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DESEMBER

[No. 4942

**GOVERNMENT NOTICE**

**DEPARTMENT OF LABOUR**

No. R. 2407

24 December 1975

**INDUSTRIAL CONCILIATION ACT, 1956**

**FURNITURE MANUFACTURING INDUSTRY,  
EASTERN CAPE PROVINCE.—TRAINING FUND  
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, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1978, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and the employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a) and 2 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1978, 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 areas specified in clause 1 (1) (b) of the said Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) of the said Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1978, the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

42697—A

**GOEWERMENTSKENNISGEWING**

**DEPARTEMENT VAN ARBEID**

No. R. 2407

24 Desember 1975

**WET OP NYWERHEIDSVERSOENING, 1956**

**MEUBELNYWERHEID, OOSTELIKE KAAPPRO-  
VINSIE.—OPLEIDINGSFONDSOORENKOMS**

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

(a) kragtens artikel 48 (i) (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, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1978 eindig, bindend is vir die werkgewers-organisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en (2) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en (2) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1978 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

4942—1

## SCHEDULE

## INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE EASTERN CAPE PROVINCE

## AGREEMENT

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

East London, Border and Districts Furniture Manufacturers' Association

and the

Midland Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

and the

National Association of Furniture and Allied Workers of South Africa

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

being parties to the Industrial Council for the Furniture Manufacturing Industry of the Eastern Cape Province.

## 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Eastern Cape Province—

(a) by all employers who are members of the employers' organisation and by all employees who are members of any of the trade unions, who are engaged or employed therein;

(b) in the Magisterial Districts of Port Elizabeth, Cradock, Graaf-Reinet, Humansdorp, Hankey, Somerset East, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Hofmeyr, Jansenville, Joubertina, Middelburg (Cape), Murraysburg, Noupoot, Pearston, Richmond (Cape), Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad, Willowmore, East London, Queenstown, Aliwal North, Albert, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere (excluding that portion which, prior to the publication of Government Notice 1287 of 21 August 1959, fell within the Magisterial District of Mount Ayliff), Barkly East, Butterworth, Cathcart, St. Mark's (Cofimvaba), Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Hewu, Idutywa, Idwe, Kentani, Keiskammahoe, King William's Town, Kirkwood, Komga, Lady Grey, Libode, Maclear, Mdantsane, Ngqeleni, Ngamakwe, Port St. John's, Peddie, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse, Xalanga (Cala) and Zwelitsha.

(2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall apply—

(a) only to employees for whom wages are prescribed in the Main Agreement, and to the employers of such employees;

(b) to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any regulation made thereunder or contract entered into in terms of the said Act.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act, and shall remain in operation for a period ending 30 September 1978, or for 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, and unless the contrary intention appears, words importing the masculine gender shall also include females and vice versa; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956;

"Council" means the Industrial Council for the Furniture Manufacturing Industry of the Eastern Cape Province, registered in terms of section 19 of the Act;

"employee" means any person (other than a Bantu) employed by, or working for any employer and receiving, or being entitled to receive, any remuneration, and any other person whatsoever (other than a Bantu) who in any manner assists in the carrying on or conducting of the business of an employer; and "employed" and "employment" have corresponding meanings;

## BYLAWE

## NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID VAN DIE OOSTELIKE KAAPPROVINSIE

## OOREENKOMS

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

East London, Border and Districts Furniture Manufacturers' Association

en die

Midland Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

en die

National Association of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van die Ooslike Kaapprovinsie.

## 1. TOEPASSINGSBESTREK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid van die Oostelike Kaapprovinsie nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van enige van die vakverenigings is en wat onderskeidelik by die Meubelnywerheid van die Oostelike Kaapprovinsie betrokke of daarin werksaam is;

(b) in die landdrosdistrikte Port Elizabeth, Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset-Oos, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Hofmeyr, Jansenville, Joubertina, Middelburg (Kaap), Murraysburg, Noupoot, Pearston, Richmond (Kaap), Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad, Willowmore, Oos-Londen, Queenstown, Aliwal-Noord, Albert, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere (uitgesonderd daardie gedeelte wat vóór die publikasie van Goewermentskennisgewing 1287 van 21 Augustus 1959 binne die landdrosdistrik Mount Ayliff geval het), Barkly-Oos, Butterworth, Cathcart, St. Mark's (Cofimvaba), Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Hewu, Idutywa, Indwe, Kentani, Keiskammahoe, King William's Town, Kirkwood, Komga, Lady Grey, Libode, Maclear, Mdantsane, Ngqeleni, Ngamakwe, Port St. John's, Peddie, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsolo, Tsono, Umtata, Victoria-Oos, Willowvale, Wodehouse, Xalanga (Cala) en Zwelitsha.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—

(a) slegs op werknemers vir wie lone in die Hoofdooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;

(b) op vakleerlinge in die mate waarin dit nie onbestaanbaar is met die Wet op Vakleerlinge, 1944, of met enige regulasie daarkragtens gemaak of enige kontrak ingevolge genoemde Wet aangegaan nie.

## 2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel en bly van krag vir die tydperk wat op 17 Maart 1976 eindig, of vir dié tydperk wat hy mag bepaal.

## 3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebruik 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, en tensy die teenoorgestelde blyk, word daar met woorde wat die manlike geslag aandui, ook vroue bedoel, en omgekeerd; Voorts, tensy onbestaanbaar met die sinsverband, beteken—

"Wet" die Wet op Nywerheidsversoening, 1956;

"Raad" die Nywerheidsraad vir die Meubelnywerheid van die Oostelike Kaapprovinsie, geregistreer ooreenkomstig artikel 19 van die Wet;

"werknemer", enige persoon (behalwe 'n Bantoe) wat in diens is by of werk verrig vir enige werkgever en beloning ontvang of geregtig is om dit te ontvang, en enige ander persoon hoegenaamd (uitgesonderd 'n Bantoe) wat op enige wyse help om die besigheid van 'n werkgever voort te sit of te drywe; en het "in diens" en "diens" ooreenstemmende betekenisse;

"employer" means any person whatsoever who employs or provides work for any person and remunerates expressly or tacitly undertakes to remunerate him or who permits any person whatsoever in any manner to assist him in the carrying on or conducting of his business; and "employ" and "employment" have corresponding meanings;

"Fund" means the Furniture Manufacturing Industry Training Fund, referred to in clause 4;

"Furniture Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the manufacture either in whole or in 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 oose covers and/or repolishing, making of loose covers and/or cushions and/or the making and/or repairing of box-spring mattress and/or frames for upholstering, wood-machining, veneering, woodturning, caving 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 and cabinets for musical instruments and radio or wireless cabinets and shall include the manufacture of processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, springmattresses, overlays, pillows, bolsters and cushions, and include 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 article of furniture for sale either in whole or in part is carried on, and the veneering of laminated blockboard 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;

"Main Agreement" means any current agreement for the Furniture Manufacturing Industry, Eastern Cape Province, published in terms section 48 of the Act, in which wages are prescribed, or in the absence of such an agreement, the last wage agreement published for the Industry in terms of the Act;

"remuneration" means the gross payments (other than that of proprietors or managing directors) for work done in the Furniture Manufacturing Industry, which includes normal pay, payment for overtime, bonus and holiday payments as well as cash allowances, but does not include payments in kind such as the provision of houses or motor vehicles.

#### 4. FURNITURE MANUFACTURING INDUSTRY TRAINING FUND

(1) The Council having been advised of the establishment of the Furniture Manufacturing Industry Training Fund, hereby authorises for the purpose of implementing the objects set forth in the Constitution of the Fund the collection of levies in accordance with the procedure detailed hereunder.

(2) From the date of coming into operation of this Agreement, every employer shall pay to the Council a monthly levy equivalent, to 0,5 per cent of the total remuneration paid by him to all his employees in the Industry for whom minimum wages are prescribed in the Main Agreement and apprentices.

(3) (a) Subject to the provisions of paragraph (b), all amounts payable in terms of subclause (2) shall be paid by the employer month by month, and not later than the 10th day of each month following that in respect of which they are due, to the Secretary of the Council, P.O. Box 2221, Port Elizabeth, 6063, together with a statement in such form as may from time to time be prescribed by the Council.

(b) An employer who is in arrear with payments in terms of paragraph (a) and who fails, after having been warned in writing by the Council to forward the outstanding amounts within seven days of the date of such warning, shall upon being notified by the Council in writing to do so, submit the amounts in terms of this clause week by week so as to reach the Secretary not later than the Friday following the pay-day of the week in respect of which the amounts are due. The payment submitted in respect of the last pay-day of each calendar month shall be accompanied by the statement referred to in paragraph (a). An employer to whom the provisions of this paragraph have been applied may, only upon being notified by the Council in writing, revert to the payment of amounts payable in terms of this clause on the monthly basis provided for in terms of paragraph (a).

"werkgever", enige persoon hoegenaamd wat enige persoon in diens hê of aan hom werk verskaf, en wat daardie persoon beloon, of uitdruklik of stilswyend onderneem om hom te beloon, of wat enige persoon hoegenaamd toelaat om hom op enige wyse te help om sy besigheid voort te sit of te drywe, en het "in diens hê", "in diens neem" en "diens" ooreenstemmende betekenisse;

"Fonds" die Opleidingsfonds vir die Meubelnywerheid in klousule 4 bedoel:

"Meubelnywerheid" of "Nywerheid", sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging, hetsy in die geheel of gedeeltelik, van alle tipes meubels afgesien van die materiaal wat gebruik word, en dit omvat, onder andere, ook die volgende werksaamhede:

Heelmaak-, stoffeer-, herstoffeer-, beits-, spuit- of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of die maak en/of die heelmaak van raamveermatrasse en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of heelmaak van meubels, poleer- en/of herpoleerwerk aan klaviere, of die vervaardiging en/of beits-, spuit- en poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroë of teaters, en kabinette vir musiekinstrumente en radio of draadlooskabinette en ook die vervaardiging of prosesse in die vervaardiging van beddegoed, wat omskryf en uitgelê moet word asof dit alle soorte matrasse, veermatrasse, oortreksels, kopkussings, peule en stoelkussings insluit en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels; en ook nog heelmaak-, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die vervaardiging van meubels of enige werksaamheid wat in verband staan met die finale bereiding van 'n meubelstuk vir verkoop of in sy geheel of in dele uitgevoer word, en die fineerwerk aan lamelblokbord- 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 biesies, gras en/of rottang gemaak is, en die vervaardiging van metaalmeubels, met inbegrip van die vervaardiging van metaalkatels;

"Hoofooreenkoms" enige bestaande ooreenkoms vir die Meubelnywerheid, Oostelike Kaapprovinsie, wat ingevolge artikel 48 van die Wet gepubliseer is en waarin lone voorgeskryf word, of by afwesigheid van sodanige ooreenkoms, die Jongste loonooreenkoms wat ingevolge die Wet vir die Nywerheid gepubliseer is;

"beloning" die bruto betalings (uitgesonderd dié aan eienaars of besturende direkteurs) vir werk in die Meubelnywerheid gedoen, wat gewone betaling, betaling vir oortydwerk, bonus- en vakansiebetalings asook kontanttoelae ingesluit, maar uitgesonderd betalings in natura soos die verskaffing van huise of motorvoertuie.

#### 4. OPLEIDINGSFONDS VIR DIE MEUBELNYWERHEID

(1) Nademaal die Raad van die instelling van die Opleidingsfonds vir die Meubelnywerheid in kennis gestel is, magtig hy hierby die invordering van heffings ooreenkomstig die prosedure hieronder uiteengesit, met die doel om die doelwitte in die Fonds se Konstitusie gemeld, te verwesenlik.

(2) Met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms moet elke werkgever maandeliks 'n heffing aan die Raad betaal gelyk aan 0,5 persent van die totale beloning wat hy aan al sy werknemers in die Nywerheid vir wie minimum lone in die Hofooreenkoms voorgeskryf word en aan vakleerlinge betaal.

(3) (a) Behoudens paragraaf (b), moet die werkgever alle bedrae wat ingevolge subklousule (2) betaalbaar is maand vir maand, en voor of op die 10de dag van elke maand wat volg op dié ten opsigte waarvan die bedrae betaalbaar is, aan die Sekretaris van die Raad, Posbus 2221, Port Elizabeth 6063, betaal, tesame met 'n opgawe in sodanige vorm as wat van tyd tot tyd deur die Raad voorgeskryf word.

(b) 'n Werkgever wat agterstallig is met betalings ingevolge paragraaf (a) en wat, nadat hy skriftelik deur die Raad gewaarsku is, versuim om die uitstaande bedrae binne sewe dae na sodanige waarskuwing aan te stuur, moet, nadat die Raad hom dienoreenkomsig skriftelik in kennis gestel het, die bedrae ingevolge hierdie klousule betaalbaar week vir week aanstuur sodat dit die Sekretaris bereik voor of op die Vrydag na die betaaldag van die week ten opsigte waarvan die bedrae betaalbaar is. Die betaling wat ten opsigte van die laaste betaaldag van elke kalendermaand gestuur word, moet vergesel gaan van die opgawe in paragraaf (a) bedoel. 'n Werkgever op wie hierdie paragraaf toegepas is, kan, slegs nadat hy deur die Raad skriftelik aldus in kennis gestel is, terugkeer na die betaling van die bedrae wat ingevolge hierdie klousule betaalbaar is op die maandelikse grondslag soos in paragraaf (a) bepaal.

(c) Should any amount due in terms of this clause not be received by the Council by the 10th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of one per cent per month or part thereof from such 10th day until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest or part thereof.

(4) The Council shall, at the end of each month, remit to the Fund the total amount of contributions collected in terms of subclause (3), less a collection fee not exceeding 2 per cent, which amounts shall accrue to the general funds of the Council.

(5) Each employer in the Industry shall submit to the Training Board at the Head Office, P.O. Box 61631, Marshalltown, 2017, Transvaal, by the 21st day of the month following the end of each quarter a return showing the total salaries and wages paid by him to all employees employed by him in the three calendar months preceding 28/29 February, 31 May, 31 August and 30 November of each year. All employees employed by him shall be deemed to be employed in the Furniture Manufacturing Industry unless he provides contrary proof to the satisfaction of the Training Board. The employer shall have such returns certified annually by a public auditor.

(6) Copies of the Constitution and of the audited annual accounts and balance sheets of the Fund shall be lodged with the Council and the Secretary for Labour. For the purposes of this subclause, the term "Constitution" includes any amendments to the Constitution adopted from time to time.

This Agreement signed on behalf of the parties at Port Elizabeth on this 29th day of August 1975.

A. J. SAAYMAN, Chairman.

J. B. CONNACHER, Vice-Chairman.

A. S. YOUNG, Secretary.

(c) Indien die Raad enige bedrag wat ingevolge hierdie klousule betaalbaar is, nie teen die 10de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is, ontvang nie, moet die werkgewer rente op sodanige bedrag betaal of op sodanige mindere bedrag wat nog nie betaal is nie, bereken teen een persent per maand of gedeelte daarvan vanaf die 10de dag tot die dag waarop die betaling werklik deur die Raad ontvang word: Met dien verstande dat die Raad die reg het om na sy volstrekte goeddunke betaling van die rente of 'n gedeelte daarvan kwyt te skeld.

(4) Die Raad moet aan die einde van elke maand die totale bedrag van die bydraes wat ingevolge subklousule (3) ingevorder is, aan die Fonds stuur, min invorderingsgeld van hoogstens 2 persent, welke bedrae aan die Raad se algemene fondse moet toeval.

(5) Elke werkgewer in die Nywerheid moet teen die 21st dag van die maand wat volg op die einde van elke kwartaal aan die Opleidingsraad by sy Hoofkantoor, Posbus 61631, Marshalltown, 2017, Transvaal, 'n opgawe stuur van die totale bedrag aan salarisse en lone wat hy betaal het aan alle werknemers wat in die drie kalendermaande vóór 28/29 Februarie, 31 Mei, 31 Augustus en 30 November elke jaar by hom in diens was. Alle werknemers in diens by hom word geag in diens van die Meubelnywerheid te wees tensy hy tot tevredenheid van die Opleidingsraad die teenoorgestelde bewys lewer. Die werkgewer moet dié opgawes jaarliks deur 'n openbare ouditeur laat sertifiseer.

(6) Kopie, van die Konstitusie en van die geouditeerde jaarlikse rekeninge en balanstas van die Fonds moet by die Raad en die Sekretaris van Arbeid ingedien word. Vir die toepassing van hierdie subklousule sluit die uitdrukking "Konstitusie" in alle wysigings van die Konstitusie wat van tyd tot tyd aangeneem word.

Hierdie Ooreenkoms is namens die partye op hede die 29ste dag van Augustus 1975 te Port Elizabeth onderteken.

A. J. SAAYMAN, Voorsitter.

J. B. CONNACHER, Ondervoorsitter.

A. S. YOUNG, Sekretaris.

## AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Agronomy, Ecology, Agrostology, Genetics, Agricultural Botany, Landscape Management, Herbicides, Plant Physiology, Plant Production and Technology, Pomology, Horticulture, Pasture Science and Viticulture. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2,40 per annum).

## AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Ekologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

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