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No. 16694

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 1470

22 September 1995

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAND
AND PRETORIA: AMENDMENT OF AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1996, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1996, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI,
Minister of Labour.

98576—A

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 1470

22 September 1995

WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENYWERHEID, WITWATERSRAND EN
PRETORIA: WYSIGING VAN OOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1996 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1996 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

16694—1

SCHEDULE**INDUSTRIAL COUNCIL FOR THE CANVAS GOODS INDUSTRY, WITWATERSRAND AND PRETORIA****AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,

to amend the Agreement published under Government Notice No. R. 203 of 12 February 1988 (hereinafter referred to as the Re-enacting Agreement), as extended and amended by Government Notices Nos. R. 727 and R. 728 of 14 April 1989, R. 2505 of 26 October 1990, R. 1796 of 2 August 1991, R. 3278 of 4 December 1992, R. 2150 of 12 November 1993, R. 1024 of 27 May 1994, R. 1524 of 9 September 1994 and R. 1361 of 8 September 1995.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Canvas Goods Industry—

(a) by all employers and employees who are members of the employers' organisation and trade union, respectively;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (Proclamation No. 149 of 25 July 1930 and Government Notices Nos. 1779 of 6 November 1964, 498 of 1 April 1966 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [including those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits, which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (Proclamation No. 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1968 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksvley 345], Randburg, Randfontein [excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Phatiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 and Rietfontein 48, but including those portions of the Magisterial Districts of Oberholzer and Koster which, prior to 14 August 1953 and 26 July 1963 (Government Notices Nos. 1718 of 14 August 1953 and 1105 of 26 July 1963, respectively), fell within the Magisterial District of Rand-

BYLAE**NYWERHEIDSRaad VIR DIE SEILWARENYWERHEID, WITWATERSRAND EN PRETORIA****OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

wat die partye is by die Nywerheidsraad vir die Seilwarenywerheid, Witwatersrand en Pretoria,

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 203 van 12 Februarie 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng en gewysig by Goewermentskennisgewings Nos. R. 727 en R. 728 van 14 April 1989, R. 2505 van 26 Oktober 1990, R. 1796 van 2 Augustus 1991, R. 3278 van 4 Desember 1992, R. 2150 van 12 November 1993, R. 1024 van 27 Mei 1994, R. 1524 van 9 September 1994 en R. 1361 van 1995.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seilwarenywerheid nagekom word—

(a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en die vakvereniging;

(b) in die landdrosdistrikte Alberton, Benoni, Boksburg [uitgesonderd die gedeelte wat voor 6 November 1964 (Goewermentskennisgewing No. 1779 van 6 November 1964) binne die landdrosdistrik Heidelberg geval het], Brakpan [uitgesonderd die gedeeltes wat voor 25 Julie 1930, 6 November 1964, 1 April 1966 en 1 Julie 1972 (onderskeidelik Proklamasie No. 149 van 25 Julie 1930 en Goewermentskennisgewings Nos. 1779 van 6 November 1964, 498 van 1 April 1966 en 871 van 26 Mei 1972) binne die landdrosdistrikte Heidelberg en Nigel geval het, maar met inbegrip van die gedeelte van die landdrosdistrik Heidelberg wat voor 27 November 1970 (Goewermentskennisgewing No. 2095 van 27 November 1970) binne die landdrosdistrik Brakpan geval het], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp (met inbegrip van die gedeeltes van die landdrosdistrikte Koster en Brits wat voor 26 Julie 1963 en 1 Junie 1972 (onderskeidelik Goewermentskennisgewing Nos. 1105 van 26 Julie 1963 en 872 van 26 Mei 1972) binne die landdrosdistrik Krugersdorp geval het], Pretoria [met inbegrip van die gedeeltes van die landdrosdistrikte Groblersdal, Cullinan en Brits wat voor 28 November 1941, 30 Mei 1968 en 1 Junie 1972 (onderskeidelik Proklamasie No. 225 van 28 November 1941 en Goewermentskennisgewings Nos. 970 van 30 Mei 1968 en 872 van 26 Mei 1972) binne die landdrosdistrik Pretoria geval het, maar uitgesonderd die plaas Geelbeksvley 345], Randburg, Randfontein [uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 en Rietfontein 48, maar met inbegrip van die gedeeltes van die landdrosdistrikte Oberholzer en Koster wat voor 14 Augustus 1953 en 26 Julie 1963 (onderskeidelik Goewermentskennisgewings Nos. 1718 van 14 Augustus 1953 en 1105 van 26 Julie 1963) binne die landdrosdistrik Randfontein geval het],

fontein], Roodepoort, Springs and Westonaria [excluding those portions which, prior to 1 October 1966 and 1 September 1978 (Government Notices Nos. 476 of 30 September 1966 and 1745 of 1 September 1978), fell within the Magisterial Districts of Vanderbijlpark and Potchefstroom, respectively, but including the portion of the Magisterial District of Vereeniging which, prior to 1 November 1970 (Government Notice No. 1618 of 2 October 1970), fell within the Magisterial District of Westonaria] and Wonderboom.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. CLAUSE 4: REMUNERATION

In subclause (1), substitute the following for the existing table:

	From first pay-day in October 1995
	Per week
	R
(a) Blindhanger	336,00
(b) (i) Chopper-out, unqualified:	
First six months	225,00
Second six months	236,00
Third six months	248,00
(ii) Chopper-out, qualified	260,00
(c) (i) Cutter, learner:	
First six months	241,00
Second six months	264,00
Third six months	280,00
Fourth six months	294,00
Fifth six months	312,00
(ii) Cutter, qualified	319,00
(d) (i) Driver (deliveries) of motor vehicle with an unladen mass of—	
up to 450 kg	225,00
over 450 kg to 2 750 kg	228,00
over 2 750 kg to 4 550 kg	261,00
over 4 550 kg	283,00
(ii) Driver (staff)	225,00
(e) Foreman	423,00
(f) (i) General assistant, unqualified:	
First six months	225,00
Second six months	236,00
Third six months	248,00
Fourth six months	261,00
Fifth six months	286,00
(ii) General assistant, qualified	319,00
(g) Handyman	278,00
(h) Mechanic	339,00
(i) Machinist (heavy machines)	319,00
(j) (i) Machinist, unqualified (other machines):	
First six months	225,00
Second six months	241,00
(ii) Machinist, qualified (other machines)	266,00
(k) Night-watchman	239,00
(l) Not elsewhere specified	225,00
(m) Welding machine operator	231,00
(n) Labourer	236,00

Roodepoort, Springs en Westonaria [uitgesonderd die gedeeltes wat voor 1 Oktober 1966 en 1 September 1978 (Goewermentskennisgewings Nos. 1476 van 30 September 1966 en 1745 van 1 September 1978) onderskeidelik binne die landdrostrik Vanderbijlpark en Potchefstroom geval het, maar met inbegrip van die gedeelte van die landdrostrik Vereeniging wat voor 1 November 1970 (Goewermentskennisgewing No. 1618 van 2 Oktober 1970) binne die landdrostrik Westonaria geval het] en Wonderboom.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone by klousule 4 voorgeskryf word.

2. KLOUSULE 4: BESOLDIGING

In subklousule (1), vervang die bestaande tabel deur die volgende:

	Vanaf eerste betaaldag in Oktober 1995
	Per week
	R
(a) Blindhanger	336,00
(b) (i) Uitknipper, ongekwalifiseer:	
Eerste ses maande	225,00
Tweede ses maande	236,00
Derde ses maande	248,00
(ii) Uitknipper, gekwalifiseer	260,00
(c) (i) Leerlingsnyer:	
Eerste ses maande	241,00
Tweede ses maande	264,00
Derde ses maande	280,00
Vierde ses maande	294,00
Vyfde ses maande	312,00
(ii) Snyder, gekwalifiseer	319,00
(d) (i) Afleweringsmotordrywer: Drywer van motorvoertuig met 'n onbelaste massa van—	
hoogstens 450 kg	225,00
meer as 450 kg tot 2 750 kg	228,00
meer as 2 750 kg tot 4 550 kg	261,00
meer as 4 550 kg	283,00
(ii) Personeelmotordrywer	225,00
(e) Voorman	423,00
(f) (i) Algemene assistent, ongekwalifi- seer:	
Eerste ses maande	225,00
Tweede ses maande	236,00
Derde ses maande	248,00
Vierde ses maande	261,00
Vyfde ses maande	286,00
(ii) Algemene assistent, gekwalifiseer	319,00
(g) Faktorum	278,00
(h) Werktuigkundige	339,00
(i) Masjienwerker (swaar masjiene)	319,00
(j) (i) Masjienwerker, ongekwalifiseer (ander masjiene):	
Eerste ses maande	225,00
Tweede ses maande	241,00
(ii) Masjienwerker, gekwalifiseer (ander masjiene)	266,00
(k) Nagwag	239,00
(l) Nie elders vermeld nie	225,00
(m) Sweismasjienbediener	231,00
(n) Arbeider	236,00

3. CLAUSE 10

(1) Substitute the following for the existing heading:

"WORK ON SUNDAYS, HOURS OF WORK, OVERTIME AND PUBLIC HOLIDAYS."

(2) Substitute the following for the existing subclause (2):

"Whenever an employee works on a Sunday, his employer shall pay him not less than double the remuneration payable in respect of the period usually worked by him on a full weekday, whether or not the employee has on such Sunday worked all his usual daily working hours. Any time worked on such Sunday in excess of the usual daily working hours shall be paid for at double the hourly wage. Whenever an employee works on New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Worker's Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill, his employer shall pay him for the week in which such day falls not less than his weekly wage, plus his hourly wage for each hour or part of an hour worked by the employee in the aggregate on such day: Provided that whenever such day falls on a Sunday, the following Monday shall be a paid public holiday: Provided further that any such day shall be exchangeable for any other day that is agreed to between an employer and employee: Provided further that where such an employee is required or permitted to work for less than four hours on any such day he shall be deemed to have worked for four hours."

4. CLAUSE 11: ANNUAL LEAVE

Substitute the following for the first paragraph in the existing subclause (1):

"New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Worker's Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill shall be paid holidays, whether or not such holiday falls on a working day. Pay for such holiday shall be the amount paid for the longest day ordinarily worked by the establishment."

CLAUSE 21: SICK FUND

(1) Substitute the following for the existing table in subclause (2):

<i>"Wages per week"</i>	<i>Weekly contributions payable</i>
	R
From R225,00 per week upwards	8,00"

(2) (a) In subclause 11 (a) (v), after the words "of the Fund only" insert the words "limited to R500 per employee per annum".

(b) In subclause 11 (viii), substitute the expression "R300,00" for the expression "R265,00".

(c) Substitute the following for the existing table in subclause 11 (a) (x):

Weekly contributions	Sick pay after 52 contributions with one employer		Sick pay after 13 contributions	
	Per week	Per day	Per week	Per day
R	R	R	R	R
4,00	80,00	16,00	60,00	12,00

3. KLOUSULE 10

(1) Vervang die bestaande opskrif deur die volgende:

"WERK OP SONDAE, WERKURE, OORTYDWERK, EN OPENBARE VAKANSIEDAE."

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

"Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgever hom minstens dubbel die besoldiging betaal wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n volle weekdag werk, afgesien daarvan of die werknemer op dié Sondag al sy gewone daaglikse werkure gewerk het of nie. Vir alle tyd wat op dié Sondag meer as die gewone daaglikse werkure gewerk word, moet teen dubbel die uurloon betaal word. Wanneer 'n werknemer op Nuwejaarsdag, Menseregte, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag of Welwillendheidsdag werk, moet sy werkgever hom vir die week waarin so 'n dag val minstens sy weekloon betaal, plus sy uurloon vir elke uur of gedeelte van 'n uur wat die werknemer altesaam op so 'n dag gewerk het: Met dien verstande dat wanneer ook al sodanige dag op 'n Sondag val, die volgende Maandag 'n betaalde openbare vakansiedag is: Met dien verstande voorts dat enige sodanige dag uitruilbaar is met enige ander dag waarop ooreengekom word tussen 'n werkgever en werknemer: Met dien verstande voorts dat, waar daar van sodanige werknemer vereis of hy toegelaat word om minder as vier uur op enige dag te werk, daar geag word dat hy vier uur gewerk het."

4. KLOUSULE 11: JAARLIKSE VERLOF

Vervang die eerste paragraaf in die bestaande subklousule (1) deur die volgende:

"Nuwejaarsdag, Menseregte, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag en Welwillendheidsdag is vakansiedae met besoldiging, afgesien daarvan of sodanige vakansiedag op 'n werkdag val of nie. Besoldiging vir sodanige vakansiedag is die bedrag wat betaal word vir die langste dag van gewoonlik deur die bedryfsinrigting gewerk word."

KLOUSULE 21: SIEKEFONDS

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

<i>"Loon per week"</i>	<i>Weeklikse bydraes betaalbaar</i>
	R
Van R225,00 per week en hoër	8,00"

(2) (a) In subklousule 11 (a) (v), na die woorde "van die Fonds alleenlik" voeg in "beperk tot R500 per werknemer per jaar".

(b) In subklousule 11 (viii) vervang die uitdrukking "R265,00" deur die uitdrukking "R300,00".

(c) Vervang die bestaande tabel in subklousule 11 (a) (x) deur die volgende:

Weeklikse bydraes	Siekebesoldiging na 52 bydraes by een werkgever		Siekebesoldiging na 13 bydraes	
	Per week	Per dag	Per week	Per dag
R	R	R	R	R
4,00	80,00	16,00	60,00	12,00

(d) In subclause 11 (b) (i), substitute the expression "R57,00" for the expression "R20,00".

(e) Substitute the following for the table in subclause 11 (c) (iii):

TABLE

<i>Contribution per week</i>	<i>Lump sum payment</i>
R	R
4,00	1 800,00

Signed at Johannesburg, on behalf of the parties to the Council, this 23rd day of May 1995.

T. MACQUET,
Chairman of the Council.

N. RATSHIDI,
Vice-Chairman of the Council.

W. B. FLOWERS & CO.,
Secretaries of the Council.

(d) In subklousule 11 (b) (i) vervang die uitdrukking "R20,00" deur die uitdrukking "R57,00".

(e) Vervang die tabel in subklousule 11 (c) (iii) deur die volgende:

TABEL

<i>Bydrae per week</i>	<i>Globale betaling</i>
R	R
4,00	1 800,00

Namens die partye by die Raad op hede die 23ste dag van Mei 1995 te Johannesburg onderteken.

T. MACQUET,
Voorsitter van die Raad.

N. RATSHIDI,
Ondervoorsitter van die Raad.

W. B. FLOWERS & CO.,
Sekretaris van die Raad.

IMPORTANT ANNOUNCEMENT

*Closing times **PRIOR TO PUBLIC HOLIDAYS** for*

LEGAL NOTICES
GOVERNMENT NOTICES **1995**

*The closing time is **15:00** sharp on the following days:*

- ▶ **21 September**, Thursday, for the issue of Friday **29 September**
- ▶ **20 December**, Wednesday, for the issue of Friday **29 December**
- ▶ **28 December**, Thursday, for the issue of Friday **5 January 1996**

Late notices will be published in the subsequent issue. If under special circumstances, a late notice is being accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

*Sluitingstye **VOOR VAKANSIEDAE** vir*

WETLIKE KENNISGEWINGS
GOEWERMENTSKENNISGEWINGS **1995**

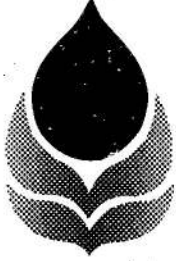
*Die sluitingstyd is stiptelik **15:00** op die volgende dae:*

- ▶ **21 September**, Donderdag, vir die uitgawe van Vrydag **29 September**
- ▶ **20 Desember**, Woensdag, vir die uitgawe van Vrydag **29 Desember**
- ▶ **28 Desember**, Donderdag, vir die uitgawe van Vrydag **5 Januarie 1996**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word.

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kople drie kalenderweke voor publikasie ingedien word

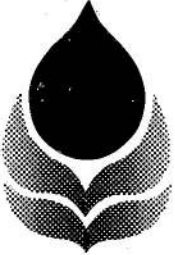
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Ons leef  daarvan

water is kosbaar

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