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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

### DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

**No. R. 1588**

**4 December 1998**

LABOUR RELATIONS ACT, 1995

#### **BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (CAPE OF GOOD HOPE): EXTENSION OF AMENDMENT OF THE COLLECTIVE AGREEMENT FOR THE BOLAND TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the schedule hereto, which was concluded in the Bargaining Council for the Building Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 7 December 1998 and for the period ending 10 May 2000.

**M. M. S. MDLADLANA**  
Minister of Labour

**SCHEDULE****BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (CAPE OF GOOD HOPE)****BOLAND COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

**Boland Meesterbouers en Verwante Bedrywe Vereniging  
Master Masons' and Quarry Owners' Association (South Africa)**

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

**Building Construction and Allied Workers' Union  
Building Workers' Union  
Construction and Allied Workers' Union  
South African Operative Masons' Society  
South African Woodworkers' Union**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,  
being parties to the Bargaining Council for the Building Industry (Cape of Good Hope),  
to amend the Agreement published under Government Notice No. R. 661 of 8 May 1998.

**1. SCOPE APPLICATION**

- (1) The terms of this Agreement shall be observed in the Building and the Monumental Masonry Industries—
  - (a) by all employers who are members of the employers' organisations and by all the employees who are members of the trade unions;
  - (b) by all employers who are not members of the employers' organisations and by all employees who are not members of the trade unions;
  - (c) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuils River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville), Somerset West [excluding that portion which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Strand and Malmesbury (excluding that portion which, prior to the publication of Government Notice No. 171 of 8 February 1957, fell within the Magisterial District of Bellville).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
  - (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
  - (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.
- (3) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to—
  - (a) clerical employees and administrative staff;
  - (b) university students and graduates and Building Science and to construction supervisors, construction surveyors and other persons doing practical work in the completion of their academic training;
  - (c) non-parties in respect of clauses 1 (1) (a) and 2 of this Agreement.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 10 May 2000.

**3. CLAUSE 8: TERMS OF EMPLOYMENT**

Substitute the following for paragraph 8 (9) (a) (iii):

- "(iii) on account of a temporary shortage of work: Provided that one day's notice be given and that such notice includes the reason for the lay-off and the specific period of the lay-off if it is to be less than 20 days: Provided further that the employer shall not be liable to pay the employee any remuneration during such lay-off."

**4. CLAUSE 9: REMUNERATION**

Substitute the following for the table in subclause (1) (a):

| "Category of employee                                                                        | Minimum wage<br>Cents per hour |                       |
|----------------------------------------------------------------------------------------------|--------------------------------|-----------------------|
|                                                                                              | Area A                         | Area B                |
| (i) General worker .....                                                                     | 671                            | 582                   |
| (ii) Cleaner .....                                                                           | 470                            | 407                   |
| (iii) Trainee tradesman, Class 4, and tradesman, Class 4 .....                               | 801                            | 694                   |
| (iv) Trainee tradesman, Class 3, and tradesman, Class 3 .....                                | 932                            | 808                   |
| (v) Trainee tradesman, Class 2, tradesman, Class 2, artisan's assistant and blocklayer ..... | 1 193                          | 1 034                 |
|                                                                                              | <i>Per week</i>                | <i>Per week</i>       |
| (vi) Driver, Code 10/plant operator A .....                                                  | R384,48                        | R332,54               |
| (vii) Driver, Code 9/plant operator B .....                                                  | R327,15                        | R282,94               |
| (viii) Driver, Code 8/plant operator C/hoist/dumper .....                                    | R284,27                        | R245,87               |
|                                                                                              | <i>Cents per hour</i>          | <i>Cents per hour</i> |
| (ix) Artisan .....                                                                           | 1 542                          | 1 334                 |
| (x) Previously designated craftsman .....                                                    | 1 736                          | 1 500                 |
|                                                                                              | <i>Per week</i>                | <i>Per week</i>       |
| (xi) Watchman .....                                                                          | R277,42                        | R239,93               |
|                                                                                              |                                | <i>Cents per hour</i> |
| (x) Painter .....                                                                            | N/a                            | 1 200                 |

**5. CLAUSE 13: HOLIDAY FUND**

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

| "Category of employee                                               | Amount per week<br>Rand |        |
|---------------------------------------------------------------------|-------------------------|--------|
|                                                                     | Area A                  | Area B |
| (i) General worker .....                                            | 14,46                   | 12,54  |
| (ii) Cleaner .....                                                  | 10,13                   | 8,77   |
| (iii) Trainee tradesman, Clause 4 .....                             | 17,26                   | 14,96  |
| (iv) Tradesman, Class 4 .....                                       | 17,26                   | 14,96  |
| (v) Trainee tradesman, Class 3 .....                                | 20,09                   | 17,41  |
| (vi) Tradesman, Class 3 .....                                       | 20,09                   | 17,41  |
| (vii) Trainee tradesman, Class 2 .....                              | 25,71                   | 22,28  |
| (viii) Tradesman, Class 2, artisan's assistant and blocklayer ..... | 25,71                   | 22,28  |
| (ix) Driver, Code 10/plant operator A .....                         | 18,83                   | 16,29  |
| (x) Driver, Code 9/plant operator B .....                           | 16,02                   | 13,86  |
| (xi) Driver, Code 8/plant operator C .....                          | 13,92                   | 12,04  |
| (xii) Artisan .....                                                 | 33,23                   | 28,75  |
| (xiii) Previously designated craftsman .....                        | 37,41                   | 32,33  |
| (xiv) Watchman .....                                                | 13,59                   | 11,75  |
| (xv) Painter .....                                                  | N/A                     | 25,86" |

**6. CLAUSE 14: PENSION/PROVIDENT FUND**

(1) Substitute the following for the table in subclause (3):

| "Category of employee"                                              | Amount per week<br>Rand |        |
|---------------------------------------------------------------------|-------------------------|--------|
|                                                                     | Area A                  | Area B |
| (i) General worker .....                                            | 34,25                   | 29,71  |
| (ii) Cleaner .....                                                  | —                       | —      |
| (iii) Trainee tradesman, Clause 4 .....                             | 40,88                   | 35,42  |
| (iv) Tradesman, Class 4 .....                                       | 40,88                   | 35,42  |
| (v) Trainee tradesman, Class 3 .....                                | 47,57                   | 41,24  |
| (vi) Tradesman, Class 3 .....                                       | 47,57                   | 41,24  |
| (vii) Trainee tradesman, Class 2 .....                              | 60,89                   | 52,78  |
| (viii) Tradesman, Class 2, artisan's assistant and blocklayer ..... | 60,89                   | 52,78  |
| (ix) Driver, Code 10/plant operator A .....                         | 44,60                   | 38,57  |
| (x) Driver, Code 9/plant operator B .....                           | 37,95                   | 32,82  |
| (xi) Driver, Code 8/plant operator C .....                          | 32,98                   | 28,52  |
| (xii) Artisan .....                                                 | 78,70                   | 68,09  |
| (xiii) Previously designated craftsman .....                        | 88,61                   | 76,56  |
| (xiv) Watchman .....                                                | 32,18                   | 27,83  |
| (xv) Painter .....                                                  | N/A                     | 61,25" |

(2) Substitute the following for the table in subclause (4):

| "Category of employee"                                              | Amount per week<br>Rand |         |
|---------------------------------------------------------------------|-------------------------|---------|
|                                                                     | Area A                  | Area B  |
| (i) General worker .....                                            | 8,56                    | 7,43    |
| (ii) Cleaner .....                                                  | —                       | —       |
| (iii) Trainee tradesman, Class 4 .....                              | 10,22                   | 8,86    |
| (iv) Tradesman, Class 4 .....                                       | 10,22                   | 8,86    |
| (v) Trainee tradesman, Class 3 .....                                | 11,89                   | 10,31   |
| (vi) Tradesman, Class 3 .....                                       | 11,89                   | 10,31   |
| (vii) Trainee tradesman, Class 2 .....                              | 15,22                   | 13,19   |
| (viii) Tradesman, Class 2, artisan's assistant and blocklayer ..... | 15,22                   | 13,19   |
| (ix) Driver, Code 10/plant operator A .....                         | 11,15                   | 9,64    |
| (x) Driver, Code 9/plant operator B .....                           | 9,49                    | 8,21    |
| (xi) Driver, Code 8/plant operator C .....                          | 8,24                    | 7,13    |
| (xii) Artisan .....                                                 | 19,68                   | 17,02   |
| (xiii) Previously designated craftsman .....                        | 22,15                   | 19,14   |
| (xiv) Watchman .....                                                | 8,05                    | 6,96    |
| (xv) Painter .....                                                  | N/a                     | 15,31." |

**7. CLAUSE 15: SICK PAY FUND**

(1) Substitute the following for the table in subclause (3):

| "Category of employee"   | Amount per week<br>Rand |        |
|--------------------------|-------------------------|--------|
|                          | Area A                  | Area B |
| (i) General worker ..... | 3,69                    | 3,20   |
| (ii) Cleaner .....       | 2,59                    | 2,24   |

| "Category of employee"                                              | Amount per week<br>Rand |        |
|---------------------------------------------------------------------|-------------------------|--------|
|                                                                     | Area A                  | Area B |
| (iii) Trainee tradesman, Class 4 .....                              | 4,41                    | 3,82   |
| (iv) Tradesman, Class 4 .....                                       | 4,41                    | 3,82   |
| (v) Trainee tradesman, Class 3 .....                                | 5,13                    | 4,44   |
| (vi) Tradesman, Class 3 .....                                       | 5,13                    | 4,44   |
| (vii) Trainee tradesman, Class 2 .....                              | 6,56                    | 5,69   |
| (viii) Tradesman, Class 2, artisan's assistant and blocklayer ..... | 6,56                    | 5,69   |
| (ix) Driver, Code 10/plant operator A .....                         | 4,81                    | 4,16   |
| (x) Driver, Code 9/plant operator B .....                           | 4,09                    | 3,54   |
| (xi) Driver, Code 8/plant operator C .....                          | 3,55                    | 3,07   |
| (xii) Artisan .....                                                 | 11,87                   | 10,27  |
| (xiii) Previously designated craftsman .....                        | 13,37                   | 11,55  |
| (xiv) Watchman .....                                                | 3,47                    | 3,00   |
| (xv) Painter .....                                                  | N/a                     | 9,24." |

(2) Substitute the following for the table in subclause (4):

| "Working days absent" | Class of employee   | % of minimum basic wage prescribed in Clause 9 (1) |
|-----------------------|---------------------|----------------------------------------------------|
| 1st-10th .....        | All employees ..... | 75%                                                |
| 11th-130th .....      | All employees ..... | 33%."                                              |

(3) Substitute the following for subclause (8):

"(8) The Fund shall continue to pay employer contributions to the Holiday Fund and the Building Industry Medical aid Fund on behalf of an employee during a period of three or more consecutive days in any payweek that the employee receives sick pay in terms of this clause."

#### 8. CLAUSE 24: MEDICAL AID FUND

Substitute the following for the table in subclause (3):

|                                       | "Amount per week" |          |
|---------------------------------------|-------------------|----------|
|                                       | Member/Employee   | Employer |
| Artisan .....                         | R35,00            | R35,00   |
| Previously designated craftsman ..... | R35,00            | R35,00." |

Signed at Paarl this 31st day of August 1998.

**P. LE ROUX**

for the Boland Meesterbouers en Verwante Bedrywe Vereniging

**W. C. CLIFT**

for the Master Masons' and Quarry Owners' Association (South Africa)

**C. STALI**

for the Construction and Allied Workers' Union

**R. C. DAMON**

for the Building Workers' Union

**N. MAART**

for the South African Woodworkers' Union

**G. KRIEL**

for the South African Operative Masons' Society

**E. TYEMBILE**

for the Building Construction and Allied Workers' Union

No. R. 1588

4 Desember 1998

## WET OP ARBEIDSVERHOUDINGE, 1995

**BEDINGINGSRAAD VIR DIE BOUNYWERHEID (KAAP DIE GOEIE HOOP): UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS VIR DIE BOLAND NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 7 Desember 1998 en vir die tydperk wat op 10 Mei 2000 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**BYLAE****BEDINGINGSRAAD VIR DIE BOUNYWERHEID (KAAP DIE GOEIE HOOP)  
KOLLEKTIEWE OOREENKOMS VIR DIE BOLAND**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

**Boland Meesterbouers en Verwante Bedrywe Vereniging  
Master Masons' and Quarry Owners' Association (South Africa)**

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

**Building Construction and Allied Workers' Union  
Building Workers' Union  
Construction and Allied Workers' Union  
South African Operative Masons' Society  
South African Woodworkers' Union**

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

wat die partye is by die Bedingingsraad vir die Bounywerheid (Kaap die Goeie Hoop),

tot wysiging van die Ooreenkoms gepubliseer in Goewermentskennisgewing No. R. 661 van 8 Mei 1998.

**1. TOEPASSINGSBESTEK**

- (1) Hierdie Ooreenkoms moet in die Bou- en die Monumentklipmesselnywerhede nagekom word—
  - (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakbonde is;
  - (b) deur alle werkgewers wat nie lede van die werkgewersorganisasies is nie en deur alle werknemers wat nie lede van die vakbonde is in;
  - (c) in die landdrosdistrikte Paarl, Wellington, Stellenbosch, Kuilsrivier (uitgesonderd enige gedeeltes van laasgenoemde twee distrikte wat, voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962, binne die landdrosdistrik Bellville geval het), Somerset-Wes [uitgesonderd die gedeelte wat, voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973), binne die landdrosdistrik Wynberg geval het] Strand en Malmesbury (uitgesonderd die gedeelte wat, voor die publikasie van Goewermentskennisgewing No. 171 van 8 Februarie 1957 binne die landdrosdistrik Bellville geval het).
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
  - (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
  - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie.
- (3) Ondanks subklousule (1) is die bepalings van hierdie Ooreenkoms nie van toepassing nie op—
  - (a) klerke en administratiewe personeel;
  - (b) universiteitstudente en gegradueerdes in die Bouwetenskap, en op konstruksietoesighouers, konstruksie-opmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding.
  - (c) nie-partye ten opsigte van klousule 1 (1) (a) en 2 van hierdie Ooreenkoms.

**2. GELDIGHEIDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of die datum waarop die Minister van Arbeid weier om die Ooreenkoms tot nie-partye uit te brei en die Ooreenkoms moet na sodanige datum bindend bly tot 10 Mei 2000.

**3. KLOUSULE 8: DIENSVoorwaardes**

Vervang paragraaf 8 (9) (a) (iii) deur die volgende:

- "(iii) as gevolg van 'n tydelike tekort aan werk: Met dien verstande dat een dag se kennisgewing hiervoor gegee is, en dat sodanige kennisgewing die rede vir die tydelike ontslag gee, en die spesifieke periode van die tydelike ontslag as dit minder as 20 dae sal wees: Met dien verstande voorts dat die werkgewer nie verplig is om 'n werknemer enige betaling te gee gedurende sodanige ontslag nie."

**4. KLOUSULE 9: BESOLDIGING**

Vervang die tabel in subklousule (1) (a) deur die volgende:

| "Kategorie van werknemer                                                                    | Minimum loon<br>Sent per uur |                     |
|---------------------------------------------------------------------------------------------|------------------------------|---------------------|
|                                                                                             | Area A                       | Area B              |
| (i) Algemene werker .....                                                                   | 671                          | 582                 |
| (ii) Skoonmaker .....                                                                       | 470                          | 407                 |
| (iii) Kwekelingbouwerker, Klas 4, en bouwerker, Klas 4 .....                                | 801                          | 694                 |
| (iv) Kwekelingbouwerker, Klas 3, en bouwerker, Klas 3 .....                                 | 932                          | 808                 |
| (v) Kwekelingbouwerker, Klas 2, bouwerker, Klas 2, ambagsman se assistent en blokleër ..... | 1 193                        | 1 034               |
|                                                                                             | <i>Per week</i>              | <i>Per week</i>     |
| (vi) Drywer, Kode 10/kragaangedrewe-masjineriebediener A .....                              | R384,48                      | R332,54             |
| (vii) Drywer, Kode 9/kragaangedrewe-masjineriebediener B .....                              | R327,15                      | R282,94             |
| (viii) Drywer, Kode 8/kragaangedrewe/masjineriebediener C/hyser/stortwa .....               | R284,27                      | R245,87             |
|                                                                                             | <i>Sent per uur</i>          | <i>Sent per uur</i> |
| (ix) Ambagsman .....                                                                        | 1 542                        | 1 334               |
| (x) Voorheen aangewese vakman .....                                                         | 1 736                        | 1 500               |
|                                                                                             | <i>Per week</i>              | <i>Per week</i>     |
| (xi) Wag .....                                                                              | R277,42                      | R239,93             |
|                                                                                             |                              | <i>Sent per uur</i> |
| (x) Verwer .....                                                                            | n.v.t.                       | 1 200               |

**5. KLOUSULE 13: VAKANSIEFONDS**

Vervang die tabel in klousule (2) deur die volgende:

| "Kategorie van werknemer                                           | Bedrag per week<br>Rand |          |
|--------------------------------------------------------------------|-------------------------|----------|
|                                                                    | Gebied A                | Gebied B |
| (i) Algemene werker .....                                          | 14,46                   | 12,54    |
| (ii) Skoonmaker .....                                              | 10,13                   | 8,77     |
| (iii) Kwekelingbouwerker, Klas 4 .....                             | 17,26                   | 14,96    |
| (iv) Bouwerker, Klas 4 .....                                       | 17,26                   | 14,96    |
| (v) Kwekelingbouwerker, Klas 3 .....                               | 20,09                   | 17,41    |
| (vi) Bouwerker, Klas 3 .....                                       | 20,09                   | 17,41    |
| (vii) Kwekelingbouwerker, Klas 2 .....                             | 25,71                   | 22,28    |
| (viii) Bouwerker, Klas 2, ambagsman se assistent en blokleër ..... | 25,71                   | 22,28    |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A .....        | 18,83                   | 16,29    |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener C .....          | 16,02                   | 13,86    |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....         | 13,92                   | 12,04    |
| (xii) Ambagsman .....                                              | 33,23                   | 28,75    |
| (xiii) Voorheen aangewese vakman .....                             | 37,41                   | 32,33    |
| (xiv) Wag .....                                                    | 13,59                   | 11,75    |
| (xv) Verwer .....                                                  | n.v.t.                  | 25,86    |

**6. KLOUSULE 14: PENSIOENFONDS**

(1) Vervang die tabel in subklousule (3) deur die volgende:

| "Kategorie van werknemer                                           | Bedrag per week<br>Rand |          |
|--------------------------------------------------------------------|-------------------------|----------|
|                                                                    | Gebied A                | Gebied B |
| (i) Algemene werker .....                                          | 34,25                   | 29,71    |
| (ii) Skoonmaker .....                                              | —                       | —        |
| (iii) Kwekelingbouwerker, Klas 4 .....                             | 40,88                   | 35,42    |
| (iv) Bouwerker, Klas 4 .....                                       | 40,88                   | 35,42    |
| (v) Kwekelingbouwerker, Klas 3 .....                               | 47,57                   | 41,24    |
| (vi) Bouwerker, Klas 3 .....                                       | 47,57                   | 41,24    |
| (vii) Kwekelingbouwerker, Klas 2 .....                             | 60,89                   | 52,78    |
| (viii) Bouwerker, Klas 2, ambagsman se assistent en blokleër ..... | 60,89                   | 52,78    |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A .....        | 44,60                   | 38,57    |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener C .....          | 37,95                   | 32,82    |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....         | 32,98                   | 28,52    |
| (xii) Ambagsman .....                                              | 78,70                   | 68,09    |
| (xiii) Voorheen aangewese vakman .....                             | 88,61                   | 76,56    |
| (xiv) Wag .....                                                    | 32,18                   | 27,83    |
| (xv) Verwer .....                                                  | n.v.t.                  | 61,25"   |

(2) Vervang die tabel in subklousule (4) deur die volgende:

| "Kategorie van werknemer                                           | Bedrag per week<br>Rand |          |
|--------------------------------------------------------------------|-------------------------|----------|
|                                                                    | Gebied A                | Gebied B |
| (i) Algemene werker .....                                          | 8,56                    | 7,43     |
| (ii) Skoonmaker .....                                              | —                       | —        |
| (iii) Kwekelingbouwerker, Klas 4 .....                             | 10,22                   | 8,86     |
| (iv) Bouwerker, Klas 4 .....                                       | 10,22                   | 8,86     |
| (v) Kwekelingbouwerker, Klas 3 .....                               | 11,89                   | 10,31    |
| (vi) Bouwerker, Klas 3 .....                                       | 11,89                   | 10,31    |
| (vii) Kwekelingbouwerker, Klas 2 .....                             | 15,22                   | 13,19    |
| (viii) Bouwerker, Klas 2, ambagsman se assistent en blokleër ..... | 15,22                   | 13,19    |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A .....        | 11,15                   | 9,64     |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....          | 9,49                    | 8,21     |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....         | 8,24                    | 7,13     |
| (xii) Ambagsman .....                                              | 19,68                   | 17,02    |
| (xiii) Voorheen aangewese vakman .....                             | 22,15                   | 19,14    |
| (xiv) Wag .....                                                    | 8,05                    | 6,96     |
| (xv) Verwer .....                                                  | n.v.t.                  | 15,31."  |

**7. KLOUSULE 15: SIEKEFONDS**

(1) Vervang die tabel in subklousule (3) deur die volgende:

| "Kategorie van werknemer               | Bedrag per week<br>Rand |          |
|----------------------------------------|-------------------------|----------|
|                                        | Gebied A                | Gebied B |
| (i) Algemene werker .....              | 3,69                    | 3,20     |
| (ii) Skoonmaker .....                  | 2,59                    | 2,24     |
| (iii) Kwekelingbouwerker, Klas 4 ..... | 4,41                    | 3,82     |

| "Kategorie van werknemer                                          | Bedrag per week<br>Rand |          |
|-------------------------------------------------------------------|-------------------------|----------|
|                                                                   | Gebied A                | Gebied B |
| (iv) Bouwerker, Klas 4 .....                                      | 4,41                    | 3,82     |
| (v) Kwekelingbouwerker, Klas 3 .....                              | 5,13                    | 4,44     |
| (vi) Bouwerker, Klas 3 .....                                      | 5,13                    | 4,44     |
| (vii) Kwekelingbouwerker, Klas 2 .....                            | 6,56                    | 5,69     |
| (viii) Bouwerker, Klas 2, ambagsman se assistent en bloklêer..... | 6,56                    | 5,69     |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A .....       | 4,81                    | 4,16     |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....         | 4,09                    | 3,54     |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....        | 3,55                    | 3,07     |
| (xii) Ambagsman .....                                             | 11,87                   | 10,27    |
| (xiii) Voorheen aangewese vakman .....                            | 13,37                   | 11,55    |
| (xiv) Wag .....                                                   | 3,47                    | 3,00     |
| (xv) Verwer .....                                                 | n.v.t.                  | 9,24."   |

(2) Vervang die tabel in subklousule (4) deur die volgende:

| "Werksdae<br>afwesig | Klas en<br>Werknemer  | % van Minimum Basiese<br>Loon voorgeskryf in<br>Klousule 9 (1) |
|----------------------|-----------------------|----------------------------------------------------------------|
| 1ste-10de.....       | Alle werknemers ..... | 75%                                                            |
| 11de-130ste .....    | Alle werknemers ..... | 33%."                                                          |

(3) Vervang subklousule (8) deur die volgende:

"(8) Die Fonds moet aanhou om die werkgewer bydraes tot die Vakansiefonds en die Mediese Hulpfonds van die Boubedryf, ten behoeve van die werknemer te betaal tydens die tydperk van drie of meer aaneenlopende dae in enige betaalweek waarvoor die werknemer siektebetaling in terme van hierdie klousule ontvang."

#### 8. KLOUSULE 24: MEDIESE BYSTANDFONDS

Vervang die tabel in subklousule (3) deur die volgende:

|                                 | "Bedrag per week |           |
|---------------------------------|------------------|-----------|
|                                 | Lid/Werknemer    | Werkgewer |
| Ambagsman.....                  | R35,00           | R35,00    |
| Voorheen aangewese vakman ..... | R35,00           | R35,00."  |

Geteken te Paarl op hede die 31ste dag van Augustus 1998.

**P. LE ROUX**

vir die Boland Meestersbouers en Verwante Bedrywe Vereniging

**W. C. CLIFT**

vir die Master Masons' and Quarry Owners' Association (South Africa)

**C. STALI**

vir die Construction and Allied Workers' Union

**R. C. DAMON**

vir die Building Workers' Union

**N. MAART**

vir die South African Woodworkers' Union

**G. KRIEL**

vir die South African Operative Masons' Society

**E. TYEMBILE**

vir die Building Construction and Allied Workers' Union

No. R. 1589

4 December 1998

## LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (CAPE OF GOOD HOPE): EXTENSION OF AMENDMENT OF THE COLLECTIVE AGREEMENT FOR THE CAPE PENINSULA TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the schedule hereto, which was concluded in the Bargaining Council for the Building Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that industry, with effect from 7 December 1998 and for the period ending 10 August 1999.

**M. M. S. MDLADLANA**

Minister of Labour

**SCHEDULE****BUILDING INDUSTRY BARGAINING COUNCIL (CAPE OF GOOD HOPE)****COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, made and entered into by and between the

**Master Builders' and Allied Trades' Association, Cape Peninsula**

**Master Masons' and Quarry Owners' Association (South African)**

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

**Construction and Allied Workers' Union**

**Building Workers' Union**

**South African Woodworkers' Union**

**South African Operative Masons' Society**

**Building, Construction and Allied Workers' Union**

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

being the parties to the Building Industry Bargaining Council (Cape of Good Hope),

to amend the Agreement published under Government Notice No. R. 1019 of 1 August 1997 as re-enacted and amended by Government Notice R. 1451 of 31 October 1997.

**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the Building and the Monumental Masonry Industries—
  - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;
  - (b) by all employers who are not members of the employers' organisations and by all employees who are not members of the trade unions;
  - (c) in the Magisterial Districts of The Cape, Wynberg [including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. R. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simonstown, Goodwood, and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. R. 171 of 8 February 1957 and R. 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. R. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962 (Government Notice No. R. 283 of 2 March 1962), fell within the Magisterial Districts of Bellville.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
  - (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, as amended, or any contract entered into or any conditions fixed thereunder;
  - (b) trainees under the Manpower Training Act, 1981, as amended, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.
- (3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—
  - (a) clerical employees and administrative staff;
  - (b) university students and graduates in building science, and to constructions supervisors, construction surveyors and other persons doing practical work, in completion of their academic training;
  - (c) casual employees as defined by the Basic Conditions of Employment Act, 1983;
  - (d) non-parties in respect of clauses 1 (1) (a) and 2 of this Agreement

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 10 August 1999.

**3. CLAUSE 9: REMUNERATION**

Substitute the following for the table in subclause (1) (a):

| "Category of employee"                                         | Minimum wage per hour |
|----------------------------------------------------------------|-----------------------|
|                                                                | Cents                 |
| (i) General Worker.....                                        | 824                   |
| (ii) Cleaner .....                                             | 577                   |
| (iii) Trainee tradesman, Class 4, and tradesman, Class 4 ..... | 906                   |
| (iv) Trainee tradesman, Class 3, and tradesman, Class 3 .....  | 998                   |
| (v) Trainee tradesman, Class 2, and tradesman, Class 2 .....   | 1 362                 |
| (vi) Driver, Code 10/plant operator A .....                    | 1 128                 |
| (vii) Driver, Code 9/plant operator B .....                    | 970                   |
| (viii) Driver, Code 8/plant operator C/hoist/dumper .....      | 849                   |
| (ix) Artisan .....                                             | 1 814                 |
| (x) Previously designated craftsman .....                      | 2 040                 |
| (xi) Watchman .....                                            | 383,05 per week cents |
| (xii) Novice .....                                             | 572".                 |

**4. CLAUSE 13: HOLIDAY FUND**

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

| "Category of employee"                       | Amount per week |
|----------------------------------------------|-----------------|
|                                              | Rand            |
| (i) General Worker.....                      | 24,30           |
| (ii) Cleaner .....                           | 17,02           |
| (iii) Trainee tradesman, Class 4 .....       | 25,15           |
| (iv) Tradesman, Class 4 .....                | 25,15           |
| (v) Trainee tradesman, Class 3 .....         | 27,70           |
| (vi) Tradesman, Class 3 .....                | 27,70           |
| (vii) Trainee tradesman, Class 2 .....       | 37,80           |
| (viii) Tradesman, Class 2 .....              | 37,80           |
| (ix) Driver, Code 10/plant operator A .....  | 36,00           |
| (x) Driver, Code 9/plant operator B .....    | 30,96           |
| (xi) Drive, Code 8/plant operator C .....    | 27,10           |
| (xii) Artisan .....                          | 50,35           |
| (xiii) Previously designated craftsman ..... | 56,62           |
| (xiv) Watchman .....                         | 26,58           |
| (xv) Novice .....                            | 16,87".         |

**5. CLAUSE 14: PENSION FUND**

(1) Substitute the following for the table in subclause (3):

| "Category of employee"                 | Amount per week |
|----------------------------------------|-----------------|
|                                        | Rand            |
| (i) General worker .....               | 43,72           |
| (ii) Cleaner .....                     | 31,52           |
| (iii) Trainee tradesman, Class 4 ..... | 45,04           |
| (iv) Tradesman, Class 4 .....          | 45,04           |
| (v) Trainee tradesman, Class 3 .....   | 49,82           |
| (vi) Tradesman, Class 3 .....          | 49,82           |
| (vii) Trainee tradesman, Class 2 ..... | 68,48           |

| "Category of employee"                       | Amount per week |
|----------------------------------------------|-----------------|
|                                              | Rand            |
| (viii) Tradesman, Class 2.....               | 68,48           |
| (ix) Driver, Code 10/plant operator A.....   | 64,76           |
| (x) Driver, Code 9/plant operator B.....     | 55,60           |
| (xi) Driver, Code 8/plant operator C .....   | 48,24           |
| (xii) Artisan .....                          | 90,07           |
| (xiii) Previously designated craftsman ..... | 100,94          |
| (xiv) Watchman.....                          | 48,27           |
| (xv) Novice.....                             | 6,47".          |

(2) Substitute the following for the table in subclause (4):

| "Category of employee"                       | Amount per week |
|----------------------------------------------|-----------------|
|                                              | Rand            |
| (i) General worker.....                      | 10,49           |
| (ii) Cleaner.....                            | 7,57            |
| (iii) Trainee tradesman, Class 4 .....       | 10,81           |
| (iv) Tradesman, Class 4.....                 | 10,81           |
| (v) Trainee tradesman, Class 3 .....         | 11,96           |
| (vi) Tradesman, Class 3 .....                | 11,96           |
| (vii) Trainee tradesman, Class 2 .....       | 16,44           |
| (viii) Tradesman, Class 2.....               | 16,44           |
| (ix) Driver, Code 10/plant operator A.....   | 15,54           |
| (x) Driver, Code 9/plant operator B.....     | 13,34           |
| (xi) Driver, Code 8/plant operator C .....   | 11,58           |
| (xii) Artisan .....                          | 21,62           |
| (xiii) Previously designated craftsman ..... | 24,22           |
| (xiv) Watchman.....                          | 11,58           |
| (xv) Novice.....                             | 1,55".          |

#### 6. CLAUSE 15: SICK PAY FUND

Substitute the following for the table in subclause (3):

| "Category of employee"                      | Amount per week |
|---------------------------------------------|-----------------|
|                                             | Rand            |
| (i) General worker.....                     | 4,38            |
| (ii) Cleaner.....                           | 3,07            |
| (iii) Trainee tradesman, Class 4 .....      | 4,53            |
| (iv) Tradesman, Class 4 .....               | 4,53            |
| (v) Trainee tradesman, Class 3 .....        | 4,99            |
| (vi) Tradesman, Class 3 .....               | 4,99            |
| (vii) Trainee tradesman, Class 2 .....      | 6,81            |
| (viii) Tradesman, Class 2 .....             | 6,81            |
| (ix) Driver, Code 10/plant operator A.....  | 6,49            |
| (x) Driver, Code 9/plant operator B.....    | 5,58            |
| (xi) Driver, Code 8/plant operator C .....  | 4,48            |
| (xii) Artisan .....                         | 12,70           |
| (xiii) Previously/designated craftsman..... | 14,28           |

| "Category of employee" | Amount per week |
|------------------------|-----------------|
|                        | Rand            |
| (xiv) Watchman.....    | 4,79            |
| (xv) Novice.....       | 3,04".          |

**7. CLAUSE 24: MEDICAL AID FUND**

Substitute the following for the table in subclause (3):

|                                       | "Amount per week" |          |
|---------------------------------------|-------------------|----------|
|                                       | Member Employee   | Employer |
|                                       | R                 | R        |
| Artisan .....                         | 35,00             | 35,00    |
| Previously designated craftsman ..... | 35,00             | 35,00".  |

Signed at Cape Town this 27th day of August 1998.

**M. E. LOY**

for the Master Builders and Allied Trades Association, Cape Peninsula

**W. C. CLIFT**

for the Master Masons' and Quarry Owners' Association (South Africa)

**M. GWATYU**

for the Construction and Allied Workers' Union

**R. C. DAMON**

for the Building Workers' Union

**N. MAART**

for the South African Woodworkers' Union

**T. HAKIME**

for the South African Operative Masons' Society

**T. NTSOMI**

for the Building Construction and Allied Workers' Union

**No. R. 1589**

**4 Desember 1998**

WET OP ARBEIDSVARHOUDINGE, 1995

**BEDINGINGSRAAD VIR DIE BOUNYWERHEID (KAAP DIE GOEIE HOOP): UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS VIR DIE KAAPSE SKIEREILAND NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 7 Desember 1998 en vir die tydperk wat op 10 Augustus 1999 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**BYLAE****BEDINGINGSRAAD VIR DIE BOUNYWERHEID (KAAP DIE GOEIE HOOP)****KOLLEKTIEWE OOREENKOMS**

Ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 66 van 1995, gesluit deur en aangegaan tussen die

**Master Builders' and Allied Trades' Association, Cape Peninsula**

**Master Masons' and Quarry Owners' Association (South African)**

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

**Construction and Allied Workers' Union**

**Building Workers' Union**

**South African Woodworkers' Union**

**South African Operative Masons' Society**

**Building, Construction and Allied Workers' Union**

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

wat die partye is by die Bedingingsraad vir die Bounywerheid (Kaap die Goeie Hoop),

en wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1019 van 1 Augustus 1997 soos herbekragtig en gewysig by Goewermentskennisgewing.

**1. TOEPASSINGSBESTEK**

- (1) Hierdie Ooreenkoms moet in die Bou- en die Monumentklipmesselnywerhede nagekom word—
  - (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakbonde is;
  - (b) deur alle werkgewers wat nie lede van die werkgewersorganisasies is nie en deur alle werknemers wat nie lede van die vakbonde is nie;
  - (c) in die landdrosdistrikte Die Kaap, Wynberg [met inbegrip van die gedeelte van die landdrosdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing No. R. 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het], Simonstad, Goodwood en Bellville, in die gedeeltes van die landdrosdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermentskennisgewings Nos. R. 171 van 8 Februarie 1957 en R. 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het, en in die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. R. 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 (Goewermentskennisgewing No. R. 283 van 2 Maart 1962) binne die landdrosdistrik Bellville geval het.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing is—
  - (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
  - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie.
- (3) Ondanks subklousule (1) (a) is die bepalings van hierdie Ooreenkoms nie van toepassing nie op—
  - (a) klerke en administratiewe personeel;
  - (b) universiteitstudente en gegradueerders in die bouwetenskap, en op konstruksietoetsinghouers, konstruksie-opmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding;
  - (c) tydelike werknemers soos omskryf deur die Wet op Basiese Diensvoorwaardes, 1983;
  - (d) nie-partye ten opsigte van klousules 1 (1) (a) en 2 van hierdie Ooreenkoms.

**2. GELDIGHEIDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of die datum waarop die Minister van Arbeid weier om die Ooreenkoms tot nie-partye uit te brei en die Ooreenkoms moet na sodanige datum bindend bly tot 10 Augustus 1999.

**3. KLOUSULE 9: BESOLDIGING**

Vervang die tabel in subklousule (1) (a) deur die volgende:

| "Kategorie van werknemer"                                    | Minimum loon per uur |
|--------------------------------------------------------------|----------------------|
| (i) Algemene werker .....                                    | Sent                 |
| (ii) Skoonmaker .....                                        | 824                  |
| (iii) Kwekelingbouwerker, Klas 4, en bouwerker, Klas 4 ..... | 577                  |
|                                                              | 906                  |

| "Kategorie van werknemer"                                                     | Minimum loon per uur |
|-------------------------------------------------------------------------------|----------------------|
|                                                                               | Sent                 |
| (iv) Kwekelingbouwerker, Klas 3, en bouwerker, Klas 3 .....                   | 998                  |
| (v) Kwekelingbouwerker, Klas 2, en bouwerker, Klas 2 .....                    | 1 362                |
| (vi) Drywer, Kode 10/kragaangedrewe-masjineriebediener A .....                | 1 128                |
| (vii) Drywer, Kode 9/kragaangedrewe-masjineriebediener B .....                | 970                  |
| (viii) Drywer, Kode 8/kragaangedrewe-masjineriebediener C/hyser/stortwa ..... | 849                  |
| (ix) Ambagsman .....                                                          | 1 814                |
| (x) Voorheen aangewese vakman .....                                           | 2 040                |
| (xi) Wag .....                                                                | 383,05 per week sent |
| (xii) Nuweling .....                                                          | 572"                 |

**4. KLOUSULE 13: VAKANSIEFONDS**

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

| "Kategorie van werknemer"                                   | Bedrag per week |
|-------------------------------------------------------------|-----------------|
|                                                             | Rand            |
| (i) Algemene werker .....                                   | 24,30           |
| (ii) Skoonmaker .....                                       | 17,02           |
| (iii) Kwekelingbouwerker, Klas 4 .....                      | 25,15           |
| (iv) Bouwerker, Klas 4 .....                                | 25,15           |
| (v) Kwekelingbouwerker, Klas 3 .....                        | 27,70           |
| (vi) Bouwerker, Klas 3 .....                                | 27,70           |
| (vii) Kwekelingbouwerker, Klas 2 .....                      | 37,80           |
| (viii) Bouwerker, Klas 2 .....                              | 37,80           |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A ..... | 36,00           |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....   | 30,96           |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....  | 27,10           |
| (xii) Ambagsman .....                                       | 50,35           |
| (xiii) Voorheen aangewese vakman .....                      | 56,62           |
| (xiv) Wag .....                                             | 26,58           |
| (xv) Nuweling .....                                         | 16,87"          |

**5. KLOUSULE 14: PENSIOENFONDS**

(1) Vervang die tabel in subklousule (3) deur die volgende:

| "Kategorie van werknemer"                                   | Bedrag per week |
|-------------------------------------------------------------|-----------------|
|                                                             | Rand            |
| (i) Algemene werker .....                                   | 43,72           |
| (ii) Skoonmaker .....                                       | 31,52           |
| (iii) Kwekelingbouwerker, Klas 4 .....                      | 45,04           |
| (iv) Bouwerker, Klas 4 .....                                | 45,04           |
| (v) Kwekelingbouwerker, Klas 3 .....                        | 49,82           |
| (vi) Bouwerker, Klas 3 .....                                | 49,82           |
| (vii) Kwekelingbouwerker, Klas 2 .....                      | 68,48           |
| (viii) Bouwerker, Klas 2 .....                              | 68,48           |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A ..... | 64,76           |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....   | 55,60           |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....  | 48,24           |
| (xii) Ambagsman .....                                       | 90,07           |
| (xiii) Voorheen aangewese vakman .....                      | 100,94          |

| "Kategorie van werknemer" | Bedrag per week |
|---------------------------|-----------------|
|                           | Rand            |
| (xiv) Wagte .....         | 48,27           |
| (xv) Nuweling .....       | 6,47".          |

(2) Vervang die tabel in subklousule (4) deur die volgende:

| "Kategorie van werknemer"                                   | Bedrag per week |
|-------------------------------------------------------------|-----------------|
|                                                             | Rand            |
| (i) Algemene werker.....                                    | 10,49           |
| (ii) Skoonmaker .....                                       | 7,57            |
| (iii) Kwekelingbouwerker, Klas 4 .....                      | 10,81           |
| (iv) Bouwerker, Klas 4 .....                                | 10,81           |
| (v) Kwekelingbouwerker, Klas 3 .....                        | 11,96           |
| (vi) Bouwerker, Klas 3 .....                                | 11,96           |
| (vii) Kwekelingbouwerker, Klas 2 .....                      | 16,44           |
| (viii) Bouwerker, Klas 2 .....                              | 16,44           |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A ..... | 15,54           |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....   | 13,34           |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....  | 11,58           |
| (xii) Ambagsman .....                                       | 21,62           |
| (xiii) Voorheen aangewese vakman .....                      | 24,22           |
| (xiv) Wagte .....                                           | 11,58           |
| (xv) Nuweling .....                                         | 1,55".          |

#### 6. KLOUSULE 15: SIEKEFONDS

Vervang die tabel in subklousule (3) deur die volgende:

| "Kategorie van werknemer"                                   | Bedrag per week |
|-------------------------------------------------------------|-----------------|
|                                                             | Rand            |
| (i) Algemene werker.....                                    | 4,38            |
| (ii) Skoonmaker .....                                       | 3,07            |
| (iii) Kwekelingbouwerker, Klas 4 .....                      | 4,53            |
| (iv) Bouwerker, Klas 4 .....                                | 4,53            |
| (v) Kwekelingbouwerker, Klas 3 .....                        | 4,99            |
| (vi) Bouwerker, Klas 3 .....                                | 4,99            |
| (vii) Kwekelingbouwerker, Klas 2 .....                      | 6,81            |
| (viii) Bouwerker, Klas 2 .....                              | 6,81            |
| (ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A ..... | 6,49            |
| (x) Drywer, Kode 9/kragaangedrewe-masjienbediener B .....   | 5,58            |
| (xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C .....  | 4,48            |
| (xii) Ambagsman .....                                       | 12,70           |
| (xiii) Voorheen aangewese vakman .....                      | 14,28           |
| (xiv) Wag .....                                             | 4,79            |
| (xv) Nuweling .....                                         | 3,04".          |

**7. KLOUSULE 24: MEDIESE BYSTANDFONDS**

Vervang die tabel in subklousule (3) deur die volgende:

|                                 | "Bedrag per week |           |
|---------------------------------|------------------|-----------|
|                                 | Lid<br>Werknemer | Werknemer |
|                                 | R                | R         |
| Ambagsman .....                 | 35,00            | 35,00     |
| Voorheen aangewese vakman ..... | 35,00            | 35,00".   |

Op hede die 27ste dag van Augustus 1998 te Kaapstad onderteken.

**M. E. LOY**

vir die Master Builders and Allied Trades' Association, Cape Peninsula

**W. C. CLIFT**

vir die Master Masons' and Quarry Owners' Association (South Africa)

**M. GWATYU**

vir die Construction and Allied Workers' Union

**R. C. DAMON**

vir die Building Workers' Union

**N. MAART**

vir die South African Woodworkers' Union

**T. HAKIME**

vir die South African Operative Masons' Society

**T. NTSOMI**

vir die Building Construction and Allied Workers' Union

**No. R. 1590**

**4 December 1998**

**COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION**

**NOTICE IN TERMS OF SECTION 62 (7) OF THE LABOUR RELATIONS ACT, 1995 (ACT No. 66 OF 1995)**

A demarcation dispute has been lodged by the **Bargaining Council for the Electrical Industry KwaZulu-Natal** (hereinafter referred to as "**the Applicant**") and the **Industrial Electrical Company (Pty) Ltd** (hereinafter referred to as "**the Respondent**") and is being dealt with by the Commission for Conciliation, Mediation and Arbitration under Case No. KN8533.

The above-mentioned Respondent has terminated its employees' registration with the Applicant on the basis that they do not fall within the scope of the Applicant but within the scope of the National Bargaining Council for the Metal and Engineering Industries. The Applicant believes that the demarcation dispute may impact on all employers or all employees within the Electrical contracting Industry who perform Electrical contracting work within the general area of the Metal and Engineering Industries.

Interested parties are, accordingly invited to submit written representations in terms of section 62 (7) of the Labour Relations Act, 1995, pertaining to which Bargaining Council if any, should have jurisdiction over employers or employees performing electrical contracting work within the general metal and engineering industry.

Parties who may have an interest in this matter are as follows:

- (i) Metal and Electrical Workers' Union of S.A.;
- (ii) South African Electrical Workers' Association;
- (iii) Electrical Contractor's Association of South Africa;
- (iv) Metal and Engineering Industries Bargaining Council;
- (v) National Union of Metal Workers of South Africa;
- (vi) Employer or employee organisations operating in the scope of either the Applicant or the Metal and Engineering Industries Bargaining Council.

All written representations should be directed to the Commission for Conciliation, Mediation and Arbitration, Private Bag X54363, Durban, 4000, quoting as a reference Case No. KN8533 and **marked for the attention of Ms Julie Govender.**

Written representations should be filed within thirty (30) days of the publication of this Notice.

No. R. 1590

4 Desember 1998

## KOMMISSIE VIR VERSOENING, BEMIDDELING EN ARBITRASIE

KENNISGEWING INGEVOLGE ARTIKEL 62 (7) VAN DIE WET OP ARBEIDSVERHOUDINGE, 1995  
(WET No. 66 VAN 1995)

'n Afbakeningsgeskil is deur die **Bedingsraad vir die Elektriesenywerheid KwaZulu-Natal** (hierna as "die **Applikant**" verwys) en die **Industrial Electrical Maatskappy (Edms.) Bpk.** (hierna as "die **Respondent**" verwys) ingedien en word aandag gegee deur die Kommissie vir Versoening, Bemiddeling en Arbitrasie onder saak no. KN 8533.

Die bogemelde Respondent het sy werknemers se registrasie by die Applikant beëindig op die grondslag dat hulle nie binne die bestek van die applikant ressorteer nie maar binne die bestek van die Metaal- en Ingenieursnywerhede Bedingsraad. Die Applikant glo dat die afbakeningsgeskil 'n uitwerking sal hê op alle werkgewers of alle werknemers in die Elektriesenywerheid wat Elektriese kontrakwerk in die algemene gebied van die Metaal en Ingenieursnywerhede verrig.

Belanghebbende partye word gevolglik uitgenooi om ingevolge artikel 62 (7) van die Wet op Arbeidsverhoudinge, 1995 verhoë te rig oor watter Bedingsraad, indien enige, jurisdiksie moet hê oor werkgewers of werknemers wat elektriese kontrakwerk binne die algemene metaal- en ingenieursnywerhede verrig.

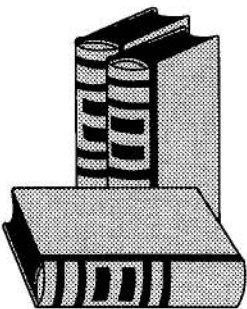
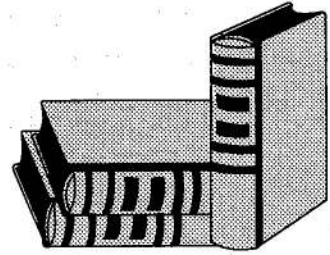
Partye wat 'n belang by die aangeleentheid mag hê is die volgende:

- (i) Metal and Electrical Workers' Union of SA;
- (ii) South African Electrical Workers' Association;
- (iii) Electrical Contractor's Association of South Africa;
- (iv) Metal & Engineering Industries Bargaining Council;
- (v) National Union of Metal Workers of South Africa;
- (vi) Werkgewer of werknemer organisasies wat binne die bestek van of die Applikant of die Metaal- en Ingenieursnywerhede Bedingsraad werksaam is.

Alle skriftelike verhoë moet gerig word aan die Kommissie vir Versoening, Bemiddeling en Arbitrasie, Privaatsak X54363, Durban, 4000, en moet saak KN8533 as verwysing kwoteer en **moet gemerk word vir aandag Ms Julie Govender.**

Geskrewe verhoë moet ingedien word binne dertig (30) dae vanaf die publikasie van hierdie kennisgewing.

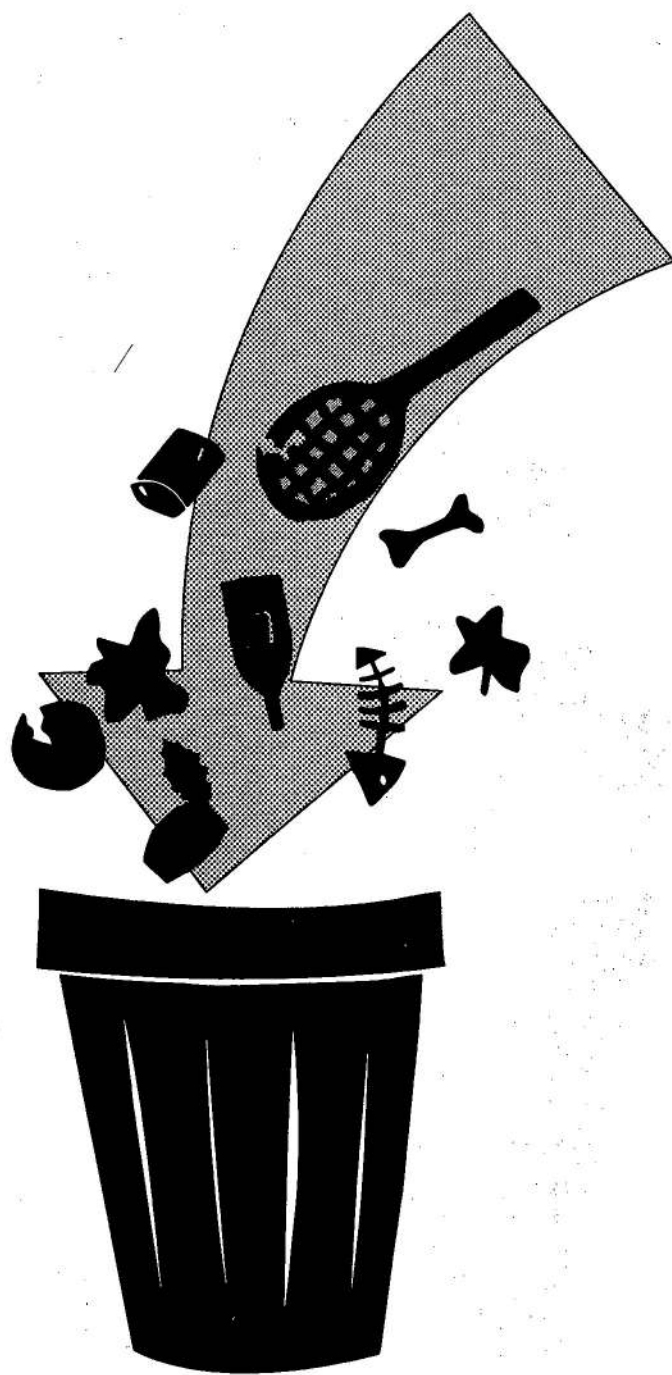
*Where is the largest amount of meteorological information in the whole of South Africa available?*



*Waar is die meeste weerkundige inligting in die hele Suid-Afrika beskikbaar?*

Department of Environmental Affairs and Tourism  
Departement van Omgewingsake en Toerisme

# Hou Suid-Afrika Skoon



**Gooi rommel waar dit hoort**

# Keep South Africa Clean



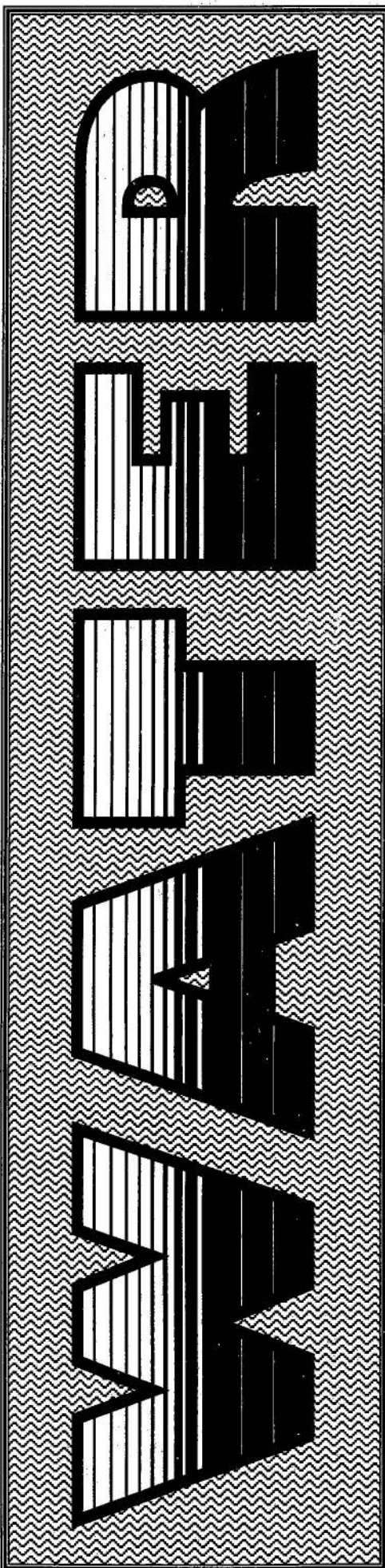
**Throw trash where it belongs**

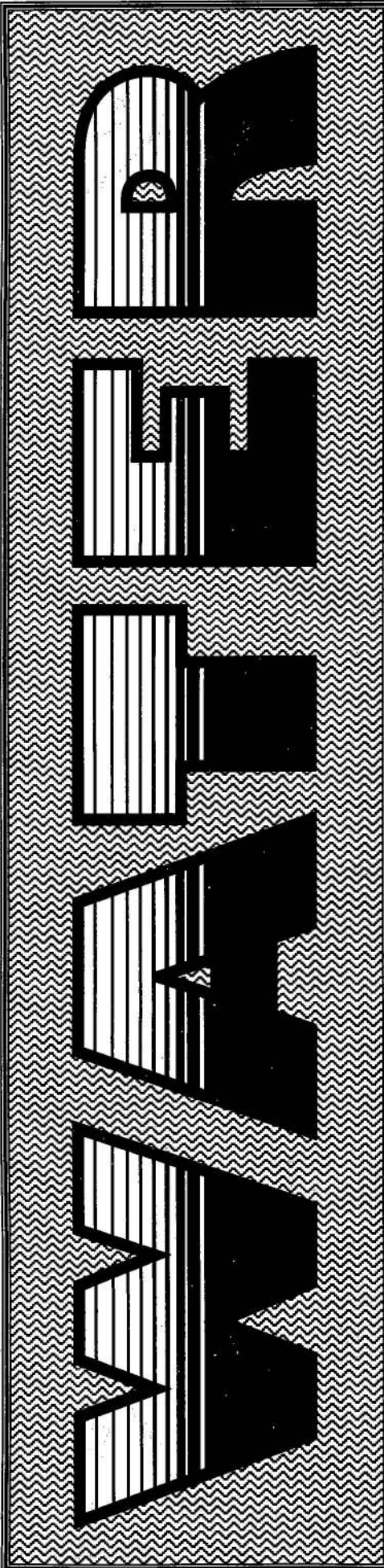


**DON'T**

**WASTE**

**It!**





**WERK**

**SPAARSAAM**

**DAARMEE !**



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