'n verpakker werk;

"masjienonderhoudswerktuigkundige" 'n werknemer wat uitsluitlik al of enigeen van die volgende werksaamhede verrig:

Defekte opspoor in masjiene wat gebruik word in of in verband met 'n bedryfsinrigting en sodanige masjiene opknop of herstel of toesig hou oor enigeen of al hierdie werksaamhede;

"meerderjarige leerling" 'n persoon wat 'n leerling geword het nadat hy die ouderdom van 21 jaar bereik het;

"militêre opleiding" die opleiding wat 'n werknemer ingevolge die bepalings van die Verdedigingswet, 1957 moet ondergaan;

"kantoorwerknemer" 'n werknemer wat klerklike werk verrig en wat nie enigeen van die klasse werk genoem in afdeling (I) tot (XV) en (XVII) van Bylae "A" hiervan, verrig nie;

"verpakker" 'n werknemer, uitgesonderd 'n arbeider, wat goedere vir vervoer of aflewering verpak;

"stukwerk" 'n stelsel waarvolgens die loon van 'n werknemer uitsluitlik gebaseer word op die hoeveelheid werk verrig of produksie gelewer;

"proefwerknemer" 'n werknemer onder die ouderdom van 21 jaar wat werksaam is in 'n ambag wat ingevolge die Wet op Vakleerlinge, 1944, aangewys is, maar uitgesonderd 'n vakleerling of 'n arbeider;

"besoldiging" 'n bedrag wat betaal word of verskuldig is aan 'n persoon en wat op enige wyse, van welke aard ook al, uit diens voortspruit;

"korttyd" 'n vermindering in die getal gewone werkure in 'n bedryfsinrigting as gevolg van 'n handelslapse, 'n tekort aan grondstowwe of 'n algemene onklaarstelling van uitrusting of masjinerie weens 'n ongeluk of ander onvoorsiene noodtoestand;

"pakhuisman" 'n werknemer wat toesig hou oor voorrade, materiaal of afgewerkte produkte en wat verantwoordelik is vir die ontvangs, nagaan, uitpak en opberging van goedere en die uitreiking van goedere en die bou van registers in verband daarmee;

"beits" 'n persoon wat 'n doek gebruik om beits op hout aan te wend;

"time keeper" means an employee who is responsible for keeping records of the time worked by the employee;

"wage" means that portion of the remuneration payable in money to an employee in respect of his ordinary hours of work referred to clause 7 and clause 37D, and prescribed for him in clause 25 or clause 37B as the case may be, or where an employer regularly pays to an employee in respect of his ordinary hours of work an amount higher than that so prescribed, it means such higher amount;

"working proprietor" or "working partner" means an employer or any partner in a partnership who performs any of the classes of work specified in this Agreement.

4. PIECE-WORK

No employer shall require or allow any person to work piece-work, except as provided in clause 5 of this Agreement.

5. INCENTIVE BONUS

(1) Subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of this Agreement, an employer may base an employee's wage on the quantity or output of work done; provided that no such system of remuneration shall be permissible except in the form of an incentive scheme, the terms of which have been agreed upon as set out in subclauses (2) and (3) herein.

(2) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees, which after consultation with the trade union whose members are involved, may agree upon the terms of any such scheme.

(3) The terms of any such incentive scheme and any subsequent alteration thereto which may have been agreed upon by the committee shall be reduced to writing and be signed by the members of the committee and shall not be varied or terminated by the committee or by either party unless the party wishing to vary or terminate the agreement has, in writing, given the other party, such notice as may be agreed upon by the parties when entering into such an agreement.

A copy of any agreement entered into in terms of this clause shall be forwarded to the Council. On the termination of any such agreement the Council shall be notified in writing.

(4) Any employee employed on an incentive bonus scheme for any period shall be paid the full amount earned by him under incentive bonus rates agreed upon in terms of this clause.

(5) The provisions of this clause shall not apply to apprentices.

6. OUTWORK

(1) No employer shall require or allow any of his employees to undertake work in connection with the Furniture Industry, elsewhere than in his establishment except when such work is in completion of an order placed with such employer and consist of fitting, assembling, repairing or polishing furniture in premises owned or occupied by the person for whom the work is undertaken.

(2) No employee employed in the Furniture Industry shall solicit, undertake or perform any work specified in this Agreement on his own account whether for remuneration or not.

(3) No employer or employee shall undertake or give out any work in connection with the Furniture Industry in any premises other than those registered under the Factories, Machinery and Building Work Act, 1941, or work-rooms registered with the Council and used solely for work in the Furniture Industry, except such outwork as is provided for in subclause (1) herein.

7. HOURS OF WORK

(1) Save as is otherwise provided in this Agreement, no employer shall require or permit an employee, other than one exclusively employed in the delivery of goods or messages to work more than 44 hours excluding meal times, in any one week.

(i) The daily hours of work shall not exceed—

(a) in establishments working a five-day week, eight hours 48 minutes per day, Monday to Friday; or

(b) in establishments working a six-day week, eight hours per day, Monday to Friday, and four hours on Saturdays.

"tydopnemer" 'n werknemer wat daarvoor verantwoordelik is om registers te hou van die tyd wat deur werknemers gewerk word;

"loon" daardie gedeelte van die besoldiging, wat in geld aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure genoem in klousule 7 en klousule 37D en vir hom voorgeskryf in klousule 25 of klousule 37B, na gelang van die geval, of, waar 'n werkgewer 'n werknemer ten opsigte van sy gewone werkure gereëld 'n bedrag betaal wat hoër is as die bedrag aldus voorgeskryf, sodanige hoër bedrag; "werkende eienaar" of "werkende vennoot" 'n werkgewer of 'n vennoot in 'n vennootskap wat enigeen van die klasse werk verrig wat in hierdie Ooreenkoms gespesifiseer word.

4. STUKWERK

Behoudens die bepalinge van klousule 5 van hierdie Ooreenkoms, mag geen werknemer van enigeen vereis of hom toelaat om stukwerk te doen nie.

5. AANSPORINGSBONUS

(1) Behoudens die voorwaarde dat geen werknemer minder betaal mag word nie as die bedrag waarop hy kragtens hierdie Ooreenkoms geregtig sou gewees het, mag 'n werkgewer 'n werknemer se loon baseer op die hoeveelheid werk verrig of produksie gelewer. Met dien verstande dat sodanige stelsel van besoldiging nie toegelaat mag word nie behalwe in die vorm van 'n aansporingskema oor die bepalinge waarvan daar ooreengekom is soos in subklousules (2) en (3) hiervan bepaal.

(2) 'n Werkgewer wat 'n aansporingskema wil invoer, moet 'n gesamentlike komitee van verteenwoordigers van die bestuur en die werknemers instel wat, na raadpleging met die vakvereniging wie se lede daarby betrokke is, oor die bepalinge van sodanige skema mag ooreenkom.

(3) Die bepalinge van sodanige aansporingskema en alle latere wysigings daarvan waarvoor die komitee mag ooreengekom het, moet op skrif gestel en onderteken word deur die lede van die komitee en mag nie deur die komitee of enigeen van die partye verander of beëindig word nie, tensy die party wat die ooreenkoms wil verander of beëindig, die ander party dié skriftelike kennisgewing gegee het soos die partye ooreengekom het toe hulle sodanige ooreenkoms aangegaan het.

'n Kopie van 'n ooreenkoms wat ooreenkomstig die bepalinge van hierdie klousule aangegaan is, moet aan die Raad gestuur word. By beëindiging van so 'n ooreenkoms, moet die Raad skriftelik daarvan in kennis gestel word.

(4) 'n Werknemer wat vir 'n tydperk volgens 'n aansporingsbonuskema werksaam is, moet die volle bedrag betaal word wat hy verdien het volgens die aansporingsbonusloon waarvoor daar ingevolge die bepalinge van hierdie klousule ooreengekom is.

(5) Die bepalinge van hierdie klousule is nie op vakleerlinge van toepassing nie.

6. BUITEWERK

(1) Geen werkgewer mag van enigeen van sy werknemers vereis of hom toelaat om werk in verband met die Meubelnywerheid elders as in sy bedryfsinrigting te onderneem nie, behalwe wanneer sodanige werk in verband staan met die voltooiing van 'n bestelling wat by sodanige werkgewer geplaas is en wat bestaan uit die aanbring, inmeekaarsit, herstel of poleer van meubels in persele wat die eiendom is van of geokkupeer word deur die persoon vir wie die werk onderneem word.

(2) Geen werknemer wat in die Meubelnywerheid werksaam is, mag vir eie rekening hetsy teen vergoeding of nie, werk wat in hierdie Ooreenkoms gespesifiseer word, vra, onderneem of verrig nie.

(3) Geen werkgewer of werknemer mag werk in verband met die Meubelnywerheid, uitgesonderd dié buitewerk waarvoor daar in subklousule (1) hiervan voorsiening gemaak word, in 'n ander perseel as 'n perseel wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, of 'n werkkamer wat by die Raad geregistreer is en uitsluitlik vir werk in die Meubelnywerheid gebruik word, onderneem of uitbestee nie.

7. WERKURE

(1) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag 'n werkgewer nie van 'n werknemer, uitgesonderd 'n werknemer wat uitsluitlik vir die aflewering van goedere of boodskappe in diens geneem is, vereis of hom toelaat om vir meer as 44 uur (etenstye uitgesonderd), in 'n bepaalde week te werk nie.

(i) Die daaglikse werkure mag nie langer wees nie as—

(a) Agt uur 48 minute per dag, van Maandag tot Vrydag, in bedryfsinrigtings wat vyf dae per week werk; of

(b) agt uur per dag, van Maandag tot Vrydag en vier uur op Saterdag, in bedryfsinrigtings wat ses dae per week werk;

(ii) No employer shall require or permit an employee to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour; provided that for the purpose of this paragraph a period of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(iii) No employer shall require or permit a female employee to work after five o'clock p.m. Mondays to Fridays and 12 noon on Saturdays until the usual starting time of such establishment.

(2) An employee shall be deemed to be working in addition to any period which he is actually working—

(i) during the whole of any interval in his work if he is not free to leave the premises of his employer for the whole of such interval; or

(ii) during any other period during which he is on the premises of his employer:

Provided that if it is proved that any such employee was not working and was free to leave the premises during any portion of any period referred to in paragraph (ii) the presumption provided for in this subclause shall not apply in respect of such employee with reference to that portion of such period.

(3) Every employer shall display in his establishment in a place readily accessible to his employees a notice in the form prescribed in Appendix B of this Agreement specifying the starting and finishing time of work for each day of the week, the meal hour and the forenoon and afternoon breaks referred to in clause 28 hereof.

(4) The provisions of this clause shall not apply to a caretaker or a watchman whose employer grants him a day off of 24 consecutive hours in respect of every week of employment: Provided that—

(i) he makes no deduction from his caretaker's or watchman's wage in respect thereof;

(ii) an employer may, in lieu of granting his caretaker or watchman any such day off, pay such caretaker or watchman the wage he would have received if he had not worked on such day, plus an amount of not less than double his daily wage in respect of such day not granted.

8. LIMITATION OF OVERTIME

(1) No overtime may be worked unless the employer concerned has obtained the prior permission of the Council in writing. In cases of urgency, the Chairman and Secretary of the Council may issue this permission, subject to confirmation by the Council.

(2) Subject to subclause (1) herein, an employer may require or permit an employee to work overtime for a period not exceeding 10 hours in any one week; provided no employer shall require or permit a female employee to work overtime—

(i) for more than two hours on any day;

(ii) on more than three consecutive days;

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

(iv) after completion of her ordinary hours of work for more than one hour on any day unless such employer has—

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

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

(c) paid such employee an allowance of 25 cents in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

9. SHORT-TIME

(1) When it is found necessary to dispense with the services of any of the employees in an establishment, due to slackness of trade, shortage of raw material, or a general breakdown of plant or machinery, caused by accident or any unforeseen emergency in any of the following sections, Framemaking, Furniture Making, Machining, Polishing, Upholstering, Veneering and Bedding Making, one week's notice must be given to those employees who are to be retrenched.

(ii) 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om vir 'n aanenlopende tydperk van langer as vyf uur sonder 'n ononderbroke pouse van minstens een uur te werk nie: Met dien verstande dat, vir die toepassing van hierdie paragraaf, 'n werktydperk wat onderbreek word deur 'n pouse van minder as een uur, geag word aanenlopend te wees.

(iii) 'n Werkgewer mag nie van 'n vroulike werknemer vereis of haar toelaat om na vyf uur nm., Maandag tot Vrydag, en na 12-uur middag op Saterdag en tot die gewone begintyd van sodanige bedryfsinrigting te werk nie.

(2) Benewens 'n tydperk waarin 'n werknemer werklik aan die werk is, word hy geag aan die werk te wees—

(i) gedurende die hele pouse in sy werk as hy nie vry is om die perseel van sy werkgewer vir die hele pouse te verlaat nie; of

(ii) gedurende 'n ander tydperk waarin hy op die perseel van sy werkgewer is:

Met dien verstande dat as daar bewys word dat so 'n werknemer nie aan die werk was nie en vry was om die perseel te verlaat gedurende 'n gedeelte van 'n tydperk bedoel in paragraaf (ii), die veronderstelling waarvoor daar in hierdie subklousule voorsiening gemaak word, nie ten opsigte van daardie gedeelte van sodanige tydperk op so 'n werknemer van toepassing is nie.

(3) Elke werkgewer moet in sy bedryfsinrigting en op 'n plek wat maklik toeganklik vir sy werknemers is, 'n kennisgewing in die vorm voorgeskryf in Aanhangsel B van hierdie Ooreenkoms, vertoon waarin die begin- en sluitingstyd van die werk vir elke dag van die week, die etensuur en dié pouses in die voor- en die namiddag wat in klousule 28 hiervan gemeld word, gespesifiseer word.

(4) Die bepalinge van hierdie klousule is nie van toepassing nie op 'n oppasser of wag wie se werknemer hom 24 agtereenvolgende vry ure toestaan ten opsigte van elke week diens: Met dien verstande dat—

(i) hy geen bedrag van sy oppasser of wag se loon ten opsigte daarvan mag aftrek nie;

(ii) 'n werkgewer, in plaas daarvan om so 'n vry dag aan sy oppasser of wag toe te staan, aan so 'n oppasser of wag die loon mag betaal, wat hy sou ontvang het as hy nie op dié dag gewerk het nie, plus minstens dubbel sy dagloon ten opsigte van dié dag wat nie toegestaan word nie.

8. BEPERKING VAN OORTYD

(1) Daar mag geen oortyd gewerk word nie, tensy die betrokke werkgewer die skriftelike toestemming van die Raad vooraf verkry het.

In dringende gevalle mag die Voorsitter en die Sekretaris van die Raad hierdie toestemming verleen onderworpe aan bekragting deur die Raad.

(2) Behoudens die bepalinge van subklousule (1) hiervan, mag 'n werkgewer van 'n werknemer vereis of hom toelaat om vir 'n tydperk van hoogstens 10 uur in 'n bepaalde week oortyd te werk: Met dien verstande dat geen werkgewer van 'n vroulike werknemer mag vereis of haar mag toelaat om—

(i) vir meer as twee uur op 'n dag oortyd te werk nie;

(ii) op meer as drie agtereenvolgende dae oortyd te werk nie;

(iii) op meer as 60 dae in 'n jaar oortyd te werk nie;

(iv) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag oortyd te werk nie, tensy so 'n werkgewer—

(a) so 'n werknemer voor 12-uur middag kennis daarvan gegee het; of

(b) so 'n werknemer van 'n toereikende ete voorsien voordat sy met die oortydwerk moet begin; of

(c) aan so 'n werknemer 'n toelae van 25 sent betyds betaal het om haar in staat te stel om 'n ete te bekom voordat sy met die oortydwerk moet begin.

9. KORTTYD

(1) Wanneer dit nodig gevind word om sonder die dienste van enigeen van die werknemers in 'n bedryfsinrigting klaar te kom, as gevolg van 'n handelslapte, tekort aan grondstowwe of 'n algemene onklaarmaking van uitrusting of masjinerie weens 'n ongeluk of ander onvoorsiene noodtoestand in enigeen van die volgende afdelings nl. raammakery, meubelmakery, masjienwerk, poleerwerk, stoffeerwerk, fineerwerk en beddegoedmakery, moet een week kennis vooraf gegee word aan dié werknemers wat afgedank gaan word.

This notice applies to short-time only.

(2) An employee who on any day reports for duty at the usual time of the establishment, and for whom no work is available shall be paid in respect of such day an amount not less than four hours' wages, unless he was notified by his employer previously that his services would not be required on that particular day.

(3) The provision of this clause shall not apply to apprentices.

10. PAYMENT OF REMUNERATION

(1) All remuneration due shall be paid in the establishment in cash weekly between 4.30 p.m. and 5 p.m. on Friday of each week or on termination of employment if this takes place before Friday. Where Friday is a non-working day, payment shall be made on the last working day preceding such Friday.

(2) All remuneration due shall be handed to employees in sealed envelopes bearing on the outside the name of the employer, the date of payment, the name or number of the employee and the amount of money contained therein and how such amount is arrived at.

(3) No premium for the training of an employee shall be charged or accepted by the employer; provided that this subclause will not apply in respect of a training scheme to which the employer is legally required to contribute.

(4) No charge for damage done to material or deduction of any description, other than the following shall be made from the amount due to an employee:

(i) Except where otherwise provided in this Agreement, whenever an employee is absent from work, other than on the instruction or at the request of his employer, a deduction proportionate to the period of his absence calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time thereof.

(ii) With the written consent of the employee, deductions for sick, insurance, pension or other similar funds.

(iii) Contributions in terms of clause 16 hereof.

(iv) Any amount paid by an employer compelled by any law, ordinance or legal process to make payment on behalf of an employee.

(v) With the written consent of the employee, deductions in respect to contributions to the trade union.

(vi) Subject to the provisions of clause 9 hereof, whenever the ordinary hours of work of an employee are reduced on account of short-time, a deduction proportionate to such reduction.

11. PAYMENT FOR OVERTIME AND WORK ON PAID PUBLIC HOLIDAYS

(1) All time worked in excess of the weekly or daily hours laid down in clause 7 (1) hereof, or outside the ordinary working hours as specified in the notice which is required to be displayed in terms of clause 7 (3) hereof, shall be deemed to be overtime.

(2) An employee who is required to work overtime shall be paid—

(i) for any time worked after the ordinary finishing time and up to 10 p.m. on any day from Mondays to Fridays or up to 6 p.m. on Saturdays, at the rate of one and a third times the hourly rates of wages of the employee concerned;

(ii) for any time, worked between 10 p.m. and the ordinary starting time from Mondays to Fridays, or after 6 p.m. on Saturday, or any time worked on Sundays, at double the hourly rate of wages of the employee concerned; provided that for work performed on Sundays, the employee shall be paid at least twice a full day's wages.

(3) Subject to the provisions of subclause (4), an employee who is required to work on Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day, New Year's Day, or Republic Day in 1971, shall be paid in addition to the wages due in respect of each of these days in terms of clause 13 (1) herein, at double his hourly rate of wages.

(4) An employer may pay his employees for work on any one of the paid holidays mentioned in subclause (3) at the normal rate prescribed in the Agreement plus one day's pay; provided this shall not apply where the holiday falls on a Saturday.

Hierdie kennis geld slegs ten opsigte van korttyd.

(2) 'n Werknemer wat hom op 'n bepaalde dag op die gewone begintyd van die bedryfsinrigting vir diens aanmeld en vir wie geen werk beskikbaar is nie, moet minstens vier uur se loon ten opsigte van sodanige dag betaal word, tensy hy vroeër deur sy werkgever in kennis gestel is dat sy dienste nie op daardie bepaalde dag nodig sou wees nie.

(3) Die bepalings van hierdie klousule is nie op vakleerlinge van toepassing nie.

10. BETALING VAN BESOLDIGING

(1) Alle besoldiging wat verskuldig is, moet weklíks in kontant in die bedryfsinrigting betaal word tussen 4.30 nm. en 5 nm. op Vrydag elke week of by diensbeëindiging as dit voor Vrydag plaasvind. Wanneer Vrydag 'n dag is waarop daar nie gewerk word nie, moet betaling op die laaste werkdag voor sodanige Vrydag geskied.

(2) Alle besoldiging wat verskuldig is, moet aan die werknemers oorhandig word in verseëelde koeverte waarop die naam van die werkgever, die datum van betaling, die naam of nommer van die werknemer, die bedrag daarin vervat en die wyse waarop sodanige bedrag bereken is, gemeld moet word.

(3) Die werkgever mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie. Met dien verstande dat hierdie subklousule nie van toepassing is nie ten opsigte van 'n opleidingskema waartoe die werkgever regtens verplig is om by te dra.

(4) Geen bedrag vir die beskadiging van materiaal of van enige aard hoegenaamd, uitgesonderd die volgende, mag van die bedrag wat aan 'n werknemer verskuldig is, afgetrek word nie:

(i) Behoudens andersluidende bepalings in hierdie Ooreenkoms, wanneer 'n werknemer van sy werk afwesig is om 'n ander rede as op las of op versoek van sy werkgever, 'n bedrag wat in verhouding is tot die tydperk van sy afwesigheid, en wat bereken is op grondslag van die loon wat sodanige werknemer ten opsigte van sy gewone werkure ten tyde van sodanige afwesigheid ontvang het;

(ii) Met die skriftelike toestemming van die werknemer, bedrae vir siekte-, versekerings-, pensioen- of ander soortgelyke fondse;

(iii) Bydraes ooreenkomstig die bepalings van klousule 16 hiervan;

(iv) 'n Bedrag wat 'n werkgever ingevolge 'n wet, ordonnanse of regsproses namens 'n werknemer moet betaal;

(v) Met die skriftelike toestemming van die werknemer, bydraes ten opsigte van die vakvereniging;

(vi) Behoudens die bepalings van klousule 9 hiervan, wanneer die gewone werkure van 'n werknemer weens korttyd ingekort word, 'n bedrag in verhouding tot sodanige inkorting.

11. BETALING VIR OORTYDWERK EN WERK OP BE- TAALTE OPENBARE VAKANSIEDAE

(1) Alle tyd wat daar langer gewerk word as die weklíkse of die daaglikse ure soos voorgeskryf in klousule 7 (1) hiervan of wat gewerk word buite die gewone werkure soos bepaal in die kennisgewing wat ingevolge klousule 7 (3) hiervan vertoon moet word, word geag oortyd te wees.

(2) 'n Werknemer van wie vereis word om oortyd te werk, moet—

(i) vir alle tyd gewerk na die gewone sluitingstyd en tot om 10 nm. op 'n bepaalde dag van Maandag tot Vrydag of tot om 6 nm. op Saterdag, een en 'n derde maal die uurloon van die betrokke werknemer betaal word;

(ii) vir alle tyd gewerk tussen 10 nm. en die gewone begintyd van Maandag tot Vrydag of na 6 nm. op Saterdag of vir tyd gewerk op Sondae, dubbel die uurloon van die betrokke werknemer betaal word: Met dien verstande dat die werknemer vir werk wat op Sondae verrig word, minstens twee maal 'n volle dag se loon betaal moet word.

(3) Behoudens subklousule (4), moet 'n werknemer van wie daar vereis word om op Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Geloftedag, Kersdag, Nuwejaarsdag of Republiekdag in 1971 te werk, benewens die loon wat ingevolge klousule 13 (1) hiervan ten opsigte van elkeen van genoemde dae betaalbaar is, teen dubbel sy uurloon besoldig word.

(4) 'n Werkgever mag sy werknemers, ten opsigte van werk op engeen van die betaalde vakansiedae in subklousule (3) genoem, die gewone loon in die Ooreenkoms voorgeskryf plus een dag se besoldiging betaal: Met dien verstande dat hierdie bepaling nie van toepassing is waar die vakansiedag op 'n Saterdag val nie.

12. EMPLOYEES RECEIVING HIGHER WAGES THAN THOSE PRESCRIBED

(1) An employee who at the date of the commencement of this Agreement is receiving a higher wage than the wage prescribed for the class of work performed by him, shall, so long as he remains in the service of the same employer and is engaged in the same class of work, receive a wage not lower than the wage he is receiving at such a date, subject to the condition that the Council may authorise a reduction of such higher wage to the prescribed rate.

(2) An employer shall grant his employee whose rate of remuneration as at the date of coming into operation of this Agreement is in excess of that prescribed, an increment equal to the difference between the wage prescribed for his class in this Agreement and the agreement published under Government Notice R. 1898 of 1 December 1967, as extended by Government Notice R. 3851, dated 5 December 1969, and such increment plus the wage the employee is receiving at the date of coming into operation of this Agreement, shall from the said date be regarded as the weekly prescribed wage of such employee.

13. HOLIDAYS

(1) Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day, New Year's Day and Republic Day in 1971 shall be paid holidays. Every employee shall receive payment for each of these holidays, notwithstanding that they may fall on a Saturday at the rate of eight and one-half times his hourly rate irrespective of whether the establishment in which he is employed is working a five- or six-day week.

(2) All establishments shall close as from 24 December to 12 January (both days inclusive), in each year, and during such closed period no work of any description shall be performed.

(3) (i) The Holiday Fund established in terms of clause 13 (3) of the Agreement for the Furniture Manufacturing Industry, Natal, published under Government Notice 1512, dated 30 September 1960, is hereby continued.

(ii) Every employer shall pay in respect of each week into this Fund a sum equal to eight per cent of the actual remuneration earned by each of his employees during that week: Provided that if any employee is placed on short-time or absents himself from work on account of illness and can on demand by the employer produce a medical certificate, the employer shall pay eight per cent of the remuneration that the employee would have earned had he remained in full-time employment: Provided further that the contribution of eight per cent in respect of illness need not be paid for any period in excess of 30 days in any one year. When making such payment the employer shall furnish a statement in the form prescribed in Appendix A of this Agreement.

(iii) Amounts payable in terms of paragraph (ii) hereof shall be paid not later than the 10th day of each month following that in respect of which they are due, to the Secretary of the Council.

(iv) Amounts payable in terms of paragraph (ii) hereof shall be paid by the employer in addition to any remuneration payable to an employee in terms of this Agreement, and shall not be deducted from the remuneration of such employee.

(v) The Council shall keep a record of each employee in respect of whom payments are made in terms of paragraph (ii) herein to the Holiday Fund and the amount paid to the Holiday Fund in respect of him.

(vi) The Holiday Fund shall be utilized for the purpose of distribution to employees between the 8th and 23rd December, the amount contributed by the employer in respect of such employee during the year ending on the last pay-day occurring in October.

(vii) If an apprentice should receive holiday pay in terms of this clause which is less than the remuneration which he would have earned if the establishment had not been closed and he had worked the ordinary hours of work during the said leave period, his employer shall pay him, in addition to such holiday pay, an amount equal to the difference between his said holiday pay and the amount which he would have earned on the conditions aforesaid.

(viii) Holiday pay, which remain unclaimed for a period of two years from the date on which it became payable, shall accrue to the funds of the Council; provided that the Council shall be liable for payment from Council funds of any holiday pay claimed during a further period of three years after such accrual to the Council's funds.

(4) (i) The Fund shall be administered by the Council and all expenses incurred in connection with the administration of the Fund shall form a charge upon the Council.

12. WERKNEMERS WAT HOËR LONE AS DIE VOORGESKREWE LONE ONTVANG

(1) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang as die loon wat voorgeskryf word vir dié klas werk wat hy verrig, moet, solank hy in diens van dieselfde werkgever bly en dieselfde klas werk verrig, 'n loon ontvang wat nie laer is nie as die loon wat hy op sodanige datum ontvang het: Met dien verstande dat die Raad magtiging daartoe mag verleen dat sodanige hoër loon tot die voorgeskrewe loon verlaag word.

(2) 'n Werkgever moet sy werknemer wie se besoldiging op die datum van inwerkingtreding van hierdie Ooreenkoms hoër is as dié wat voorgeskryf is, 'n verhoging toestaan wat gelyk is aan die verskil tussen die voorgeskrewe loon vir sy klas in hierdie Ooreenkoms en die Ooreenkoms gepubliseer by Goewermentskennissgewing R. 1898 van 1 Desember 1967, soos verleng by Goewermentskennissgewing R. 3851 van 5 Desember 1969, en sodanige verhoging plus die loon wat die werknemer ontvang op die datum van inwerkingtreding van hierdie Ooreenkoms, word van sodanige datum af beskou as die voorgeskrewe weekloon van so 'n werknemer.

13. VAKANSIEDAE

(1) Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Geloftedag, Kersdag, Nuwejaarsdag en Republiekdag in 1971 is vakansiedae met betaling. Elke werknemer moet vir elkeen van hierdie vakansiedae agt en 'n half maal sy uurloon ontvang, afgesien daarvan of sodanige dae op 'n Saterdag val en of die bedryfsinrigting waarin hy werksaam is, vyf of ses dae per week werk.

(2) Alle bedryfsinrigtings sluit van 24 Desember tot 12 Januarie (albei dae ingesluit) elke jaar, en gedurende sodanige geslote tydperk mag geen werk hoegenaamd verrig word nie.

(3) (i) Die Vakansiefonds ingestel by klousule 13 (3) van die Ooreenkoms vir die Meubelnywerheid, Natal, soos gepubliseer by Goewermentskennissgewing 1512 van 30 September 1960, word hierby voortgesit.

(ii) Elke werkgever moet ten opsigte van elke week 'n bedrag gelyk aan agt persent van die werklike besoldiging wat elkeen van sy werknemers gedurende daardie week verdien het, in hierdie Fonds stort: Met dien verstande dat indien 'n werknemer korttyd werk of weens siekte van die werk af wegby en op versoek van die werkgever 'n doktersertifikaat kan indien, die werkgever agt persent van die besoldiging moet betaal wat die werknemer sou verdien het indien hy voltyds in diens was: Voorts met dien verstande dat die bydrae van agt persent ten opsigte van siekte nie vir 'n tydperk van langer as 30 dae in 'n bepaalde jaar betaal hoef te word nie. Wanneer die werkgever sodanige bedrag betaal, moet hy 'n staat indien in die vorm voorgeskryf in Aanhangsel A van hierdie Ooreenkoms.

(iii) Bedrae betaalbaar ingevolge paragraaf (ii) hiervan, moet voor of op die 10de dag van elke maand wat volg op dié ten opsigte waarvan sodanige bedrae verskuldig is, aan die Sekretaris van die Raad betaal word.

(iv) Bedrae betaalbaar ingevolge paragraaf (ii) hiervan, moet deur die werkgever betaal word benewens besoldiging wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is en mag nie van die besoldiging van sodanige werknemer afgetrek word nie.

(v) Die Raad moet 'n register hou van elke werknemer ten opsigte van wie bedrae ingevolge paragraaf (ii) hiervan aan die vakansiefonds betaal word en ook van die bedrag wat ten opsigte van hom aan die vakansiefonds betaal word.

(vi) Die vakansiefonds moet gebruik word om tussen 8 en 23 Desember aan die werknemers die bedrag te betaal wat die werkgever ten opsigte van sodanige werknemers bygedra het gedurende die jaar eindigende op die laaste betaaldag in Oktober.

(vii) As 'n vakleerling ingevolge hierdie klousule vakansiebetaling ontvang wat minder is as die besoldiging wat hy sou verdien het as die bedryfsinrigting nie gesluit het nie en hy gedurende dié verloftydperk die gewone getal werkure gewerk het, moet sy werkgever hom, benewens sodanige vakansiebetaling 'n bedrag betaal wat gelyk is aan die verskil tussen genoemde vakansiebetaling en die bedrag wat hy sou verdien het op bogenoemde voorwaardes.

(viii) Vakansiebetaling wat vir 'n tydperk van twee jaar van die datum af waarop dit betaalbaar geword het, nie opgeëis word nie, val die fondse van die Raad toe: Met dien verstande dat die Raad daarvoor aanspreeklik is om uit die fondse van die Raad vakansiebetaling te betaal wat geëis word gedurende 'n verdere tydperk van drie jaar van die datum af waarop sodanige geld die fondse van die Raad toegeval het.

(4) (i) Die Fonds word deur die Raad geadminestreer, en alle uitgawes wat in verband met die administrasie van die Fonds aangegaan word, word teen die Raad in rekening gebring.

(ii) All moneys paid to the Fund shall be deposited in a banking account to be opened in the name of the Fund. All payments from the Fund shall be by cheque, drawn on the Fund's account and such cheques shall be signed by two persons duly authorised by the Council.

Moneys contributed to the Fund may be invested on fixed deposits or on call with a registered commercial bank or registered building society. Interest accruing from such investment shall be credited to the general funds of the Council.

(iii) The Council shall appoint a public accountant for the purpose of auditing the accounts of the Fund.

As soon as possible after 31 December in each year, the Council shall prepare an account of the revenue and expenditure of the Fund for the preceding 12 months and a statement showing the Funds assets and liabilities which shall be audited by the public accountant and countersigned by the Chairman and Secretary of the Council. The certified accounts and statements and any report by the public accountant shall thereafter lie for inspection at the office of the Council and copies thereof, shall, within three months of the close of the period covered thereby, be transmitted to the Secretary for Labour, Pretoria.

(iv) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, the Fund shall be administered by the Council until it be either liquidated or transferred by the Council to any other fund constituted for a similar purpose to that for which the original Fund was established or continued in a subsequent agreement negotiated within a period of 12 months from the date of expiry of this Agreement.

(v) Upon liquidation of the Fund in terms of paragraph (iv) herein, the moneys remaining to the credit of the Fund after payment of all claims including administration and liquidation expenses, shall be paid into the general funds of the Council.

(vi) In the event of the dissolution of the Council or in the event of it ceasing to function in terms of subsection (2) of section thirty-four of the Act, during any period in which this Agreement is binding, the Council or such other persons as the Registrar may designate in terms of section thirty-four (2) of the Act, shall continue to administer the Fund and the members of such Council at the date of which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes, provided however, that any vacancies occurring on such Council may be filled by the Registrar from employers and employees in the Furniture Manufacturing Industry, Natal, to ensure an equality of employer and employee representatives and alternates in the membership of the Council.

In the event of the Council being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar, he may appoint a trustee or trustees to carry out the duties of such Council and who shall possess all the powers of such Council for that purpose.

In the event of there being no Council in existence, the Fund shall be liquidated in the manner set forth in paragraph (v) hereof, and if upon such expiration, the affairs of the Council have already been wound up and its assets distributed the balance of the Fund shall be distributed as provided for in section thirty-four (4) of the Act, as if it formed part of the general funds of the Council.

14. PROVISION OF TOOLS

Cabinetmakers' benches, clamps, handscrews, gluepots and all brushes shall be provided by the employer.

The employer shall at his expense, insure against loss or destruction by fire, the tools of the cabinetmakers in his employ. Each cabinetmaker shall submit when required, an inventory of the tools in his possession, and such information as may be required from time to time by the insurers.

15. EXEMPTIONS

(1) The Council may grant exemptions from any of the provisions of this Agreement for any good and sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption, the conditions subject to which such exemption is granted and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after one

(ii) Alle gelde wat in die Fonds gestort word, moet gedeponeer word in 'n bankrekening wat op naam van die Fonds geopen moet word. Alle betalings uit die Fonds geskied per tjek, getrek op rekening van die Fonds en sodanige tjeks moet onderteken word deur twee persone wat behoorlik deur die Raad daartoe gemagtig is.

Gelde wat tot die Fonds bygedra word, mag op vaste deposito of as onmiddellik opvraagbaar belê word in 'n geregistreerde handelsbank of 'n geregistreerde bouvereniging. Die algemene fondse van die Raad word gekrediteer met die rente op sodanige beleggings.

(iii) Die Raad moet 'n openbare rekenmeester aanstel om die rekenings van die Fonds te ouditeer.

Die Raad moet so gou moontlik na 31 Desember elke jaar 'n rekening wat die inkomste en uitgawes van die Fonds vir die vorige 12 maande en 'n staat wat die bates en laste van die Fonds toon, opstel en sodanige rekening en staat moet deur die openbare rekenmeester geouditeer en deur die Voorsitter en die Sekretaris van die Raad medeonderteken word. Die gesertifiseerde rekenings en state en alle verslae daarvoor deur die openbare rekenmeester moet daarna in die kantoor van die Raad ter insae lê en kopieë daarvan moet binne drie maande na die einde van die tydperk waarop dit betrekking het, aan die Sekretaris van Arbeid, Pretoria, gestuur word.

(iv) Ingeval hierdie Ooreenkoms weens verloop van tyd verstryk of om 'n ander rede gestaak word, moet die Fonds deur die Raad geadministreer word totdat dit of gelikwiedig of deur die Raad oorgedra word na 'n ander fonds wat gestig is vir 'n soortgelyke doel as dié waarvoor die oorspronklike fonds ingestel is of voortgesit word in 'n latere ooreenkoms wat aangegaan word binne 'n tydperk van twaalf maande van die datum af waarop hierdie Ooreenkoms verstryk.

(v) By die likwidasië van die Fonds ingevolge paragraaf (iv) hiervan, moet die gelde wat na betaling van alle eise, met inbegrip van administrasie- en likwidasiëkoste, nog in die krediet van die Fonds staan, in die algemene fondse van die Raad gestort word.

(vi) Ingeval die Raad gedurende 'n tydperk waarin hierdie Ooreenkoms bindend is, ontbind word of ophou om te funksioneer ooreenkomstig die bepalings van subartikel (2) van artikel 34 van die Wet, moet die Raad of dié ander persone wat die Registrateur kragtens die bepalings van artikel 34 (2) van die Wet mag aanwys, aanhou om die Fonds te administreer, en die lede van sodanige Raad op die datum waarop die Raad ophou om te funksioneer of ontbind word, word geag lede daarvan te wees vir sodanige doeleindes. Met dien verstande egter dat 'n vakature wat in sodanige Raad ontstaan, deur die Registrateur uit die geledere van die werkgewers en die werknemers in die Meubelnywerheid, Natal, gevul mag word ten einde te verseker dat die getal werkgewers- en werknemersvertegenwoordigers en hulle sekundi in die Raad ewe groot is.

Ingeval die Raad nie in staat is nie of onwillig is om sy pligte na te kom of ingeval hy voor 'n dooie punt te staan kom wat, na die mening van die Registrateur, die administrasie van die Fonds ondoenlik of onwenslik maak, mag hy 'n trustee of trustees aanstel wat die pligte van sodanige Raad moet uitvoer en wat vir daardie doel al die bevoegdhede van sodanige Raad besit.

Ingeval daar geen Raad bestaan nie, moet die Fonds gelikwiedig word soos in paragraaf (v) hiervan bepaal, en indien die sake van die Raad by sodanige verstryking alreeds afgehandel en sy bates verdeel is, moet die saldo van die Fonds ingevolge die bepalings van artikel 34 (4) van die Wet verdeel word asof dit deel van die algemene fondse van die Raad uitgemaak het.

14. VERSKAFFING VAN GEREEDSKAP

Meubelmakersbanke, klampe, handskroewe, lymptotte en alle kwaste moet deur die werkgewer verskaf word.

Die werkgewer moet op eie koste die gereedskap van die meubelmakers in sy diens teen verlies of vernietiging weens brand verseker. Elke meubelmaker moet, wanneer dit van hom vereis word, 'n inventaris voorlê van die gereedskap wat in sy besit is en dié inligting verstrek wat van tyd tot tyd deur die versekeraars vereis mag word.

15. VRYSTELLINGS

(1) Die Raad mag om 'n afdoende rede vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van 'n persoon aan wie vrystelling verleen word, die voorwaardes stel waarop sodanige vrystelling verleen word en die tydperk vasstel waarvoor sodanige vrystelling geldig is: Met dien verstande dat die Raad, as hy dit

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.

(3) The Secretary of the Council shall issue to every person granted exemption a licence signed by the Chairman and Secretary of the Council setting out—

- (i) the full name of the person concerned;
- (ii) the provisions of the Agreement from which exemption is granted;
- (iii) the conditions fixed in accordance with the provisions of subclause (2) herein;
- (iv) the period for which the exemption shall operate; and
- (v) the reason for the exemption being granted.

(4) The Secretary of the Council shall—

- (i) number consecutively all licences issued;
- (ii) retain a copy of each licence issued; and
- (iii) where exemption is granted to an employee, forward a copy of the licence to the employer concerned, and a further copy to the Divisional Inspector of the Department of Labour, Durban.

16. EXPENSES OF THE COUNCIL

For the purpose of meeting the expenses of the Council, each employer shall deduct seven cents per week from the wages of each of his employees (other than learners, apprentices and office employees) for whom a wage of R13 or more is prescribed and two cents per week from the wages of each of his employees (other than learners and apprentices) for whom a wage of less than R13 per week is prescribed; provided that no deduction shall be made in cases where the total weekly remuneration does not exceed R2.

To the amount so deducted the employer shall add a like amount and pay not later than the 10th day of each month, the total sum to the Secretary of the Council, submitting at the time of payment, his wage register or an extract therefrom showing the names of employees and period worked and the amount earned by each in respect of the amount forwarded.

17. REGISTRATION OF EMPLOYERS AND EMPLOYEES

(1) Every employer shall within one month from the date on which this Agreement comes into operation, if he has not already done so pursuant to any previous Agreement, and every employer entering the Industry after that date shall within one month of commencement of operations by him forward to the Secretary of the Council, the following particulars, which shall be in writing and signed by the employer:

- (i) Full name (where the business is a company or partnership the full name of the responsible manager and/or partners to be furnished);
- (ii) Address where the business is carried on, and the residential address of the persons referred to in paragraph (i) herein.
- (iii) Trade or trades carried on by him in the Industry.
- (iv) Names of his employees and occupation in which they are employed.

(2) Where the employer is a partnership, information in accordance with subclause (1) herein regarding each of the partners as well as the title under which the partnership operates shall be furnished.

(3) Written notification shall be sent to the Council by every employer of an alteration in respect of any details supplied in terms of subclause (1) herein and such notification shall be given within 14 days of such alteration.

18. WORKING PROPRIETORS AND PARTNERS

All working proprietors and/or partners shall observe the provisions of clauses 7 (1) and 8 hereof.

19. EXHIBITION OF AGREEMENT

Every employer shall affix and keep affixed in his establishment a legible copy of this Agreement, in both official languages, in a conspicuous place where it is readily accessible to his employees.

goed dink en nadat daar een week vooraf skriftelik kennis aan die betrokke persoon gegee is, 'n vrystellingsertifikaat mag intrek, afgesien daarvan of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elkeen aan wie vrystelling verleen is, 'n sertifikaat uitreik wat deur die Voor-sitter en die Sekretaris van die Raad onderteken is en waarin die volgende gemeld word:

- (i) Die volle naam van die betrokke persoon;
- (ii) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (iii) die voorwaardes wat kragtens die bepalings van subklousule (2) hiervan gestel is;
- (iv) die tydperk waarvoor die vrystelling geldig is; en
- (v) die rede waarom vrystelling verleen word.

(4) Die Sekretaris van die Raad moet—

- (i) alle sertifikate wat uitgereik word, in volgorde nummer;
- (ii) 'n kopie bewaar van elke sertifikaat wat uitgereik word; en

(iii) waar vrystelling aan 'n werknemer verleen word, 'n kopie van die sertifikaat aan die betrokke werkgewer en nog 'n kopie aan die Afdelingsinspekteur van die Departement van Arbeid, Durban, stuur.

16. UITGAWES VAN DIE RAAD

Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer sewe sent per week aftrek van die loon van elkeen van sy werknemers (uitgesonderd leerlinge, vakleerlinge en kantoor-werknemers) vir wie 'n loon van R13 of meer voorgeskryf word en twee sent per week van die loon van elkeen van sy werknemers (uitgesonderd leerlinge en vakleerlinge) vir wie 'n loon van minder as R13 per week voorgeskryf word. Met dien verstande dat geen bedrag afgetrek mag word nie in gevalle waar die totale week-likse besoldiging hoogstens R2 behoort.

By die bedrag aldus afgetrek, moet die werkgewer 'n bedrag voeg wat daaraan gelyk is en die totale bedrag voor of op die 10de dag van elke maand aan die Sekretaris van die Raad betaal, en ten tyde van betaling sy loonregister of 'n uittreksel daarvan voorlê wat die name meld van die werknemers, die tydperk werk en die bedrag wat elkeen verdien het ten opsigte van die bedrag wat aangestuur word.

17. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS

(1) Elke werkgewer moet, as hy dit nie reeds ingevolge 'n vorige ooreenkoms gedoen het nie, binne een maand van die datum af waarop hierdie Ooreenkoms in werking tree, en elke werkgewer wat na daardie datum tot die Nywerheid toetree, moet binne een maand van die datum af waarop hy met sy werksaamhede begin, aan die Sekretaris van die Raad die volgende besonderhede stuur, wat op skrif gestel en deur die werkgewer onderteken moet wees:

- (i) Sy volle naam (waar die onderneming 'n maatskappy of 'n vennootskap is, moet die volle naam van die verantwoordelike bestuurder en/of die volle name van die vennote verstrek word).
- (ii) Die adres waar die sakeonderneming gedryf word en die woonadres van die persone bedoel in paragraaf (i) hiervan.
- (iii) Die bedryf of bedrywe wat hy in die Nywerheid beoefen.
- (iv) Die name van sy werknemers en die beroepe waarin hulle werksaam is.

(2) Waar die werkgewer 'n vennootskap is, moet die inligting wat ingevolge subklousule (1) hiervan vereis word, in verband met elkeen van die vennote verstrek word, en die naam waaronder die vennootskap sake doen, moet ook gemeld word.

(3) Elke werkgewer moet die Raad skriftelik in kennis stel van 'n verandering ten opsigte van die besonderhede wat ingevolge subklousule (1) hiervan verstrek word, en daar moet binne 14 dae van die datum van sodanige verandering af aldus kennis gegee word.

18. WERKENDE EIENAARS EN VENNOTE

Alle werkende eienaars en/of vennote moet die bepalings van klousules 7 (1) en 8 hiervan nakom.

19. VERTONING VAN OOREENKOMS

Elke werkgewer moet 'n leersbare kopie van hierdie Ooreenkoms in albei amptelike tale in 'n opvallende plek waar sy werknemers maklik toegang daartoe het, in sy bedryfsinrigting opplak en opgeplak hou.

20. KEEPING OF RECORDS

The time and wage records which are required to be kept in terms of section fifty-seven of the Act shall be written in a legible manner in ink.

21. TRADE UNION REPRESENTATIVES OF THE COUNCIL

Every employer shall grant to any of his employees who are representatives on the Council every reasonable facility to attend to their duties in connection with meetings of the Council.

22. ADMINISTRATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement and may issue expressions of opinion and rulings not inconsistent with the provisions thereof for the guidance of employers and employees.

23. AGENTS

(1) The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. The agent shall have the right to—

(i) enter, inspect and examine any premises in which the Furniture Industry is carried on at any time when he has reasonable cause to believe that any person is employed therein;

(ii) orally examine, either alone or in the presence of any other person, as he thinks fit, with respect to matters relating to this Agreement, every employee who he finds in or about the premises or place and require such employees to answer the questions put;

(iii) require the production of any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, and inspect and copy the same;

(iv) require the production of and inspect, examine and copy all paysheets or books wherein an account is kept of actual remuneration paid to each employee.

(2) The agent, when entering, inspecting or examining any such premises or place may take with him an interpreter.

(3) Every person upon whom the provisions of this Agreement are binding shall grant the agent all the facilities referred to.

24. EMPLOYMENT OF TRADE UNION LABOUR

(1) Members of the trade union agree to accept employment with members of the employers' organisation only and members of the employers' organisation agree to employ members of the trade union only; provided that a member of the employers' organisation may employ any other employees who are not eligible for membership of the trade union.

(2) For the purpose of this clause membership shall mean a member in terms of the constitution of the trade union or employers' organisation.

Proof of membership of the trade union or employers' organisation shall be the production of a card or a certificate signed by the Secretary of the organisation concerned.

(3) The trade union and employers' organisation shall supply the Council with a list of all resignations, expulsions and suspensions of members from their respective organisations. Upon receipt of such lists the Secretary of the Council shall advise the member or members of the organisation concerned that his card or certificate of membership is no longer valid for the purpose of this clause.

(4) This clause shall not apply to office employees.

(5) The provisions of this clause shall not apply to an immigrant during the first year after date of his entry into the Republic of South Africa; provided that if any immigrant has at any time after the first three months of commencement of his employment in the Industry, refused any invitation from the trade union concerned to become a member of it, the provisions of this clause shall immediately come into operation.

20. BYHOU VAN REGISTERS

Die tyd- en loonregisters wat ingevolge artikel 57 van die Wet byghou moet word, moet in 'n leesbare skrif en met ink byghou word.

21. VAKVERENIGINGVERTEENWOORDIGERS IN DIE RAAD

Elke werkgever moet aan die werknemers van hom wat verteenwoordigers in die Raad is, alle redelike fasiliteite verleen om hulle pligte in verband met vergaderings van die Raad na te kom.

22. ADMINISTRASIE VAN OOREENKOMS

Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is, en hy mag vir die leiding van werkgewers en werknemers menings en beslissings uitspreek wat nie met die bepalings hiervan onbestaanbaar is nie.

23. AGENTE

(1) Die Raad moet een of meer aangewese persone as agente aanstel om behulpzaam te wees met die uitvoering van die bepalings van hierdie Ooreenkoms.

Die agent het die reg om—

(i) persele waar die Meubelnywerheid beoefen word, te eniger tyd te betree, te inspekteer en te ondersoek wanneer hy redelike grond het om te vermoed dat enigeen daarin werksaam is;

(ii) elke werknemer wat hy in of op die perseel vind, of alleen of in die teenwoordigheid van 'n ander persoon, soos hy goed dink, mondeling te ondervra in verband met sake wat op hierdie Ooreenkoms betrekking het en om van sodanige werknemer te vereis om te antwoord op die vrae wat gestel word;

(iii) te vereis dat alle kennisgewings, boeke, lysste of dokumente wat ingevolge hierdie Ooreenkoms gehou, vertoon of opgestel moet word, voorgelê word en om dit te ondersoek en 'n afskrif daarvan te maak;

(iv) te vereis dat alle betaalstate of boeke waarin daar boekgehou word van die werklike besoldiging wat aan elke werknemer betaal word, voorgelê word en om dit te inspekteer, te ondersoek en 'n afskrif daarvan te maak.

(2) Wanneer die agent sodanige perseel of plek betree, inspekteer of ondersoek, mag hy 'n tolk met hom saamneem.

(3) Iedereen vir wie die bepalings van hierdie Ooreenkoms bindend is, moet al die fasiliteite hierbo genoem, aan die agent verleen.

24. INDIENSNEMING VAN LEDE VAN VAKVERENIGING

(1) Lede van die vakvereniging stem in om slegs by lede van die werkgewersorganisasie werk te aanvaar, en lede van die werkgewersorganisasie stem in om slegs lede van die vakvereniging in diens te neem: Met dien verstande dat 'n lid van die werkgewersorganisasie ander werknemers in diens mag neem wat nie vir lidmaatskap van die vakvereniging in aanmerking kom nie.

(2) Vir die toepassing van hierdie klousule beteken lidmaatskap ooreenkomstig die bepalings van die konstitusie van die vakvereniging of die werkgewersorganisasie.

Bewys van lidmaatskap van die vakvereniging of werkgewersorganisasie bestaan uit die voorlegging van 'n kaart of sertifikaat wat onderteken is deur die Sekretaris van die betrokke organisasie.

(3) Die vakvereniging en die werkgewersorganisasie moet die Raad voorsien van 'n lys van alle lede van hulle onderskeie organisasies wat bedank het, uitgesit is en geskors is. By ontvangs van sodanige lysste, moet die Sekretaris van die Raad die lid of lede van die betrokke organisasie mededeel dat sy lidmaatskapaart of -sertifikaat nie meer vir die toepassing van hierdie klousule geldig is nie.

(4) Hierdie klousule is nie op kantoorwerknemers van toepassing nie.

(5) Die bepalings van hierdie klousule is nie ten opsigte van 'n immigrant gedurende die eerste jaar van die datum af waarop hy die Republiek van Suid-Afrika binnegekom het, van toepassing nie: Met dien verstande dat, as 'n immigrant te eniger tyd na verloop van die eerste drie maande van die datum af waarop hy in die Nywerheid begin werk het, geweier het om, op uitnodiging van die betrokke vakvereniging, lid daarvan te word, die bepalings van hierdie klousule onmiddellik in werking tree.

25. WAGES

- (1) Subject to the provisions of clause 10 hereof, no employer shall pay and no employee shall accept wages lower than those prescribed in Schedule A for Area A and B of this Agreement.
- (2) The weekly wage of an office employee shall be calculated by dividing his monthly wage by four and one-third.

26. EMPLOYMENT OF MINORS

No person under the age of 16 years shall be employed in the Industry.

27. LEARNERS

- (1) No employer shall employ any employee as a learner unless such employees are in possession of a certificate issued by the Council authorising his employment as such.
- (2) Application for permission to work as a learner shall be made to the Council in the prescribed form and shall be accompanied by a medical certificate in the form prescribed in Appendix C. The cost of the medical examination to be borne by the Council.
- (3) The Secretary of the Council shall issue to each employee who has been granted permission to work as a learner a certificate showing the name of the employee, age, class of work in which he is to be engaged, minimum wage payable to him, the name of the employer and the period for which the permission shall be effective.
- (4) A duplicate of every certificate issued in terms of subclause (3) herein shall be furnished to the employer who shall return it to the Council when it is no longer operative.
- (5) In determining the minimum wage payable to a learner, any previous experience in the Industry may, in the discretion of the Council, be taken into consideration.
- (6) (i) A learner shall not be employed on the same operation for more than three months during the period of his learnership without the approval of the Council.
- (ii) The classes of work in respect of which learnerships in bedding making shall be granted are—
- the weaving of spring wire mesh;
 - the making of mattresses.
- (iii) The classes of work in respect of which learnership in seamsters' or seamstresses' work shall be granted are—
- slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains;
 - the cutting of mattress cases and covers and pillows.
- (7) (i) The Council may on application, authorise the employment of learners in the following ratios:
- Two learners to every five employees in receipt of the wage specified in clauses (I) (i), (ii), (IV) (i), (V) (i), (VI) (i), (VII), (VIII), (IX) (i) of Schedule A to this Agreement.
 - One learner to every three adult employees in receipt of the wages specified in clauses (XI) (i) and (XII) (i) of Schedule A to this Agreement.
 - One major learner to every three journeymen upholsterers when employed in studio couch making.
- (8) Where the Council is satisfied that proper facilities exist for the training of learners, and the requisite number of employees in receipt of the wages specified in paragraphs (a) and (b) of subclause (7) (i) is not available, the ratio of learners may be extended.
- (9) The Council shall have the right, when it is satisfied that proper facilities for training are not provided, or for any other good and sufficient reason, after one week's notice in writing, has been given to the employer and the employee, withdraw any certificate issued in terms of this clause whether or not the period for which permission was granted has expired.
- (10) Learners shall not be granted to establishments which have not been in existence for a consecutive period of 12 months or which the Council has good and sufficient reason to believe have inadequate facilities for training a learner.
- (11) (a) The period of learnership for the classes of work referred to in paragraphs (ii) and (iii) of subclause (6) herein, shall be two years.
- (b) The period of learnership for the classes of work referred to in paragraph (a) of subclause (7) (i) herein, shall be four years, provided that the period of learnership in studio couch making shall not exceed two years.

25. LONE

- (1) Behoudens die bepalings van klousule 10 hiervan, mag geen lone wat laer is as dié wat in Bylae "A" van hierdie Ooreenkoms vir Gebied A en Gebied B voorgeskryf word, deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie.
- (2) Die weekloon van 'n kantoorwerknemer word bereken deur sy maandloon deur vier en een derde te deel.

26. INDIENSNEMING VAN MINDERJARIGES

Niemand onder die leeftyd van 16 jaar mag in die Nywerheid in diens geneem word nie.

27. LEERLINGE

- (1) Geen werkgever mag 'n werknemer as 'n leerling in diens neem nie, tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad uitgereik is en wat magtiging verleen vir sy indiensneming as leerling.
- (2) 'n Aansoek om toestemming om as 'n leerling te werk, moet op die voorgeskrewe vorm aan die Raad gerig word en moet vergesel gaan van 'n doktersertifikaat in die vorm soos voorgeskryf in Aanhangsel C. Die koste van die mediese ondersoek word deur die Raad gedra.
- (3) Die Sekretaris van die Raad moet aan elke werknemer aan wie toestemming verleen is om as 'n leerling te werk, 'n sertifikaat uitreik waarin die naam van die werknemer, sy ouderdom, die klas werk waarvoor hy in diens geneem word, die minimum loon wat aan hom betaalbaar is, die naam van die werkgever en die tydperk waarvoor die toestemming van krag is gemeld word.
- (4) 'n Duplikaat van elke sertifikaat wat ingevolge die bepalings van subklousule (3) hiervan uitgereik word, moet aan die werkgever verstrekk word, wat dit aan die Raad moet terugbesorg wanneer dit nie meer van krag is nie.
- (5) By die bepaling van die minimum loon wat aan 'n leerling betaalbaar is, kan vorige ondervinding in die Nywerheid na goedvinde van die Raad in aanmerking geneem word.
- (6) (i) 'n Leerling mag nie gedurende sy leertyd vir langer as drie maande dieselfde werk verrig sonder dat die Raad goedkeuring daartoe verleen nie.
- (ii) Die klasse werk ten opsigte waarvan leerlinge in beddegoedmakery aangeneem word, is—
- die vleg van veerdraadmaas;
 - die maak van matrasse.
- (iii) Die klasse werk ten opsigte waarvan leerlinge in naaiers- of naaisterswerk aangeneem word, is—
- glijpsteekwerk, die stik en/of aanmekeerwerk van oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne;
 - die sny van matrasslope en -oortreksels en kussings.
- (7) (i) Die Raad mag op aansoek magtiging verleen vir die indiensneming van leerlinge in die volgende getalverhoudings:
- Twee leerlinge vir elke vyf werknemers wat die loon ontvang soos gespesifiseer in klousules (I) (i), (ii) (IV) (i), (V) (i), (VI) (i), (VII), (VIII), (IX) (i) van Bylae A van hierdie Ooreenkoms.
 - Een leerling vir elke drie volwasse werknemers wat die loon ontvang soos gespesifiseer in klousules (XI) (i) en (XII) (i) van Bylae A van hierdie Ooreenkoms.
 - Een meerderjarige leerling vir elke drie vakmanstofferders, wanneer in diens geneem om ateljeerusbanke te maak.
- (8) Waar die Raad daarvan oortuig is dat daar behoorlike fasiliteite bestaan vir die opleiding van leerlinge, en die vereiste getal werknemers wat die lone ontvang soos gespesifiseer in subklousule (7) (i) (a) en (b) nie beskikbaar is nie, mag die getalsverhouding van leerlinge vergroot word.
- (9) Die Raad het die reg om, wanneer hy daarvan oortuig is dat daar nie behoorlike opleidingsfasiliteite verskaf word nie of wanneer hy 'n ander afdoende rede het, 'n sertifikaat wat kragtens hierdie klousule uitgereik is, na een week skriftelike kennisgewing in te trek, afgesien daarvan of die tydperk waarvoor toestemming verleen is, verstryk het of nie.
- (10) leerlinge word nie toegelaat nie in bedryfsinrigtings wat vir 'n aaneenlopende tydperk van minder as 12 maande bestaan of ten opsigte waarvan die Raad afdoende rede het om te vermoed dat sodanige bedryfsinrigting geen toereikende fasiliteite vir die opleiding van 'n leerling het nie.
- (11) (a) Die leertyd vir die klasse werk genoem in subklousule (6) (ii) en (iii) hiervan, is twee jaar.
- (b) Die leertyd vir die klasse werk genoem in subklousule (7) (i) (a) hiervan, is vier jaar. Met dien verstande dat die leertyd vir ateljeerusbankmakery hoogstens twee jaar mag wees.

(12) Notwithstanding the expiry of any previous agreement for the Industry, the Council shall continue to administer any learnership certificates, issued under such previous agreements until such certificate shall expire by the effluxion of time or have otherwise been cancelled or withdrawn by the Council.

28. FORENOON AND AFTERNOON BREAKS

Every employee shall be given a break of 10 minutes both in the forenoon and afternoon each day which shall be reckoned as time worked.

29. EMPLOYEES ENGAGED IN MORE THAN ONE OPERATION

An employee who is employed during any one day on work for which different wage rates are prescribed shall be paid for all the hours worked on such day at the highest wages prescribed for such work.

30. ABATEMENT OF WAGES

(1) No employee shall, while in the employ of an employer, give to, and no such employee shall receive from such employer any gift, bonus, loan, guarantee or refund either in cash or in kind which will in effect amount to an abatement of the remuneration which must be paid to such employee in terms of this Agreement.

(2) Save as is provided in the Bantu (Urban Areas) Consolidation Act, 1945, no employee shall be required as part of his contract of service to board or lodge with his employer or at any place nominated by his employer or to purchase any goods or hire property from his employer.

31. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) Subject to the provisions of clause (9) (1) one hour's notice shall be given by the employer or employee to terminate a contract of employment; provided this shall not affect the right of an employee or employer to terminate a contract of employment without any notice for any good cause recognised by law as sufficient.

(2) Notwithstanding the provisions of subclause (1) herein, an employer and employee may agree to provide for a longer period of notice than one hour and provided such agreement is confirmed, in writing, failure to comply with such arrangement shall be a contravention of this clause.

(3) An employer or employee may terminate the contract of employment without notice by paying to the employee, or paying or forfeiting to the employer, as the case may be, in lieu of notice an amount equal to not less than the wages for one hour or for such longer period as agreed upon by the employer and his employee in terms of subclause (2) herein.

(4) The notice referred to in subclause (1) and (2) herein, shall not run concurrently with—

- (a) any period of military training;
- (b) the holiday period referred to in clause 13 (2) of the Agreement;
- (c) any period of illness not exceeding two weeks in any one year.

32. PROHIBITED EMPLOYMENT

Subject to the provisions of section eighty-three of the Act, no provision in this Agreement which prohibits the engagement or employment of an employee on any class of work or on any conditions, shall be deemed to relieve the employer from paying the remuneration and observing the condition which he would have had to pay or observe had such engagement or employment not been prohibited.

33. EMPLOYMENT OF HAND SANDERS, STAINERS AND DOWEL KNOCKERS

(1) No employer shall employ any person as a hand sander, stainer or dowel knocker, unless such employee is in possession of a certificate issued by the Council authorising his employment in such classes of work.

(2) A duplicate copy of every certificate of permission issued in terms of this clause shall be furnished to the employer, who shall return it to the Council when it is no longer operative.

34. BASIS OF PAYMENT

Payment for all work done shall be at the rate of wages prescribed for the class of work performed, and shall not be based upon the technical skill or qualification of the employee concerned.

(12) Ondanks die verstryking van vorige ooreenkomste vir die Nywerheid, moet die Raad voortgaan om leerlingseertifikate wat kragtens sodanige vorige ooreenkoms uitgereik is, te administreer totdat sodanige seertifikaat weens tydverloop verval het of op 'n ander manier deur die Raad gekanselleer of ingetrek is.

28. POUSES IN DIE VOOR- EN NAMIDDAG

Daar moet elke dag aan elke werknemer 'n pouse van 10 minute in beide die voor- en die namiddag toegestaan word wat gereken moet word as tyd gewerk.

29. WERKNEMERS WAT BY MEER AS EEN WERKSAAMHEID BETROKKE IS

'n Werknemer wat op 'n bepaalde dag werk verrig waarvoor verskillende lone voorgeskryf word, moet vir al die ure op sodanige dag gewerk, die hoogste loon betaal word wat vir sodanige werk voorgeskryf word.

30. LOONSVERMINDERING

(1) Geen werknemer mag, terwyl hy in diens van 'n werkgever is, 'n geskenk, bonus, lening, waarborg of terugbetaling, hetsy in kontant of in natura, wat in werklikheid neerkom op 'n vermindering van die loon wat ingevolge die bepaling van hierdie Ooreenkoms aan sodanige werknemer betaal moet word, aan sodanige werkgever gee nie en sodanige werknemer mag dit nie van sodanige werkgever ontvang nie.

(2) Behoudens die bepaling van die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, mag daar van geen werknemer vereis word om as deel van sy dienskontrak kos en huisvesting van sy werkgever of van 'n plek deur sy werkgever aangewys, te ontvang nie of om goedere van sy werkgever te koop of eiendom van hom te huur nie.

31. BEÏNDIGING VAN DIENSKONTRAK

(1) Behoudens die bepaling van klousule 9 (1) moet die werkgever of die werknemer een uur vooraf kennis gee van die beëindiging van 'n dienskontrak: Met dien verstande dat die reg van 'n werkgever of 'n werknemer om 'n dienskontrak om 'n regsgeldige rede sonder kennisgewing te beëindig, nie hierdeur geraak word nie.

(2) Ondanks die bepaling van subklousule (1) hiervan, mag 'n werkgever en 'n werknemer ooreenkom om vir 'n langer tydperk as een uur kennis gee. Versuim om so 'n reëling na te kom, is 'n oortreding van hierdie klousule, mits dié ooreenkoms skriftelik bekragtig is.

(3) 'n Werkgever of 'n werknemer mag die dienskontrak sonder kennisgewing beëindig deur, in plaas van kennisgewing, 'n bedrag gelyk aan minstens die loon vir een uur of vir dié langer tydperk waarvoor die werkgever en sy werknemer kragtens subklousule (2) hiervan ooreengekom het, aan die werknemer te betaal of aan die werkgever te betaal of te verbeur, na gelang van die geval.

(4) Die kennisgewing bedoel in subklousules (1) en (2) hiervan, mag nie saamval nie met—

- (a) 'n tydperk van militêre opleiding;
- (b) die vakansietydperk bedoel in klousule 13 (2) van hierdie Ooreenkoms;
- (c) 'n tydperk van afwesigheid weens siekte van hoogstens twee weke in 'n bepaalde jaar.

32. VERBODE INDIENSNEMING

Behoudens die bepaling van artikel 83 van die Wet, word geen bepaling in hierdie Ooreenkoms wat die indiensneming van of werkverskaffing aan 'n werknemer enige klas werk of op enige voorwaardes verbied, geag die werkgever te onthef van die betaling van die besoldiging en dié nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as sodanige indiensneming of werkverskaffing nie verbode was nie.

33. INDIENSNEMING VAN HANDSKUURDERS, BEITSERS EN TAPPENKLOPPERS

(1) Geen werkgever mag enigeen as 'n handskuurder, beitsers of tappenklopper in diens neem nie, tensy so 'n werknemer in besit is van 'n seertifikaat wat die Raad uitgereik het en waarby magtiging verleen word om hom vir sodanige klasse werk in diens te neem.

(2) 'n Kopie van elke toestemmingsseertifikaat wat ooreenkomsdig die bepaling van hierdie klousule uitgereik is, moet aan die werkgever gestuur word, wat dit aan die Raad moet terugbesorg wanneer dit nie meer van krag is nie.

34. GRONDSLAG VAN BETALING

Daar moet vir alle werk wat verrig is, betaal word teen die loon voorgeskryf vir dié klas werk wat verrig is, en sodanige betaling mag nie op die tegniese bedrewenheid of kwalifikasies van die betrokke werknemer gegrond word nie.

35. HOURLY RATE

All work performed by employees shall be paid for at an hourly rate as defined in clause 3 hereof.

36. ULTRA VIRES

Should any provision of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of this Agreement shall be deemed to be the Agreement and shall remain in force for the period of this Agreement.

37. DRIVERS OF MOTOR VEHICLES

Notwithstanding anything to the contrary in this Agreement, the following provisions shall apply to drivers of motor vehicles whether employed on a casual or weekly basis in the areas specified in clause 1 of this Agreement:

A.—Definitions

In addition to the definitions contained in clause 3 of this Agreement and unless the contrary intention appears, the following definitions shall apply to drivers of motor vehicles:

"casual employee" means a driver of a motor vehicle who is employed by the same employer on not more than two days in any week;

"driver of motor vehicle" means an employee who is engaged in driving a motor vehicle as defined herein;

"essential services" means any work which, owing to causes such as fire, storm, accident, act of violence or theft, must be done without delay, and any work necessary for the transportation of machinery to prevent any serious dislocation in any trade or transportation for the purpose of national defence or police services;

"hours of work" includes all periods of driving and any time spent by the driver on other work connected with the motor vehicle or the load and all periods during which he is obliged to remain at his post in readiness to work when required;

"motor vehicle" means a conveyance used for the transportation of goods and which is propelled by other than human or animal power and includes a tractor and mechanical horse;

"pay-load" means the net carrying capacity or the net load which a vehicle may carry or haul in terms of any motor carrier certificate or certificate of exemption issued in respect of such vehicle by any authority empowered by law to issue licences or certificates in respect of such vehicles;

"trailer" means any conveyance attached to and drawn by a vehicle but does not include the first conveyance attached to and drawn by a tractor or vehicle known as a "mechanical horse";

"weekly employee" means an employee who is employed by the week.

B.—Remuneration

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

(a) Driver of a motor vehicle, other than steam propelled, authorised to carry or haul a pay-load of:

35. UURLOON

Daar moet vir alle werk wat deur werknemers verrig word, betaal word teen 'n uurloon soos omskryf in klousule 3 hiervan.

36. ULTRA VIRES

Indien 'n bepaling van hierdie Ooreenkoms deur 'n hof met regsbevoegdheid *ultra vires* verklaar word, word die ander bepalings van hierdie Ooreenkoms geag die Ooreenkoms uit te maak en bly dit van krag vir die tydperk van hierdie Ooreenkoms.

37. BESTUURDERS VAN MOTORVOERTUIG

Ondanks andersluidende bepalings in hierdie Ooreenkoms, is onderstaande bepalings op die bestuurders van motorvoertuig van toepassing, afgesien daarvan of hulle op 'n los of op 'n weeklikse grondslag in diens is in die gebiede gespesifiseer in klousule 1 van hierdie Ooreenkoms:

A.—Woordomskrywings

Benewens die woordomskrywings vervat in klousule 3 van hierdie Ooreenkoms en tensy die teenoorgestelde bedoeling blyk, is onderstaande woordomskrywings van toepassing op die bestuurders van motorvoertuig:

"Los werknemer" beteken 'n bestuurder van 'n motorvoertuig wat vir hoogstens twee dae in 'n week by dieselfde werkgever in diens is;

"bestuurder van 'n motorvoertuig" beteken 'n werknemer wat 'n motorvoertuig soos hierin omskryf, bestuur;

"noodsaaklike diens" beteken werk wat weens oorsake soos 'n brand, storm, ongeluk, gewelddaad of diefstal sonder versuim gedoen moet word en werk wat vir die vervoer van masjinerie nodig is ten einde ernstige ontwrigting in 'n bedryf te voorkom of wat nodig is vir vervoer vir doeleindes van landsverdediging of polisiewerk;

"werkure" sluit in alle tydperke waarin daar bestuur word en alle tyd wat die bestuurder aan ander werk bestee wat in verband staan met die motorvoertuig of die vrag en alle tydperke waarin hy verplig is om op sy pos te bly, gereed om te werk wanneer dit van hom vereis word;

"motorvoertuig" beteken 'n vervoermiddel wat gebruik word vir die vervoer van goedere en wat aangedryf word op 'n ander manier as deur mense- of dierekrag, en ook 'n trekker en 'n voorhaker;

"loonvrag" beteken die netto dravermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig 'n motortransportertifikaat of vrystellingsertifikaat wat ten opsigte van so danige voertuig uitgereik is deur 'n owerheid wat by wet gemagtig is om lisensies of sertifikate ten opsigte van sodanige voertuie uit te reik;

"sleepwa" beteken 'n vervoermiddel wat geheg is aan en getrek word deur 'n voertuig, maar sluit nie die eerste vervoermiddel in wat geheg is aan en getrek word deur 'n trekker of 'n voertuig wat as 'n "voorhaker" bekend staan nie;

"weeklikse werknemer" beteken 'n werknemer wat per week in diens geneem word.

B.—Besoldiging

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

(a) Bestuurder van 'n motorvoertuig, uitgesonderd 'n stoomaangedrewe voertuig, wat gelisensieer is om ondergenoemde loonvragte te dra of te trek:

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
(i) Under 6 000 lb.....	17.60	19.36	15.84	17.16
(ii) 6 000 lb and up to and including 10 000 lb.....	18.92	20.68	17.16	18.48
(iii) Over 10 000 lb and up to and including 14 000 lb....	21.12	23.32	18.92	20.70
(iv) Over 15 000 lb.....	25.52	28.16	22.88	25.52
(b) Driver of steam propelled vehicle.....	25.52	28.16	22.88	25.52

	Gebied A		Gebied B	
	Vir die tydperk geëindig 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk geëindig 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(i) Minder as 6 000 lb.....	17.60	19.36	15.84	17.16
(ii) 6 000 lb tot en met 10 000 lb.....	18.92	20.68	17.16	18.48
(iii) Meer as 10 000 lb tot en met 14 000 lb.....	21.12	23.32	18.92	20.70
(iv) Meer as 15 000 lb.....	25.52	28.16	22.88	25.52
(b) Bestuurder van 'n stoomaangedrewe voertuig.....	25.52	28.16	22.88	25.52

(c) A casual employee driving a motor vehicle other than steam propelled, authorised to carry or haul a pay-load of:

	Per day R
(i) Under 6 000 lb	3.00
(ii) 6 000 lb and up to and including 10 000 lb.....	3.20
(iii) Over 10 000 lb and up to and including 14 000 lb	3.80
(iv) Over 14 000 lb	4.60
(d) Casual employee driving a steam-propelled vehicle	4.60

(2) *Trailers*.—An employee who drives a vehicle to which there is attached one or more trailers shall be paid in addition to the remuneration applicable to him in terms of this clause, not less than 25 cents per day for each trailer with a maximum of one rand in any week.

(3) *Differential rates*.—The provisions of clause 29 of this Agreement, shall apply *mutatis mutandis* to employees who drive motor vehicles, provided the remuneration payable to an employee, other than a casual employee, in respect of any one day shall be not less than one-sixth of the weekly remuneration prescribed herein.

(4) *Subsistence allowance*.—Whenever the work of an employee precludes him from returning to his home for his night's rest he shall be paid a subsistence allowance of not less than:

	R
(a) Where it is necessary for the employee to obtain an evening meal, bed and breakfast	1.50
(b) Where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal	1.75

C.—Payment of Remuneration

The provisions of clause 10 of this Agreement shall apply: Provided that a casual employee shall be paid his remuneration in cash on termination of employment.

D.—Hours of Work

(1) The ordinary hours of work of an employee shall not exceed those prescribed in clause 7 of this Agreement.

(2) *Meal hours*.—An employee shall be allowed one hour for a meal after five hours of work during which interval no work shall be performed; provided that if an employer requires his employee to take more than one hour for a meal, all time in excess of one hour shall be reckoned as part of the ordinary hours of work.

(3) *Hours of work to be consecutive*.—Subject to the provisions of paragraph (2), all hours of work on any day shall be consecutive.

E.—Overtime

(1) All hours worked in excess of the weekly or daily number of ordinary hours prescribed in clause 7 of this Agreement, shall be deemed to be overtime,

(c) 'n Los werknemer wat 'n motorvoertuig, uitgesonderd 'n stoomaangedrewe voertuig, bestuur wat gelisensieer is om onderstaande loonvraagte te dra of te trek:

	Per dag R
(i) Minder as 6 000 lb	3.00
(ii) 6 000 lb tot en met 10 000 lb	3.20
(iii) Meer as 10 000 lb tot en met 14 000 lb	3.80
(iv) Meer as 14 000 lb	4.60
(d) Los werknemer wat 'n stoomaangedrewe voertuig bestuur	4.60

(2) *Sleepwaens*.—'n Werknemer wat 'n voertuig bestuur waarvan daar een of meer sleepwaens geheg is, moet benewens die besoldiging wat ingevolge hierdie klousule op hom van toepassing is, minstens 25 sent per dag betaal word vir elke sleepwa, met 'n maksimum van een rand in 'n week.

(3) *Differensiële lone*.—Die bepalinge van klousule 29 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op werknemers wat motorvoertuie bestuur: Met dien verstande dat die besoldiging wat aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is ten opsigte van 'n bepaalde dag, minstens een-seste van die weeklikse besoldiging wat hierin voorgeskryf word, moet wees.

(4) *Verblyfstoelae*.—Wanneer die werk van 'n werknemer hom verhoed om na sy tuiste terug te keer vir sy nagrus, moet 'n verblyfstoelae van minstens die volgende aan hom betaal word:

	R
(a) Waar die werknemer aandete, slaapplek en ontbyt moet bekom	1.50
(b) Waar die werknemer slaapplek, ontbyt, middagete en aandete moet bekom	1.75

C.—Betaling van Besoldiging

Die bepalinge van klousule 10 van hierdie Ooreenkoms is van toepassing: Met dien verstande dat 'n los werknemer sy besoldiging in kontant betaal moet word by beëindiging van sy diens.

D.—Werkure

(1) Die gewone werkure van 'n werknemer mag nie meer wees as dié wat in klousule 7 van hierdie Ooreenkoms voorgeskryf word nie.

(2) *Etenstye*.—Nadat 'n werknemer vyf uur gewerk het, moet 'n etenspouse van een uur aan hom toegestaan word, en gedurende sodanige pouse mag daar geen werk verrig word nie: Met dien verstande dat as 'n werkgewer van sy werknemer vereis om 'n etenspouse te neem wat langer as een uur is, alle tyd wat sodanige pouse langer as een uur duur, geag word deel van die gewone werkure uit te maak.

(3) *Werkure moet aaneenlopend wees*.—Behoudens die bepalinge van paragraaf (2) hiervan, moet alle werkure op 'n dag aaneenlopend wees.

E.—Oortydwerk

(1) Alle tyd wat daar langer as die getal gewone weeklikse of daaglikse werkure soos voorgeskryf in klousule 7 van hierdie Ooreenkoms gewerk word, word geag oortydwerk te wees,

(2) *Limitation of overtime.*—An employer shall not require or permit his employee to work overtime for more than—

- (a) two hours on any day;
- (b) nine hours in any week.

(3) *Essential services.*—The provisions of paragraph (2) shall not apply during the performance of essential services.

F.—Payment of Overtime

(1) An employee who works overtime shall be paid in accordance with clause 11 of this Agreement.

(2) *Payment for essential services.*—An employee engaged on essential services shall be paid, in respect of each hour or part thereof of overtime in excess of the limitation referred to in subclause E (2), not less than—

(a) in the case of a weekly employee, double the weekly remuneration prescribed in subclause B (1) (a) and (b) divided by 44;

(b) in the case of a casual employee, double the remuneration prescribed in subclause B (1) (c) and (d) divided by nine.

G.—Rest Periods

An employer shall give an employee, other than an employee referred to in subclause E (3)—

(a) at least 12 consecutive hours for rest in any period of 24 hours calculated from the time the employee commences work on any day;

(b) one complete day for rest in every seven consecutive days.

H.—Holidays

The provisions of clause 13 of this Agreement, shall apply to motor vehicle drivers, provided that in the case of casual employees the employer shall pay to such employee on termination of this employment leave pay at the rate of eight per cent of the remuneration earned by him during his employment.

J.—Sick Leave

(1) An employee who has completed three months' employment with the same employer and who is absent from work through sickness or accident, other than an accident compensable under the Workman's Compensation Act, 1941, as amended, not caused by the employee's own neglect or misconduct, shall be granted sick leave not exceeding six working days in the aggregate in any one year of employment and shall be paid in respect of each day an amount not less than one-sixth of the weekly remuneration which the employee was receiving immediately prior to the date of such leave; provided that an employer may require his employee to produce a medical certificate in respect of any absence in excess of two days in proof of such sickness or accident.

(2) For the purpose of this subclause, the expression "employment" shall be deemed to include—

- (a) any period of military training;
- (b) the holiday period referred to in clause 13 (2) of this Agreement;
- (c) any period during which an employee is absent on the instructions or at the request of the employer;

amounting to in the aggregate in any year to not more than three weeks in respect of items (b) and (c) plus up to four months of the period of any training referred to in (a) undergone in that year.

K.—Uniforms

An employer who requires his employee to wear a uniform shall provide and launder or clean the same free of charge and it shall remain the property of the employer.

(2) *Beperking van oortydwerk.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer oortyd te werk nie as—

- (a) twee uur op 'n dag;
- (b) nege uur in 'n week.

(3) *Noodsaaklike dienste.*—Die bepalings van paragraaf (2) is nie gedurende die verrigting van noodsaaklike dienste van toepassing nie.

F.—Betaling vir Oortydwerk

(1) 'n Werknemer wat oortyd werk, moet betaal word ooreenkomstig die bepalings van klousule 11 van hierdie Ooreenkoms.

(2) *Betaling vir noodsaaklike dienste.*—'n Werknemer wat noodsaaklike dienste verrig, moet ten opsigte van elke uur of gedeelte van 'n uur wat hy langer oortyd werk as die beperking opgelê is subklousule E (2) minstens die volgende betaal word:

(a) In die geval van 'n weeklikse werknemer, dubbel die weeklikse besoldiging voorgeskryf in subklousule B (1) (a) en (b), gedeel deur 44;

(b) in die geval van 'n los werknemer, dubbel die besoldiging voorgeskryf in subklousule B (1) (c) en (d), gedeel deur nege.

G.—Rustye

'n Werkgewer moet aan 'n werknemer, uitgesonderd 'n werknemer bedoel in subklousule E (3)—

(a) minstens 12 agtereenvolgende rusure toestaan in 'n tydperk van 24 uur, gereken van die tyd af waarop die werknemer op 'n bepaalde dag met sy werk begin;

(b) en volle dag rus toestaan in elke tydperk van sewe agtereenvolgende dae.

H.—Vakansiedae

Die bepalings van klousule 13 van die Ooreenkoms is op motorvoertuigbestuurders van toepassing. Met dien verstande dat, in die geval van los werknemers, die werkgewer so 'n werknemer by die beëindiging van sy diens 'n verlofbesoldiging van 8 persent van die besoldiging wat hy gedurende sy diens verdien het, moet betaal.

J.—Siekteverlof

(1) 'n Werknemer wat drie maande diens by dieselfde werkgewer voltooi het en wat van sy werk afwesig is weens siekte of 'n ongeluk (uitgesonderd 'n ongeluk waarvoor daar ingevolge die Ongevalwet, 1941, soos gewysig, skadeloosstelling betaalbaar is), wat nie deur die werknemer se eie nalatigheid of wangedrag veroorsaak is nie, moet siekteverlof van hoogstens ses werkdade altesaam in 'n bepaalde jaar diens toegestaan word en moet ten opsigte van elke dag 'n bedrag van minstens een-sesde van die weekloon betaal word wat so 'n werknemer onmiddellik voor die datum van sodanige verlof ontvang het. Met dien verstande dat 'n werkgewer van sy werknemer mag vereis om 'n doktersertifikaat ten opsigte van 'n tydperk van afwesigheid van langer as twee dae voor te lê as bewys van sodanige siekte of ongeluk.

(2) Vir die toepassing van hierdie subklousule, word die uitdrukking "diens" geag die volgende in te sluit:

- (a) 'n Tydperk van militêre opleiding;
- (b) die vakansietydperk bedoel in klousule 13 (2) van hierdie Ooreenkoms;
- (c) 'n tydperk waarin 'n werknemer op las of op versoek van sy werkgewer van sy werk afwesig is;

wat in 'n bepaalde jaar altesaam hoogstens drie weke beloop ten opsigte van items (b) en (c), plus tot vier maande van die opleidingstydperk bedoel in (a) wat gedurende daardie jaar ondergaan is.

K.—Uniforms

'n Werkgewer wat van 'n werknemer vereis om 'n uniform te dra, moet sodanige uniform gratis verskaf en laat was en stryk of skoonmaak, en sodanige uniform bly die eiendom van die werkgewer.

L.—Certificate of Service

An employer shall upon termination of the contract of employment of an employee, other than a casual employee, furnish such employee with a certificate of service showing the full name of the employer and of the employee, the date of commencement of the contract of employment, the date of termination thereof, and the rate of remuneration at the date of such termination.

M.—Log Book

(1) Every employer shall provide a log book with duplicate folios for the use of each employee as nearly as practicable in the following form:

Name of employer.....
 Name of driver.....
 Type of vehicle and authorised pay load.....
 Number of trailers attached to vehicle.....
 Time of starting work.....
 Time of finishing work.....
 Number of ordinary hours worked.....
 Meal hour(s) from..... a.m./p.m. to..... a.m./p.m.
 Breakdowns, accidents and/or other delays.....

.....
 Signature of Driver

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

(2) Every employee, upon being provided with the log book referred to in paragraph (1), unless precluded from doing so by sickness or other unavoidable cause, shall keep the daily log book in duplicate as nearly as practicable in the form prescribed in respect of each day's work, and shall within 24 hours of the completion of the days work to which it relates, deliver a duplicate completed copy thereof, to his employer.

(3) Every employer shall retain the completed copy of the daily log book for a period of three years subsequent to the date of its completion.

N.—Clauses not Applicable

The provisions of clauses 5, 9, 14, 21, 24, 27 and 35 of this Agreement shall not apply to drivers of motor vehicles.

L.—Dienssertifikaat

'n Werkgewer moet by die beëindiging van die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, so 'n werknemer voorsien van 'n dienssertifikaat wat die volle naam van die werkgewer en dié van die werknemer, die aanvangsdatum van die dienskontrak, die datum van beëindiging daarvan en die besoldiging op die datum van sodanige beëindiging moet aantoon.

M.—Logboek

(1) Elke werkgewer moet 'n logboek met duplikaatfolio's verskaf vir die gebruik van elke werknemer, en sodanige logboek moet so na as doenlik aan die volgende vorm wees:

Naam van werkgewer.....
 Naam van bestuurder.....
 Tipe voertuig en gematigde loonvrag.....
 Getal sleepwaens aan voertuig geheg.....
 Tyd waarop werk begin.....
 Tyd waarop werk beëindig is.....
 Getal gewone ure gewerk.....
 Etenspouse(s) van vm./nm. tot..... vm./nm.
 Onklaarraking, ongelukke en/of ander oponthoude.....

.....
 Handtekening van bestuurder

Datum.....19.....

(2) Wanneer 'n werknemer voorsien word van die logboek gemeld in paragraaf (1), moet hy, tensy hy deur siekte of 'n ander onvermydelike oorsaak verhinder word om dit te doen, die daaglikse logboek so na as moontlik aan die voorgeskrewe vorm in tweevoud byhou ten opsigte van elke dag se werk en moet hy binne 24 uur na die voltooiing van die dag se werk waarop dit betrekking het, 'n ingevulde kopie daarvan by sy werkgewer inlewer.

(3) Elke werkgewer moet die ingevulde kopie van die daaglikse logboek bewaar vir 'n tydperk van drie jaar na die datum waarop dit ingevul is.

N.—Klousules nie van Toepassing nie

Die bepalinge van klousules 5, 9, 14, 21, 24, 27 en 35 van hierdie Ooreenkoms is nie op die bestuurders van motorvoertuie van toepassing nie.

SCHEDULE A**WAGES**

In accordance with clause 25 of this Agreement, the wage rates prescribed hereunder shall apply to Areas A and B:

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
(I) (i) Furniture making, means any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand, with hand tools, or mechanical appliances, but which excludes the operations mentioned in subclause (ii) herein.....	31.24	34.32	28.16	30.80
(ii) Sundry furniture making operations:				
(a) Bolting and tightening of nuts, excluding handles attached thereto.....	13.64	14.96	12.32	13.20
(b) Making and/or pointing of wooden dowels and pins by hand and/or machine.....	12.76	14.08	11.44	12.76
(c) Knocking in wooden dowels by hand.....				
(d) Sanding by hand regardless of whether the article papered is stationary or rotating.....				
(e) Bending of solid timber by hand or mechanical process.....				
(f) Knocking in or sockets for castors.....				
(g) Filling of holes or cracks with wood filler or similar substance.....				

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
(h) Assisting in clamping or cramping, provided not more than one assistant is used by an employee in receipt of not less than the wage prescribed in subclause (i) herein.....	10.12	11.44	9.24	10.56
(II) Setting out, means the preparation of a plan for the manufacture of furniture, by means of a rod, or other suitable material, upon which are marked all or any of the dimensions of the article to be manufactured.....				
(III) Marking out, means the marking or scribing of articles of furniture either in whole or in part to dimensions by means of foot rule, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling.....	31.24	34.32	28.16	30.80
(IV) (i) Furniture machining, means any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part, but which excludes the operations mentioned in subclause (ii) herein.....				
(ii) Sundry furniture machining operations:				
(a) Setting up and operating single drum sander, open disc sander, bobbin sander.....	20.68	22.88	18.48	20.68
(b) Boring holes.....				
(c) Operating air-filled sander and portable sander	14.52	15.84	12.26	14.52
(d) Making and jointing sandpaper rolls or discs and belts for openbelt sander.....	10.12	11.44	9.24	10.56
(e) Repetitive marking by template or pattern.....				
(V) (i) Furniture polishing, means any operation or process performed by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain, a paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations mentioned in subclause (ii) herein..	31.24	34.32	28.16	30.80
(ii) Sundry polishing operations:				
(a) Burnishing by machine.....	20.68	22.88	18.48	20.68
(b) Waxing.....				
(c) The painting and/or filling of edges of laminated board, and/or plywood, to prepare a surface for polishing and/or lacquering, and/or graining, and/or matching of colours.....				
(d) The removal of doors and fittings prior to preparation for polishing.....				
(e) Filling in with plaster of paris or any other filling material.....	12.76	14.08	11.44	12.76
(f) Hand sanding.....				
(g) Bleaching of furniture with acids or any other bleaching agent.....				
(h) Stripping.....				
(i) Staining, filling, oiling and/or reviving by hand..				
(j) Spraying of metal.....				
(k) Straining of materials.....	10.12	11.44	9.24	10.56
(l) Cleaning spray guns.....				
(VI) (i) Furniture upholstering, means any operation or process in covering any type of furniture either in whole or in part, irrespective of the materials used and includes, <i>inter alia</i> , cutting of all covers, and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes other than wooden or metal laths and crossbars, filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but which excludes the operations mentioned in subclause (ii) herein.....	31.24	34.32	28.16	30.80
(ii) Sundry furniture upholstering operations:				
(a) Positioning of wooden and metal laths and crossbars to frames.....	22.00	24.20	19.80	21.56
(b) Filling of cushions with spring interiors and/or spring units.....	23.32	25.52	20.70	22.88
(c) Cutting foam rubber or similar material by band saw.....	20.68	22.88	18.48	20.68
(d) Fixing of ready-made cane mats.....				
(e) Tufting by hand or machine.....				
(f) Securing, sewing or stapling interlaced pads to spring units whether by hand or machine.....	20.24	22.44	18.04	20.24
(g) Laying out filling materials on a spring unit..				

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
(h) Spreading of adhesive on backs and cover material and joining of same.....	16.28	18.04	14.67	16.28
(i) Riemple work.....				
(j) Hooking of helical springs, non-sag, zig-zag, and/or chain and/or hoop iron or similar materials for the sole purpose of serving as a support for bed base of studio couch.....	12.76	14.08	11.44	12.76
(k) Loading, wheeling and operating a cloth spreading machine.....				
(l) Teasing coir or other materials by machine.....				
(m) Teasing coir or other materials by hand.....				
(n) Unwinding filling materials in rope form.....				
(o) Banding upholsterer's beading.....				
(p) Making buttons and tufts.....	10.12	11.44	9.24	10.56
(q) Assisting upholsterer in holding cover material..				
(r) Cutting to shape and joining of foam rubber or latex by hand.....				
For the purpose of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner-spring mattress, cushion, seat or any other bedding and/or seating device.				
(VII) Furniture carving and/or wood-carving means any operation or process either in whole or in part performed with hand tools, or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but which excludes the undermentioned operation.....	31.24	34.32	28.16	30.80
(i) Stippling and punching background to carving....	12.76	14.08	11.44	12.76
(VIII) Furniture wood-turning, which means any operation or process, performed by hand, or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture.....	31.24	34.32	28.16	30.80
(IX) (i) Furniture veneering, which means any operation or process, performed by hand or mechanical appliance, in the overlay of all types of furniture parts, either in whole or in part with veneer, but which excludes the operations mentioned in subclause (ii) herein.....				
(ii) Sundry veneering operations:				
(a) Positioning veneers by hand.....				
(b) Tapeless jointing by machine.....				
(c) Operating presses of any kind.....				
(d) Loading and unloading vacuum bag and presses of any kind.....	10.12	11.44	9.24	10.56
(e) Washing off gum and tapes.....				
(f) Stacking parts after pressing.....				
(g) Veneering of edges.....				
(X) (i) Learners employed in learning the classes of work referred to in clauses (I) to (IX) other than the sundry operations referred to therein:				
For the first year of employment.....	10.41	11.44	10.41	11.44
For the second year of employment.....	12.48	13.72	12.48	13.72
For the third year of employment.....	14.84	16.32	14.84	16.32
For the fourth year of employment.....	18.74	20.61	18.74	20.61
Thereafter.....	31.24	34.32	28.16	30.80
(XI) (i) Bedding making, means the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattress filled with coir, hairlock flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of spring and/or spring units, pillows, cushions, bolsters, overlays quilts, the knocking and/or hooking on spring mattress wires, spiral springs, helical springs to frames and shall include:				
Weaving of spring mesh.....				
Stuffing filling into mattress cases.....				
Side stitching.....				
Tufting.....				
Operating a border quilting machine.....				
Operating a top quilting machine.....	20.24	22.44	18.04	20.24
Preparing frames and rollers for the top quilting machine.....				
Securing, sewing or stapling interlaced pads to spring units.....				

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
Securing quilted mattress border to spring units..	20.24	22.44	18.04	20.24
Laying out filling material upon a spring unit.....				
Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress.....				
Tape edging a spring interior mattress.....				
Roll edging, but which excludes the operations mentioned in subclause (ii) herein.....	16.28	18.04	14.67	16.28
(ii) Sundry bedding operations:				
(1) Cutting tops, borders and cases.....				
(2) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts.....				
(3) Sewing mattress handles to border.....				
(4) Joining border lengths.....				
(5) Closing up the mouth of a mattress.....				
(6) Closing pillows, cushions, bolsters.....				
(7) Bolting by hand of bed mattress frames.....				
(8) Preparing spools for a border quilting machine..				
(9) Cutting quilted borders to lengths.....				
(10) Punching holes in mattress borders.....				
(11) Fitting ventilators and handles to mattress borders.....				
(12) Feeding the interlacing machine.....				
(13) Cutting and making pads, irrespective of materials used.....				
(14) Positioning of laths, crossbars, or fixing webbing to mattress of bed frames.....				
(15) Staining mattress frames.....				
(16) Affixing lugs to mattress frames.....				
(17) Positioning and securing a mesh to a mattress frame.....	12.76	14.08	11.44	12.76
(18) Hanging loops on needles in compression tufting				
(19) Loading, wheeling and operating a cloth- spreading machine.....				
(20) Operating a teasing machine.....				
(21) Attending a loop-making machine.....				
(22) Attaching loops to buttons or tufts.....				
(23) Fitting bed irons, domes, castors and sockets..				
(24) Staining and/or varnishing frames by hand....				
(25) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames.....				
(26) Fixing bed irons.....				
(27) Attaching spring units to bed frames.....				
(28) Filling pillows, cushions and bolsters with materials other than spring interiors and/or spring units.....	10.12	11.44	9.24	10.56
(29) Weighing pillows, bolsters and cushions.....				
(30) Stripping bedding.....				
(31) Cutting chain, hoop iron or any other similar materials.....				
(32) Teasing coir or any other materials by hand..	7.04	7.92	6.60	7.04
(iii) Learners employed in learning the class of work referred to in paragraph (i) herein:				
For the first six months of employment.....				
For the second six months of employment.....				
For the third six months of employment.....				
For the fourth six months of employment.....	13.20	14.52	12.76	13.20
Thereafter.....	15.40	17.16	13.64	15.40
(XII) (i) Seamster or seamstresses engaged in slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmet, bolsters, or curtains by hand or machine....	20.24	22.44	18.04	20.24
(ii) Learners employed in learning the class of work referred to in paragraph (i) herein:	16.28	18.04	14.67	16.28
For the first six months of employment.....				
For the second six months of employment.....				
For the third six months of employment.....				
For the fourth six months of employment.....				
Thereafter.....	5.72	6.60	5.28	5.72
(XIII) Labouring means:	8.36	9.24	7.48	8.36
(1) Assisting a machinist in handling materials before and after machining.....	10.56	11.88	9.68	10.56
(2) Attending boiler, incinerator and/or oven.....	12.32	13.64	11.00	12.32
(3) Attending to dust bags and/or cyclones from sanding machines.....	16.28	18.04	14.67	16.28
(4) Baling and dipping of upholstery spring.....	10.12	11.44	9.24	10.56

	Area A		Area B	
	For the period ending 1 October 1971	From 2 October 1971	For the period ending 1 October 1971	From 2 October 1971
	Per week R	Per week R	Per week R	Per week R
(5) Beating and/or teasing coir by hand.....				
(6) Cleaning and sweeping of premises.....				
(7) Cleaning machinery, plant, tools and utensils.....				
(8) Cleaning and blowing down of equipment.....				
(9) Cleaning metal rods.....				
(10) Cutting metal rods, cutting hinges, metal strips, wire, hoop iron and all similar materials.....				
(11) Delivery by manually propelled vehicles.....				
(12) Delivery of letters and parcels.....				
(13) Filling of cushions with substances of materials other than spring interiors and/or spring units.....				
(14) Glueing sandpaper discs.....				
(15) Handling materials.....				
(16) Lime washing.....				
(17) Loading and/or unloading vehicles.....				
(18) Loading and unloading kilns.....				
(19) Making tea or other similar beverages.....				
(20) Oiling and greasing machines and/or vehicles.....	10.12	11.44	9.24	10.56
(21) Operating presses of any type.....				
(22) Packing articles into cartons and/or cardboard con- tainers and thereafter filling and closing such cartons and containers.....				
(23) Preparing, weighing and mixing glue, spreading glue by hand or machine, removing glue, washing and wiping off glue, the application of glue hardener by hand, brush or machine.....				
(24) Pushing or pulling a vehicle or hand-cart.....				
(25) Rivetting or making threads on iron bolts and rods..				
(26) Straightening and/or cutting hoop iron used for webbing.....				
(27) Stripping second-hand upholstery and bedding....				
(28) Taping of veneers and attending veneer press.....				
(29) The treatment of timber for preservation.....				
(30) Unpacking, baling and unbalancing raw materials....				
(31) Weighing pillows, bolsters, cushions and quilts....				
(32) Wrapping in paper or cardboard.....				
(XIV) Miscellaneous:				
(a) Welding other than spot-welding.....	31.24	34.32	28.16	30.80
(b) Machine maintenance mechanic.....	31.24	34.32	28.16	30.80
(c) Spot-welding.....	19.80	22.00	17.60	19.80
(d) Despatch clerk, storeman, time-keeper.....	18.48	20.24	16.50	18.04
(e) Caretaker, watchman.....	14.96	16.72	13.20	14.96
(f) Packer.....	13.64	14.96	12.32	13.20
(g) The construction of spring interiors and/or spring units and the manufacture of their component parts	12.76	14.08	11.44	12.76
(h) Learner packer.....	10.12	11.44	9.24	10.56
(i) Bending, punching, rivetting, drilling, and/or assem- bling metal parts.....	10.12	11.44	9.24	10.56
(XV) (i) Juvenile male employees engaged in a trade designated under the Apprenticeship Act, 1944, as amended, during the authorised probation period.....	10.41	11.44	10.41	11.44
(ii) All other juveniles.....	The minimum wage prescribed in this Agreement for employees employed on the same class of work.			
(XVI) Office employees:				
Male:				
First year of employment.....	10.50	11.55	9.45	12.50
Second year of employment.....	14.16	15.57	12.75	14.00
Third year of employment.....	17.82	19.60	16.00	17.50
Fourth year of employment.....	20.75	22.82	18.50	20.50
Fifth year of employment.....	24.30	26.73	21.93	24.00
Thereafter.....	28.35	31.18	25.50	28.00
Females:				
First year of employment.....	10.50	11.55	9.45	10.40
Second year of employment.....	12.60	13.86	11.30	12.50
Third year of employment.....	14.68	16.14	13.00	14.50
Fourth year of employment.....	16.77	18.44	15.00	16.50
Thereafter.....	18.84	20.72	17.00	18.50
(XVII) Casual labour:				
Labourer employed for less than 30 hours in any one week for the specific purpose of loading, unloading of vehicles, stacking of timber and cleaning of premises only.....	24c per hour.	27c per hour.	24c per hour.	27c per hour.

BYLAE A
LONE

Die lone wat hieronder voorgeskryf word, is ingevolge klousule 25 van hierdie Ooreenkoms op Gebied A en Gebied B van toepassing:

	Gebied A		Gebied B	
	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(I) (i) Meubelmakery, d.w.s. 'n werksaamheid of proses in die vervaardiging en/of inmeekaarsit van meubels, hetsy in hul geheel of gedeeltelik, wat met die hand, met handgereedskap of met meganiese toestelle uitgevoer word, maar uitgesonderd die werksaamhede genoem in subklousule (ii) hiervan.....	31.24	34.32	28.16	30.80
(ii) Diverse meubelmakerywerksaamhede:				
(a) Moere, uitgesonderd handvatsels wat daaraan geheg is, vasdraai.....	13.64	14.96	12.32	13.20
(b) Tappenne en penne van hout met die hand en/of 'n masjien maak en/of spits maak.....				
(c) Houttappenne met die hand inslaan.....				
(d) Skuurwerk met die hand verrig, afgesien daarvan of die artikel wat geskuur word, stilstaan of draai	12.76	14.08	11.44	12.76
(e) Soliede timmerhout met die hand of deur middel van 'n meganiese proses buig.....				
(f) Sokke vir rolwiele inslaan.....				
(g) Gate of barste met houtplamuursel of dergelike stof vul.....				
(h) Help met klamp- of klemwerk: Met dien verstande dat hoogstens een assistent gebruik word deur 'n werknemer wat minstens die loon ontvang wat in subklousule (i) hiervan voorgeskryf word....	10.12	11.44	9.24	10.56
(II) Uitmerkwerk, d.w.s. die opstel van 'n plan vir die vervaardiging van meubels, deur middel van 'n staaf of ander ander geskikte materiaal waarop al of enigeen van die afmetings van die artikel wat vervaardig moet word uitgemerk is.....				
(III) Afmerkwerk, d.w.s. die merk of kras van meubelstukke, hetsy in hul geheel of gedeeltelik volgens afmetings deur middel van 'n duimstok, maatstok, reihout, patroon, setmaat of ander toestel, vir masjien-, aanbring- of inmeekaarsitwerk.....	31.24	34.32	28.16	30.80
(IV) (i) Meubelmasjienwerk, d.w.s. 'n werksaamheid of proses wat verrig word deur gebruik te maak van 'n tipe of klas masjien in die vervaardiging van meubels, hetsy in hul geheel of gedeeltelik, maar uitgesonderd die werksaamhede genoem in subklousule (ii) hiervan..				
(ii) Diverse meubelmasjienwerksaamhede:				
(a) Opstel en bediening van enkelrolskuurmasjien, oopskyfskuurmasjien, tolskuurmasjien.....	20.68	22.88	18.48	20.68
(b) Gate boor.....				
(c) Bediening van lugskuurmasjien en draagbare skuurmasjien.....	14.52	15.84	12.26	14.52
(d) Skuurpapierrolle of -skywe en -bande vir oopbandskuurmasjien maak en las.....	10.12	11.44	9.24	10.56
(e) Herhalende afmerkwerk deur middel van 'n patroon of ander modelle.....				
(V) (i) Meubelpoleerwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel verrig word by die produksie van 'n gepoleerde en/of afgewerkte oppervlakte deur middel van skellak, verf, Duco, lakvernis, sellulose, vernis, emalje, beits, pasta wat soos 'n skuurmiddel werk en/of 'n poleermiddel, of albei, of dergelike stowwe en ook vlamskilderwerk en die pas van kleure by alle tipes meubels, maar uitgesonderd die werksaamhede genoem in subklousule (ii) hiervan.....	31.24	34.32	28.16	30.80
(ii) Diverse poleerwerksaamhede:				
(a) Bruineerwerk met 'n masjien.....	20.68	22.88	18.48	20.68
(b) Waswerk.....				
(c) Die verf en/of opvul van die kante van lamelbord en/of laaghout ten einde die oppervlakte voort te berei vir poleer- en/of lakverniswerk en/of vlamskilderwerk en/of die pas van kleure.....				
(d) Die verwydering van deure en los toebehorens voordat stukke vir poleerwerk voorberei word..	12.76	14.08	11.44	12.76
(e) Opvulwerk met gips of 'n ander vulstof.....				
(f) Handskuurwerk.....				
(g) Meubels met sure of 'n ander bleikmiddel bleik..				
(h) Stroopwerk.....				
(i) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk met die hand.....				
(j) Metaalbespuiting.....				
(k) Materiaalfiltreerwerk.....	10.12	11.44	9.24	10.56
(l) Die skoonmaak van sproeispuite.....				

	Gebied A		Gebied B	
	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(VI) (i) Meubelstofferwerk, d.w.s. 'n werksaamheid of proses by die bedekking van enige tipe meubelstuk, hetsy in sy geheel of gedeeltelik en afgesien van die materiaal wat gebruik word, en ook onder andere die sny van alle oortreksels en los oortreksels, stik- en/of laswerk met die hand of 'n meganiese toestel, webwerk, wat ook beteken die in posisie plasing van webwerk en plaasvervangers daarvan (uitgesonderd hout- of metaallatte en dwarsstawe), opvulwerk, rottangvlegwerk, die aanbring van knope, rygwerk, kramwerk, knopwerk en opstopwerk, die aanhegting van eenhede aan rame, maar uitgesonderd die werksaamhede genoem in subklousule (ii) hiervan.....	31.24	34.32	28.16	30.80
(ii) Diverse meubelstofferwerksaamhede:				
(a) Hout- en metaallatte en dwarsstawe aanbring aan rame.....	22.00	24.20	19.80	21.56
(b) Stoelkussings met veerbinnewerk en/of veereenhede vul.....	23.32	25.52	20.70	22.88
(c) Skuimrubber of dergelike materiaal met 'n bandsaag sny.....	20.68	22.88	18.48	20.68
(d) Klaargemaakte rottangmatte aanbring.....				
(e) Kwassies met die hand of 'n masjien maak.....				
(f) Deurgevlegte kussinkies aan veereenhede vasmaak, vasstuk of vaskram, hetsy met die hand of 'n masjien.....	20.24	22.44	18.04	20.24
(g) Vulsel op 'n veereenheid uitsprei.....				
(h) Kleefmiddel oor agterkante en oortrekmateriaal sprei en dit vasplak.....	16.28	18.04	14.67	16.28
(i) Riempiewerk.....				
(j) Heliese vere, nie-sakkende, sig-sag- en/of ketting en/of hoepelyster of dergelike materiaal vashaak met die uitsluitlike doel om dit as stut te laat dien vir die bedbasis van 'n ateljeerusbank.....	12.76	14.08	11.44	12.76
(k) 'n Dockspreimasjien laai, stoot en bedien.....				
(l) Klapperhaar of ander materiaal met masjien uitpluis.....				
(m) Klapperhaar of ander materiaal met die hand uitpluis.....				
(n) Vulmateriaal in touvorm afrol.....				
(o) Stoffeerder se kraallyste op bande aanbring....	10.12	11.44	9.24	10.56
(p) Knope en kwassies maak.....				
(q) Stoffeerder help deur oortrekmateriaal vas te hou				
(r) Skuimrubber of latex met die hand volgens fatsoen sny en las.....				
Vir die toepassing van hierdie klousule en klousules (XI) en (XIV), beteken 'n veereenheid 'n onafhanklike montering van vere wat so met mekaar verbind is, met mekaar in verband staan of gemaak is dat dit 'n veerfondament en/of 'n veerbinnewerk vorm vir gebruik in 'n binneveermatras, stoelkussing, sitplek of ander bed- en/of sitinrigting.				
(VII) Houtsneewerk aan meubels en/of ander houtsneewerk, d.w.s. 'n werksaamheid of proses, hetsy in sy geheel of gedeeltelik met handgereedskap of 'n meganiese toestel uitgevoer by die skepping van 'n fatsoen, patroon, medaljon of replika van 'n voorwerp wat bedoel is om enige tipe meubelstuk te versier of te verfraai, maar uitgesonderd ondergenoemde werksaamheid.....	31.24	34.32	28.16	30.80
(i) Stippel-, en ponswerk aan agtergrond van houtsneewerk.....	12.76	14.08	11.44	12.76
(VIII) Meubelhoutdraaiwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van 'n gefatsoeneerde artikel of samestellende deel wat gebruik word in verband met meubels van alle tipes.....	31.24	34.32	28.16	30.80
(IX) (i) Fineerwerk aan meubels, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word in die beleglaag van meubelgedeeltes van alle tipes, hetsy geheel en al of gedeeltelik met fineer, maar uitgesonderd die werksaamhede genoem in subklousule (ii) hiervan.....				
(ii) Diverse fineerwerksaamhede:				
(a) Fineerstukke met die hand in posisie plaas.....				
(b) Bandlose laswerk met masjien.....				
(c) Bediening van alle soorte perse.....				
(d) Vakuumsak en alle soorte perse laai en leegmaak	10.12	11.44	9.24	10.56
(e) Gom en bande afwas.....				
(f) Dele opstapel nadat dit gepers is.....				
(g) Fineerwerk aan kante.....				

	Gebied A		Gebied B	
	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(X) (i) Leerlinge in diens om die klasse werk te leer wat in klousules (I) tot (IX) gemeld word, uitgesonderd die diverse werksaamhede wat daarin genoem word:				
Vir die eerste jaar diens.....	10.41	11.44	10.41	11.44
Vir die tweede jaar diens.....	12.48	13.72	12.48	13.72
Vir die derde jaar diens.....	14.84	16.32	14.84	16.32
Vir die vierde jaar diens.....	18.74	20.61	18.74	20.61
Daarna.....	31.24	34.32	28.16	30.80
(XI) (i) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrasse gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander dergelike materiaal of 'n kombinasie van veerbinnewerk, alle tipes draadvere, ketting-en/of spiraalvere, volle spiraalvere, maasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, beleglae, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, spiraalvere, heliese vere aan rame en ook die volgende:				
Veermaasvlegwerk.....				
Vulsel in mastrasslope stop.....				
Kante stuk.....				
Kwassies maak.....				
Randdeurstikmasjien bedien.....				
Topdeurstukmasjien bedien.....				
Rame en rollers vir die topdeurstukmasjien voorberei.....				
Deurgevlegte kussinkies aan veereenhede heg, stik of vaskram.....	20.24	22.44	18.04	20.24
Deurgestikte matrasrand aan veereenhede heg....				
Vulsel op 'n veereenheid uitsprei.....				
Matrasbostukke, hetsy deurgestik of nie, in posisie plaas en vasmaak om 'n voorafgeboude binnewerk of veermatras te bou.....				
Bande aan kante van binneveermatras aanbring..				
Rolkantwerk, maar uitgesonderd die werksaamhede genoemde in subklousule (ii) hiervan.....				
(ii) Diverse beddegoedwerksaamhede:				
(1) Bostukke, rande en oortreksels uitsny.....				
(2) Alle stikwerk by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en samestellende dele.....	16.28	18.04	14.67	16.28
(3) Matrashandvatsels aan rande stik.....				
(4) Randlengtes las.....				
(5) Die bek van 'n matras toewerk.....				
(6) Kopkussings, stoelkussings en peule toewerk..				
(7) Bedmatrasrame met die hand vasbout.....				
(8) Spoele vir randdeurstikmasjien voorberei.....				
(9) Gestikte rande volgens lengte sny.....				
(10) Gate in matrasrande pons.....				
(11) Ventileerders en handvatsels aan matrasrande aanbring.....				
(12) Deurvlegmasjien voer.....				
(13) Kussinkies uitsny en maak, afgesien van die materiaal wat gebruik word.....				
(14) Latte en dwarsstawe in posisie plaas of webwerk aan matras- of katelrame heg.....				
(15) Matrasrame beits.....				
(16) Kloue aan matrasrame heg.....				
(17) 'n Maas in 'n matrasraam in posisie plaas en vasmaak.....	12.76	14.08	11.44	12.76
(18) Lissies aan naalde heg vir drukdeurknoopmasjien				
(19) Doekspreimasjien laai, stoot en bedien.....				
(20) 'n Pluismasjien bedien.....				
(21) 'n Lissiemasjien bedien.....				
(22) Lissies aan knope of kwassies heg.....				
(23) Katelysters, koepels, rolwielletjies en sokke aan heg.....				
(24) Rame met die hand beits en/of vernis.....				
(25) Geweefde draadmaas en kettingveermaas op monteerrame, vasslaan of vashaak.....				
(26) Katelysters vasmaak.....				
(27) Veereenhede aan katelrame heg.....				

	Gebied A		Gebied B	
	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(28) Kopkussings, stoelkussings en peule vul met ander materiaal as veerbinnekante en/of veerhede.....	10.12	11.44	9.24	10.56
(29) Kopkussings, peule en stoelkussings weeg....				
(30) Beddegoed stroop.....				
(31) Ketting, hoepelyster of ander dergelike materiaal sny.....				
(32) Klapperhaar of ander materiaal met die hand pluus.....				
(iii) Leerlinge wat in diens geneem is om die klas werk te leer wat in paragraaf (i) hiervan gemeld word:				
Vir die eerste ses maande diens.....	7.04	7.92	6.60	7.04
Vir die tweede ses maande diens.....	10.12	11.44	9.24	10.12
Vir die derde ses maande diens.....	13.20	14.52	12.76	13.20
Vir die vierde ses maande diens.....	15.40	17.16	13.64	15.40
Daarna.....	20.24	22.44	18.04	20.24
(XII) (i) Naaiers of naaiers wat oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne met die hand of met 'n masjien met 'n glipsteek stik, stik, en/of las.....	16.28	18.04	14.67	16.28
(ii) Leerlinge in diens om die klas werk te leer wat in paragraaf (i) hiervan gemeld word:				
Vir die eerste ses maande diens.....	5.72	6.60	5.28	5.72
Vir die tweede ses maande diens.....	8.36	9.24	7.48	8.36
Vir die derde ses maande diens.....	10.56	11.88	9.68	10.56
Vir die vierde ses maande diens.....	12.32	13.64	11.00	12.32
Daarna.....	16.28	18.04	14.67	16.28
(XIII) Arbeiderswerk, d.w.s.:				
(1) 'n Masjienwerker help met die hantering van materiaal voor en na die masjienwerk.....				
(2) Stoomketel, verbrander en/of oond bedien.....				
(3) Sorg vir stofsakke en/of siklone van skuurmasjiene				
(4) Stoffeervere baal en indompel.....				
(5) Klapperhaar met die hand uitklop en/of uitpluis...				
(6) Persele skoonmaak en vee.....				
(7) Masjinerie, installasie, gereedskap en gerei skoonmaak.....				
(8) Uitrusting afblaas en skoonmaak.....				
(9) Metaalstawe skoonmaak.....				
(10) Metaalstawe, skarniere, metaalstroke, draad, hoepelyster en alle dergelike materiaal sny.....				
(11) Afleweringswerk verrig met handvoertuig.....				
(12) Briewe en pakkette aflewer.....				
(13) Stoelkussings vul met ander stowwe of materiaal as veerbinnekante en/of veereenhede.....				
(14) Skuurpapierskywe vaslym.....				
(15) Materiaal hanteer.....				
(16) Afwitwerk.....				
(17) Voertuie laai en/of aflaai.....				
(18) Materiaal inpak in of uithaal uit oonde.....	10.12	11.44	9.24	10.56
(19) Tee of dergelike drank berei.....				
(20) Masjiene en/of voertuie olie of smeer.....				
(21) Perse van alle tipes bedien.....				
(22) Artikels in kartondose en/of kartonhouers verpak en daarna sodanige kartondose en kartonhouers volmaak en toemaak.....				
(23) Lym berei, weeg en meng, lym met die hand of met 'n masjien spreid, lym verwyder, afwas of afvee, lymverhardmiddels met die hand, 'n kwas of 'n masjien aanbring.....				
(24) 'n Voertuig of handkar stoot of trek.....				
(25) Klinknaelwerk verrig of skroefdraad sny in ysterboute en stawe.....				
(26) Hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny.....				
(27) Tweedehandse stoffeerwerk en beddegoed stroop...				
(28) Fineerstukke met band vasmaak en fineerpers bedien				
(29) Timmerhout met preserveermiddel behandel.....				
(30) Grondstowwe uitpak, baal of uit bale haal.....				
(31) Kopkussings, peule, stoelkussings en veerkomberse weeg.....				
(32) Goedere in papier of karton toedraai.....				

	Gebied A		Gebied B	
	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971	Vir die tydperk eindigende 1 Oktober 1971	Vanaf 2 Oktober 1971
	Per week R	Per week R	Per week R	Per week R
(XIV) Diverse:				
(a) Sweiswerk, uitgesonderd puntsweiswerk.....	31.24	34.32	28.16	30.80
(b) Masjienonderhoudswerktuigkundige.....	31.24	34.32	28.16	30.80
(c) Puntsweiswerk.....	19.80	22.00	17.60	19.80
(d) Versendingsklerk, pakhuisman, tydopnemer.....	18.48	20.24	16.50	18.04
(e) Oppasser, wag.....	14.96	16.72	13.20	14.96
(f) Verpakker.....	13.64	14.96	12.32	13.20
(g) Veerbinnekante en/of veereenhede bou en same- stellende dele daarvan vervaardig.....	12.76	14.08	11.44	12.76
(h) Leerlingverpakker.....	10.12	11.44	9.24	10.56
(i) Metaaldele buig, pons, met klinknaels, las, boor en/of aanmeekaarsit.....	10.12	11.44	9.24	10.56
(XV) (i) Jeugdige manlike werknemers in 'n aambag wat inge- volg die Wet op Vakleerlinge, 1944, soos gewysig, aangewys is gedurende die goedgekeurde proeftyd- perk.....	10.41	11.44	10.41	11.44
(ii) Alle ander jeugdiges.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers wat dieselfde klas werk verrig.			
(XVI) Kantoorwerknemers:				
Man—				
Eerste jaar diens.....	10.50	11.55	9.45	12.50
Tweede jaar diens.....	14.16	15.57	12.75	14.00
Derde jaar diens.....	17.82	19.60	16.00	17.50
Vierde jaar diens.....	20.75	22.82	18.50	20.50
Vyfde jaar diens.....	24.30	26.73	21.93	24.00
Daarna.....	28.35	31.18	25.50	28.00
Vroue—				
Eerste jaar diens.....	10.50	11.55	9.45	10.40
Tweede jaar diens.....	12.60	13.86	11.30	12.50
Derde jaar diens.....	14.68	16.14	13.00	14.50
Vierde jaar diens.....	16.77	18.44	15.00	16.50
Daarna.....	18.84	20.72	17.00	18.50
(XVII) Los arbeid:				
Arbeider in diens vir minder as 30 uur in 'n bepaalde week vir die uitdruklike doel om slegs voertuie te laai en af te laai, timmerhout te stapel en persele skoon te maak	24c per uur	27c per uur	24c per uur	27c per uur

APPENDIX A

[Statement submitted in terms of clause 13 (3) (ii) of the Agreement]

Name and address of employer.

Week ending

Index number allotted by the Council	Surname of employee	Christian name or names of employee	Occupation	Hourly rate	Number of hours worked during week	Total remuneration paid	Amount on which holiday bonus is paid	Total number of hours ill	Total hours of compulsory short time	Total hours away on own accord

Amount payable to the Fund... R c

[Staat wat ingevolge klousule 13 (3) (ii) van die Ooreenkoms ingedien moet word]

Week eindigende.

[illegible]

[Notice required in terms of clause 7 (3) of the Agreement]

<i>Day</i>	<i>Starting time</i>	<i>Finishing time</i>	<i>Meal hour</i>
Mondays.....	a.m. to	p.m.	p.m. to p.m.
Tuesdays.....	a.m. to	p.m.	p.m. to p.m.
Wednesdays.....	a.m. to	p.m.	p.m. to p.m.
Thursdays.....	a.m. to	p.m.	p.m. to p.m.
Fridays.....	a.m. to	p.m.	p.m. to p.m.
Saturdays.....	a.m. to	p.m.	p.m. to p.m.
Forenoon break.....	a.m. to	a.m.	
Afternoon break.....	p.m. to	p.m.	

[Kennisgewing vereis ingevolge klousule 7 (3) van die Ooreenkoms]

<i>Dag</i>	<i>Begintyd</i>	<i>Sluitingstyd</i>	<i>Eiensuur</i>
Maandag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Dinsdag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Woensdag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Donderdag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Vrydag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Saterdag.....	_____ vm. tot _____	_____ nm. _____	_____ nm. tot _____ nm.
Voormiddagpouse.....	_____ vm. tot _____	_____ vm. _____	
Namiddagpouse.....	_____ nm. tot _____	_____ nm. _____	

[Medical certificate required in terms of clause 27 (2) of the Agreement]

I am satisfied that he is in sound health and fit for employment as an apprentice in any class of work in the furniture industry.

- (a) Address _____
(b) Standard of education _____
(c) Date of birth _____

Medical Officer

Date _____

The Agreement, signed on behalf of the parties on 29 January 1970.

B. T. RESSEL, *Chairman.*
B. B. SINGH, *Vice Chairman.*
V. M. LEWIS, *Secretary.*

AANHANGSEL C

[Geneeskundige sertifikaat vereis ingevolge klousule 27 (2) van die Ooreenkoms]

Ek sertifiseer dat ek (volle naam) _____

Geslag _____ Ras _____ wat verklaar dat hy tans _____

oud, is, geneeskundig ondersoek het en dat ek daarvan oortuig is dat hy gesond is en geskik is vir werk as 'n vakleerling in enige klas werk in die Meubelnywerheid.

(a) Adres _____

(b) Onderwysstandaard _____

(c) Geboortedatum _____

Plek _____

Datum _____

Geneeskundige Beamppte _____

Hierdie Ooreenkoms is op 29 Januarie 1970 namens die partye onderteken.

B. T. RESSELL, Voorster.

B. B. SINGH, Ondervoorsitter.

V. M. LEWIS, Sekretaris.

No. R. 713

8 May 1970

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941. — FURNITURE MANUFACTURING INDUSTRY, NATAL

I, Marais Viljoen, Minister of Labour, hereby in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Agreement and notice relating to the Furniture Manufacturing Industry, Natal, published under Government Notice R. 712 of 8 May 1970, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN, Minister of Labour.

No. R. 713

8 Mei 1970

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.—MEUBELNYWERHEID, NATAL

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Meubelnywerheid, Natal, gepubliseer by Goewermentskennisgewing R. 712 van 8 Mei 1970, oor die algemeen vir werknemers wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondag en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

M. VILJOEN, Minister van Arbeid.

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IN DIE

POSSPAARBANK

DEPOSITO'S EN OPVRAGINGS KAN GEDOEN
WORD BY ENIGEEN VAN MEER AS 1,600 POS-
KANTORE IN DIE REPUBLIEK VAN SUID-AFRIKA
EN SUIDWES-AFRIKA, AFGESIEN VAN WAAR U
REKENING OORSPRONKLIK GEOPEN IS.

Useful Hints—

1. Address all mail fully, clearly and without misleading abbreviations.
2. Place your own address on the back of the envelope or wrapper.
3. Do not enclose coins or other hard objects in letters.
4. Sent remittances by Postal Order or Money Order.
5. Pack parcels properly, using strong containers and heavy paper. Tie securely.
6. Prepay postage fully.
7. Place postage stamps in the upper right hand corner of the envelope or wrapper.
8. Insure your parcels and register valuable letters. Documents which can only be replaced at considerable cost should preferably be insured.
9. Post early and often during the day. Mail held until the last moment may cause delay.
10. Give your correspondents your correct post office address including your box number where applicable.

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