



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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GOEWERMENTSKENNISGEWINGS

**DEPARTEMENT VAN MANNEKRAG-
BENUTTING**

No. R. 516 13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK- EN NUUSBLADNYWERHEID.—HERNUWING
VAN HOOFOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 2596 van 30 Desember 1977, R. 2449 van 8 Desember 1978 en R. 2880 van 28 Desember 1979, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 517 13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK- EN NUUSBLADNYWERHEID.—WYSIGING
VAN HOOFOOREENKOMS

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 Druk- en Nuusbladnywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 11 (slegs vir sover dit betrekking het op bydraes deur lede van die vakvereniging), 12

GOVERNMENT NOTICES

**DEPARTMENT OF MANPOWER
UTILISATION**

No. R. 516 13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—RENEWAL
OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 2596 of 30 December 1977, R. 2449 of 8 December 1978 and R. 2880 of 28 December 1979, to be effective from the date of publication of this notice and for the period ending 21 December 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 517 13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—
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 Printing and Newspaper Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1982, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 11 (only in so far as they relate to contributions by members of the trade

(slegs vir sover dit betrekking het op bydraeseëls ten opsigte van lede van die vakvereniging) en 16, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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 Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48(3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 11 (slegs vir sover dit betrekking het op bydraes deur lede van die vakvereniging), 12 (slegs vir sover dit betrekking het op bydraeseëls ten opsigte van lede van die vakvereniging) en 16, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *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.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE DRUK- EN NUUS- BLADNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

South African Printing and Allied Industries Federation
en die

Newspaper Press Union of South Africa

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

South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Hoof-ooreenkoms gepubliseer by Goewermenskennisgewing R. 2596 van 30 Desember 1977 soos gewysig en verleng by Goewermenskennisgewings R. 2449 van 8 Desember 1978, en R. 2879 en R. 2880 van 28 Desember 1979, te wysig.

1. KLOUSULE 1.—INDELING VAN OOREENKOMS

Onder die opskrif "Hoofstuk 8", skrap die woord "werkure" en vervang die woord "arbeiders" deur die woord "fabriekshelpers".

2. KLOUSULE 2.—WOORDOMSKRYWING

(1) Vervang die bestaande omskrywing van "duplisering" deur die volgende:

"'duplisering' enige metode waarby werk gedupliseer word met meganiese middels nie elders omskryf nie. Sonder om enigerwyse af te doen van die algemeenheid van hierdie omskrywing word die volgende meer bepaalde werksaamhede of uitgesluit van of ingesluit in die omskrywing:

(a) Die omskrywing van 'duplisering' sluit uit—

(i) tikwerk;

(ii) die gebruik van adresseermasjiene.

(b) Die omskrywing van 'duplisering' sluit in—

(i) die sny of bereiding van sjablone vir gebruik in dupliseermasjiene deur middel van 'n tikmasjien of ander middel;

(ii) die maak van hoofkopieë deur middel van 'n tikmasjien of ander middel;

(iii) alle prosesse of werksaamhede wat hoort by die produksie van gedupliseerde werk;

(iv) fotokopieëring, Xerografie en soortgelyke elektrofotografiese prosesse;"

union), 12 (only in so far as they relate to contribution stamps in respect of members of the trade union) and 16, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 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 Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1982, the provisions of the Amending Agreement, excluding those contained in clauses 11 (only in so far as they relate to contributions by members of the trade union), 12 (only in so far as they relate to contribution stamps in respect of members of the trade union) and 16, 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.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

The South African Printing and Allied Industries Federation
and

The Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the Main Agreement published under Government Notice R. 2596 of 30 December 1977, as amended and extended by Government Notices R. 2449 of 8 December 1978 and R. 2879 and R. 2880 of 28 December 1979.

SECTION 1.—DIVISION OF AGREEMENT

Under the heading "Chapter 8", delete the words "hours of work" and substitute the words "factory aids" for the word "labourers".

SECTION 2.—DEFINITIONS

(1) Substitute the following for the existing definition of "duplicating":

"'duplicating', means any method of reproduction by mechanical means not elsewhere defined. Without in any way derogating from the generality of this definition, the following more specific activities are either excluded from or included in the definition:

(a) The definition of duplicating excludes—

(i) typewriting;

(ii) the operation of addressing machines.

(b) The definition of 'duplicating' includes—

(i) the cutting or preparation of stencils for use on duplicating machines by means of typewriter or by any other means;

(ii) the making of master copies by means of a typewriter or by any other means;

(iii) all processes or operations incidental to the production of duplicated matter;

(iv) photocopying, Xerography and similar electro-photographic processes;"

(2) Voeg die volgende nuwe omskrywing van "inkstraaldrukwerk" in:

"'inkstraaldrukwerk' die metode van reproduksie met meganiese middele, waarby die letters, prente, ontwerpe of ander tekens wat gereproduceer moet word op die papier of ander materiaal waarop gedruk moet word, oorgebring word deur middel van ink wat deur 'n elektrostatiese of elektromagnetiese veld geprojekteer word en wat die beeld vorm soos verlang;"

Vervang die bestaande omskrywing "arbeider" deur die volgende:

"'fabriekshelper' in alle afdelings van die Nywerheid, uitgesonderd die Dupliseerafdeling, 'n werknemer wat uitsluitlik een of meer van ondergenoemde werksaamhede verrig:

(a) Masjinerie skoonmaak, met inbegrip van spasiebande, pluimers en matryse op setmasjiene, implemente, inkmengers, lympotte, verbronsers of vernissers;

(b) masjiene "opwas" deur gebruikmaking van outomatiese opwastestelle of andersins, met inbegrip van die verwydering en skoonmaak van rollers en die skoonmaak van inkbakke of inkplate op masjiene; of masjiene olie en smeer, met inbegrip van die masjiene vir dié doel aansit en stopsit;

(c) plate van monterstukke ná drukwerk verwyder; ou rollers of rollerkomposisie stukkend sny; of rollers giet; by die maak van rubberstempels voltooië rubbers aan stempels vasheg;

(d) saamvoeg- of versameluitrusting laai; linte of snuisterye aan groete of dergelike kaartjies vasplak of vasheg; of toutjies deur ogies ryg;

(e) rollers uit drukmasjiene uitlig of daarin laat neersak, maar nie rollers stel nie;

(f) papier ophang of opstapel om droog te word;

(g) platsetsel in galeivorm vóór proefwerk skoonmaak; galeie of vorms met setsel optel of verskuif; setsel of reëls as 'n bode dra; loodstawe in metaalpotte plaas; masjiensetel bymekaar gooi om weer gesmelt te word; stereotipe- of setmasjiensmetaal smelt of dit in stawe giet; metaal skoonmaak of skoonmaak deur afskuiming;

(h) vogrollers met die hand of 'n masjien skrop; vogrollers toewerk of herbedek; of waterbakke op litografiese masjiene volmaak;

(i) silinders afkoel, skoonmaak, was ontvet of droogmaak; of 'n beskermingslaag aan as-ente van silinders vóór plaatwerk aansit;

(j) aan die voer- of afvoerende van alle soorte masjiene laai of aflaa; gelykskudwerk: Met dien verstande dat fabriekshelper nie velle aan die voer- of afvoerende van drukperse en velle in die Bindwerkafdeling van 'n inrigting met die hande gelyk mag skud nie; tel en die getalle aldus getel, noteer;

(k) afvalstukke afstroop van rolle papier of ander materiaal en dit massameet; of rolle papier of ander materiaal in alle afdelings van die Nywerheid, uitgesonderd die Afdeling Buigsame Houers, onder toesig van 'n vakman of 'n vakleerling splits of weer opdraai; kerns sny en aan die asse van roltoevoermasjiene aansit of rolle wat gesplits of weer opgedraai is van roltoevoermasjiene verwyder;

(l) toedraaiwerk; bandwerk, uitgesonderd bandwerk op koevertmasjiene; verpakking; pakkies of pakkette sorteer; sjokmasjiene laai of ontlai; of dele van die vervoerband van 'n rolpers verwyder en dit gelykskud waar die seksies minstens twee voue reghoekig teenoor mekaar het, of andersins die seksies verwyder en reguitmaak voordat dit na elders verwyder word;

(m) drukplate of -silinders van masjiene toe dra of dit op die masjiens plaas of daarvan aflig maar hulle nie in posisie vassit of vassluit nie;

(n) ink dra of dit in inkbakke op masjiene ingooi, maar nie die inktvoevoer reguleer nie;

(o) rolle papier of ander materiaal op rolperse in posisie hys; of onder toesig van 'n vakman of 'n vakleerling remme aan remwiele sit;

(p) rolle papier of ander materiaal omruil of dit op rolperse opklak;

(q) vakmanne help met die deurryg van die papierstrook of velle op rolperse laat terugloop of slaploop of dit oor eersgenoemde trek of help om papierstroke wat met die hand gespan is, of syaanleg op rolperse, onder toesig van 'n vakman of 'n vakleerling te stel;

(r) plate of silinders skoonmaak; afvalmetaal stukkend sny; monterstukke skoonmaak; of stereokomberse was en droogmaak;

(s) ou emulsie afskrop of glasplate skoonmaak;

(t) ets- of plateerbakke leegtap of skoonmaak;

(u) plate of silinders poleer of greineer, maar uitgesonderd die polys van silinders op 'n draaibank;

(v) die fisiese meng van chemikalieë nadat die bestanddele deur 'n vakman, 'n chemikus, 'n vakleerling, 'n leerling-papiersakmasjienbediener of 'n algemene assistent afgemete is;

(w) gekepte ente aanbreek, uitmekaar haal, buig of deksels opsit in verband met kartonhouer- of kartondoosvervaardiging;

(x) bord met die hand vóór stikwerk vou, of gegomde band aan die bome van houers vasheg ten einde hulle te voltooi of geriffelde houers baal in die Afdeling Riffelbord en Riffelbordhouers;

(y) reeksetiketterwerk doen of strokies gegomde papier vasheg aan snitte papier wat reeds gesny is ten einde groot koeverte te maak;

(z) kragvoertuie vir die vervoer van goedere of materiaal binne die fabriek bedien, drukvorms, papier of ander materiaal na en van die masjienkamer vervoer; plastiekgoedere opbreek en aan stukkie kap om weer

(2) Insert the following new definition of "ink jet printing":

"'ink jet printing' means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are transferred to the paper or other material to be printed by means of ink projected through an electrostatic or electromagnetic field which shapes the image as desired;"

(3) Substitute the following for the existing definition "labourer":

"'factory aid' means, in all sections of the Industry, other than the Duplicating Section, an employee who is employed exclusively upon one or more of the following operations:

(a) Cleaning machinery, including space bands, plungers and matrices on typesetting machines, implements, ink mixers, glue pots, bronzers or varnishers;

(b) washing-up machines by the use of automatic washing-up devices or otherwise, including the removal and cleaning of rollers and the cleaning of ink ducts or ink slabs on machines; or oiling or greasing machines, including the starting and stopping of machines for that purpose;

(c) removing plates from mounts after printing; cutting up of old rollers or roller composition; or casting of rollers; affixing complete rubbers on stamps in connection with rubber stamp manufacturing;

(d) loading, collating or gathering equipment; sticking or tying ribbons or trinkets on to greetings or similar cards; or threading string through eyelets;

(e) lifting or dropping rollers on printing machines, but not setting them;

(f) hanging or sticking paper for maturing;

(g) cleaning of solid matter in galley form before proofing; lifting or moving galleys or formes with type; carrying type or slugs as a messenger; placing ingots in metal pots; dumping machine set matter for remelting; melting stereotype or typesetting machine metal or moulding same into ingots; or cleaning or drossing of metal;

(h) scrubbing damping rollers by hand or machine; sewing or recovering damping rollers; or filling water ducts on lithographic machines;

(i) cooling, cleaning, washing, degreasing or drying of cylinders; or applying a protective coating to the shaft ends of cylinders before plating;

(j) loading or unloading at the feed or delivery ends of all types of machines; knocking up: Provided that a factory aid may not do hand knocking up of sheets at the feed or delivery ends of printing machines and hand knocking up of sheets in the Binding Department of an establishment; counting and recording numbers so counted;

(k) stripping waste off reels of paper or other material and mass-measuring same; or slitting or rewinding reels of paper or other material in all sections of the Industry, other than the Flexible Packaging Section, under the supervision of a journeyman or an apprentice; cutting and placing cores on the shafts of reel fed machines or removing slit or rewound reels from reel fed machines;

(l) wrapping; banding, other than banding on envelope machines; packing; sorting packages or parcels; loading or unloading joggling machines; or removing sections from the conveyor belt of a rotary machine and knocking these up, where the sections have a minimum of two folds at right angles to each other, or otherwise removing and straightening the sections before removal elsewhere;

(m) carrying printing plates or cylinders to machines or lifting them on or off the machine, but not fixing them into position nor locking them;

(n) carrying ink or pouring it into ink ducts on machines, but not regulating the supply of ink;

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

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

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

(r) cleaning plates or cylinders; cutting scrap metal; cleaning mounts; or washing and drying of stereo blankets;

(s) scrubbing off old emulsion or cleaning glass plates;

(t) draining or cleaning etching or plating baths;

(u) polishing or graining of plates or cylinders, but not including the buffing of cylinders on a lathe;

(v) the physical mixing of chemicals after the ingredients have been measured out by a journeyman, a chemist, an apprentice, a learner paper sack machine operator or a general assistant;

(w) breaking out, stripping, bending of scored ends or lidding in connection with carton or cardboard box manufacture;

(x) folding of boards by hand prior to stitching, or affixing gummed tape to the bottoms of containers in order to complete them, or baling of corrugated containers in the Corrugated Board and Container Section;

(y) doing series labelling, or affixing strips of gummed paper to sections of paper already cut in order to produce large envelopes;

(z) operating power-driven vehicles for the transportation of goods or material within the factory; transporting formes, paper or other material to and from machine room; the breaking up and chipping of plastic materials

gebruik te word, vergulding; verbronsing of bestuiwing met die hand; drukwerk ná verbronsing skoonmaak; werk wat op 'n blokkers gemaak is, afvee en skoonmaak; stempeldrukwerk op plat bakke uitlê om droog te word; groepstikker ruim, maar geen meganiese verstelling daaraan doen nie; of enigeen of meer van die werksaamhede wat deur fabriekshelpers ingevolge klousule 25 (10) van hierdie Ooreenkoms gedoen mag word;

(aa) enigeen of meer van ondergenoemde werksaamhede in die Papier-sakafdeling:

(i) Rolle papier gereed maak of dit op buismasjiene sit of sakbuis van buismasjiene afhaal;

(ii) voerders van boomlymmasjiene laai of sakke van sulke masjiene afhaal; of

(iii) klappe of hulse aan sakke sit, bandjies tussen gestikte sakke afsny, sakke sorteer of verpak;

(ab) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Buigsame Houers;

(i) Toutjies met die hand aan sakke aansit, drasakke vou, handvatsels vir drasakke maak of insit; kartonstroke in drasakke vaslym of insteek;

(ii) die heelmaak of herwin van defekte of beskadigde artikels;

(iii) in pakkies, kartonhouers of riefelbordhouers verpak;

(iv) papier vou of bande omsit; buigsame stereo's uitmekeer haal; of bakke van was hervul; of

(v) kerns sny en aan die asse van splitsmasjiene aansit of rolle wat gesplits of weer opgedraai is van splitsmasjiene verwyder;

(ac) enigeen of meer van ondergenoemde werksaamhede in die Skermdrukafdeling:

(i) Bottels of ander houers vir voorraaddoeleindes volmaak;

(ii) voorrade gereed maak voordat skermdruk begin, of oordrukplaatjies of decals aansit;

(iii) artikels geheel en al met die hand in verf, inder; of

(iv) met die hand skuur;

(v) skermdrukrame en/of -eenhede was;

(vi) stempelsnywerk stut, opstel of losbreek; mobiele of enige verkoop-item wat opgemaak moet word, opmaak;

(vii) papier, bord, doekmateriaal, plastiek of enige soortgelyke materiaal met die hand vou;

(viii) rolle materiaal met die hand in stroke sny;

(ix) kleefstrokies aan artikels plak;

(x) gedrukte voorrade van rakke afhaal en opstapel;

(ad) goedere dra, verskuif, opstapel of uitpak, met inbegrip van 'n goederehyser bedien;

(ae) persele of voertuie, werkbanke, gereedskap, inkplate, uitgesonderd inkplate op masjiene; en inslaantafels skoonmaak maar nie selsel of ander materiaal van die inslaantafel verwyder of dit op die tafel sorteer nie;

(af) afskortings of vulstukke bymekeer maak in verband met kartonhouers, kartondose of riefelbordhouers;

(ag) kiste, bale, konkas of ander houers oop- of toemaak; kiste, bale tromme of ander houers brandmerk, merk, sjabloneer of etiketteer;

(ah) briewe, boodskappe of goedere te voet of met 'n fiets, driewiel of handvoertuig aflewer of bymekeer maak;

(ai) op voertuie help wat gebruik word vir die afhaal of aflewering van goedere, of voertuie laai of aflaa;

(aj) afvalpapier baal, hetsy met 'n hand- of kragbaalmasjien;

(ak) fatsoene vir Swartes gaarmaak, tee of dergelyke drankke maak; vuur maak of vure aan die gang hou of afval of as verwyder; of

(al) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Veselbordhouers:

(i) Dekkels opsit;

(ii) kopies inmeekaarpak;

(iii) melkbottelskywe huls; of

(iv) inmeekaargepakte kopies of gehulste melkbottelskywe verpak,

(am) 'n bromponie motordriewiel, motortrapiets of dergelyke voertuig dryf;.

(4) Vervang die bestaande omskrywing van "planografiese drukwerk" deur die volgende:

"planografiese drukwerk", wat litografiese drukwerk insluit maar nie spiritusduplisering nie, die metode van reproduksie met meganiese middels waarby die letters, prente, ontwerpe of ander tekens wat gereproduseer moet word, of regstreeks of met vlakdrukwerk ("offset") op die papier of ander materiaal waarop gedruk moet word, van 'n planografiese beeld op die drukvlak oorgebring word;

(5) Voeg die volgende nuwe omskrywing in na die omskrywing van "Sekretaris":

"halfgeskoolde werknemer" 'n werknemer, uitgesonderd 'n geskoolde werknemer, fabriekshelper en drywer van 'n motorvoertuig, vir wie 'n minimum loon in hierdie Ooreenkoms voorgeskryf word;.

for re-use; tinselling; bronzing or dusting by hand; cleaning off printed matter after bronzing; wiping off and cleaning work produced on a blocking press; laying out of the stamped work on trays for drying; clearing gang stitcher, but not making any mechanical adjustment thereto; or any one or more of the operations which may be done by a factory aid in terms of section 25 (10) of this Agreement;

(aa) any one or more of the following operations in the Paper Sacks Section:

(i) Preparing or putting reels of paper on tubing machines or taking sack tubes off tubing machines;

(ii) loading feeders of bottom pasting machines or taking sacks off such machines; or

(iii) valving or sleeving sacks, cutting tape between sewn sacks, sorting or packing sacks;

(ab) any one or more of the following operations in the Flexible Packaging Section:

(i) Stringing bags by hand, folding carrier bags, making or inserting handles for carrier bags, glueing or inserting cardboard strips into carrier bags;

(ii) the repairing and salvaging of faulty or damaged articles;

(iii) packing into parcels, cartons or corrugated containers;

(iv) folding or banding paper; stripping flexible stereotypes; or replenishing wax troughs; or

(v) cutting and placing cores on the shafts of slitting machines or removing slit or rewound reels from slitting machines;

(ac) any one or more of the following operations in the Screen Printing Section:

(i) Filling bottles or other containers for stock;

(ii) preparing stock prior to screen printing or applying transfers or decals;

(iii) the total immersion of articles into paint by hand;

(iv) sanding by hand;

(v) washing up screen printing frames and/or screen printing units;

(vi) strutting, mounting, break out of die-cut work; making up mobiles or any point of sale item which may require hand make-up;

(vii) folding paper, board, cloth, plastic or any like material by hand;

(viii) cutting roll material into sheets by hand;

(ix) applying adhesive strips to any item;

(x) unstacking and piling of printed stock;

(ad) carrying, moving, stacking or unpacking goods, including operating a goods lift;

(ae) cleaning premises or vehicles, work benches, tools, ink slabs, other than ink slabs on machines, and imposing surfaces, but not the clearing or sorting of type or other material on the imposing surface;

(af) assembling of partitions or fillers in connection with cartons, cardboard boxes or corrugated containers;

(ag) opening or closing boxes, bales, drums or other containers; branding, marking, stencilling or labelling boxes, bales, drums or other containers;

(ah) delivering or collecting letters, messages or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle;

(ai) assisting on vehicles used for the collection or delivery of goods, or loading or unloading vehicles;

(aj) baling waste paper whether done by means of a manually or power-operated baling machine;

(ak) cooking rations for Blacks, making tea or similar beverages; making or maintaining fires or removing refuse or ashes;

(al) any one or more of the following operations in the Fibre Container Section:

(i) Lidding;

(ii) nesting of cups;

(iii) sleeving of milk bottle discs; or

(iv) packing of nested cups or sleeved milk bottle discs; or

(am) driving a motor scooter, motorised vehicle, motorised bicycle or similar vehicle;.

(4) Substitute the following for the existing definition of "planographic printing":

"planographic printing", which includes lithographic printing, but excludes spirit duplicating, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are transferred, either direct or by offset, to the paper or other material to be printed from a planographic image on the printing surface;

(5) Insert the following new definition after the definition of "Secretary":

"semi-skilled employee" means an employee, other than a skilled employee, a factory aid and a driver of a motor vehicle, for whom a minimum wage rate is prescribed in this Agreement;.

(6) Voeg die volgende nuwe omskrywing in na die omskrywing van "korttyd":

"geskoolde werknemer" 'n werknemer vir wie 'n minimum loon in klousule 6 (1) (a), (b) en (c), klousule 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) en 25 (14) (h) (ii), Tabel 19 van klousule 36 en Tabel 22 van klousule 40 voorgeskryf word, en elke chemiemonteerder wat geregtig is op minstens die toploonskaal soos in Tabel 4 van klousule 6 van hierdie Ooreenkoms voorgeskryf."

3. KLOUSULE 4.—TOEPASSINGSBESTEK

(1) In subklousule 2 (a), vervang die syfer "18 (1)" deur die syfer "18".

(2) In subklousule 2 (b), vervang die syfer "4" deur die syfer "5".

4. KLOUSULE 5.—GEBIEDSINDELING VAN DIE REPUBLIEK

Vervang die bestaande klousule 5 deur die volgende:

"5. GEBIEDSINDELING VAN DIE REPUBLIEK

Vir die toepassing van hierdie Ooreenkoms word die Republiek van Suid-Afrika soos volg in gebiede ingedeel:

Platteland.—Dié gebiede in die provinsies die Kaap die Goeie Hoop, Natal, die Oranje-Vrystaat en Transvaal wat buite die stedelike gebiede val wat hieronder genoem word.

Stedelik.—Die landdrostrikte Bellville, Die Kaap, Goodwood, Kimberley, Kuilsrivier, Oos-Londen, Port Elizabeth, Simonstad, Uitenhage, Wynberg, Camperdown, Durban, Inanda, Pietermaritzburg, Pinetown, Bloemfontein, Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Krugersdorp, Nigel, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom."

5. KLOUSULE 6.—LOONTARIEWE

(1) In subklousule (5), vervang die woorde "skermbereider, skermdrukproefwerker of skermwerker" deur die woord "skermassistent".

(2) Vervang die bestaande subklousule 8 deur die volgende:

"(8) Ondanks subklousule (1), moet alle werknemers vir wie minimum lone voorgeskryf word in klousule 6 (1) (a), (b) en (c), klousule 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) en 25 (14) (h) (ii), Tabel 19 van klousule 36 en Tabel 22 van klousule 40 en alle chemiemonteerders wat geregtig is op minstens die toploonskaal in Tabel 4 gemeld, wat hoër lone ontvang as die minimum lone op onderskeidelik 31 Desember 1980 en 1981 voorgeskryf vanaf onderskeidelik 16 Maart 1981 en 1 Januarie 1982, 'n verhoging van minstens R10 per week betaal word. Insgelyks moet alle ander werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en alle vakleerlinge, uitgesonderd drywers van motorvoertuie en fabriekshelpers, wat hoër lone ontvang as die minimum loonskaal op onderskeidelik 31 Desember 1980 en 1981 voorgeskryf vanaf onderskeidelik 16 Maart en 1 Januarie 1982 'n verhoging van minstens R5 per week betaal word. Insgelyks moet alle drywers van motorvoertuie en fabriekshelpers wat hoër lone ontvang as die minimum loonskaal op onderskeidelik 31 Desember 1980 en 1981 voorgeskryf vanaf onderskeidelik 16 Maart 1981 en 1 Januarie 1982 'n verhoging van minstens R2,50 per week betaal word."

(3) Vervang Tabelle 1 tot 13 deur die volgende:

"TABEL 1

DAGWERK

Gebied	Vakmanne nie elders genoem nie	Voormanne; bedieners van vlakdrukklito- veelkleur- perfekteer- en rolperse	S.M.- bedieners	Bediener- werktuig- kundiges
	Skaal 1	Skaal 2	Skaal 3	Skaal 4
1981				
Platteland....	R 132,72	R 140,97	R 142,31	R 151,47
Stedelik.....	133,72	142,06	143,41	152,74
1982				
Platteland....	150,03	159,36	160,87	171,23
Stedelik.....	151,16	160,59	162,12	172,66

TABEL 2

DAGWERK

Weeklone betaalbaar aan drukkershulpe:

Gebied	1981	1982
	R	R
Platteland.....	108,46	122,61
Stedelik.....	110,02	124,37

(6) Insert the following new definition after the existing definition of "short-time":

"'skilled employee' means an employee for whom minimum wage rates are prescribed in section 6 (1) (a), (b) and (c), sections 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) and 25 (14) (h) (ii), Table 19 of section 36 and Table 22 of section 40, and every process moulder entitled to not less than the top rate of wages prescribed in Table 4 of section 6 of this Agreement;"

3. SECTION 4.—SCOPE OF APPLICATION

(1) In subsection (2) (a), substitute the figure "18" for the figure "18 (1)".

(2) In subsection (2) (b), substitute the figure "5" for the figure "4".

4. SECTION 5.—DIVISION OF REPUBLIC INTO AREAS

Substitute the following for the existing section 5:

"5. DIVISION OF REPUBLIC INTO AREAS

For the purposes of this Agreement, the Republic of South Africa is divided into areas as follows:

Rural.—Those areas in the Provinces of the Cape of Good Hope, Natal, the Orange Free State and the Transvaal, falling outside the urban areas specified below.

Urban.—The Magisterial Districts of Bellville, East London, Goodwood, Kimberley, Kuils River, Port Elizabeth, Simonstown, The Cape, Uitenhage, Wynberg, Camperdown, Durban, Inanda, Pietermaritzburg, Pinetown, Bloemfontein, Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Krugersdorp, Nigel, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom."

5. SECTION 6.—WAGE RATES

(1) In subsection (5), substitute the words "screen assistant" for the words "screen preparer, screen printing probationer or screen worker".

(2) Substitute the following for the existing subsection (8):

"(8) Notwithstanding the provisions of subsection (1), all employees for whom minimum rates are prescribed in section 6 (1) (a), (b) and (c), section 25 (6) (p), 25 (7) (a) (ii), 25 (12) (ii) and 25 (14) (h) (ii), Table 19 of section 36 and Table 22 of section 40 and all process mounters entitled to not less than the top rate of wages mentioned in Table 4, who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1980 and 1981, respectively, shall, as from 16 March 1981 and 1 January 1982, respectively, be paid not less than R10 per week extra. Similarly, all other employees for whom minimum wage rates are prescribed in this Agreement, and all apprentices, excluding drivers of motor vehicles and factory aids, who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1980 and 1981, respectively, shall be paid an increase of not less than R5 per week as from 16 March 1981 and 1 January 1982, respectively. Similarly, all drivers of motor vehicles and factory aids who are in receipt of wages in excess of the minimum rates prescribed at 31 December 1980 and 1981, respectively, shall be paid an increase of not less than R2,50 per week as from 16 March 1981 and 1 January 1982, respectively."

(3) Substitute the following for Tables 1 to 13:

"TABLE 1

DAY WORK

Area	Journeymen not elsewhere specified	Foremen; offset litho; multi-colour; perfecting and rotary machine minders	T.M. operators	Operator mechanics
	Scale 1	Scale 2	Scale 3	Scale 4
1981				
Rural.....	R 132,72	R 140,97	R 142,31	R 151,47
Urban.....	133,72	142,06	143,41	152,74
1982				
Rural.....	150,03	159,36	160,87	171,23
Urban.....	151,16	160,59	162,12	172,66

TABEL 2

DAY WORK

Weekly wages payable to printers' attendants:

Area	1981	1982
	R	R
Rural.....	108,46	122,61
Urban.....	110,02	124,37

TABEL 3

DAGWERK

Weeklone betaalbaar aan leerling-drukkershulpe:

Gebied	1981		1982	
	Eerste jaar	Tweede jaar	Eerste jaar	Tweede jaar
Platteland....	R 93,27	R 97,59	R 105,44	R 110,32
Stedelik.....	94,84	99,18	107,21	112,12

TABEL 4

DAGWERK

Weeklone betaalbaar aan chemiemonteerders:

1981

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
Platteland....	R 79,64	R 92,91	R 106,19	R 119,46
Stedelik.....	80,26	93,63	107,01	120,38

1982

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
Platteland....	R 90,03	R 105,03	R 120,04	R 135,04
Stedelik.....	90,73	105,84	120,97	136,08

TABEL 5

DAGWERK

Weeklone betaalbaar aan bedieners van vrugtetoedraaipapiermasjiene:

Gebied	1981	1982
Platteland.....	R 81,60	R 92,24
Stedelik.....	91,83	103,81

TABEL 6

DAGWERK

Weekloon betaalbaar aan degelpersdrukkers en litobedieners:

Wanneer werksaam ingevolge klousule 25 (9) (d) (ii), moet degelpersdrukkers minstens 10 persent meer betaal word as die lone wat in hierdie Tabel gespesifiseer word.

Gebied	1981	1982
Platteland.....	R 71,70	R 81,05
Stedelik.....	80,58	91,09

TABEL 7

DAGWERK

Weeklone betaalbaar aan leerling-degelpersdrukkers en leerlinglitobediensers volgens hul ondervinding:

Wanneer werksaam ingevolge klousule 25 (9) (d) (ii), moet leerling-degelpersdrukkers minstens 10 persent meer betaal word as die lone wat in hierdie Tabel gespesifiseer word:

1981

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
Platteland.....	R 44,46	R 49,82	R 60,46
Stedelik.....	49,08	55,27	64,45

TABLE 3

DAY WORK

Weekly wages payable to trainee printers' attendants:

Area	1981		1982	
	First year	Second year	First year	Second year
Rural	R 93,27	R 97,59	R 105,44	R 110,32
Urban	94,84	99,18	107,21	112,12

TABLE 4

DAY WORK

Weekly wages payable to process mounters:

1981

Area	First six months	Second six months	Third six months	Thereafter
Rural	R 79,64	R 92,91	R 106,19	R 119,46
Urban	80,26	93,63	107,01	120,38

1982

Area	First six months	Second six months	Third six months	Thereafter
Rural	R 90,03	R 105,03	R 120,04	R 135,04
Urban	90,73	105,84	120,97	136,08

TABLE 5

DAY WORK

Weekly wages payable to fruit wrapper machine operatives:

Area	1981	1982
Rural	R 81,60	R 92,24
Urban	91,83	103,81

TABLE 6

DAY WORK

Weekly wages payable to platen pressmen and litho operatives:

When employed in terms of section 25 (9) (d) (ii) platen pressmen shall be paid at least 10 per cent more than the wages specified in this table.

Area	1981	1982
Rural	R 71,70	R 81,05
Urban	80,58	91,09

TABLE 7

DAY WORK

Weekly wages payable to learner platen pressmen and learner litho operatives according to their experience:

When employed in terms of section 25 (9) (d) (ii), learner platen pressmen shall be paid at least 10 per cent more than the wages specified in this table.

1981

Area	First six months	Second six months	Third six months
Rural	R 44,46	R 49,82	R 60,46
Urban	49,08	55,27	64,45

1982			
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande
Platteland.....	R 50,26	R 56,32	R 68,35
Stedelik.....	55,48	62,48	72,86

TABEL 8

DAGWERK

Weeklone betaalbaar aan Monotype-gietmasjienbedieners volgens hul ondervinding:

1981			
Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland.....	R 41,68	R 56,65	R 71,88
Stedelik.....	44,99	62,25	81,25

1982			
Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland.....	R 47,12	R 64,04	R 81,26
Stedelik.....	50,86	70,37	91,85

TABEL 9

DAGWERK

Weeklone betaalbaar aan kwartobinders volgens hul ondervinding as sodanig:

Die hoogste lone wat in hierdie Tabel vir mans gespesifiseer word, is aan bedieners van handsnymasjiene betaalbaar, ongeag hul geslag.

1981			
Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland:	R	R	R
Vroue.....	56,97	61,28	61,55
Mans.....	62,04	67,31	68,54
Stedelik:			
Vroue.....	60,54	64,29	64,88
Mans.....	65,09	71,60	77,04

1982			
Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland:	R	R	R
Vroue.....	64,40	69,27	69,58
Mans.....	70,13	76,09	77,48
Stedelik:			
Vroue.....	68,44	72,68	73,34
Mans.....	73,58	80,94	87,09

TABEL 10

DAGWERK

Weeklone betaalbaar aan algemene assistente en platsetters gedurende eerste twee jaar ondervinding:

1981					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar*
Platteland.....	R 40,02	R 45,76	R 50,92	R 57,11	R 58,04
Stedelik.....	43,13	50,62	56,05	60,67	61,66

1982			
Area	First six months	Second six months	Third six months
Rural.....	R 50,26	R 56,32	R 68,35
Urban.....	55,48	62,48	72,86

TABLE 8

DAY WORK

Weekly wages payable to monotype caster attendants in accordance with their experience:

1981			
Area	First year	Second year	Thereafter
Rural.....	R 41,68	R 56,65	R 71,88
Urban.....	44,99	62,25	81,25

1982			
Area	First year	Second year	Thereafter
Rural.....	R 47,12	R 64,04	R 81,26
Urban.....	50,86	70,37	91,85

TABLE 9

DAY WORK

Weekly wages payable to quarter binders according to their experience as such:

The highest rate of wages specified in this Table for males shall be payable to operatives of manually operated cutting machines, irrespective of sex.

1981			
Area	First year	Second year	Thereafter
Rural (females).....	R 56,97	R 61,28	R 61,55
(males).....	62,04	67,31	68,54
Urban (females).....	60,54	64,29	64,88
(males).....	65,09	71,60	77,04

1982			
Area	First year	Second year	Thereafter
Rural (females).....	R 64,40	R 69,27	R 69,58
(males).....	70,13	76,09	77,48
Urban (females).....	68,44	72,68	73,34
(males).....	73,58	80,94	87,09

TABLE 10

DAY WORK

Weekly wages payable to general assistants and to solid typesetters during their first two years of experience:

1981					
Area	First six months	Second six months	Third six months	Fourth six months	After two years*
Rural.....	R 40,02	R 45,76	R 50,92	R 57,11	R 58,04
Urban.....	43,13	50,62	56,05	60,67	61,66

1982

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar*
Platteland.....	R 45,24	R 51,73	R 57,56	R 64,56	R 65,61
Stedelik.....	48,76	57,22	63,36	68,58	69,70

* Slegs algemene assistente. Vir voortsetting van skale vir platsetters kyk Tabel 11.

TABEL 11

DAGWERK

Weeklone betaalbaar aan platsetters na twee jaar ondervinding:

1981

Gebied	Derde jaar	Vierde jaar	Na vier jaar
Platteland.....	R 60,15	R 67,31	R 68,54
Stedelik.....	61,46	71,60	77,04

1982

Gebied	Derde jaar	Vierde jaar	Na vier jaar
Platteland.....	R 68,00	R 76,09	R 77,48
Stedelik.....	69,48	80,94	87,09

TABEL 12

DAGWERK

Weeklone betaalbaar aan koevertponsers volgens hul ondervinding as sodanig:

1981

Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland.....	R 56,97	R 63,48	R 68,54
Stedelik.....	60,49	69,47	77,04

1982

Gebied	Eerste jaar	Tweede jaar	Daarna
Platteland.....	R 64,40	R 71,76	R 77,48
Stedelik.....	68,38	78,53	87,09

TABEL 13

Weeklone betaalbaar aan drywers van motorvoertuie:

	1981	1982
Onbelaste massa hoogstens 5 000 kg.....	R47,46	R54,53
Onbelaste massa meer as 5 000 kg	R55,38	R63,63."

6. KLOUSULE 8.—DIFFERENSIELE LONE EN GETALSVREHOUDING

In subklousule (2) (a), vervang die woorde "skermbereiders (hand)" deur die woord "skermassistent".

7. KLOUSULE 9.—VAKLEERLINGE EN MINDERJARIGES

In subklousule (4) skrap die woorde "in 'n tegniese of meganiese hoedanigheid".

8. KLOUSULE 14.—VERLOF

(1) In subklousule (2) (a), (9) (a) en (9) (b) (i), vervang die woord "Paasmaandag" deur die woord "Gesinsdag".

(2) In subklousule (14), vervang die woorde "arbeiders van toepassing nie en in die Skermdrukafdeling is subklousule (12) van hierdie klousule slegs van toepassing ten opsigte van werknemers vir wie lone in Tabel 25 voorgeskryf word" deur die woorde "fabriekshelpers van toepassing nie".

9. KLOUSULE 15.—DAAGLIKSE TYDREGISTER

In subklousule (1), vervang die woord "arbeiders" deur die woord "fabriekshelpers".

1982

Area	First six months	Second six months	Third six months	Fourth six months	After two years*
Rural.....	R 45,24	R 51,73	R 57,56	R 64,56	R 65,61
Urban.....	48,76	57,22	63,36	68,58	69,70

* General Assistants only. For continuation of scales for Solid Typesetters, see Table 11.

TABLE 11

DAY WORK

Weekly wages payable to solid typesetters after two years of experience:

1981

Area	Third year	Fourth year	After four years
Rural.....	R 60,15	R 67,31	R 68,54
Urban.....	61,46	71,60	77,04

1982

Area	Third year	Fourth year	After four years
Rural.....	R 68,00	R 76,09	R 77,48
Urban.....	69,48	80,94	87,09

TABLE 12

DAY WORK

Weekly wages payable to envelope punchers according to their experience as such:

1981

Area	First year	Second year	Thereafter
Rural.....	R 56,97	R 63,48	R 68,54
Urban.....	60,49	69,47	77,04

1982

Area	First year	Second year	Thereafter
Rural.....	R 64,40	R 71,76	R 77,48
Urban.....	68,38	78,53	87,09

TABLE 13

Weekly wages payable to drivers of motor vehicles:

	1981	1982
Up to 5 000 kg unladen mass.....	R47,46	R54,53
Over 5 000 kg unladen mass	R55,38	R63,63."

6. SECTION 8.—DIFFERENTIAL RATES AND RATIO

In subsection (2) (a), substitute the words "screen assistants" for the words "screen preparers (manual)".

7. SECTION 9.—APPRENTICES AND MINORS

In subsection (4), delete the words "in a technical or mechanical capacity".

8. SECTION 14.—HOLIDAYS

(1) In subsections (2) (a), (9) (a) and (9) (b) (i), substitute the expressions "Family Day" and "Day of the Vow", for the expressions "Easter Monday" and "Day of the Covenant", respectively.

(2) In subsection (14) substitute the words "factory aids" for the words "labourers and in the Screen Printing Section, the provisions of subsection (12) of this section shall apply only in respect of employees for whom wages are prescribed by Table 25".

9. SECTION 15.—DAILY TIME SHEETS

In subsection (1), substitute the words "factory aids" for the word "labourers".

10. KLOUSULE 16.—WERWING VAN WERKNEMERS, EN DIENSSERTIFIKATE

In subklousule (1), vervang die woord "arbeider" deur die woord "fabriekshelper".

11. KLOUSULE 18.—BYDRAES

Vervang die bestaande klousule 18 deur die volgende:

"18. BYDRAES"

- (1) Elke werkgever moet soos volg tot die Algemene Fonds van die Raad bydra ten opsigte van werknemers in sy diens:
 - (a) 22c per week vir elke geskoolde werknemer; en
 - (b) 18c per week vir—
 - (i) elke ander werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word; en
 - (ii) elke vakleerling.
- (2) Elke werkgever moet soos volg tot die Gesamentlike Werkloosheidsfonds van die Raad bydra ten opsigte van werknemers in sy diens:
 - (a) 90c per week vir elke geskoolde werknemer; en
 - (b) 50c per week vir—
 - (i) elke halfgeskoolde werknemer;
 - (ii) elke vakleerling; en
 - (iii) elke fabriekshelper en drywer van 'n motorvoertuig wat lid is van die vakvereniging met addisionele voordele.
- (3) Elke werkgever moet soos volg tot die Pensioenfonds van die Raad bydra ten opsigte van werknemers in sy diens:
 - (a) R16,05 per week vir elke geskoolde werknemer;
 - (b) R9,67 per week vir elke halfgeskoolde werknemer met 18 maande of meer ondervinding in die Nywerheid en vir wie minimum lone voorgeskryf word teen 'n skaal hoër as die hoogste stedelike loon in Tabel 10 van klousule 6 van hierdie Ooreenkoms voorgeskryf; en
 - (c) R7,40 per week vir elke—
 - (i) halfgeskoolde werknemer met 18 maande of meer ondervinding in die Nywerheid en vir wie minimum lone voorgeskryf word teen 'n skaal gelyk aan of laer as die hoogste stedelike loon in Tabel 10 van klousule 6 van hierdie Ooreenkoms voorgeskryf; en
 - (ii) vakleerling;
 - (d) R3 per week vir elke halfgeskoolde werknemer met minder as 18 maande ondervinding in die Nywerheid; en
 - (e) R2,46 per week vir elke fabriekshelper en drywer van 'n motorvoertuig wat lid is van die vakvereniging.
- (4) (a) Elke werkgever moet R2,70 per week tot die Mediese Hulpfonds van die Raad bydra ten opsigte van elk van die volgende werknemers in sy diens:
 - (i) Elke geskoolde werknemer, halfgeskoolde werknemer en vakleerling; en
 - (ii) elke fabriekshelper en drywer van 'n motorvoertuig wat lid is van die vakvereniging met addisionele voordele.
 (b) Die bydrae in hierdie subklousule genoem, is nie betaalbaar nie ten opsigte van werknemers van genoemde klasse wat lede van die mediese hulpverenigings of dergelike organisasies is wat die Staande Komitee na goeëddunke vir dié doel geregistreer het; en die bydrae vir die Mediese Hulpfonds in klousule 21 genoem, mag nie van die lone van sodanige werknemers afgetrek word nie.
- (5) Elke werkgever moet R1,60 per week tot die Opleidingskema-fonds van die Raad bydra ten opsigte van elke geskoolde werknemer in sy diens.
- (6) Elke werkgever moet soos volg tot die Arbeidershulpfonds van die Raad bydra ten opsigte van werknemers in sy diens:
 - (a) R1,02 per week vir elke fabriekshelper en drywer van 'n motorvoertuig wat nie lid van die vakvereniging is nie; en
 - (b) 15c per week vir elke fabriekshelper en drywer van 'n motorvoertuig wat lid van die vakvereniging is met addisionele voordele.
- (7) (a) Wanneer 'n werknemer 20 uur of langer gedurende 'n week gewerk het, moet volle bydraes ten opsigte van daardie week betaal word. Indien 'n werknemer minder as 20 uur gedurende 'n week gewerk het, is geen bydraes ten opsigte van daardie week betaalbaar nie.
 (b) Volle bydraes moet betaal word ten opsigte van 'n tydperk waarin 'n werknemer met verlof met betaling is: Met dien verstande egter dat geen bydraes betaalbaar is ingeval die werknemer se afwesigheid toe te skryf is aan siekte of beserings wat in 'n ongeluk opgedoen is nie.
- (8) (a) Die Raad het die reg om 'n werkgever te eniger tyd te beveel om 'n waarborg by die Raad in te dien wat vir die Raad aanvaarbaar is en gelykstaande is met 13 weke se bydraes wat ingevolge hierdie klousule betaalbaar is ten opsigte van elke werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word.
 Elke werkgever aan wie sodanige kennisgewing per geregistreerde pos ingevolge hierdie subklousule gestuur is, moet sodanige waarborg binne 21 dae vanaf die datum van die kennisgewing by die Raad indien.

10. SECTION 16.—RECRUITMENT OF EMPLOYEES AND CERTIFICATES OF EMPLOYMENT

In subsection (1), substitute the words "factory aids" for the word "labourer".

11. SECTION 18.—CONTRIBUTIONS

Substitute the following for the existing section 18:

"18. CONTRIBUTIONS"

- (1) Every employer shall contribute to the general funds of the Council—
 - (a) 22c per week for every skilled employee; and
 - (b) 18c per week for—
 - (i) every other employee for whom wages are prescribed in this Agreement; and
 - (ii) every apprentice; employed by him.
- (2) Every employer shall contribute to the Joint Unemployment Fund of the Council—
 - (a) 90c per week for each skilled employee; and
 - (b) 50c per week for every—
 - (i) semi-skilled employee;
 - (ii) apprentice; and
 - (iii) factory aid and driver of a motor vehicle who is a member of the trade union with additional benefits; employed by him.
- (3) Every employer shall contribute to the Pension Fund of the Council—
 - (a) R16,05 per week for every skilled employee;
 - (b) R9,67 per week for every semi-skilled employee who has had 18 months' or more experience in the Industry and for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6 of this Agreement;
 - (c) R7,40 per week for every—
 - (i) semi-skilled employee who has had 18 months' or more experience in the Industry and for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6 of this Agreement; and
 - (ii) apprentice;
 - (d) R3 per week for every semi-skilled employee who has had less than 18 months' experience in the Industry; and
 - (e) R2,46 per week for every factory aid and driver of a motor vehicle who is a member of the trade union; employed by him.
- (4) (a) Every employer shall contribute to the Medical Aid Fund of the Council R2,70 per week for each—
 - (i) skilled employee, semi-skilled employee and apprentice; and
 - (ii) factory aid and driver of a motor vehicle who is a member of the trade union with additional benefits; employed by him.
 (b) The contribution mentioned in this subsection shall not be payable in respect of employees of the classes mentioned who are members of the medical aid societies or similar organisations, which the Standing Committee in its discretion, has registered for this purpose; and the deductions for the Medical Aid Fund mentioned in section 21 may not be made from the wages of such employees.
- (5) Every employer shall contribute to the Training Schemes Fund of the Council the sum of R1,60 per week for every skilled employee employed by him.
- (6) Every employer shall contribute to the Labourers' Benefit Fund of the Council—
 - (a) R1,02 per week for each factory aid and driver of a motor vehicle who is not a member of the trade union; and
 - (b) 15c per week for each factory aid and driver of a motor vehicle who is a member of the trade union without additional benefits; employed by him.
- (7) (a) Where an employee has worked for 20 hours or more during any week, full contributions shall be paid in respect of that week. Should an employee have worked for less than 20 hours during any week, no contributions are payable in respect of that week.
 (b) Full contributions shall be paid in respect of any period during which an employee is on paid leave: Provided, however, that no contributions are payable where the employee's absence is due to illness or because of injuries sustained in an accident.
- (8) (a) The Council shall have the right at any time to call upon any employer to lodge with the Council a guarantee acceptable to the Council and equal to 13 weeks' contributions payable in terms of this section in respect of each employee for whom wages are prescribed in this Agreement.
 Every employer upon whom notice by registered post has been served in terms of this subsection shall lodge the guarantee with the Council within 21 days from the date of such notice.

(b) Ondanks paragraaf (a) hiervan, moet die waarborg vir minstens R300 wees, ongeag die getal werknemers wat in diens is by die werkgever.

(c) Ondanks andersluidende bepalings hierin vervat, beskik die Raad oor die bedrag van die waarborg, indien dit kontant betaal word, en in geval van insolvensie of likwidasië van die werkgever het die likwidateur of trustee van die werkgever, na gelang van die geval, geen reg hoegenaamd daartoe nie.

(d) Die Raad moet die waarborg sonder benadeling van enige ander regte wat hy teen die werkgever mag hê, aanwend om die werkgever na goeddunke te onthef van sy verpligtings ten opsigte van bydraes wat betaalbaar is aan die Fondse van die Raad, indien die Raad oortuig is dat die werkgever versuim het om sy verpligtings na te kom.

(e) Die Raad het die reg om 'n werkgever te eniger tyd te beveel om 'n opgawe in te dien, in 'n vorm en op 'n wyse soos deur die Raad voorgeskryf, waarin aangetoon word hoeveel werknemers by hom werksaam is in die kategorieë waarvan in hierdie klousule melding gemaak word.

(f) As die bedrag van die waarborg waaroor die Raad beskik, na aftrekking van uitbetalings deur die Raad ooreenkomstig paragraaf (d) hierbo, onvoldoende is om die betaling van bydraes in paragraaf (a) hierbo bedoel, te dek, moet die werkgever, op versoek van die Raad, die bedrag van sodanige waarborg vermeerder sodat dit voldoende is om betaling van sodanige bydraes te dek. Behoudens paragraaf (b) hiervan, moet die Raad insgelyks toelaat dat die werkgever die bedrag van sodanige waarborg verminder waar die vermindering van die getal werknemers in sy diens sodanige terugbetaling regverdig."

12. KLOUSULE 19—BYDRAESEËLS

Vervang die bestaande klousule 19 deur die volgende:

"19. BYDRAESEËLS

(1) Ten einde betaling te vergemaklik van die bydraes in klousule 18 hiervan genoem, moet elke werkgever bydraeseëls van die Raad koop om hom in staat te stel om aan klousule 20 te voldoen. 'n Werkgever kan te eniger tyd van die Raad 'n terugbetaling kry van die waarde van ongebruikte seëls: Met dien verstande dat enige bedrag ten opsigte van ongebruikte seëls wat nie binne ses maande van die vervaldatum van hierdie Ooreenkoms geëis word nie, die verskillende fondse toekom. Die waardes van die verskillende seëls wat ten opsigte van alle bydraes nodig is, is soos volg:

	R
Geskoolde werknemers	21,47
Halfgeskoolde werknemers met 18 maande ondervinding of meer in die Nywerheid—	
vir wie minimum lone voorgeskryf word teen 'n skaal hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6	13,05
vir wie minimum lone voorgeskryf word teen 'n skaal gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6	10,78
Vakleerlinge	10,78
Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid	6,38
Fabriekshelpers en drywers van motorvoertuie—	
(a) wat lede is van die vakvereniging—	
(i) met addisionele voordele	5,84
(ii) sonder addisionele voordele	2,79
(b) wat nie lede van die vakvereniging is nie	1,20

(2) Die waardes van die verskillende seëls wat vereis word ten opsigte van werknemers wat lede is van mediese hulpverenigings wat ingevolge klousule 18 (4) hiervan by die Staande Komitee geregistreer is, is soos volg:

	R
Geskoolde werknemers	18,77
Halfgeskoolde werknemers met 18 maande ondervinding of meer in die Nywerheid—	
vir wie minimum lone voorgeskryf word teen 'n skaal hoër as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6	10,35
vir wie minimum lone voorgeskryf word teen 'n skaal gelyk aan of laer as die hoogste stedelike loon voorgeskryf in Tabel 10 van klousule 6	8,08
Vakleerlinge	8,08
Halfgeskoolde werknemers met minder as 18 maande ondervinding in die Nywerheid	3,68
Fabriekshelpers en drywers van motorvoertuie wat lede is van die vakvereniging met addisionele voordele	3,14"

13. KLOUSULE 20.—BYDRAEKAARTE

Vervang die bestaande klousule 20 deur die volgende:

"20. BYDRAEKAARTE

(1) 'n Werkgever moet ten opsigte van elkeen van sy werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word, 'n bydraekaart in goeie orde byhou wat hy moet verkry van die beampte soos voorgeskryf in

(b) Notwithstanding paragraph (a) hereof, the guarantee shall not be less than R300 irrespective of the number of employees in the employment of the employer.

(c) Notwithstanding anything to the contrary herein contained, the amount of the guarantee, if paid in cash, shall be vested in the Council and in the event of the insolvency or liquidation of the employer, the liquidator or trustee of the employer, as the case may be, shall have no right of any nature whatsoever thereto.

(d) The Council shall, without prejudice to any other rights which it may have against the employer, apply the guarantee as the Council in its discretion may decide to the discharge of the employer's obligations in terms of contributions payable to the Funds of the Council when it is satisfied that the employer has failed to fulfil such obligations.

(e) The Council shall have the right at any time to call upon any employer to submit a return, in a form and manner prescribed by the Council, showing the total number of employees employed in the various categories referred to in this section.

(f) Where the guarantee held by the Council, after deducting any disbursements by the Council in accordance with paragraph (d) above, is insufficient to cover the payment of contributions referred to in paragraph (a) above, the employer shall upon demand by the Council increase the amount of such guarantee to an amount sufficient to cover such payment. Subject to paragraph (b) hereof, the Council shall likewise permit the employer to reduce the amount of such guarantee where a reduction in the number of employees employed warrants such a refund."

12. SECTION 19.—CONTRIBUTION STAMPS

Substitute the following for the existing section 19:

"19. CONTRIBUTION STAMPS

(1) In order to facilitate the payment of the contributions mentioned in section 18 hereof, every employer shall purchase from the Council contribution stamps to enable him to comply with the provisions of section 20. An employer may at any time obtain from the Council a refund of the value of any unused stamps: Provided that any amount in respect of unused stamps not claimed within six months from the date of expiration of this Agreement shall accrue to the various funds. The values of the various stamps required in respect of all contributions are as follows:

	R
Skilled employees	21,47
Semi-skilled employees with 18 months' or more experience in the Industry—	
for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6	13,05
for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6	10,78
Apprentices	10,78
Semi-skilled employees with less than 18 months' experience in the Industry	6,38
Factory aids and drivers of motor vehicles—	
(a) who are members of the trade union—	
(i) with additional benefits	5,84
(ii) without additional benefits	2,79
(b) who are not members of the trade union	1,20

(2) The values of the various stamps required in respect of employees who are members of Medical Aid Societies registered with the Standing Committee in terms of section 18 (4), are as follows:

	R
Skilled employees	18,77
Semi-skilled employees with 18 months' or more experience in the Industry—	
for whom minimum wages are prescribed at a rate exceeding the highest urban rate prescribed in Table 10 of section 6	10,35
for whom minimum wages are prescribed at a rate equal to or lower than the highest urban rate prescribed in Table 10 of section 6	8,08
Apprentices	8,08
Semi-skilled employees with less than 18 months' experience in the Industry	3,68
Factory aids and drivers of motor vehicles who are members of the trade union with additional benefits	3,14"

13. SECTION 20.—CONTRIBUTION CARDS

Substitute the following for the existing section 20:

"20. CONTRIBUTION CARDS

(1) In respect of each employee for whom wages are prescribed in this Agreement, an employer shall keep in good order a contribution card,

subklousule (2) binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, vanaf die datum waarop die betrokke werknemer in diens geneem is of vanaf die begin van elke kalenderjaar, naamlik die jongste datum. Binne sewe dae na die einde van elke week moet hy in die plek wat daarvoor aangedui is 'n bydraeseël van die vereiste waarde op die kaart plak en elke seël roeier deur die naam van sy firma daarop aan te bring.

(2) Die bydraekaarte in subklousule (1) bedoel moet—

(a) in geval van alle fabriekshelpers en drywers van motorvoertuie wat nie lede van die vakvereniging is nie, verkry word vanaf die Sekretaris, Bestuurskomitee, Arbeidershulpfonds, Posbus 7765, Johannesburg, 2000 (Negende Verdieping, Gloucester House, Rissikstraat 66, Johannesburg); en

(b) in geval van alle ander werknemers verkry word van die beamppte van die vakvereniging wat regsbevoegdheid het oor die gebied waarin hy besigheid doen.

(3) Bydraekaarte kan deur die werkgever gehou word maar bly die eiendom van die Raad en is onderworpe aan inspeksie te eniger tyd deur persone wat deur die Staande Komitee aangestel of gemagtig is."

14. KLOUSULE 21.—AFTREKKINGS

Vervang die bestaande klousule 21 deur die volgende:

"21. AFTREKKINGS

'n Werkgever kan ondergenoemde weeklikse bydrae, wat die werknemer se bydrae tot die verskillende fondse is, van die loon aftrek wat aan elk van die betrokke werknemers verskuldig is:

	R	R	R	R	R	R
Waarde van seël.....	21,47	13,05	10,78	6,38	5,84	2,79
Algemene Fonds	0,07	0,07	0,07	0,07	0,07	0,07
Gesamentlike Werkloosheidsfonds.....	0,40	0,20	0,20	0,20	0,20	—
Pensioenfonds	7,54	4,54	3,48	1,41	0,79	0,79
Mediese Hulpfonds	1,35	1,35	1,35	1,35	1,35	—
Arbeidershulpfonds— Mediese en Siektebesoldigingsfonds en Bystandsfonds	—	—	—	—	—	0,02
	9,36	6,16	5,10	3,03	2,41	0,88

	R	R	R	R	R	R
Waarde van seël.....	1,20	18,77	10,35	8,08	3,68	3,14
Algemene Fonds	0,07	0,07	0,07	0,07	0,07	0,07
Gesamentlike Werkloosheidsfonds.....	—	0,40	0,20	0,20	0,20	0,20
Pensioenfonds	—	7,54	4,54	3,48	1,41	0,79
Arbeidershulpfonds— Pensioenfonds	0,28	—	—	—	—	—
Mediese en Siektebesoldigingsfonds en Bystandsfonds	0,02	—	—	—	—	—
	0,37	8,01	4,81	3,75	1,68	1,06"

15. KLOUSULE 22.—BESKIKKING OOR BYDRAEKAARTE

Vervang die bestaande klousule 22 deur die volgende:

"22. BESKIKKING OOR BYDRAEKAARTE

(1) Aan die einde van elke kalenderjaar moet die bydraekaart van elke werknemer vir daardie jaar deur die werkgever aan die beamppte soos in klousule 20 (2) voorgeskryf gestuur word sodat dit die beamppte voor of op 31 Januarie van die daaropvolgende jaar bereik.

(2) By die diensbeëindiging van 'n werknemer moet die betrokke werkgever die bydraekaart van die werknemer onmiddellik aan die beamppte soos voorgeskryf in klousule 20 (2), stuur."

16. KLOUSULE 23.—VAKVERENIGINGSLIDMAATSKAP

(1) Vervang die bestaande subklousule (2) deur die volgende:

"(2) Geen werkgever wat lid van een van of beide die werkgeversorganisasies is, mag 'n werknemer vir wie lone in Hoofstukke 1 tot 8 van hierdie Ooreenkoms voorgeskryf word, in diens neem nie tensy sodanige persoon lid van die vakvereniging is of 'n voorlopige lidmaatskapkaart of 'n werkkarta van die vakvereniging het: Met dien verstande egter dat die bepalinge van hierdie subklousule nie van toepassing is ten opsigte van 'n persoon wat voor of op 15 Maart 1981 in die Nywerheid werksaam was wat op daardie datum nie lid van die vakvereniging was nie."

(2) Skrap subklousule (6).

which shall be obtained by him from the official prescribed in subsection (2), within one month from the date upon which this Agreement comes into operation, from the date upon which the employee concerned was engaged or the beginning of each calendar year, whichever may be the later. Within seven days of the end of each week he shall affix in the place indicated on the card a contribution stamp of the required value and shall cancel such stamp by marking thereon the name of his firm.

(2) The contribution cards referred to in subsection (1) hereof shall—

(a) in respect of all factory aids and drivers of motor vehicles who are not members of the trade union be obtained from the Secretary, Management Committee, Labourers' Benefit Fund, P.O. Box 7765, Johannesburg, 2000 (Ninth Floor, Gloucester House, 66 Rissik Street, Johannesburg); and

(b) in respect of all other employees be obtained from the official of the trade union having jurisdiction over the area in which the employer concerned carries on business.

(3) Contribution cards may be kept by the employer, but shall remain the property of the Council, and shall be subject to inspection at any time by persons appointed or authorised by the Standing Committee."

14. SECTION 21.—DEDUCTIONS

Substitute the following for the existing section 21:

"21. DEDUCTIONS

An employer may make the following weekly deductions, being the employee's contribution to the various funds, from the wages due to each of the employees concerned:

	R	R	R	R	R	R
Value of stamp	21,47	13,05	10,78	6,38	5,84	2,79
General Fund	0,07	0,07	0,07	0,07	0,07	0,07
Joint Unemployment Fund	0,40	0,20	0,20	0,20	0,20	—
Pension Fund	7,54	4,54	3,48	1,41	0,79	0,79
Medical Aid Fund.....	1,35	1,35	1,35	1,35	1,35	—
Labourers' Benefit Fund— Medical and Sick Pay Fund and Benevolent Fund	—	—	—	—	—	0,02
	9,36	6,16	5,10	3,03	2,41	0,88

	R	R	R	R	R	R
Value of stamp	1,20	18,77	10,35	8,08	3,68	3,14
General Fund	0,07	0,07	0,07	0,07	0,07	0,07
Joint Unemployment Fund	—	0,40	0,20	0,20	0,20	0,20
Pension Fund	—	7,54	4,54	3,48	1,41	0,79
Labourers' Benefit Fund— Pension Fund	0,28	—	—	—	—	—
Medical and Sick Pay Fund and Benevolent Fund	0,02	—	—	—	—	—
	0,37	8,01	4,81	3,75	1,68	1,06"

15. SECTION 22.—DISPOSAL OF CONTRIBUTION CARDS

Substitute the following for the existing section 22:

"22. DISPOSAL OF CONTRIBUTION CARDS

(1) At the end of each calendar year an employer shall forward the contribution card of each employee for that year to the official prescribed in section 20 (2), so as to reach that official not later than 31 January of the following year.

(2) On termination of employment of an employee, the employer concerned shall immediately forward the contribution card of such employee to the official prescribed in section 20 (2)."

16. SECTION 23.—TRADE UNION MEMBERSHIP

(1) Substitute the following for the existing subsection (2):

"(2) No employer, who is a member of either of or both the employers' organisations, shall engage or employ an employee for whom wages are prescribed in Chapters 1 to 8 of this Agreement, unless such person is a member of the trade union or holds a provisional membership card or a working card of the trade union: Provided, however, that the provisions of this subsection shall not apply in respect of a person who was employed in the Industry on or before 15 March 1981 and who was not a member of the trade union at that date."

(2) Delete subsection (6).

17. KLOUSULE 25.—WERKREGLEMENT

(1) Vervang die bestaande subklousule (6) (z) (iii), (iv) en (v) deur die volgende:

“(iii) Videovertoontermiaal-, optiese karakterlesing- en dergelike elektroniese origineeluitrusting kan in die administratiewe, advertensie- of redaksie-afdelings van alle bedryfsinrigtings, uitgesonderd nuusblad-bedryfsinrigtings, geïnstalleer word.

(A) 'n Werkgewer kan enige werknemer in die administratiewe afdeling toelaat om sodanige uitrusting te bedien ten einde gegewens betreffende die administratiewe en boekhoufunksies van sy bedryfsinrigting in te voer of te herwin.

(B) 'n Werkgewer kan ten opsigte van die produksie van tydskrifte, 'n besoldigde praktiserende joernalis, redaksionele medewerker of outeur toelaat om sodanige uitrusting in die redaksie-afdeling te bedien, mits dit sy eie oorspronklike kopie is. Insgelyks kan 'n werkgewer, ten opsigte van die produksie van boeke en handelsdrukwerk, so 'n werknemer toelaat om sodanige uitrusting te bedien. Werknemers in hierdie paragraaf bedoel, kan sodanige uitrusting bedien ten einde kopie in te voer, te herwin, te redigeer en te korrigeer en kan vooraf geprogrammeerde formate by name kies wat die letterbeelde, lettergroottes, kolombreedte en puntgroottes bepaal en kan die volgende kopie inpas:

(aa) Oorspronklike werk wat deur die betrokke persoon regstreeks in die stelsel ingevoer word;

(ab) kopie bekom via afgeleë dataskakel en van takkantore of wat ver van die hoofredaksiekantoor geleë is;

(ac) kopie wat telefonies oorgedra en regstreeks in die stelsel ingevoer word. Kopie wat per telefoon ontvang word, kan ook deur die tiksters wat in 'n voltydse hoedanigheid in die redaksieafdeling werksaam is regstreeks in die stelsel ingevoer word;

(ad) kopie wat regstreeks in die stelsel in vertaal word: Met dien verstande dat dit ook deur 'n vertaler in die diens van die betrokke bedryfsinrigting gedoen kan word;

(ae) geformate opskrifte:

Met dien verstande dat—

(i) 'n werkgewer nie 'n tikpoel vir invoerdoeleindes mag skep nie;

(ii) die bepalings van hierdie paragraaf slegs van toepassing is ten opsigte van kopie nog nie aan 'n fotosetmasjien vrygestel nie; en

(iii) waar optiese karakterlesinguitrusting gebruik word, werknemers in hierdie paragraaf bedoel, slegs sodanige kopie mag korrigeer deur gebruik te maak van beskikbare weglaatkodes of -simbole wat verskaf word, of deur dit met 'n pen te korrigeer terwyl dit nog in die tikmasjien is.

(C) 'n Werkgewer mag nie van 'n werknemer behalwe van vakmansetter vereis of hom toelaat om—

(aa) kopie te lees en te korrigeer wat deur 'n fotosetmasjien verwerk is nie;

(ab) alle kopie te lees en te korrigeer voordat dit na optiese karakterlesinguitrusting geneem word vir aftasting nie;

(ac) formate te skep en te laai wat nodig is om hierdie funksies in die stelsel se geheue te verrig, die formate te wysig of ekstra formate te skep nie;

(ad) videovertoontermiaal-, optiese karakterlesing- en dergelike elektroniese origineeluitrusting te bedien ten einde teks te manipuleer en kopie te spasieer in verband met die opmaak van bladsye (paginerig), die maak van formate op die skerm of in verband met die hantering van saamgestelde programme nie;

(ae) videovertoontermiaal-, optiese karakterlesing- en dergelike elektroniese origineeluitrusting te bedien nie behalwe dié in hierdie subklousule (6) (z) (iii) bedoel;

(af) sodanige uitrusting te bedien ten einde ander kopie as dié in hierdie subklousule (6) (z) (iii) bedoel, in te voer of te herwin nie;

(ag) videovertoontermiaalmasjiene te bedien wat geïnstalleer moet word ten einde lêers te herwin om kopie in 'n fotosetmasjien in te voer nie;

(ah) manuskripte voor te berei of uitleg, ontwerp, lettergroottes en letterbeelde te kies nie;

(ai) sodanige uitrusting te bedien ten einde vanaf harde kopie, behalwe ruwe notas, in te voer nie, hetsy dit getik, met die hand geskryf, van buite af bygedra of intern geproduseer is:

Met dien verstande dat—

(i) 'n proefleser proewe in paragraaf (C) (aa) en (ab) hierbo bedoel, kan lees en korrigeer, en ook proewe op 'n videovertoontermiaal wat vir proefleesdoeleindes gebruik word, kan lees en korrigeer;

(ii) benewens 'n vakmansetter, 'n perforatormasjienbediener of leerling-perforatormasjienbediener kopie wat onaanvaarbaar is vir optiese karakterlesing kan oortik;

(iii) 'n professionele tipograaf of 'n werknemer wat in die kunsafdeling van die betrokke bedryfsinrigting werksaam is die funksies in paragraaf (C) (ah) hierbo uiteengesit, behalwe dié op 'n videovertoontermiaal, kan verrig;

17. SECTION 25.—WORKING RULES

(1) Substitute the following for the existing subsection (6) (z) (iii), (iv) and (v):

“(iii) Video Display Terminals (VDT's) Optical Character Recognition (OCR) and similar electronic origination equipment may be installed in the administrative, advertising or editorial sections of establishments, other than newspaper establishments.

(A) An employer may permit any employee in the administrative section to operate such equipment for the purpose of inputting or recalling data relating to the administrative and accounting functions of his establishment.

(B) For the purpose of magazine production, an employer may permit any paid practising journalist, editorial contributor or author, provided it is his own original copy, to operate such equipment in the editorial section. Similarly, for the purpose of book production and commercial printing, an employer may permit such an employee to operate such equipment. Employees referred to in this paragraph may operate such equipment for the purpose of inputting, recalling, editing and correcting copy and may select pre-programmed formats by name which determine type faces, type sizes, column width and point sizes and may fit the following copy:

(aa) Original work inputted directly into the system by the person concerned;

(ab) copy captured via remote data link and from branch offices remote from the main editorial office;

(ac) copy conveyed telephonically and inputted directly into the system. Copy received by telephone may also be inputted directly into the system by the typists employed in a full-time capacity in the editorial department;

(ad) copy being translated directly into the system: Provided that this can also be done by a translator in the employ of the establishment concerned;

(ae) formatted headings:

Provided that—

(i) an employer shall not establish a typing pool for inputting purposes;

(ii) the provisions of this paragraph shall apply only in respect of copy not yet released to a photo-typesetter; and

(iii) where Optical Character Recognition (OCR) equipment is being used, employees referred to in this paragraph may only correct such copy by using deletion codes or symbols which are provided or by using a pen while copy is still in the typewriter.

(C) An employer shall not require or permit an employee, other than a journeyman compositor, to—

(aa) read and correct copy which has passed through a photo-typesetter;

(ab) read and correct all copy before such copy is taken to Optical Character Recognition (OCR) equipment for scanning purposes;

(ac) create and load formats required for performing these functions in the memory of the system, change the formats or create additional formats;

(ad) operate Video Display Terminals (VDT's), Optical Character Recognition (OCR) and similar electronic origination equipment for the purpose of manipulating text and spacing copy for the purpose of page make-up (pagination), formatting on screen or for the purpose of handling composition programmes;

(ae) operate Video Display Terminals (VDT's), Optical Character Recognition (OCR) and similar electronic origination equipment, other than those referred to in this subsection (6) (z) (iii);

(af) operate such equipment for the purpose of inputting or recalling copy not referred to in this subsection (6) (z) (iii);

(ag) operate Video Display Terminals (VDT's) which must be installed for the purpose of recalling files for inputting copy into a photo-typesetter;

(ah) do manuscript preparation, choose layouts and designs, choose type sizes and type faces;

(ai) operate such equipment for the purpose of inputting from hard copy, other than rough notes, whether typewritten, handwritten, outside contributed or internally produced:

Provided that—

(i) a proof-reader may read and correct proofs referred to in paragraph (C) (aa) and (ab) above and read and correct proofs on a Video Display Terminal (VDT) used for proof-reading purposes;

(ii) in addition to a journeyman compositor, a perforator operator or learner perforator operator may retype copy which has been found unacceptable for Optical Character Recognition (OCR) reading;

(iii) a professional typographer or an employee employed in the art department of the establishment concerned may perform the functions set out in paragraph (C) (ah) above other than on a Video Display Terminal (VDT);

(iv) waar 'n werkgewer vooraf die skriftelike goedkeuring van die betrokke Gesamentlike Raad verkry het, hy 'n perforermasjienbediener of leerling-perforermasjienbediener kan toelaat om kopie (insluitende tabelleerwerk) wat vooraf deur 'n vakmansetter gemerk is, in te voer ten einde 'n soliede bladsy en tabelleerwerk te set met hoogstens twee set-lettergroottes en twee set-letterbeelde en wat hoogstens 24 punte setwyd per kolom is.

(D) (1) 'n Werkgewer kan 'n werknemer in die advertensieafdeling van sy bedryfsinrigting toelaat om sodanige uitrusting te bedien ten einde geklassifiseerde advertensies wat telefonies ontvang word, in te voer of te herwin en kan so 'n werknemer toelaat om vooraf geprogrammeerde formate by naam te kies wat die letterbeelde, lettergroottes, kolombreedtes en puntgroottes bepaal en om die volgende geklassifiseerde advertensiekopie in te pas:

(aa) Geklassifiseerde soliede advertensies: Met dien verstande dat sodanige advertensies hoogstens een lettergrootte met twee set-letterbeelde bevat;

(ab) geklassifiseerde halfvertoonadvertensies: Met dien verstande dat die advertensie hoogstens twee kolomme wyd is; lettergroottes van hoogstens 18 punt bevat; hoogstens twee lettergroottes en hoogstens twee set-letterbeelde bevat; geen illustrasie, rand of logo bevat nie; nie 'n veiling- of 'n vertoonbetrekkingsadvertensie is nie en slegs op die geklassifiseerde advertensiebladsye van die betrokke produk verskyn;

(ac) geklassifiseerde of halfvertoon-geklassifiseerde advertensies wat bekom word via 'n verwyderde datakabel of van takkantore af wat ver van die hoofadvertensie-afdeling geleë is;

(ad) geklassifiseerde of halfvertoon-geklassifiseerde advertensies wat regstreeks in die stelsel in vertaal word: Met dien verstande dat dit ook gedoen kan word deur 'n vertaler in diens van die betrokke bedryfsinrigting.

'n Werkgewer mag nie tikpoele vir invoerdoeleindes skep nie behalwe vir dié werknemers wat die werk verrig wat in hierdie paragraaf (D) genoem word.

Optiese karakterlesingsmasjiene kan bedien word deur werknemers in hierdie paragraaf bedoel ten einde harde kopie wat van buite af bygedra word, in te voer in 'n vorm wat vir sodanige uitrusting aanvaarbaar is, behoudens die beperkings in paragraaf D uiteengesit.

Ondanks paragraaf (D), mag 'n werkgewer nie van 'n werknemer, uitgesonderd 'n vakmansetter, vereis of hom toelaat om—

(i) vertoonadvertensies in te voer of voor te berei nie, behalwe dié in paragraaf (D) (ab) genoem;

(ii) formate te skep en te laai wat nodig is om hierdie funksies in die stelsel se geheue te verrig, die formate te wysig of om ekstra formate te skep nie;

(iii) dié uitrusting te bedien ten einde teks te manipuleer en kopie te spasieer in verband met die opmaak van advertensies (paginerings), die maak van formate op die skerm of in verband met die hantering van saamgestelde programme nie;

(iv) dié uitrusting te bedien ten einde vanaf harde kopie in te voer nie, hetsy dit getik, met die hand geskryf, van buite af bygedra of intern geproduseer is;

(v) videovertoonterminaalmasjiene te bedien wat geïnstalleer moet word ten einde lêers te herwin om advertensiekopie in 'n fototermasjiene in te voer nie;

(vi) vertoonadvertensies te lees en te korreger by 'n vertoonadvertensiekopiekrip, wat geïnstalleer moet word, formate na te gaan, of om enige sodanige werk te verrig voordat sodanige vertoonadvertensies gekoppel en gejusteer word nie: Met dien verstande dat geklassifiseerde soliede advertensies en geklassifiseerde halfvertoonadvertensies in paragraaf (D) genoem nie na hierdie kopiekrip verwys hoef te word nie.

(iv) Die bepalinge van klousules 25 (6) (u) en (14) (h) van hierdie Ooreenkoms word, ten opsigte van die bediening van masjiene van die klas in subparagraaf (i) en (iii) genoem, hetsy in die bedryfsinrigting waar die masjiene geïnstalleer is of elders, geag opgeskort te wees.

(v) 'n Werknemer mag nie weens die installering van uitrusting van die klas in subparagraaf (i) en (iii) genoem, die diens van 'n werknemer wat 'n Graad I-lid van die vakvereniging is en wat vyf jaar of langer ononderbroke diens by dié werkgewer gehad het, beëindig nie, maar subparagraaf (vi) hiervan is van toepassing op werknemers van hierdie klas.

(vi) 'n Vakman van die klas in subparagraaf (v) bedoel, wat hoogstens 45 jaar oud is, kan heropleiding in enige ambag in die Nywerheid gegee word, en moet dit ondergaan indien dit aangebied word, sonder verlies van verdienste of, met wedersydse toestemming, in 'n ander beskikbare ambag of beroep.

'n Vakman van die klas in subparagraaf (v) bedoel wat 45 jaar of ouer is, kan heropleiding gegee word in 'n ambag wat binne dieselfde seksie val as die ambag waarin hy gekwalifiseer het, soos uiteengesit in klousule 25 (22) (b) van hierdie Ooreenkoms, en moet dit ondergaan indien dit aangebied word, sonder verlies van verdienste of, met wedersydse toestemming, in 'n ander beskikbare ambag of beroep.

(2) In subklousule (10) (c) (ii), vervang die woord "fabrieksarbeiders" deur die woord "fabriekshelpers".

(3) In subklousule (10) (g) (ii), vervang die woord "fabrieksarbeiders" deur die woord "fabriekshelpers".

(4) In subklousule (21) (b), vervang die woord "fabrieksarbeider", oral waar dit voorkom, deur die woord "fabriekshelper".

(iv) where an employer obtains the prior written approval of the Joint Board concerned he may permit a perforator operator or learner perforator operator to input copy (including tabular work), pre-marked by a journeyman compositor for the purpose of setting a solid page and tabular work with not more than two set type sizes, two set type faces, not exceeding 24 point on a set column width.

(D) (i) An employer may permit any employee in the advertising department of his establishment to operate such equipment for the purpose of inputting or recalling classified advertisements received telephonically and may permit such an employee to select pre-programmed formats by name which determine type faces, type sizes, column width, point sizes and to fit the following classified advertisement copy:

(aa) Solid classified advertisements: Provided that such advertisements do not exceed one type size with two 'set' type faces;

(ab) classified semi-display advertisements: Provided that the advertisement is not more than two columns in width; contains type of a size not larger than 18 point; contains not more than two type sizes and not more than two 'set' type faces; does not contain any illustration, border or logo; is not an auction or a display appointment advertisement and appears only on the classified advertisement pages of the product concerned;

(ac) classified or semi-display classified advertisements captured via remote data link or from branch offices remote from the main advertising department;

(ad) classified or semi-display classified advertisements being translated directly into the system: Provided that this can also be done by a translator in the employ of the establishment concerned.

An employer shall not establish typing pools for inputting purposes other than for those employees performing work mentioned in this paragraph (D).

Optical Character Recognition (OCR) machines may be operated by employees referred to in this paragraph for the purpose of inputting outside contributed hard copy in a form acceptable to such equipment, subject to the limitations set out in paragraph (D).

Notwithstanding the provisions of this paragraph (D), an employer shall not require or permit an employee, other than a journeyman compositor, to—

(i) input or prepare display advertisements, other than those mentioned in paragraph (D) (ab);

(ii) create and load formats required for performing these functions in the memory of the system, change the formats or create additional formats;

(iii) operate such equipment for the purpose of manipulating text and spacing copy for the purpose of advertisement make-up (pagination), formatting on screen or for the purpose of handling composition programmes;

(iv) operate such equipment for the purpose of inputting from hard copy, whether typewritten, handwritten, outside contributed or internally produced;

(v) operate Video Display Terminals (VDT's) which must be installed for the purpose of recalling files for inputting advertisement copy into a photo-typesetter;

(vi) read and correct display advertisements at a display advertisement copy desk, which must be installed, check formats or perform any similar function before display advertisements are hyphenated and justified: Provided that solid classified advertisements and classified semi-display advertisements mentioned in paragraph (D) need not be referred to this copy desk.

(iv) In relation to the operation of machines of a class mentioned in subparagraphs (i) and (iii), whether in the establishment where the machine is installed or elsewhere, the provisions of sections 25 (6) (u) and 14 (h) of this Agreement shall be deemed to be suspended.

(v) An employer shall not terminate the employment of any employee who is a Grade I member of the trade union who has had five years' or more continuous service with that employer because of the introduction of equipment of the class mentioned in subparagraphs (i) and (iii), but the provisions of subparagraph (vi) hereof shall apply in respect of employees of this class.

(vi) A journeyman of the class mentioned in subparagraph (v) who is under the age of 45 may be given and shall be required to accept, if offered, retraining in any designated trade in the Industry without loss of earnings or, by mutual consent, in any other trade or occupation available.

A journeyman of the class mentioned in subparagraph (v) who is 45 years of age or more may be given and shall be required to accept if offered, retaining in a trade which falls within the same section, as set out in section 25 (22) (b) of this Agreement, as the trade in which he qualified, without loss of earnings or, by mutual consent, in any other trade or occupation available."

(2) In subsection (10) (c) (ii), substitute the words "factory aids" for the words "factory labourers".

(3) In subsection (10) (g) (ii), substitute the words "factory aids" for the words "factory labourers".

(4) In subsection (21) (b), substitute the words "factory aid" for the words "factory labourer" wherever they occur.

18. KLOUSULE 31.—LOONTARIEWE

Vervang Tabela 14 en 15 deur die volgende:

"TABLE 14

AFDELING RIFFELBORD EN RIFFELBORDHOERS
DAGWERK

Weeklone betaalbaar aan bedieners van enkelant-rieffelmasjiene:

Gebied	1981	1982
	R	R
Platteland.....	72,30	81,73
Stedelik.....	73,11	82,65

TABEL 15

DAGWERK

Weeklone betaalbaar aan riefelbord- en riefelbordhouerassistente volgens hul ondervinding:

1981

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
	R	R	R	R	R
Platteland.....	40,02	45,76	50,92	57,11	58,04
Stedelik.....	43,13	50,62	56,05	60,67	61,66

1982

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
	R	R	R	R	R
Platteland.....	45,24	51,73	57,56	64,56	65,61
Stedelik.....	48,76	57,22	63,36	68,58	69,70"

19. KLOUSULE 33.—WOORDOMSKRYWING

In die omskrywing "veselhouerassistent", vervang die woord "Arbeider" deur die woord "fabriekshelper".

20. KLOUSULE 34.—LOONTARIEWE

(1) In subklausule (a), vervang Tabela 16 en 17 deur die volgende:

"TABLE 16

AFDELING VESELBORDHOERS

DAGWERK

Weeklone betaalbaar aan masjienstellers volgens hul ondervinding: 1981

	Eerste jaar	Daarna
	R	R
Alle gebiede	63,41	66,63

1982

	Eerste jaar	Daarna
	R	R
Alle gebiede	71,68	75,32

TABEL 17

DAGWERK

Weeklone betaalbaar aan veselhouerassistente volgens hul ondervinding:

1981

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
	R	R	R	R	R
Platteland.....	38,20	41,38	43,72	47,37	48,30
Stedelik.....	39,49	42,32	44,23	47,92	49,54

18. SECTION 31.—WAGE RATES

Substitute the following for Tables 14 and 15:

"TABLE 14

CORRUGATED BOARD AND CONTAINER SECTION
DAY WORK

Weekly wages payable to operators of single-faced corrugated machines:

Area	1981	1982
	R	R
Rural.....	72,30	81,73
Urban.....	73,11	82,65

TABLE 15

DAY WORK

Weekly wages payable to corrugated board and container assistants in accordance with their experience

1981

Area	First six months	Second six months	Third six months	Fourth six months	After two years
	R	R	R	R	R
Rural.....	40,02	45,76	50,92	57,11	58,04
Urban.....	43,13	50,62	56,05	60,67	61,66

1982

Area	First six months	Second six months	Third six months	Fourth six months	After two years
	R	R	R	R	R
Rural.....	45,24	51,73	57,56	64,56	65,61
Urban.....	48,76	57,22	63,36	68,58	69,70"

19. SECTION 33.—DEFINITIONS

In the definition of "fibre container assistant", substitute the words "factory aid" for the word "labourer".

20. SECTION 34.—WAGE RATES

(1) In subsection (a), substitute the following for Tables 16 and 17:

"TABLE 16

FIBRE CONTAINER SECTION

DAY WORK

Weekly wages payable to machine adjusters in accordance with their experience:

1981

	First year	Thereafter
	R	R
All areas.....	63,41	66,63

1982

	First year	Thereafter
	R	R
All areas.....	71,68	75,32

TABLE 17

DAY WORK

Weekly wages payable to fibre container assistants in accordance with their experience.

1981

Area	First six months	Second six months	Third six months	Fourth six months	After two years
	R	R	R	R	R
Rural.....	38,20	41,38	43,72	47,37	48,30
Urban.....	39,49	42,32	44,23	47,92	49,54

1982					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
Platteland.....	R 43,18	R 46,78	R 49,42	R 53,55	R 54,60
Stedelik.....	44,64	47,84	50,00	54,17	56,00"

(2) In subklousule (b), vervang die woord "fabrieksarbeiders" deur die woord "fabriekshelpers".

21. KLOUSULE 36.—LOONTARIEWE

Vervang Tabela 18 tot 21 deur die volgende:

"TABEL 18

AFDELING PAPIERSAKKE

DAGWERK

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding:

1981			
Gebied	Eerste jaar	Tweede jaar	Derde jaar
Platteland.....	R 56,97	R 63,48	R 68,54
Stedelik.....	60,49	69,47	77,04

1982			
Gebied	Eerste jaar	Tweede jaar	Derde jaar
Platteland.....	R 64,40	R 71,76	R 77,48
Stedelik.....	68,38	78,53	87,09

TABEL 19

DAGWERK

Weeklone betaalbaar aan papiersakmasjienbedieners:

Gebied	1981	1982
Platteland.....	R 108,46	R 122,61
Stedelik.....	110,02	124,37

TABEL 20

DAGWERK

Weeklone betaalbaar aan leerling-papiersakmasjienhulpe:

Gebied	1981		1982	
	Eerste jaar	Tweede jaar	Eerste jaar	Tweede jaar
Platteland.....	R 93,27	R 97,59	R 105,44	R 110,32
Stedelik.....	94,84	99,18	107,21	112,12

TABEL 21

DAGWERK

Weeklone aan papiersakmasjienassistentie betaalbaar volgens hul ondervinding in die Nywerheid:

1981					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
Platteland.....	R 41,72	R 45,23	R 47,83	R 51,84	R 52,93
Stedelik.....	43,16	46,28	48,41	52,49	54,30

1982					
Area	First six months	Second six months	Third six months	Fourth six months	After two years
Rural.....	R 43,18	R 46,78	R 49,42	R 53,55	R 54,60
Urban.....	44,64	47,84	50,00	54,17	56,00"

(2) In subsection (b), substitute the words "factory aids" for the words "factory labourers".

21. SECTION 36.—WAGE RATES

Substitute the following for Tables 18 to 21:

"TABLE 18

PAPER SACKS SECTION

DAY WORK

Weekly wages payable to learner paper sack machine operators according to their experience as such:

1981			
Area	First year	Second year	Third year
Rural.....	R 56,97	R 63,48	R 68,54
Urban.....	60,49	69,47	77,04

1982			
Area	First year	Second year	Third year
Rural.....	R 64,40	R 71,76	R 77,48
Urban.....	68,38	78,53	87,09

TABEL 19

DAY WORK

Weekly wages payable to paper sack machine attendants:

Area	1981	1982
Rural.....	R 108,46	R 122,61
Urban.....	110,02	124,37

TABEL 20

DAY WORK

Weekly wages payable to trainee paper sack machine attendants:

Area	1981		1982	
	First year	Second year	First year	Second year
Rural.....	R 93,27	R 97,59	R 105,44	R 110,32
Urban.....	94,84	99,18	107,21	112,12

TABEL 21

DAY WORK

Weekly wages payable to paper sack machine assistants according to their experience in the Industry:

1981					
Area	First six months	Second six months	Third six months	Fourth six months	After two years
Rural.....	R 41,72	R 45,23	R 47,83	R 51,84	R 52,93
Urban.....	43,16	46,28	48,41	52,49	54,30

1982					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
Platteland.....	R 47,93	R 51,97	R 54,95	R 59,56	R 60,81
Stedelik.....	49,59	53,17	55,62	60,31	62,39."

22. KLOUSULE 40.—LOONTARIEWE

Vervang Tabele 22 tot 24 deur die volgende:

"TABEL 22

AFDELING BUIGSAME HOUERS
DAGWERK

Weeklone betaalbaar aan masjienbedieners (houers)

Gebied	1981	1982
Platteland.....	R 140,97	R 159,36
Stedelik.....	142,06	160,59

TABEL 23
DAGWERK

Weeklone betaalbaar aan houerassistente volgens hul ondervinding in die Nywerheid:

1981					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
Platteland.....	R 41,72	R 45,23	R 47,83	R 51,84	R 52,93
Stedelik.....	43,16	46,28	48,41	52,49	54,30

1982					
Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande	Na twee jaar
Platteland.....	R 47,93	R 51,97	R 54,95	R 59,56	R 60,81
Stedelik.....	49,59	53,17	55,62	60,31	62,39

TABEL 24
DAGWERK

Weeklone betaalbaar aan banddrukmasjienbedieners volgens hul ondervinding in die Nywerheid:

1981			
Gebied	Eerste ses maande	Tweede ses maande	Daarna
Platteland.....	R 40,84	R 44,26	R 46,82
Stedelik.....	42,24	45,30	47,38

1982			
Gebied	Eerste ses maande	Tweede ses maande	Daarna
Platteland.....	R 46,17	R 50,03	R 52,93
Stedelik.....	47,75	51,21	53,56."

23. Vervang Hoofstuk 7 deur die volgende:

"HOOFSTUK 7

SKERMDRUKAFDELING

42. WOORDOMSKRYWING

Tensy onbestaanbaar net die sinsverband, beteken—

'skermassistent' 'n werknemer wat werk verrig wat nie elders in hierdie Hoofstuk omskryf word nie en wat onder andere een of meer van die volgende take kan verrig:

(a) Voorrade voor of na bewerking daarvan op rakke pak, gelykskud en laai;

1982					
Area	First six months	Second six months	Third six months	Fourth six months	After two years
Rural.....	R 47,93	R 51,97	R 54,95	R 59,56	R 60,81
Urban.....	49,59	53,17	55,62	60,31	62,39."

22. SECTION 40.—WAGE RATES

Substitute the following for Tables 22 to 24:

"TABLE 22

FLEXIBLE PACKAGING SECTION
DAY WORK

Weekly wages payable to machine minders (packaging):

Area	1981	1982
Rural.....	R 140,97	R 159,36
Urban.....	142,06	160,59

TABLE 23
DAY WORK

Weekly wages payable to packaging assistants according to their experience in the Industry:

1981					
Area	First six months	Second six months	Third six months	Fourth six months	After two years
Rural.....	R 41,72	R 45,23	R 47,83	R 51,84	R 52,93
Urban.....	43,16	46,28	48,41	52,49	54,30

1982					
Area	First six months	Second six months	Third six months	Fourth six months	After two months
Rural.....	R 47,93	R 51,97	R 54,95	R 59,56	R 60,81
Urban.....	49,59	53,17	55,62	60,31	62,39

TABLE 24
DAY WORK

Weekly wages payable to tape printer operators according to their experience in the Industry:

1981			
Area	First six months	Second six months	Thereafter
Rural.....	R 40,84	R 44,26	R 46,82
Urban.....	42,24	45,30	47,38

1982			
Area	First six months	Second six months	Thereafter
Rural.....	R 46,17	R 50,03	R 52,93
Urban.....	47,75	51,21	53,56."

23. Substitute the following for Chapter 7:

"CHAPTER 7

SCREEN PRINTING SECTION

42. DEFINITIONS

Unless inconsistent with the context—

'screen assistant' means an employee doing work not elsewhere defined in this Chapter and who may inter alia perform any one or more of the following tasks:

(a) Racking, jogging and loading of stock before and after processing;

- (b) help om skermateriaal aan rame te span;
- (c) ink tot 'n vooraf bepaalde formule roer of meng en ink op skrms uitgooi;
- (d) drukwerk oor-lamineer;
- (e) kolle of vlekke van stensils verwyder;
- (f) drukwerk nagaan voordat dit op rakke gepak word;
- (g) help om skrms op masjiene aan te bring;
- (h) die bediener of leerlingbediener help om voorrade op skermdukeenhede neer te lê;
- (i) voorraad onder toesig deur 'n verfroller deurlaat;
- (j) 'n skermdrukhandbediener of leerling-skermdrukhandbediener help met die trek van die rubberlem ("squeegee");

'leerling-skermdrukhandbediener' 'n werknemer wat minstens 18 maande lank werksaam was as skermassistent en wat met die skriftelike toestemming van die Staande Komitee 18 maande lank geleer word, in ooreenstemming met 'n opleidingskursus deur die Raad voorgeskryf, om die werk van 'n skermdrukhandbediener te verrig;

'leerling-skermdrukmasjienebediener' 'n werknemer wat minstens 18 maande lank werksaam was as skermassistent en wat met die skriftelike toestemming van die Staande Komitee 18 maande lank geleer word, in ooreenstemming met 'n opleidingskursus deur die Raad voorgeskryf, om die werk van 'n skermdrukmasjienebediener te verrig;

'skermdrukhandbediener' 'n werknemer wat as sodanig by die Raad geregistreer is, in 'n vaardigheidstoets deur die Raad voorgeskryf, geslaag het en 'n skermdukeenhede, waar die rubberlem ("squeegee") met die hand getrek word, toetsel en bedien;

'skermdrukmasjienebediener' 'n werknemer wat as sodanig by die Raad geregistreer is, in 'n vaardigheidstoets deur die Raad voorgeskryf, geslaag het, die toetsstelling, bediening en verstelling van 'n kragaangedrewe skermdrukmasjiene behartig en wat semi-outomatiese skermdrukmasjiene kan voer;

'snyer' 'n werknemer wat as sodanig by die Raad geregistreer is en wat betaal word soos voorgeskryf in klousule 25 (12) (i) en (ii) van hierdie Ooreenkoms en wat 'n kragaangedrewe snymasjiene bedien;

'leerling-stensilmaker' 'n werknemer wat minstens 18 maande lank werksaam was as skermassistent en wat met die skriftelike toestemming van die Staande Komitee 18 maande lank geleer word, in ooreenstemming met 'n opleidingskursus deur die Raad voorgeskryf, om die werk van 'n stensilmaker te verrig;

'stensilmaker' 'n werknemer wat as sodanig by die Raad geregistreer is, in 'n vaardigheidstoets deur die Raad voorgeskryf, geslaag het en wat met die bereiding van stensils deur middel van sny- en/of fotografiese metodes werksaam is;

'voorman' 'n werknemer wat betaal word teen minstens die tarief soos in Tabel 32 van klousule 43 voorgeskryf, wat in beheer gestel is van 'n onderneming of afdeling daarvan, wat werk uitgee aan werknemers om gedoen te word en toesig hou oor die vloei van werk in die onderneming of afdeling en wat die orde handhaaf en oor die algemeen verantwoordelik is teenoor die werkgewer vir die doeltreffendheid van die onderneming of afdeling.

43. LOONTARIEWE

(1) Geen werkgewer mag 'n werknemer van 'n klas hieronder gespesifiseer 'n loon betaal wat minder is as onderstaande weekloontariewe vir die betrokke gebied nie en geen werknemer mag laer lone aanneem nie:

TABEL 25

DAGWERK

Skermassistente

1981

Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
R 42,00	R 46,00	R 50,00	R 52,00

1982

Eerste ses maande	Tweede ses maande	Derde ses maande	Daarna
R 47,46	R 51,98	R 56,50	R 58,76

- (b) assisting in applying screen material to frames;
- (c) stirring or mixing ink to a pre-determined formula and pouring ink onto screens;
- (d) overlaminating items;
- (e) stencilsputting;
- (f) checking print prior to racking;
- (g) assisting in locating screens onto machines;
- (h) assisting operator or learner operator to lay down stock on screen printing units;
- (i) passing stock through a roller-coater under supervision;
- (j) assisting screen printing manual operator or learner screen printing manual operator in pulling squeegees;

'learner screen printing manual operator' means an employee who has been employed for a period of not less than 18 months as a screen assistant and who, with the written permission of the Standing Committee, is being taught for a period of 18 months, according to a course of training prescribed by the Council to do the work of a screen printing manual operator;

'learner screen printing machine operator' means an employee who has been employed for a period of not less than 18 months as a screen assistant and who, with the written permission of the Standing Committee, is being taught for a period of 18 months, according to a course of training prescribed by the Council to do the work of a screen printing machine operator;

'screen printing manual operator' means an employee who is registered as such with the Council, having passed a proficiency test prescribed by the Council and who makes ready and operates a screen printing unit where the squeegee is pulled by hand;

'screen printing machine operator' means an employee who is registered as such with the Council, having passed a proficiency test prescribed by the Council, and who makes ready, operates and adjusts a power screen printing machine and who may feed semi-automatic screen printing machines;

'guillotine operator' means an employee who is registered as such by the Council and is paid in accordance with section 25 (12) (i) and (ii) of this Agreement and who operates a power-operated guillotine;

'learner stencil maker' means an employee who has been employed for a period of not less than 18 months as a screen assistant and who, with the written permission of the Standing Committee, is being taught for a period of 18 months, according to a course of training prescribed by the Council, to do the work of a stencil maker;

'stencil maker' means an employee who has been registered as such with the Council, having passed a proficiency test prescribed by the Council, and who is employed upon the preparation of stencils by cutting and/or by photographic methods;

'foreman' means an employee, paid at a rate not less than that specified in Table 32 of section 43, 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.

43. WAGE RATES

(1) No employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates:

TABEL 25

DAY WORK

Screen assistants

1981

First six months	Second six months	Third six months	Thereafter
R 42,00	R 46,00	R 50,00	R 52,00

1982

First six months	Second six months	Third six months	Thereafter
R 47,46	R 51,98	R 56,50	R 58,76

TABEL 26

DAGWERK

Leerling-skermdrukhandbedieners

1981

Eerste ses maande	Tweede ses maande	Derde ses maande
R 52,00	R 54,00	R 56,00

1982

Eerste ses maande	Tweede ses maande	Derde ses maande
R 58,76	R 61,02	R 63,28

TABEL 27

DAGWERK

Leerling-skermdrukmasjienbedieners

1981

Eerste ses maande	Tweede ses maande	Derde ses maande
R 60,00	R 65,00	R 70,00

1982

Eerste ses maande	Tweede ses maande	Derde ses maande
R 67,80	R 73,45	R 79,10

TABEL 28

DAGWERK

Skermdrukhandbedieners

1981	1982
R 60,00	R 67,80

TABEL 29

DAGWERK

Skermdrukmasjienbedieners

1981	1982
R 80,00	R 90,40

TABEL 30

DAGWERK

Leerling-stensilmakers

1981

Eerste ses maande	Tweede ses maande	Derde ses maande
R 52,00	R 56,00	R 58,00

1982

Eerste ses maande	Tweede ses maande	Derde ses maande
R 58,76	R 63,28	R 65,54

TABLE 26

DAY WORK

Learner screen printing manual operators

1981

First six months	Second six months	Third six months
R 52,00	R 54,00	R 56,00

1982

First six months	Second six months	Third six months
R 58,76	R 61,02	R 63,28

TABLE 27

DAY WORK

Learner screen printing machine operators

1981

First six months	Second six months	Third six months
R 60,00	R 65,00	R 70,00

1982

First six months	Second six months	Third six months
R 67,80	R 73,45	R 79,10

TABLE 28

DAY WORK

Screen printing manual operators

1981	1982
R 60,00	R 67,80

TABLE 29

DAY WORK

Screen printing machine operators

1981	1982
R 80,00	R 90,40

TABLE 30

DAY WORK

Learner stencil makers

1981

First six months	Second six months	Third six months
R 52,00	R 56,00	R 58,00

1982

First six months	Second six months	Third six months
R 58,76	R 63,28	R 65,54

TABEL 31

DAGWERK

Stensilmakers

1981	1982
R 64,00	R 72,32

TABEL 32

DAGWERK

Voormanne

1981	1982
R 95,00	R 107,35

(2) 'n Werknemer wat nagdiens doen, moet betaal word teen 'n tarief wat minstens 15 persent hoër is as die tarief wat kragtens subklousule (1) vir dagwerk aan hom betaalbaar is.

44. VAARDIGHEIDSTOETSE EN OORDRAGREËLINGS

(1) So kort moontlik voor einde van hul opleidingskursusse moet leerling-skermdrukhandbedieners, leerling-skermdrukmasjienbedieners en leerling-stensilmakers 'n vaardigheidstoets ondergaan in ooreenstemming met riglyne wat van tyd tot tyd deur die Uitvoerende Komitee neergelê word. By verwerping van die nodige vaardigheid moet die betrokke werknemer geregistreer word as onderskeidelik skermdrukhandbediener, skermdrukmasjienbediener of stensilmaker. Indien sodanige leerlinge nie in die vaardigheidstoets slaag nie, moet hy vir 'n verdere tydperk van 12 maande opleiding ontvang en die loon betaal word wat gelykstaande is met die derde ses maande van ondervinding. Na voltooiing van die verdere 12 maande opleiding moet hy geregistreer word as onderskeidelik skermdrukhandbediener, skermdrukmasjienbediener of stensilmaker. Met dien verstande dat 'n leerling wat die voorgeskrywe vaardigheidstoets gedruip het, toegelaat moet word om 'n vrywillige vaardigheidstoets te ondergaan, op sy eie onkoste, minstens ses maande nadat hy die eerste toets gedruip het.

(2) Ondanks die invoering van die leerlingsskappeperiodes in klousule 42 genoem, kan werknemers wat ten tyde van die inwerkingtreding van hierdie Hoofstuk van die Ooreenkoms reeds drie jaar of langer in die Skermdrukafdeling werksaam was en wat reeds een of meer van die voorgeskrywe vereistes vir werknemers wat 'n opleidingskursus moet ondergaan, nagekom het, by die Raad geregistreer word as onderskeidelik skermdrukmasjienbedieners of skermdrukhandbedieners of stensilmakers en kan hulle 'n vrywillige vaardigheidstoets ondergaan wat deur die Raad voorgeskryf word vir die grade waarvoor sodanige werknemers ooreenkomstig hierdie Hoofstuk kwalifiseer.

45. WERKREGLEMENT

(1) Ondanks andersluidende bepalings in hierdie Ooreenkoms, kan daar van 'n werknemer in die Skermdrukafdeling vereis word om werk te verrig van 'n laer graad as dié wat hy gewoonlik doen: Met dien verstande dat wanneer so 'n werknemer sodanige werk verrig, hy die besoldiging moet ontvang wat voorgeskryf word vir die klas werk wat hy gewoonlik verrig.

(2) 'n Werkgewer mag niemand anders as—

(a) 'n skermdrukhandbediener of 'n leerling-skermdrukhandbediener 'n skermdukeenhed laat toestel en bedien waar rubberlemtrekwerk met die hand gedoen word nie;

(b) 'n skermdrukmasjienbediener of 'n leerling-skermdrukmasjienbediener 'n kragaangedrewe skermdrukmasjien laat toestel, bedien of verstel nie;

(c) 'n skermdrukmasjienbediener of 'n leerling-skermdrukmasjienbediener materiaal wat geskermdruk moet word in 'n halfoutomatiese krag aangedrewe skermdrukmasjien laat voer nie;

(d) 'n snyer 'n kragaangedrewe snymasjien laat bedien nie; en

(e) 'n stensilmaker of 'n leerling-stensilmaker skerms laat voorberei vir die skermdrukproses deur enige metode van stensil van die handsny- of fotografiese tipe.

(3) Niemand behalwe 'n klas werknemer in subklousule (2) hiervan bedoel, mag enige werk verrig wat in dié subklousule genoem word nie.

(4) 'n Werkgewer mag nie toelaat dat 'n skermdrukhandbediener of 'n leerling-skermdrukhandbediener meer as een skermdukeenhed bedien waar die rubberlemtrekwerk met die hand gedoen word nie: Met dien verstande dat waar hulp op 'n spesifieke eenheid vir rubberlemtrekwerk nodig is, 'n skermassistent ook op so 'n eenheid werk kan verrig.

(5) 'n Werkgewer mag nie toelaat dat 'n skermdrukmasjienbediener of 'n leerling-skermdrukmasjienbediener meer as een kragaangedrewe skermdrukmasjien bedien nie.

TABLE 31

DAY WORK

Stencil makers

1981	1982
R 64,00	R 72,32

TABLE 32

DAY WORK

Foremen

1981	1982
R 95,00	R 107,35

(2) An employee employed on night work shall be paid at a rate of not less than 15 per cent higher than the rate payable to him in terms of subsection (1) for day work.

44. PROFICIENCY TESTS AND TRANSITION ARRANGEMENTS

(1) Shortly before completion of their periods of training, learner screen printing manual operators, learner screen printing machine operators and learner stencil makers shall undergo proficiency tests in accordance with directions issued from time to time by the Executive Committee. On attaining the necessary standard of proficiency, the employee concerned shall be registered as a screen printing manual operator, screen printing machine operator or stencil maker, as the case may be. Should such a learner fail the proficiency test, he shall continue for a further period of 12 months at the wage rate prescribed for such a learner for the third six months of experience. After completion of the further 12 months of training, he shall be registered as a screen printing manual operator, screen printing machine operator or stencil maker, as the case may be: Provided that a learner who has failed the prescribed proficiency test shall be permitted to undergo a voluntary proficiency test, at his own expense, not earlier than six months after failing the first test.

(2) Notwithstanding the introduction of the learnership periods mentioned in section 42, employees who have been employed in the Screen Printing Section for three years or more at the time of coming into operation of the provisions of this Chapter of the Agreement, and who have been performing any one or more of the duties prescribed for employees who are required to undergo a learnership period, may be registered by the Council as screen printing machine operators, or screen printing manual operators or stencil makers, as the case may be, and may voluntarily undergo proficiency tests prescribed by the Council for the grades for which such employees qualify according to this Chapter.

45. WORKING RULES

(1) Notwithstanding anything to the contrary contained in this Agreement, an employee in the Screen Printing Section may be required to perform work of a lower classification than that on which he is normally employed: Provided that when doing such work the said employee shall be paid the remuneration prescribed for the class of work on which he is normally employed.

(2) An employer shall not permit any person other than—

(a) a screen printing manual operator or a learner screen printing manual operator to make ready and operate a screen printing unit where the squeegee is pulled by hand;

(b) a screen printing machine operator or a learner screen printing machine operator to make ready, operate or adjust a power-driven screen printing machine;

(c) a screen printing machine operator or a learner screen printing machine operator to feed the material to be screen printed into a semi-automatic power-driven screen printing machine;

(d) a guillotine operator to operate a power-driven guillotine;

(e) a stencil maker or a learner stencil maker to prepare screens for the screen printing process by any method of stencil of the handcut or photographic type.

(3) No person other than a class of employee referred to in subsection (2) hereof may perform any of the operations mentioned in the said subsection.

(4) An employer shall not permit a screen printing manual operator or a learner screen printing manual operator to operate more than one screen printing unit where the squeegee is pulled by hand: Provided that where on a particular unit assistance is required for squeegee pulling, a screen assistant may also be employed on that unit.

(5) An employer shall not permit a screen printing machine operator or a learner screen printing machine operator to operate more than one power-driven screen printing machine.

24. HOOFSTUK 8

Vervang die woord "arbeiders" in die opskrif van Hoofstuk 8 deur die woord "fabriekshelpers".

25. KLOUSULE 46.—TOEPASSINGSBESTEK

In klousule 46, vervang die woord "arbeiders", oral waar dit voorkom, deur die woord "fabriekshelpers".

26. KLOUSULE 47.—LOONTARIEWE

Vervang die bestaande klousule 47 deur die volgende:

"47. LOONTARIEWE

(1) Geen werkgever mag 'n fabriekshelper 'n loon betaal wat minder is as onderstaande weeklone nie en geen fabriekshelper mag dit aanneem nie:

(a) Dagwerk:	1981 R	1982 R
Gedurende die eerste jaar ondervinding.....	38,69	44,45
Gedurende die tweede jaar ondervinding.....	40,41	46,43
Na twee jaar ondervinding.....	42,12	48,39

(b) 'n Fabriekshelper onder die ouderdom van 21 jaar kan R2 per week minder betaal word as die voorgeskrewe tariewe.

(2) Ingeval 'n fabriekshelper ingestem het om kos en/of inwoning van sy werkgever aan te neem, kan hoogstens ondergenoemde bedrae van sy loon afgetrek word:

	R
Vir kos, per week.....	0,30
Vir inwoning, per week.....	0,20
Vir kos en inwoning, per week.....	0,50

(3) Die minimum tarief waarteen besoldiging deur 'n werkgever aan 'n los fabriekshelper betaal moet word vir elke dag diens, is een vyfde van die weeklikse besoldiging voorgeskryf vir 'n volwasse fabriekshelper en in sy eerste jaar diens, en vir 'n korter tydperk as een dag, teen 'n tarief van een veertigste van genoemde weekloon vir elke uur of gedeelte van 'n uur gewerk."

27. KLOUSULE 48.—VERLOF

(1) In subklousules (1), (2), (3), (4), (5), (7), (9) en (10), vervang die woord "arbeider", oral waar dit voorkom, deur die woord "fabriekshelper".

(2) In subklousule (8), vervang die woord "arbeiders" deur die woord "fabriekshelpers".

(3) In subklousules (10) (a) en (b), vervang die woord "Paasmaandag" deur die woord "Gesinsdag".

(4) In subklousule (12), vervang die woorde "arbeider, uitgesonderd 'n arbeider in die Skermdrukafdeling" deur die woord "fabriekshelper" en die woord "arbeider" waar dit voorkom.

28. KLOUSULE 51.—LONE

Vervang die bestaande subklousules (1) (a), (b), (c) en (d) deur die volgende:

"(1) Geen werkgever mag laer loontariewe betaal en geen werknemer mag laer loontariewe as ondergenoemde aanneem nie:

(a) Dupliseerpapiersnyers:

In alle gebiede

	1981 Per week R	1982 Per week R
Werkzaam op 'n snymasjien wat ontwerp is vir kragandrywing.....	76,79	86,81
Werkzaam op 'n snymasjien wat uitsluitlik vir handaandrywing ontwerp is.....	39,94	45,15

(b) Tiksters en stensilsnyers:

In alle gebiede

	1981 Per week R	1982 Per week R
Ondervinding in die Nywerheid		
Eerste jaar.....	60,85	68,79
Tweede jaar.....	69,52	78,59
Derde jaar.....	78,20	88,40
Daarna.....	86,92	98,26

(c) Dupliseermasjienbedieners:

Stedelike gebiede

1981

Ondervinding in die Nywerheid	Mans		Vroue	
	Per week	Per maand	Per week	per maand
	R	R	R	R
Eerste jaar.....	28,09	121,72	23,18	100,46
Tweede jaar.....	35,66	154,56	28,09	121,72
Daarna.....	42,81	185,51	30,49	132,09

24. CHAPTER 8

Substitute the words "factory aids" for the word "labourers" where this appears in the heading to Chapter 8.

25. SECTION 46.—SCOPE OF APPLICATION

In section 46, substitute the words "factory aids" for the word "labourers" wherever this appears.

26. SECTION 47.—WAGE RATES

Substitute the following for the existing section 47:

"47. WAGE RATES

(1) No employer shall pay a factory aid and no such employee shall accept wages at less than the following weekly rates:

(a) Day work:

	1981 R	1982 R
During the first year of experience.....	38,69	44,45
During the second year of experience.....	40,41	46,43
After two years' experience.....	42,12	48,39

(b) Factory aids under 21 years of age may be paid R2 per week less than the rates prescribed.

(2) When a factory aid has agreed to accept board and/or lodging from his employer, a deduction not exceeding the amounts specified hereunder may be made from his wages:

	R
For board, per week.....	0,30
For lodging, per week.....	0,20
For board and lodging, per week.....	0,50

(3) The minimum rate at which remuneration shall be paid by an employer to a casual factory aid for each day of employment, shall be one-fifth of the weekly remuneration prescribed for an adult factory aid in his first year of employment, and for a lesser period than one day at the rate of one-fortieth of the said weekly wage for each hour or portion of an hour worked."

27. SECTION 48.—LEAVE

(1) In subsections (1), (2), (3), (4), (5), (7), (9) and (10), substitute the words "factory aid" for the word "labourer" wherever this appears.

(2) In subsection (8), substitute the words "factory aids" for the word "labourers".

(3) In subsections (10) (a) and (b), substitute the expressions "Family Day" and "Day of the Vow", for the expressions "Easter Monday" and "Day of the Covenant", respectively.

(4) In subsection (12), substitute the words "factory aid" for the words "labourer, other than a labourer in the Screen Printing Section" and the word "labourer" wherever it appears.

28. SECTION 51.—WAGES

Substitute the following for the existing subsections (1) (a), (b), (c) and (d):

"(1) No employer shall pay and no employee shall accept wages at rates lower than the following:

(a) Duplicating paper cuttermen:

In all areas

	1981 Per week R	1982 Per week R
Employed on the operation of a cutting machine designed for operation by power.....	76,79	86,81
Employed on the operation of a cutting machine designed solely for manual operation.....	39,94	45,15

(b) Typists and stencil cutters:

In all areas

	1981 Per week R	1982 Per week R
Experience in the Industry		
First year.....	60,85	68,79
Second year.....	69,52	78,59
Third year.....	78,20	88,40
Thereafter.....	86,92	98,26

(c) Duplicator operators:

Urban areas

1981

Experience in the Industry	Males		Females	
	Per week	Per month	Per week	Per month
	R	R	R	R
First year.....	28,09	121,72	23,18	100,46
Second year.....	35,66	154,56	28,09	121,72
Thereafter.....	42,81	185,51	30,49	132,09

1982				
Ondervinding in die Nywerheid	Mans		Vroue	
	Per week	Per maand	Per week	Per maand
Eerste jaar	R 31,75	R 137,60	R 26,20	R 113,56
Tweede jaar	40,31	174,72	31,75	137,60
Daarna	48,39	209,71	34,47	149,32

Plattelandse gebiede

1981				
Ondervinding in die Nywerheid	Mans		Vroue	
	Per week	Per maand	Per week	Per maand
Eerste jaar	R 23,18	R 100,46	R 20,87	R 90,49
Tweede jaar	28,09	121,72	23,18	100,46
Daarna	33,17	143,64	25,61	110,93

1982				
Ondervinding in die Nywerheid	Mans		Vroue	
	Per week	Per maand	Per week	Per maand
Eerste jaar	R 26,20	R 113,56	R 23,59	R 102,29
Tweede jaar	31,75	137,60	26,20	113,56
Daarna	37,50	162,38	28,95	125,40

Opmerking.—'n Werknemer wat 'n hoër loon ontvang as dié wat in hierdie klousule voorgeskryf word, mag nie 'n laer loon betaal word terwyl hy by dieselfde werkgever in diens is nie.

(d) Algemene werkers:

1981		
Gebied	Onder 18 jaar	18 jaar of ouer
Stedelik	R 26,04	R 31,53
Platteland	23,72	28,34

1982		
Gebied	Onder 18 jaar	18 jaar of ouer
Stedelik	R 29,92	R 36,23
Platteland	27,25	32,56

Nademaal die werkgewersorganisasies en die vakvereniging tot die Ooreenkoms geraak het wat hierin uiteengesit word, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bostaande die Ooreenkoms is waartoe geraak is en heg hulle hul handtekening daarby aan.

Op hede die 28ste dag van Oktober 1980 te Johannesburg onderteken.

R. F. CROWTHER, Sekretaris van die Raad.

H. W. MILLER, Werkgewers se Verteenwoordiger/Voorsitter van die Raad.

L. R. FINDLEY, Werknemers se Verteenwoordiger.

1982				
Experience in the Industry	Males		Females	
	Per week	Per month	Per week	Per month
First year	R 31,75	R 137,60	R 26,20	R 113,56
Second year	40,31	174,72	31,75	137,60
Thereafter	48,39	209,71	34,47	149,32

Rural areas

1981				
Experience in the Industry	Males		Females	
	Per week	Per month	Per week	Per month
First year	R 23,18	R 100,46	R 20,87	R 90,49
Second year	28,09	121,72	23,18	100,46
Thereafter	33,17	143,64	25,61	110,93

1982				
Experience in the Industry	Males		Females	
	Per week	Per month	Per week	Per month
First year	R 26,20	R 113,56	R 23,59	R 102,29
Second year	31,75	137,60	26,20	113,56
Thereafter	37,50	162,38	28,95	125,40

Note.—No employee who is in receipt of wages higher than those prescribed in this section shall suffer any reduction in wages whilst employed by the same employer.

(d) General workers:

1981		
Area	Under 18 years	18 years of age or over
Urban	R 26,04	R 31,53
Rural	23,72	28,34

1982		
Area	Under 18 years	18 years of age or over
Urban	R 29,92	R 36,23
Rural	27,25	32,56

The employers' organisations and the trade union, having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Signed at Johannesburg this 28th day of October 1980.

R. F. CROWTHER, Secretary of the Council.

H. W. MILLER, Employers' Representative/Chairman of the Council.

L. R. FINDLEY, Employees' Representative.

No. R. 518

13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK-, EN NUUSBLADNYWERHEID.—HERNUWING VAN ARBEIDERSHULPFONDSOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermenskennisgewing R. 2393 van 20 Desember 1974, R. 2375 van 19 Desember 1975, R. 2611 van 30 Desember 1977 en R. 2452 van 8 Desember 1978, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 519

13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK- EN NUUSBLADNYWERHEID.—WYSIGING VAN ARBEIDERSHULPFONDSOORENKOMS

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 Druk- en Nuusbladnywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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 Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *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.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN NUUSBLADNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

South African Printing and Allied Industries Federation
en die

Newspaper Press Union of South Africa

No. R. 518

13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—RENEWAL OF LABOURERS' BENEFIT FUND AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notice R. 2393 of 20 December 1974, R. 2375 of 19 December 1975, R. 2611 of 30 December 1977 and R. 2452 of 8 December 1978, to be effective from the date of publication of this notice and for the period ending 31 December 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 519

13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—AMENDMENT OF LABOURERS' BENEFIT FUND 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 Printing and Newspaper Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1982, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 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 Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1982, the provisions of the Amending Agreement 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.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA—

AGREEMENT

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

The South African Printing and Allied Industries Federation
and the

Newspaper Press Union of South Africa

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

South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika,

om die Algemene Bystandsfondse-ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 2598 van 30 Desember 1977, soos gewysig en verleng by Goewermmentskennisgewings R. 2541 van 8 Desember 1978 en R. 2883 en R. 2884 van 28 Desember 1979 te wysig.

1. KLOUSULE 2 VAN AANHANGSEL A.—DOELSTELLING

Vervang die woorde "werknemers, uitgesonderd motorvoertuigdrywers, skermwerkers, skermdrukproefwerkers en arbeiders vir wie loonskaal in die Hoofdooreenkoms voorgeskryf word", deur die woorde "lede, soos in klousule 18 hiervan omskryf".

2. KLOUSULE 8 VAN AANHANGSEL A.—BYSTAND BETAALBAAR

(1) Vervang "Graad III-lede" deur "Graad III- en Graad IV-lede" oral waar dit voorkom in subklousules (1) (a), (b) en (c) en 2 (a), (b) en (c).

(2) Skrap subklousule (3) (b) en hernommer die bestaande subklousule (3) (a) tot subklousule (3).

3. KLOUSULE 18 VAN AANHANGSEL A.—WOORD-OMSKRYWING

(1) In die omskrywing van "Graad I-lid" vervang die woorde "Tabel 22 van klousule 40 of Tabel 25 van klousule 43" deur die woorde "of Tabel 22 van klousule 40".

(2) Vervang die bestaande omskrywing van "Graad II-lid" en "Graad III-lid" deur die volgende:

" 'Graad II-lid' 'n werknemer, uitgesonderd 'n Graad I-lid, 'n fabriekshelper of 'n drywer van 'n motorvoertuig met 18 maande of langer ondervinding in die Nywerheid en vir wie 'n minimum loonskaal in die Hoofdooreenkoms voorgeskryf word, asook elke vakleerling wat sy eerste jaar vakleerlingskap voltooi het, en 'Graad II-lidmaatskap' het 'n ooreenstemmende betekenis";

'Graad III-lid' 'n werknemer, uitgesonderd 'n Graad I- en Graad II-lid, 'n fabriekshelper of 'n drywer van 'n motorvoertuig, met minder as 18 maande ondervinding in die Nywerheid en vir wie 'n minimum loonskaal in die Hoofdooreenkoms voorgeskryf word, asook elke vakleerling gedurende die eerste jaar van sy vakleerlingskap, en 'Graad III-lidmaatskap' het 'n ooreenstemmende betekenis';

'Graad IV-lid' 'n fabriekshelper en 'n drywer van 'n motorvoertuig vir wie 'n minimum loonskaal in die Hoofdooreenkoms voorgeskryf word en wat 'n Graad IV-lid van die vakvereniging, met addisionele voordele is, en 'Graad IV-lidmaatskap' het in ooreenstemmende betekenis".

4. KLOUSULE 9 VAN AANHANGSEL A.—WOORDOMSKRYWING

(1) In die omskrywing van "geskoolde werknemer", vervang die woorde "Tabel 22 van klousule 40 en Tabel 25 van klousule 43" deur die woorde "of Tabel 22 van klousule 40".

(2) Vervang die bestaande omskrywing van "halfgeskoolde werknemer" deur die volgende:

" 'halfgeskoolde werknemer' 'n werknemer, uitgesonderd 'n geskoolde werknemer, 'n fabriekshelper of 'n drywer van 'n motorvoertuig, vir wie 'n minimum loonskaal in die Hoofdooreenkoms voorgeskryf word: Met dien verstande egter dat hierdie omskrywing 'n fabriekshelper of 'n drywer van 'n motorvoertuig insluit wat lid is van die vakvereniging met addisionele voordele".

5. KLOUSULE 9 VAN AANHANGSEL C.—WOORDOMSKRYWING

(1) In die omskrywing van "geskoolde werknemer", vervang die woorde "Tabel 22 van klousule 40 en Tabel 25 van klousule 43" deur die woorde "of Tabel 22 van klousule 40".

(2) Vervang die bestaande omskrywing van "halfgeskoolde werknemer" deur die volgende:

" 'halfgeskoolde werknemer' 'n werknemer, uitgesonderd 'n geskoolde werknemer, 'n fabriekshelper of 'n drywer van 'n motorvoertuig vir wie 'n minimum loonskaal in die Hoofdooreenkoms voorgeskryf word: Met dien verstande egter dat hierdie omskrywing 'n fabriekshelper of 'n drywer van 'n motorvoertuig insluit wat lid is van die vakvereniging met addisionele voordele".

6. KLOUSULE 5 VAN AANHANGSEL D.—BYSTAND

(1) In subklousule (a) (v), vervang die syfer "R150,00" deur die syfer "R200,00".

(2) In subklousule (a) (vii), vervang die syfer "R80,00" deur die syfer "R100,00".

(3) In subklousule (f), vervang die syfer "R1 000,00" deur die syfer "R1 500,00".

(4) In subklousule (h), vervang die woorde "Zimbabwe-Rhodesië" deur die woord "Zimbabwe".

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

The South African Typographical Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa,

to amend the General Benefit Funds Agreement published under Government Notice R. 2598 of 30 December 1977, as amended and extended by Government Notices R. 2451 of 8 December 1978 and R. 2883 and R. 2884 of 28 December 1979.

1. SECTION 2.—OBJECTS

Substitute the words "members, as defined in section 18 hereof," for the words "employees, other than drivers of motor vehicles, screen workers, screen printing probationers and labourers, for whom wage rates are prescribed by the Main Agreement."

2. SECTION 8 OF ANNEXURE A.—BENEFITS PAYABLE

(1) Substitute "Grade III and IV members" for "Grade III members" wherever this occurs in subsections (1) (a), (b) and (c) and (2) (a), (b) and (c).

(2) Delete subsection (3) (b) and renumber the existing subsection (3) (a) as subsection (3).

3. SECTION 18 OF ANNEXURE A.—DEFINITIONS

(1) In the definition of "Grade I member", substitute the words "or Table 22 of section 40" for the words "Table 22 of section 40 or Table 25 of section 43".

(2) Substitute the following for the existing definitions of "Grade II member" and "Grade III member":

" 'Grade II member' means an employee, other than a Grade I member, a factory aid or a driver of a motor vehicle, who has had 18 months' or more experience in the Industry and for whom a minimum wage rate is prescribed in the Main Agreement, as well as every apprentice who has completed the first year of his apprenticeship, and 'Grade II membership' has a corresponding meaning;

'Grade III member' means an employee, other than a Grade I and Grade II member, a factory aid or a driver of a motor vehicle, who has had less than 18 months' experience in the Industry and for whom a minimum wage rate is prescribed in the Main Agreement, as well as each apprentice during the first year of his apprenticeship, and 'Grade III membership' has a corresponding meaning;

'Grade IV member' means a factory aid and a driver of a motor vehicle for whom a minimum wage rate is prescribed in the Main Agreement and who is a Grade IV member of the trade union with additional benefits, and 'Grade IV membership' has a corresponding meaning."

4. SECTION 9 OF ANNEXURE B.—DEFINITIONS

(1) In the definition of "skilled employee", substitute the words "or Table 22 of section 40" for the words "Table 22 of section 40 and Table 25 of section 43".

(2) Substitute the following for the existing definition of "semi-skilled employee":

" 'semi-skilled employee' means an employee, other than a skilled employee, a factory aid or a driver of a motor vehicle, for whom a minimum wage rate is prescribed in the Main Agreement: Provided, however, that this definition shall include a factory aid or driver of a motor vehicle who is a member of the trade union with additional benefits."

5. SECTION 9 OF ANNEXURE C.—DEFINITIONS

(1) In the definition of "skilled employee", substitute the word "or Table 22 of section 40" for the words "Table 22 of section 40 and Table 25 of section 43".

(2) Substitute the following for the existing definition of "semi-skilled employee":

" 'semi-skilled employee' means an employee, other than a skilled employee, a factory aid or driver of a motor vehicle, for whom a minimum wage rate is prescribed in the Main Agreement: Provided, however, that this definition shall include a factory aid or driver of a motor vehicle who is a member of the trade union with additional benefits."

6. SECTION 5 OF ANNEXURE D.—BENEFITS

(1) In subsection (a) (v), substitute the figure "R200,00" for the figure "R150,00".

(2) In subsection (a) (vii), substitute the figure "R100,00" for the figure "R80,00".

(3) In subsection (f), substitute the figure "R1 500,00" for the figure "R1 000,00".

(4) In subsection (h), substitute the word "Zimbabwe" for the words "Zimbabwe-Rhodesia".

7. KLOUSULE 4 VAN AANHANGSEL F.—EISE

In subklousule (a), vervang die uitdrukking "Posbus 2775, Kaapstad, 8000" deur die uitdrukking "Posbus 6776, Roggebaai, 8012".

8. KLOUSULE 5 VAN AANHANGSEL F.—BETALING VAN GELDE

In subklousule (a), vervang die syfer "R2,00" deur die syfer "R4,00".

Nademaal die werkgewersorganisasies en die vakvereniging tot hierdie Ooreenkoms geraak het, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat bostaande die Ooreenkoms is waartoe daar geraak is en bevestig hulle dit met hul handtekeninge.

Op hede die 28ste dag van Oktober 1980 te Johannesburg onderteken.

R. F. CROWTHER, Sekretaris van die Raad.

H. W. MILLER, Verteenwoordiger van die Werkgewers/Voorsitter van die Raad.

L. R. FINDLEY, Verteenwoordiger van die Werknemers.

No. R. 520

13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK- EN NUUSBLADNYWERHEID.—HERNUWING VAN ALGEMENE BYSTANDSFONDSEOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 2598 van 30 Desember 1977, R. 2451 van 8 Desember 1978 en R. 2884 van 28 Desember 1979, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 521

13 Maart 1981

WET OP NYWERHEIDSVERSOENING, 1956

DRUK- EN NUUSBLADNYWERHEID.—WYSIGING VAN ALGEMENE BYSTANDSFONDSEOORENKOMS

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 Druk- en Nuusbladnywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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 Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die eerste Maandag na die datum van publikasie

7. SECTION 4 OF ANNEXURE F.—CLAIMS

In subsection (a), substitute "P.O. Box 6776, Roggebaai, 8012" for "P.O. Box 2775, Cape Town, 8000".

8. SECTION 5 OF ANNEXURE F.—PAYMENT OF FEES

In subsection (a), substitute the figure "R4,00" for the figure "R2,00".

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Signed at Johannesburg this 28th day of October 1980.

R. F. CROWTHER, Secretary of the Council.

H. W. MILLER, Employers' Representative/Chairman of the Council.

L. R. FINDLEY, Employees' Representative.

No. R. 520

13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—RENEWAL OF GENERAL BENEFIT FUNDS AGREEMENT

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 2598 of 30 December 1977, R. 2451 of 8 December 1978 and R. 2884 of 28 December 1979, to be effective from the date of publication of this notice and for the period ending 31 December 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 521

13 March 1981

INDUSTRIAL CONCILIATION ACT, 1956

PRINTING AND NEWSPAPER INDUSTRY.—AMENDMENT OF GENERAL BENEFIT FUNDS 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 Printing and Newspaper Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 1982, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 December 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 Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from

van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *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 enigteen 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.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE DRUK- EN NUUS- BLADNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aange-
gaan tussen die

Federation of Master Printers of South Africa
en die

Newspaper Press Union of South Africa

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

South African Typographical Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuus-
bladnywerheid van Suid-Afrika,

om die Arbeidershulpfondsooreenkoms, gepubliseer by Goewermetskennis-
gewing R. 2393 van 20 Desember 1974, soos gewysig en verleng by
Goewermetskennisgewing R. 2375 van 19 Desember 1975, R. 2610 en
R. 2611 van 30 Desember 1977, R. 2452 van 8 Desember 1978 en R. 2885
van 28 Desember 1979, te wysig.

1. KLOUSULE 5.—LIDMAATSKAP VAN FONDS

(1) Vervang subklousule (1) deur die volgende:

"(1) Alle fabriekshelpers en drywers van motorvoertuie, uitgesonderd
werknemers in die Dupliseerafdeling, vir wie lone voorgeskryf word in die
Hoofdooreenkoms wat vir die Nywerheid gepubliseer is, is lede van die
Fonds: Met dien verstande dat—

(a) fabriekshelpers en drywers van motorvoertuie wat lede is van die
vakvereniging met addisionele voordele nie lede van hierdie Fonds mag
wees nie;

(b) klousules 11, 12 en 13 hiervan nie van toepassing is op
fabriekshelpers en drywers van motorvoertuie wat lede is van die vak-
vereniging sonder addisionele voordele nie."

(2) In subklousule (2), vervang "klousules 13, 14 of 15" deur "klou-
sules 10, 11 of 13".

2. KLOUSULE 6.—FINANSIES

In subklousule (1) (a) (i), vervang "klousule 8" deur "klousule 19 van
die Hoofdooreenkoms vir die Nywerheid".

3. Skrap die bestaande klousules 8, 9 en 10.

4. Hernommer die bestaande klousule 11 tot klousule 8.

5. In subklousule (1) van die hernommerde klousule 8, vervang "klou-
sule 9 hiervan" deur "klousule 20 van die Hoofdooreenkoms vir die
Nywerheid".

6. Hernommer die bestaande klousule 12 tot klousule 9 en die bestaande
klousule 13 tot klousule 10 en in subklousules (1) (c) en (2) van die
hernommerde klousule 10, vervang "klousule 11 (1) en klousule 11"
onderskeidelik deur "klousule 8 (1)" en "klousule 8".

7. Hernommer die bestaande klousule 14 tot klousule 11 en in subklou-
sule (2) van die hernommerde klousule 11, vervang "R12,50" deur
"R16,25".

8. Hernommer die bestaande klousule 15 tot klousule 12 en in subklou-
sule (2) van die hernommerde klousule 12, vervang "klousule 14" deur
"klousule 11".

9. Hernommer die bestaande klousules 16, 17, 18, 19, 20 en 21 tot
onderskeidelik klousules 13, 14, 15, 16, 17 en 18.

10. (1) In subklousule (1) van die hernommerde klousule 17, vervang
"klousule 19" en "klousule 14 of 15" deur onderskeidelik "klousule 16"
en "klousule 11 of 12".

(2) In subklousule (3) van die hernommerde klousule 17, vervang
"klousule 19" deur "klousule 16".

Nademaal die werkgewersorganisasies en die vakvereniging tot hierdie
Ooreenkoms geraak het, verklaar ondergetekende gemagtigde beamptes
van die Raad hierby dat bostaande die Ooreenkoms is waartoe daar geraak
is en bevestig hulle dit met hul handtekeninge.

Op hede die 28ste dag van Oktober 1980 te Johannesburg onderteken.

R. F. CROWTHER, Sekretaris van die Raad.

H. W. MILLER, Verteenwoordiger van die Werkgewers/Voorsitter van
die Raad.

L. R. FINDLEY, Verteenwoordiger van die Werknemers.

the first Monday after the date of publication of this
notice and for the period ending 31 December 1982, the
provisions of the Amending Agreement shall *mutatis mu-
tandis* be binding upon all persons who are not employees
and who are employed in the said Industry by the em-
ployers 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.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

The South African Printing and Allied Industries Federation
and the

Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and
Newspaper Industry of South Africa,

to amend the Labourers' Benefit Fund Agreement published under Govern-
ment Notice R. 2393 of 20 December 1974, as amended and extended by
Government Notices R. 2375 of 19 December 1975, R. 2610 and R. 2611
of 30 December 1977, R. 2452 of 8 December 1978 and R. 2885 of 28
December 1979.

1. SECTION 5.—MEMBERSHIP OF FUND

(1) Substitute the following for subsection (1):

"(1) All factory aids and drivers of motor vehicles, with the exception of
employees in the Duplicating Section, for whom wages are prescribed in
the Main Agreement promulgated for the Industry shall be members of the
Fund: Provided that—

(a) factory aids and drivers of motor vehicles who are members of the
trade union with additional benefits shall not be members of the Fund;

(b) the provisions of sections 11, 12 and 13 hereof shall not apply in
respect of factory aids and drivers of motor vehicles who are members of
the trade union without additional benefits."

(2) In subsection (2), substitute "sections 10, 11 or 13" for "section
13, 14 or 15".

2. SECTION 6.—FINANCE

In subsection (1) (a) (i), substitute "section 19 of the Main Agreement
for the Industry" for "section 8".

3. Delete the existing sections 8, 9 and 10.

4. Renumber the existing section 11 as section 8.

5. In subsection (1) of the renumbered section 8, substitute "section 20
of the Main Agreement for the Industry" for "section 9 hereof".

6. Renumber the existing section 12 as section 9 and the existing section
13 as section 10 and in subsections (1) (c) and (2), respectively, of the
renumbered section 10, substitute "section 8 (1)" and "section 8", re-
spectively, for "section 11 (1)" and "section 11".

7. Renumber the existing section 14 as section 11 and in subsection (2)
of the renumbered section 11, substitute "R16,25" for "R12,50".

8. Renumber the existing section 15 as section 12 and in subsection (2)
of the renumbered section 12, substitute "section 11" for "section 14".

9. Renumber the existing sections 16, 17, 18, 19, 20 and 21, respec-
tively, as sections 13, 14, 15, 16, 17 and 18.

10. (1) In subsection (1) of the renumbered section 17, substitute "sec-
tion 16" and "section 11 or 12", respectively, for "section 19" and
"section 14 or 15".

(2) In subsection (3) of the renumbered section 17, substitute "section
16" for "section 19".

The employers' organisations and the trade union having arrived at the
Agreement set forth herein, the undersigned authorised officers of the
Council hereby declare that the foregoing is the Agreement arrived at and
affix their signatures thereto.

Signed at Johannesburg this 28th day of October 1980.

R. F. CROWTHER, Secretary of the Council.

H. W. MILLER, Employers' Representative/Chairman of the Council.

L. R. FINDLEY, Employees' Representative.

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Biochemie, Biometrika, Grondkunde, Landbou-ingenieurswese, Landbouweerkunde en Ontledingstegnieke. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienselike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen R1,50 per eksemplaar of R6 per jaar, posvry (Buitelands R1,75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

AGROCHEMOPHYSICA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Biochemistry, Biometry, Soil Science, Agricultural Engineering, Agricultural Meteorology and Analysis Techniques. 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 R1,50 per copy or R6 per annum, post free (Other countries R1,75 per copy or R7 per annum).

Sales tax must accompany inland orders.

DIE BLOMPLANTE VAN AFRIKA

Hierdie publikasie word uitgegee as 'n geïllustreerde reeks, baie na die aard van Curtis se "Botanical Magazine". Die doel van die werk is om die skoonheid en variasie van vorm van die flora van Afrika aan die leser bekend te stel, om belangstelling in die studie en kweek van die inheemse plante op te wek, en om plantkunde in die algemeen te bevorder.

Die meeste van die illustrasies word deur kunstenaars van die Navorsingsinstituut vir Plantkunde gemaak, dog die redakteur verwelkom geskikte bydraes van 'n wetenskaplike en kunsstandaard afkomstig van verwante inrigtings.

Onder huidige omstandighede word twee dele van die werk gelyktydig gepubliseer, maar met onreëlmatige tussenpose; elke deel bevat tien kleurplate. Intekengeld bedra R5 per deel (buitelands R5,25 per deel): Vier dele per band. Vanaf band 27 is die prys per band in linne gebind R30; in moroccoleer gebind R35. (Buitelands, linne gebind R31; moroccoleer R36).

Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

THE FLOWERING PLANTS OF AFRICA

This publication is issued as an illustrated serial, much on the same lines as Curtis's Botanical Magazine, and for imitating which no apology need be tendered.

The desire and object of the promoters of the publication will be achieved if it stimulates further interest in the study and cultivation of our indigenous plants.

The illustrations are prepared mainly by the artists at the Botanical Research Institute, but the Editor welcomes contributions of suitable artistic and scientific merit from kindred institutions.

Each part contains 10 plates and costs R5 per part (other countries R5,25 per part). Two, three or four parts may be published annually, depending on the availability of illustrations. A volume consists of four parts. From Volume 27, the price per volume is: Cloth binding, R30; morocco binding, R35 (other countries, cloth binding R31; morocco binding R36).

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

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