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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1689

24 December 1998

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: EXTENSION OF B-COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdlalana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective amending agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the amending agreement, shall be binding on the other employers and employees in that industry, with effect from 4 January 1999, and for the period ending 28 February 1999.

M. M. S. MDLADLANA
Minister of Labour

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY****B-AGREEMENT**

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

Road Freight Employer's Association

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

Motor Transport Workers' Union (South Africa)**South African Transport Workers' Union****Professional Transport Workers' Union of South Africa****Transport and General Workers' Union****African Miners' and Allied Workers' Union****Turning Wheel Workers' Union**

and

Transport and Allied Workers' Union

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

being the parties to the National Bargaining Council for the Road Freight Industry, to amend the Agreement published under Government Notice No. R. 920 of 24 July 1998.

1. SCOPE OF APPLICATION

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

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
- (b) in the Republic of South Africa, excluding the following Magisterial Districts: Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice No. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1996 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1996 and 26 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. 556 and 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice No. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.

(3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—

- (a) an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and
- (b) an employer who operates one truck with one driver, and the employees employed by such employer.

(4) The provisions of clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions who entered into this Agreement.

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 28 February 1999.

3. CLAUSE 1: SCOPE OF APPLICATION

(1) Add the following paragraph to subclause (3):

"(c) an employer while he is a new employer as defined in subclause (2);"

4. CLAUSE 5: PAYMENT OF REMUNERATION

Substitute the following for subclause (6):

"(6) Deductions:

- (a) An employer may not make any deduction from an employee's remuneration unless—
 - (i) subject to paragraph (b), the employee in writing agrees to the deduction in respect of a debt specified in the Agreement; or
 - (ii) the deduction is required or permitted in terms of a law, collective agreement, court order or arbitration award.
- (b) A deduction in terms of paragraph (a) (i) may be made to reimburse an employer for loss or damage only if—
 - (i) the loss or damage occurred in the course of employment and was due to the fault of the employee;
 - (ii) the employer has followed a fair procedure and has given the employee a reasonable opportunity to show why the deductions should not be made;
 - (iii) the total amount of the debt does not exceed the actual amount of the loss or damage; and
 - (iv) the total deductions from the employee's remuneration in terms of this subclause do not exceed one-quarter of the employee's remuneration in money.
- (c) A deduction in terms of paragraph (a) (i) in respect of any goods purchased by the employee must specify the nature and quantity of the goods.
- (d) An employer who deducts an amount from an employee's remuneration in terms of paragraph (a) for payment to another person must pay the amount to the person in accordance with the time period and other requirements specified in the agreement, law, court order or arbitration award.
- (e) An employer may not require or permit an employee to—
 - (i) repay any remuneration except for overpayments previously made by the employer resulting from an error in calculating the employee's remuneration; or
 - (ii) acknowledge receipt of an amount greater than the remuneration actually received.
- (f) Except where otherwise provided in this Agreement, whenever an employee is absent from work, other than at the instance of his employer, the employer may make a deduction proportionate to the period of his absence and calculated on the basis of the wage that such employee was receiving in respect of his ordinary hours of work at the time of such absence.
- (g) Whenever the ordinary hours of work are reduced because of short time an employer may make a deduction not exceeding the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction:

Provided that—

- (i) such deduction shall not exceed one-third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;
 - (ii) no deduction shall be made in the case of short time arising from slackness of trade or shortage of goods to be transported, unless the employer has given his employee notice on the previous working day of his intention to reduce the ordinary hours of work;
 - (iii) no deduction shall be made in the case of short time owing to vagaries of the weather or a breakdown of vehicles, plant or machinery, or a breakdown or threatened breakdown of buildings, in respect of the first hour not worked, unless the employer has given his employee notice on the previous day that no work will be available.
- (h) No deductions shall be made in respect of any period during which the employee's wage is reduced in terms of paragraph (g) above.
- (i) Subject to the consent of the Council, an employer may deduct any amount advanced to an employee on his remuneration, and the cost of protective clothing or tools and equipment issued to him that he fails to return to his employer when called on to do so: Provided that the Council, when considering any such claim for loss suffered by an employer, shall consider tools and equipment to be only those items specifically given to a driver, which should remain in his possession at all times and which should include any other usual equipment carried on a vehicle in cases where it is fixed to or locked in the vehicle."

5. CLAUSE 27: LEGAL COSTS

(1) Substitute the following heading for the existing heading of this clause:

"ENFORCEMENT/LEGAL COSTS".

(2) In the first line of clause 27, substitute the expression "to institute proceedings in any competent forum" for the expression "to institute action in a civil court".

Signed at Johannesburg, for and on behalf of the parties to the Council, this 27th day of October 1998.

G. F. VAN NIEKERK

Chairman of the Council

J. J. DUBE

Vice-Chairman of the Council

B. S. E. GRATZ

Secretary of the Council

No. R. 1689

24 Desember 1998

WET OP ARBEIDSVERHOUDINGE, 1995

**PADVRAGNYWERHEID: UITBREIDING VAN B-KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdlalana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingsraad vir die Padvragnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 4 Januarie 1999, en vir die tydperk wat op 28 Februarie 1999 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE

**NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID
B-OOREENKOMS**

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

Road Freight Employer's Association

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

Motor Transport Workers' Union (South Africa)

South African Transport Workers' Union

Professional Transport Workers' Union of South Africa

Transport and General Workers' Union

African Miners' and Allied Workers' Union

Turning Wheel Workers' Union

en

Transport and Allied Workers' Union

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

wat die partye is by die Nasionale Bedingsraad vir die Padvragnywerheid, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 920 van 24 Julie 1998.

1. TOEPASSINGSBESTEK

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

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat onderskeidelik in genoemde Nywerheid betrokke en daarin werksaam is;

- (b) in die Republiek van Suid-Afrika, uitgesonderd die volgende landdrostdistrikte: Alberton, Benoni, Boksburg, Brakpan [uitgesonderd die gedeeltes van die landdrostdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermentskennissgewing No. 1779 van 6 November 1964 binne die landdrostdistrik Heidelberg geval het, en uitgesonderd die gedeeltes van die landdrostdistrik Brakpan wat voor 1 April 1996 en 1 Julie 1972 (Goewermentskennissgewings Nos. 498 en 871 van onderskeidelik 1 April 1996 en 26 Mei 1972) binne die landdrostdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermentskennissgewings Nos. 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrostdistrik Pretoria geval het], Krugersdorp [met inbegrip van die gedeeltes wat die landdrostdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972, (Goewermentskennissgewings Nos. 1105 en 872 van onderskeidelik 26 Julie 1963 en 26 Mei 1972), binne die landdrostdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeeltes van die landdrostdistrik Oberholzer wat, voor die publikasie van Goewermentskennissgewing No. 1745 van 1 September 1978, binne die landdrostdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennissgewing No. 2152 van 22 November 1974 binne die landdrostdistrik Pretoria geval het), Randfontein (met inbegrip van die gedeelte van die landdrostdistrik Koster wat voor die publikasie van Goewermentskennissgewing No. 1105 van 26 Julie 1963 binne die landdrostdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereniging en Westonaria.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone voorgeskryf word by hierdie Ooreenkoms en op die werkgewers van sodanige werknemers.
- (3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—
- 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met sodanige voertuig in diens is; en
 - 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer.
- (4) Die bepalinge van klousules 1 (1) (a) en 2 van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is van onderskeidelik die werkgewersorganisasie en die vakbonde wat hierdie Ooreenkoms aangegaan het nie.

2. GELDIGHEIDSDUUR VAN DIE 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 tot 28 Februarie 1999.

3. KLOUSULE 1: TOEPASSINGSBESTEK

- (1) Voeg die volgende paragraaf by subklousule (3):

“(c) 'n werkgewer so lank as wat hy 'n nuwe werkgewer is soos in subklousule (2) omskryf.”

4. KLOUSULE 5: BETALING VAN BESOLDIGING

Vervang subklousule (6) deur die volgende:

“(6) **Aftrekkings:**

- 'n Werkgewer mag geen aftrekking van 'n werknemer se besoldiging doen nie tensy—
 - die werknemer, behoudens paragraaf (b), skriftelik instem tot die aftrekking ten opsigte van 'n skuld in die Ooreenkoms vermeld; of
 - die aftrekking ingevolge 'n wet, kollektiewe ooreenkoms, hofbevel of arbitrasietoekenning vereis of toegelaat word.
- 'n Aftrekking ingevolge paragraaf (a) (i) kan gedoen word ten einde 'n werkgewer vir verlies of skade te vergoed slegs indien—
 - die verlies of skade in die loop van diens voorgekom het en aan die skuld van die werknemer te wyte was;
 - die werkgewer 'n billike prosedure gevolg het en die werknemer 'n redelike geleentheid gebied het om aan te toon waarom die aftrekkings nie gemaak moet word nie;
 - die totale bedrag van die skuld nie die werklike bedrag van die verlies of skade te bowe gaan nie; en
 - die totale aftrekkings van die werknemer se besoldiging ingevolge hierdie subklousule nie een kwart van die werknemer se besoldiging in geld te bowe gaan nie.
- 'n Aftrekking ingevolge paragraaf (a) (i) ten opsigte van enige goedere wat deur die werknemer gekoop is, moet die aard en hoeveelheid van die goedere spesifiseer.
- 'n Werkgewer wat ingevolge paragraaf (a) 'n bedrag van 'n werknemer se besoldiging aftrek vir betaling aan 'n ander persoon, moet die bedrag aan die ander persoon betaal in ooreenstemming met die tydperk en ander vereistes in die ooreenkoms, wet, hofbevel of arbitrasietoekenning gespesifiseer.

- (e) 'n Werkgewer mag nie van 'n werknemer vereis of hom of haar toelaat om—
- (i) enige besoldiging terug te betaal nie behalwe vir oorbetalings wat vroeër deur die werkgewer gemaak is as gevolg van 'n fout in die berekening van die werknemer se besoldiging; of
 - (ii) ontvangs te erken van 'n bedrag wat groter is as die besoldiging wat werklik ontvang is.
- (f) Behoudens andersluidende bepalings in hierdie Ooreenkoms, telkens wanneer 'n werknemer van sy werk afwesig is, uitgesonderd in opdrag van sy werkgewer, kan die werkgewer 'n bedrag aftrek wat eweredig is aan die tydperk van sy afwesigheid en bereken is op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het.
- (g) Wanneer die gewone werkure weens korttyd verminder word, kan 'n werkgewer 'n bedrag van hoogstens die werknemer (uitgesonderd 'n los werknemer) se uurloon aftrek ten opsigte van elke uur van sodanige vermindering:
- Met dien verstande dat—
- (i) sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkure aldus verminder word;
 - (ii) geen bedrag in die geval van korttyd na aanleiding van 'n handelslapse of 'n tekort aan goedere wat vervoer moet word, afgetrek mag word nie tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;
 - (iii) geen bedrag ten opsigte van die eerste uur waarin daar nie gewerk word nie, afgetrek mag word nie in die geval van korttyd weens die wisselvalligheid van die weer of die onklaarraking van voertuie, 'n installasie of masjinerie, of die onbruikbaarwording of dreigende onbruikbaarwording van geboue, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie.
- (h) Geen aftrekking mag gemaak word ten opsigte van 'n tydperk waartydens die werknemer se loon verminder is ingevolge paragraaf (g) hierbo.
- (i) Behoudens toestemming van die Raad, kan 'n werkgewer 'n bedrag aftrek wat aan die werknemer op sy besoldiging voorgesket is, asook die koste van beskermende klere of gereedskap of uitrusting wat aan hom uitgereik is en wat hy versuim om aan sy werkgewer terug te besorg wanneer hy aangesê word om dit te doen: Met dien verstande dat die Raad, wanneer hy 'n sodanige eis om verlies oorweeg wat 'n werkgewer gely het, gereedskap en uitrusting moet beskou as slegs daardie items wat spesifiek aan 'n drywer uitgereik is, wat te alle tye in sy besit moet wees en wat moet insluit ander gewone uitrusting wat op 'n voertuig is in gevalle waar dit aan die voertuig vas of daarin toegesluit is.”.

5. KLOUSULE 27: REGSKOSTE

- (1) Vervang die hoofopskrif van hierdie klousule deur die volgende:

“WETSTOEPASSINGSKOSTE/REGSKOSTE”.

- (2) In die eerste reël van klousule 27, vervang die uitdrukking “'n siviele geding in 'n siviele hof instel” deur die uitdrukking “'n geding in 'n bevoegde forum instel”.

Namens die partye by die Raad op hede die 27ste dag van Oktober 1998 te Johannesburg onderteken.

G. F. VAN NIEKERK

Voorsitter van die Raad

J. J. DUBE

Ondervoorsitter van die Raad

B. S. E. GRATZ

Sekretaris van die Raad

THE WEATHER BUREAU HELPS FARMERS TO PLAN THEIR CROP



THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS & TOURISM
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