

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 6383

Regulasiekoerant

Vol. 402

PRETORIA, 18 DECEMBER 1998
DESEMBER

No. 19607

GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1660

18 December 1998

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

Under section 32 (2) of the Labour Relations Act, 1995 (Act No. 66 of 1995), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby declare that, from 28 December 1998 to 30 June 2005, the Collective Amending Agreement in the Schedule, which was concluded in the Bargaining Council for the Furniture Manufacturing industry, KwaZulu-Natal, is binding on other employers and employees in that industry, not parties to that agreement, in the areas known as—

- (a) Area A in the Province of Natal, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in the Province of Natal as it existed on 3 July 1954 and the Magisterial District of Mount Currie as it existed on 3 July 1954;
- (b) Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto, and the municipal areas of Estcourt, Ladysmith and Newcastle as it existed on 3 July 1954;
- (c) Area C, which consists of the remainder of the Province of KwaZulu-Natal, excluding any portion of those areas which fell within the self-governing territory of KwaZulu and the Republic of Transkei immediately prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

M. M. S. MDLADLANA
Minister of Labour

SCHEDULE**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL
AGREEMENT**

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

KwaZulu-Natal Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal,

to amend the Main Collective Agreement published under Government Notice No. R. 685 of 18 May 1998.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
 - (a) by all employers who are members of the employers organisation and by all employees who are members of the trade union, and who are engaged and employed therein, respectively;
 - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
 - (c) in Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and the Newcastle;
 - (d) in Area C, which consists of the remainder of the Province of KwaZulu-Natal.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
 - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;
 - (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder;
 - (c) not apply to professional, technical, administrative, sales and office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, excluding paragraph (XXI), plus R35,00;
 - (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum or where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of this Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement published under Government Notice No. R. 685 of 18 May 1998, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times in or in connection with such business and who complies with the relevant provisions of the Basic Conditions of Employment Act, 1983: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) of the afore-mentioned agreement shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to fewer than five.

(5) Notwithstanding the provisions contained in subclause (3) of the afore-mentioned agreement no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

(6) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2005.

1. CLAUSE 38: DRIVERS OF MOTOR VEHICLES

Substitute the following pay subclause 37B (1):

- (1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:

	Minimum	
	<i>Per hour</i>	<i>Per week</i>
	R	R
(a) Driver of a motor vehicle, other than steam-propelled, authorised to carry or haul a payload of—		
(i) up to and including 4 530 kg.....	10,56	464,72
(ii) over 4 530 kg and up to and including 6 530 kg.....	10,64	468,09
(iii) over 6 530 kg	10,95	481,61
(b) Driver of a steam-propelled vehicle	10,95	481,61
(c) A casual employee driving a motor vehicle, other than steam-propelled		
Daily rate prescribed weekly wage, plus 10%, dividend by 5		
(d) Casual employee driving a steam-propelled vehicle.....		
Daily rate prescribed weekly wage, plus 10% divided by 5		
(e) Drivers of fork-lift trucks, tractors, scooters or passenger cars	10,56	464,72".

2. SCHEDULE A: WAGES

Substitute the following for Schedule A:

"SCHEDULE A: WAGES

	Minimum	
	<i>Per hour</i>	<i>Per week</i>
	R	R
(I) (1) Furniture making, i.e. any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand, with hand tools or mechanical appliances, but which excludes the operations referred to in subclause (2)	11,75	517,00
(2) Sundry furniture making, operations:		
(a) Bolting and tightening of nuts, fixing of handles by screws, bolts and nuts and screw bolts	10,30	453,05
(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs, nut covers, ferrules or dome glides and inserting screw bolts into stump or legs, affixing of any kind of glue block, attaching mirrors by means of adhesive tape		
(c) Making and/or pointing of wooden dowles and plugs by hand and/or machine..		
(d) Knocking in dowels and plugs by hand.....		
(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating		
(f) Bending or laminating of solid timber by hand or mechanical process		
(g) Knocking in of sockets for casters		
(h) Filling of holes or cracks with wood filler or similar substance		
(i) Assisting in clamping or cramping: Provided that not more than one assistant is used by an employee in respect of the not less than the wage prescribed in subclause (2)	10,20	448,87

		Minimum	
		Per hour	Per week
		R	R
(II)	Setting out, i.e. the preparation of a plan for the manufacture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured		
(III)	Marking out i.e. the marking or scribing of articles or furniture, either in whole or in part, to dimensions by means of ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling	11,75	517,00
(IV)	(1) Furniture machining, i.e., any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part but which excludes the operations referred to in subclause (2)		
	(2) Sundry furniture machining operations—		
	(a) Setting up and operating single drum sander, open disc sander, bobbin sander and wide belt sander.....	10,65	468,71
	(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel inserting machine		
	(c) Operating air-filled sander and portable sander.....	10,30	453,05
	(d) Making and joining sandpaper rolls or discs and belts for machine sanders	10,20	448,87
	(e) Repetitive marking by template or pattern		
(V)	(1) Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain a paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations referred to in subclause (2)	11,75	517,00
	(2) Sundry polishing operations		
	(a) Burnishing by machine	10,65	468,71
	(b) Waxing.....		
	(c) The painting and/or filling of edges of laminated board and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours	10,30	453,05
	(d) The removal of doors and fittings prior to preparation for polishing		
	(e) Filling in with plaster of paris or any other filling material		
	(f) Handsanding		
	(g) Bleaching of furniture with acids or any other bleaching agent		
	(h) Stripping		
	(i) Staining, filling, oiling and/or reviving by hand.....		
	(j) Spraying of metal		
	(k) Straining of materials		
	(l) Cleaning spray guns	10,20	448,87
	(m) Touching up at point of loading and/or unloading, excluding the use of spray apparatus		
(VI)	(1) Furniture upholstery, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, and includes, <i>inter alia</i> , cutting of all covers and loose covers, stitching and/or joining, by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but which excludes the operations referred to in subclause (4)	11,75	517,00
	(2) Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets or bolsters by hand or machine.....	10,54	463,61
	(3) Learners employed in learning the class of work referred to in sub-clause (2)—		
	during the first six months of employment.....	10,13	445,59
	during the second six months of employment.....	10,21	449,04
	during the third six months of employment	10,28	452,48
	during the forth six months of employment	10,38	456,73
	thereafter	10,54	463,61

		Minimum	
		Per hour	Per week
		R	R
(4)	Sundry furniture-upholstering operations:		
	(a) Positioning of wooden and metal laths and crossbars to frames	10,73	471,95
	(b) Filling of cushions with spring interiors and/or spring units	10,93	480,92
	(c) Cutting foam rubber or similar material by band saw	10,65	468,71
	(d) Fixing of ready-made cane mats.....		
	(e) Tufting or buttoning by hand or machine, where this done in loose pieces in the pre-assembly stage, including quilted buttoning, but shall exclude deep, diamond or pleated buttoning.....	11,10	488,33
	(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine	10,73	471,95
	(g) Laying out of filling materials on a spring unit.....	10,54	463,61
	(h) Spreading of adhesive on backs and cover material and joining of same		
	(i) Loading, wheeling and operating a cloth spreading machine.....	10,30	453,05
	(j) Teasing coir or other materials by machine		
	(k) Filling of cushions with substances of materials other than spring interiors and/or spring units by machine		
	(l) Riempie work.....		
	(m) Affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery	10,20	448,87
	(n) The springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal		
	(o) Cutting of platforms used for covering helical and/or no-sag springs.....		
	(p) Breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge		
	(q) Cutting cardboard in upholstery sections by hand and/or machine.....		
	(r) Straight cutting of materials by hand or machine for bottoms or under-seating over springs (linen and hessian)		
	(s) Teasing coir or other materials by hand.....		
	(t) Unwinding filling materials in rope form		
	(u) Banding upholster's beading.....		
	(v) Making buttons and tufts		
	(w) Assisting upholsterer in holding cover material.....		
	(x) Cutting to shape and joining of foam rubber or latex by hand.....		
	(y) Tacking on bottoms of upholstered article.....		
	(z) (i) The tacking of hessian or lining onto seat platforms	10,30	453,05
	(ii) The tacking or stapling of cardboard to bare frames.....		
	For the purposes of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner spring mattress, cushion seat or any other bedding and/or seating device.		
(VII)	(1) Furniture carving and/or wood-carving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but which exclude the undermentioned sundry operation.....	11,75	517,00
	(2) Stippling and punching background to carving.....	10,30	453,05
(VIII)	Furniture wood-turning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture	11,75	517,00

		<i>Minimum</i>	
		<i>Per hour</i>	<i>Per week</i>
		R	R
(IX)	(1) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but which excludes the operations mentioned in subclause (2).....	11,75	517,00
	(2) Sundry veneering operations:		
	(a) Positioning of veneers by hand.....	10,20	448,87
	(b) Tapeless jointing by machine.....		
	(c) Operating presses of any kind.....		
	(d) Loading and unloading vacuum bags and presses of any kind.....		
	(e) Washing off gum and tapes.....		
	(f) Stacking parts after pressing.....		
	(g) Veneering of edges.....	10,65	468,71
	(h) Veneering of edges by machine which machine also trims and sands the edges.....		
	(i) Lipping of edges only by mechanical appliance.....	10,65	468,71
(X)	(1) Learner journeyman employed in learning the classes of work referred to in clause (I) to (IX), other than the sundry operations referred to therein—		
	during the first year of employment.....	10,57	465,00
	during the second year of employment.....	10,89	478,95
	during the third year of employment.....	11,34	499,02
	Thereafter, the minimum prescribed wage.		
	If a person who has been employed as a belt sander, machine sander or borer is promoted to a learner journeyman, his commencing wage shall be a minimum of.....	10,73	471,95
(XI)	(1) Bedding making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattress filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters, overlays, quilts, the knocking and/or hooking on of spring mattress wires, spiral springs and helical springs to frames, and shall include:		
	(a) Weaving of spring mesh.....	10,73	471,95
	(b) Stuffing filling into mattress cases.....		
	(c) Side stitching.....		
	(d) Tufting.....		
	(e) Operating a border quilting machine.....		
	(f) Operating a top quilting machine.....		
	(g) Prepare frames and rollers for the top quilting machine.....	10,88	478,50
	(h) Securing, sewing or stapling interlaced pads to spring units.....		
	(i) Securing mattress tops, whether quilted or not, in position for building a pre-built interior or spring mattress.....		
	(j) Taping edging a spring interior mattress.....		
	(k) Roll edging, but which excludes the operations referred to in subclause (2)		
	(l) Buttoning of headboards ancillary to mattress making.....		
	(2) Sundry bedding operations:		
	(a) Cutting tips, borders and cases.....	10,54	463,61
	(b) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts.....		
	(c) Sewing mattress handles to border.....		
	(d) Joining border lengths.....		
	(e) Closing up the mouth of a mattress.....		
	(f) Closing pillows, cushions, bolsters.....		
	(g) Bolting by hand of bed mattress frames.....	10,30	453,05
	(h) Preparing spools for a border quilting machine.....		
	(i) Cutting quilted borders to lengths.....		
	(j) Punching holes in mattress borders.....		

		<i>Minimum</i>	
		<i>Per hour</i>	<i>Per week</i>
		R	R
(k)	Fitting ventilators and handles to mattress borders	10,30	453,05
	(l) Feeding the interlacing machine		
	(m) Cutting and making pads, irrespective of materials used		
	(n) Positioning of laths and crossbars, or fixing webbing to mattress or bed frames		
	(o) Staining mattress frames		
	(p) Affixing lugs to mattress frames		
	(q) Positioning and securing a mesh to a mesh frame		
	(r) Hanging loops on needles in compression tufting		
	(s) Loading, wheeling and operation a clothspreading machine		
	(t) Operating a teasing machine		
	(u) Attending a loopmaking machine		
	(v) Attaching loops to buttons or tufts		
	(w) Fitting bed irons, domes, casters and sockets		
	(x) Staining and/or varnishing frames by hand		
	(y) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames		
	(z) Fixing bed irons		
	(aa) Attaching spring units to bed frames		
	(ab) Filling pillows, cushions and bolsters, with materials other than spring interiors and/or spring units		
	(ac) Mass-measuring pillows, bolsters, cushions and quilts	10,20	448,87
	(ad) Stripping bedding		
	(ae) Cutting chain, hoop iron or any other similar materials		
	(af) Teasing coir or any other materials by hand		
(3)	(ag) The tacking on of cardboard or calico backs to upholstered headboards	10,30	453,05
	(ah) Glueing plastic mesh to foam	10,20	448,87
	Learners employed in learning the class of work referred to in subclause (1) (Bedding making)—		
	during the first six months of employment	10,24	450,66
	during the second six months of employment	10,35	455,22
(XII) (1)	during the third six months of employment	10,43	458,99
	during the forth six months of employment	10,52	462,74
	thereafter	10,73	471,95
	Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but which excludes the operations mentioned in subclause (2)	11,75	517,00
(2)	Sundry operations:		
	(a) Seamster or seamstresses engaged in slipstitching, sewing, and/or joining-coversflies, cushions, cords, pelmets, bolsters or curtains by hand or machine	10,54	463,61
	(b) Cutting edge-to-edge, but excluding cutting for pattern matching	10,20	448,87
	(c) Pressing and/or ironing curtaining		
	(d) Handling materials		
(3)	Learners employed in learning the class of work referred to in subclause (2) (a) (seamsters)—		
	during the first six months of employment	10,13	445,59
	during the second six months of employment	10,21	449,04
	during the third six months of employment	10,28	452,48
	during the forth six months of employment	10,38	456,73
	thereafter	10,51	462,25
(4)	Learners employed in learning the class of work referred to in subclause (1), other than the sundry operations referred to in subclause (2) and learner seamsters referred to in subclause (3)		

The minimum prescribed rates for learner journeymen as per para (X) of this Schedule

		Minimum	
		Per hour	Per week
		R	R
(XIII)	(1) Labouring, i.e.—		
	(a) assisting a machinist in handling materials before and after machining.....		
	(b) attending a boiler, incinerator and/or oven.....		
	(c) attending to dust bags and/or cyclones of sanding machines.....		
	(d) baling and dipping of upholstery springs.....		
	(e) beating and/or teasing coir by hand.....		
	(f) cleaning and sweeping of premises.....		
	(g) cleaning machinery, plant, tools and utensils.....		
	(h) cleaning and blowing down of equipment.....		
	(i) cleaning metal rods.....		
	(j) cutting metal rods, hinges, metal strips, wire, hoop iron and all similar materials.....		
	(k) delivery by manually propelled vehicles.....		
	(l) delivery of letters and parcels.....		
	(m) filling of cushions with substances of materials, other than spring interiors and/or spring units by hand.....		
	(n) glueing sandpaper discs.....		
	(o) handling materials.....		
	(p) lime washing.....	10,20	448,87
	(q) loading and/or unloading vehicles.....		
	(r) loading and unloading kilns.....		
	(s) making tea or other similar beverages.....		
	(t) oiling and greasing machines and/or vehicles.....		
	(u) operating presses of any type.....		
	(v) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers.....		
	(w) preparing, mass-measuring and mixing glue; spreading glue by hand or machine; removing glue, washing and wiping off glue; applying glue hardener by hand, brush or machine.....		
	(x) pushing or pulling a vehicle or handcart.....		
	(y) riveting or making threads on iron bolts and rods.....		
	(z) straightening and/or cutting hoop iron used for webbing.....		
	(aa) stripping second-hand upholstery and bedding.....		
	(ab) taping of veneers and attending veneer press.....		
	(ac) the treatment of timber for preservation.....		
	(ad) unpacking, baling and unbaling raw materials.....		
	(ae) wrapping in paper of cardboard.....		
(2)	Labourers: New Entrants (see definition under clause 3): Party shops only during first 12 months employment in the Industry.....	9,36	411,81
(XIV)	Miscellaneous:		
	(1) Welding, other than spot-welding.....	11,75	517,00
	(2) Machine maintenance mechanic.....		
	(3) Spot-welding.....	10,54	463,61
	(4) Despatch clerk, storeman, time-keeper.....	10,51	462,31
	(5) Caretaker or watchman.....	10,29	452,72
	(6) Packer.....		
	(7) The construction of spring interiors and/or spring units and the manufacture of their component parts.....	10,30	453,05
	(8) Leaner packer.....		
	(9) Bending, punching, riveting, drilling and/or assembling metal parts.....	10,20	448,87
(XV)	(1) Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period.....	10,22	449,83
	(2) All other juveniles.....	The minimum wage prescribed in this Agreement for employees employed on the same class of work	

		Minimum	
		<i>Per hour</i>	<i>Per week</i>
		R	R
(XVI)	Office employees—		
	during the first year of employment.....	10,25	450,87
	during the second year of employment.....	10,41	457,82
	during the third year of employment.....	10,65	468,42
	during the fourth year of employment.....	10,89	478,99
	during the fifth year of employment.....	11,14	490,14
	thereafter.....	11,46	504,04
(XVII)	Casual labourer:		
	Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only	<u>98,75 per day</u>	
(XVIII)	Chargehand:		
	In charge of employees who have no journeyman status.....	R10, per week above his minimum prescribed wage for the class of work performed by him.	
	In charge of journeyman.....	R15,00 per week above the basic wage prescribed in this Agreement for employees employed on the same class of work.	
(XIX)	(1) Ornament and novelty making, i.e., any operation or process in the manufacture or assembly of ornaments and novelties, but which excludes the operations referred to in subclause (2).....	11,75	517,00
	(2) The classes of work referred to in clauses (I) (2), (IV) (II), (V) (2), (VII) (2) and (IX) (2) hereof.....	The minimum wage prescribed in this Agreement for employees employed on the same class of work	
(XX)	Apprentices:		
	Commencing weekly wage—stage 1.....	Labourers	minimum rate + R10,00
	Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate for labourers, plus R10,00, and that for journeymen in force at the time of completion of such stage.		
(XXI)	Artisans:		
	Employees who have passed a trade test in a designated trade and have completed N1.....	12,93	568,70
	[This represents the rate plus 10% on the following categories: (I) (1), (II), (III), (IV) (1), (V) (1), (VI) (1), (VII) (1), (VIII), (IX) (1), (XII) (1), (XIV) (1) and (2), (XIX) (1).]		

Signed at Durban on this 23rd day of June 1998.

J. S. OLIVIER

Chairman

E. M. MOOSA

Vice-Chairman

G. MOONSAMY

Vice-Chairman

G. J. P. BLIGNAUT

Secretary

No. R. 1660

18 Desember 1998

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), verklaar ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, hierby, dat vanaf 28 Desember 1998 tot 30 Junie 2005, die Kollektiewe Wysigingsooreenkoms in die Bylae, wat in die Meubelnywerheidsbedingingsraad, KwaZulu-Natal, aangegaan is, bindend op die ander werkgewers en werknemers in daardie nywerheid, wat nie partye tot die ooreenkoms is nie, in die gebiede bekend as—

- (a) Gebied A in die provinsie Natal, wat bestaan uit die landdrosdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in die provinsie Natal soos dit bestaan het op 3 Julie 1954 en die landdrosdistrik Mount Currie soos dit bestaan het op 3 Julie 1954;
- (b) Gebied B, wat bestaan uit die landdrosdistrikte Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela en Umzinto, en die munisipale gebiede van Estcourt, Ladysmith en Newcastle soos dit bestaan het op 3 Julie 1954;
- (c) Gebied C, wat bestaan uit die restant van die provinsie KwaZulu-Natal, uitgesluit enige gedeelte wat in die self-regerende gebied van KwaZulu en die Republiek van die Transkei geval het direk voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL****OOREENKOMS**

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

KwaZulu-Natal Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Bedingingsraad vir die Meubelnywerheid, KwaZulu-Natal,

tot wysiging van die Hofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 685 van 18 Mei 1998.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Meubelnywerheid, KwaZulu-Natal, nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;
- (b) in Gebied A wat bestaan uit die landdrosdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown en Mount Currie;
- (c) in Gebied B wat bestaan uit die landdrosdistrikte Umvoti (Greytown), Lionsrivier, Port Shepstone, Richmond, Laer Tugela en Umzinto en die munisipale gebied van Estcourt, Ladysmith en Newcastle;
- (d) in Gebied C wat bestaan uit die restant van die provinsie KwaZulu-Natal.

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

- (a) van toepassing slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;
- (b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes gestel ingevolge genoemde Wet nie;
- (c) nie van toepassing op professionele, tegniese, administratiewe, verkoops- en kantoorpersoneel nie: Met dien verstande dat sodanige werknemers gereeld besoldiging ontvang wat meer is as die maksimum loontarief in Bylae A van hierdie Ooreenkoms voorgeskryf, uitgesonderd paragraaf (XXI), plus R35,00;
- (d) nie van toepassing op bestuurders, onderbestuurders, voormanne en toesighoudende personeel nie indien sodanige werknemers gereeld besoldiging van minstens R40 920 per jaar verdien, of R48 120 per jaar waar die werkgever van sodanige personeel nie 'n geregistreerde voorsorgfonds en 'n geregistreerde mediese hulpfonds voorsien of in stand hou nie. Hierdie perke moet van jaar tot jaar verhoog word met dieselfde persentasie as die verhogings wat toegeken word aan werknemers wat die hoogste loontarief verdien soos in Bylae A van hierdie Ooreenkoms uiteengesit.

(3) Ondanks die bepalings van subklousules (1) en (2) is die ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 685 van 18 Mei 1998, uitgesonderd klousules 13 (1) en (2), 16, 17 (1), (2), (3), (4), (5) en (9), 20 en 23, nie van toepassing nie op 'n werkgewer wat hoogstens een besigheid bedryf binne die toepassingsbestek van hierdie Ooreenkoms en wat minder as vyf werknemers ten alle tye in diens het in of in verband met sodanige besigheid en wat die toepaslike voorwaardes van die Wet op Basiese Diensvoorwaardes, 1983, nakom: Met dien verstande dat werkende werkgewers as werknemers geag word met die doel om die aantal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat waar sodanige werkgewer verkies om vrywilliglik by te dra tot enige van die fondse wat deur die Raad geadministreer word, hy geag word vyf werknemers in diens te hê.

(4) Die bepalings van subklousule (3) van voornoemde ooreenkoms is nie van toepassing waar 'n werkgewer meer as vier werknemers in sy diens het op datum van aanvang van hierdie Ooreenkoms en daarna sy werknemers na minder as vyf verminder.

(5) Ondanks subklousule (3) mag geen werkgewer wat die voordeel benut en gebruik maak van die uitsluiting daarin vervat, daarmee voortgaan vir 'n tydperk van langer as drie jaar nie en by verstryking van die driejaartydperk is al die bepalings van die Ooreenkoms van toepassing op sodanige werkgewer en sy werknemers.

(6) Hierdie Ooreenkoms is nie op nie-partye van toepassing nie ten opsigte van klousules 1 (1) (a) en 2.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel, en bly van krag vir die tydperk wat op 30 Junie 2005 eindig.

1 KLOUSULE 38: DRYWERS VAN MOTORVOERTUIG

Vervang subklousule 37B (1) deur die volgende:

(1) Geen lone wat laer is as die wat hieronder voorgeskryf word, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	<i>Minimum</i>	
	<i>Per uur</i>	<i>Per week</i>
	R	R
(a) Drywer van 'n motorvoertuig, uitgesonderd een wat deur stoom aangedryf word, wat gemagtig is om 'n loonvrag te dra of te trek van—		
(i) tot en met 4 530 kg	10,56	464,72
(ii) meer as 4 530 kg en tot en met 6 530 kg	10,64	468,09
(iii) meer as 6 530 kg	10,95	481,61
(b) Drywer van 'n stoomaangedrewe voertuig	10,95	481,61
(c) Los werknemer wat 'n motorvoertuig dryf, uitgesonderd een wat deur stoom aangedryf word		
Per dag voorgeskrewe weekloon plus 10%, gedeel deur 5		
(d) Los werknemer wat 'n stoomaangedrewe voertuig dryf		
Per dag voorgeskrewe weekloon plus 10%, gedeel deur 5		
(e) Drywers van vorkheftrucks, trekkers, bromponies of passasiersmotors	10,56	464,72

2. BYLAE A: LONE

Vervang die bestaande Bylae A deur die volgende:

"BYLAE A: LONE

	<i>Minimum</i>	
	<i>Per uur</i>	<i>Per week</i>
	R	R
(I) (1) Meubelmakery, d.w.s. 'n werksaamheid of proses by die vervaardiging en/of inmeekaarsit van meubels, hetsy in die geheel of in dele, wat met die hand, met gebruik van handgereedskap of meganiese toestelle uitgevoer word, maar uitgesonderd die werksaamhede in subklousule (2) bedoel	11,75	517,00
(2) Diverse meubelmakerywerksaamhede:		
(a) Moere vasbout en vasmaak, handvastels met skroewe, boute, moere in skroefboute vassit	10,30	453,05

		<i>Minimum</i>	
		<i>Per uur</i>	<i>Per week</i>
		R	R
(b) Toebehore van stangsokke, aanslagplate, beslae, rakpenne, moerdoppe, beslagringe of koepelskui fdoppe vassit, skroefbout e in stompe of pote insit, alle soort gelyke blokke vassit, spieëls met kleefband vasheg	(c) Tappenne en proppe van hout met die hand en/of 'n masjien maak en/of spits maak	10,30	453,05
	(d) Tappenne en proppe met die hand inslaan		
	(e) Skuurwerk met die hand verrig, afgesien daarvan of die artikel wat geskuur word, stilstaan of draai		
	(f) Soliede timmerhout met die hand of volgens 'n meganiese proses buig of lamelleer		
	(g) Sokke vir rolwiele inslaan		
	(h) Gate of barste met houtplanmuursel of dergelike stof vul		
	(i) Help met klamp- of klemwerk: Met dien verstande dat hoogstens een assistent gebruik word deur 'n werknemer wat minstens die loon ontvang wat in subklousule (1) voorgeskryf word	10,20	448,87
(II) Uittêwerk, d.w.s. die voorbereiding van 'n plan vir die vervaardiging van meubels deur middel van 'n staaf of ander geskikte materiaal waarop al of enigeen van die afmetings van die artikel wat vervaardig moet word, afgemerks is		11,75	517,00
(III) Afmerkw er k, d.w.s. die merk of kras van meubelstukke, hetsy in die geheel of in dele, volgens afmetings deur middel van 'n liniaal, maatstok, reihout, patroonplaat, setmaat of ander toestel, vir masjineer-, pasmaak- of inmeekaarsitwerk			
(IV) (1) Meubelmasjineerwerk, d.w.s. 'n werksaamheid of proses wat verrig word deur gebruik te maak van 'n tipe of soort masjien by die vervaardiging van meubels, hetsy, in die geheel of in dele, maar uitgesonderd die werksaamhede in subklousule (2) bedoel ..		10,65	468,71
(2) Diverse meubelmasjineerwerksaamhede:			
(a) 'n Enkelrolskuurmasjien, oopkyfskuurmasjien, tolskuurmasjien en breëbandskuurmasjien opstel en bedien			
(b) Gate boor, tapwerk, skanierinlaatwerk met die oog op inlaatwerk vir slotte en skaniere, en 'n taspinvoegmasjien bedien			
(c) 'n Lugskuurmasjien en 'n verplaasbare skuurmasjien bedien		10,30	453,05
(d) Skuurpapieroller of -skywe en bande vir 'n skuurmasjien maak en las		10,20	448,87
(e) Herhalingsafmerkw er k deur middel van 'n patroonplaat of model			
(V) (1) Meubelpoleerwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel verrig word by die produksie van 'n gepoleerde en/of afgewerkte oppervlak deur middel van skellak, verf, duco, lakvernis, sellulose, vernis, emalje, beits, pasta wat soos 'n skuurmiddel werk en/of 'n poleermiddel, of albei, of dergelike stowwe en ook vlamskilderwerk en die pas van kleure by alle soorte meubels, maar uitgesonderd die werksaamhede in subklousule (2) bedoel		11,75	517,00
(2) Diverse poleerwerksaamhede—		10,65	468,71
(a) Bruineerwerk met 'n masjien			
(b) Waswerk			
(c) Die kante van lamelbord en/of laaghout verf en/of opvul ten einde die oppervlak voor te berei vir poleer- en/of lakverniswerk en/of vlamskilderwerk en/of die pas van kleure			
(d) Deure en los toebehore verwyder voordat stukke vir poleerwerk voorberei word			
(e) Opvulwerk met gips of 'n ander vulstof			
(f) Handskuurwerk			
(g) Meubels met sure of 'n ander bleikmiddel bleik			
(h) Stroopwerk		10,30	453,05

		<i>Minimum</i>	
		<i>Per uur</i>	<i>Per week</i>
		R	R
	(i) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk met die hand	10,30	453,05
	(j) Metaal bespuit		
	(k) Materiaal filtreer		
	(l) Sproeispuite skoonmaak	10,20	448,87
	(m) Oppoets by oplaai- en/of aflaaipunt, uitgesonderd die gebruik van spuitaparaat		
(VI) (1)	Meubelstofferwerk, d.w.s. 'n werksaamheid of proses by die oortrek van alle soorte meubels, hetsy in hul geheel of in dele, en afgesien van die materiaal wat gebruik word, en omvat onder andere die uitsny van alle oortreksels en los oortreksels, stikwerk en/of saamvoegwerk met die hand of 'n meganiese toestel, webwerk, wat ook beteken die inposisieplasing van webwerk en plaasvervangers daarvan (uitgesonderd hout- of metaallatte en dwarsstawe), opvulwerk, rottangvlegwerk, die aanwerk van knope, rygwerk, kramwerk, knopwerk en opstopwerk, die aanhegting van eenhede aan rame, maar uitgesonderd die werksaamhede in subklousule (iv) bedoel	11,75	517,00
(2)	Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe of peule, met die hand of 'n masjien glipsteekstik, stik en/of las	10,54	463,61
(3)	Leerlinge wat in diens geneem word om die klas werk te leer wat in subklousule (2) bedoel word (naaiers)—		
	gedurende die eerste ses diensmaande	10,13	445,59
	gedurende die tweede ses diensmaande	10,21	449,04
	gedurende die derde ses diensmaande	10,28	452,48
	gedurende die vierde ses diensmaande	10,38	456,73
	daarna	10,54	463,61
(4)	Diverse meubelstofferwerksaamheid:		
	(a) Hout- en metaallatte en dwarsstawe op rame in posisie plaas	10,73	471,95
	(b) Stoelkussings met veerbinnewerk en/of veereenhede vul	10,93	480,92
	(c) Skuimrubber of dergelike materiaal met 'n bandsaag sny	10,65	468,71
	(d) Klaargemaakte rottangmatte aanbring		
	(e) Kwassies of knope met die hand of 'n masjien aanwerk waar dit as los stukke geskied voordat dit aanmekaargesit word, met inbegrip van deurgestikte knoopwerk, maar uitgesonderd diep-, diamant- of geplooië knoopwerk	11,10	488,33
	(f) Deurgevlegte kussinkies aan veereenhede vasmaak, vassit of vaskram, hetsy met die hand of 'n masjien	10,73	471,95
	(g) Vulsel op 'n veereenheid uitsprei	10,54	463,61
	(h) Kleefmiddel oor agterkante en oortrekmateriaal spreid en dit vasplak		
	(i) 'n Doekspreimasjien laai, stoot en bedien	10,30	453,05
	(j) Klapperhaar of ander materiaal met 'n masjien uitpluis		
	(k) Stoelkussings met materiaalstowwe, uitgesonderd veerbinnewerk en/of veereenhede, met 'n masjien vul		
	(l) Riempiewerk	10,20	448,87
	(m) Heliese vere en/of kettings en/of sig-sag- of nie-sakvere aan 'n raamwerk vassit vir stofferwerk		
	(n) Veerrande met 'n sig-sag- en/of nie-saktipe veer aan 'n raamwerk vassit vir stofferwerk, met inbegrip van die vassit van alle onderdele, maar uitgesonderd die vasryg en/of vasmaak van goiing en/of plaasvervangers vir goiing of sisal		
	(o) Platforms sny wat gebruik word vir die bekleding van heliese en/of nie-sakvere		
	(p) Grootmaatrolle stoffeermateriaal van alle soorte met die hand van selfkant tot selfkant uitmekaar maak en/of opsny		
	(q) Karton met die hand en/of 'n masjien in stofferseksies sny		
	(r) Materiaal met die hand of 'n masjien reguit sny vir onderkante of onderlegstukke oor vere (linne en goiing)		
	(s) Klapperhaar of ander materiaal met die hand uitpluis		

		Minimum	
		Per uur	Per week
		R	R
	(t) Vulmateriaal in touvorm losdraai	10,20	448,87
	(u) Stoffeerder se kraallyste met bande vaswerk		
	(v) Knope en kwassies maak		
	(w) Stoffeerder help deur oortrekmateriaal vas te hou		
	(x) Skuimrubber of latex met die hand volgens fatsoen sny en las		
	(y) Onderkante van gestoffeerde artikels vasheg	10,30	453,05
	(z) (i) Goïing of linne aan sitplekplatforms vasheg		
	(ii) Karton aan kaal rame vasheg of vaskram		
Vir die toepassing van hierdie klousule en klousules (XI) en (XIV) beteken 'n veereenheid 'n onafhanklike montering van vere wat so met mekaar verbind is, met mekaar in verband staan of gemaak is dat dit 'n veerfondament en/of 'n veerbinnewerk vorm vir gebruik in 'n binneveermatras, stoel-, kussingsitplek of ander bed en/of sitinrigting.			
(VII)	(1) Houtsneewerk aan meubels en/of ander houtsneewerk, d.w.s. 'n werksaamheid of proses, hetsy in die geheel of in dele, met handgereedskap of 'n meganiese toestel uitgevoer by die skepping van 'n fatsoen, patroon, medaljon of replika van 'n voorwerp wat bedoel is om alle soorte meubels te versier of te verfraai, maar uitgesonderd ondergenoemde diverse werksaamheid	11,75	517,00
	(2) Stippel- en sponswerk aan agtergrond van houtsneewerk	10,30	453,05
(VIII)	Meubelhoutdraaiwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van 'n gefatsoeneerde artikel of onderdeel wat gebruik word in verband met alle soorte meubels	11,75	517,00
(IX)	(1) Fineerwerk aan meubels, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word in die beleglaag van meubelgedeeltes van alle tipes, hetsy in die geheel of in dele, met fineer, maar uitgesonderd die werksaamhede in subklousule (2) genoem	11,75	517,00
	(2) Diverse fineerwerksaamhede:		
	(a) Fineerstukke met die hand in posisie plaas	10,20	448,87
	(b) Bandlose laswerk met 'n masjien		
	(c) Bediening van alle soorte perse		
	(d) Vakuumsakke en alle soorte perse laai en leegmaak		
	(e) Gom en bande afwas		
	(f) Dele opstapel nadat dit gepers is	10,65	468,71
	(g) Fineerwerk aan kante		
	(h) Fineerwerk aan kante met 'n masjien wat ook die kante afwerk en skuur		
	(i) Inkeping slegs van kante met 'n meganiese toestel	10,65	468,71
(X)	(1) Leerlingvakmanne om diens in die klasse werk te leer wat in klousules (I) tot (IX) bedoel word, uitgesonderd die diverse werksaamhede wat daarin genoem word—		
	gedurende die eerste diensjaar	10,57	465,00
	gedurende die tweede diensjaar	10,89	478,95
	gedurende die derde diensjaar	11,34	499,02
	Daarna, die voorgeskrewe minimum loon.		
	As iemand wat in diens was as bandskuurmasjienskuurder, masjienskuurder of boorder tot leerlingvakman bevorder word, is sy aanvangsloon 'n minimum van	10,73	471,95
(XI)	(1) Beddegoedmakery, d.w.s. die vervaardigers met die hand of 'n meganiese toestel, hetsy in die geheel of in dele van alle soorte matrasse gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander dergelike materiaal of 'n kombinasie van veerbinnewerk, alle tipes draadvere, ketting- en/of spiraalvere, volle spiraalvere, naasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrasse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, spiraalvere en heliese vere aan rame, en ook die volgende:		
	(a) Veernaasvlegwerk	10,73	471,95

		Minimum	
		<i>Per uur</i>	<i>Per week</i>
		R	R
(b)	Vulsel in matrasslope stop	10,73	471,95
(c)	Kante stik.....		
(d)	Kwassies maak		
(e)	'n Randdeurstikmasjien bedien		
(f)	'n Topdeurstikmasjien bedien		
(g)	Rame en rollers vir die topdeurstikmasjien voorberei		
(h)	Deurgevlegte kussinkies aan veereenhede vasheg, vassit of vaskram		
(i)	Matrasbostukke, hetsy deurgestik of nie, in posisie plaas en vasmaak om 'n voorafgeboorde binnewerk- of veermatras te bou	10,88	478,50
(j)	Bande aan kante van binneveermatras aanbring		
(k)	Rolkantwerk, maar uitgesonderd die werksaamhede in subklousule (2) bedoel.....		
(l)	Knoopwerk aan kopstukke, aanvullend tot beddegoedmakery.....		
(2)	Diverse beddegoedwerksaamhede:		
(a)	Bostukke, rande en oortreksels uitsny	10,54	463,61
(b)	Alle stikwerk by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en samestellende dele		
(c)	Matrashandvatsels aan rande stik		
(d)	Randlengtes las.....		
(e)	Die bek van 'n matras toewerk.....		
(f)	Kopkussings, stoelkussings en peule toewerk.....		
(g)	Bedmatrasrame met die hand vasbout		
(h)	Spoele vir 'n randdeurstikmasjien voorberei	10,30	453,05
(i)	Gestikte rande volgens lengte sny		
(j)	Gate in matrasrande pons.....		
(k)	Ventileerders en handvatsels aan matrasrande aanbring.....		
(l)	'n Deurvlegmasjien voer.....		
(m)	Kussinkies uitsny en maak, ongeag die materiaal wat gebruik word		
(n)	Latte en dwarsstawe in posisie plaas, of webwerk aan matras- of katelrame heg		
(o)	Matrasrame beits.....		
(p)	Kloue aan matrasrame heg.....		
(q)	'n Maas in 'n matrasraam in posisie plaas en vasheg		
(r)	Lussies aan naalde heg vir drukdeurknoopmasjienwerk		
(s)	'n Doekspreimasjien laai, stoot en bedien		
(t)	'n Pluismasjien bedien		
(u)	'n Lussiemasjien bedien		
(v)	Lussies aan knope of kwassies werk.....		
(w)	Katelysters, koepels, rolwieleltjies en sokke aanbring.....		
(x)	Rame met die hand beits en/of vernis		
(y)	Geweefde draadmaas en kettingveermaas op rame monteer, vasslaan of vashaak		
(z)	Katelysters vassit	10,20	448,87
(aa)	Veereenhede aan katelrame vasheg		
(ab)	Kopkussings, stoelkussings en peule vul met ander materiaal as veerbinnekante en/of veereenhede		
(ac)	Kopkussings, peule, stoelkussings en veerkomberse massameet.....		
(ad)	Beddegoed stroop		
(ae)	Kettings, hoepelysters of ander dergelike materiaal sny	10,30	453,05
(af)	Klapperhaar of ander materiaal met die hand uitpluis		
(ag)	Karton- of kaliko-agterkante aan gestoffeerde kopstukke vasheg		
(ah)	Plastiekmaas aan rubberskuim vaslym.....	10,20	448,87

		<i>Minimum</i>	
		<i>Per uur</i>	<i>Per week</i>
		R	R
(3)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (1) bedoel word (beddegoed maak)—		
	gedurende die eerste ses diensmaande	10,24	450,66
	gedurende die tweede ses diensmaande	10,35	455,22
	gedurende die derde ses diensmaande	10,43	458,99
	gedurende die vierde ses diensmaande	10,52	462,74
	daarna	10,73	471,95
(XII) (1)	Gordyne maak, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van gordyne, hetsy in die geheel of in dele, en afgesien van die materiaal wat gebruik word, insluitend die hang, pas en monter daarvan, maar uitgesonderd die werksaamhede in subklousule (2) bedoel..	11,75	517,00
(2)	Diverse werksaamhede:		
	(a) Naaiers of naaiers wat oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne met die hand of 'n masjien glipsteekstik, stik en/of las	10,54	463,61
	(b) Materiaal van kant tot kant sny, maar uitgesonderd snywerk om patrone te laat pas	10,20	448,87
	(c) Gordyngood pars en/of stryk		
	(d) Materiaal hanteer		
(3)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (2) (a) bedoel word (naaiers)—		
	gedurende die eerste ses diensmaande	10,13	445,59
	gedurende die tweede ses diensmaande	10,21	449,04
	gedurende die derde ses diensmaande	10,28	452,48
	gedurende die vierde ses diensmaande	10,38	456,73
	daarna	10,51	462,25
(4)	Leerlinge wat in die diens geneem is om die klasse werk te leer wat in subklousule (1) bedoel word, uitgesonderd die diverse werksaamhede wat in subklousule (2) bedoel word en leerlingnaaiers wat in subklousule (3) bedoel word	Die minimumloon voorgeskryf vir leerlingvak-manne soos in klousule (X) van hierdie ooreen-koms bedoel word.	
(XIII) (1)	Arbeiderswerk, d.w.s.—		
	(a) 'n masjienwerker help met die hantering van materiaal voor en na die masjienwerk	10,20	448,87
	(b) 'n stoomketel, verbrander en/of oond bedien		
	(c) sorg vir stofsakke en/of siklone van skuurmasjiene		
	(d) stoffeervere baal en indompel		
	(e) klapperhaar met die hand uitklop en/of uitplaas		
	(f) persele skoonmaak en vee		
	(g) masjinerie, installasie, gereedskap en werktuie skoonmaak		
	(h) uitrusting afblaas in skoonmaak		
	(i) metaalstawe skoonmaak		
	(j) metaalstawe, skarniere, metaalstroke, draad, hoepelyster en alle dergelike materiaal sny		
	(k) afleweringwerk met handvoertuie verrig		
	(l) briewe en pakkette aflewer		
	(m) stoelkussings met ander stowwe of materiaal as veerbinnekante en/of veer-eenhede met die hand vul		
	(n) skuurpapierskywe vaslym		
	(o) materiaal hanteer		
	(p) afwitwerk		
	(q) voertuie laai en/of aflaai		
	(r) materiaal inpak in of uithaal uit oonde		
	(s) tee of ander dergelike drank berei		
	(t) masjiene en/of voertuie olie en smeer		

		<i>Minimum</i>	
		<i>Per uur</i>	<i>Per week</i>
		R	R
(u)	perse van alle tipes bedien		
(v)	artikels in kartondose en/of kartonhouers inpak en daarna sodanige kartondose en kartonhouers vol maak en toemaak		
(w)	lym berei, massameet en meng; lym met die hand of met 'n masjien spreid; lym verwyder, afwas en afvee; lymverhardmiddels met die hand, 'n kwas of 'n masjien aanwend		
(x)	'n voertuig of handkar stoot of trek	10,20	448,87
(y)	klinknaelwerk verrig of skroefdraad in ysterboute en -stawe sny		
(z)	hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny		
(aa)	tweedehandse stoffeerwerk en beddegoed stroop		
(ab)	fineerstukke met band vasmaak en fineerpers bedien		
(ac)	timmerhout met preserveermiddel behandel		
(ad)	grondstowwe uitpak, baal of uit bale haal		
(ae)	goedere in papier of karton toedraai		
(2)	Arbeiders: Nuwe Inkomelinge (sien omskrywing onder klousule 3): Slegs partywinkels. Gedurende eerste 12 maande van indiensneming in Nywerheid	9,36	411,81
(XIV)	Diverse:		
(1)	Sweiswerk, uitgesonderd puntsweiswerk	11,75	517,00
(2)	Masjienonderhoudswerktuigkundige	10,54	463,61
(3)	Puntsweiswerk	10,51	462,31
(4)	Versendingsklerk, magasynman, tydhouer	10,29	452,72
(5)	Opsigter of wag	10,30	453,05
(6)	Verpakker	10,20	448,87
(7)	Veerbinnekante en/of veereenhede bou en samestellende dele daarvan vervaardig		
(8)	Leerlingverpakker		
(9)	Metaaldele buig, pons, klink, boor en/of aanmekaarsit		
(XV)	(1) Jeugdige manlike werknemers in diens in 'n ambag aangedui ingevolge die Wet op Mannekragopleiding, 1981, gedurende die gemagtigde proeftydperk	10,22	449,83
	(2) Alle ander jeugdiges	Die minimum loon in hierdie ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
(XVI)	Kantoorwerknemers—		
	gedurende die eerste diensjaar	10,25	450,87
	gedurende die tweede diensjaar	10,41	457,82
	gedurende die derde diensjaar	10,65	468,42
	gedurende die vierde diensjaar	10,89	478,99
	gedurende die vyfde diensjaar	11,14	490,14
	daarna	11,46	504,04
(XVII)	Los arbeiders:		
	Arbeider minder as 30 uur per week in diens met die spesifieke doel om slegs voertuie te laai en af te laai, hout op te stapel en die perseel skoon te maak	98,75 per dag	
(XVIII)	Onderbaas:		
	Wat aan die hoof staan van werknemers wat nie vakmanstatus besit nie	R10, per week meer as sy voorgeskrewe minimum loon wat hy verrig.	
	Wat aan die hoof staan van vakmanne	R15,00 per week meer as die basiese loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	

		<i>Minimum</i>	
		<i>Per uur</i>	<i>Per week</i>
		R	R
(XIX) (1)	Ornament- en sierwerk, d.w.s. 'n werksaamheid of proses by die vervaardiging of montering van ornamente en sierwerk, maar uitgesonderd die werk in subklousule (ii) bedoel.....	11,75	517,00
(2)	Die klas werk in klousules (I) (2), (IV) (II), (V) (2), (VII) (2) en (IX) (2) van hierdie Bylae bedoel.....	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
(XX) Vakleerlinge:			
	Aanvangsloon per week: Stadium 1	Weeklikse loon vir arbeiders, plus R10,00	
	Met voltooiing van Stadium 1 en elke daaropvolgende stadium moet die weeklikse loon vermeerder word met 25% van die verskil tussen die minimum loontarief vir arbeiders, plus R10,00, en dié vir ambagsmanne, van krag ten tyde van voltooiing van sodanige stadium.		
(XXI) Geskoolde vakmanne:			
	Werknemers wat 'n vakoets in 'n aangewese ambag geslaag het en N1 voltooi het ..	12,93	568,70
	[Dit verteenwoordig die loontarief plus 10% op elk van die volgende: (I) (1), (II), (III), (IV) (1), (V) (1), (VI) (1), (VII) (1), (VIII), (IX) (1), (XII) (1), (XIV) (1) EN (2), (XIX) (1).]".		

Geteken te Durban op hede die 23ste dag van Junie 1998.

J. S. OLIVIER

Voorsitter

E. M. MOOSA

Vise-Voorsitter

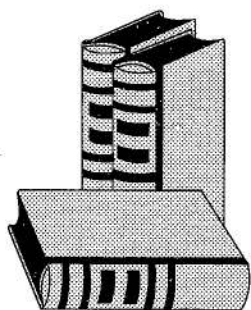
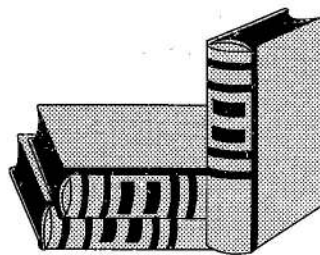
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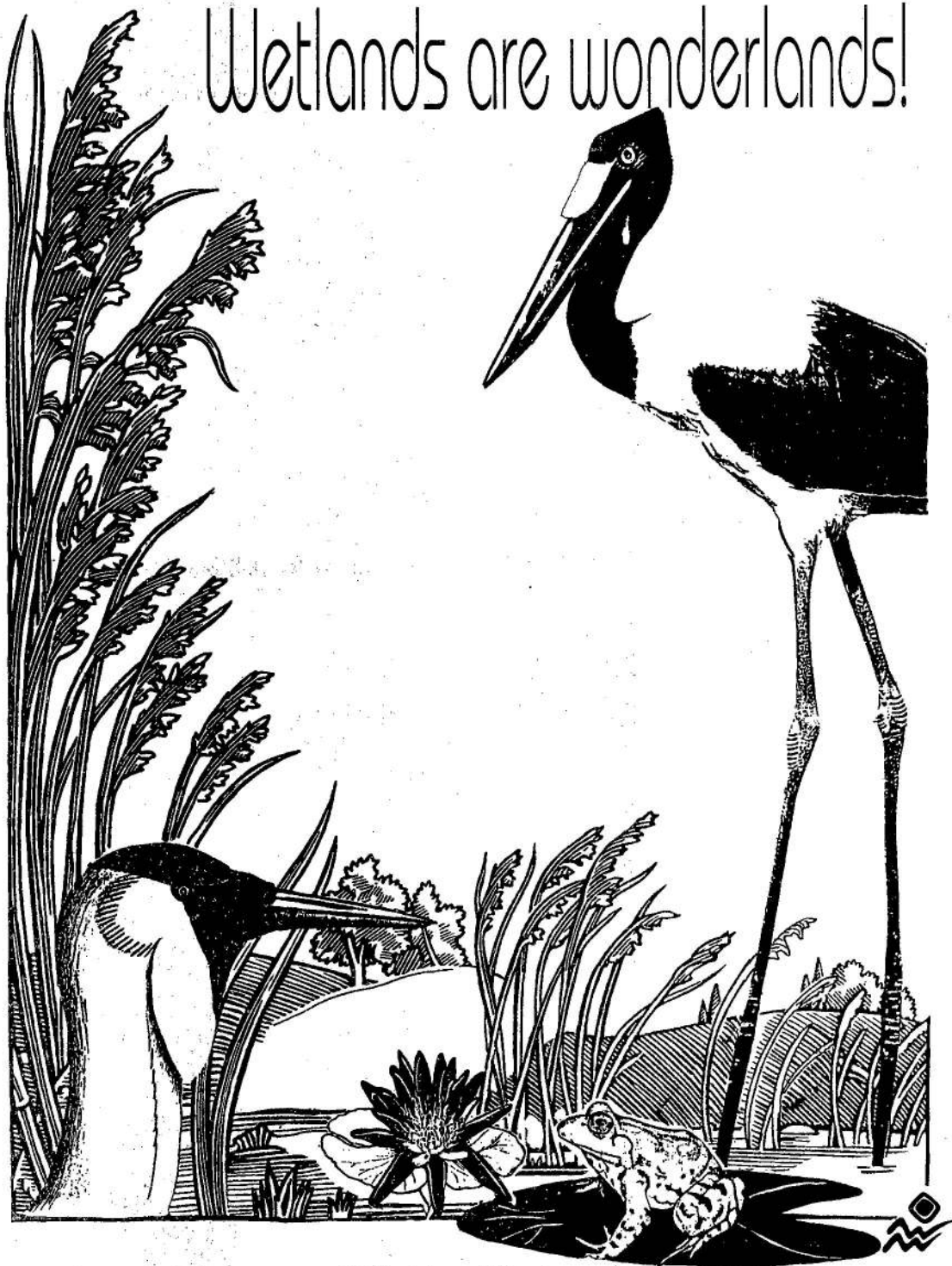
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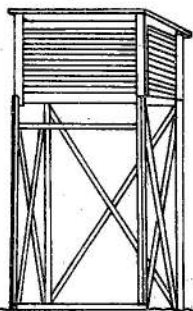
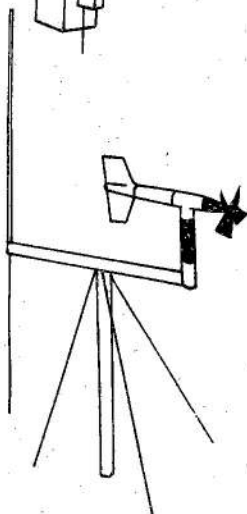
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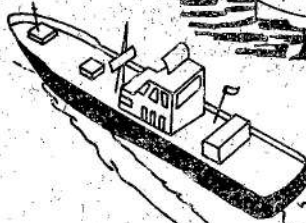
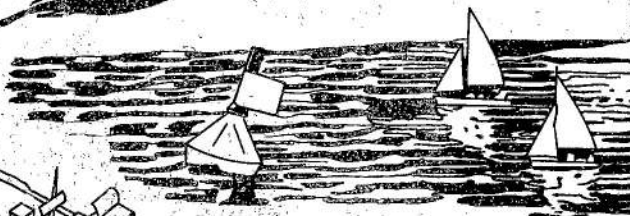
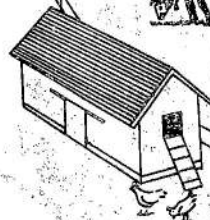
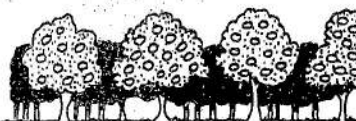
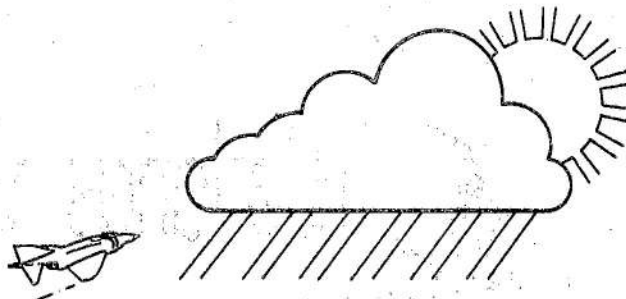


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Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Tel: (012) 334-4507, 334-4511, 334-4509, 334-4515

Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaat Sak X85, Pretoria, 0001
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