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Alle Proklamasies, Goewerments- en Algemene Kennisgewings, wat vir die eerste maal gepubliseer word, is in die linker-bohoek met 'n * gemerk.

All Proclamations, Government and General Notices published for the first time, are indicated by a * in the left-hand upper corner.

GOEWERMENTSKENNISGEWINGS.

GOVERNMENT NOTICES.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

The following Government Notice is published for general information:—

DEPARTEMENT VAN ARBEID.

DEPARTMENT OF LABOUR.

* No. 2359.] [22 September 1950.
NYWERHEID-VERSOENINGSWET, 1937.

* No. 2359.] [22 September 1950.
INDUSTRIAL CONCILIATION ACT, 1937.

WASSERY, DROOGSKOONMAAK- EN KLEURBEDRYF, TRANSVAAL.

LAUNDRY, DRY CLEANING AND DYEING TRADE, TRANSVAAL.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, verklaar hierby—

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby—

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae hiertoe verskyn en op die Wassery, Droogskoonmaak- en Kleurbedryf betrekking het, vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig nege maande vanaf die genoemde tweede Maandag bindend is op die werkgewers-organisatie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasie of daardie vereniging;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 1, 3 tot en met 19, 21 tot en met 23 en 25 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig nege maande vanaf die genoemde tweede Maandag bindend is op die ander werkgewers en werknemers betrokke by of in diens in genoemde bedryf in die munisipale gebied Johannesburg; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 1, 3 tot en met 19, 21 tot en met 23 en 25 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig nege maande van af die genoemde tweede Maandag in die munisipale gebied Johannesburg *mutatis mutandis* van toepassing is ten opsigte van persone wat nie by die woordskrywing van die uitdrukking „werknemer”, vervat in artikel *een* van genoemde Wet, ingesluit is nie.

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Laundry, Dry Cleaning and Dyeing Trade, shall be binding from the second Monday after the date of publication of this notice and for the period ending nine months from the said second Monday upon the employers' organisation and the trade union which entered into the said agreement and upon the employers and employees who are members of that organisation or trade union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 1, 3 tot 19 (inclusive), 21 to 23 (inclusive) and 25 of the said Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending nine months from the said second Monday upon the other employers and employees engaged or employed in the said trade in the Municipal Area of Johannesburg; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Municipal Area of Johannesburg and from the second Monday after the date of publication of the notice and for the period ending nine months from the said second Monday, the provisions contained in clauses 1, 3 to 19 (inclusive), 21 to 23 (inclusive) and 25 of the said Agreement shall *mutatis mutandis* apply in respect of such persons as are not included in the definition of the expression “employee” contained in section *one* of the said Act.

B. J. SCHOEMAN,
Minister van Arbeid.

B. J. SCHOEMAN,
Minister of Labour.

BYLAE.

INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY
CLEANING AND DYEING TRADE (TVL).

OOREENKOMS

ingevolge die bepalings van die Nywerheid-versoeningswet, 1937, aangegaan deur en tussen die

„Transvaal Launderers', Cleaners' and Dyers' Association"

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

„National Union of Laundering, Cleaning and Dyeing Workers" (hierna genoem „die werknemers" of „die vakvereniging"), aan die ander kant,

wat die partye by die „Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal)" is.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die munisipale gebied Johannesburg nagekom word deur alle werkgewers wat lid van die werkgewersorganisasie is en die Wassery-, Droogskoonmaak- en Kleurbedryf uitoefen en deur alle werknemers wat lede is van die vakvereniging en in die bedryf in diens is en vir wie in hierdie Ooreenkoms lone voorgeskryf word en wat lone van hoogstens vyftig pond per maand, met uitsluiting van lewenskostetoelae en kommissie, ontvang.

2. TERMYN VAN TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op sulke datum as die Minister van Arbeid mag vasstel en bly vir agtien maande, of vir sulke termyn as die Minister mag vasstel, van krag.

3. WOORDBEPALINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebruik word en in die wet bepaal is, het dieselfde betekenis as in daardie Wet. 'n Verwysing na 'n wet sluit alle wysiging van sulke Wet in; en, tensy die teenoorgestelde bedoeling blyk, sluit woorde wat die manlike geslag aandui ook vrouens in; verder, tensy strydig met die samehang, beteken—

(A) Algemeen.

„Wet", die Nywerheid-versoeningswet, 1937;

„Ooreenkoms", die Ooreenkoms wat gepubliseer en bindend gemaak word op werkgewers en werknemers in die Wassery-, Droogskoonmaak- en Kleurnywerheid ooreenkomstig die bepalings van die Nywerheid-versoeningswet, 1937;

„basiese loon", daardie gedeelte van die besoldiging, uitgesonderd lewenskostetoelae, wat kragtens artikel 4 (1) in kontant aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkdag;

„keteloppasser", 'n werknemer wat 'n stoomketel stook en/of die waterstand en stoomdruk op peil hou;

„bestellingswerwer, of bestelwabediende", 'n werknemer wat op 'n rondte van huis tot huis nuwe of herhalingsbestellings vra, versoek, of werf vir die was, droogskoonmaak, of kleur van goedere en wat goedere wat gewas, droogskoongemaak, of gekleur moet word kan ophaal en goedere aan kliente kan aflewer en die betaling daarvoor kan aanneem;

„los werknemer", 'n werknemer wat hoogstens twee dae in enige week by dieselfde werkgewer in diens is;

„onderbaas", 'n werknemer wat onder toesig van 'n voorman, voorvrou, skoonmaker, of kleurder in beheer is oor 'n groep, of afdeling, van werknemers wie se basiese voorgeskrewe lone nie meer as £2. 8s. per week bedra nie;

„klerklike werknemer", 'n werknemer, behalwe 'n telefonis, nasiener, ontvangdepôtbediende, of rekeningklerk wat hoofsaaklik skryfwerk, tikwerk, of ander vorm klerklike werk verrig en sluit 'n magasynbediende en kassier in;

„klerklike werknemer, manlik, gekwalifiseer", 'n manlike klerklike werknemer met minstens drie jaar ervaring;

„klerklike werknemer, manlik, ongekwalifiseer", 'n manlike klerklike werknemer met minder as drie jaar ervaring;

„klerklike werknemer, vroulik, gekwalifiseer", 'n vroulike klerklike werknemer met minstens drie jaar ervaring;

„klerklike werknemer, vroulik, ongekwalifiseer", 'n vroulike klerklike werknemer met minder as drie jaar ervaring;

„Raad", die „Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (TVL)", geregistreer ooreenkomstig die Nywerheid-versoeningswet, 1937;

„afleringsbode", 'n werknemer wat op spesifieke skriftelike opdragte boodskappe en/of pakkette te voet of met 'n fiets ophaal of aflewer;

„bestuurder van 'n dierevoertuig", 'n ander werknemer as 'n bestellingswerwer of bestelwabediende wat 'n dierevoertuig bestuur en diere en/of voertuie skoonmaak;

„motorvoertuigbestuurder", 'n werknemer, behalwe 'n bestellingswerwer, of bestelwabediende, wat 'n motorvoertuig bestuur en vir die doel van hierdie woordbepaling sluit „'n motorvoertuig bestuur" in alle tydperke wat bestuur word en alle tyd wat die bestuurder aan werk in verband met die voertuig, of die vrag bestee en alle tydperke wat hy verplig is om op sy pos te bly in gereedheid om te bestuur;

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY
CLEANING AND DYEING TRADE (TRANSSVAAL).

AGREEMENT.

in accordance with the provisions of the Industrial Conciliation Act, 1937, made and entered into by and between the

Transvaal Launderers', Cleaners' and Dyers' Association

(hereinafter called the "employers" or "employers' organisation") of the one part, and the

National Union of Laundering, Cleaning and Dyeing Workers (hereinafter called "the employees" or "the trade union"), of the other part,

being the parties to the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Municipal Area of Johannesburg by all employers who are members of the employers' organisation and are engaged in the laundry, dry cleaning and dyeing trade and by all employees who are members of the trade union and are employed in the trade and for whom minimum wages are prescribed in this Agreement, and who are in receipt of a wage not exceeding fifty pounds per month, excluding cost of living allowance and commission.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour and shall remain in force for eighteen months or for such period as the Minister may decide.

3. DEFINITIONS.

Any terms used in this Agreement which are defined in the Act shall have the same meaning as in that Act.

A reference to an Act shall include any amendment of such Act; and, unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

(A) General.

"Act" means the Industrial Conciliation Act, 1937;

"Agreement" means the Agreement published and made binding upon employers and employees in the Laundering, Dry Cleaning and Dyeing trade in accordance with the provisions of the Industrial Conciliation Act of 1937;

"basic wage" means that portion of remuneration exclusive of cost of living allowance, payable in money in terms of section 4 (1) to an employee in respect of his ordinary hours of work.

"boiler attendant" means an employee engaged in firing a boiler and/or in maintaining the water level and steam pressure;

"cannasser or vanman" means an employee who on a round is engaged in inviting, soliciting or canvassing new or repeat orders for goods to be laundered, dry cleaned or dyed and who may collect goods for laundering, cleaning or dyeing and may deliver goods to customers and accept payment in respect thereof;

"casual employee" means an employee who is employed by the same employer for not more than two days in any one week;

"chargehand" means an employee who under the supervision of a foreman, forewoman, cleaner or dyer is in charge of a group or section of employees whose basic prescribed wages do not exceed 48s. per week;

"clerical employee" means an employee, other than a telephone operator, checker, receiving depot assistant or invoice clerk substantially engaged in writing, typing, or other form of clerical work, and includes a storeman and cashier;

"clerical employee, male, qualified," means a male clerical employee who has had not less than three years' experience;

"clerical employee, male, unqualified," means a male clerical employee who has had less than three years' experience;

"clerical employee, female, qualified," means a female clerical employee who has had not less than three years' experience;

"clerical employee, female, unqualified," means a female clerical employee who has had less than three years' experience;

"Council" means the Industrial Council for the Laundry, Dry Cleaning and Dyeing Trade (Transvaal), registered in terms of the Industrial Conciliation Act, 1937;

"delivery boy" means an employee who collects or delivers, on specific written instructions, messages and/or parcels on foot and/or per bicycle;

"driver of an animal-drawn vehicle" means an employee other than a cannasser or vanman engaged in driving an animal-drawn vehicle, and cleans animals and/or vehicles;

"driver of a motor vehicle" means an employee other than a cannasser or vanman engaged in driving a motor vehicle and for the purposes of this definition "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load, and all periods during which he is obliged to remain at his post in readiness to drive;

"inrigting", 'n perseel waarin, of in verband waarmee, een of meer werknemers in die wassery-, skoonmaak-, of kleurbedryf in diens is en dit sluit 'n ontvangdepôt in;

"ondersoeker", 'n werknemer wat na die betrokke prosesse van was, skoonmaak, of kleur van goedere voltooi is, sulke goedere nasien vir foute of beskadigings;

"ervaring", die totale tydperk of tydperke van diens wat 'n werknemer het in die bepaalde werk wat hy doen;

"voorman", 'n werknemer in beheer oor die werknemers in 'n inrigting, wat kontrole oor sulke werknemers uitoefen en wat vir hul behoorlike verrigting van hul werk verantwoordelik is;

"voorstuur", 'n werknemer in beheer oor die vroulike werknemers in 'n inrigting en wat vir hul behoorlike verrigting van hul werk verantwoordelik is;

"rekeningklerk", 'n werknemer wat artikels en pryse op die firma se fakture invul;

"rekeningklerk, gekwalifiseer", 'n rekeningklerk met minstens 18 maande ervaring;

"rekeningklerk, ongekwalifiseer", 'n rekeningklerk met minder as 18 maande ervaring;

"stryker", 'n werknemer wat met 'n handyster goedere stryk;

"jeugdige", 'n werknemer onder 18 jaar oud wat die werk van 'n arbeider verrig;

"arbeider", 'n werknemer, behalwe 'n los werknemer, wat enigeen van die volgende werksaamhede verrig:—

- (a) Klere aan 'n kalender of mangel voer, daarvan afneem, of vou;
- (b) 'n kleuroplossing roer;
- (c) pakkies toedraai;
- (d) geboue skoonveeg en skoonhou;
- (e) teemaak;
- (f) wat 'n werktuigkundige, of hoefsmid, of onderhoudman help, maar wat nie by daardie hulpverlening self gereedskap mag gebruik nie, tensy op ongeskoolde werk onder regstreekse toesig van sodanige werktuigkundige, hoefsmid, of onderhoudman;
- (g) goedere afborsel voor hulle 'n prosesbewerking ondergaan;
- (h) goedere van een afdeling na 'n ander afdeling van 'n inrigting dra;

"masjienbediener of -oppasser", 'n werknemer, behalwe 'n perser, wat 'n kraggedrewe masjien bedien, oppas, aansit, of stopst en wat sulke masjien mag voer, of daarvan afneem; en die uitdrukking "n masjien bedien of oppas" het 'n ooreenkomstige betekenis;

"onderhoudman", 'n werknemer, behalwe 'n werktuigkundige, wat aan masjinerie, installasie, geboue, of ander uitrusting klein herstellings of verstellings uitvoer;

"werktuigkundige", 'n werknemer wat 'n geskoolde ambagsman, of vakman, is;

"oortyd", alle ure wat bo die gewone werkure gewerk word, word beskou as oortyd te wees;

"deelytse motorvoertuigbestuurder", 'n werknemer wat vir hoogstens 12 uur in 'n week 'n motorvoertuig bestuur en vir die doeleindes van hierdie woordbepaling, beteken "n motorvoertuig bestuur" alle tydperke wat bestuur word en alle tyd wat die bestuurder bestee aan die voertuig, of die vraag, en alle tydperke wat hy verplig is om op sy pos te bly in gereedheid om te bestuur;

"eenvoudige naaister en/of versteller en/of naaister", 'n werknemer, uitgesonderd 'n onsigbaarhersteller, wat kledingstukke, of ander geweefde, of gebreide artikels verander, of groot verstellings daaraan verrig;

"perser", 'n werknemer wat 'n persmasjien bedien;

"ontvangdepôtbediende", 'n werknemer wat van klante goedere ontvang wat gewas, skoongemaak, of gekleur moet word en/of terugoorhandiging van sulke goedere aan klante na die goedere 'n prosesbewerking ondergaan het en sluit in die aanneem van kontant vir die prosesbewerking van sulke goedere, die bank van sulke kontant en/of verantwoordelikeheid vir die byhou van die aantekenboeke van die depôt;

"ontvangdepôtbediende, gekwalifiseer", 'n ontvangdepôtbediende met minstens 18 maande ervaring;

"ontvangdepôtbediende, ongekwalifiseer", 'n ontvangdepôtbediende met minder as 18 maande ervaring;

"aantekenaar", 'n werknemer wat hoeveelhede afweeg, of tel en daarvan aantekening hou; aantekening hou van tye en ander besonderhede met betrekking tot produksie en vordering van die werk deur die fabriek en wat ladings vir die volgende behandeling voorberei;

"korttyd", 'n tydelike vermindering van die getal gewone werkure as gevolg van 'n algemene ontwrigting van installasie, of masjinerie, of 'n dreigende instorting van geboue as gevolg van ongeval of onvoorsiene noodgeval, of van skade in die bedryf, of van 'n tekort aan rumateriaal;

"taakwerk", elke stelsel waarvolgens 'n werknemer se besoldiging op die hoeveelheid, of die omvang, van die werk wat gedoen is, berus;

"bedryf", sonder om in enige opsig die gewone betekenis van die uitdrukking te beperk, die bedryf wat uitgeoefen word in inrigtings waar goedere gewas, skoongemaak, of gekleur word ooreenkomstig opdrag van klante; en sluit in depôts waar sulke goedere ontvang word om ooreenkomstig opdrag van klante gewas, skoongemaak of gekleur te word;

"establishment" means any premises in or in connection with which one or more employees are employed in the Laundering, Cleaning or Dyeing Trade and includes a receiving depot;

"examiner" means an employee engaged in examining for faults or blemishes articles which have been laundered, cleaned or dyed after the completion of the processes involved;

"experience" means the total period or periods of employment which an employee has had in the particular occupation in which he is engaged;

"forman" means an employee who is in charge of the employees in an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

"forewoman" means an employee who is in charge of the female employees in an establishment, and who is responsible for the efficient performance by them of their duties;

"invoice clerk" means an employee engaged in entering up and pricing articles on the firm's invoice;

"invoice clerk, qualified," means an invoice clerk who has had not less than 18 months' experience;

"invoice clerk, unqualified," means an invoice clerk who has had less than 18 months' experience;

"ironer" means an employee engaged in ironing articles with a hand iron;

"juvenile" means an employee under 18 years of age engaged in the work performed by a labourer;

"labourer" means an employee, other than a casual employee, who is engaged in any of the following:—

- (a) Feeding into or taking off or folding articles from a calender machine or mangle;
- (b) stirring a dye-solution;
- (c) tying up parcels;
- (d) sweeping and keeping buildings clean;
- (e) making tea;
- (f) assisting a mechanic or farrier or maintenance man but shall not use tools himself in rendering such assistance unless on unskilled work under the direct supervision of such mechanic, farrier or maintenance man;
- (g) brushing articles prior to processing;
- (h) carrying articles from one department of an establishment to another;

"machine operator or attendant" means an employee, other than a presser, who operates, attends, starts or stops a power-driven machine and who may feed or take from such machine, and the expression "operating or attending a machine" shall have a corresponding meaning;

"maintenance man" means an employee, other than a mechanic, engaged in making minor repairs and adjustments to machinery, plant, buildings, or other equipment;

"mechanic" means an employee who is a skilled tradesman or artisan;

"overtime", all hours worked in excess of the ordinary hours of work shall be deemed to be overtime;

"part-time driver" means an employee engaged in driving a motor vehicle for not more than 12 hours in any week, and for the purpose of this definition "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load, and all periods during which he is obliged to remain at his post in readiness to drive;

"plain sewer and/or mender and/or seamstress" means an employee, other than an invisible mender, engaged in making alterations and/or major repairs to garments or other woven or knitted articles;

"presser" means an employee engaged in operating a pressing machine;

"receiving depot assistant" means an employee engaged in receiving from customers articles to be laundered, cleaned or dyed, and/or in re-issuing to customers such articles after processing, and includes the acceptance of money for the processing of such articles, the banking of such money and/or is responsible for keeping the records of the depot;

"receiving depot assistant, qualified," means a receiving depot assistant who has had not less than 18 months' experience;

"receiving depot assistant, unqualified," means a receiving depot assistant who has had less than 18 months' experience;

"recorder" means an employee engaged in weighing or counting and recording quantities; recording times and other particulars relating to production and the progress of work through the factories, and preparing loads for the next process;

"short-time" means a temporary reduction in the number of ordinary hours of work of an employee due to a general breakdown of plant or machinery or a threatened breakdown of building, caused by accident or unforeseen emergency or to slackness of trade or to shortage of raw material;

"task-work" means any system under which an employee's remuneration is based upon the quantity or output of work done;

"trade" means, without in any way limiting the ordinary meaning of the expression, the trade carried on in establishments where articles are laundered, cleaned or dyed to the order of customers; and shall include depots where such articles are received in order to be laundered, cleaned or dyed to the order of customers;

- "bestelwahelper, diervoertuig", 'n werknemer wat goedere laai of aflaai, of die bestellingswerwer of bestuurder van 'n diervoertuig help, maar sluit nie die bestuur van 'n diervoertuig of die werk van 'n bestellingswerwer/bestelwabediende in nie;
- "bestelwahelper, motorvoertuig", 'n werknemer wat goedere laai of aflaai of 'n bestellingswerwer of bestuurder van 'n motorvoertuig help, maar sluit nie die bestuur van 'n motorvoertuig of die werk van 'n bestellingswerwer/bestelwabediende in nie;
- "loon", daardie gedeelte van die besoldiging wat aan 'n werknemer kontant betaal moet word ten opsigte van die werke in klousule 6 genoem;

(B) *Afdeling Droogskoonmaak.*

- "Nasiener", 'n werknemer wat die bymekaargemaakte artikels na dit behandel is met die klant se lys of die firma se rekening vergelyk en wat van daardie lys, of rekening, 'n kopie kan maak;
- "nasiener, gekwalifiseer", 'n nasiener met minstens 18 maande ervaring;
- "nasiener, ongekwalifiseer", 'n nasiener met minder as 18 maande ervaring;
- "skoonmaker", 'n werknemer wat in beheer en toesig is oor die werk van werknemers wat in die droogskoonmaak-afdeling van 'n inrigting goedere skoonmaak deur die bensien, droogskoonmaak-, of natwasproses en wat verantwoordelik is vir die aard van die behandeling wat toegepas moet word om kolle of vlekke uit goedere te verwyder;
- "kleurder", 'n werknemer in beheer oor en verantwoordelik vir kleur, met inbegrip van die meng van kleure en die reëling van die kleuroplossing se temperatuur;
- "hoedeblokker en/of fatsoeneerder", 'n werknemer wat 'n hoed, na dit skoongemaak is, blok en/of stryk en/of fatsoeneer;
- "onsigbaarhersteller", 'n werknemer wat 'n kledingstuk of ander artikel van geweeftde of gebreide materiaal herstel met die hand, of met 'n masjien, deur toepassing van die hermelyn-, fyndraad, of oorstopproses, al na gelang van die aard van die beskadiging aan die materiaal en dit sluit die herstel van sy of ander onderklere deur middel van deurtrek van die gebreekte drade, in;
- "onsigbaarhersteller, gekwalifiseer", 'n onsigbaarhersteller met minstens 18 maande ervaring;
- "onsigbaarhersteller, ongekwalifiseer", 'n onsigbaarhersteller met minder as 18 maande ervaring;
- "merker", 'n werknemer wat artikels vir herkenning merk en wat die merke wat op daardie artikels geplaas is, kan verifieer;
- "verpakker", 'n werknemer wat kledingstukke, of ander artikels bymekaarmaak, toedraai en verpak vir versending en wat nie herkenningsmerke mag verifieer nie;
- "sorteerder", 'n werknemer wat artikels wat behandel is, sorteer ooreenkomstig hul herkenningsmerke en wat merke wat op daardie artikels geplaas is kan verifieer voordat dit uitgestuur word;
- "vlekuithaler", 'n werknemer, wat deur middel van enige ander proses as met water te borsel, kolle of vlekke uit goedere uithaal;
- "natskoonmaker of persoon wat met water borsel", 'n werknemer wat met die hand artikels was met behulp van 'n borsel, spoeier, lappie of spons en seep, of 'n seepoplossing, of -poel.

(C) *Afdeling Wassery.*

- "Nasiener", 'n werknemer wat artikels met klante se lys, of die firma se rekenings, vergelyk en wat 'n afskrif van daardie lys of rekenings kan maak;
- "nasiener, gekwalifiseer", 'n nasiener met minstens 18 maande ervaring;
- "nasiener, ongekwalifiseer", 'n nasiener met minder as 18 maande ervaring;
- "assistent-nasiener of afroeper", 'n werknemer wat pakke of bondels artikels wat gewas, skoongemaak, of gekleur moet word oopmaak en vir die nasiener uittel of afroep, of wat daardie artikels tel voordat hulle nagesien word;
- "merker", 'n werknemer wat artikels vir herkenning merk;
- "verpakker", 'n werknemer wat kledingstukke, of ander artikels bymekaarmaak, toedraai en verpak vir versending;
- "hemp- en boordjemasjienstryker", 'n werknemer wat met 'n masjien boordjies en/of hemde stryk;
- "sorteerder", 'n werknemer wat artikels sorteer volgens hul herkenningsmerke en wat die merke wat op daardie artikels geplaas is kan verifieer voordat dit behandel word.

4. BESOLDIGING.

(1) Die minimum loon wat ten opsigte van die gewone ure wat gewerk is, deur 'n werkgewer aan elke lid van die ondergenoemde klasse van sy werknemers betaal moet word, is die volgende, en werknemers mag nie minder as daardie minimum lone aanneem nie:—

(A) *Algemeen.*

	Per week.	£	s.	d.
1. Keteloppasser—				
eerste drie maande ervaring	1 17 9			
daarna	2 0 3			
2. Bestellingswerwer	6 0 0			
3. Onderbaas: Nie minder as 12s. 9d. per week nie bo die voorgeskrewe basiese loon vir die hoogste klas werknemer in die groep of afdeling waaroor hy in beheer is.				

- "vanboy, animal-drawn vehicle," means an employee who loads and unloads goods or assists a canvasser or driver of an animal-drawn vehicle but does not include the driving of an animal-drawn vehicle or the work of a canvasser/vanman;
- "vanboy, motor vehicle," means an employee who loads and unloads goods or assists a canvasser or driver of a motor vehicle, but does not include the driving of a motor vehicle or the work of a canvasser/vanman.
- "wage" means that portion of the remuneration payable to an employee in money in respect of the ordinary hours of work laid down in clause 6;

(B) *Dry Cleaning Section.*

- "Checker" means an employee engaged in checking assembled articles after processing with customer's list or the firm's invoice, and who may make a copy of such list or invoice;
- "checker, qualified," means a checker who has had not less than 18 months' experience;
- "checker, unqualified," means a checker who has had less than 18 months' experience;
- "cleaner" means an employee who directs and supervises the work of employees engaged in cleaning articles by spirit, dry cleaning or wet washing process in the dry cleaning section of an establishment, and who is responsible for the nature of the treatment to be employed in removing spots or stains from articles;
- "dyer" means an employee who is in charge of and responsible for the process of dyeing, including the mixing of colours and the regulation of the temperature of the dye solution;
- "hat blocker and/or shaper" means an employee engaged in blocking and/or ironing and/or shaping a hat after it has been cleaned;
- "invisible mender" means an employee engaged in mending or repairing a garment or other article composed of woven or knitted material by hand or machine, using the stoating, fine drawing or rentering process according to the kind of tear or damage to the material, and includes the mending of silk or other hosiery by drawing through the broken threads;
- "invisible mender, qualified," means an invisible mender who has had not less than 18 months' experience;
- "invisible mender, unqualified," means an invisible mender who has had less than 18 months' experience;
- "marker" means an employee engaged in marking articles for identification, and who may verify the marks placed on such articles;
- "packer" means an employee engaged in assembling, wrapping and parcelling garments or other articles for despatch, and who may not identify identification marks;
- "sorter" means an employee engaged in sorting articles, after processing according to their identification marks, and who may verify marks placed on such articles prior to ultimate despatch;
- "spotter" means an employee engaged in removing spots or stains from articles by any process other than water brushing;
- "wet cleaner or water brusher" means an employee engaged in washing articles by hand with the use of a brush, spray, cloth or sponge and soap or a soap solution or powder.

(C) *Laundry Section.*

- "Checker" means an employee engaged in checking articles with customer's list or the firm's invoice and who may make a copy of such list or invoice;
- "checker, qualified," means a checker who has had not less than 18 months' experience;
- "checker, unqualified," means a checker who has had less than 18 months' experience;
- "checker's assistant or caller out" means an employee engaged in opening up parcels or bundles of articles to be laundered, cleaned or dyed and counting out or calling over such articles to the checker, or counting such articles preparatory to checking;
- "marker" means an employee engaged in marking articles for identification;
- "packer" means an employee engaged in assembling, wrapping and parcelling garments or other articles for despatch;
- "shirt and collar machinist" means an employee engaged in ironing collars and/or shirts by machine;
- "sorter" means an employee engaged in sorting articles according to their identification marks, and who may verify the marks placed on such articles prior to being processed.

4. REMUNERATION.

(1) The minimum wage in respect of the ordinary hours of work which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows, and employees shall not accept less than such minima:—

(A) *General.*

	Per Week.	£	s.	d.
1. Boiler attendant—				
first three months of experience	1 17 9			
thereafter	2 0 3			
2. Canvasser	6 0 0			
3. Chargehand: Not less than 12s. 9d. per week above the prescribed basic wage for the highest class of employee in the group or section of which he is in charge.				

	Per week. £ s. d.
4. Klerklike werknemer (manlik)—	
eerste jaar ervaring	3 3 0
tweede jaar ervaring	3 13 0
derde jaar ervaring	4 5 0
daarna	5 15 5
5. Klerklike werknemer (vroulik)—	
eerste jaar ervaring	2 2 9
tweede jaar ervaring	2 18 0
derde jaar ervaring	3 3 0
daarna	3 12 3
6. Afleweringsbode	1 15 5
7. Bestuurder van 'n diervoertuig	1 17 9
8. Motorvoertuigbestuurder (nie bestellingswerwer nie)	4 3 0
9. Nasiener—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 8 0
10. Voorman	7 10 0
11. Voorvrou	5 0 0
12. Rekeningklerk (manlik)—	
eerste ses maande ervaring	3 3 0
tweede ses maande ervaring	3 13 0
derde ses maande ervaring	4 5 0
daarna	4 15 0
13. Rekeningklerk (vroulik)—	
eerste ses maande ervaring	2 2 9
tweede ses maande ervaring	2 18 0
derde ses maande ervaring	3 3 0
daarna	3 8 0
14. Jeugdige	1 5 3
15. Arbeider (nie 'n jeugdige nie)	1 15 3
16. Onderhoudman	4 10 0
	Per uur. £ s. d.
17. Werktuigkundige	0 3 3
	Per week. £ s. d.
18. Eenvoudige naaister, hersteller of naaister	2 2 9
19. Ontvangdepôtbediende—	
eerste ses maande ervaring	2 2 9
tweede ses maande ervaring	2 13 0
derde ses maande ervaring	3 3 0
daarna	3 8 0
20. Aantekenaar—	
eerste ses maande ervaring	2 8 0
tweede ses maande ervaring	2 13 0
derde ses maande ervaring	2 18 0
daarna	3 3 0
21. Telefonis	2 18 0
22. Bestelwagheleer, diervoertuig	1 15 3
23. Bestelwagheleer, motorvoertuig	1 17 9
24. Wag—	
eerste drie maande ervaring	1 15 3
daarna	2 0 3

(B) Afdeling Droogskoonmaak.

1. Masjienbediener vir bensien- of ander droogskoonmaak	1 17 9
2. Nasiener—	
eerste ses maande ervaring	2 8 0
tweede ses maande ervaring	2 13 0
derde ses maande ervaring	2 18 0
daarna	3 3 0
3. Kleurder/Skoonmaker	7 10 0
4. Hoedeblokker/-fatsoeneerder—	
eerste drie maande ervaring	1 15 3
daarna	2 2 9
5. Onsigbaarhersteller—	
eerste ses maande ervaring	2 2 9
tweede ses maande ervaring	2 13 0
derde ses maande ervaring	3 3 0
daarna	3 8 0
6. Stryker—	
eerste drie maande ervaring	1 15 3
daarna	2 2 9
7. Merker—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 8 0
8. Verpakker—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 8 0

	Per Week. £ s. d.
4. Clerical employee (male)—	
first year of experience	3 3 0
second year of experience	3 13 0
third year of experience	4 5 0
thereafter	5 15 5
5. Clerical employee (female)—	
first year of experience	2 2 9
second year of experience	2 18 0
third year of experience	3 3 0
thereafter	3 12 3
6. Delivery boy	1 15 3
7. Driver of an animal-drawn vehicle	1 17 9
8. Driver of motor vehicle (other than canvasser)	4 3 0
9. Examiner—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0
10. Foreman	7 10 0
11. Forewoman	5 0 0
12. Invoice clerk (male)—	
first six months of experience	3 3 0
second six months of experience	3 13 0
third six months of experience	4 5 0
thereafter	4 15 0
13. Invoice clerk (female)—	
first six months of experience	2 2 9
second six months of experience	2 18 0
third six months of experience	3 3 0
thereafter	3 8 0
14. Juvenile	1 5 3
15. Labourer (other than juvenile)	1 15 3
16. Maintenance man	4 10 0
	Per Hour. £ s. d.
17. Mechanic	0 3 3
	Per Week. £ s. d.
18. Plain sewer, mender or seamstress	2 2 9
19. Receiving depot assistant—	
first six months of experience	2 2 9
second six months of experience	2 13 0
third six months of experience	3 3 0
thereafter	3 8 0
20. Recorder—	
first six months of experience	2 8 0
second six months of experience	2 13 0
third six months of experience	2 18 0
thereafter	3 3 0
21. Telephone operator	2 18 0
22. Van boy, animal-drawn vehicle	1 15 3
23. Van boy, motor vehicle	1 17 9
24. Watchman—	
first three months of experience	1 15 3
thereafter	2 0 3

(B) Dry Cleaning Section.

1. Benzine or other dry cleaning machine operator	1 17 9
2. Checker—	
first six months of experience	2 8 0
second six months of experience	2 13 0
third six months of experience	2 18 0
thereafter	3 3 0
3. Dyer/cleaner	7 10 0
4. Hat blocker/shaper—	
first three months of experience	1 15 3
thereafter	2 2 9
5. Invisible mender—	
first six months of experience	2 2 9
second six months of experience	2 13 0
third six months of experience	3 3 0
thereafter	3 8 0
6. Ironer—	
first three months of experience	1 15 3
thereafter	2 2 9
7. Marker—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0
8. Packer—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0

	Per week. £ s. d.
9. Perser—	
eerste drie maande ervaring	1 15 3
daarna	2 2 9
10. Sorteerder—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 8 0
11. Vlekuithaler—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 0 8
12. Natskoonmaker of persoon wat met water borsel—	
eerste drie maande ervaring	1 15 3
daarna	1 17 9
(C) Afdeling Wassery.	
1. Nasioner—	
eerste ses maande ervaring	2 8 0
tweede ses maande ervaring	2 13 0
derde ses maande ervaring	2 18 0
daarna	3 3 0
2. Assistent-nasioner—	
eerste drie maande ervaring	1 15 3
daarna	2 0 3
3. Stryker—	
eerste drie maande ervaring	1 15 3
daarna	1 17 9
4. Merker	2 2 9
5. Verpakker—	
eerste drie maande ervaring	1 15 3
tweede drie maande ervaring	2 0 3
daarna	2 8 0
6. Perser—	
eerste drie maande ervaring	1 15 3
daarna	1 17 9
7. Hemde- en boordjemasjins	1 17 9
8. Sorteerder	2 2 9
9. Bediener van wasmasjien	1 17 9

By berekening van die tyd wat deur 'n dierevoertuigbestuurder gewerk is, word gereken dat 'n halfuur 'n redelike tyd is wat nodig is om die dier rond te lei vir afkoeling na hy uitgespan is.

(2) *Basis van kontrak.*—Vir toepassing van hierdie klousule, is die basis van die dienskontrak van 'n werknemer, behalwe 'n los werknemer, weklíks en behoudens soos bepaal in klousule 4, subartikel (3) en in klousule 5, subartikel (4), moet 'n werknemer ten opsigte van die inrigting se normale werkweek minstens die vir 'n werknemer van sy klas in subklousule (1) voorgeskrewe volle weekloon betaal word, hetsy hy in daardie week die maksimum getal gewone ure soos voorgeskryf in klousule 6 (1) of minder gewerk het.

(3) *Verskillende lone.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis, of hom toestaan, om benewens sy eie werk of in plaas daarvan werk van 'n ander klas te verrig waarvoor in subklousule (1) 'n hoër loon as dié vir sy eie klas voorgeskryf is, moet sulke werknemer ten opsigte van die hele dag waarop hy sulke werk verrig eenvyfde, of na gelang van wat toepaslik is, tweevyftes van sodanige hoër loon betaal; met dien verstande, dat in die geval van 'n deeltydse bestuurder, die werknemer alleen vir die ure wat hy op daardie dag werklik gewerk het, die hoër loon betaal moet word.

Voorts met dien verstande dat vir klassifisering van 'n werknemer, dit beskou moet word dat hy behoort tot die klas waarin hy uitsluitlik, of hoofsaaklik, in diens is; en voorts met dien verstande dat as ingevolge subartikel (3) van hierdie artikel aan 'n werknemer op een of meer dae in 'n week gedurende ses agtereenvolgende maande 'n verskillende loon betaal word, hy daarna ingedeel moet word by die klas werk wat hy verrig het en waarvoor in hierdie artikel die hoogste loon voorgeskryf word.

Dit moet beskou word dat daardie werknemer se ervaring in die hoër graad een maand is, tensy in hierdie Ooreenkoms andersins voorgeskryf word.

(4) (a) *Berekening van maandloon.*—As die loon wat aan 'n werknemer verskuldig is, kragtens klousule 5 mandelíks betaal word, moet die bedrag van sulke loon bereken word teen viereenderdeemaal die loon soos in subklousule (1) vir 'n werknemer van sy klas voorgeskryf.

(b) *Berekening van uurloon.*—Die uurloon van 'n werknemer moet bereken word deur die weekloon deur 44, of, na gelang van die geval, deur 46 te deel.

(5) *Klassifisering.*—Vir indeling van 'n werknemer vir toepassing van hierdie Ooreenkoms moet dit beskou word dat hy tot daardie klas behoort waarin hy uitsluitlik of hoofsaaklik werkzaam is.

(6) *Lewenskostoelae.*—Benewens die in subartikel (1) van hierdie artikel voorgeskrewe lone, moet aan merknemers 'n lewenskostoelae betaal word wat gelyk is aan die lewenskostoelae soos voorgeskryf in Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig.

	Per Week. £ s. d.
9. Presser—	
first three months of experience	1 15 3
thereafter	2 2 9
10. Sorter—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0
11. Spotter—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0
12. Wet cleaner or water brusher—	
first three months of experience	1 15 3
thereafter	1 17 9
(C) Laundry Section.	
1. Checker—	
first six months of experience	2 8 0
second six months of experience	2 13 0
third six months of experience	2 18 0
thereafter	3 3 0
2. Checker's assistant—	
first three months of experience	1 15 3
thereafter	2 0 3
3. Ironer—	
first three months of experience	1 15 3
thereafter	1 17 9
4. Marker	2 2 9
5. Packer—	
first three months of experience	1 15 3
second three months of experience	2 0 3
thereafter	2 8 0
6. Presser—	
first three months of experience	1 15 3
thereafter	1 17 9
7. Shirt and collar machinist	1 17 9
8. Sorter	2 2 9
9. Washing machine attendant	1 17 9

In reckoning the time worked by a driver of an animal-drawn vehicle, one half-hour is considered reasonable time required for walking an animal round to cool it down after being outspanned.

(2) *Basis of Contract.*—For the purposes of this clause the basis of contract of employment of an employee, other than a casual employee shall be weekly and save as provided in clause 4, sub-section (3) and in clause 5, sub-section (4) an employee shall be paid in respect of an establishment's normal working week not less than the full weekly wage prescribed in sub-clause (1) for an employee of his class whether he had in that week worked the maximum number of ordinary hours prescribed in clause 6 (1) or less.

(3) *Differential Wages.*—An employer who requires or permits a member of one class of his employees to perform either in addition to his own work or in substitution thereof, work of another class for which a wage higher than that of his own class is prescribed in sub-clause (1), shall pay to such employee in respect of the whole day on which he performs such work one-fifth or two-elevenths of such higher wage, whichever is applicable; provided that in the case of a part-time driver, the employee shall be paid the higher wage only in respect of the hours actually worked by him on the day concerned; provided further that in classifying an employee he shall be deemed to be in the class in which he is wholly or mainly employed; and provided further that where an employee is paid a differential wage in terms of sub-section (3) of this section on one or more days per week during ten weeks in six consecutive months, he shall thereafter be classified in that class of work performed by him for which the highest wage is prescribed in this section.

The experience of such employee shall be deemed to be one month in the higher grade, unless otherwise provided in this Agreement.

(4) (a) *Calculation of Monthly Wage.*—Whenever the wage due to an employee is in terms of clause 5 paid monthly, the amount of such wage shall be calculated at the rate of four and one-third times the wage prescribed in sub-clause (1) for an employee of his class.

(b) *Calculation of Hourly Wage.*—The hourly wage of an employee shall be calculated by dividing the weekly wage by 44 of 46, as the case may be.

(5) *Classification.*—In classifying an employee for the purposes of this Agreement he shall be deemed to be in that class in which he is wholly or mainly employed.

(6) *Cost of Living Allowance.*—In addition to the wages prescribed in sub-section (1) of this section employees shall be paid a cost of living allowance equal to the allowance prescribed in War Measure No. 43 of 1932, as amended from time to time.

(7) *Kortings van lewenskostoelae.*—Geen kortings mag van die lewenskostoelae, wat kragtens hierdie regulasie betaalbaar is, afgetrek word nie; met dien verstande dat wanneer 'n korting op die besoldiging wetlik toegestaan is ten opsigte van 'n versuim van 'n werknemer om die bepaling van sy kontrak uit te voer, 'n ooreenkomstige korting van die lewenskostoelae ten opsigte van dieselfde tydperk, afgetrek kan word.

(8) *Fietstoelae.*—Aan 'n werknemer van wie vereis word om vir die verrigting van sy werk sy eie fiets te gebruik, moet, benewens die besoldiging soos in subklousule (1) van hierdie artikel vir 'n werknemer van sy klas voorgeskryf, minstens twee sjelings en ses pennies per week betaal word.

5. BETALING VAN BESOLDIGING.

(1) (a) *Werknemers, behalwe los werknemers.*—Behoudens soos bepaal in klousule 7 (3) (a), moet enige bedrag wat aan 'n werknemer, behalwe 'n los werknemer, verskuldig is, weekliks, of, as die werkgever en werknemer aldus skriftelik ooreengekom het, maandeliks, gedurende die werkure op die gewone betaaldag van die fabriek of by diensbeëindiging as dit voor die gewone betaaldag val kontant betaal word en moet bevat wees in 'n koefert of ander houër soos per Aanhangsel A van hierdie Ooreenkoms.

L.W.—Die koeferte is teen kosprys by die Raad verkrygbaar.

(b) *Gewone betaaldag.*—As werknemers weekliks betaal word, beteken gewone betaaldag Vrydag.

(2) *Los werknemer.*—'n Werkgever moet die besoldiging wat aan sy los werknemer verskuldig is, by diensbeëindiging kontant betaal.

(3) *Premies.*—Geen betaling vir diensverskaffing aan, of opleiding van 'n werknemer mag regstreeks of onregstreeks aan 'n werkgever gedoen of deur hom aangeneem word nie.

(4) *Boetes en kortings.*—'n Werkgever kan nie boetes van sy werknemer hef, nog kortings van sy werknemer se besoldiging aftrek nie, behalwe die volgende:—

- 'n Kortings vir verlof, siekte, versekering, voorsorg, pensioen-, of nywerheidsraadfondse, of ledelgde aan 'n werknemersorganisasie.
- Behoudens soos bepaal in klousule 7, as 'n werknemer van sy werk wegbly, of weens siekte of ongeval afwesig is, 'n kortings in verhouding tot die tydperk van sulke afwesigheid.
- 'n Kortings van elke bedrag wat die werkgever kragtens 'n wet of bevel van 'n bevoegde hof verplig of toegelaat is om af te trek.
- As 'n werknemer toestem, of kragtens die Naturelle (Stadsgebiede) Wet, 1945, of die Naturellearbeid Reguleringswet, 1911, verplig is om van sy werkgever kos en/of huisvesting aan te neem, 'n kortings van hoogstens die ondergenoemde bedrae:—

	Per week.			Per maand.		
	£	s.	d.	£	s.	d.
Kos	0	3	0	0	13	0
Huisvesting	0	2	0	0	8	8
Kos en huisvesting	0	5	0	1	1	8

(e) As die gewone werkure wat in klousule 6 voorgeskryf word, verminder word as gevolg van korttyd, ten opsigte van elke uur van sulke vermindering 'n kortings van een-vier-en-veertigste van die weekloon soos voorgeskryf in klousule 4 (1) in die geval van werknemers wat 'n 44-urige week werk en een-ses-en-veertigste in die geval van werknemers wat 'n 46-urige week werk; met dien verstande dat geen kortings afgetrek kan word nie—

- in die geval van korttyd wat deur tydelike slapte in die bedryf, of tekort aan grondstowwe veroorsaak word, tensy die werkgever 'n werknemer van wie nie vereis word om op 'n bepaalde dag te werk nie, nie later as die sluitingstyd op die werkdag voor die dag waarop sy dienste nie vereis word, daarvan in kennis gestel het nie;
- ten opsigte van die eerste uur wat nie gewerk word nie in die geval van korttyd wat ontstaan as gevolg van 'n algemene ontwrigting van installasies of masjinerie, of 'n dreigende instorting van geboue as gevolg van ongeval, of onvoorsiene noodgeval, tensy die werkgever sy werknemer op die vorige dag kennis gegee het dat daar geen werk beskikbaar sal wees nie.

6. WERKURE, GEWONE TYD EN OORTYD EN BETALING VIR OORTYD.

(1) *Gewone werkure.*—Die gewone werkure van 'n werknemer, behalwe 'n los werknemer, is hoogstens—

(A) In die geval van 'n ander werknemer as 'n bestellingswerwer of bestelwabeidiende, 'n motorvoertuigbestuurder, 'n dierevoertuigbestuurder, 'n bestelwahelper op 'n motorvoertuig, 'n bestelwahelper op 'n dierevoertuig, 'n aflewingsbode, 'n nagwag, of 'n werknemer wat uitsluitlik goedere aflewer—

(a) vier-en-veertig uur in 'n week van Maandag tot en met Saterdag;

(b) agt op 'n dag; met dien verstande dat—

- as sodanige werknemer se werkure hoogstens vyf op een dag in 'n week is, die beperking van agt uur op 'n dag op enigen van die orige dae van die week met hoogstens 'n halfuur oorskry mag word;

(7) *Deductions from Cost of Living Allowances.*—No deduction shall be made from the cost of living allowance payable in terms of this regulation; provided that whenever a deduction from the remuneration is permitted by law in respect of any failure of an employee to fulfil the terms of his contract, a corresponding pro rata deduction may be made from the cost of living allowance in respect of the same period.

(8) *Bicycle Allowance.*—An employee who is required to use his own bicycle in the performance of his duties shall be paid not less than two shillings and sixpence per week, in addition to the remuneration prescribed in sub-clause (1) of this section for an employee of his class.

5. PAYMENT OF REMUNERATION.

(1) (a) *Employees other than a Casual Employee.*—Save as provided in clause 7 (3) (a) any amount due to an employee other than a casual employee shall be paid in cash weekly or if the employer and employee have agreed thereto in writing, monthly, during the hours of work on the usual pay-day of the factory or on termination of employment if this takes place before the usual pay-day and shall be contained in an envelope as per Annexure A to this Agreement.

NOTE.—These envelopes are obtainable from the Council at cost.

(b) *Usual Pay-day.*—Where employees are paid weekly the usual pay-day shall mean Friday.

(2) *Casual Employee.*—An employer shall pay the remuneration due to his casual employee in cash on termination of his employment.

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee.

(4) *Fines and Deductions.*—An employer shall not levy any fines against his employee nor shall he make any deduction from his employee's remuneration, other than the following:—

- A deduction for holiday, sick, insurance, provident, pension or Industrial Council's funds; or subscriptions to an employee's organisation.
- Save as provided in clause 7 when his employee absents himself from work or is absent owing to accident or ill-health a deduction proportionate to the period of such absence.
- A deduction of any amount which an employer by any law or order of any competent court is required or permitted to make.
- When an employee agrees or is required in terms of the Natives (Urban Areas) Act, 1945, or the Native Labour Regulation Act, 1911, to accept from his employer board and/or lodging a deduction not exceeding the amounts specified hereunder:—

	Per Week.			Per Month.		
	£	s.	d.	£	s.	d.
Board	0	3	0	0	13	0
Lodging	0	2	0	0	8	8
Board and lodging	0	5	0	1	1	8

(e) Whenever the ordinary hours of work prescribed in clause 6 are reduced on account of short-time, a deduction in respect of each hour of such reduction of one-forty-fourth of the weekly wage prescribed in clause 4 (1) in the case of employees working a 44-hour week, and one-forty-sixth in the case of employees working a 46-hour week; provided that no deduction shall be made—

- in the case of short-time arising out of temporary slackness of trade or shortage of raw material, unless the employer has given an employee who is not required to work on any day, notice of that fact not later than closing time of the working day prior to the day on which his services are not required;
- in the case of short-time arising out of a general breakdown of plant or machinery or a threatened breakdown of buildings, due to accident or other unforeseen emergency, 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.

6. HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME.

(1) *Ordinary Hours of Work.*—The ordinary hours of work of an employee other than a casual employee, shall not exceed—

(A) In the case of an employee, other than a canvasser or vanman, a driver of a motor vehicle, a driver of an animal-drawn vehicle, a van boy of a motor vehicle, a van boy of an animal-drawn vehicle, a delivery boy, a nightwatchman, or an employee exclusively engaged in delivering goods—

(a) forty-four hours in any week from Monday to Saturday, inclusive;

(b) eight in any day; provided that—

- where the hours of work of such employee do not exceed five on one day in any week, the limit of eight hours a day may on any of the remaining days of the week be exceeded by not more than half an hour;

- (ii) as op nie meer as vyf dae in 'n week werk verrig word nie, die beperking van agt uur op 'n dag op enigen van sodanige dae met hoogstens een-en-eenkwaart uur oorskry mag word;

as deur sodanige oorskryding die gewone werkure nie meer as vier-en-veertig bedra nie.

Die gewone werkure van werknemers behoeft nie noodwendig binne dieselfde klokure te val nie; met dien verstande dat nie meer as 9½ uur normale tyd deur enige werknemer op een dag gewerk mag word nie.

Die normale werkure, behalwe van 'n nagskof, moet tussen 6 vm. en 6 nm. val.

„Nagskof” beteken 'n skof wat begin tussen die ure 6 nm. en 6 vm.

- (B) In die geval van 'n werknemer wat as 'n bestellingswerwer, of bestelwabediende, 'n motorvoertuigbestuurder, 'n diervoertuigbestuurder, 'n bestelwahelper op 'n diervoertuig, 'n bestelwahelper op 'n motorvoertuig, 'n afleweringsbode, of 'n werknemer wat uitsluitlik goedere aflewer, werksaam is—

(a) ses-en-veertig in 'n week van Maandag tot en met Saterdag;

(b) tien op 'n dag;

met dien verstande dat dit in die geval van 'n diervoertuigbestuurder beskou moet word dat 'n halfuur oortyd 'n voldoende tydperk uit die totale oortyd wat op 'n dag gewerk word vir die doel van koudlei van 'n dier wat van 'n rondte terugkeer, indien daardie koudlei na die gewone werkure gedoen word.

- (C) In die geval van 'n nagwag—

(a) sewentig uur per week oor 'n tydperk van sewe dae;

(b) tien uur op 'n dag.

- (2) Die gewone werkure van 'n los werknemer is hoogstens agt op 'n dag.

(3) *Etensonderbrekings*.—'n Werkgewer kan nie van sy werknemers vereis, of hom toestaan, om op 'n dag meer as vyf uur aaneen te werk sonder 'n pouse van minstens een uur waarin geen werk verrig mag word nie en sulke pouse word nie as deel van die gewone werkure of oortyd te wees beskou nie; met dien verstande dat—

(a) as sulke pouse langer as een uur duur, alle tyd bo een-en-eenkwaartuur beskou word as deel van die gewone werkure, of, na gelang van die geval, van oortyd te wees;

(b) werktydperke onderbreek deur 'n pouse van minder as een uur, beskou word as aaneenlopend te wees.

(4) *Ruspouses*.—'n Werkgewer moet aan elkeen van sy werknemers wat in, of by, sy inrigting werk, behalwe 'n bestellingswerwer, of bestelwabediende, 'n motorvoertuigbestuurder, 'n diervoertuigbestuurder, of 'n werknemer wat goedere aflewer, 'n ruspouse van minstens tien minute toestaan so na as moontlik—

(a) in die middel van elke eerste werktydperk op 'n dag;

(b) in die middel van elke tweede werktydperk op 'n dag;

as sulke werktydperk langer as drie-en-n-halfuur duur en gedurende sulke ruspouse kan nie van 'n werknemer vereis, of hom toegestaan, word om enige werk te verrig nie en sulke ruspouse word gereken deel van die gewone werkure te wees.

(5) *Werkure is agtereenvolgend*.—Behalwe soos bepaal in subklousules (3) en (4), is alle werkure agtereenvolgend.

(6) *Oortyd*.—Alle tyd wat bo die in subklousules (1) en (2) ten opsigte van 'n dag, of 'n week, voorgeskrewe getal ure gewerk word, word beskou as oortyd te wees.

(7) *Beperking van oortyd*.—'n Werkgewer kan nie van sy werknemer vereis, of hom toestaan, om meer as tien uur oortyd in 'n week te werk nie.

(8) *Vroulike werknemers*.—'n Werkgewer kan nie van 'n vroulike werknemer vereis, of haar toestaan, om—

(a) tussen 6-uur n.m. en 6-uur vm. te werk nie;

(b) op meer as vyf dae in 'n week na 1-uur nm. te werk nie;

(c) op 'n dag meer as twee uur oortyd te werk nie;

(d) in 'n jaar op meer as sestig dae oortyd te werk nie;

(e) op meer as drie agtereenvolgende dae oortyd te werk nie;

(f) op 'n dag na voltooiing van haar gewone werkure meer as een uur oortyd te werk nie, tensy hy—

(i) sulke werknemer voor twaalfuur middag daarvan in kennis gestel het;

(ii) aan sulke werknemer 'n behoorlike ete verskaf het voor met sulke oortyd begin word; of

(iii) sulke werknemer betyds twee sjielings betaal het om haar die geleentheid te gee om 'n ete te verkry voor met oortyd begin moet word.

(9) *Betaling vir oortyd*.—'n Werkgewer moet sy werknemer besoldiging betaal teen 'n skaal van minstens anderhalfmaal die gewone besoldigingskaal met inbegrip van lewenskostoelae ten opsigte van alle oortyd wat deur sodanige werknemer gewerk word; met dien verstande dat as in 'n week oortyd bereken op 'n daaglikse basis verskil van oortyd bereken op 'n weeklikse basis, die basis aangeneem moet word wat die grootste bedrag aan oortyd gedurende daardie week gee.

(10) Geen werknemer mag, weens sy weiering om oortyd te werk, summier uit sy werk ontslaan of daarin benadeel word nie.

- (ii) where work is performed on not more than five days in any week the limit of eight hours a day may on any of such days be exceeded by not more than one and one-quarter hours;

if by such extension the ordinary hours of work do not exceed forty-four in a week;

The usual hours of work of employees in an establishment need not necessarily fall within the same clock hours; provided that not more than 9½ hours normal time be worked in any one day by any employee.

The normal hours of work other than a night-shift, shall fall between 6 a.m. and 6 p.m.

“Night shift” means a shift commencing between the hours of 6 p.m. and 6 a.m.

- (B) In the case of an employee engaged as a canvasser or vanman, a driver of a motor vehicle, a driver of an animal-drawn vehicle, a van boy of a motor vehicle, a van boy of an animal-drawn vehicle, a delivery boy, or an employee exclusively engaged in delivering goods—

(a) forty-six hours in any week, Monday to Saturday inclusive;

(b) ten in any day;

provided that it being considered that in the case of a driver of an animal-drawn vehicle half an hour overtime is a sufficient period out of the total of overtime worked in any day for the purpose of cooling down an animal returning from a round, if such cooling down takes place after ordinary hours of work.

- C. In the case of a night-watchman—

(a) seventy hours per week over a period of seven days;

(b) ten hours in any day.

(2) The ordinary hours of work of a casual employee shall not exceed eight in any day.

(3) *Meal Breaks*.—An employer shall not require or permit his employee to work for more than five consecutive hours on any day without an interval of not less than one hour during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of work or overtime; provided that—

(a) if such interval be for longer than one hour any period in excess of one hour and one-quarter shall be deemed to be part of the ordinary hours of work or overtime, as the case may be;

(b) periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(4) *Rest Intervals*.—An employer shall grant to each of his employees employed in or about his establishment, other than a canvasser or vanman, a driver of a motor vehicle, a driver of an animal-drawn vehicle or an employee engaged in delivering goods, a rest interval of not less than ten minutes at as nearly as practicable—

(a) the middle of each first work period in a day;

(b) the middle of each second work period in a day;

where such period is longer than three and a half hours; during which the employee shall not be required or permitted to perform any work and such interval shall be deemed to be part of the ordinary hours of work.

(5) *Hours of Work to be Consecutive*.—Save as provided in sub-clauses (3) and (4) all hours of work shall be consecutive.

(6) *Overtime*.—All time worked in excess of the number of hours prescribed in respect of a day or a week in sub-clauses (1) and (2) shall be deemed to be overtime.

(7) *Limitation of Overtime*.—An employer shall not require or permit his employee to work overtime for more than ten hours in any week.

(8) *Female Employees*.—An employer shall not require or permit a female employee—

(a) to work between 6 o'clock p.m. and 6 o'clock a.m.;

(b) to work after 1 o'clock p.m. on more than five days in any week;

(c) to work overtime for more than two hours on any day;

(d) to work overtime for more than sixty days in any year;

(e) to work overtime on more than three consecutive days;

(f) to work overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—

(i) before midday given notice thereof to such employee; or

(ii) provided such employee with an adequate meal before the commencement of such overtime; or

(iii) paid to such employee two shillings in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(9) *Payment for Overtime*.—An employer shall pay to his employee remuneration at a rate not less than one and a half times ordinary rates of remuneration including cost of living allowance in respect of all overtime worked by such employee; provided that where in any week overtime calculated on a daily basis differs from overtime calculated on a weekly basis, the basis which gives the greater amount of overtime during that week shall be adopted.

(10) No employee shall be dismissed summarily or prejudiced in his employment by reason of his refusal to work overtime.

(11) *Voorbehoude.*—Die bepalings van subklousules (2), (3), (4) en (7) van hierdie klousule is nie van toepassing op 'n wag nie en die bepalings van subklousules (3), (4), (5) en (7) is nie van toepassing op 'n werknemer nie wat werk verrig wat weens ontwrigting van installasie, of masjinerie, of ander onvoersiene nood-geval noodsaaklik is.

7. JAARLIKSE VERLOF, OPENBARE VAKANSIEDAE EN SONDAE.

'n Werkgewer moet ten opsigte van elke volle jaar diens by hom die volgende toestaan:—

- (a) Aan alle werknemers, behalwe nagwagte, drie agtereenvolgende weke verlof;
- (b) in die geval van nagwagte, vier agtereenvolgende weke verlof;

en moet ten opsigte van elke week daarvan aan sodanige werknemer 'n bedrag betaal van minstens die weekloon wat hy onmiddellik voor die aanvang van sodanige verlof ontvang het. Dit is voorts 'n voorwaarde dat 'n werkgewer in sy inrigting 'n alfabetiese diensregister en 'n register van betaling van jaarlikse verlof (in kalendermaande verdeel) moet aanhou soos uiteengesit in Aanhangsels F en G van hierdie Ooreenkoms.

(2) Die verlof waarop sulke werknemer reg het kragtens subklousule (1), moet toegestaan word op 'n tyd wat deur die werkgewer bepaal word; met dien verstande dat as sulke verlof nie eerder toegestaan is nie, dit binne twee maande na voltooiing van die jaar diens waarop dit betrekking het, toegestaan moet word.

(3) (a) 'n Werknemer wat in 'n diensjaar by dieselfde werkgewer meer as een maand diens voltooi het en wie se dienskontrak eindig voor voltooiing van daardie jaar diens, moet ten opsigte van elke volle maand diens 'n bedrag van minstens die weekloon wat die werknemer onmiddellik voor die datum van sulke beëindiging ontvang het betaal, gedeel deur—

- (i) vier in die geval van alle werknemers, behalwe nagwagte;
- (ii) drie in die geval van nagwagte;

met dien verstande dat na een maand diens, 'n halwe maand of meer as diens gedurende 'n hele maand gereken moet word vir die doeleindes van berekening van die verlofbetaling wat betaal moet word; en „'n halwe maand” beteken elke tydperk van vyftien agtereenvolgende kalenderdae, afgesien van werkdae.

(b) 'n Werknemer wat op 'n vorige tydperk van verlof kragtens subartikel (1) reg het en wie se diens eindig voor daardie verlof toegestaan is, moet by die beëindiging ten opsigte van elke week daarvan 'n bedrag van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het, betaal word.

Met dien verstande dat as die diens by 'n werkgewer eindig deurdat die werkgewer sy besigheid verkoop, of oorgedra het, vir elke ander rede as bankrotskap, die bepalings van hierdie klousule nie van toepassing is nie as die werknemer by die nuwe werkgewer in dieselfde inrigting en in dieselfde hoedanigheid in diens bly en vir die doeleindes van hierdie artikel word dit beskou dat alle diens by die vorige werkgewer ten opsigte waarvan deur die genoemde werkgewer geen verlofbetaling ooreenkomstig hierdie subartikel gedoen is nie, diens by die nuwe werkgewer is.

(4) As Goeie-Vrydag, Meidag, Dingaansdag, Kersdag, Nuwejaarsdag binne die tydperk van die verlof val, moet sulke dag aan die genoemde tydperk toegevoeg word as 'n verdere tydperk van verlof met volle betaling.

(5) Benewens die verlof wat in subklousule (1) voorgeskryf word, is 'n werknemer geregtig op en moet hom toegestaan word, verlof met volle betaling op Goeie-Vrydag, Meidag, Dingaansdag, Kersdag en Nuwejaarsdag.

(6) Ondanks enigiets in subklousule (5) vervat, kan van 'n werknemer vereis word om op Goeie-Vrydag, Meidag, Dingaansdag, Kersdag, Nuwejaarsdag te werk as die bedryfsnoodsaaklikhede dit vereis en as 'n werknemer op sulke dag werk, moet sy werkgewer hom ten opsigte van die totale tydperk op sulke dag gewerk, benewens die besoldiging waarop hy reg sou hê as hy nie aldus gewerk het nie, sy besoldiging betaal.

(7) As 'n werknemer op 'n Sondag werk, moet sy werkgewer hom of—

- (A) in die geval van 'n werknemer wat in subklousule (1) (A) van klousule 6 van hierdie Ooreenkoms genoem word—
 - (a) hom minstens die weekloon betaal wat die werknemer ontvang het onmiddellik voor sodanige werk, gedeel deur twee-en-'n half in die geval van 'n inrigting wat 'n vyfdaagse week werk, of drie in die geval van 'n inrigting wat 'n sesdaagse week werk; of
 - (b) hom minstens anderhalfmaal die weekloon betaal wat die werknemer ontvang het onmiddellik voor sodanige werk, gedeel deur vier-en-veertig vir elke uur, of gedeelte van 'n uur wat aldus gewerk word, en hom binne sewe dae na sodanige Sondag een dag verlof toestaan en hom ten opsigte daarvan minstens die weekloon betaal soos voorgeskryf in klousule 4 (1) vir 'n werknemer van sy klas—
 - (i) gedeel deur twee-elfdes in die geval van 'n inrigting wat 'n sesdaagse week werk;
 - (ii) gedeel deur vyf in die geval van 'n inrigting wat 'n vyfdaagse week werk.

(11) *Savings.*—The provisions of sub-clauses (2), (3), (4) and (7) of this clause shall not apply to a watchman and the provisions of sub-clauses (3), (4), (5) and (7) shall not apply to a male employee employed on work necessitated by a breakdown of plant or machinery or other unforeseen emergency.

7. ANNUAL LEAVE, PUBLIC HOLIDAYS AND SUNDAYS.

An employer shall grant in respect of each completed year of employment with him—

- (a) to all employees except night-watchmen, three consecutive weeks leave;
- (b) in the case of night-watchmen, four consecutive weeks leave;

and shall in respect of each week thereof pay such employee an amount not less than the weekly wage which he was receiving immediately before the commencement of such leave. It shall be a further condition that an employer keep on his premises an Alphabetic Employment Register and an Annual Leave Pay Register (divided into calendar months) as set out in Annexures F and G of this Agreement.

(2) The leave to which an employee is entitled in terms of sub-clause (1) shall be granted at a time to be fixed by the employer; provided that if such leave has not been granted earlier, it shall be granted within two months of the completion of the year of employment to which it relates.

(3) (a) An employee who in any one year of employment with the same employer has completed more than one month's employment and whose contract of employment terminates before the completion of such year of employment shall upon such termination, be paid in respect of each completed month of employment an amount of not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by—

- (i) in the case of all employees except night-watchman, divided by four;
- (ii) in the case of night-watchman, divided by three;

provided that after one month's employment, half a month or over shall be reckoned as employment for a full month for the purpose of calculating leave pay payable; and "half a month" shall mean any period of fifteen consecutive calendar days, irrespective of working days.

(b) An employee who has become entitled to a prior period of leave, in terms of sub-clause (1) and whose employment terminated before such leave had been granted, shall upon such termination, be paid in respect of each week thereof an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination; provided that if employment with any employer ceases on account of the employer having sold or transferred his business for reasons other than insolvency the provisions of this clause shall not apply if the employee continues to be employed by the new employer in the same establishment and in the same capacity and for the purposes of this section any employment with the previous employer in respect of which no leave payment is made by the said employer in terms of this sub-clause shall be deemed to be employment with the new employer.

(4) If Good Friday, May Day, Dingaan's Day, Christmas Day and New Year's Day fall within the period of leave referred to in sub-clause (1) such day shall be added to the said period as a further period of leave on full pay.

(5) In addition to the leave prescribed in sub-clause (1) an employee shall be entitled to and be granted leave on full pay on Good Friday, May Day, Dingaan's Day, Christmas Day and New Year's Day.

(6) Notwithstanding anything in sub-clause (5) contained, if the exigencies of trade so require an employee may be employed on Good Friday, May Day, Dingaan's Day, Christmas Day, New Year's Day, and whenever an employee works on such day, his employer shall pay him his remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked.

(7) Whenever an employee works on a Sunday his employer shall either—

- (A) In the case of an employee referred to in sub-clause (1) (A) of clause 6 of this Agreement—
 - (a) pay to him not less than the weekly wage which the employee was receiving immediately prior to such work divided by two and a half in the case of an establishment which observes a five-day week, or by three in the case of an establishment which observes a six-day week; or
 - (b) pay to him not less than one and a half times the weekly wage which the employee was receiving immediately prior to such work divided by forty-four for each hour, or part of an hour so worked, and grant to him within seven days of such Sunday one day's leave and pay to him in respect thereof not less than the weekly wage prescribed in clause 4 (1) for an employee of his class—
 - (i) divided by two-elevenths in the case of an establishment which observes a six-day week;
 - (ii) divided by five in the case of an establishment which observes a five-day week.

(B) In die geval van 'n werknemer genoem in subklousule

(1) (B) van klousule 6 van hierdie Ooreenkoms—

(a) hom minstens die weekloon betaal wat die werknemer ontvang het onmiddellik voor sodanige werk, gedeel deur twee-en-'n-half in die geval van 'n inrigting wat 'n vyfdaagse week werk, of deur drie in die geval van 'n inrigting wat 'n sesdaagse week werk;

(b) hom minstens anderhalfmaal die weekloon betaal wat die werknemer ontvang het onmiddellik voor sodanige werk, gedeel deur ses-en-veertig vir elke uur of gedeelte van 'n uur aldus gewerk en hom binne sewe dae na sodanige Sondag een dag verlof toestaan en hom ten opsigte daarvan minstens die weekloon betaal soos voorgeskryf in klousule 4 (1) vir 'n werknemer van sy klas—

(i) gedeel deur twee-elfdes in die geval van 'n inrigting wat 'n sesdaagse week werk;

(ii) gedeel deur vyf in die geval van 'n inrigting wat 'n vyfdaagse week werk.

(8) Vir die toepassing van hierdie klousule, word dit beskou dat die uitdrukking „diens” elke tydperk, of tydperke van afwesigheid wat tesame hoogstens dertig dae in 'n jaar bedra, insluit, en moet beskou word dat dit begin—

(a) met ingang van die datum waarop die werknemer by die werkgever in diens gekom het; of na gelang van die jongste datum,

(b) met ingang van die datum waarop die werknemer laas op jaarlikse verlof geregtig geword het.

(9) Die bepalinge van hierdie klousule is nie op 'n los werknemer van toepassing nie.

8. SIEKTEBYSTANDFONDS.

(1) Die Siektebystandfonds wat reeds eerder tussen werkgevers en werknemers in die nywerheid gestig is, en wat bekend staan as die „Transvaal Laundry and Dry Cleaning Workers' Medical Aid Society”, waarna in hierdie artikel verwys word as „die Fonds”, word hierby voortgesit. Hierdie fonds word gefinansier uit bydraes kragtens subartikel (3) en die bates van die oorspronklike siektebystandfonds opgerig kragtens Goewermentskennisgewing No. 15 van die 7de Januarie 1943.

(2) Lid van die fonds is enige werknemer wat onder hierdie Ooreenkoms val en werklik in die bedryf in diens is en wat kragtens subklousule (3) van hierdie klousule een week se bydrae aan die fonds betaal het; met dien verstande dat—

(a) los werknemers nie vir lidmaatskap verkiesbaar is nie, en

(b) werknemers wat 'n loon van meer as £50 per maand ontvang, sonder lewenskostoelae en kommissie, nie vir lidmaatskap verkiesbaar is nie.

(3) Ondanks enigiets in klousule 4 van hierdie Ooreenkoms bevat, moet vir die doel van die fonds elke werkgever met ingang van die eerste betaaldag na inwerkingtreding van hierdie Ooreenkoms op die betaaldag van elke week 'n bedrag aftrek—

(a) in die geval van werknemers wat minder as £6 basiese weekloon ontvang, 3d., en 4d. bydra.

(b) in die geval van werknemers wat meer as £6 basiese weekloon ontvang (maar nie meer as £50 per maand basiese nie) 6d., en 7d. bydra;

met dien verstande dat sulke korting nie van die besoldiging van los werknemers afgetrek moet word nie. Die totale bedrag wat ingevolge hierdie artikel ingevorder word, moet deur die werkgever binne een week na die datum waarop sulke korting verskuldig was, aan die Sekretaris van die Fonds, Posbus 6781, Johannesburg, gestuur word, tesaam met 'n staat wat die getal werknemers van wie kortings afgetrek is, aantoon.

(4) Die fonds moet aangewend word om aan lede van die fonds die volgende bystand te verstrek:—

(a) In die geval van 'n werknemer wat onbekwaam is om te werk as gevolg van siekte, siektebetaling tot 'n bedrag van tweederdes van sy normale loon, met uitsluiting van lewenskostoelae en kommissie, of, na gelang van die minste, £4 per week, betaalbaar vir 'n maksimum tydperk van 13 weke per jaar en van die datum waarop die eerste betaling verskuldig is; met dien verstande dat sulke werknemer minstens 13 weeklikse bydraes aan die fonds betaal het ooreenkomstig subklousule (3) van hierdie klousule.

(b) Vry mediese behandeling en dienste word verstrek deur die dokters van die fonds; met dien verstande dat sulke behandeling en dienste nie verlossings, groot operasies, X-straalbehandeling, elektriese behandeling en vroedvrou-dienste insluit nie; verder met dien verstande dat vroedvroubehandeling en -dienste in die geval van 'n miskraam verleen sal word.

(c) Vry medisyne word teen 'n resep van die fonds se dokter verstrek.

(d) Vry tandheelkundige behandeling is beperk tot ondersoek, voorbehoeding, trekkings, vullings (maar nie goud nie), X-straalbehandeling en volledig of gedeeltelik onder algemene verdoving, en kan alleen deur die fonds se tanddokter gegee word.

(e) Die fonds dra tot eenvierde van die totale koste by aan die koste van plate; met dien verstande dat die fonds se tanddokter die plate moet maak.

(f) Vry oogheelkundige dienste is beperk tot ondersoek; met dien verstande dat die fonds se oogheelkundige sulke ondersoek doen.

(B) In the case of an employee referred to in sub-clause (1)

(B) of clause 6 of this Agreement—

(a) pay to him not less than the weekly wage which the employee was receiving immediately prior to such work divided by two and a half in the case of an establishment which observes a five-day week, or by three in the case of an establishment which observes a six-day week; or

(b) pay to him not less than one and a half times the weekly wage which the employee was receiving immediately prior to such work divided by forty-six for each hour, or part of an hour so worked, and grant to him within seven days of such Sunday one day's leave and pay to him in respect thereof not less than the weekly wage prescribed in clause 4 (1) for an employee of his class—

(i) divided by two-elevenths in the case of an establishment which observes a six-day week;

(ii) divided by five in the case of an establishment which observes a five-day week.

(8) For the purpose of this clause the expression “employment” shall be deemed to include any period or periods of absence amounting in the aggregate to not more than thirty days in any one year and shall be deemed to commence—

(a) from the date on which the employee enters the employer's service; or

(b) from the date on which the employee last became entitled to annual leave; whichever may be the later.

(9) The provisions of this clause shall not apply to a casual employee.

8. SICK BENEFIT FUND.

(1) There is hereby continued a Sick Benefit Fund, as established previously between employers and employees in the Industry, known as the Transvaal Laundry and Dry Cleaning Workers' Medical Aid Society, in this section referred to as “the fund”.

The fund shall be financed out of contributions in terms of sub-section (3) and the assets of the original Sick Benefit Fund established under Government Notice No. 15 of the 8th January, 1943.

(2) Members of the fund shall be any employee covered by this Agreement who is actively employed in the trade and who in terms of sub-clause (3) of this clause has paid in one week's contribution to the fund; provided that—

(a) casual employees shall not be eligible for membership;

(b) employees in receipt of wages in excess of £50 per month, but excluding cost of living allowance and commission shall not be eligible for membership.

(3) Notwithstanding anything contained in clause 4 of this Agreement, for the purposes of the fund, each employer shall on the pay-day of each week as and from the first pay-day after this Agreement comes into operation deduct from the remuneration of each employee in his employ an amount of—

(a) in the case of employees earning under £6, basic weekly wage, 3d. and contribute 4d.;

(b) in the case of an employee earning over £6, basic weekly wage (but not more than £50 per month basic), 6d. and contribute 7d.;

provided that no such deduction shall be made from the remuneration of casual employees. The total amount collected under this section shall be forwarded to the Secretary of the fund, P.O. Box 6781, Johannesburg, by the employer together with a statement showing the number of employees from whom the deduction was made, within one week after the day on which such deduction fell due.

(4) Such funds shall be applied to provide members of the fund with the following benefits:—

(a) In the case of an employee who is unable to work because of sickness, sick pay to the extent of two-thirds of his normal wage exclusive of cost of living allowance and commission of £4 per week, whichever is the lesser, shall be payable for a maximum period of 13 weeks per annum as from the date the first payment accrues; provided that such employee has made not less than 13 weekly payments to the fund in terms of sub-clause (3) of this clause.

(b) Free medical attention and service shall be provided by the fund's doctors; provided that such attention and services shall not include obstetrics, major surgery, X-ray treatment, electrical treatment and midwifery; provided further that midwifery attention and services shall be provided in the case of a miscarriage.

(c) Free medicines shall be provided on receipt of a prescription from the fund's doctor.

(d) Free dental services shall be confined to examinations, prophylaxis, extractions, fillings (excluding gold work), X-rays and full or partial clearance under general anaesthesia, and shall be provided only by the fund's dentist.

(e) The cost of dentures shall be met by the fund to the extent of one-quarter of the total cost; provided that such dentures are made by the fund's dentist.

(f) Free optician's services shall be confined to examinations; provided that such examination is performed by the fund's optician.

- (g) Die koste van brille word tot die helfte van die totaal deur die fonds betaal; met dien verstande dat sulke brille deur die fonds se oogheelkundiges gelewer word.

Ondanks enige bepalings van hierdie subklousule, kan lede van die fonds nie bystand waarop hulle ingevolge Goewerments-regulasies reg het, uit die fonds ontvang nie.

(5) Die fonds word geadminestreer deur 'n beheerkomitee wat deur die raad aangestel word en bestaan uit drie verteenwoordigers van die werkgewers en drie van die werknemers, ooreenkomstig die konstitusie soos deur die raad goedgekeur. Die komitee kan met goedkeuring van die raad die konstitusie te eniger tyd wysig.

(6) Die betaling van bystand soos voorgeskryf in subklousule (4) van hierdie klousule word gestaak sodra die gelde wat in die fonds beskikbaar is, onder £250 (tweehonderd-en-veertig) pond val, en word hervat wanneer die fonds se beskikbare middele bo £1,000 (eenduisend pond) styg.

(7) As te eniger tyd 'n geskil ontstaan betreffende die bepalings van die konstitusie, of betreffende die beheer van die fonds, en waaroor onder die lede van die genoemde komitee staking van stemme is, moet die saak na die Raad verwys word en wanneer die Raad in gebreke bly om dit op te los, moet dit die vraag van skeidsregterlike uitspraak kragtens sy konstitusie oorweeg.

(8) Ingeval hierdie Ooreenkoms deur verloop van tyd, of deur 'n ander oorsaak, afloop, moet die Komitee voortgaan met die fonds te beheer totdat die fonds gelikwider word, of oorgedra word aan 'n fonds wat behoorlik gekonstitueer is vir dieselfde doel as waarvoor die oorspronklike fonds gestig was.

(9) In die geval van die ontbinding van die Raad, of in die geval dat hy sy werksaamhede staak gedurende 'n tydperk waarin hierdie Ooreenkoms bindend is kragtens artikel vier-en-dertig (2) van die Wet, moet die beheerkomitee voortgaan met die fonds te beheer en die lede van die komitee op die datum waarop die Raad sy werksaamhede staak, of ontbind word, moet vir sodanige doeleindes as lede daarvan beskou word; met dien verstande, ewewel, dat enige vakature wat op die komitee ontstaan deur die Minister ge vul kan word vanuit werkgewers, of na gelang van die geval, werknemers in die nywerheid, sodat verseker word dat 'n gelyke getal van werkgewer- en werknemersvertegenwoordigers en van plaasvervangers die lidmaatskap van die komitee sal uitmaak. In die geval dat sodanige komitee nie in staat is nie, of onwillig, om sy pligte te vervul, of wanneer staking van stemme ontstaan wat die beheer van die fonds onmoontlik of onwenslik maak na die mening van die Minister, kan hy 'n kurator of kuratore aanstel om die werksaamhede van die komitee waar te neem en wat vir daardie doeleindes al die bevoegdhede van die komitee besit. By verstryking van hierdie Ooreenkoms, moet die fonds gelikwider word op die wyse soos uiteengesit in subklousule (10) van hierdie artikel en as by verstryking van die Ooreenkoms die sake van die Raad reeds afgewikkel en sy bates verdeel is, dan moet die balans van die fonds verdeel word ooreenkomstig artikel vier-en-dertig (4) van die Wet, asof dit deel uitmaak van die Algemene Fonds van die Raad.

(10) By likwidasië van die fonds kragtens subklousule (8) van hierdie klousule, moet die gelde wat tot krediet van die fonds oorbly na betaling van alle eise teen die fonds met inbegrip van beheer- en likwidasiëkoste, aan die Algemene Fondse van die Raad uitbetaal word.

(11) 'n Afskrif van die konstitusie en elke wysiging daarvan, moet by die Sekretaris van Arbeid, Pretoria, ingedien word.

(12) Die Beheerkomitee stel 'n ouditeur, of ouditeurs, aan wat die rekenings van die Fonds jaarliks, en uiterlik in Junie van elke jaar, moet ouditeer en 'n staat opstel wat aantoon—

- (a) alle gelde wat ontvang is—
 - (i) kragtens subartikel (3) hiervan;
 - (ii) uit elke ander bron; en
- (b) die uitgawes wat gedurende die twaalf maande wat eindig op die vorige 30ste Desember, tesame met 'n balansstaat wat die bate en laste van die Fonds aantoon.

Die geouditeerde balansstaat moet daarna vir insae op die kantoor van die Fonds lê en afskrifte daarvan moet aan die Sekretaris van Arbeid, Pretoria, gestuur word.

9. GETALLEVERHOUDING:

(1) 'n Werkgewer moet 'n gekwalifiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller in diens hê voor hy onderskeidelik 'n ongekwalifiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller in diens hê vir onderskeidelik elke ongekwalifiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller in sy diens.

(2) 'n Werkgewer moet 'n skoonmaker in diens hê voor hy 'n vlekuithaler in diens kan neem en hy moet minstens een skoonmaker vir elke vier, of gedeelte van vier vlekuithalers, in sy diens, in diens hê.

(3) Vir toepassing van hierdie klousule, kan 'n werkgewer wat in sy eie inrigting uitsluitlik of hoofsaaklik die werk van 'n skoonmaker of 'n klerklike werknemer verrig, na gelang van die geval as 'n skoonmaker of gekwalifiseerde klerklike werknemer gereken word.

- (g) The cost of spectacles shall be met by the fund to the extent of one-half of the total cost; provided that such spectacles are provided by the fund's opticians.

Any provision of this sub-clause notwithstanding, members of the fund shall not receive from the fund any benefits to which they are entitled under Government regulations.

(5) The fund shall be administered by a management committee appointed by the Council, and consist of three representatives of the employers and three of the employees, in accordance with the constitution approved by the Council. Such constitution may be amended at any time by the committee subject to approval by the Council.

(6) The payment of benefits as set out in sub-clause (4) of this clause shall cease whenever the funds available to the fund fall below two hundred and fifty pounds, and shall recommence when the funds available are in excess of £1,000 (one thousand pounds).

(7) Should at any time a dispute arise as to the provisions of the constitution or of the administration of the fund in regard to which members of the said committee are equally divided, the matter shall be referred to the Council and failing a settlement by the Council, it shall consider the question of arbitration in terms of its constitution.

(8) In the event of the expiry of this Agreement by effluxion of time, or for any other cause, the fund shall continue to be administered by the committee, until such fund shall be liquidated or until transferred to a fund duly constituted for the same purpose for which the original fund was created.

(9) In the event of the dissolution of the Council or in the event of it ceasing to function during any period in which this Agreement is binding in terms of section thirty-four (2) of the Act, the management committee shall continue to administer the fund and the members of the committee existing at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes; provided, however, that any vacancy occurring on the committee may be filled by the Minister from employers or employees in the industry, as the case may be, so as to ensure an equality of employer and employee representatives and of alternatives in the membership of the committee. In the event of such committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the fund impracticable or undesirable in the opinion of the Minister, he may appoint a trustee or trustees to carry out the duties of the committee and who shall possess all the powers of the committee for such purpose. Upon the expiration of this Agreement the fund shall be liquidated in the manner set forth in sub-clause (10) of this section and if upon the expiration of the Agreement the affairs of the Council have already been wound up and its assets distributed, the balance of the fund shall be distributed as provided for in section thirty-four (4) of the Act as if it formed part of the general funds of the Council.

(10) Upon liquidation of the fund in terms of sub-clause (8) of this clause, the moneys remaining to the credit of the fund after the payment of all claims against the fund, including administration and liquidation expenses, shall be paid into the general funds of the Council.

(11) A copy of the constitution and any amendments thereof shall be lodged with the Secretary for Labour, Pretoria.

(12) An auditor or auditors to be appointed by the management committee shall audit the accounts of the fund annually, and not later than June each year prepare a statement showing—

- (a) all moneys received—
 - (i) in terms of sub-section (3) hereof;
 - (ii) from any other sources; and
- (b) expenditure incurred under all headings during the twelve months ended 30th December preceding, together with a balance sheet showing the assets and liabilities of the fund.

The audited statement and balance sheet shall thereafter lie for inspection at the office of the fund and copies thereof shall be transmitted to the Secretary for Labour, Pretoria.

9. PROPORTION OR RATIO.

(1) An employer shall employ a qualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker before he may employ an unqualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker, as the case may be, and he shall employ not less than one qualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker for each unqualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker respectively employed by him.

(2) An employer shall employ a cleaner before he may employ a spotter and he shall employ at least one cleaner for each four or part of four spotters employed by him.

(3) For the purposes of this clause an employer who is wholly or substantially engaged in performing the duties of a cleaner or clerical employee in his establishment may be deemed to be a cleaner or qualified clerical employee, as the case may be.

(4) 'n Ongekwalfiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller wat onderskeidelik minstens die loon ontvang soos in klousule 4 (1) voorgeskryf vir 'n gekwalfiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller, kan na gelang van die geval as 'n gekwalfiseerde klerklike werknemer, rekeningklerk, onsigbaarhersteller, ontvangdepôtbediende, of nateller gereken word.

10. OORPAKKE EN BESKERMENDE KLERE.

'n Werkgewer moet alle oorpakke en/of beskermende klere wat hy van sy werkgewer mag vereis om te dra, of wat hy kragtens 'n wet of regulasie verplig mag wees om aan sy werknemer te verstrek, kosteloos verskaf en in goeie toestand onderhou.

11. VERBOD OP IN DIENS HÊ VAN PERSONE ONDER VYFTIEN JAAR OUD.

Geen werkgewer mag 'n persoon onder vyftien jaar oud in diens hê nie.

12. DIENSSERTIFIKAAT.

(1) 'n Werkgewer moet by beëindiging van die dienskontrak van sy werknemer, behalwe 'n los werknemer, aan sulke werknemer 'n dienssertifikaat, soos uiteengesit in Aanhangsel D van hierdie Ooreenkoms uitreik.

(2) Elke werkgewer moet alvorens hy 'n werknemer in diens neem, van die applikant vereis, as hy reeds eerder in die nywerheid in diens was, om 'n dienssertifikaat ooreenkomstig subartikel (1) hiervan voor te lê, of 'n sertifikaat wat deur die Sekretaris van die Raad geteken is, wat die vorige diens van die werknemer, indien enige, aantoon.

(3) Elke werkgewer moet binne 7 dae na die laaste betaaldag in die maand, aan die Sekretaris van die Raad 'n opgawe stuur, in die vorm soos uiteengesit in Aanhangsel D van hierdie Ooreenkoms, wat die name vermeld van die werknemers wat sy diens verlaat het, die name van die werknemers wat by hom in diens gekom het en die name van die werknemers wat in 'n ander klas werk oorgeplaas is.

13. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Werkgewer, of sy werknemer, behalwe 'n los werknemer, moet minstens een week skriftelike diensopsegging gee in die geval van 'n weekliks-betaalde werknemer, en een maand skriftelike diensopsegging in die geval van 'n maandeliks-betaalde werknemer, wat ingaan op die werknemer se gewone betaaldag, of 'n werkgewer in plaas daarvan minstens die volgende betaal, of verbeur—

- (a) in die geval van een week diensopsegging, die weekloon;
- (b) in die geval van een maand diensopsegging, die maandloon;

wat die werknemer onmiddellik voor die datum van sodanige diensbeëindiging ontvang het; met dien verstande dat die nie—

- (i) op 'n werkgewer, of 'n werknemer, se reg om die dienskontrak sonder voorafgaande opsegging te beëindig weens 'n rede wat wetlik as voldoende erken word;
- (ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en 'n werknemer wat voorsiening maak vir 'n termyn van opsegging van gelyke duur vir albei partye en vir nie korter as 'n week nie, inbreuk maak nie.

(2) As 'n ooreenkoms ingevolge subartikel (1) (ii) van hierdie artikel aangegaan is, dan moet die betaling of verbeuring in plaas van die opsegging in verhouding tot die termyn van opsegging wat ooreengekom is, wees.

(3) Die opsegging waarna in subartikel (1) verwys word, mag nie met jaarlikse verlof saamval nie.

(4) Die opsegging waarna in subartikel (1) verwys word, moet so gegee word dat dit ingaan op die gewone betaaldag waarop dit gegee word.

14. AANVULLENDE LOONSTELSEL.

(1) Geen stukwerk, of aanvullende loonstelsel, kan in 'n inrigting toegepas word nie, uitgesonderd by wyse van vrystelling ingevolge artikel 17 van hierdie Ooreenkoms en ooreenkomstig die volgende metode:—

- (a) In elke wassery- en droogskoonmaakinrigting waarin die werkgewer 'n aanvullende loonstelsel wil invoer, moet vir elke betrokke afdeling 'n fabriekskomitee (hierna genoem departementele fabriekskomitee) ingestel word wat bestaan uit vier verteenwoordigers van die werknemers in die betrokke afdeling tesame met die werkgewer, wat vir daardie afdeling 'n aanvullende loonstelseltarief moet opstel. Die werknemerlede is geregtig op hulp van 'n beampte of ander verteenwoordiger van die vakvereniging.
- (b) Aanvullende stukwerksskaal moet vasgestel word op so'n basis wat, na mening van die betrokke departementele fabriekskomitee, 'n werknemer van gemiddelde bekwaamheid in staat sal stel om minstens 10 persent meer as die minimum skaal wat vir dieselfde werksaamheid voorgeskryf is, te verdien.

(2) Die werkgewer moet by die Nywerheidsraad 'n aansoek om vrystelling indien tesame met die tarief wat ooreenkomstig subklousule (1) hiervan opgestel is en wat die stukwerksskaal vermeld waarvoor vrystelling verlang word.

(4) An unqualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker, receiving not less than the wage prescribed in clause 4 (1) for a qualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker respectively may be deemed to be a qualified clerical employee, invoice clerk, invisible mender, receiving depot assistant or checker, as the case may be.

10. OVERALLS AND PROTECTIVE CLOTHING.

An employer shall supply and maintain in good condition free of charge any overalls and/or protective clothing which he may require his employee to wear or which by any law or regulation he may be compelled to provide for his employee.

11. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF FIFTEEN YEARS.

An employer shall not employ any person under the age of fifteen years.

12. CERTIFICATE OF SERVICE.

(1) An employer shall upon termination of the contract of employment of any of his employees, other than a casual employee, furnish such employee with a certificate of service in the form of Annexure D to this Agreement.

(2) Before engaging an employee, every employer shall require the applicant, if he has been previously employed in the Industry, to produce a certificate of service in terms of sub-section (1) hereof, or a certificate signed by the Secretary of the Council specifying the previous experience of the applicant, if any.

(3) Every employer shall submit to the Secretary of the Council within 7 days of the last pay-day in the month a return, in the form of Annexure E to this Agreement, showing the names of employees leaving his employ, the names of employees entering his services and the names of employees changing their class of employment.

13. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee, shall give not less than one week's notice in the case of a weekly employee and one month's notice in the case of a monthly employee, in writing, to take effect from the usual pay-day of the employee, of his intention to terminate the contract of employment or an employer shall pay in lieu thereof not less than—

- (a) in the case of a period of notice of one week, the weekly wage;
- (b) in the case of a period of notice of one month, the monthly wage;

which the employee was receiving immediately before the date of such termination; provided that this shall not affect—

- (i) the right of an employer or an employee to terminate a contract of employment without notice for any cause recognised by law as sufficient;
- (ii) any written agreement between an employer and an employee which provides for a period of notice of equal duration on both sides and for not less than one week.

(2) When an agreement is entered into in terms of sub-section (1) (ii) of this section, the payment or forfeiture in lieu of notice shall be proportionate to the period of notice agreed upon.

(3) The notice referred to in sub-section (1) shall not run concurrently with annual leave.

(4) The notice referred to in sub-section (1) shall be given so as to take effect from the usual pay-day on which it is given.

14. SUPPLEMENTARY WAGE SYSTEM.

(1) No piece-work or supplementary wage system shall be applied in any establishment except by way of exemption in terms of clause 17 of this Agreement and in accordance with the following procedure:—

- (a) In each laundry and dry cleaning establishment in which the employer wishes to introduce a supplementary wage system there shall be set up a factory committee for each department concerned (hereinafter called a departmental factory committee) consisting of four representatives of the employees in the department concerned together with the employer to frame a supplementary wage statement for that department. The employee members shall be entitled to the assistance of an official or other representative of the trade union.
- (b) Supplementary piece rates shall be determined on such basis as will in the opinion of the departmental factory committee concerned, permit an employee of average capacity to earn at least 10 per cent. more than the minimum rate prescribed for the operation.

(2) The employer shall submit to the Industrial Council an application for exemption together with the statement drawn up in terms of sub-clause (1) hereof indicating the piece-work rates at which exemption is desired.

(3) As die Raad oortuig is dat aan al die bepalings van hierdie klousule voldoen is, kan hy aan die betrokke werkgewer 'n vrystellingsertifikaat uitreik en daardie sertifikaat moet die volgende vermeld:—

- (i) Die werkgewer se naam;
- (ii) die afdeling waarvoor die vrystelling verleen word;
- (iii) die aanvullende loontarief soos finaal deur die Raad goedgekeur;
- (iv) die tydperk waarvoor vrystelling verleen word;
- (v) die datum waarop die vrystelling in werking tree.

(4) Elke werkgewer aan wie vrystelling kragtens subklousule (4) verleen is, moet die aanvullende loontarief wat in sodanige vrystellingsertifikaat vervat is, in beide die offisiële tale, op 'n plek wat vir al sy werknemers toeganklik is, vertoon hou.

15. LOGBOEK.

(1) Elke werkgewer moet in daardie gevalle waar geen inkloeken uitkloksisteem bestaan nie, elke bestellingswerwer en/of bestuurder van 'n bestelwa in sy diens voorsien van 'n logboek ooreenkomstig Aanhangsel B van hierdie Ooreenkoms.

L.W.—Daardie logboeke is teen kosprys by die Raad verkrygbaar.

(2) Elke bestellingswerwer en/of bestelwabestuurder aan wie die logboek waarna in subklousule (1) verwys word, verstrekk is, moet ten opsigte van elke dag se werk die daelike log so na as moontlik in die vorm soos voorgeskryf, in duplo byhou, en moet binne vier-en-twintig uur na die dag se werk waarop dit betrekking het, die duplikaat daarvan by sy werkgewer indien.

(3) Elke werkgewer moet die ingevulde duplikaat van die daelike log wat kragtens die bepalings van subklousule (2) by hom ingedien is, vir 'n tydperk van drie jaar na indiening bewaar.

16. SKRIEFTELIKE MAGTIGING VIR WERKNEMER WAT WASGOED, DROOGSKOONMAAKGOED OF KLEURGOED OPHAAL.

Elke persoon wat goedere wat gewas of droogskoongemaak moet word, moet ophaal of daarom moet vra, of wat sodanige goedere moet aflewer na hulle gewas of droogskoongemaak is, moet, terwyl hy aldus werksaam is, 'n skriftelike magtiging dra (soos uiteengesit in Aanhangsel C van hierdie Ooreenkoms), wat deur sy werkgewer en die Raad onderteken is en hom magtig om daardie werk te doen en moet daardie magtiging vertoon wanneer 'n behoorlik gemagtigde ampsdraer van die Raad dit van hom vereis.

17. UUR-WERKSTATE.

Elke werkgewer moet in sy inrigting op 'n plek wat vir sy werknemers maklik toeganklik is, uur-werkstate vertoon wat die volgende vermeld:—

- (a) Voorgeskrewe basiese uurskale: 1 uur tot 44, 1 uur tot 46.
- (b) Voorgeskrewe L.K.T.-skale: 1 uur tot 44, 1 uur tot 46.
- (c) Voorgeskrewe oortyd-uurskale: 1 uur tot 10 uur.
- (d) Verloftoon: 1 tot 12 maande.

L.W.—Hierdie state is teen kosprys by die Raad verkrygbaar.

18. VERSEKERING VAN LONE IN DIE GEVAL VAN BRAND.

Elke werkgewer moet by 'n geregistreerde versekeringsmaatskappy 'n polis afsluit wat voorsiening maak vir betaling aan al die werkgewer se werknemers wat weens brand nie kan werk nie, van die bedrag van een week se loon; met dien verstande dat wanneer die staking van werk vir korter as een week is, 'n *pro rata* betaling gedoen kan word. As dit vir die werkgewer onmoontlik is om sodanige versekeringspolis af te sluit, moet hy binne twee maande na die datum van inwerkingtreding van hierdie Ooreenkoms, of binne twee maande na hy die nywerheid begin uitoefen het, al na gelang van die jongste, by die Raad 'n bedrag deponeer wat gelyk staan aan een week se lone van al die werknemers in die inrigting en die Raad moet die bedrag bewaar op 'n spesiale trustbeleggingsrekening tot dit vir 'n selfde betaling aan werknemers vereis is; met dien verstande dat indien dit nie aldus aan werknemers uitbetaal word nie dit die werkgewer se eiendom bly.

Rente wat op aldus belegde gelde gekweek word kom ten bate van die Raad se Algemene Fonds.

19. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer wat nie reeds aldus gedoen het ingevolge 'n vorige ooreenkoms nie, moet binne een maand na die datum van inwerkingtreding van hierdie Ooreenkoms, en elke werkgewer wat die Was-, Droogskoonmaak- en Kleurnywerheid begin uitoefen na daardie datum, moet binne een maand na aanvang van sy werksaamhede die volgende besonderhede aan die Sekretaris van die Raad verstrek:—

- (a) Sy volle naam en titel van die besigheid.
- (b) Besigheidsadres.
- (c) Dépôtadresse.

(2) In die geval van 'n vennootskap, moet die volle name van alle vennote verstrekk word bo en behalwe die besonderhede wat kragtens subartikel (1) hiervan vereis word.

(3) In die geval van 'n maatskappy met beperkte aanspreeklikheid moet die volgende besonderhede verstrekk word bo en behalwe die besonderhede wat kragtens subartikel (1) hiervan vereis word:—

- (i) Die volle name van die direkteure, die volle name van die persoon wat werklik in beheer van elke tak van die besigheid is;

(3) The Council, if it is satisfied that all the provisions of this clause have been complied with, may issue a licence of exemption to the employer concerned and such licence shall incorporate the following:—

- (i) The name of the employer;
- (ii) the department in respect of which exemption is granted;
- (iii) the supplementary wage statement as finally approved by the Council;
- (iv) the period for which exemption has been granted;
- (v) the date from which exemption shall operate.

(4) Every employer to whom exemption has been granted in terms of sub-clause (4) shall exhibit in both official languages in a place accessible to all employees the supplementary wage statement as incorporated in such licence of exemption.

15. LOG BOOK.

(1) Every employer shall provide each canvasser and/or driver of a delivery van in his employ with a log book as per Annexure B to this Agreement, where no clocking in and out system is in operation.

NOTE.—These log books are obtainable from the Council at cost.

(2) Every canvasser and/or driver of a delivery van upon being provided with the log book referred to in sub-clause (1) shall keep the said daily log in duplicate, as nearly as practicable in the form prescribed, in respect of each day's work, and shall, within twenty-four hours of the completion of the day's work to which it relates, deliver a duplicate copy thereof to his employer.

(3) Every employer shall retain the duplicate completed copy of the daily log, which in terms of sub-clause (2) has been delivered to him, for a period of three years subsequent to the occurrence of that event.

16. WRITTEN AUTHORITY FOR EMPLOYEE COLLECTING LAUNDRY, DRY CLEANING OR DYEING.

Any person engaged to collect or apply for articles to be washed or dry cleaned or to distribute such articles when washed or dry cleaned, shall while so engaged carry a written authority (as set out in Annexure C to this Agreement) signed by his employer and the Council authorising him to do such work, and shall produce such authority when required by any duly authorised official of the Council.

17. HOURLY WAGE SHEETS.

Every employer shall exhibit hourly wage sheets in his establishment in a place readily accessible to employees showing—

- (a) prescribed basic hourly rates: 1 hour to 44, 1 hour to 46;
- (b) prescribed cost of living allowance rates: 1 hour to 44, 1 hour to 46;
- (c) prescribed overtime hourly rates: 1 hour to 10 hours;
- (d) leave pay: 1 to 12 months.

NOTE.—These sheets are obtainable from the Council at cost.

18. INSURANCE OF WAGES IN CASE OF FIRE.

Every employer shall take out a policy of insurance with a registered insurance company which shall provide for the payment to be made to all employees of the employers who are deprived of work through fire, the amount of one week's wages; provided that, should the stoppage of work be for a period of less than one week, a *pro rata* payment may be made. Should it not be possible for the employer to obtain such a policy of insurance, he shall, within two months of the date of coming into force of this Agreement or within two months of becoming engaged in the industry, whichever is the later, deposit with the Council an amount equal to one week's wages of all employees in the establishment which the Council shall retain in a special trust investment account until required for a like payment to employees; provided that if not so paid to employees it shall be the property of the employer.

Interest on any such moneys invested shall accrue to the general funds of the Council.

19. REGISTRATION OF EMPLOYERS.

(1) Every employer, who shall not already have done so in pursuance of a previous agreement, shall within one month from the date on which this Agreement comes into operation, and every employer entering the Laundry, Dry Cleaning and Dyeing Trade after that date shall within one month from the date of commencing operations by him, forward to the Secretary of the Council the following particulars:—

- (a) His full name and title of business;
- (b) business address; and
- (c) addresses of depots.

(2) In the case of a partnership, the full names of all the partners shall in addition to the particulars required in sub-section (1) be furnished.

(3) In the case of a limited liability company the following particulars in addition to those required in sub-section (1) shall be furnished:—

- (i) The full name of the directors, the full name of the person in actual control of each branch of the business.

- (ii) die adres van die maatskappy se geregistreerde kantoor;
 - (iii) die volle naam van die sekretaris van die maatskappy en van alle ander ampsdraers van die maatskappy.
- (4) Elke werkgewer moet in die geval van 'n verandering van enigeen van die besonderhede wat van hom vereis word, om ingevolge hierdie artikel te verstrek, binne veertien dae na die datum van inwerkingtreding van die verandering, die Sekretaris van die Raad daarvan in kennis stel.

20. DIENS VAN LEDE VAN DIE VAKVERENIGING.

- (1) Werkgewers moet amptenare van die vakverenigings alle redelike fasiliteite verstrek om werknemers te organiseer.
- (2) Die lede van die vakverenigings in elke inrigting het die reg om een, of meer, werkwinkelvertegenwoordigers en/of 'n werkwinkelkomitee uit hul midde aan te stel en die betrokke werkgewer moet aan sodanige werkwinkelvertegenwoordigers en werkwinkelkomitee volle erkenning verleen en redelike fasiliteite verskaf vir sy vergaderings en raadplegings daarmee betreffende sake oor meningsverskille en die diensvoorwaardes van die werknemer oor die algemeen.
- (3) Op skriftelike versoek van 'n werknemer, moet 'n werkgewer die bedrag van die werknemer se vakverenigingsledegeld van die werknemer se loon aftrek en die bedrag wat aldus afgetrek word, maandeliks aan die Sekretaris van die Raad, Posbus 6781, Johannesburg, opstuur tesame met 'n opgawe wat die besonderhede van daardie aftrekkings vermeld.

21. VRYSTELLINGS.

- (1) Die Raad kan aan enige persone vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen weens hoë ouderdom, of gebrekkigheid, of elke ander goeie en afdoende rede.

Met dien verstande dat nie vrystelling van klousule 6 (8) van hierdie Ooreenkoms verleen kan word nie, tensy vir die doel van vroulike werknemers toe te staan om werksaamhede te verrig wat noodsaaklik is weens 'n noodgeval.

- (2) Die Raad moet ten opsigte van elke persoon aan wie vrystelling kragtens subartikel (1) van hierdie artikel verleen word, die voorwaardes waarop, en die termyn waarvoor, daardie vrystelling verleen word, vasstel; met dien verstande dat die Raad na goeie dinge en nadat aan die betrokke persoon een week skriftelike kennis gegee is, 'n vrystellingsertifikaat kan herroep, of die tydperk waarvoor dit verleen was, verstryk het of nie.

- (3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling ooreenkomstig die bepalings van hierdie artikel verleen word, 'n lisensie uitreik wat deur hom geteken is en die volgende vermeld:—

- (a) Die betrokke persoon se volle naam;
 - (b) Die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
 - (c) die voorwaardes waarop daardie vrystelling verleen word en wat ooreenkomstig die bepalings van subartikel (2) van hierdie artikel vasgestel is;
 - (d) die tydperk wat die vrystelling van krag is;
- (4) Die Sekretaris van die Raad moet—
- (a) alle sertifikate wat uitgereik word in volgorde nommer; en
 - (b) van elke sertifikaat wat uitgereik word 'n afskrif behou; en
 - (c) as aan 'n werknemer vrystelling verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer stuur.

- (5) Elke werkgewer en werknemer moet die bepalings van 'n sertifikaat wat ooreenkomstig hierdie artikel uitgereik word, nakom.

22. RAADSFONDS.

Die Raad se fondse wat berus by en beheer word deur die Raad, moet op die volgende manier verkry word:—

Op die eerste betaaldag nadat hierdie Ooreenkoms van krag word en op elke volgende betaaldag daarvan, moet elke werkgewer van die loon van daardie van sy werknemers wat minder as 'n basiese loon van £5 per week ontvang, 'n bedrag van 2d. per week aftrek, en van die loon van daardie van sy werknemers wat meer as 'n basiese loon van £5 per week ontvang 'n bedrag van 3d. per week aftrek; met dien verstande dat alle werknemers wat 'n basiese loon van meer as £600 per jaar ontvang, van daardie aftrekking vrygestel is.

Die totale bedrag wat aldus afgetrek word, tesame met 'n gelyke bedrag wat deur die werkgewer bygedra moet word, moet deur laasgenoemde binne een week na die datum waarop die aftrekking verskuldig was, aan die Sekretaris van die Raad, Posbus 6781, Johannesburg, gestuur word.

23. VERTOLKING VAN OOREENKOMS.

- (1) Die Raad is die liggaam wat vir die toepassing van hierdie Ooreenkoms verantwoordelik is en kan vir die leiding van werkgewers en werknemers menings uitvaardig wat nie met die bepalings daarvan strydig is nie.

- (2) Elke geskil wat in die nywerheid kan ontstaan, moet na die Raad verwys word vir behandeling kragtens sy konstitusie.

24. AGENTE.

Die Raad moet een of meer bepaalde persone aanstel as agente om te help by die toepassing van die bepalings van hierdie Ooreenkoms. Elke werkgewer en elke werknemer is verplig om sodanige agent toe te staan om sodanige navrae te doen en sodanige boeke en/of dokumente te ondersoek en sodanige persone te ondervra wat vir hierdie doel nodig kan wees.

- (ii) Address of the registered offices of the company.

- (iii) The full name of the Secretary of the Company and all other office bearers of the company.

- (4) Every employer shall, in the event of a change in any of the particulars he is required to furnish in terms of this section, forward to the Secretary of the Council a notification of any change within fourteen days of the date upon which such change took effect.

20. EMPLOYMENT OF MEMBERS OF TRADE UNION.

- (1) Officials of the trade union shall be given every reasonable facility by employers to organise employees.

- (2) The members of the trade union in each establishment shall have the right to appoint one or more shop stewards and/or a shop committee from amongst themselves and the employer concerned shall accord full recognition to such shop stewards and shop committee and provide reasonable facilities for meetings thereof, and consultations therewith on matters relating to disagreement and to the working conditions of the employee generally.

- (3) Upon being requested in writing by an employee to do so, an employer shall deduct from the wages of that employee the amount of the employee's trade union subscription and forward the amount so deducted to the Secretary of the Council, P.O. Box 6781, Johannesburg, monthly, together with a statement specifying the details of such deduction.

21. EXEMPTIONS.

- (1) The Council may, on account of old age or infirmity or for any other good or sufficient reason, grant to or in respect of any person exemption from any of the provisions of this Agreement; provided that no exemption shall be granted from clause 6 (8) of this Agreement except for the purpose of allowing female employees to perform work which is necessitated by an emergency.

- (2) The Council shall fix in respect of any person granted exemption under the provisions of sub-section (1) of this section the conditions subject to which such exemption is granted and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption, whether or not the period for which exemption was granted has expired.

- (3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this section a licence signed by him setting out—

- (a) the full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions fixed in accordance with the provisions of sub-section (2) of this section, subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

- (4) The Secretary of the Council shall—

- (a) number consecutively all licences issued; and
- (b) retain a copy of each licence issued; and
- (c) where an exception is granted to an employee, forward a copy of the licence of exemption to the employer concerned.

- (5) Every employer and employee shall observe the provisions of any licence of exemption in terms of this section.

22. COUNCIL FUNDS.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:—

On the first pay-day after this Agreement comes into operation and on each pay-day thereof, each employer shall deduct from the wages of those of his employees earning less than £5 basic wage per week an amount of 2d. per week and from those of his employees earning £5 and over basic wages per week an amount of 3d. per week; provided that all employees in receipt of a basic wage exceeding £600 per annum be exempted from such a deduction.

The total amount so deducted together with an equal amount which shall be contributed by the employer, shall be forwarded by the latter to the Secretary of the Council, P.O. Box 6781, Johannesburg, within one week from the date the deduction fell due.

23. INTERPRETATION OF AGREEMENT.

- (1) The Council shall be the body responsible for the administration of this Agreement and may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of the employers and the employees.

- (2) Any dispute which may arise in the trade shall be referred to the Council to be dealt with in terms of its constitution.

24. AGENTS.

The Council shall appoint one or more specified persons as agents to assist it in giving effect to the terms of this Agreement. It shall be the duty of every employer and every employee to permit such agent to institute such enquiries and to examine such books and/or documents and to interrogate such persons as may be necessary for this purpose.

25. VERTONING VAN OOREENKOMS.

Elke werkgewer moet 'n leesbare afskrif van hierdie Ooreenkoms in beide die offisiële tale en in die vorm soos voorgeskryf in die regulasies ingevolge die Wet, in sy inrigting vertoon hou op 'n plek wat vir sy werknemers maklik toeganklik is.

Namens die partye hede, die 9de dag van Februarie 1950, te Johannesburg onderteken, ingevolge 'n besluit wat deur die Nywerheidsraad op die 21ste November 1949, geneem is ooreenkomstig artikel een-en-dertig van die Nywerheidsversoeningswet, 1937.

P. COHEN,
Voorsitter van die Raad.

B. DU TOIT,
Ondervoorsitter van die Raad.

P. E. FARMER,
Sekretaris van die Raad.

AANHANGSEL A.

LOONKOEVERT.

Werkgewer se naam		
Werknemer se naam		
Vak		
Week geëindig	Basiese loon	
Basiese loon vir ure gewerk		
L.K.T.		
Oortyd vir ure gewerk		
Verlofbetaling vir mde. gewerk		
TOTAAL		
M'n kortings:		
Vakvereniging		
Mediese hulp		
Nywerheidsraad		
U.B.F.		
NETTO BEDRAG VER-SKULDIG.		

AANHANGSEL B.

LOGBOEK.
(Daaglikse Log.)

Werkgewer se naam		
Bestellingswerwer en/of bestuurder se naam		
Tyd waarop begin	vm./nm.	
Tyd waarop gestaak	vm./nm.	
Getal ure gewerk		
Etsure van	vm./nm. tot	vm./nm.
Ruspose van	vm./nm. tot	vm./nm.
Besonderhede van ongelukke en/of vertraging		
Datum	19	

Handtekening van bestellingswerwer en/of bestuurder, of bestelwabediende.

AANHANGSEL C.

OPHALER SE KAART.

Dépôtadres _____ Foon _____

Hierdie permit magtig—

Ophaler _____
Pasnommer _____
Raadsnommer _____

om vir die bogenoemde firma goedere op te haal vir droogskoonmaak of was.

Werkgewer se handtekening.

Raad se ondertekening.

Jaar	Werkgewer se handtekening.	Maand.	Werkgewer se handtekening.	Maand.	Werkgewer se handtekening.	Maand.	Werkgewer se handtekening.
Maand.		April.		Julie.		Oktober.	
Januarie.		Mei.		Augustus		Nov.	
Februarie.		Junie.		Sept.		Des.	
Maart.							

LET WEL.—Maande na keuse.

25. EXHIBITION OF AGREEMENT.

Every employer shall keep a legible copy of this Agreement and extracts thereof in both official languages, in the form prescribed in the regulations under the Act, exhibited in his establishment, which shall include receiving depots, in a place readily accessible to his employees.

Signed at Johannesburg on behalf of the parties this 9th day of February, 1950, by virtue of the resolution passed by the Industrial Council on the 21st November, 1949, in terms of section thirty-one of the Industrial Conciliation Act, 1937.

P. COHEN,
Chairman of the Council.

B. DU TOIT,
Vice-Chairman of the Council.

P. E. FARMER,
Secretary of the Council.

ANNEXURE A.

PAY ENVELOPE.

Name of employer		
Name of employee		
Occupation		
Week ending	Basic wages	
Basic wage for hours worked		
C.O.L.A.		
Overtime for hours worked		
Holiday pay for mths. worked		
TOTAL		
Less deductions:		
Trade Union		
Medical Aid		
Industrial Council		
U.B.F.		
NET AMOUNT DUE.		

ANNEXURE B.

LOG BOOK.
(Daily Log.)

Name of employer		
Name of canvasser and/or driver		
Time of starting work	a.m./p.m.	
Time of finishing work	a.m./p.m.	
Number of hours worked		
Meal hours from	a.m./p.m. to	a.m./p.m.
Rest intervals from	a.m./p.m. to	a.m./p.m.
Particulars of any accidents and/or delays		
Date	19	

Signature of canvasser and/or driver of delivery van.

ANNEXURE C.
COLLECTOR'S CARD.

Depot Address _____ Phone _____

This permit authorises—

Collector _____

Pass No. _____

Council No. _____

to collect for above firm articles to be dry cleaned or laundered.

Employer's Signature. _____

Council Signature. _____

Year _____		Month. _____		Month. _____		Month. _____	
Month. _____	Employer's Signature.	April. _____	Employer's Signature.	July. _____	Employer's Signature.	October. _____	Employer's Signature.
January _____		May. _____		August. _____		November _____	
February. _____		June. _____		Sept. _____		Dec. _____	
March. _____							

N.B.—Months optional.

AANHANGSEL D.

C.L.I.

DIENSSERTIFIKAAT VAN WERKNEMER.

NYWERHEIDSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF (TRANSVAAL).
Posbus 6781. 102-103 SHAKESPEARE HOUSE,
Telefoon 33-0209. COMMISSIONERSTRAAT,
JOHANNESBURG.

Naam _____
Adres _____
Handtekening van werker _____

Ger. Nr. _____

Kaart No.	Soort werk.	Datum waarop begin.	Loon.	Datum waarop geëindig.	Loon.	Naam van firma.	Handtekening van werkgewer.

1. Moenie hierdie kaart verloor nie.
2. Hierdie kaart word gebruik om van u diens in die nywerheid aantekening te hou. Dit moet ingevul word as u in 'n ander-soort werk oorgeplaas word, en as u na 'n ander fabriek toe gaan.
3. 'n Afskrif van die ooreenkoms vir u nywerheid word in u werkgewer se persele vertoon gehou. Dit is in u eie belang om dit sorgvuldig te lees.
4. As u hierdie kaart verloor, moet u by die Sekretaris van die Raad aansoek doen om 'n duplikaat daarvan.

ANNEXURE D.

C.L.I.

RECORD OF SERVICE OF EMPLOYEE.

INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANSVAAL).
P.O. Box 6781. 102-103 SHAKESPEARE HOUSE,
Telephone 33-0209. COMMISSIONER STREET,
JOHANNESBURG.

Name _____
Address _____
Signature of holder _____

Reg. No. _____

Card No.	Class of Work.	Date Started.	Wage.	Date Ended.	Wage.	Name of Firm.	Signature of Employer.

1. Do not lose this card.
2. This card is used to record in full your experience in the trade. It will be filled in whenever you change your class of work and whenever you leave one firm to go to another.
3. There is a copy of the agreement for your trade displayed on your firm's premises. It is in your interest to acquaint yourself with the provisions of this agreement.
4. If you lose this card, apply to the Secretary of the Industrial Council (address on front of card) for a copy.

AANHANGSEL E.

„INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANSVAAL).“
Naam van firma _____ Posbus _____ Johannesburg.
Maand geëindig _____ 195 _____

FIRMA SE MAANDELIKSE OPGAWÊ.

L.W.—Hierdie vorm moet binne sewe dae na die laaste betaaldag van die maand in duplo na die Raad gestuur word.
Duplikaat sal na vergelyking teruggestuur word.

A.—WERKNEMERS WAT DIENS VERLAAT HET.

Diens-kaart No.	Volle naam.	Pas No.	Soort werk.	Datum in diens geneem.	Loon by in diens neem.	Sertifikaat van opsegging.	Datum uit diens.	Loon by uitdiens-treding.	Verlof-betaling verskuldig.	Goedge-keur deur Raad.

B.—WERKNEMERS WAT IN DIENS TREE.

Diens- kaart No.	Volle naam.	Pas No.	Soort werk.	Datum in diens geneem.	Loon by indiens- neming.	Goedgekeur deur Raad.

C.—WERKNEMERS WAT NA ANDER SOORT WERK VERPLAAS WORD.

Diens- kaart No.	Volle naam.	Pas No.	Vorige soort werk.	Loon.	Nuwe soort werk.	Loon.	Datum waarop oorgeplaas.	Goedgekeur deur Raad.

L.W.—As die opgawe „Geen” is, stuur ooreenkomstig in.

ANNEXURE E.

INDUSTRIAL COUNCIL FOR THE LAUNDRY, DRY CLEANING AND DYEING TRADE (TRANSVAAL).

Name of firm _____ P.O. Box _____ Johannesburg.
Month ending _____ 195__

FIRM'S MONTHLY RETURN.

NOTE.—This form to be sent in duplicate to the Council within seven days of the last pay day in the month. Duplicate as checked will be returned.

A.—EMPLOYEES LEAVING SERVICE.

Service Card No.	Name (in full).	Pass No.	Class of Employ- ment.	Date Engaged.	Wage on Engage- ment.	Certificate of Notice No.	Date Left.	Wage on Leaving.	Holiday Pay Due.	Confirmed by Council.

B.—EMPLOYEES ENTERING SERVICE.

Service Card No.	Name (in full).	Pass No.	Class of Employ- ment.	Date Engaged.	Wage on Engage- ment.	Confirmed by Council.

C.—EMPLOYEES CHANGING CLASS OF EMPLOYMENT.

Service Card No.	Name (in full).	Pass No.	Previous Class of Employment.	Wage.	New Class of Employment.	Wage.	Date of Change.	Confirmed by Council.

N.B.—If your return is “Nil” please send in accordingly.

AANHANGSEL F.

ALFABETIESE DIENSREGISTER.

Naam van werknemer.	Raad se Indekskaart- nommer.	Pas- nommer (indien enige).	Datum in diens geneem.	Soort werk.	Loonskaal.	Datum van diens- beeindiging.	Opmerkings.

ANNEXURE F.

ALPHABETICAL EMPLOYMENT REGISTER.

Name of Employee.	Council Index Card No.	Pass No. (if any).	Date Engaged.	Occupation.	Rate of Pay.	Date of Termination of Service.	Remarks.

AANHANGSEL G.

REGISTER VAN BETALING VIR JAARLIKSE VERLOF.

Naam van werknemer.	Raad se indeks-kaart-nommer.	Pas-nommer (indien enige).	Datum in diens geneem.	Soort werk.	Loon-skaal.	Datum verlof-betaling verskuldig.	Datum verlof-geneem.	Bedrag van verlof-betaling.	Opmerkings.

ANNEXURE G.

ANNUAL LEAVE PAY REGISTER.

Name of Employee.	Council Index Card No.	Pass No. (if any).	Date Engaged.	Occupation.	Rate of Pay.	Date Leave Pay Due.	Date Leave Taken.	Amount of Leave Pay.	Remarks.

★ No. 2360.]

[22 September 1950.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

WASSERY, DROOGSKOONMAAK- EN KLEUR-BEDRYF, TRANSVAAL.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Wassery, Droogskoonmaak- en Kleurbedryf, bekendgemaak by Goewermentskennisgewing No. 2359 van 22 September 1950 vir die persone wie se werkure daarby gereël word, nie minder gunstig is as die ooreenstemmende bepalings van die genoemde Wet nie.

B. J. SCHOEMAN,
Minister van Arbeid.

★ No. 2360.]

[22 September 1950.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

LAUNDRY, DRY CLEANING AND DYEING TRADE, TRANSVAAL.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Laundry, Dry Cleaning and Dyeing Trade, published under Government Notice No. 2359 of the 22nd September, 1950, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

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