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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 287

14 February 1997

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: AMENDMENT OF MAIN 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 10 May 1998, 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; 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 clauses 1 (1) (a) and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, 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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

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

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 1373 of 1 July 1983, as amended, re-enacted, extended and renewed by Government Notices Nos. R. 2658 of 2 December 1983, R. 1260 of 22 June 1984, R. 1553 of 27 July 1984, R. 2433 of 9 November 1984, R. 2668 of 7 December 1984, R. 1742 of 9 August 1985, R. 2692 of 6 December 1985, R. 305 of 21 February 1986, R. 2333 of 14 November 1986, R. 251 of 6 February 1987, R. 2810 of 18 December 1987, R. 2066 of 14 October 1988, R. 2455 of 2 December 1988, R. 2326 of 27 October 1989, R. 2529 of 17 November 1989, R. 2755 of 15 December 1989, R. 2085 of 31 August 1990, R. 2865 of 7 December 1990, R. 1233 of 30 May 1991, R. 478 of 14 February 1992, R. 2509 of 4 September 1992, R. 3106 of 13 November 1992, R. 3430 of 24 December 1992, R. 1086 of 25 June 1993, R. 779 of 22 April 1994, R. 1156 of 1 July 1994, R. 672 of 12 May 1995, R. 1010 of 7 July 1995, R. 876 of 31 May 1996 and R. 1038 of 28 June 1996.

1. SCOPE OF APPLICATION OF AGREEMENT

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

- (a) by the employers and the employees who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial Districts of—
 - (i) The Cape, Simonstown, Goodwood and Bellville, including those portions of the Magisterial Districts of Simonstown, Goodwood, and Bellville that were used to create the Magisterial District of Mitchells Plain on 2 March 1992, Somerset West and Strand by employers and employees who are engaged in or employed in the operations referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice No. R. 1373 of 1 July 1983;
 - (ii) Wynberg, including that portion of the Magisterial District of Wynberg that was used to create the Magisterial District of Mitchells Plain on 2 March 1992, by employers and employees who are engaged in or employed on the operations referred to in paragraphs (a) and/or (b) and/or (c) of the definitions of "Clothing Industry" in clause 3 of the Agreement published under Government Notice No. R. 1373 of 1 July 1983; and
 - (iii) Malmesbury and Moorreesburg by employers and employees who are engaged in or employed on the operations referred to in paragraphs (a) (excluding belts made from leather or synthetic material) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice No. R. 1373 of 1 July 1983.

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

- (a) apply only in respect of employees for whom wages are prescribed in the Agreement published under Government Notice No. R. 1373 of 1 July 1983, as amended from time to time;
- (b) not apply to employees and working directors whose wages are more than R31 304,00 per annum;
- (c) not apply to employers and employees engaged or employed in the Knitting Division.

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

Substitute the expression "10 May 1998" for the expression "30 June 1996".

3. CLAUSE 4: WAGES

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

	"Wage per week"
Part A: Cutting Department	
Head cutter.....	R602,00
Pattern maker:	
(a) Qualified.....	R602,00
(b) Learner:	
First year of experience.....	Next wage*

	Wage per week
Second year:	
First six months of experience	R336,50
Second six months of experience	R372,00
Third year:	
First six months of experience	R408,00
Second six months of experience	R445,00
Fourth year:	
First six months of experience	R485,00
Second six months of experience	R524,00
Thereafter, the wage specified in (a), i.e.	R602,00
Pattern grader:	
(a) Qualified	R486,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R317,00
Second six months of experience	R336,50
Third year:	
First six months of experience	R358,00
Second six months of experience	R382,00
Fourth year:	
First six months of experience	R408,00
Second six months of experience	R434,00
Thereafter, the wage specified in (a), i.e.	R486,00
Cutter, lay-maker:	
(a) Qualified	R468,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R284,50
Second six months of experience	R313,50
Third year:	
First six months of experience	R342,00
Second six months of experience	R374,50
Fourth year:	
First six months of experience	R410,00
Thereafter, the wage specified in (a), i.e.	R468,50
Interlining cutter, trimmer, leather cutter and tie cutter:	
(a) Qualified	R337,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R254,00
Second six months of experience	R269,00
Third year:	
First six months of experience	R283,00
Second six months of experience	R297,50

	Wage per week
Fourth year:	
First six months of experience	R312,50
Thereafter, the wage specified in (a), i.e.	R337,50
(c) If advanced to learner cutter:	
First six months from date of advancement	R365,50
Second six months from date of advancement	R410,00
Thereafter, the wage specified for a qualified cutter, i.e.	R468,50
Layer-up:	
(a) Qualified	R291,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R245,00
Second six months of experience	R254,00
Third year:	
First six months of experience	R264,50
Thereafter, the wage specified in (a), i.e.	R291,00
(c) If advanced to learner cutter:	
First six months from date of advancement	R291,00
Second six months from date of advancement	R342,00
Third six months from date of advancement	R374,50
Fourth six months from date of advancement	R410,00
Thereafter, the wage specified for a qualified cutter, i.e.	R468,50
(d) If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:	
First six months from date of advancement	R291,00
Second six months from date of advancement	R312,50
Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	R337,50
(e) If advanced to fitter-up:	
First six months from date of advancement	R291,00
Second six months from date of advancement	R301,50
Third six months from date of advancement	R317,00
Fourth six months from date of advancement	R337,50
Thereafter, the wage specified for fitter-up, i.e.	R372,00
Clicker:	
(a) Qualified	R348,50
(b) Learner:	
First year of experience	Next wage**
Second year of experience	R261,50
Third year of experience	R297,50
Tracer:	
(a) Qualified	R326,50
(b) Learner:	
First year of experience	Next wage*

	Wage per week
Second year:	
First six months of experience	R261,50
Second six months of experience	R280,00
Third year:	
First six months of experience	R296,00
Thereafter, the wage specified in (a), i.e.	R326,50
Part B: Factory Operatives	
Clothing machine mechanic:	
(a) Qualified	R602,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R336,50
Second six months of experience	R372,00
Third year:	
First six months of experience	R408,00
Second six months of experience	R445,00
Fourth year:	
First six months of experience	R485,00
Second six months of experience	R524,00
Thereafter, the wage specified in (a), i.e.	R602,00
Clothing technician:	
(a) Qualified	R602,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R336,50
Second six months of experience	R372,00
Third year:	
First six months of experience	R408,00
Second six months of experience	R445,00
Fourth year:	
First six months of experience	R485,00
Second six months of experience	R524,00
Thereafter, the wage specified in (a), i.e.	R602,00
Grade A employee:	
(a) Qualified	R372,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R262,50
Second six months of experience	R282,00
Third year:	
First six months of experience	R301,50
Second six months of experience	R317,00
Fourth year:	
First six months of experience	R337,50
Thereafter, the wage specified in (a), i.e.	R372,00

	Wage per week
Grade B employee:	
(a) Qualified	R318,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R258,00
Second six months of experience	R271,50
Third year:	
First six months of experience	R285,50
Thereafter, the wage specified in (a), i.e.	R318,00
(c) If advanced to Grade A employee:	
First six months from date of advancement	R318,00
Second six months from date of advancement	R327,50
Third six months from date of advancement	R337,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	R372,00
Grade C employee:	
(a) Qualified	R282,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R253,00
Second six months of experience	R260,50
Thereafter, the wage specified in (a), i.e.	R282,00
(c) If advanced to Grade B employee:	
First six months from date of advancement	R282,00
Second six months from date of advancement	R285,50
Thereafter, the wage specified for a qualified Grade B employee, i.e.	R318,00
Underpresser, blocker:	
(a) Qualified	R285,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	R245,00
Second six months of experience	R254,00
Third year:	
First six months of experience	R264,50
Thereafter, the wage specified in (a), i.e.	R285,50
(c) If advanced to learner presser:	
First six months from date of advancement	R285,50
Second six months from date of advancement	R337,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	R372,00
Part C: Clerical Employees	
Clerk:	
(a) Qualified	R410,00
(b) Learner:	
First year of experience	Next wage**
Second year of experience	R302,50
Third year of experience	R329,00

	Wage per week
Fourth year:	
First six months of experience	R359,00
Thereafter, the wage specified in (a), i.e.	R410,00
Factory clerk:	
(a) Qualified	R308,00
(b) Learner:	
First year of experience	Next wage**
Second year of experience	R245,00
Third year of experience	R261,50
Fourth year:	
First six months of experience	R282,00
Thereafter, the wage specified in (a), i.e.	R308,00
Part D: General	
Boiler attendant	R292,00
Despatch packer	R301,50
General worker	R282,00
Labourer	R285,50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg	R301,50
(b) exceeds 1 360 but not 2 720 kg	R313,50
(c) exceeds 2 720 kg	R358,00
Supervisor, quality controller and instructor	R382,00
Traveller's driver	R313,50
Watchman or caretaker, whose ordinary hours of work are—	
(a) less than 60 hours per week	R325,50
(b) 60 hours per week	R342,00

'Next wage*' means the wage rate due for the second year, first six months of experience in terms of clause 4 (4) (d).

'Next wage**' means the wage rate due for the second year of experience in terms of clause 4 (4) (d)."

(2) Substitute the following for subclause (10):

"(10) *Annual bonus:* Each employee shall be paid an annual bonus on the day of his employer's annual closure in December of each year, equivalent to 1,0%, in respect of the period up to 30 June 1996, and 1,5%, in respect of the period from 1 July 1996, of his total actual annual basic prescribed wage calculated from 1 January to 31 December and earned with the employer by whom he is employed.

The bonus is inclusive of and not additional to any annual bonus paid by an employer and a shop steward may not be prejudiced in respect of annual bonus earnings for time off authorised by his employer, in attending to union business."

(3) In subclause (11), substitute the expression "R. 1038 of 28 June 1996" for the expression "R. 672 of 12 May 1995" where it appears.

(4) In subclause (12), substitute the expression "1996" for the expression "1995" where it appears.

4. CLAUSE 5: PAYMENT OF WAGES

In subclause (1) (b), substitute the following wage schedule for the existing wage schedule:

	Wage per week
Supervisors and quality controllers	R449,00
Grade A employees:	
Machinists and passers	R375,50
Factory clerks	R348,50

5. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

(1) In subclause (4) (a), substitute the expression "R321,01" for the expression "R300,01"; "R7,40" for the expression "R6,40"; "R12,10" for the expression "R10,10"; "R9,40" for the expression "R7,40" and "R16,10" for the expression "R12,10", respectively.

(2) In subclause (4) (b), substitute the expression "R321,01" for the expression "R300,01" where it appears.

6. ANNEXURE G

Substitute Annexure G attached for Annexure G of the Agreement.

Signed at Salt River on behalf of the parties this 31st day of October 1996.

B. D. P. COOKE

Chairperson of the Council

W. F. ALEXANDER

Vice-Chairperson of the Council

D. J. ACKERMANN

Secretary of the Council

ANNEXURE G**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)**

RETURN FOR THE MONTH.....19.....

To: The Secretary
P.O. Box 142
SALT RIVER
7924

Telephone: 47-2000

Name of firm.....

Address

Office use only		Week ending dates during the month						Employee contributions	Employer contributions	Total across
Housing loan repayments		AS PER SCHEDULE ON REVERSE SIDE OF THIS RETURN						NIL	=	
Enter number of employees in each of the blocks below —						TOTAL	RATE			
Industrial Council Levies						X		+	=	
Health Care Fund contributions up to R	EMPLOYEE Without dependants (i)					X			NIL	=
	With dependants (ii)					X			NIL	=
	EMPLOYER Total (i) + (ii)					X	NIL		=	
Health Care Fund contributions R and over	EMPLOYEE Without dependants (i)					X			NIL	=
	With dependants (ii)					X			NIL	=
	EMPLOYER Total (i) + (ii)					X	NIL		=	
Provident Fund contributions (as per attached schedule)						% of each contributor's basic wage rate with a maximum of R per week or R per month		+	=	
CITB Training Fund Levy						X R VAT INCLUSIVE	NIL		=	
SACTWU subscriptions		Enter number of employees in each of these blocks—				% of each Trade Union member's basic wage rate with a minimum of R and a maximum of R per week			NIL	=
R		Enter Rand value in each of these blocks—								
SACTWU Bursary Fund						X	NIL		=	

MATERNITY LEAVE (only if employed for more than one year with firm)

Health Care Fund contributions up to R						X	NIL	=
Health Care Fund contributions R and over						X	NIL	=
Provident Fund contributions (as per attached schedule) R						% of each contributor's basic wage rate with a maximum of R per week or R per month	NIL	=

TOTAL OF EMPLOYER AND EMPLOYEE CONTRIBUTIONS:**ADDITIONAL PAYMENTS (DETAILS ON REVERSE OF FORM):****WE ENCLOSE OUR CHEQUE FOR TOTAL:**

THIS FORM MUST BE RETURNED TO THE COUNCIL BY NOT LATER THAN THE 14TH DAY OF THE ENSUING MONTH

No. R. 287

14 Februarie 1997

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: WYSIGING VAN HOOFDOOREENKOMS

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 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 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

BYLAE**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)****OOREENKOMS**

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

Cape Clothing Manufacturers' Association

en die

Cape Knitting Industry Association

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

Southern African Clothing and Textile Workers' Union

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

tot wysiging van die Hoofdooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1373 van 1 Julie 1983, soos gewysig, herbekragtig, verleng en hernieu by Goewermentskennisgewings Nos. R. 2658 van 2 Desember 1983, R. 1260 van 22 Junie 1984, R. 1553 van 27 Julie 1984, R. 2433 van 9 November 1984, R. 2668 van 7 Desember 1984, R. 1742 van 9 Augustus 1985, R. 2692 van 6 Desember 1985, R. 305 van 21 Februarie 1986, R. 2333 van 14 November 1986, R. 251 van 6 Februarie 1987, R. 2810 van 18 Desember 1987, R. 2066 van 14 Oktober 1988, R. 2455 van 2 Desember 1988, R. 2326 van 27 Oktober 1989, R. 2529 van 17 November 1989, R. 2755 van 15 Desember 1989, R. 2085 van 31 Augustus 1990, R. 2865 van 7 Desember 1990, R. 1233 van 30 Mei 1991, R. 478 van 14 Februarie 1992, R. 2509 van 4 September 1992, R. 3106 van 13 November 1992, R. 3430 van 24 Desember 1992, R. 1086 van 25 Junie 1993, R. 779 van 22 April 1994, R. 1156 van 1 Julie 1994, R. 672 van 12 Mei 1995, R. 1010 van 7 Julie 1995, R. 876 van 31 Mei 1996 en R. 1038 van 28 Junie 1996.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

- (a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;
- (b) in die landdrosdistrikte—
 - (i) Die Kaap, Simonstad, Goodwood en Bellville, insluitende die gedeeltes van die landdrosdistrikte Simonstad, Goodwood en Bellville waaruit die landdrosdistrik Mitchells Plain op 2 Maart 1992 saamgestel was, Somerset-Wes en Strand deur werkgewers en werknemers wat betrokke is by of in diens is vir die werksaamhede bedoel in paragrafe (a) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1373 van 1 Julie 1983;

- (ii) Wynberg, insluitende die gedeelte van die landdrosdistrik Wynberg waaruit die landdrosdistrik Mitchells Plain op 2 Maart 1992 saamgestel was, deur werkgewers en werknemers wat betrokke is by of in diens is vir die werksaamhede bedoel in paragrawe (a) en/of (b) en/of (c) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1373 van 1 Julie 1983; en
- (iii) Malmesbury en Moorreesburg deur werkgewers en werknemers wat betrokke is by of in diens is vir die werksaamhede bedoel in paragrawe (a) (uitgesonderd lyfbande wat van leer of van sintetiese materiaal gemaak word) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1373 van 1 Julie 1983.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms—

- (a) van toepassing slegs op werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1373 van 1 Julie 1983, soos van tyd tot tyd gewysig;
- (b) nie van toepassing nie op werknemers en werkende direkteure wie se lone meer bedra as R31 304,00 per jaar;
- (c) nie van toepassing nie op werkgewers en werknemers wat betrokke is by of in diens is in die Brei-afdeling.

2. KLOUSULE 2: GELDIGHEIDSDUUR VAN OOREENKOMS

Vervang die uitdrukking "30 Junie 1996" deur die uitdrukking "10 Mei 1998".

3. KLOUSULE 4: LONE

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

	"Loon per week"
Deel A: Snyafdeling	
Hoofsnyer	R602,00
Patroonmaker:	
(a) Gekwalifiseer	R602,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R336,50
Tweede ses maande ondervinding.....	R372,00
Derde jaar:	
Eerste ses maande ondervinding.....	R408,00
Tweede ses maande ondervinding.....	R445,00
Vierde jaar:	
Eerste ses maande ondervinding.....	R485,00
Tweede ses maande ondervinding.....	R524,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R602,00
Patroongradeerder:	
(a) Gekwalifiseer	R486,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R317,00
Tweede ses maande ondervinding.....	R336,50
Derde jaar:	
Eerste ses maande ondervinding.....	R358,00
Tweede ses maande ondervinding.....	R382,00

	Loon per week
Vierde jaar:	
Eerste ses maande ondervinding.....	R408,00
Tweede ses maande ondervinding.....	R434,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R486,00
Snyer, snylaagpatroonoplêer:	
(a) Gekwalifiseer	R468,50
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R284,50
Tweede ses maande ondervinding.....	R313,50
Derde jaar:	
Eerste ses maande ondervinding.....	R342,00
Tweede ses maande ondervinding.....	R374,50
Vierde jaar:	
Eerste ses maande ondervinding.....	R410,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R468,50
Tussenvoeringsnyer, voeringwerker, leersnyer en dassnyer:	
(a) Gekwalifiseer	R337,50
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R254,00
Tweede ses maande ondervinding.....	R269,00
Derde jaar:	
Eerste ses maande ondervinding.....	R283,00
Tweede ses maande ondervinding.....	R297,50
Vierde jaar:	
Eerste ses maande ondervinding.....	R312,50
Daarna, die loon voorgeskryf by (a), d.w.s.....	R337,50
(c) Indien bevorder tot leerlingsnyer:	
Eerste ses maande vanaf datum van bevordering.....	R365,50
Tweede ses maande vanaf datum van bevordering	R410,00
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.....	R468,50
Laagoplêer:	
(a) Gekwalifiseer	R291,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R245,00
Tweede ses maande ondervinding.....	R254,00
Derde jaar:	
Eerste ses maande ondervinding.....	R264,50
Daarna, die loon voorgeskryf by (a), d.w.s.....	R291,00
(c) Indien bevorder tot leerlingsnyer:	
Eerste ses maande vanaf datum van bevordering.....	R291,00
Tweede ses maande vanaf datum van bevordering	R342,00
Derde ses maande vanaf datum van bevordering	R374,50
Vierde ses maande vanaf datum van bevordering.....	R410,00
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.....	R468,50

	Loon per week
(d) Indien bevorder tot leerlingtussenvoeringsnyer, -voeringwerker, -leerlingsnyer of -dassnyer:	
Eerste ses maande vanaf datum van bevordering.....	R291,00
Tweede ses maande vanaf datum van bevordering	R312,50
Daarna, die loon vir 'n gekwalifiseerde tussenvoeringsnyer, voeringwerker, leersnyer of dasnyer voorgeskryf, d.w.s.	R337,50
(e) Indien bevorder tot saampasser:	
Eerste ses maande vanaf datum van bevordering.....	R291,00
Tweede ses maande vanaf datum van bevordering	R301,50
Derde ses maande vanaf datum van bevordering	R317,00
Vierde ses maande vanaf datum van bevordering.....	R337,50
Daarna, die loon vir 'n saampasser voorgeskryf, d.w.s.	R372,00
Perssnyer:	
(a) Gekwalifiseer	R348,50
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon**
Tweede jaar ondervinding	R261,50
Derde jaar ondervinding	R297,50
Natrekker:	
(a) Gekwalifiseer	R326,50
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R261,50
Tweede ses maande ondervinding.....	R280,00
Derde jaar:	
Eerste ses maande ondervinding.....	R296,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R326,50
Deel B: Fabriekswerkers	
Klerasiemasjienwerktuigkundige:	
(a) Gekwalifiseer	R602,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R336,50
Tweede ses maande ondervinding.....	R372,00
Derde jaar:	
Eerste ses maande ondervinding.....	R408,00
Tweede ses maande ondervinding.....	R445,00
Vierde jaar:	
Eerste ses maande ondervinding.....	R485,00
Tweede ses maande ondervinding.....	R524,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R602,00
Klerasietegnikus:	
(a) Gekwalifiseer	R602,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*

	Loon per week
Tweede jaar:	
Eerste ses maande ondervinding.....	R336,50
Tweede ses maande ondervinding.....	R372,00
Derde jaar:	
Eerste ses maande ondervinding.....	R408,00
Tweede ses maande ondervinding.....	R445,00
Vierde jaar:	
Eerste ses maande ondervinding.....	R485,00
Tweede ses maande ondervinding.....	R524,00
Daarna, die loon voorgeskryf by (a), d.w.s.....	R602,00
Werknemer graad A:	
(a) Gekwalifiseer	R372,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R262,50
Tweede ses maande ondervinding.....	R282,00
Derde jaar:	
Eerste ses maande ondervinding.....	R301,50
Tweede ses maande ondervinding.....	R317,00
Vierde jaar:	
Eerste ses maande ondervinding.....	R337,50
Daarna, die loon voorgeskryf by (a), d.w.s.....	R372,00
Werknemer graad B:	
(a) Gekwalifiseer	R318,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R258,00
Tweede ses maande ondervinding.....	R271,50
Derde jaar:	
Eerste ses maande ondervinding.....	R285,50
Daarna, die loon voorgeskryf by (a), d.w.s.....	R318,00
(c) Indien bevorder tot werknemer graad A:	
Eerste ses maande vanaf datum van bevordering	R318,00
Tweede ses maande vanaf datum van bevordering	R327,50
Derde ses maande vanaf datum van bevordering	R337,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	R372,00
Werknemer graad C:	
(a) Gekwalifiseer	R282,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R253,00
Tweede ses maande ondervinding.....	R260,50
Daarna, die loon voorgeskryf by (a), d.w.s.....	R282,00

	Loon per week
(c) Indien bevorder tot werknemer graad B:	
Eerste ses maande vanaf datum van bevordering.....	R282,00
Tweede ses maande vanaf datum van bevordering	R285,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad B voorgeskryf, d.w.s.	R318,00
Voorparser, blokker:	
(a) Gekwalifiseer	R285,50
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon*
Tweede jaar:	
Eerste ses maande ondervinding.....	R245,00
Tweede ses maande ondervinding.....	R254,00
Derde jaar:	
Eerste ses maande ondervinding.....	R264,50
Daarna, die loon voorgeskryf by (a), d.w.s.	R285,50
(c) Indien bevorder tot leerlingparser:	
Eerste ses maande vanaf datum van bevordering.....	R285,50
Tweede ses maande vanaf datum van bevordering	R337,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	R372,00
Deel C: Klerke	
Klerk:	
(a) Gekwalifiseer	R410,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon**
Tweede jaar ondervinding	R302,50
Derde jaar ondervinding	R329,00
Vierde jaar:	
Eerste ses maande ondervinding.....	R359,00
Daarna, die loon voorgeskryf by (a), d.w.s.	R410,00
Fabrieksklerk:	
(a) Gekwalifiseer	R308,00
(b) Leerling:	
Eerste jaar ondervinding.....	Volgende loon**
Tweede jaar ondervinding	R245,00
Derde jaar ondervinding	R261,50
Vierde jaar:	
Eerste ses maande ondervinding.....	R282,00
Daarna, die loon voorgeskryf by (a), d.w.s.	R308,00
Deel D: Algemeen	
Ketelbediener	R292,00
Versendingsverpakker.....	R301,50
Algemene werker	R282,00
Arbeider.....	R285,50
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—	
(a) hoogstens 1 360 kg is	R301,50
(b) meer as 1 360 kg maar hoogstens 2 720 kg is.....	R313,50
(c) meer as 2 720 kg is.....	R358,00
Toesighouer, gehaltebeheerder en instrukteur.....	R382,00

	Loon per week
Handelsreisiger se drywer.....	R313,50
Wag of opsigter, wie se normale werksure—	
(a) minder as 60 uur per week is	R325,50
(b) 60 uur per week is	R342,00

'Volgende loon*' beteken die loon voorgeskryf in die tweede jaar, eerste ses maande van ondervinding ingevolge klousule 4 (4) (d).

'Volgende loon**' beteken die loon voorgeskryf in die tweede jaar van ondervinding ingevolge klousule 4 (4) (d)."

(2) Vervang subklousule (10) deur die volgende:

"(10) *Jaarlikse bonus*: Elke werknemer moet op die jaarlikse sluitingsdag van sy werkgewer in Desember 'n jaarlikse bonus betaal word wat gelyk is aan 1,0%, ten opsigte van die tydperk tot 30 Junie 1996, en 1,5% ten opsigte van die tydperk vanaf 1 Julie 1996, van die werknemer se totale werklike jaarlikse basiese voorgeskrewe loon, bereken vanaf 1 Januarie tot 31 Desember en verdien by die werkgewer waar hy op die jaarlikse sluitingsdag in diens is.

Hierdie bonus is inbegrepe in, en nie bykomstig nie by, enige jaarlikse bonus wat deur 'n werkgewer betaal word, en 'n werkswinkelvertegenwoordiger mag, ten opsigte van jaarlikse bonusverdienste, nie vir tyd af wat deur sy werkgewer gemagtig is vir deelname aan vakverenigingsake benadeel word nie."

(3) In subklousule (11), vervang die uitdrukking "R. 672 van 12 Mei 1995", waar dit voorkom, deur die uitdrukking "R. 1038 van 28 Junie 1996".

(4) In subklousule (12), vervang die uitdrukking "1995", waar dit voorkom, deur die uitdrukking "1996".

4. KLOUSULE 5: BETALING VAN LONE

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

	Loon per week
Toesighouers en gehaltebeheerders	R449,00
Werknemers graad A:	
Masjienwerkers en nasieners.....	R375,50
Fabrieksklerke	R348,50

5. KLOUSULE 26: GESONDHEIDSORGFONDS VAN DIE KLERASIENYWERHEID

(1) In subklousule (4) (a), vervang die uitdrukking "R300,01" deur die uitdrukking "R321,01"; die uitdrukking "R6,40" deur die uitdrukking "R7,40"; die uitdrukking "R10,10" deur die uitdrukking "R12,10"; die uitdrukking "R7,40" deur die uitdrukking "R9,40" en die uitdrukking "R12,10" deur die uitdrukking "R16,10".

(2) In subklousule (4) (b), vervang die uitdrukking "R300,01", waar dit voorkom, deur die uitdrukking "R321,01".

6. AANHANGSEL G

Vervang Aanhangsel G van die Ooreenkoms deur die bygaande Aanhangsel G.

Namens die partye op hede die 31ste dag van Oktober 1996 te Soutrivier onderteken.

B. D. P. COOKE

Voorsitter van die Raad

W. F. ALEXANDER

Ondervoorsitter van die Raad

D. J. ACKERMANN

Sekretaris van die Raad

AANHANGSEL G

NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (KAAP)

OPGAWE VIR DIE MAAND.....19.....

Aan: Die Sekretaris
Posbus 142
SOUTRIVIER
7924

Telefoon: 47-2000

Naam van firma.....
Adres
.....
.....

Slegs vir kantoorgebruik				Weekeinddatums gedurende die maand						Werknemer- bydraes	Werkgewer- bydraes	Totaal oordwars	
Huislening- terugbetalings				SOOS PER STAAT OP DIE KEERSY VAN HIERDIE OPGAWE							NUL	=	
Vul getal werknemers in elk van die blokkies hieronder in —								TOTAAL	BYDRAE				
Nywerheidsraad- heffings									X		+	=	
Gesondheid- sorgfonds- bydraes tot en met R	WERKNEMER Sonder afhanklikes (i)								X		NUL	=	
	Met afhanklikes (ii)								X		NUL	=	
	WERKGEWER Totaal (i) + (ii)								X		NUL	=	
Gesondheid- sorgfonds- bydraes R of meer	WERKNEMER Sonder afhank- likes (i)								X		NUL	=	
	Met afhanklikes (ii)								X		NUL	=	
	WERKGEWER Totaal (i) + (ii)								X		NUL	=	
Voorsorgfondsbydraes (Soos per aangehegte staat) R									% van elke bydraer se basiese loon met 'n maksimum van R per week of R per maand		+	=	
ORKN-opleidingsfonds- heffing									X	R BTW INGESLUIT	NUL	=	
				(BTW – TANS 14% – SLEGS BY ORKN-BYDRAES INGESLUIT)									
SACTWU-ledegeld				Vul getal werknemers in elk van die blokkies hieronder in—				% van elke vakveren- iginglid se basiese loon met 'n minimum van R en 'n maksimum van R per week			NUL	=	
R				Vul randwaarde in elk van die blokkies hieronder in—									
SACTWU-studiebeursfonds									X		NUL	=	

KRAAMVERLOF (Slegs indien meer as een jaar by firma in diens)

Gesondheidsorgfonds- bydraes tot R									X		NUL		=
Gesondheidsorgfondsbydraes R en meer									X		NUL		=
Voorsorgfondsbydraes (soos per aangehegte staat)									% van elke bydraer se basiese loon met 'n maksimum van R per week of R per maand		NUL		=

TOTAAL VAN WERKGEWER- EN WERKNEMERBYDRAES:
BYKOMENDE BETALINGS (BESONDERHEDE OP DIE KEERSY VAN HIERDIE VORM):
ONS SLUIT ONS TJEK IN VIR TOTAAL:

HIERDIE VORM MOET VOOR OF OP DIE 14DE DAG VAN DIE VOLGENDE MAAND AAN DIE RAAD TERUGBESORG WORD

No. R. 288

14 February 1997

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: AMENDMENT OF PROVIDENT FUND 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 10 May 1998, 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; 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 10 May 1998, 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

SCHEDULE**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)****PROVIDENT FUND AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the
Cape Clothing Manufacturers' Association,

the

Cape Knitting Industry Association

and the

Garment Manufacturers' Association of the Western Cape

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry (Cape),

to amend the Provident Fund Agreement published under Government Notice No. R. 678 of 31 March 1983, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 2719 of 15 December 1983, R. 2434 of 9 November 1984, R. 2671 of 7 December 1984, R. 1065 of 30 May 1986, R. 2338 of 14 November 1986, R. 253 of 6 February 1987, R. 1463 of 22 July 1988, R. 2070 of 14 October 1988, R. 2455 of 2 December 1988, R. 2529 of 17 November 1989, R. 2866 of 7 December 1990, R. 1234 of 30 May 1991, R. 2510 of 4 September 1992, R. 597 of 8 April 1993, R. 1089 of 25 June 1993, R. 1269 of 22 July 1994, R. 448 of 24 March 1995, and R. 1039 of 28 June 1996.

1. SCOPE OF APPLICATION

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

- (a) by the employers and employees who are members of the employers' organisations and the trade union, respectively, and who are engaged or employed in the industry;
- (b) in the Magisterial Districts of—
 - (i) The Cape, Simonstown, Bellville, Goodwood, including those portions of the Magisterial Districts of Goodwood, Simonstown and Bellville from which the Magisterial District of Mitchells Plain was constituted on 2 March 1992, Somerset West, Strand and George, on the operations set forth in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice No. R. 678 of 31 March 1983;
 - (ii) Malmesbury, in respect of that part of the Industry in which employers and employees are associated for the making of all classes of women's and girl's wear, including parts of such garments and cloth belts;

- (iii) Wynberg, including that portion of the Magisterial District of Wynberg included when the Magisterial District of Mitchells Plain was constituted on 2 March 1992, on the operations set forth in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the said Agreement.

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

- (a) only apply in respect of employees for whom wages are prescribed on the Main Agreement, the Knitting Division Agreement and the Country Areas Agreement;
- (b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Agreement of the Council.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect in respect of employees and working directors who were contributors at the date of coming into operation of this Agreement.

2. CLAUSE 5: ESTABLISHMENT AND FUNCTIONS OF MANAGEMENT COMMITTEE

In subclause (2), substitute the expression "four" for the expression "three" where it appears.

3. CLAUSE 9: BENEFITS

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

- "(c) Where a contributor has been a contributor for at least five years he shall be entitled to the percentage of his Fund credit shown in the table below against the number of years of his unbroken service in the Clothing Industry: Provided that in the event of the Management Committee having approved of the payment into the Fund of amounts other than those prescribed in subclauses 6 (1), (2) and (3) of this Agreement, such amounts, plus interest calculated at the same rate as that of the Fund, shall not form part of the Fund credit but shall be paid to the contributor in addition to the benefit calculated in terms of this subclause:

<i>Completed years of service</i>	<i>Percentage of Fund credit</i>
5	75
6	80
7	85
8	90
9	95
10 or more	100".

Substitute the following for (2) (d) (ii):

- "(ii) if he has been a contributor for six months or more he shall be entitled to the percentage of his Fund credit shown in the table below against the number of years of his unbroken service in the Clothing Industry: Provided that in the event of the Management Committee having approved of the payment into the Fund of amounts other than those prescribed in subclause 6 (1), (2) and (3) of this Agreement, such amounts, plus interest calculated at the same rate as that of the Fund, shall not form part of the Fund credit but shall be paid to the contributor in addition to the benefit calculated in terms of this subclause:

<i>Completed years of service</i>	<i>Percentage of Fund credit</i>
less than 1	50,0
1	62,5
2	75,0
3	87,5
4	100,0:

Provided further that the onus shall be on the contributor to provide adequate and acceptable documentary proof of redundancy, retrenchment, closure or liquidation to the Management Committee in support of any such claim."

Signed at Salt River on behalf of the parties this 20th day of August 1996.

B. D. P. COOKE

Chairperson of the Council

W. F. ALEXANDER

Vice-Chairperson of the Council

D. J. ACKERMANN

Secretary of the Council

No. R. 288

14 Februarie 1997

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: WYSIGING VAN VOORSORGFONDSOOREENKOMS

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 en 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 10 Mei 1998 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; 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 10 Mei 1998 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

BYLAE**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)****VOORSORGFONDSOOREENKOMS**

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

Cape Clothing Manufacturers' Association,

die

Cape Knitting Industry Association

en die

Garment Manufacturers' Association of the Western Cape

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

Southern African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap),

tot wysiging van die Voorsorgfondsooreenkoms gepubliseer by Goewermentskennisgewing No. R. 678 van 31 Maart 1983, soos gewysig, verleng, hernieu en herbekragtig by Goewermentskennisgewings Nos. R. 2719 van 15 Desember 1983, R. 2434 van 9 November 1984, R. 2671 van 7 Desember 1984, R. 1065 van 30 Mei 1986, R. 2338 van 14 November 1986, R. 253 van 6 Februarie 1987, R. 1463 van 22 Julie 1988, R. 2070 van 14 Oktober 1988, R. 2455 van 2 Desember 1988, R. 2529 van 17 November 1989, R. 2866 van 7 Desember 1990, R. 1234 van 30 Mei 1991, R. 2510 van 4 September 1992, R. 597 van 8 April 1993, R. 1089 van 25 Junie 1993, R. 1269 van 22 Julie 1994, R. 448 van 24 Maart 1995, en R. 1039 van 28 Junie 1996.

1. TOEPASSINGBESTEK

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

- (a) deur die werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is en wat by die Nywerheid betrokke of daarin werksaam is;
- (b) in die landdrostdistrikte—
 - (i) Die Kaap, Simonstad, Bellville, Goodwood, met inbegrip van die gedeeltes van die landdrostdistrikte Goodwood, Simonstad en Bellville waaruit die landdrostdistrik Mitchells Plain op 2 Maart 1992 saamgestel is, Somerset-Wes, Strand en George, ten opsigte van die werksaamhede uiteengesit in paragraaf (a) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 678 van 31 Maart 1983;
 - (ii) Malmesbury, ten opsigte van die gedeelte van die Nywerheid waarin die werkgewers en die werknemers met mekaar geassosieer is vir die maak van alle klasse kledingstukke vir vroue en meisies, met inbegrip van gedeeltes van sodanige kledingstukke en lapgordels;

- (iii) Wynberg, met inbegrip van die gedeelte van die landdrosdistrik Wynberg, wat ingesluit is toe die landdrosdistrik Mitchells Plain op 2 Maart 1992 saamgestel is, ten opsigte van die werksaamhede uiteengesit in paragraaf (a) en/of (b) en/of (c) van die omskrywing van "Klerasienywerheid" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms—

- (a) van toepassing slegs op werknemers vir wie lone in die Hofooreenkoms, die Ooreenkoms vir die Breiafdeling en die Ooreenkoms vir die Platteland voorgeskryf word;
- (b) nie van toepassing nie op werknemers en werkende direkteure wie se lone meer bedra as die bedrag in klousule 1 (2) (b) van die Hofooreenkoms van die Raad bedoel.

(3) Ondanks subklousules (1) en (2) is hierdie Ooreenkoms van toepassing ten opsigte van werknemers en werkende direkteure wat bydraers was op die datum van inwerkingtreding van hierdie Ooreenkoms.

2. KLOUSULE 5: STIGTING EN FUNKSIES VAN DIE BESTUURSKOMITEE

In subklousule (2), vervang die uitdrukking "drie" deur die uitdrukking "vier" waar dit voorkom.

3. KLOUSULE 9: BYSTAND

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

- "(c) Indien 'n bydraer minstens vyf jaar lank 'n bydraer was, is hy geregtig op die persentasie van sy Fondskrediet in die tabel hieronder aangedui teenoor sy aantal jare ononderbroke diens in die Klerasienywerheid: Met dien verstande dat in die geval waar die Bestuurskomitee die betaling aan die Fonds goedgekeur het van ander bedrae as wat by subklousules 6 (1), (2) en (3) van hierdie Ooreenkoms voorgeskryf word, sodanige bedrae, plus rente bereken teen dieselfde koers as dié van die Fonds, nie deel mag vorm van die Fondskrediet nie, maar benewens die bystand bereken ooreenkomstig hierdie subklousule, aan die bydraers betaal moet word:

<i>Voltooide jare diens</i>	<i>Persentasie van Fondskrediet</i>
5	75
6	80
7	85
8	90
9	95
10 of meer	100".

Vervang (2) (d) (ii) deur die volgende:

- "(ii) is hy, indien hy ses maande of langer 'n bydraer was, geregtig op die persentasie van sy Fondskrediet in die tabel hieronder aangedui teenoor sy aantal jare ononderbroke diens in die Klerasienywerheid: Met dien verstande dat in die geval waar die Bestuurskomitee die betaling aan die Fonds goedgekeur het van ander bedrae as wat in subklousule 6 (1), (2) en (3) van hierdie Ooreenkoms voorgeskryf word, sodanige bedrae, plus rente bereken teen dieselfde koers as dié van die Fonds, nie deel mag vorm van die Fondskrediet nie, maar benewens die bystand bereken ooreenkomstig hierdie subklousule aan die bydraer betaal moet word:

<i>Voltooide jare diens</i>	<i>Persentasie van Fondskrediet</i>
minder as 1	50,0
1	62,5
2	75,0
3	87,5
4 of meer	100,0:

Met verdere dien verstande voorts dat die onus op die bydraer rus om voldoende en aanvaarbare dokumentêre bewys van personeeloorloftigheid of -besnoeiing, sluiting of likwidasië aan die Bestuurskomitee te lewer ter staving van enige sodanige eis."

Namens die partye hierdie 20ste dag van Augustus 1996 te Soutrivier onderteken.

B. D. P. COOKE

Voorsitter van die Raad

W. F. ALEXANDER

Onder-Voorsitter van die Raad

D. J. ACKERMANN

Sekretaris van die Raad

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