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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 2122

26 November 1971

**WAGE AND INDUSTRIAL CONCILIATION
ORDINANCE, 1952**

**PRINTING AND ALLIED INDUSTRIES
CONCILIATION BOARD AGREEMENT**

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 46 (1) of the Wage and Industrial Conciliation Ordinance, 1952, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Printing and Allied Industries, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending on 31 March 1974, 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 46 (2) of the said Ordinance, declare that the provisions of the Agreement, excluding those contained in section 1 (a) and (b) (i), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending on 31 March 1974, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the Territory of South-West Africa; and

(c) in terms of section 46 (3) of the said Ordinance, declare that in the Territory of South-West Africa and with effect from the second Monday after the date of publication of this notice and for the period ending on 31 March 1974, the provisions of the Agreement, excluding those contained in sections 1 (a) and (b) (i), 5 (c) (ii), (iii) (bb) and (iv) and 12, shall *mutatis mutandis* apply in respect of such persons employed in the said Industries as are not included in the definition of the expression "employee" contained in section 48 of the said Ordinance.

M. VILJOEN, Minister of Labour.

A—70016

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 2122

26 November 1971

**ORDONNANSIE OP LONE EN NYWERHEIDS-
VERSOENING, 1952**

**DRUK- EN AANVERWANTE NYWERHEDE
VERSOENINGSRAADOOREENKOMS**

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

(a) kragtens artikel 46 (1) van die Ordonnansie op Lone en Nywerheidsversoening, 1952, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Druk- en Aanverwante Nywerhede betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1974 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 46 (2) van genoemde Ordonnansie, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousule 1 (a) en (b) (i), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1974 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 Nywerhede in die gebied van Suidwes-Afrika; en

(c) kragtens artikel 46 (3) van genoemde Ordonnansie, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (a) en (b) (i), 5 (c) (ii), (iii) (bb) en (iv) en 12, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1974 eindig, in die gebied van Suidwes-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde Nywerhede wat nie by die woordskrywing van die uitdrukking "werknemer", vervat in artikel 48 van genoemde Ordonnansie, ingesluit is nie.

M. VILJOEN, Minister van Arbeid.

1—3316

SCHEDULE AGREEMENT

in accordance with the provisions of the Wage and Industrial Conciliation Ordinance, 1952, made and entered into between the South West Africa Chamber of Printing

(hereinafter referred to as the "employers" or the "Chamber"), and the

South African Typographical Union

(hereinafter referred to as the "employees" or the "trade union"), being parties of the Conciliation Board.

1. PERIOD OF OPERATION AND SCOPE OF APPLICATION OR AGREEMENT

(a) This Agreement shall come into operation on a date to be fixed by the Minister of Labour and shall remain in force until 31 March 1974, or for such period as may be specified by him.

(b) (i) The terms of this Agreement shall be observed by the employers and employees in the Printing and Allied Industries in the Territory of South-West Africa who are members of the Chamber and the Trade Union, respectively.

(ii) Notwithstanding the provisions of paragraph (i) the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

2. DEFINITIONS

Unless the contrary appears, any expression used in this Agreement, which is defined in the Wage and Industrial Conciliation Ordinance, 1952, shall have the same meaning as in the ordinance and unless inconsistent with the context—

(1) "apprentice" means an employee who is bound by a written contract of apprenticeship, registered in terms of the Apprenticeship Ordinance, 1938, or a minor employed on probation in terms of that Ordinance;

(2) "bookbinding" includes the following operations:

- (i) Cutting;
- (ii) the operation of rounding and backing, pad cutting and casing-in machines;
- (iii) adjusting of ruling machines;

(3) "Chapel" shall mean a group of employees in any establishment, constituted as a Chapel in terms of the Constitution of the Trade Union;

(4) "composing" means work which embraces in whole or in part the operation of typesetting machines, and/or the setting or arranging of type (including the product of typesetting or typesetting machines, but excluding the cutting of rules and spacing material in bulk), blocks, plates and/or other necessary materials into position for printing or embossing or making rubber stamps therefrom, and/or the distribution of such material after use;

(5) "cutting" means operating a guillotine cutting machine and excludes machines designed solely for manual operation;

(6) "designated trade" shall mean one of the following trades: Composing, stereotyping, process engraving, letterpress machine minding, rotary machine minding, lithography, printers' engineering, book binding and cutting/warehousing;

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

(8) "general assistant" shall mean an employee whose work is directly connected with the actual production or finishing of printed matter or other articles by the establishment concerned, but excludes journeymen or apprentices and the following operations:

- (a) Cleaning machinery or implements;
- (b) oiling or greasing machines;
- (c) cutting up of old rollers or roller composition or casting of rollers;
- (d) lifting or dropping rollers on printing machines, but not setting them;
- (e) baling waste paper;
- (f) cleaning imposing surfaces or ink slabs;
- (g) lifting or moving galleys or formes with type;
- (h) placing ingots in metal pots;
- (i) removing spacing material and dumping machine set matter for remelting or melting stereotype or typesetting machine metal or moulding same into ingots;
- (j) stripping waste off reels of paper or other material;
- (k) slitting or rewinding reels of paper or other material;
- (l) carrying stereo plates to rotary machines or lifting plates on or off the machine, but not fixing them into position or locking same;

BYLAE OOREENKOMS

ingevolge die Ordonnansie op Lone en Nywerheidsversoening, 1952, aangegaan tussen die

South West Africa Chamber of Printing

(hierna die "werkgewers" of die "Kamer" genoem), en die

South African Typographical Union

(hierna die "werknemers" of die "vakvereniging" genoem), wat partye by die Versoeningsraad is.

1. GELDIGHEIDSDUUR EN TOEPASSINGSBESTEK VAN OOREENKOMS

(a) Hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid bepaal word en geld tot 31 Maart 1974, of vir sodanige tydperk as wat hy vasstel.

(b) (i) Hierdie Ooreenkoms moet nagekom word deur die werkgewers en die werknemers in die Druk- en Aanverwante Nywerhede in die gebied Suidwes-Afrika wat, onderskeidelik lede van die Kamer en die vakvereniging is.

(ii) Ondanks paragraaf (i) is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

2. WOORDOMSKRYWING

Tensy die teenoorgestelde bedoeling blyk, het elke uitdrukking wat in hierdie Ooreenkoms gebesig en in die Ordonnansie op Lone en Nywerheidsversoening, 1952, omskryf word, dieselfde betekenis as in daardie ordonnansie, en, tensy onbestaanbaar met die samehang, beteken—

(1) "vakleerling" 'n werknemer gebind deur 'n skriftelike vakleerlingskapkontrak wat ingevolge die Ordonnansie op Vakleerlingskap, 1938, geregistreer is, of 'n minderjarige wat ingevolge daardie Ordonnansie op proef in diens is;

(2) "boekbind" ook die volgende werksaamhede:

- (i) Sny;
- (ii) die bediening van masjiene vir ronding, kneepvorming, kussings sny en inhang;
- (iii) die stel van lineermasjiene;

(3) "Kapel" 'n groep werknemers in 'n bedryfsinrigting wat as 'n Kapel saamgestel is ingevolge die Konstitusie van die Vakvereniging;

(4) "setwerk" werk wat uitsluitlik of hoofsaaklik met setmasjiene gedoen word, en/of die stel of rangskikking van setsel (met inbegrip van die produk van set- en gietmasjiene, maar nie die sny van lynstawe en spasiëermateriaal in grootmaat nie), blokke, plate en/of ander nodige materiaal in posisie vir druk- of reliëfwerk of die maak van rubberstempels daarvan, en/of die distribusie van sodanige materiaal ná gebruik;

(5) "sny" die bediening van 'n snymasjiene, maar nie snymasjiene wat uitsluitlik met die hand werk nie;

(6) "aangewese bedryf" een van die volgende bedrywe: Lettersetwerk, stereotipie, blokmaak, boekdrukmasjienebediening, rotasiepersbediening, litografie, drukkersingenieurswerk, boekbind en sny/magasynerwerk;

(7) "voorman" 'n werknemer wat belas is met die toesig oor 'n 'n bedryfsinrigting of afdeling daarvan, wat werk aan werknemers onder sy beheer uitdeel, asook toesig hou oor die uitvoering daarvan dwarsdeur die bedryfsinrigting of afdeling daarvan, en wat die dissipline handhaaf en teenoor die werkgewer in die algemeen verantwoordelik is vir die doeltreffendheid van die bedryfsinrigting of afdeling;

(8) "algemene assistent" 'n werknemer wie se werk regstreeks betrekking het op die werklike produksie of die afwerking van drukwerk of ander artikels van die betrokke bedryfsinrigting maar nie vakmanne of vakleerlinge nie en ook nie die volgende werksaamhede nie:

- (a) Masjiene of werktuie skoonmaak;
- (b) masjiene olie of smeer;
- (c) ou rollers of rolspesie stukkend sny of rollers giet;
- (d) rollers optel of in drukperse neerlaat maar hulle nie stel nie;
- (e) afvalpapier baal;
- (f) inslaantafels of inkblaaie skoonmaak;
- (g) galeie of vorms met setsel optel of verskuif;
- (h) gietblokke in metaalpotte sit;
- (i) spasiëermateriaal verwyder en masjiensetsel vir hersmelting aflaai of stereotiep- of setselmateriaal smelt of in blokke giet;
- (j) afvalstukke afstroop van rolle papier of ander materiaal;
- (k) rolle papier of ander materiaal oopsny of weer opdraai;
- (l) stereoplate na rolperse dra of plate op masjiene lig of aflaai maar hulle nie op hul plek sit of vassluit nie;

(m) hoisting reels of paper or other material into position on rotary machines or placing brake wheels under the supervision of a journeyman or an apprentice;

(n) carrying, pouring into or removing ink from ducts, but not regulating the supply of ink;

(o) assisting journeymen in webbing or backing or slacking out sheets on rotary machines or assisting to adjust web tension or sidelay on rotary machines under the supervision of a journeyman or an apprentice;

(p) changing reels of paper or other materials or pasting up on rotary machines;

(q) cleaning of plates or cutting scrap metal or cleaning wood mounts;

(r) scrubbing off old emulsion or cleaning glass plates or draining or cleaning etching baths;

(s) attending to exposing of negatives into prepared zinc or copper plates; provided that the negative and plate are placed into and removed from the frame after exposure by a journeyman or an apprentice;

(t) polishing or cleaning plates prior to coating, but not graining same;

(u) physical mixing of chemicals after the ingredients have been measured out by a journeyman or an apprentice;

(v) carrying, moving, stacking, leading or unpacking goods;

(w) cleaning premises, work-benches, tools and ink slabs;

(x) opening or closing boxes, bales, drums or other packages;

(y) branding, marking, stencilling or affixing labels to boxes, bales, drums or other packages;

(z) collating and folding of newspapers;

(aa) cutting rules or spacing material in bulk to required length;

(bb) gold dusting by hand;

(cc) pulling of galley proofs;

(dd) operating of a manually operated round cornering, creasing and perforating machine;

(ee) hanging of sheets for drying;

(ff) folding by hand;

(9) "journeyman" shall mean—

(a) a person who has served an apprenticeship to a designated trade in the Printing Industry; or

(b) a person, other than an apprentice in the last year of training, who holds a Grade I membership card of the Trade Union; or

(c) a person who has passed the necessary trade test;

(10) "letterpress machine minding" means to make ready the letterpress machine, regulate the supply of ink, change gauges, alter the impression, or make any other adjustment to the mechanism of any letterpress printing machine;

(11) "lithography" includes all operations in connection with the preparation of plates intended for printing by lithographic process, whether produced by printing down from photolitho negatives and/or positives, or by transferring from type, copper plates or stones, manually or mechanically, and/or offset lithographic machines; also the pulling of proofs on transfer presses;

(12) "operator mechanic" shall mean a journeyman who operates a typesetting machine and whose duty it is to maintain one or more typesetting machines in running order;

(13) "piece-work" shall mean any system by which an employee's earnings are based on quantity or output of work done, but does not include any scheme approved by the Minister which provides an incentive to improved production;

(14) "Printing and Allied Industries" without limiting in any way the generally accepted meaning thereof, shall mean those industries, trades or undertakings in which employers and employees are associated in the production of printed matter of any nature whatsoever;

(15) "printers' attendant" means an employee for whom a certificate of registration as such has been issued by the Standing Committee to do such work as decided by the Standing Committee. On completion of a training period of four years at the rates prescribed printers' attendants who are members of the Trade Union will be transferred to Grade I membership of the Union;

(16) "process engraving" means the making—

(i) of line, half-tone and colour separation negatives and the printing on metal of such negatives for the purpose of making line and half-tone blocks for letterpress printing. This process includes etching of line and half-tone blocks for monochrome and colour work, also any work which requires etching, and/or engraving and the routing, bevelling, trimming and mounting of plates and blocks, as well as the setting of mechanical engraving machines;

(ii) a process engraver may also make negatives and positives for photo-lithography;

(m) rolle papier of ander materiaal op rolperse onder die toesig van 'n vakman of 'n vakleerling in posisie hys of remwiele stel;

(n) ink dra, in inkbakke gooi of daaruit verwyder, maar nie die inktvoevoer reguleer nie;

(o) vakmanne help om stroke papier op rolperse deur te ryg of te laat terugloop of te laat skiet, of, onder die toesig van 'n vakman of 'n vakleerling, help om die papierspanning of syaanleg op rolperse te stel;

(p) rolle papier of ander materiaal omruil of op rolperse aan-mekaarplak;

(q) plate skoonmaak of afvalmetaal stukkend sny of hout-monteerstukke skoonmaak;

(r) ou emulsie afwas of glasplate skoonmaak of etsbakke leeg-maak of skoon was;

(s) toesig hou oor die afdruk van negatiewe op voorbereide sink- of koperplate: Met dien verstande dat die negatief en plaat deur 'n vakman of vakleerling in die raam geplaas en ná beligting daaruit verwyder word;

(t) plate poleer of skoonmaak voordat hulle bedek word, maar hulle nie greineer nie;

(u) chemikalieë fisies meng nadat die bestanddele deur 'n vakman of vakleerling afgemee is;

(v) goedere dra, verskuif, opstapel, interliniër of uitpak;

(w) persele, werkbanke, gereedskap en inkstene skoonmaak;

(x) kaste, bale, tromme of ander houers oop- of toemaak;

(y) kaste, bale, tromme of ander houers brandmerk, merk, sjabloneer of etikette daaraan plak;

(z) koerante bymekaarskud en vou;

(aa) lynstawe of spasiërmateriaal in grootmaat tot vereiste lengtes sny;

(bb) goudstof met die hand aansit;

(cc) galeiproewe trek;

(dd) handmasjiene bedien wat hoeke rondmaak en voutsnee- en plooiwerk doen;

(ee) velle ophang om te droog;

(ff) met die hand vou;

(9) "vakman"—

(a) iemand wat 'n vakleerlingskap in 'n aangewese bedryf in die Druknwerheid gedien het; of

(b) iemand, buiten 'n vakleerling in die laaste jaar van sy leertyd, wat 'n eerstegraadse lidmaatskapkaartjie van die Vakvereniging hou; of

(c) iemand wat in die nodige bedryfstoeits geslaag het;

(10) "boekdrukmasjienebediening" die boekdrukmasjiene toestel, die inktvoevoer reguleer, peilers verander, die druk wysig, of enige ander verstelling van die meganisme van enige boekdrukmasjiene doen;

(11) "litografie" ook alle werk in verband met die bereiding van plate bedoel om drukwerk met die litografiese proses gedoen te kry, hetsy deur van fotolitonegatiewe en/of -positiewe af te druk, of deur oor te dra van setsel, koperplate of stene af, met die hand of meganies, en/of van rubberdruk-litografiese masjiene af; ook die trek van proewe op oordraperse;

(12) "operateurwerktuigkundige" 'n vakman wat 'n setmasjiene bedien en wie se plig dit is om een of meer setmasjiene in werkende orde te hou;

(13) "stukwerk" 'n stelsel waarvolgens 'n werknemer se verdienste gegrond word op die hoeveelheid of omvang van werk gedoen, maar sluit nie 'n skema in nie wat deur die Minister goedgekeur is en wat as aanspooring vir verbeterde produksie dien;

(14) "Druk- en Aanverwante Nywerhede", sonder om die algemeen erkende betekenis daarvan te beperk, die nywerhede, bedrywe of ondernemings waarin werkgewers en werknemers geassosieer is vir die produksie van drukwerk van watter aard ook al;

(15) "drukkershandlanger", 'n werknemer vir wie 'n registrasiesertifikaat as sodanig deur die Permanente Komitee uitgereik is om sodanige werk te doen waarvoor die Permanente Komitee besluit het. Ná voltooiing van 'n opleidingstydperk van vier jaar teen die voorgeskrewe loontariewe, word 'n drukkershandlanger wat lid van die Vakvereniging is, oorgeplaas na graad I-lidmaatskap van die vereniging;

(16) "blokmaak"—

(i) die maak van lyn-, raster- en kleurafskeidingsnegatiewe en die afdruk op metaal van sulke negatiewe af ten einde lyn- en rasterblokke vir boekdrukwerk te maak. Hierdie proses sluit in die ets van lyn- en rasterblokke vir monochroom- en kleurwerk, ook enige werk wat etswerk vereis en/of graveerwerk en die uitsny, skuinsny, afwerk en monter van plate en blokke, asook die stel van meganiese graveermasjiene;

(ii) 'n blokmaker kan ook negatiewe en positiewe vir fotolito-grafie maak;

(iii) a general assistant paid at the highest rate may be employed under the supervision of a journeyman on the pulling of proofs on process proving presses; setting of mechanical engraving machines, making up etching baths, selecting or measuring chemicals prior to mixing or making contact prints on paper, glass, film or other photo-sensitive material and processing same. (N.B. This specifically excludes the making of colour separation negatives, colour masking operations, all forms of camera operating, plate making, step and repeat operations and the making of line and half-tone double exposures.);

(17) "Regional Secretary Organiser" or "R.S.O." shall mean the local secretary of the South African Typographical Union;

(18) "remuneration" shall mean any payment made or owing to any person which arises in any manner whatsoever out of employment;

(19) "rotary machine minding" means to make ready, regulate the supply of ink, change gauges, alter the impression, or make any other adjustment to the mechanism of any rotary printing machine;

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

(21) "Standing Committee" means a committee properly constituted to perform the function outlined in section 14 of this Agreement;

(22) "stereotyping" means the operation of a stereo moulding press;

(23) "task work" shall mean any system of work which requires the completion by an employee of a definite amount of work in a specified time;

(24) "Trade Union" shall mean the South African Typographical Union.

3. REMUNERATION

(a) The minimum weekly wages which shall be paid by an employer to and which shall be accepted by each member of the undermentioned classes of his employees shall be as set out hereunder:

	R
Foreman.....	70
Operator mechanics.....	60
Journeymen:	
As from date of coming in operation of this Agreement to 31/3/1972.....	45
For the period 1/4/1972 to 31/3/1973.....	49
Thereafter.....	52
Apprentices:	
First year.....	20
Second year.....	25
Third year.....	30
Fourth year.....	35
Fifth year.....	40
Printers' attendant:	
First year.....	20
Second year.....	25
Third year.....	30
Fourth year.....	35
Thereafter the minimum wage will be.....	40
General assistants:	
First six months of experience.....	14
Second six months of experience.....	16
Third six months of experience.....	18
Fourth six months of experience.....	20
General assistants with more than two years experience:	
As from the date of coming into operation of this Agreement to 31/1/1972.....	23
For the period 1/4/1972 to 31/1/1973.....	24
Thereafter.....	25

(b) Night shift rates shall be 15 per cent above ordinary rates.

(c) Notwithstanding anything to the contrary in this Agreement, no provision 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 conditions which he would have had to pay or observe had such engagement or employment not been prohibited and the employer shall continue to pay such remuneration, and observe such conditions as if such engagement or employment had not been prohibited.

(d) Where four or more general assistants are employed, at least one in every five, or portion of five, must be paid the highest rate of wages for general assistants, whether or not the employee has completed the specified period of experience.

(iii) 'n algemene assistent wat teen die hoogste loonkerf besoldig word, kan gebruik word om onder toesig van 'n vakman proewe te trek op blokproefperse, meganiese graveermasjiene stel, om etsbaddens voor te berei, om chemikalieë te kies en af te meet voordat dit gemeng word of om kontakafdrukke te maak op papier, glas, film of ander fotogevoelige materiaal en om dit te bewerk. (L.W. Dit sluit uitdruklik uit die maak van kleurafscheidingsnegatiewe, kleurmaskeer, alle vorms van kamerabediening, plate maak, repeteer en die maak van lyn- en rasterdubbelbeligingsplate);

(17) "Streeksekretaris-organiseerder" of "S.S.O." die plaaslike Sekretaris van die South African Typographical Union;

(18) "besoldiging" betaling gedoen of verskuldig aan iemand wat op enige manier hoegenaamd uit diens voortspruit;

(19) "rotasiepersmasjiensbediener" iemand wat 'n rotasiepersmasjiens toestel en die toevoer van ink reël, peilers verander, indrukke wysig, of enige ander verstelling aan die meganisme van enige rotasiepersmasjiens maak;

(20) "korttyd" die tyd wat 'n werknemer in 'n bedryfsinrigting inderdaad gewerk het wanneer sodanige tyd verminder is tot minder as die gewone werkure genoem in hierdie Ooreenkoms;

(21) "Permanente Komitee" 'n behoorlik aangestelde komitee om die funksies te verrig wat in artikel 14 van hierdie Ooreenkoms uiteengesit word;

(22) "stereotipeerwerk" die bediening van 'n stereovormpers;

(23) "taakwerk" enige werkstelsel wat vereis dat 'n werknemer 'n bepaalde hoeveelheid werk in 'n bepaalde tyd moet voltooi;

(24) "Vakvereniging" die South African Typographical Union.

3. BESOLDIGING

(a) Die minimum weekloon wat deur 'n werkgever aan elke lid van onderstaande klasse werknemers betaal en deur die werknemers aanvaar moet word, is soos hieronder uiteengesit:

	R
Voorman.....	70
Operateurwerktuigkundige.....	60
Vakmanne:	
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms tot 31/3/1972.....	45
Vir die tydperk 1/4/1972 tot 31/3/1973.....	49
Daarna.....	52
Vakleerlinge:	
Eerste jaar.....	20
Tweede jaar.....	25
Derde jaar.....	30
Vierde jaar.....	35
Vyfde jaar.....	40
Drukkershandlangers:	
Eerste jaar.....	20
Tweede jaar.....	25
Derde jaar.....	30
Vierde jaar.....	35
Daarna is die minimum loon.....	40
Algemene assistente:	
Eerste ses maande ondervinding.....	14
Tweede ses maande ondervinding.....	16
Derde ses maande ondervinding.....	18
Vierde ses maande ondervinding.....	20
Algemene assistente met meer as twee jaar ondervinding:	
Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms tot 31/3/1972.....	23
Vir die tydperk 1/4/1972 tot 31/3/1973.....	24
Daarna.....	25

(b) Nagskoftariewe is 15 persent bo die gewone.

(c) Ondanks andersluidende bepalings in hierdie Ooreenkoms, mag geen bepaling wat die indiensneming van of werkverskaffing aan 'n werknemer in enige klas werk of op enige voorwaardes verbied, geag word die werkgever vry te stel van die betaling van besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het indien sodanige indiensneming of werkverskaffing nie verbied was nie en die werkgever moet voortgaan om sodanige besoldiging te betaal en sodanige voorwaardes na te kom asof sodanige indiensneming of werkverskaffing nie verbied was nie.

(d) Indien daar vier of meer algemene assistente in diens is, moet minstens een uit elke vyf of deel van vyf teen die hoogste loontarief vir algemene assistente besoldig word, of die werknemer die bepaalde tydperk van ondervinding voltooi het of nie.

4. PIECE- OR TASK-WORK

Piece-work or task-work shall be prohibited.

5. PAYMENT OF REMUNERATION

(a) Remuneration shall be paid weekly or as mutually agreed upon but at intervals not exceeding one month and not later than 12 noon on the pay day of the firm concerned.

(b) The amount due shall be handed over to the employee in a sealed envelope with full particulars of how the amount is made up.

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

(i) Where an employee is absent from work on days other than paid holidays, a pro rata amount for the period of such absence;

(ii) any amount due by an employee to the Medical Aid Fund administered by the Trade Union, provided that a request to deduct the amount (whether in a lump sum or in instalments) has been addressed to the employer by the Trade Union;

(iii) with the written consent of the employee, deductions for—

(aa) holiday, sick or pension funds, rents, accounts, insurance premiums, saving schemes, repayments of loans by his employer or contributions to a medical aid fund;

(bb) contributions to the funds of the Trade Union or any such other deductions approved by the R.S.O. in writing;

(iv) contributions payable by the employees to the pension and joint unemployment funds administered by the Trade Union;

(v) any amount which an employer is legally or by any order of any competent court is required or permitted to make.

6. HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT OF OVERTIME

(a) The ordinary hours of work of employees covered by the terms of this Agreement shall be 40 hours per five-day working week and the wages specified therein shall be regarded as the minimum payment for such ordinary hours of work.

(b) The ordinary hours of work of such employees during any working day shall not exceed eight hours, from Mondays to Fridays, provided that by mutual agreement an additional one hour per day may be worked at normal rates.

(c) Any day-shift shall commence not earlier than 6 a.m. and finish not later than 6 p.m. Any regular shift, a portion or the whole of which falls outside these hours, shall be deemed to be a night shift.

(d) A break of not less than one half-hour and not more than two hours shall be granted after every five hours of continuous work and a break of not less than eight hours between shifts in respect of the same employees.

(e) Short-time shall be arranged with the Chapel, or with the R.S.O. where no Chapel exists. Twelve working hours notice shall be given before short-time is worked. An employer shall pay to any employee working short time not less than 24 hours wages in any working week.

(f) All time worked in excess of the maximum number of hours prescribed in subsections (a) and (b) shall be deemed overtime.

(g) Overtime shall be paid at the following rates:

Time and one-third for the hours exceeding normal time up to 46 hours; time and one-half for the next four hours; thereafter double time in any one week; time worked after 12.30 p.m. on Saturdays and all time worked on Sundays shall be paid for at double the normal rate, provided that payment in respect of any time worked on a Sunday shall be not less than double the remuneration payable in respect of the period ordinarily worked on a week-day: Provided further however that night workers engaged on the production of morning newspapers may be required to work on Sunday evenings as part of their regular shifts and shall be paid for at the normal night shift rates for all time worked on a Sunday after 2 p.m.

(h) Time lost by an employee through illness, substantiated by a medical certificate, by request of the employer, shall not be required to be made up before overtime is calculated.

(i) An employer shall not require a female employee to work overtime—

(i) for more than two hours on any one day: Provided, however, that this provision shall not apply in respect of overtime worked on Saturday mornings;

(ii) on more than three consecutive days;

4. STUKWERK OF TAAKWERK

Stukwerk of taakwerk word verbied.

5. BETALING VAN BESOLDIGING

(a) Besoldiging moet wekeliks betaal word of soos daar onderling ooreengekom word, maar met tussenpose van hoogstens een maand en nie later nie as 12-uur middag op die betaaldag van die betrokke firma.

(b) Die verskuldigde bedrag moet aan die werknemer oorhandig word in 'n verseelde koevert met volle besonderhede van hoe die bedrag saamgestel is.

(c) Geen aftrekking of korting van watter aard ook al, behalwe onderstaande, mag van die besoldiging wat 'n werknemer toekom, gemaak of toegelaat word nie:

(i) Indien 'n werknemer op ander dae as besoldigde vakansiedae van sy werk afwesig is, 'n pro rata-bedrag vir die tydperk van sodanige afwesigheid;

(ii) enige bedrag wat deur 'n werknemer verskuldig is aan die Mediese Hulpfonds wat deur die Vakvereniging geadminestreer word, met dien verstande dat 'n versoek om die bedrag af te trek (of in een bedrag of in paaiemente) deur die Vakvereniging aan die werkgever gerig is;

(iii) met die skriftelike toestemming van die werknemer, aftrekkings vir—

(aa) vakansie-, sieke- of pensioenfondse, huur, rekenings, assuransiepremies, spaarskemas, terugbetaling van lenings deur sy werkgever of bydraes tot 'n mediese hulpvereniging;

(bb) bydraes tot die fondse van die Vakvereniging, of enige sodanige ander aftrekkings wat skriftelik deur die S.S.O. goedgekeur is;

(iv) bydraes wat deur die werknemers betaalbaar is aan die pensioen- en gesamentlike werkloosheidsfondse wat deur die Vakvereniging geadminestreer word;

(v) enige bedrag wat 'n werkgever wettiglik of op bevel van 'n bevoegde hof verplig is of toegelaat word om af te trek.

6. WERKURE, GEWONE EN OORTYD EN BESOLDIGING VIR OORTYD

(a) Die gewone werkure van 'n werknemer wat onderhewig is aan hierdie Ooreenkoms, is 40 uur per werkweek van vyf dae, en die lone wat hierin bepaal word, moet beskou word as die minimum besoldiging vir sodanige gewone werkure.

(b) Die gewone werkure van sodanige werknemers gedurende enige werkdag is hoogstens agt uur van Maandag tot Vrydag, met dien verstande dat 'n bykomende uur per dag by onderlinge ooreenkoms teen die normale tariewe gewerk kan word.

(c) 'n Dagskof begin op sy vroegste om 6 vm. en eindig op sy laaste om 6 nm. Enige gewone skof wat geheel of gedeeltelik buite hierdie ure val, word geag 'n nagskof te wees.

(d) 'n Pouse van minstens 'n halfuur en hoogstens twee uur moet na elke vyf uur ononderbroke werk toegestaan word, en 'n pouse van minstens agt uur tussen skofte ten opsigte van dieselfde werknemers.

(e) Korttyd moet met die Kapel gereël word of met die S.S.O. indien daar nie 'n Kapel bestaan nie. Twaalf werkure kennis moet gegee word voordat korttyd gewerk word. 'n Werkgever moet aan 'n werknemer wat korttyd werk, minstens 24 uur aan loongeld in 'n werkweek betaal.

(f) Alle tyd oor die maksimum getal ure voorgeskryf in subartikels (a) en (b) gewerk, moet as oortyd beskou word.

(g) Vir oortyd moet teen die volgende tariewe betaal word:

Een en 'n derde maal die gewone loon vir oortydwerk tot op 46 uur; een en 'n half maal die gewone loon vir die daaropvolgende vier uur; daarna dubbel die gewone loon in 'n enkele week; vir werk ná 12.30 nm., op Saterdag, en alle werk op Sondag word teen dubbel die normale tarief betaal: Met dien verstande dat besoldiging vir enige tyd gewerk op 'n Sondag nie minder mag wees nie as dubbel die besoldiging betaalbaar ten opsigte van die tydperk wat gewoonlik op 'n weekdag gewerk word: Voorts, met dien verstande egter dat daar van nagwerkers betrokke by die produksie van oggendkoerante, vereis kan word om Sondag as deel van hulle gereelde skof te werk, en vir alle tyd gewerk op 'n Sondag ná 2 nm. moet hulle teen die normale nagskoftariewe besoldig word.

(h) Die inhaal van tyd wat die werknemer verloor het weens siekte, gestaaft deur 'n mediese sertifikaat op aandrang van die werkgever, mag nie vereis word voordat oortyd bereken word nie.

(i) 'n Werkgever mag nie vereis dat 'n vroulike werknemer—

(i) meer as twee uur lank op een dag oortyd werk nie: Met dien verstande egter dat hierdie bepaling nie vir oortydwerk op Saterdagoggende geld nie;

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

- (iii) on more than 60 days in any year;
- (iv) after completion of her daily working hours for more than one hour unless she has been—
 - (aa) given notice thereof before midday; or
 - (bb) provided with an adequate meal before she commenced overtime; or
 - (cc) paid an allowance of 50 cents (fifty cents) in sufficient time to enable her to obtain a meal before she commences working overtime.

7. ANNUAL LEAVE

(a) Every employer shall grant to every employee employed by him and who is covered by the terms of this Agreement in respect of each 12 months of employment, not later than four months after completion thereof, leave of absence on full pay of not less than three weeks, of which two weeks shall be consecutive and the balance may be accumulative at the request of the employee and with the permission of the employer; plus a leave bonus of R2,50 for journeymen and R1,25 for other employees, in respect of each week actually worked: The bonus will not be included in the calculation of overtime pay. Periods of sickness substantiated by a medical certificate, if required by the employer, and four months of any military training will earn the bonus as if the worker concerned had actually worked during that period: Provided that—

- (i) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment, or is undergoing peace training under the South African Defence Act (Act 44 of 1957), as amended from time to time and as applied to the Territory of South-West Africa; and
- (ii) if any public holiday referred to in subsection (a) of section 8 falls within the period of such leave, such holiday shall be added to the said period as a further period of leave of absence on full pay;
- (iii) an additional period of one day special paid holiday shall be granted to an employee for every five years of unbroken service with the same employer, such period of service to be calculated retrospectively from the date the employee commenced service with the employer, with a maximum of five days;
- (iv) A night worker on a morning newspaper referred to in section 6 (g) shall be allowed and required to take an additional one week's paid leave in addition to the leave mentioned in section 7 (a).
- (b) The amount due in respect of annual leave, and the entire leave bonus, shall be paid to the employee before he proceeds on such leave, not later than the last working day before the commencement of the said period.
- (c) Should an employee leave the service of an employer before having been granted the holiday leave accruing to him, the employer concerned shall forthwith on termination of the employment of the employee pay the amount due in respect of the proportionate holiday leave and leave bonus accrued. Leave pay shall be calculated at 3/49th of the wage being paid to the employee when his employment was terminated for each week of employment.
- (d) For the purpose of this section, the expression "employment" shall be deemed to include any period or periods during which the employee is—
 - (i) absent on leave in terms of section 7 (a);
 - (ii) undergoing up to four months peace training under the Defence Act (Act 44 of 1957), as amended from time to time;
 - (iii) absent from work on the instructions of or at the request of his employer;
 - (iv) absent for a period not exceeding 13 weeks due to illness, accident or confinement: Provided that such period or periods are supported by a certificate from a medical practitioner in proof of incapacitation for work which incapacitation shall not be due to misconduct or wilful negligence of the person concerned.
- (e) An employee who has completed one year's service with the same employer shall be entitled to a total of four week's sick leave per annum at half pay, provided that in each instance a certificate signed by a registered medical practitioner is produced.

8. PUBLIC HOLIDAYS

(a) Employees shall receive a paid holiday for New Year's Day, Good Friday, Easter Monday, Ascension Day, the Day of the Covenant and Christmas Day, and this shall also apply in respect

- (iii) op meer as 60 dae in 'n jaar oortyd werk nie;
- (iv) na voltooiing van haar daaglikse werkure meer as een uur oortyd werk nie, tensy—
 - (aa) sy voor die middag daarvan kennis gekry het; of
 - (bb) daar aan haar 'n toereikende maaltyd verskaf is voordat sy met die oortydwerk begin; of
 - (cc) 'n toelae van 50c (vyftig sent) betyds ontvang om haar in staat te stel om 'n maaltyd te nuttig voordat sy begin oortyd werk.

7. JAARLIKSE VERLOF

(a) Elke werkgever moet aan elkeen van sy werknemers op wie hierdie Ooreenkoms betrekking het, ten opsigte van elke 12 maande diens, nie later as vier maande na voltooiing daarvan nie, verlof van minstens drie weke met volle besoldiging toestaan; twee weke van sodanige verlof moet agtereenvolgend wees en die balans kan op versoek van die werknemer en met die toestemming van die werkgever, oploep. Daarbenewens moet die werkgever aan vakmanne R2,50 en aan ander werknemers R1,25 vakansiebonus betaal vir iedere week wat werklik gewerk is: Die bonus mag nie ingesluit word in die berekening van oortydbesoldiging nie. Tydperke van siekte wat deur 'n mediese sertifikaat gestaaf word, indien die werkgever daarop aandring, en vier maande van enige militêre opleiding, moet vir die berekening van die bonus bygetel word asof die betrokke werknemer werklik gedurende daardie tydperk gewerk het: Met dien verstande dat—

- (i) die tydperk van sodanige verlof nie mag saamval nie met enige tydperk waarin die werknemer onder kennisgewing van diensbeëindiging staan of vredestrydse opleiding ondergaan ingevolge die Verdedigingswet, 1957 (Wet 44 van 1957), soos van tyd tot tyd gewysig en soos op die gebied Suidwes-Afrika toegepas; en
- (ii) as 'n openbare vakansiedag wat in subartikel (a) van artikel 8 genoem word, binne die tydperk van sodanige verlof val, sodanige vakansiedag by die genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof met volle besoldiging;
- (iii) 'n bykomende tydperk van een spesiale besoldigde vakansiedag aan 'n werknemer toegestaan moet word vir elke vyf jaar ononderbroke diens by dieselfde werkgever. Hierdie tydperk van diens moet terugwerkend bereken word vanaf die datum wat die werknemer by die werkgever begin werk het, met 'n maksimum van vyf dae;
- (iv) aan 'n nagwerker op 'n oggendkoerant soos in artikel 6 (g) vermeld, moet 'n bykomende week verlof met besoldiging, bo en behalwe die verlof in artikel 7 (a) vermeld, toegestaan moet word en dit van hom vereis moet word om dit te neem.
- (b) Die bedrag betaalbaar ten opsigte van jaarlikse verlof asook die hele vakansiebonus, moet aan 'n werknemer betaal word alvorens hy met verlof gaan, en wel uiterlik op die laaste werkdag voor die aanvang van sodanige tydperk.
- (c) As 'n werknemer die diens van 'n werkgever verlaat voordat die vakansieverlof wat hom toekom, toegestaan is, moet die betrokke werkgever onmiddellik by beëindiging van die diens van die werknemer aan hom die bedrag uitbetaal wat ten opsigte van die proporsionele opgeloopte vakansieverlof en vakansiebonus verskuldig is. Verlofbesoldiging word vir elke week diens, bereken teen 3/49 van die loon wat aan die werknemer betaal is toe sy diens beëindig is.
- (d) By die toepassing van hierdie artikel omvat die woord "diens" enige tydperk of tydperke waarin die werknemer—
 - (i) ingevolge artikel 7 (a) met verlof is;
 - (ii) tot vier maande vredestrydse opleiding ondergaan ingevolge die Verdedigingswet (Wet 44 van 1957), soos van tyd tot tyd gewysig;
 - (iii) van sy werk afwesig is in opdrag of op versoek van sy werkgever;
 - (iv) hoogstens 13 weke afwesig is weens siekte, 'n ongeluk of bevalling: Met dien verstande dat so 'n tydperk of tydperke gestaaf moet word deur 'n sertifikaat van 'n geneesheer as bewys van ongeskiktheid vir werk en sodanige ongeskiktheid nie te wyte is aan wangedrag of bewuste agtelosigheid van die betrokke persoon nie.
- (e) 'n Werknemer wat een jaar diens by dieselfde werkgever voltooi het, is geregtig op 'n totaal van vier weke siekteverlof per jaar teen halfbesoldiging: Met dien verstande dat 'n sertifikaat onderteken deur 'n geregistreerde geneesheer in elke geval voorgelê moet word.

8. OPENBARE VAKANSIEDAE

(a) Werknemers moet 'n vakansiedag met besoldiging kry op Nuwejaarsdag, Goie Vrydag, Paasmaandag, Hemelvaartsdag, Gelofteag en Kersdag, en dit is ook van toepassing ten opsigte

of Republic Day in every fifth year after the year 1966 and any reference in this Agreement to any public holiday shall be deemed to include reference to Republic Day in any of the said years.

(b) Whenever an employee works on one of the public holidays specified in subsection (a) of section 8 he shall be paid a normal day's pay plus time and one half for the total period worked or another day may be substituted by mutual agreement within a period of three months before or after such public holiday, and in the case of Christmas Day shall be paid double time and be granted in addition, another day's holiday with full pay by mutual agreement.

9. DAILY TIME SHEETS

Every employer shall keep in respect of all employees, covered by this Agreement, such time and wage records as approved by the Inspector.

10. MEDICAL CERTIFICATE

Any employee covered by this agreement can be required by the employer, inspector or R.S.O. to produce medical proof of freedom of infectious or contagious diseases and the cost of such a medical examination shall be borne by the employer concerned.

11. TERMINATION OF EMPLOYMENT

One working week's notice of termination of employment shall be given by either party: Provided that this shall not affect the right of the employee or employer to terminate the contract of employment without notice for any cause recognised by law as sufficient. All such notices of termination of employment shall be in writing. No employer may terminate any employee's contract of employment because of illness, except, in cases where the employee's absence from work exceeds a period of four months his employment may be terminated by the employer giving the employee one working week's notice of his intention to terminate the employment. Should an employee serve a period of imprisonment, either civil or criminal, his employment may be terminated without notice.

12. CONTRIBUTIONS

(1) Every employer shall pay the amounts due as prescribed from time to time to the funds referred to in section 5 (c) (ii) and (iv), in respect of each trade union member, for each calendar week during which the employee was employed for half time or more or was on paid leave.

(2) Deductions referred to in section 5 (c) (ii) and (iv) as prescribed from time to time from the weekly wages of Trade Union members shall be made by their employers for every calendar week during which such employees were employed or was on paid leave.

(3) (a) In order to facilitate all contributions payable by employers to the said funds, payment shall be effected by purchasing from the R.S.O., stamps provided for the purpose, which shall be sold on requisition to individual employers.

(b) The R.S.O. shall provide for each member of the Trade Union a contribution book for the purpose of affixing stamps covering the amount of the contributions due to the funds.

(c) Each employer shall affix weekly, in the contribution book of each member, a stamp representing the amount of the joint weekly contributions of both the employer and the employee.

(d) Contribution books may be kept by the employer. On termination of employment of an employee the employer concerned shall immediately forward the contribution book of such employee to the R.S.O. At the end of each calendar year, the contribution book of each employee for such year shall be forwarded by the employer to the R.S.O. so as to reach him not later than 31st January of the following year.

(e) The employee's contribution book shall constitute the receipt for contributions to the funds. In the event of a contribution book being lost a new book may be obtained upon payment of the sum of 25 cents.

13. DESIGNATED TRADES

An employer shall not employ any person other than a journeyman or an apprentice in a designated trade, provided that a "printers' attendant" shall be permitted to do such work as authorised by the Standing Committee.

14. STANDING COMMITTEE

A standing committee comprising of a chairman, two members of the Trade Union who shall be the employee's representatives and two members of the Employer's Organisation who shall be the employer's representatives, shall be established to hold office

van Republiekdag in elke vyfde jaar ná 1966, en enige verwysing in hierdie Ooreenkoms na 'n openbare vakansiedag, word geag ook 'n verwysing na Republiekdag in elkeen van genoemde jare te wees.

(b) Wanneer 'n werknemer werk op een van die openbare vakansiedae wat in subartikel (a) van artikel 8 genoem word, moet hy sy gewone loon vir die dag betaal word plus 1½ keer sy gewone loon vir die hele tydperk wat hy op dié dag werk, of dit kan by onderlinge ooreenkoms deur 'n ander dag, binne drie maande voor of na die vakansiedag, vervang word; en wat Kersdag betref, moet hy dubbel die gewone loon betaal word en daarby by onderlinge ooreenkoms nog 'n dag vakansie met besoldiging, toegestaan word.

9. DAAGLIKSE TYDREGISTERS

Elke werkgever moet ten opsigte van al sy werknemers op wie hierdie Ooreenkoms betrekking het, sodanige tyd- en loonregisters byhou soos die Inspekteur goedkeur.

10. MEDIESE SERTIFIKAAT

Enige werknemer op wie hierdie Ooreenkoms betrekking het, kan deur die werkgever, inspekteur of S.S.O. aangesê word om mediese bewys te lewer dat hy vry is van enige aansteeklike of besmetlike siektes en die koste verbonde aan so 'n mediese ondersoek moet deur die betrokke werkgever gedra word.

11. DIENSBEÏNDIGING

By diensbeëindiging moet die werkgever of die werknemer een werkweek kennis daarvan gee: Met dien verstande dat dit geensins inbreuk maak op die werkgever of werknemer se reg om die dienskontrak sonder enige kennisgewing te beëindig om enige rede wat die wet as genoegsaam beskou nie. Alle sodanige kennisgewings van diensbeëindiging moet skriftelik geskied. Geen werkgever mag enige werknemer se dienskontrak beëindig omdat die werknemer siek is nie, behalwe dat in gevalle waar die werknemers se afwesigheid van werk 'n tydperk van vier maande oorskry, sy dienskontrak deur die werkgever met een werkweek se kennisgewing van diensopsegging beëindig kan word. As 'n werknemer 'n tydperk van gevangenskap uittien, hetsy siviël of strafregtelik, kan sy diens sonder kennisgewing beëindig word.

12. BYDRAES

(1) Elke werkgever moet die bedrae soos van tyd tot tyd voorgeskryf, aan die fondse in artikel 5 (c) (ii) en (iv) gemeld, betaal ten opsigte van elke lid van die Vakvereniging vir elke kalenderweek waarin die werknemer helfte van die tyd of meer in diens was of met besoldigde verlof was.

(2) Aftrekkings in artikel 5 (c) (ii) en (iv) genoem, soos van tyd tot tyd voorgeskryf, van die weeklone van lede van die Vakvereniging moet deur hulle werkgevers gemaak word ten opsigte van elke kalenderweek waarin sodanige werknemers in diens was of met besoldigde verlof was.

(3) (a) Ten einde die betaling van alle bydraes deur werkgevers aan die genoemde fondse te vergemaklik, moet betaling geskied deur seëls wat vir dié doel verskaf word en wat op aansoek aan individuele werkgevers verkoop moet word, van die S.S.O. te koop.

(b) Die S.S.O. moet vir elke lid van die Vakvereniging 'n bydraeboekie verskaf om seëls in te plak wat die bedrag van die verskuldigde bydraes aan die fondse dek.

(c) Elke werkgever moet weekliks 'n seël in die bydraeboekie van elke lid plak wat die bedrag aandui van die gesamentlike weeklikse bydraes van beide werkgever en werknemer.

(d) Bydraeboekies kan deur die werkgever in voorraad gehou word. By diensbeëindiging van 'n werknemer moet die betrokke werkgever die bydraeboekie van sodanige werknemer onmiddellik aan die S.S.O. stuur. Aan die einde van elke kalenderjaar moet die bydraeboekie van elke werknemer vir sodanige jaar deur die werkgever aan die S.S.O. gestuur word om hom uiterlik op 31 Januarie van die volgende jaar te bereik.

(e) Die werknemer se bydraeboekie dien as kwitansie vir bydraes aan die Fonds. As 'n bydraeboekie soek raak, kan 'n nuwe boekie teen betaling van 25 sent uitgereik word.

13. AANGEWESE BEDRYWE

'n Werknemer mag niemand buiten 'n vakman of 'n vakleerling in 'n aangewese bedryf aanstel nie, met dien verstande dat 'n drukkershandlanger toegelaat moet word om sodanige werk te doen as wat deur die Permanente Komitee gemagtig word.

14. PERMANENTE KOMITEE

'n Permanente Komitee bestaande uit 'n Voorsitter, twee lede van die Vakvereniging, wat die werknemers verteenwoordig, en twee lede van die werkgeversorganisasie, wat die werkgevers verteenwoordig, moet ingestel word vir die geldigheidsduur van

for the duration of this Agreement. The Committee shall be empowered to recommend special exemptions from the terms of this Agreement as may be applied for to the Minister. The Committee shall meet as the occasion may demand.

15. WORKING RULES

(i) *Spoiled work.*—An employer shall not require an employee to pay and no employee shall pay for spoiled or damaged work, nor shall an employee be liable to pay for material or apparatus damaged in the ordinary course of business.

(ii) *Protective measures.*—(a) Employers shall restrict the use of injurious chemicals as much as possible, and, where injurious corrosives are used, shall provide protective clothing for the employees working with such corrosives.

(b) As a protective measure against bi-chromate-poisoning and dermatitis, employers shall supply to employees concerned, a suitable skin protective substance as a safeguard against virulent liquids.

(c) Employers shall provide all employees who are required to work over sinks in darkrooms with protective clothing.

(d) Employers shall provide ventilating shafts and exhaust fans and make suitable provisions for ventilation in darkrooms.

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

(f) Floors swept during working hours shall be swept wet.

(iii) *Clean towels.*—Employers shall provide a clean towel once a week for use by every employee covered by this Agreement.

J. C. MEINERT, Chairman.

E. VAN TONDER, Vice-Chairman.

S. L. R. GOOSEN, Secretary.

No. R. 2123 26 November 1971

FACTORIES, MACHINERY AND BUILDING WORK ORDINANCE, 1952

PRINTING AND ALLIED INDUSTRIES

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Ordinance, 1952, declare the provisions of the Agreement and notice relating to the Printing and Allied Industries, published under Government Notice R. 2122 of 26 November 1971, to be generally not less favourable to the employees whose hours of work are regulated thereby, than relative provisions of the said Ordinance.

M. VILJOEN, Minister of Labour.

hierdie Ooreenkoms. Die Komitee is gemagtig om spesiale vrystellings van die bepalings van hierdie Ooreenkoms waarom aansoek gedoen kan word, by die Minister aan te beveel. Die Komitee vergader wanneer omstandighede dit vereis.

15. WERKREGLEMENT

(i) *Verknoeiende werk.*—'n Werkgewer mag nie van 'n werknemer vereis dat hy vir verknoeiende of beskadigde werk moet betaal en 'n werknemer mag nie daarvoor betaal nie. Ook is 'n werknemer nie aanspreeklik vir betaling vir materiaal of masjinerie wat in die gewone loop van werk beskadig word nie.

(ii) *Beskermingsmaatreëls.*—(a) Werkgewers moet die gebruik van skadelike chemikalieë so veel moontlik beperk en, waar skadelike bytmiddels gebruik word, moet beskermende klere verskaf word aan die werknemers wat met sodanige bytmiddels werk.

(b) As beskermende middel teen bichromaatvergiftiging en huidontsteking moet werkgewers 'n geskikte huidbeskermende middel as 'n beveiliging teen giftige vloeistowwe aan die betrokke werknemers verskaf.

(c) Werkgewers moet aan alle werknemers wat verplig is om oor wasbakke in donkerkamers te werk, beskermende klere verskaf.

(d) Werkgewers moet lugsagte en afvoerwaaiers verskaf en behoorlike reëlins vir lugtoevoer in donkerkamers tref.

(e) Waar ammoniak gebruik word as 'n hulpmiddel vir die ontwikkeling van fotolito-plate, moet werkgewers, waar moontlik, voorsiening maak dat ontwikkel- en etsbaddens in afsonderlike kamers is.

(f) Indien vloere gedurende werkure gevee word, moet hulle eers natgemaak word.

(iii) *Skoon handdoeke.*—Werkgewers moet een keer per week 'n skoon handdoek verskaf aan elke werknemer op wie hierdie Ooreenkoms betrekking het.

J. C. MEINERT, Voorsitter.

E. VAN TONDER, Ondervoorsitter.

S. L. R. GOOSEN, Sekretaris.

No. R. 2123 26 November 1971

ORDONANSIE OP FABRIEKE, MASJINERIE EN BOUWERK, 1952

DRUK- EN AANVERWANTE NYWERHEDE

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 22 (1) van die Ordonnansie op Fabriek, Masjinerie en Bouwerk, 1952, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Druk- en Aanverwante Nywerhede, gepubliseer by Goewermementskennisgewing R. 2122 van 26 November 1971, oor die algemeen vir werknemers wie se werkure daarby gereël word, minstens so gunstig is as die betrokke bepalings van genoemde Ordonnansie.

M. VILJOEN, Minister van Arbeid.

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