



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 3125

PRYS + 1c AVB 20c PRICE + 1c GST

REGULATION GAZETTE No. 3125

As 'n Nuusblad by die Poskantoor Geregistreer

BUITELANDS 30c ABROAD

Registered at the Post Office as a Newspaper

POSVRY · POST FREE

Vol. 188]

PRETORIA, 9 JANUARIE
JANUARY 1981

[No. 7366

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN MANNEKRAG- BENUTTING

No. R. 35

9 Januarie 1981

WET OP NYWERHEIDSVERSOENING, 1956

MEUBELNYWERHEID, OOSTELIKE KAAPPROVIN- SIE.—WYSIGING VAN HOOFOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) 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 17 Maart 1982 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 17 Maart 1982 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 gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 17 Maart 1982 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is 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 sodanige persone in hul diens.

S. P. BOTHA, Minister van Mannekragbenutting.

GOVERNMENT NOTICE

DEPARTMENT OF MANPOWER UTILISATION

No. R. 35

9 January 1981

INDUSTRIAL CONCILIATION ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, EAST- ERN CAPE PROVINCE.—AMENDMENT OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending 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 17 March 1982, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 17 March 1982, 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 Amending 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 Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 17 March 1982 the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA, Minister of Manpower Utilisation.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID VAN DIE OOSTELIKE KAAPPROVINSIE

OOREENKOMS

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

Midland Furniture Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" 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 Oostelike Kaapprovinsie,

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 481 van 14 Maart 1980 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakverenigings en wat onderskeidelik betrokke is by of werksaam is in genoemde Nywerheid;

(b) in die landdrostdistrikte Port Elizabeth, Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset-Oos, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Jansenville, Joubertina, Kirkwood, Hofmeyr, Middelburg (K.P.), Murraysburg, Noupoort, Pearston, Richmond (K.P.), Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore.

2. Vervang Deel II deur die volgende:

"DEEL II.—LONE

1. Werknemers in engeen van of al die werksaamhede wat in die Meubelnywerheid verrig word, met uitsondering van die werknemers in klousules 2 tot 12 van hierdie Deel gemeld, maar met inbegrip van voormanne en/of toesighouers:

	Sent per uur
Gedurende die tydperk eindigende 17 Maart 1981	167
Daarna	179

2. Leerlinge in diens om die werksaamhede te leer wat deur klousule 1 gedek word:

Vir die eerste jaar diens: 60 persent van die loon in klousule 1 voorgeskryf;
vir die tweede jaar diens: 65 persent van die loon in klousule 1 voorgeskryf;
vir die derde jaar diens: 75 persent van die loon in klousule 1 voorgeskryf;

vir die vierde jaar diens: 85 persent van die loon in klousule 1 voorgeskryf;
daarna, die loon in klousule 1 voorgeskryf.

3. (a) Jeugdige manlike werknemers in 'n ambag of tak van 'n ambag aangewys kragtens die Wet op Vakleerlinge, 1944, moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander jeugdige: Die minimum loon vir volwasse werknemers voorgeskryf indien werksaam in dieselfde klas werk.

(4) Werknemers wat die volgende werk verrig:

(1) Klaargemaakte rottangmatte vassit;

(2) 'n eentrommelskuurder, oopskyfskuurder, tolskuurder, luggevuilde skuurder oprig en bedien;

(3) gate boor;

(4) slegs met die tapmasjien tappe maak;

(5) 'n uitholmasjien bedien om uithollings vir slotte en skarniere te sny;

(6) stoelkussings met veerbinnewerk en/of veereenhede vul;

(7) 'n tapinsteekmasjien bedien;

(8) hangerboute insteek en 'n poot vasbout of 'n poot vasskroef, maar uitgesonderd die vassit van die plaat en/of aanhegting aan die raam wat die hangerbout moet neem;

(9) 'n randfineermasjien bedien, maar nie randbande aansit nie;

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

Midland Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), 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,

to amend the Agreement published under Government Notice R. 481 of 14 March 1980.

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 the trade unions and who are engaged or employed respectively in the said Industry;

(b) within the Magisterial Districts of Port Elizabeth, Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset East, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Jansenville, Joubertina, Kirkwood, Hofmeyr, Middelburg (C.P.), Murraysburg, Noupoort, Pearston, Richmond (C.P.), Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore.

2. Substitute the following for Part II:

"PART II.—WAGES

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 2 to 12 of this Part, but including foremen and/or supervisors:

	Cents per hour
During the period ending 17 March 1981	167
Thereafter	179

2. Learners employed in learning the operations covered by clause 1:

For the first year of employment: 60 per cent of the wage prescribed in clause 1;

for the second year of employment: 65 per cent of the wage prescribed in clause 1;

for the third year of employment: 75 per cent of the wage prescribed in clause 1;

for the fourth year of employment: 85 per cent of the wage prescribed in clause 1;

thereafter, the rate prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Apprenticeship Act, 1944, shall be paid the rate prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. Employees engaged in—

(1) fixing up of ready made cane mats;

(2) setting up and operating single drum sander, open disc sander, bobbin sander, air filled sander;

(3) boring holes;

(4) morticing on the mortice machine only;

(5) operating of the hinge recessing machine for the purpose of cutting recesses for locks and hinges;

(6) filling of cushions with spring interior and/or spring units;

(7) operating a dowel insertion machine;

(8) inserting hanger bolt and bolting on of a leg or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt;

(9) operating an edge veneering machine, but excluding edgebanding;

(10) met 'n masjien skuur, uitgesonderd met twee- en drietrommel- en kombinasietrommel- en bandskuurder;

(11) hout- en metaallatte en dwarsstawe aan rame vir stoffeerwerk in posisie plaas;

(12) los sitplekke en agterkante slegs aan eetkamerstoele stoffeer;

(13) opknappewerk by die laai- en aflaaipunt:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 17 Maart 1981	105
Daarna	112

5. Werknemers wat die volgende werk verrig:

(1) Vasbout;

(2) houttappenne en -penne met die hand of 'n masjien maak en/of spits maak;

(3) met die hand en/of 'n draagbare skuurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;

(4) soliede hout met die hand of 'n meganiese proses buig;

(5) gate of barste in meubels met houtvulsel of soortgelyke stowwe vul;

(6) bedysters, koepels en sokke vir rolwieleltjies vassit;

(7) was aanwend;

(8) rande verf en/of vul;

(9) deure en toebehore afhaal voordat dit vir poleerwerk voorberei word;

(10) met gips of 'n ander vulsel vul;

(11) meubels met sure of 'n ander bleikmiddel bleik;

(12) gepoleerde oppervlak afnerf;

(13) meubels beits, olie, opvul en/of hernieu;

(14) seilbande en/of plaasvervangers aansit maar uitgesonderd die vaswoel van spiraalvere;

(15) laaghout of hardbord aan los sitplekke vir stoffeerdoeleindes vasspyker;

(16) metaal bespuit;

(17) riempiewerk;

(18) heliese vere en/of ketting- en/of sigsag- of nie-saktipe veerwerk aanhaak;

(19) klapperhaar of ander materiaal met 'n masjien uitpluis;

(20) die agtergrond van houtsneewerk stippel en pons;

(21) T- en G-kantstroke met die hand vasslaan maar uitgesonderd verstekhoekprofile;

(22) bome aan gestoffeerde artikels vasspyker;

(23) werk in verband met enigeen van die prosesse by die vervaardiging van veerbinnewerk en/of veereenhede en die vervaardiging van hul onderdele;

(24) paneelpenne en/of -spykens en/of -kramme wat uitsteek met 'n pons wegkap in die handskuursekse;

(25) rolle stoffeermateriaal, goiing, kaliko, crownflex en dergelike stowwe oopmaak en/of met die hand van selfkant tot selfkant sny, maar uitdruklik nie patroon en/of vorm, gereed vir stoffeerwerk, na grootte sny nie;

(26) handvatsels met skroewe, boute en moere, en skroefboute deur vooraf geboorde gate vasheg;

(27) spieëls deur middel van kleefband vasheg:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 17 Maart 1981	80
Daarna	87

6. (a) Werknemers wat die volgende werk verrig:

(1) Die vervaardiging van beddegoed, wat beteken 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, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of enige ander soortgelyke stof; of enige kombinasie van veerbinnewerk, alle soorte draadvere, ketting- en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrasse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werksaamhede in subklousules (b) en (c) bedoel;

(2) veermaaswerk vleg;

(3) vulsel met die hand of 'n masjien in matrasslope insteek;

(4) sye stik;

(5) klossies maak, met die hand of 'n masjien;

(6) 'n randstikmasjien bedien;

(7) 'n topstikmasjien bedien;

(8) rame en rollers vir die topstikmasjien voorberei;

(9) deurgevlegte kussinkies aan veereenhede vassit, -stik of -kram, hetsy met die hand of 'n masjien;

(10) machine sanding, excluding double and triple drum and combination drum and belt sander;

(11) positioning of wooden and metal laths and cross bars to frames for upholstery;

(12) upholstery of loose seats and backs to dining-room chairs only;

(13) touching up at the point of loading and/or off-loading:

	<i>Cents per hour</i>
During the period ending 17 March 1981	105
Thereafter	112

5. Employees engaged in—

(1) bolting;

(2) making and/or pointing of wooden dowels and pins by hand and/or machine;

(3) sandpapering by hand and/or portable sander regardless of whether the articles sandpapered are stationary or rotating;

(4) bending of solid timber by hand or mechanical process;

(5) filling of holes or cracks in furniture with wood filler or similar substances;

(6) fixing bed irons, domes and sockets for castors;

(7) the application of wax;

(8) the painting and/or filling of edges;

(9) the removal of doors and fittings prior to preparation for polishing;

(10) filling in with plaster of paris or any other filling material;

(11) bleaching of furniture with acids or any other bleaching agent;

(12) stripping of polished surfaces;

(13) staining, oiling, filling and/or reviving;

(14) fixing of webbing and/or substitutes but excluding the lashing of coil springs;

(15) tacking of plywood or hardboard on to loose seats for upholstery purposes;

(16) spraying of metal;

(17) riempie work;

(18) hooking on of helical springs and/or chain and/or zig-zag or no-sag type of springing;

(19) teasing coir or other materials by machine;

(20) stippling and punching the background of carving;

(21) knocking on of T and G edge strips by hand, excluding mitred corner sections;

(22) tacking on of bottoms to upholstered articles;

(23) work in connection with any of the processes in the construction of spring interiors and/or spring units and the manufacture of their component parts;

(24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;

(25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;

(26) fixing of handles by screws, bolts and nuts, and screwbolts through pre-bored holes;

(27) affixing of mirrors by the use of adhesive tape:

	<i>Cents per hour</i>
During the period ending 17 March 1981	80
Thereafter	87

6. (a) Employees engaged in:

(1) Bedding-making which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses 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, knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclauses (b) and (c);

(2) weaving of spring mesh;

(3) stuffing filling into mattress cases, whether by hand or machine;

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

(8) preparing frames and rollers for the top quilting machine;

(9) securing, sewing, or stapling interlaced pads to spring units, whether by hand or machine;

- (10) stoelkussings met veerbinnewerk en/of veereenhede vul;
- (11) vulsel op 'n veereenheid spre;
- (12) matrastoppe, hetsy gestik of nie, in posisie vassit om 'n vooraf geboude binnewerk- of veermatras op te bou;
- (13) bande aan kante van 'n binneveermatras stik;
- (14) rolkantwerk met die hand of 'n masjien doen:

	Sent per uur
Gedurende die tydperk eindigende 17 Maart 1981	105
Daarna	112

(b) Werknemers wat die volgende werk verrig:

- (1) Alle stikwerk nodig by die vervaardiging van toppe, rande, matrasslope, ateljeerusbankoortreksels en -onderdele;
- (2) matrashandvatsels aan rande stik;
- (3) geskikte rande aan matraseenhede stik, voor die stik van kantrande;
- (4) die bek van die matras met die hand of 'n masjien toewerk;
- (5) randlengtes saamvoeg;
- (6) kopkussings, stoelkussings en peule toewerk;
- (7) toppe, rande en slope uitsny:

	Sent per uur
Gedurende die tydperk eindigende 17 Maart 1981	100
Daarna	107

(c) Werknemers wat die volgende werk verrig:

- (1) Bedmatrasrame, ateljeerusbankrame en bababeddens met die hand vasbout;
- (2) spoel vir 'n randstikmasjien voorberei;
- (3) gestikte rande volgens lengte sny;
- (4) gate in matrasrande pons;
- (5) ventileerders en handvatsels aan matrasrande aanbring;
- (6) 'n deurvlegmasjien voer;
- (7) kussinkies uitsny en maak, ongeag die materiaal gebruik;
- (8) latte en dwarsstawe in posisie plaas of vlegwerk aan matras- of bedrame heg;
- (9) matrasrame beits;
- (10) hingsels aan matrasrame heg;
- (11) 'n maas aan 'n matrasraam in posisie plaas en vasheg;
- (12) lusse aan naalde in drukdeurstikmasjien hang;
- (13) 'n doekspreimasjien laai, stoot en bedien;
- (14) 'n pluismasjien bedien;
- (15) 'n lusmaakmasjien bedien;
- (16) lusse, knope of klossies vasheg;
- (17) rame vir beddegoed met die hand beits en/of vernis;
- (18) geweefde draadmaas en kettingveermaas aan rame vir beddegoed inmeekaarsit, vasslaan of vashaak, ongeag die materiale waarvan die rame gemaak is;
- (19) bedysters aanbring;
- (20) veereenhede aan bedrame vasheg:

	Sent per uur
Gedurende die tydperk eindigende 17 Maart 1981	80
Daarna	87

7. Leerlinge in diens om die klasse werk te leer wat in klousule 6 (a) genoem word:

Per week:

- Vir die eerste ses maande diens: 35 persent van die loon in klousule 6 (a) voorgeskryf.
- Vir die tweede ses maande diens: 45 persent van die loon in klousule 6 (a) voorgeskryf.
- Vir die derde ses maande diens: 55 persent van die loon in klousule 6 (a) voorgeskryf.
- Vir die vierde ses maande diens: 65 persent van die loon in klousule 6 (a) voorgeskryf.
- Daarna, die loon voorgeskryf vir 'n werknemer in diens op werk in klousule 6 (a) bedoel.

8. Werknemers wat die volgende werk verrig:

- (1) Enige werksaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiese toestel, in glipsteek, stik en/of aanmekaarvoeg van oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule, maar uitgesonderd die uitsny van oortreksels;

- (10) filling of cushions with spring interiors and/or spring units;
- (11) laying out filling material upon a spring unit;
- (12) securing mattress tops, whether quilted or not, in a position for building a pre-built interior or spring mattress;
- (13) tape edging a spring interior mattress;
- (14) roll edging by hand or machine:

	Cents per hour
During the period ending 17 March 1981	105
Thereafter	112

(b) Employees engaged in—

- (1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;
- (2) sewing mattress handles to border;
- (3) sewing of quilted borders onto mattress units prior to tape edging;
- (4) closing up the mouth of mattress by hand or machine;
- (5) joining border lengths;
- (6) closing pillows, cushions, bolsters;
- (7) cutting tops, borders and cases:

	Cents per hour
During the period ending 17 March 1981	100
Thereafter	107

(c) employees engaged in—

- (1) bolting by hand of bed mattress frames, studio couch frames and cots;
- (2) preparing spools for a border quilting machine;
- (3) cutting quilted borders to length;
- (4) punching holes in mattress borders;
- (5) fitting ventilators and handles to mattress borders;
- (6) feeding the interlacing machine;
- (7) cutting and making of pads, irrespective of materials used;
- (8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
- (9) staining mattress frames;
- (10) affixing lugs to mattress frames;
- (11) positioning and securing a mesh to a mattress frame;
- (12) hanging loops on needles in compression tufting;
- (13) loading, wheeling, and operating a cloth-spreading machine;
- (14) operating a teasing machine;
- (15) attending a loop making machine;
- (16) attaching loops or buttons or tufts;
- (17) staining and/or varnishing by hand, frames for bedding;
- (18) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- (19) fixing bed irons;
- (20) attaching spring units to bed frames;

	Cents per hour
During the period ending 17 March 1981	80
Thereafter	87

7. Learners employed in learning the classes of work referred to in clause 6 (a):

Per week:

- For the first six months of employment: 35 per cent of the wage prescribed in clause 6 (a).
- For the second six months of employment: 45 per cent of the wage prescribed in clause 6 (a).
- For the third six months of employment: 55 per cent of the wage prescribed in clause 6 (a).
- For the fourth six months of employment: 65 per cent of the wage prescribed in clause 6 (a).
- Thereafter, the wage prescribed for an employee engaged on work referred to in clause 6 (a).

8. Employees engaged in—

- (1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets, or bolsters, but shall exclude the cutting of covers;

- (2) verwyderbare en/of los stoelkussings vasknoop;
 (3) koord en/of vlegsel en/of stolpplooiwerk vaswerk, maar nie vaskram en/of vasspyker nie:

*Sent
per uur*

Gedurende die tydperk eindigende 17 Maart 1981	100
Daarna	107

9. Leerlinge in diens om die klasse werk te leer wat in klousule 8 bedoel word:

Per week:

Vir die eerste ses maande diens: 50 persent van die loon in klousule 6 (a) voorgeskryf.

Vir die tweede ses maande diens: 60 persent van die loon in klousule 6 (a) voorgeskryf.

Vir die derde ses maande diens: 70 persent van die loon in klousule 6 (a) voorgeskryf.

Vir die vierde ses maande diens: 80 persent van die loon in klousule 6 (a) voorgeskryf.

Daarna, die loon voorgeskryf vir 'n werknemer in diens op werk in klousule 8 bedoel.

10. Werknemers wat die volgende werk verrig:

- (1) Persele skoonmaak en vee;
- (2) masjinerie, installasies, gereedskap, spuittoestelle en werktuie skoonmaak;
- (3) masjiene en/of voertuie olie en smeer;
- (4) afwit;
- (5) voertuie laai en/of aflaai;
- (6) materiaal hanteer;
- (7) 'n voertuig of stootkar stoot of trek;
- (8) met handvoertuie aflewer;
- (9) grondstowwe uitpak, baal en uit bale haal;
- (10) uitrusting skoonmaak en skoonblaas;
- (11) 'n stoomketel, verbrander en/of oond bedien;
- (12) drooggoonde laai en ontlai;
- (13) tee of ander dergelike drank maak;
- (14) hout vir preserving behandel;
- (15) artikels in kartonne en/of kartonhouers verpak;
- (16) artikels in kartonne en/of kartonhouers verpak en daarna dié kartonne en kartonhouers vul en toemaak;
- (17) lym afwas en/of afvee;
- (18) gebruikte stoffeerwerk en beddegoed uitmekaar haal;
- (19) 'n meubelmasjienwerker help om materiale vóór en ná masjienwerking te hanteer;
- (20) metaalstawe, skarniere, metaalbuise, metaalstrookies, ketting, draad, hoepelyster en ander dergelike materiale sny;
- (21) ysterboute en -stawe klink of skroefdraad daarin sny;
- (22) enige soort pers bedien;
- (23) stoffeerspringvere baal en indompel;
- (24) sorg vir stofsakke en/of siklone van skuurmasjiene;
- (25) skuurpapierskywe lym;
- (26) in papier of karton toedraai;
- (27) rubbereenhede in matrasslope insit;
- (28) rubber of plaasvervangers daarvan uitsny en aanmekaar lym;
- (29) fineerhout met boutte vassit en 'n fineerpers bedien;
- (30) lym en papier van geperste fineerhout verwyder, afwas en/of afhaal;
- (31) hoepelyster wat vir vlegwerk gebruik word, reguit maak en/of sny;
- (32) kopkussings, stoelkussings en peule met stowwe of materiaal, behalwe veerbinnewerk en/of veereenhede, vul;
- (33) klapperhaar met die hand uitklop en/of uitpluis;
- (34) metaalstawe skoonmaak;
- (35) die massa van kopkussings, peule, bedspreie en stoelkussings meet;
- (36) klapperhaar of 'n ander materiaal met die hand uitpluis;
- (37) beddegoed uitmekaar haal;
- (38) lym van meubels verwyder;
- (39) metaaldele buig, pons, klink, boor en/of inmeekaarsit;
- (40) lym meng, massameet en voorberei;
- (41) lym en lymverhardmiddels met die hand, 'n kwas of masjien aansit en/of spreï, maar uitdruklik nie die meubelonderdele inmeekaarsit of monter nie. Hierdie uitsondering is nie van toepassing op die werknemers in paragraaf (45) hieronder bedoel nie;
- (42) 'n tapplatdrukmasjien bedien;
- (43) met 'n leipatroon, patroon en/of setmaat afmerk ter voorbereiding van masjinerie;
- (44) merk van patroon, leipatroon en/of setmaat;

- (2) buttoning of movable and/or loose cushions;
 (3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

*Cents
per
hour*

During the period ending 17 March 1981	100
Thereafter	107

9. Learners employed in learning the class of work referred to in clause 8:

Per week:

For the first six months of employment: 50 per cent of the wage prescribed in clause 6 (a).

For the second six months of employment: 60 per cent of the wage prescribed in clause 6 (a).

For the third six months of employment: 70 per cent of the wage prescribed in clause 6 (a).

For the fourth six months of employment: 80 per cent of the wage prescribed in clause 6 (a).

Thereafter, the wage prescribed for an employee engaged on work referred to in clause 8.

10. Employees engaged in—

- (1) cleaning and sweeping of premises;
- (2) cleaning machinery, plant, tools, spray guns and utensils;
- (3) oiling and greasing machines and/or vehicles;
- (4) lime-washing;
- (5) loading and/or unloading vehicles;
- (6) handling materials;
- (7) pushing or pulling a vehicle or handcart;
- (8) delivery by manually-propelled vehicles;
- (9) unpacking, baling and unbalancing raw materials;
- (10) cleaning and blowing down of equipment;
- (11) attending boiler, incinerator and/or oven;
- (12) loading and unloading kilns;
- (13) making tea or other similar beverages;
- (14) the treatment of timber for preservation;
- (15) packing articles into cartons and/or cardboard containers;
- (16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
- (17) washing and/or wiping of glue;
- (18) stripping second-hand upholstery and bedding;
- (19) assisting a furniture machinist in handling materials before and after machining;
- (20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- (21) riveting or making threads on iron bolts and rods;
- (22) operating presses of any type;
- (23) baling and dipping of upholstery springs;
- (24) attending to dust bags and/or cyclones from sanding machines;
- (25) glueing sandpaper discs;
- (26) wrapping in paper or cardboard;
- (27) insertion of rubber units into mattress cases;
- (28) cutting and glueing together of rubber or substitute materials;
- (29) taping of veneers and attending veneer press;
- (30) removing, washing and/or cleaning of glue and paper from pressed veneers;
- (31) straightening and/or cutting hoop-iron used for webbing;
- (32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units.
- (33) beating and/or teasing coir by hand;
- (34) cleaning metal rods;
- (35) mass-measuring pillows, bolsters, quilts and cushions;
- (36) teasing coir or any other materials by hand;
- (37) stripping bedding;
- (38) removing glue from furniture;
- (39) bending, punching, riveting, drilling and/or assembling metal parts;
- (40) glue mixing, mass-measuring and preparing;
- (41) the application and/or spreading of glue and glue hardeners by hand, brush or machine but expressly excluding the putting together or assembling of furniture parts. This exclusion not to apply to the employees referred to in paragraph (45) hereunder;
- (42) operating the tenon squashing machine;
- (43) marking by template, pattern and/or jig in preparation for machining;
- (44) marking of pattern, template and/or jig;

(45) meubelonderdele inmeekaarsit of monteer wat gekramp, geklamp of gepers moet word: Met dien verstande dat die getalsverhouding van werknemers wat dié werk uitvoer, tot werknemers wat die loon ontvang wat in klousule 1 van hierdie Deel voorgeskryf word en wat kramp-, klamp- of perswerk uitvoer, hoogstens twee tot een mag wees;

(46) skuurpapier of -skywe en -bande vir oopbandskuurders maak en saamvoeg;

(47) materiale deursy;

(48) fineerstukke, laaghout en hardbord met bande, kramme en/of hegspekers aan rame of kernmateriaal vassit om dit te pers;

(49) bandlose laswerk met masjien;

(50) enige soort vakuumsak en pers laai en ontlai;

(51) gom- of ander bande was;

(52) onderdele ná perswerk opstapel;

(53) 'n stoffeerder help deur oortreksels vas te hou;

(54) gomblokke aansmeer;

(55) geriffelde vasmakers insit in die proses om rame inmeekaar te sit;

(56) oortollige fineer asook oortollige dekmateriaal op los sitplekke en agterkante met die hand of handgereedskap afwerk nadat fineer aangesit is;

(57) skroewe in reeds geboorde gate insit voordat hulle vasgeskroef word;

(58) moere en/of moerdekseeltjies aan bout vassit;

(59) handvatsels vasbout;

(60) glas in vooraf vervaardigde groewe of sponnings laat sak, maar uitgesonderd glas met kraallyswerk in posisie vassit en/of glas op 'n ander manier vassit;

(61) randfineerwerk met die hand doen;

(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;

(63) 'n skuimrubbermaalmasjien bedien;

(64) karton in die stoffeerseksie met die hand en/of valmes sny, maar uitgesonderd die gebruik van ander masjiene of die sny van karton in ander afdelings;

(65) los stoelkussingslope met vulmateriaal volmaak;

(66) houttappenne met die hand inslaan;

(67) skuimrubber en/of soortgelyke stowwe aan oortrek materiaal vaslym alleen vir deurstikwerk;

(68) skuimrubber aan hout vaslym in die geval van subsamestellinge en/of los dele, uitgesonderd skuimvulsel aan gemonteerde rame vaslym;

(69) vlokwal op kleefoppervlakke spreid en die kleefstof slegs vir die vlokwal vir die binnekante van laaie aanwend;

(70) slegs los meubelstukke in emalje, verf of lakvernis inoos;

(71) geveerde spieëlklemmes met die hand aansit;

(72) staafsokke by die monterpunt vassit maar voor die krampwerk:

Sent
per uur

Gedurende die tydperk eindigende 17 Maart 1981 80

Daarna 87

11. (a) Werknemers wat metaalsweiswerk verrig, uitgesonderd puntsweiswerk:

Sent
per uur

Gedurende die tydperk eindigende 17 Maart 1981 167

Daarna 180

(b) Werknemers wat puntsweiswerk verrig:

Gedurende die tydperk eindigende 17 Maart 1981 105

Daarna 112

(c) Werknemers wat masjinerie onderhou:

Gedurende die tydperk eindigende 17 Maart 1981 167

Daarna 179

(d) Werknemers in diens as versendingsklerke, magasynmanne of tydopnemers:

Gedurende die tydperk eindigende 17 Maart 1981 105

Daarna 112

(e) Werknemers in diens as opsigters of wagte:

Gedurende die tydperk eindigende 17 Maart 1981 100

Daarna 107

(f) Werknemers in diens as verpakkers:

Gedurende die tydperk eindigende 17 Maart 1981 100

Daarna 107

(g) Werknemers in diens as leerlingverpakkers:

Gedurende die tydperk eindigende 17 Maart 1981 80

Daarna 87

(h) Werknemers in diens as kantoorbodes:

Gedurende die tydperk eindigende 17 Maart 1981 80

Daarna 87

(i) Los werknemers:

Gedurende die tydperk eindigende 17 Maart 1981 80

Daarna 87

(45) the putting together or assembling of furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;

(46) making and jointing sandpaper or discs and belts for open belt sanders;

(47) straining of materials;

(48) taping, stapling and/or tacking of veneer, plywood and hardboard on to frames or core material for pressing;

(49) tapeless jointing by machine;

(50) loading and unloading vacuum bag and press of any kind;

(51) washing of gum or other tapes;

(52) stacking parts after pressing;

(53) assisting upholsterer in holding cover;

(54) rubbing on of glue blocks;

(55) insertion of corrugated fasteners in the process of assembling frames;

(56) trimming away by hand or hand tool of excess veneer after affixing of veneer, and excess covering material on loose seats and backs;

(57) insertion of screws into pre-bored holes preparatory to screwing;

(58) affixing of nuts and or nut covers to bolts;

(59) bolting handles;

(60) dropping glass into pre-made grooves or rebates but excluding the affixing of glass in position with beading and/or securing glass in any other manner;

(61) edge veneering by hand;

(62) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam rubber mincing machine;

(64) cutting of cardboard in the upholstery section by hand and/or guillotine but excluding the use of any other machine or the cutting of cardboard in any other department;

(65) filling loose cushion cases with filling material;

(66) knocking in wooden dowels by hand;

(67) glueing of foam rubber and/or similar substances to cover material for quilting only;

(68) glueing of foam rubber to timber in the case of subassemblies and/or loose parts, excluding the glueing of foam filling to assembled frames;

(69) spreading flock on adhesive surfaces and applying the adhesive for flock only for the insides of drawers;

(70) dipping in enamel, paint or lacquer of loose furniture parts only;

(71) affixing of spring-loaded mirror clips by hand;

(72) affixing of rod sockets at the point of assembly, but prior to cramping:

Cents
per
hour

During the period ending 17 March 1981 80

Thereafter 87

11. (a) Employees engaged in the welding of metal other than spot welding:

Cents
per
hour

During the period ending 17 March 1981 167

Thereafter 180

(b) Employees engaged in spot welding:

During the period ending 17 March 1981 105

Thereafter 112

(c) Employees engaged in the maintenance of machinery:

During the period ending 17 March 1981 167

Thereafter 179

(d) Employees employed as despatch clerks, storemen or time-keepers:

During the period ending 17 March 1981 105

Thereafter 112

(e) Employees employed as caretakers or watchmen:

During the period ending 17 March 1981 100

Thereafter 107

(f) Employees employed as packers:

During the period ending 17 March 1981 100

Thereafter 107

(g) Employees employed as learner packers:

During the period ending 17 March 1981 80

Thereafter 87

(h) Employees employed as office messengers:

During the period ending 17 March 1981 80

Thereafter 87

(i) Casual employees:

During the period ending 17 March 1981 80

Thereafter 87

12. *Klerke*.—Ondanks andersluidende bepalinge in hierdie Ooreenkoms, is ondergemelde lone wat aan manlike en vroulike klerke betaalbaar is:

	Per maand
	R
Gedurende die eerste jaar diens	105
Gedurende die tweede jaar diens	116
Gedurende die derde jaar diens	127
Gedurende die vierde jaar diens	138
Gedurende die vyfde jaar diens	150
Daarna	154."

3. Vervang subklousule (1) (a) van klousule 2 van Deel III deur die volgende:

"(1) Die minimum weekloon wat 'n werkgewer aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, is soos volg:

(a) *Werknemers, uitgesonderd los werknemers*.—'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwa, dryf waarvan die onbelaste massa tesame met die onbelaste massa van enige sleepwa of sleepwaens wat deur sodanige voertuie getrek word—

	Per uur
	c
(i) <i>hoogstens 2 722 kg is:</i>	
Gedurende die tydperk eindigende 17 Maart 1981	80
Daarna	88
(ii) <i>meer as 2 722 kg maar hoogstens 4 536 kg is:</i>	
Gedurende die tydperk eindigende 17 Maart 1981	98
Daarna	106
(iii) <i>meer as 4 536 kg is:</i>	
Gedurende die tydperk eindigende 17 Maart 1981	113
Daarna	121."

Op hede die 7de dag van November 1980 te Port Elizabeth onderteken.

A. J. SAAYMAN, Voorsitter.

J. B. CONNACHER, Ondervoorsitter.

M. E. HOPPE, Sekretaris.

12. *Clerical employees*.—Notwithstanding anything to the contrary in this Agreement, the following wages shall be the minimum wages payable to male and female clerical employees:

	Per month
	R
During the first year of employment	105
During the second year of employment	116
During the third year of employment	127
During the fourth year of employment	138
During the fifth year of employment	150
Thereafter	154."

3. In clause 2 of Part III substitute the following for subclause (1) (a):

"(1) The minimum wage which shall be paid weekly by an employer to each of the undermentioned classes of his employees shall be as set out hereunder:

(a) *Employees other than casual employees*.—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such vehicles—

	Per hour
	c
(i) <i>does not exceed 2 722 kg:</i>	
During the period ending 17 March 1981	80
Thereafter	88
(ii) <i>exceeds 2 722 kg but does not exceed 4 536 kg:</i>	
During the period ending 17 March 1981	98
Thereafter	106
(iii) <i>exceeds 4 536 kg:</i>	
During the period ending 17 March 1981	113
Thereafter	121."

Signed at Port Elizabeth, this 7th day of November 1980.

A. J. SAAYMAN, Chairman.

J. B. CONNACHER, Vice-Chairman.

M. E. HOPPE, Secretary.

INHOUD

No.	Bladsy No.	Staats- koerant No.
Mannekragbenutting, Departement van Goewermentskennisgewing		
R. 35 Wet op Nywerheidsversoening (28/1956): Meubelnywerheid, Oostelike Provinsie: Wysiging van Hoofdooreenkoms	1	7366

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