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UNIE VAN SUID-AFRIKA

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

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

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 1294.] [19 June 1953.
INDUSTRIAL CONCILIATION ACT, 1937.

PRINTING AND NEWSPAPER INDUSTRY.

I, PAUL OLIVER SAUER, Acting Minister of Labour, do hereby declare—

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Printing and Newspaper Industry shall be binding from the 1st day of July, 1953, and for the period ending the 30th day of June, 1956, upon the employers' organisations and trade union which entered into the said Agreement and upon the employers and employees who are members of those organisations or that union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, that from the 1st day of July, 1953, and for the period ending on the 30th June, 1956—
 - (i) the provisions contained in clauses 1, 2, 4 to 18 (inclusive), 24, 25 (2) (b) to 25 (5) (a) (inclusive), 25 (6) to 36 (inclusive), 42 to 51 (inclusive), 53 to 56 (inclusive), 58 and 59 of the said Agreement shall be binding upon the other employers and employees engaged or employed in the said industry in the Union of South Africa; and
 - (ii) the provisions contained in clauses 37 to 41 (inclusive) of the said Agreement shall be binding upon the other employers and employees engaged or employed in the said industry in the Magisterial Districts of Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vereeniging, The Cape, Wynberg, Simonstown, Bellville, Durban, Pinetown, Port Elizabeth, East London, Bloemfontein, Kimberley and Pietermaritzburg; and

GOEWERMENSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 1294.] [19 Junie 1953.
NYWERHEID-VERSOENINGSWET, 1937.

DRUK- EN NUUSBLADNYWERHEID.

Ek, PAUL OLIVER SAUER, Waarnemende Minister van Arbeid, verklaar hierby—

- (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 hiervan verskyn en op die Druk- en Nuusbladnywerheid betrekking het, vanaf die 1ste dag van Julie 1953 en vir die tydperk wat eindig op die 30ste dag van Junie 1956, bindend is vir die werkgewersorganisasies en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede is van daardie organisasies of daardie vereniging;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat vanaf die 1ste dag van Julie 1953, en vir die tydperk wat op 30 Junie 1956 eindig—
 - (i) die bepalings vervat in klousules 1, 2, 4 tot en met 18, 24, 25 (2) (b) tot en met 25 (5) (a), 25 (6) tot en met 36, 42 tot en met 51, 53 tot en met 56, 58 en 59 van genoemde Ooreenkoms vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die Unie van Suid-Afrika, bindend is; en
 - (ii) die bepalings vervat in klousules 37 tot en met 41 van genoemde Ooreenkoms vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die magistraatsdistrikte Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vereeniging, Die Kaap, Wynberg, Simonstad, Bellville, Durban, Pinetown, Port Elizabeth, Oos-Londen, Bloemfontein, Kimberley en Pietermaritzburg bindend is; en

(c) in terms of sub-section (4) of section *forty-eight* of the said Act that from the 1st day of July, 1953, and for the period ending the 30th June, 1956—

- (i) the provisions contained in clauses 1, 2, 4 to 18 (1) (inclusive), 18 (7), 18 (9), 24, 25 (3) to 25 (5) (a) (inclusive), 25 (6) to 36 (inclusive), 42 to 51 (inclusive), 53 to 56 (inclusive), 58 and 59 of the said Agreement shall in the Union of South Africa; and
- (ii) the provisions contained in clauses 37 to 41 (inclusive) of the said Agreement shall in the Magisterial Districts of Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vereeniging, The Cape, Wynberg, Simons-town, Bellville, Durban, Pinetown, Port Elizabeth, East London, Bloemfontein, Kimberley and Pietermaritzburg;

apply *mutatis mutandis* in respect of such persons in the said industry as are not included in the definition of the expression "employee" contained in section one of the said Act.

P. O. SAUER,
Acting Minister of Labour.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA.

AGREEMENT

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

The Federation of Master Printers of South Africa
and the

Newspaper Press Union of South Africa

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

The South African Typographical Union

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

being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa.

1. DIVISION OF AGREEMENT.

This Agreement is divided into eight chapters as follows:—

Chapter 1.

Definitions and general provisions: Sections 2 to 5.

Chapter 2.

Provisions applicable to all sections of the Industry, other than the Duplicating Section: Sections 6 to 29.

Chapter 3.

Special provisions applicable to employers and employees engaged in the Corrugated Board and Container Section: Sections 30 and 31.

Chapter 4.

Special provisions applicable to employers and employees engaged in the Fibre Container Section: Section 32.

Chapter 5.

Special provisions applicable to employers and employees engaged in the Silk Screen Section: Sections 33 to 36.

Chapter 6.

Provisions regarding wages, hours of work and holidays applicable in respect of labourers in all sections of the Industry, other than the Duplicating Section: Sections 37 to 41.

Chapter 7.

Provisions applicable to employers and employees engaged in the Duplicating Section: Sections 42 to 53.

Chapter 8.

Exemptions and miscellaneous: Sections 54 to 59.

(c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat vanaf die 1ste dag van Julie 1953 en vir die tydperk wat op 30 Junie 1956, eindig—

(i) die bepalings vervat in klousules 1, 2, 4 tot en met 18 (1), 18 (7), 18 (9), 24, 25 (3) tot en met 25 (5) (a), 25 (6) tot en met 36, 42 tot en met 51, 53 tot en met 56, 58 en 59 van genoemde Ooreenkoms in die Unie van Suid-Afrika; en

(ii) die bepalings vervat in klousules 37 tot en met 41 van genoemde Ooreenkoms in die magistraatsdistrikte Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vereeniging, Die Kaap, Wynberg, Simonstad, Bellville, Durban, Pinetown, Port Elizabeth, Oos-Londen, Bloemfontein, Kimberley en Pietermaritzburg;

mutatis mutandis van toepassing is ten opsigte van persone in genoemde nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer” vervat in artikel *een* van genoemde Wet, ingesluit is nie.

P. O. SAUER,
Waarnemende Minister van Arbeid.

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE DRUK- EN NUUSBLADNYWERHEID VAN SUID-AFRIKA.

OOREENKOMS

gesluit kragtens die bepaling van die Nywerheidversoeningswet, 1937, deur die—

Federation of Master Printers of South Africa
en die

Newspaper Press Union of South Africa

(hierna die „werkgewersorganisasies” genoem), aan die een kant, en die

South African Typographical Union

(hierna die „vakvereniging” genoem), aan die ander kant, wat die party is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika.

1. INDELING VAN OOREENKOMS.

Hierdie Ooreenkoms word soos volg in agt hoofstukke ingedeel:—

Hoofstuk 1.

Woordbepalings en algemene bepalings: Klousules 2 tot 5.

Hoofstuk 2.

Bepalings van toepassing op alle afdelings van die nywerheid, behalwe die dupliseerafdeling: Klousules 6 tot 29.

Hoofstuk 3.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling riffelbord en riffelhousers: Klousules 30 en 31.

Hoofstuk 4.

Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling veselhouers: Klousule 32.

Hoofstuk 5.

Spesiale bepalings van toepassing op werkgewer en werknemers in die syskermafdeling: Klousules 33 tot 36.

Hoofstuk 6.

Bepalings betreffende lone, werkure en verlof van toepassing op arbeiders in alle afdelings van die nywerheid, behalwe die dupliseerafdeling: Klousules 37 tot 41.

Hoofstuk 7.

Bepalings van toepassing op werkgewers en werknemers in die dupliseerafdeling: Klousules 42 tot 53.

Hoofstuk 8.

Vrystellings en diverse bepalings: Klousules 54 tot 59.

CHAPTER 1.

2. DEFINITIONS.

Unless the contrary intention appears, any expression used in this Agreement, which is defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act and any reference to an Act includes any amendment thereof; words importing the masculine gender include females; further, unless inconsistent with the context—

“agent” means a person appointed by the Council to carry out inspections and generally assist in giving effect to the terms of any Agreement entered into by the parties to the Council;

“apprentice” means an employee who is bound by a written contract of apprenticeship, registered in terms of the Apprenticeship Act, 1944, or a minor employed in a designated trade with the written consent of the Registrar of Apprenticeship;

“casual employee” means an employee engaged for a period of less than one working week;

“Chapel” means a group of employees in any establishment constituted as a Chapel in terms of the constitution of the trade union;

“corrugated board and container assistant” means an employee who is employed upon one or more of the following operations:—

(a) Attending corrugated board-making or printer-slotter machines under the supervision of a journeyman or an apprentice; or

(b) the operation of slotter-creaser, punching, stapling, bending, stitching, taping or other similar machines;

“Corrugated Board and Container Section” means that section of the Industry in which employers and employees are associated in the manufacture of corrugated board and/or corrugated containers and/or other corrugated products from corrugated cardboard and/or paper and/or any like material;

“Council” means the National Industrial Council of the Printing and Newspaper Industry of South Africa registered in terms of the Industrial Conciliation Act;

“cutawl operator” means an employee in the Silk Screen Section who is employed upon the operation of one or more of the following machines: Cutawl, jig-saw, band-saw, planing machine or circular saw;

“designated trade” means a trade designated in terms of the Apprenticeship Act, 1944;

“duplicating” means any method of reproduction by mechanical means, other than typewriting and the operation of addressing machines, not elsewhere defined, and includes, *inter alia*, the cutting or preparation of stencils for use on duplicating machines by means of a typewriter or otherwise, the making of master copies by means of a typewriter or otherwise and all processes or operations incidental to the production of duplicated matter;

“Duplicating Section” means that section of the Industry in which employers and employees are associated for the purpose of doing duplicating;

“envelope puncher” means an employee employed upon the punching of envelope blanks from any material, whether printed or not;

“establishment” or “house” means any place in which any activity falling within the definition of the Industry is carried on;

“Executive Committee” means the Executive Committee appointed in accordance with the provisions of the Constitution of the Council;

“experience” means a period of employment calculated without making any adjustment in respect of any short time or overtime worked during such period;

“fibre container assistant” means an employee, other than a journeyman, litho operative, platen pressman, learner platen pressman, apprentice, machine adjuster or labourer, who is employed upon work directly connected with the manufacture of spirally wound, convolute, mono and pressed paper containers, but excluding the feeding of printing machines and the operation of manually operated cutting machines;

“Fibre Container Section” means that section of the Industry in which employers and employees are associated in the manufacture wholly or mainly from paper board or fibre of spirally wound, convolute, mono and/or pressed paper containers;

“foreman” means an employee placed in charge of an establishment, or department thereof, who gives out work to employees under his control, and supervises its passage through the establishment or department, and maintains discipline and generally is responsible to the employer for the efficiency of the establishment or department;

“fruit wrapper machine operative” means an employee who makes the necessary adjustments to the mechanism or operates or supervises the operation of machines utilised for the production of fruit wrappers whether plain or printed;

“general assistant” means an employee not elsewhere defined. This class of employee includes, *inter alia*, printers’ assistants, binders’ assistants and copyholders, but does not include employees whose work is not directly connected with the actual production or finishing of the printed matter or other articles produced by the establishment concerned;

HOOFSTUK 1.

2. WOORDBEPALINGS.

Tensy die teenoorgestelde blykbaar bedoel word, het alle uitdrukkings wat in hierdie Ooreenkoms gebesig word, en wat in die Nywerheid-versoeningswet, 1937, bepaal is, dieselfde betekenis as in dié Wet, en verwysings na ’n Wet sluit wysigings daarvan in, en sluit woorde wat die manlike geslag aandui, ook vrouens in; voorts, tensy strydig met die inhoud, beteken—

„agent”, iemand deur die Raad aangestel om namens die Raad inspeksies te hou, en om oor die algemeen te help om uitvoering te gee aan die bepalings van ooreenkomste wat aangegaan word deur die partye by die Raad;

„vakleerling”, ’n werknemer gebonde deur ’n skriftelike vakleerlingskapkontrak, geregistreer ingevolge die Wet op Vakleerlinge, 1944, of ’n minderjarige in diens in ’n aangewese ambag met skriftelike toestemming van die Registrateur van Vakleerlinge;

„los werknemer”, ’n werknemer wat vir minder as een werkweek in diens is;

„kapel”, ’n groep werknemers wat as ’n kapel saamgestel is ingevolge die bepalings van die konstitusie van die vakvereniging;

„assistent, riffelbord en riffelbordhouers”, ’n werknemer in diens by een of meer van ondergenoemde werksaamhede:—

(a) Onder die toesig van ’n vakman of vakleerling masjiene bedien wat riffelbord maak of masjiene wat druk en gleuwe sny; of

(b) masjiene bedien wat gleuwe sny en kreukel, met ponse deurslaan, met krammetjies vasmaak, buig, stik, met bande aanmekeer of ander dergelyke masjiene;

„afdeling riffelbord en riffelbordhouers”, dié afdeling van die nywerheid waarin werkgewers en werknemers verbonde is vir die vervaardiging van riffelbord en/of geriffelde houers en/of geriffelde produkte van riffelkarton en/of papier en/of soortgelyke materiaal;

„Raad”, die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika, wat geregistreer is ingevolge die Nywerheid-versoeningswet;

„patroonmasjienebediener”, ’n werknemer in die syskermafdeling wat een van die volgende masjiene bedien: Patroonsny-masjiene, uitsnysaag, bandsaag, skaafmasjiene, sirkelsaag;

„aangewese ambag”, ’n ambag aangewys ingevolge die Wet op Vakleerlinge, 1944;

„dupliseer”, enige metode waarby werk met meganiese middels gedupliseer word, behalwe met ’n tikmasjiene en die gebruik van adresmasjiene, wat nie elders omskryf word nie, en sluit o.a. in die sny of bereiding van wasvelle vir gebruik in dupliseermasjiene deur middel van ’n tikmasjiene of andersins, die maak van kontrolekopieë deur middel van tikmasjiene of andersins en alle prosesse of werksaamhede wat hoort by die voortbring van gedupliseerde werk;

„dupliseerafdeling”, dié afdeling van die nywerheid waarin werkgewers en werknemers verbonde is vir die doel om werk te dupliseer;

„koevertponser”, ’n werknemer wat koevertvorms van enige soort materiaal uitpons, of dit bedruk is of nie;

„inrigting” of „huis”, ’n plek waar die Druk- en Nuusbladnywerheid uitgeoefen word;

„Uitvoerende Komitee”, die Uitvoerende Komitee wat ingevolge die bepalings van die konstitusie van die Raad aangestel is;

„ervaring”, ’n dienstermyn bereken sonder inagneming van enige kort- of oortyd diens wat gedurende dié diens gewerk is;

„veselhouer-assistent”, ’n werknemer, behalwe ’n vakman, lito-bediener, platpersdrukker, leerling-platpersdrukker, vakleerling, masjienesteller, of arbeider, wat in diens is by werk regstreeks verbonde aan die vervaardiging van spiraalgedraaide, gedraaide, mono- en geperste papierhouers te verrig, maar uitgesonderd die voer van drukmasjiene en die bediening van handhefboom-snymasjiene;

„afdeling veselhouers”, daardie afdeling van die nywerheid waarin werkgewers en werknemers verbonde is vir die vervaardiging uitsluitlik of hoofsaaklik uit bordpapier of vesel van spiraalgedraaide, gedraaide, mono- en geperste papierhouers;

„voorman”, ’n werknemer wat met die toesig oor ’n inrigting of ’n afdeling daarvan belas is, wat werk aan werknemers onder sy beheer uitdeel, asook oor die uitvoering daarvan in die inrigting of afdeling toesig hou, tug handhaaf, en teenoor die werkgewer in die algemeen verantwoordelik is vir die doeltreffendheid van die inrigting of afdeling;

„bediener van vrugtepapiermasjiene”, ’n werknemer wat die nodige stelwerk doen aan die meganisme of masjiene bedien wat gebruik word om papier te lewer waarin vrugte toegedraai word, of dit gedruk is of nie;

„algemene hulp”, ’n werknemer wat nie elders genoem word nie. Hierdie klas werknemer sluit o.a. in drukkershulp, bindershulp en kopiehouer, maar sluit nie werknemers in nie wie se werk nie regstreeks te doen het met die werklike produksie of afwerk van drukwerk of ander artikels wat deur die betrokke inrigting gelewer word nie;

"house half-holiday" means Saturday afternoon, except in establishments where another afternoon in the working week (other than Sunday) is substituted therefor;

"Industry" means the Printing and Newspaper Industry;

"intaglio printing", which includes photogravure reproduction, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are in the form of a sunken image on the printing surface, which image is transferred to the paper or other material to be printed;

"Joint Board" means a Joint Board established in terms of the constitution of the Council;

"journeyman" means (a) a person who has served an apprenticeship to a trade in the Industry in accordance with the provisions of the Apprenticeship Act, or in accordance with a written contract which was approved by the Standing Committee; or (b) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence at the trade claimed and holds a written certificate to that effect; or (c) a person, other than an apprentice in the last year of apprenticeship, who holds a Grade I membership card of the Trade Union; or (d) printer's mechanic;

"labourer" [which class of employee includes both factory labourers and unskilled labourers—the latter class being restricted to the operations mentioned in items (cc) to (kk), inclusive, of this definition] in all sections of the Industry, other than the Silk Screen and Duplicating Sections, means an employee who is employed exclusively upon one or more of the following operations:—

- (a) Cleaning machinery, including space bands, plungers and matrices on typesetting machines, implements or tools;
- (b) oiling or greasing machines under the supervision of a journeyman or an apprentice;
- (c) cutting up of old rollers or roller composition;
- (d) casting of rollers under the supervision of a journeyman or an apprentice;
- (e) lifting or dropping rollers on printing machines, but not setting them;
- (f) baling waste paper;
- (g) cleaning imposing surfaces or ink slabs, but not the clearing or sorting of type or other material on the imposing surface;
- (h) lifting and moving galleys or formes with type;
- (i) placing ingots in metal pots;
- (j) melting stereotype or typesetting machine metal or moulding same into ingots;
- (k) stripping waste off reels of paper or other material;
- (l) slitting or rewinding reels of paper or other material under the supervision of a journeyman or an apprentice;
- (m) carrying stereo plates to rotary machines or lifting plates on or off the machine, but not fixing them into position nor locking same;
- (n) hoisting reels of paper or other material into position on rotary machines or placing brakes on brake wheels under the supervision of a journeyman or an apprentice;
- (o) carrying ink or pouring it into ink ducts on rotary machines, but not regulating the supply of ink;
- (p) assisting journeymen in webbing or backing or slacking out sheets on rotary machines or pulling same to former under the supervision of a journeyman or an apprentice;
- (q) changing reels of paper or other materials or pasting up on rotary machines;
- (r) cleaning of etched plates;
- (s) cutting scrap metal;
- (t) cleaning wood mounts;
- (u) scrubbing off old emulsion or cleaning glass plates;
- (v) draining or cleaning etching baths;
- (w) attending to exposing of negatives onto prepared zinc or copper plates; provided that the negative and plate are placed into and removed from the frame after exposure by a journeyman or an apprentice;
- (x) polishing or cleaning zinc or copper plates prior to coating, but not graining same;
- (y) physical mixing of chemicals after the ingredients have been measured out by a journeyman or an apprentice;
- (z) baling of containers in the Corrugated Board and Container Section of the Industry;
- (aa) Breaking out and lidding in connection with carton and cardboard box manufacture;
- (bb) Any one or more of the following operations in the Fibre Container Section of the Industry:—
 - (i) Lidding;
 - (ii) nesting of cups;
 - (iii) sleeving of milk bottle discs; or
 - (iv) packing of nested cups or sleeved milk bottle discs;
- (cc) carrying, moving, stacking or unpacking goods, including occasionally operating a goods lift;
- (dd) cleaning premises, vehicles or animals;
- (ee) opening or closing boxes, bales, drums or other packages;
- (ff) branding, marking, stencilling or affixing ready addressed labels to boxes, bales, drums or other packages;

"inrigting se halwe dag", Saterdagmiddag, behalwe in inrigtings waar dit deur 'n ander namiddag (behalwe Sondag) in die werkweek vervang word;

"nywerheid", die druk- en nuusbladnywerheid;

"intagliodrukwerk", wat fotogravurereproduksie insluit, die metode van reproduksie deur meganiese middels waarby prente, ontwerpe of ander merke gereproduseer word in die vorm van 'n versenke beeld op die drukoppervlakte, en dié beeld word dan oorgedra op die papier of ander materiaal wat gedruk moet word;

"Gesamentlike Raad", 'n gesamentlike raad ingevolge die konstitusie van die Raad saamgestel;

"vakman", (a) 'n persoon wat 'n vakleerlingskaptermyn in 'n vak in die nywerheid gedien het ooreenkomstig die bepalings van die Wet op Vakleerlinge, of ooreenkomstig 'n skriftelike kontrak wat deur die Staande Komitee goedgekeur is; of (b) 'n persoon wat tot bevrediging van 'n Gesamentlike Raad of die Staande Komitee sy bevoegdheid in die vak waarop hy aanspraak maak, bewys het en wat in besit is van 'n skriftelike sertifikaat te dien effekte; of (c) 'n persoon, behalwe 'n vakleerling in die laaste jaar van sy leertyd, wat in besit is van 'n graad I-lidmaatskapkaartjie van die vakvereniging; of (d) 'n drukkerswerktuigkundige;

"arbeider" [en dié klas werknemer sluit sowel fabrieksarbeiders as ongeskoolde arbeiders in, met lg. klas beperk tot die werk genoem in punte (cc) tot en met (kk) van hierdie woord-bepaling], in alle afdelings van die nywerheid, 'n werknemer wat uitsluitlik een of meer van ondergenoemde werksaamhede uitvoer:—

- (a) Masjiene skoonmaak, met inbegrip van spasiebande, dompelaars en matryse op lettersetmasjiene, implemente of gereedskap;
- (b) masjiene onder toesig van 'n vakman of vakleerling olie of smeer;
- (c) ou rollers of rollerkomposisie stukkend sny;
- (d) rollers onder toesig van 'n vakman of vakleerling giet;
- (e) rollers optel of in drukperse neerlaat, maar hulle nie stel nie;
- (f) afvalpapier baal;
- (g) opmaaktafels of inkskywe skoonmaak, maar nie letters of ander materiaal van opmaaktafels opruim of daarop sorteer nie;
- (h) galeie of vorms met setsel optel en versit;
- (i) stawe in metaalpotte insit;
- (j) steriotiep- of setselmetaal smelt of dit in stawe giet;
- (k) afvalstukke afstroop van rolle papier of ander materiaal;
- (l) rolle papier of ander materiaal onder toesig van 'n vakman of vakleerling oopsny of weer opdraai;
- (m) stereoplate na rolperse dra of plate op masjiene lig of afhaal, maar hulle nie op hulle plek sit of vasluit nie;
- (n) rolle papier of ander materiaal op rolperse in posisie hys of remme onder toesig van 'n vakman of vakleerling onder wiele sit;
- (o) ink dra of ink in inkbusse op rolperse ingooi, maar nie die inktoevoer reguleer nie;
- (p) vakmanne help om velle op rolperse aan webbe te sit, styf te trek of te laat skiet of dit volgens vormer te trek onder toesig van 'n vakman of vakleerling;
- (q) rolle papier of ander materiaal omruil of op rolperse vasplak;
- (r) geëtte plate skoonmaak;
- (s) afvalmetaal stukkend sny;
- (t) houtmonteerstukke skoonmaak;
- (u) ou emulsie afwas of glasplate skoon was;
- (v) etsbakke leegmaak of skoonmaak;
- (w) toesig hou oor afdruk van negatiewe op voorbereide sink- of koperplate; met dien verstande dat die negatief en plaat deur 'n vakman of vakleerling in die raam geplaas en ná beligting daaruit verwyder word;
- (x) sink- of koperplate poleer of skoonmaak voordat hulle bedek word, maar nie gegreineer word nie;
- (y) fisiese meng van chemikalieë nadat die bestanddele deur 'n vakman of vakleerling afgemee is;
- (z) houers baal in die afdeling riffelbord en riffelhousers van die nywerheid;
- (aa) aanbreek en deksels maak in verband met vervaardiging van karton en kartondose;
- (bb) enigeen of meer van onderstaande werksaamhede in die nywerheid se afdeling veselhousers:—
 - (i) Deksels maak;
 - (ii) koppies in vakkies plaas;
 - (iii) mowwe vir melkbottelskywe; of
 - (iv) verpakking van koppies in vakkies of melkbottelskywe met mowwe;
- (cc) goedere dra, verskuif, opstapel of uitpak, met inbegrip van die bediening van 'n goederehyser af en toe;
- (dd) persele, voertuie of diere skoonmaak;
- (ee) kaste, bale, dromme of ander pakkies oop- of toemaak;
- (ff) kaste, bale, dromme of ander pakkies brandmerk, merk, sjabloneer of klaar-gedresseerde etikette daaraan plak;

- (gg) delivering or collecting letters, messages or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle;
- (hh) assisting on vehicles used for the collection or delivery of goods;
- (ii) loading or unloading vehicles;
- (jj) cooking rations for natives, making tea or similar beverages; or
- (kk) making or maintaining fires or removing refuse or ashes;

"labourer" in the Silk Screen Section of the Industry means an employee who is employed exclusively upon one or more of the following operations:—

- (a) Cleaning premises, vehicles, animals, utensils, machinery, implements, tools or other articles;
- (b) loading or unloading vehicles;
- (c) carrying, moving, stacking or unpacking goods;
- (d) sorting packages or parcels;
- (e) filling bottles or other containers for stock;
- (f) affixing printed or ready addressed labels onto bottles, boxes, bales or other packages, stencilling and/or marking boxes, bales or other packages;
- (g) opening or closing boxes, parcels, bales or other packages;
- (h) making or maintaining fires or removing refuse or ashes;
- (i) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or hand-propelled vehicle;
- (j) collecting cash in the case of "C.O.D." sales or accepting written orders;
- (k) assisting on delivery vans or vehicles;
- (l) tending, harnessing or unharnessing animals;
- (m) oiling or greasing vehicles, other than motor vehicles;
- (n) making tea or similar beverages;
- (o) racking, unracking or piling stock after processing;
- (p) the total immersion of articles into paint by hand;
- (q) sanding by hand;
- (r) assisting in applying silk to frames;
- (s) stirring paint or pouring paint on to screens; or
- (t) washing up silk screen frames or units;

"learner-platen pressman" means an employee who with the written permission of the Standing Committee is being taught how to make ready on and operate platen machines;

"letterpress printing" means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are in relief on the printing surface and are transferred either direct or by offset to the paper or other material to be printed;

"litho operative" means an employee, who is registered as such by the Council, and who operates a lithographic printing machine capable of receiving and delivering a sheet not larger than 13½ inches by 17 inches;

"machine adjuster" means an employee employed upon the setting and adjustment of machinery, other than printing machines, utilised in connection with the manufacture of spirally wound, convolute, mono or pressed paper containers;

"manually operated cutting machine" means a cutting machine designed solely for manual operation;

"mechanical means" means the use of any instrument or machine employed to transmit force, or to modify its application;

"Monotype caster attendant" means an employee, other than a journeyman or an apprentice, who is employed upon one or more of the following operations:—

- (a) Attending casting machines, including Monotype casters and super casters and Elrod slug and rule casters, under the supervision of a journeyman or an apprentice, including supplying metal to metal pot or regulating the temperature thereof; regulating water supply to mould; placing the perforated rolls on to the machine; attending to or straightening-up the product of the machine while running; lifting galleys of type and cast matter off the machine or replacing galleys thereon; changing matrices; matrix cases, moulds and normal wedges; sizing-up; or lining-up;
- (b) laying out of type or other material for hand-setting, cast by the machine on which he is in attendance, in the cases;
- (c) oiling or cleaning of casting machines;
- (d) dismantling or assembling pump bodies for the purpose of cleaning only; or
- (e) assisting a journeyman or an apprentice with the dismantling or assembling of casting machines;

"night work" means work performed on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 7 a.m. on the next, but does not include the work for the production of newspapers mentioned in section 13 (1) (d) of this Agreement;

"operator-mechanic" means a journeyman who operates a typesetting machine (other than a Typograph composing machine in an establishment in Areas B and C) and whose duty it is to maintain one or more typesetting machines in running order;

- (gg) briewe, boodskappe of goedere te voet of met 'n fiets, driewieler of handvoertuig aflewer of bymekaar maak;
- (hh) op voertuie help met die insameling of aflewering van goedere;
- (ii) voertuie laai of aflaai;
- (jj) rantsoene vir natuurlike kook, tee of dergelike drank maak; of
- (kk) vuur maak of aan die gang hou of afval of as verwyder;

"arbeider", in die syskermafdeling van die nywerheid, 'n werknemer uitsluitlik in diens by een of meer van ondergenoemde werksaamhede:—

- (a) Persele, voertuie, diere, gereedskap, implemente, masjinerie en ander artikels skoonmaak;
- (b) voertuie laai en aflaai;
- (c) goedere dra, verskuif, opstapel of uitpak;
- (d) pakkette sorteer;
- (e) bottels of ander houers vir voorraad volmaak;
- (f) gedrukte of klaar geadresseerde etikette op bottels, kaste, bale of ander pakkette plak; kaste, bale of ander pakkette sjabloner en/of merk;
- (g) kaste, bale en ander pakkette oop- of toemaak;
- (h) vure opmaak en aan die brand hou, of as of afval verwyder;
- (i) briewe, boodskappe of goedere te voet of per fiets, driewieler of handvoertuig aflewer of vervoer;
- (j) kontant invorder vir k.b.a.-bestellings of bestellings aanneem;
- (k) op afleweringvoertuig behulpsaam wees;
- (l) diere versorg en in- of uitspan;
- (m) voertuie, buiten motorvoertuie, olie of ghries;
- (n) tee of soortgelyke drank maak;
- (o) patrone op rakke plaas, daarvan afhaal of opstapel na die proseswerk;
- (p) artikels met die hand geheel en al in verf indoop;
- (q) met die hand skuur;
- (r) help om sy aan skermes aan te bring;
- (s) verf roer of op skermes gooi;
- (t) syskermframe of -eenhede was;

"leerling-platersdrukker", 'n werknemer wat met die skriftelike toestemming van die Staande Komitee geleer word hoe om op platperse toe te stel en hulle te bedien;

"masjiendrukwerk", die reproduksiemetode met meganiese middels waarby die letters, prente, ontwerpe of ander merke wat geproduseer moet word, in reliëf op die drukoppervlakte staan, en of regstreeks of deur middel van afset oorgebring word op die papier of ander materiaal waarop gedruk moet word;

"litobediener", 'n werknemer wat as sulks deur die Raad geregistreer is en wat 'n litografiese drukmasjien bedien wat in staat is om 'n vel van hoogstens 13½ duim by 17 duim te ontvang en lewer;

"masjienssteller", 'n werknemer in diens vir die stel en verstel van masjinerie, behalwe drukperse wat gebruik word in verband met die vervaardiging van spiraalgedraaide, gerolde, mono- of geperste papierhouers;

"handsnymasjien", 'n snymasjien wat uitsluitlik ontwerp is om met die hand gewerk te word;

"meganiese middels", die gebruik van instrumente of masjiene wat gebruik word om krag oor te bring of om die aanwending daarvan te verander;

"monotiepgieter", 'n werknemer, behalwe 'n vakman of 'n vakleerling wat een van ondergenoemde werksaamhede verrig:—

- (a) gietmasjiene bedien, met inbegrip van monotiepgieters en supergieters en Elrod-, staaf- en liniaalgieters, onder toetsing van 'n vakman of vakleerling met inbegrip van metaal in metaalpotte sit of die temperatuur daarvan reguleer; geperforeerde rolle op die masjien sit, toetsing hou oor die produk van die masjien terwyl dit loop of dit reguit maak; galeisetsel en gietwerk van die masjien afel of galeie daarop terugsit; matryse, matryskaste, gietvorms en gewone wiggies omruil; gietwerk volgens grootte rangskik;
- (b) setsel of ander materiaal wat gegiet is deur die masjien wat hy bedien, in die kaste uitsit vir handsetwerk;
- (c) gietmasjiene olie of skoonmaak;
- (d) pompinrigtings uitmekaar haal of inmekaar sit maar slegs om dit skoon te maak; of
- (e) 'n vakman of vakleerling help met die uitmekaarhaal of inmekaarsit van gietmasjiene;

"nagwerk", werk wat verrig word op 'n gereelde skof waarvan enige gedeelte tussen die ure 6 nm. op een dag en 7 nm. op die volgende dag val, maar sluit nie die werk in vir die uitgee van nuusblaai genoem in klousule 13 (1) (d) van hierdie Ooreenkoms;

"bediener-werktuigkundige", 'n vakman wat 'n lettersetmasjien bedien (behalwe 'n tipograaf-setmasjien in 'n inrigting in gebiede B en C) en wie se plig dit is om een of meer lettersetmasjiene in werkende orde te hou;

"paper-bag making assistant" means an employee who is employed upon one or more of the following operations:—

- (a) The making of paper-bags by hand, including the punching of holes in bags, strapping or stringing of bags;
- (b) attending paper-bag making machines under the supervision of a journeyman or an apprentice; or
- (c) sorting, examining, baling or packing paper-bags;

"paper-sack making assistant" means an employee, who is employed upon one or more of the following operations:—

- (a) Attending tubing, or bottom pasting, machines under the supervision of a journeyman or an apprentice;
- (b) operating sewing machines in connection with the manufacture of paper sacks; or
- (c) sorting or examining or packing paper sacks;

"perfecting machine" means a machine which prints on both sides of the paper or other material to be printed before the sheet is delivered from the machine;

"piece-work" means any system by which an employee's earnings are based on quantity or output of work done;

"planographic printing", which includes lithographic printing, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are transferred, either direct or by offset, to the paper or other material to be printed from a planographic image on the printing surface;

"platen pressman" means an employee, who is registered as such by the Council, and who makes ready on, including locking up formes in the machine chase, and operates or supervises the operation of platen machines;

"printers' mechanic" means (a) a person who has served an apprenticeship as such in the Industry in accordance with the Apprenticeship Act; or (b) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence, i.e. the ability to assemble, dis-assemble, repair and maintain machinery used in the Industry; or (c) a person who, having served an apprenticeship in the Engineering Industry has proved, by serving at least twelve months in the Industry his capacity to hold a job therein;

"Printing and Newspaper Industry", without in any way limiting the generally accepted meaning thereof, means that industry, trade or undertaking in which employers and employees are associated in the production of printed matter of any nature whatsoever, and furthermore includes, *inter alia*—

- (a) the following trades (together with the occupations and operations incidental thereto) whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz.—

Composing, proof-reading, stereotyping and electrotyping, typesetting, process engraving, photo-gravure, letterpress machine minding, printing and lithographic artistry, lithography, printers' warehousing, printers' engineering, engraving and die stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, ink-mixing [if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c)];

- (b) the manufacture (including any process whatsoever in the course of manufacturing) of—

- (i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper, cardboard boxes;
- (ii) corrugated cardboard from paper and/or any compound of paper and/or any like material a constituent part of which is paper and/or any compound of paper;
- (iii) any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture mainly from fibre of trunks, attache cases, bags and all similar containers designed to hold personal effects, sporting kit, tools and documents;
- (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is cardboard and/or paper and/or any compound of paper; provided that this clause (iv) shall only apply to employers and employees covered by clauses (a), (b), (c) and (d) of this definition;

„assistent, kardoesvervaardiging," 'n werknemer in diens vir een of meer van onderstaande werksaamhede:—

- (a) Kardoese met die hand maak met inbegrip van gaatjies in kardoese pons, bande of toutjies aan kardoese sit;
- (b) kardoemasjiene bedien onder toesig van 'n vakman of vakleerling; of
- (c) kardoese sorteer, ondersoek, baal of verpak;

„hulp, papiersakvervaardiging," 'n werknemer in diens in een of meer van die onderstaande:—

- (a) Buis- of boomplakmasjiene bedien onder toesig van 'n vakman of vakleerling;
- (b) naaimasjiene bedien in verband met die vervaardiging van papiersakke; of
- (c) papiersakke sorteer of ondersoek of verpak;

„perfekteermasjien", 'n masjien wat aan weerskante van die papier of ander materiaal druk voordat die vel uit die-masjien kom;

„stukwerk", 'n stelsel waarvolgens 'n werknemer se verdienste gebaseer word op hoeveelheid of omvang van gedane werk;

„planografiese drukwerk", wat litografiese drukwerk insluit, die metode van reproduksie met meganiese middels waarby die letters, prente ontwerpe of ander tekens wat gereproduseer moet word of regstreeks of met afsetdrukwerk op die papier of ander materiaal waarop gedruk moet word van 'n planografiese beeld op die drukoppervlakte oorgebring word;

„platpersdrukker", 'n werknemer wat as sulks by die Raad geregistreer is en wat op platperse toestel, met inbegrip van die opsluit van vorms in die vormraam, en wat platperse bedien of toesig daarvoor hou;

„drukkerswerktuigkundige", (a) iemand wat as vakleerling as sulks in die nywerheid gedien het ingevolge die Wet op Vakleerlinge; of (b) iemand wat 'n Gesamentlike Raad of die Staande Komitee oortuig het van sy bevoegdheid, d.w.s. die vermoë om masjiene wat in die nywerheid gebruik word, uitmekaar te haal, te herstel en in stand te hou en wat 'n skriftelike sertifikaat te dien effekte besit, of (c) iemand wat, nadat hy 'n vakleerlingskap in die ingenieursnywerheid gedien het, bewys het, deur minstens 12 maande in die nywerheid te dien, dat hy in staat is om 'n betrekking daarin met sukses te vul;

„druk- en nuusbladnywerheid", sonder om die algemeen herkende betekenisse daarvan te beperk, die nywerheid, bedryf of onderneming waarin werkgewers en werknemers verbonde is vir die produksie van drukwerk van watter aard ook al en sluit verder onder andere in—

- (a) ondergenoemde ambagte (saam met die bedrywighede wat daarby hoort) hetsy genoemde bedrywe, vakke en of werksaamhede afsonderlik, gesamentlik, met of apart van druk beoefen word of nie, nl.:—

Letterset, proeflees, stereotipeer en elektrotipeer, setselgietwerk, prosesgravuurwerk, fotogravure, drukmasjienebediening, druk- en litografiese kunstdrukwerk, litografie, drukkerspakhuiswerk, drukkersingenieurswerk, graveer en stempels sny, boekbind, linieer, sny, syskermdrukwerk, dupliseer, ink meng as dit onderneem word deur werkgewers verbonde aan die werksaamhede genoem in paragrawe (a), (b) and (c);

- (b) Die vervaardiging (met inbegrip van hoegenaamd enige proses by die vervaardiging) van—

- (i) skryfbehoeftes, rubberstempels, koeverte, kardoese, papiersakke, melkbottelskywe, eierdoos-strookies, rolle toiletpapier, gompapier, kartondosies;
- (ii) karton (geriffel) uit papier en/of 'n samestelling van papier en/of dergelike materiaal waarvan papier en/of 'n samestelling van papier 'n bestanddeel is;
- (iii) enige soort houër (met of sonder metaaldele) uit veselstof en/of karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of 'n dergelike materiaal waarvan veselstof en/of karton en/of papier en/of 'n samestelling van papier, 'n bestanddeel is, maar met uitsluiting van die vervaardiging hoofsaaklik uit veselstof van koffers, dokumentetasse, sakke en alle dergelike houers wat bestem is om persoonlike artikels, sportuitrusting, gereedskap en dokumente te bevat;
- (iv) hoegenaamd enige artikel uit karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of enige dergelike materiaal waarvan karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is; met dien verstande dat hierdie subparagraaf (iv) alleen op werkgewers en werknemers wat deur paragrawe (a), (b), (c) en (d) van hierdie woordbepaling gedek word, van toepassing is.

(c) the printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, hessian (or other materials), cardboard containers or other articles referred to in paragraph (b);

(d) the repairing of cardboard boxes, egg-box fillers, containers or such other articles as are contemplated by (b) above;

"quarter" means the three-monthly periods commencing on the first day of January, April, July and October;

"quarter binder" means an employee in respect of whom a valid certificate of his registration as a quarter binder, signed by the Local Branch Secretary of the Trade Union, Secretary of the Local Joint Board or the Secretary on behalf of the Standing Committee, is in existence;

"regular employee" means an employee who has been employed by the same employer for a period of not less than four working weeks, whether or not short time has been in operation during that period;

"remuneration" means any payment made or owing to any person which arises in any manner whatsoever out of employment;

"retail price index number" means the weighted average index number, relating to food, fuel, light, rent and sundries, for the nine principal areas in the Union of South Africa as assessed and published by the Director of Census and Statistics in the *Government Gazette* from time to time, multiplied by 10 and averaged over each quarter;

"rotary cellulose film-converter operator" means a journeyman machine minder (packaging) who sets or adjusts and operates or supervises the operation of rotary cellulose film-converter machines with or without printing attachments;

"rotary machine" means a machine in which the paper or other material to be printed is carried from a reel by a rotating cylinder against a rotating printing surface from which the impression is taken, but does not include toilet-roll machines with printing attachments;

"screen machine minder" means an employee who holds a valid screen machine minder's card issued by the trade union or who has proved to the satisfaction of a Joint Board or the Standing Committee his ability to set up and maintain the complete operation of a power driven silk screen process printing machine and who holds a written certificate to that effect;

"screen preparer (manuel)" means an employee who is employed upon the preparation of screens on silk screen process printing units, other than power driven machines, by applying any type of stencil or doing the necessary handblocking or generally setting up the unit and who may in addition lay stock;

"screen worker" means an employee in the Silk Screen Section who is employed upon one or more of the following operations: Laying stock, lowering frame, pulling squeegee, raising frame, removing stock or repairing leaks in connection with the operation of silk screen process printing units, other than power driven machines, counting stock or materials, cutting of stock or materials with shears or bench-knife, including trimming, punching of holes in materials or stock, eyeletting, applying struts, loops or hanger or applying silk to frames;

"Secretary" means the Secretary of the Council;

"sewing machine assistant mechanic" means an assistant to a sewing machine mechanic;

"sewing machine mechanic" means a journeyman who makes adjustments to or supervises the operation of sewing machines for the manufacture of paper sacks;

"short time" means the time actually worked by an employee in an establishment when such time has been reduced to less than the ordinary hours of work specified in this Agreement;

"silk screen process printing" means the method of printing, whether by manual or mechanical means, whereby the pigment is forced by means of a squeegee through a stencil attached to a screen made of silk or other material;

"Silk Screen Section" means that section of the Industry in which employers and employees are associated for the purpose of doing silk screen process printing;

"solid typesetter" means a general assistant, in respect of whom an exemption from the provisions of section 25 (3) of this Agreement has been issued authorising the employment of such employee upon the setting and distribution of solid news matter for newspapers;

"Standing Committee" means the Standing Committee appointed in accordance with the provisions of the Constitution of the Council;

"stencil cutter or maker" means an employee in the Silk Screen Section who is employed upon one or more of the following operations:—

(a) Preparation of stencils by cutting or by photographic methods; or

(b) placing of work in register on a silk screen process printing machine or unit;

"supervisor" means an employee who is responsible to his employer for the efficient operation and maintenance of one or more silk screen process printing units, other than power driven machines;

"task-work" means any system of work which requires the completion by an employee of a definite amount of work in a specified time;

(c) Druk op papier, gegomde papier, band, gomband, tin of ander metale, weefstof, going (of ander materiale) kartonhouers, of ander artikels in paragraaf (b) genoem.

(d) Die herstel van kartondose, eierdoostrokies, houers, of ander artikels soos hierbo in (b) bedoel;

"kwartaal", die driemaandelikse termyn wat op die eerste dag van Januarie, April, Julie en Oktober begin;

"kwartobinder", 'n werknemer (behalwe 'n vakman of vakleerling) wat kwartobindwerk doen;

"gereelde werknemer", 'n werknemer wat vir minstens vier werkeke by dieselfde werkgewer in diens was, of korttyd gedurende daardie tydperk in swang was of nie;

"besoldiging", betaling gedoen of verskuldig aan 'n persoon wat op watter wyse ook al uit diens voortspruit;

"kleinhandelprysindeksyfer", die verswaarde gemiddelde indeksyfer betreffende voedsel, brandstof, ligte, huur en diverse, vir die nege vernaamste gebiede in die Unie van Suid-Afrika soos bereken, die gemiddelde daarvoor elke kwartaal verkry, met tien vermenigvuldig en van tyd tot tyd deur die Direkteur van Sensus en Statistiek in die *Staatskoerant* gepubliseer;

"bediener van rolsellulose-filmvormer", 'n vakman-masjienbediener (pakkies maak) wat rolsellulose-filmvormers met of sonder drukinrigting stel, verstel, bedien of toesig oor die werk daarmee hou;

"rotasie- of rolpers", 'n masjien waarby die papier deur 'n draaiende silinder van 'n rol gevoer word teen 'n draaiende drukvlak waarvan die afdruk geneem word, maar met uitsondering van toiletpapier-masjiene met druktoerusting;

"skermmasjienbediener", 'n werknemer wat 'n geldige skerm-masjienbedienerskaart van die vakvereniging besit of wat 'n gesamentlike raad of die Staande Komitee oortuig het dat hy 'n kragsskermdrukmasjien in alle besonderhede aan die gang kan sit en aan die gang hou, en wat 'n geskrewe sertifikaat daarvoor besit;

"skermbereider (met die hand)", 'n werknemer wat die skerm op skermdrukeenhede, buiten kragmasjiene, berei deur middel van enige soort sjabloon of deur die nodige hand-blokkwerk te doen en die masjiene oor die algemeen aan die gang sit, en wat ook patrone kan opsit;

"skermwerker", 'n werknemer wat een of meer van die volgende werksaamhede verrig: Patrone opsit, die raam laat sak, die gomlastiekroller trek, die raam oplig, patrone afhaal of lekplekke in skermdrukmasjiene, buiten kragmasjiene, heelmaak; patrone of materiaal tel, patrone of materiaal met skêre of bankmesse uitsny met inbegrip van afwerk, gaatjies pons in patrone of materiaal, ogies insit, style, lisse of hangstukke aansit of sy aan rame sit;

"Sekretaris", die sekretaris van die Raad;

"naaimasjienwerktuigkundige", 'n vakmanwerknemer wat gekwalifiseerd is om herstelwerk te verrig aan, en toesig te hou oor die werking van naaimasjiene vir die vervaardiging van papiersakke;

"assistent-naaimasjienwerktuigkundige", 'n assistent van 'n naaimasjienwerktuigkundige;

"kort tyd", die tyd werklik deur 'n werknemer in 'n inrigting gewerk, wanneer dié tyd tot minder as die gewone werkure in hierdie Ooreenkoms bepaal, verminder is;

"siskermdrukwerk", die drukproses deur middel waarvan, hetsy met die hand of meganies, 'n kleurstof met 'n roller gestoot word dwarsdeur 'n sjabloon geheg aan 'n skerm van sy of ander materiaal;

"siskermafdeling", dié afdeling van die nywerheid waarin werkgewers en werknemers verbonde is vir doel om siskermdrukwerk uit te voer;

"platsetter", 'n drukkershulp wat 'n vrystelling van die bepalinge van klousule 25 (3) van hierdie Ooreenkoms besit om in diens geneem te word in die set en verspreiding van die nuusgedeelte van nuusblaai;

"Staande Komitee", die staande komitee aangestel ingevolge die bepalinge van die konstitusie van die Raad;

"sjabloonsnyer of -maker", 'n werknemer wat een of meer van die volgende werksaamhede verrig:—

(a) Bereiding van sjablone deur hul uit te sny of volgens fotografiese metodes;

(b) werk vir reproduksie regsit op 'n siskermmasjien of -eenheid;

"opsigter", 'n werknemer wat aan sy werkgewer verantwoordelik is vir die behoorlike bediening en instandhouding van een of meer siskerm-eenhede, buiten kragmasjiene;

"taakwerk", 'n werksstelsel wat vereis dat 'n bepaalde hoeveelheid werk binne 'n bepaalde tyd deur 'n werknemer voltooi moet word;

"two-colour machine" means a machine which is equipped with two ink-ducts and which is normally used for printing more than one colour at one passage of the paper or other material to be printed through the machine;

"typesetting machine operator" means a journeyman compositor employed upon the operation of any class of typesetting machine, including monotype keyboards, but does not include operators of Typograph composing machines employed in Areas B and C nor Monotype caster minder mechanics;

"working week" means the customary pay-week of an establishment.

3. PERIOD OF OPERATION.

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Industrial Conciliation Act, 1937, and shall remain in force until the 30th June, 1956.

4. SCOPE OF APPLICATION.

The provisions of this Agreement shall apply throughout the Union of South Africa and shall be observed by all members of the employers' organisations and by all members of the trade union, who are employed in the Industry, as defined. With the exception of section 6 (3) the terms of this Agreement shall apply only in respect of those employees for whom wage rates are prescribed; provided, however, that all such provisions, as are not inconsistent with the terms of the Apprenticeship Act, 1944, or any conditions fixed thereunder, shall apply in respect of apprentices and minors; and provided further—

- (a) that only sections 6 (1) (f), 7 and 16 shall apply in respect of those employees for whom wage rates are prescribed by section 6 (1) (f); and
- (b) that only sections 1 to 4 (inclusive) and 42 to 59 (inclusive) shall be applicable to employers and employees who are engaged in the Duplicating Section.

5. DIVISION OF UNION INTO AREAS.

For the purposes of this Agreement the Union of South Africa is divided into eight areas as follows:—

Area B.—The Province of the Cape of Good Hope, excluding those areas specified in Areas C, D, E and F.

Area C.—The municipal areas of Aliwal North and Burgersdorp and the Magisterial Districts of Barberton, Barkly East, Cradock, Dordrecht, Mossel Bay, Riversdale, George, Jansenville, Molteno and Steynsburg.

Area D.—The municipal areas of Grahamstown, King William's Town, Malmesbury, Queenstown and Worcester, and the Magisterial Districts of Caledon, Ceres, Heidelberg (Cape), Paarl, Robertson, Somerset West, Stellenbosch, Swellendam, Strand, Tulbagh, Umtata and Wellington.

Area E.—Magisterial Districts of Bellville, the Cape, East London, Port Elizabeth, Simonstown, Uitenhage and Wynberg; Province of Natal, excluding Magisterial Districts of Durban and Pinetown; Province of the Orange Free State, excluding Magisterial Districts of Bloemfontein and Kroonstad; Province of the Transvaal, excluding Magisterial Districts of Barberton, Benoni, Brakpan, Boksburg, Germiston, Groblersdal, Heidelberg, Nigel, Vereeniging, Johannesburg, Klerksdorp, Randfontein, Krugersdorp, Middelburg, Pietersburg, Potchefstroom, Pretoria, Bronkhorstspuit, Roodepoort, Springs, Delmas, Standerton and Ventersdorp.

Area F.—Magisterial Districts of Barkly West, Groblersdal, Hay, Herbert, Kimberley, Klerksdorp, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton, Ventersdorp and Kroonstad.

Area G.—Magisterial Districts of Durban and Pinetown.

Area H.—Magisterial District of Bloemfontein.

Area I.—Magisterial Districts of Benoni, Brakpan, Boksburg, Germiston, Heidelberg (Transvaal), Johannesburg, Randfontein, Krugersdorp, Nigel, Pretoria, Bronkhorstspuit, Roodepoort, Springs, Delmas and Vereeniging.

CHAPTER 2.

PROVISIONS APPLICABLE TO ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

6. WAGE RATES.

(1) Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

(a) Foremen:—

Foremen on day work.....	Table 1, Scale 2.
Foremen on night work, other than night work on newspapers.....	Table 1, Scale 6.
Foremen on night work on newspapers....	Table 2, Scale 2.

"tweekleurmasjien", 'n masjien met twee inkbuis om by een deurloop deur die masjien meer as een kleur tegelyk te druk, en gewoonlik gebruik om werk in twee kleure tegelyk te druk;

"setmasjienbediener", 'n vakman-lettersetter in diens by die bediening van enige soort setmasjien, met inbegrip van monotypetoetsborde, maar sluit nie bedieners van tipograafsetmasjiene in wat in diens is in gebiede B en C nie, ook nie bedienerwerktuigkundiges van monotypiegiemasjiene nie;

"werkweek", die gebruikelike betaalwerk van 'n inrigting;

3. TERMYN VAN TOEPASSING.

(1) Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid kragtens artikel agt-en-veertig van die Nywerheidsversoeningswet, 1937, bepaal en bly van krag tot 30 Junie 1956.

4. BESTEK VAN TOEPASSING.

Die bepalings van hierdie Ooreenkoms is dwarsdeur die Unie van Suid-Afrika van toepassing en moet nagekom word deur alle lede van die werkgewersorganisasies en deur alle lede van die vakvereniging wat in die nywerheid soos omskryf in diens is. Met uitsondering van artikels 6 (3) is die bepalings van hierdie Ooreenkoms slegs van toepassing op daardie werknemers vir wie loonskale voorgeskryf word; met dien verstande egter dat al hierdie bepalings wat met die bepalings van die Wet op Vakleerlinge, 1944, verenigbaar is, of voorwaardes wat daarkragtens vasgestel word, op vakleerlinge en minderjariges van toepassing is; en met dien verstande verder—

- (a) dat slegs klousules 6 (1) (f), 7 en 16 van toepassing is ten opsigte van werknemers vir wie lone by klousule 6 (1) (f) voorgeskryf word; en
- (b) dat slegs klousules 1 tot en met 4 en 42 en met 59 van toepassing is ten opsigte van werkgewers en werknemers wat in die dupliseerafdeling werk.

5. VERDELING VAN DIE UNIE IN GEBIEDE.

Vir die toepassing van hierdie Ooreenkoms word die Unie van Suid-Afrika soos volg in agt gebiede ingedeel:—

Gebied B.—Die Provinsie die Kaap die Goeie Hoop met uitsondering van daardie gebiede wat in gebiede C, D, E en F vermeld word.

Gebied C.—Die munisipale gebiede Aliwal-Noord en Burgersdorp en die magistraatsdistrikte Barberton, Barkly-Oos, Cradock, Dordrecht, Mosselbaai, Riversdal, George, Jansenville, Molteno en Steynsburg.

Gebied D.—Die munisipale gebiede Grahamstad, King William's Town, Malmesbury, Queenstown en Worcester, en die magistraatsdistrikte Caledon, Ceres, Heidelberg (Kaap), Paarl, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Die Strand, Tulbagh, Umtata en Wellington.

Gebied E.—Magistraatsdistrikte Bellville, die Kaap, Oos-Londen, Port Elizabeth, Simonstad, Uitenhage en Wynberg; Provinsie Natal, met uitsondering van die magistraatsdistrikte Durban en Pinetown; Provinsie Oranje-Vrystaat, met uitsondering van die magistraatsdistrikte Bloemfontein en Kroonstad; Provinsie Transvaal, met uitsondering van die magistraatsdistrikte Barberton, Benoni, Brakpan, Boksburg, Germiston, Groblersdal, Heidelberg, Nigel, Vereeniging, Johannesburg, Klerksdorp, Randfontein, Krugersdorp, Middelburg, Pietersburg, Potchefstroom, Pretoria, Bronkhorstspuit, Roodepoort, Springs, Delmas, Standerton en Ventersdorp.

Gebied F.—Magistraatsdistrikte Barkly-Wes, Groblersdal, Hay, Herbert, Kimberley, Klerksdorp, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton, Ventersdorp en Kroonstad.

Gebied G.—Magistraatsdistrikte Durban en Pinetown.

Gebied H.—Magistraatsdistrik Bloemfontein.

Gebied I.—Magistraatsdistrikte Benoni, Brakpan, Boksburg, Germiston, Heidelberg (Transvaal), Johannesburg, Randfontein, Krugersdorp, Nigel, Pretoria, Bronkhorstspuit, Roodepoort, Springs, Delmas en Vereeniging.

HOOFSTUK 2.

BEPALINGS VAN TOEPASSING OP ALLE AFDELINGS VAN DIE NYWERHEID, BEHALWE DIE AFDELING VIR DUPLISEERWERK.

6. LOONSKALE.

(1) Onderworpe aan die bepalings van klousule 7 van die Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem lone betaal en mag geen werknemer lone aanneem wat minder is as ondergenoemde weekloon vir die betrokke gebied nie:—

(a) Voormanne:—

Voormanne op dagwerk.....	Tabel 1, Skaal 2.
Voormanne op nagwerk, behalwe nagwerk op nuusblaie.....	Tabel 1, Skaal 6.
Voormanne op nagwerk op nuusblaie..	Tabel 2, Skaal 2.

(b) Journeymen:—

(i) Journeymen not elsewhere specified employed on day work.....	Table 1, Scale 1.
Journeymen not elsewhere specified employed on night work other than night work on newspapers.....	Table 1, Scale 5.
Journeymen not elsewhere specified employed on night work on newspapers...	Table 2, Scale 1.
(ii) Rotary Cellulose Film Converter Operators employed on day work.....	Table 1, Scale 2.
Typesetting Machine Operators employed on day work.....	Table 1, Scale 3.
Rotary Cellulose Film Converter Operators employed on night work.....	Table 1, Scale 6.
Typesetting Machine Operators employed night work other than night work on newspapers.....	Table 1, Scale 6.
Typesetting Machine Operators employed on night work on newspapers.....	Table 2, Scale 2.
(iii) Operator-mechanics employed on day work.....	Table 1, Scale 4.
Operator-mechanics employed on night work, other than night work on newspapers.....	Table 1, Scale 7.
Operator-mechanics employed on night work on newspapers.....	Table 2, Scale 3.
(iv) Lithographers employed on offset machines capable of printing on a sheet larger than 35 inches by 22½ inches, who have had not less than six months' experience on such machines:—	
Day work.....	Table 1, Scale 2.
Night work.....	Table 1, Scale 6.
(v) Journeymen operating two-colour or perfecting machines, who have had not less than six months' experience on such machines:—	
Day work.....	Table 1, Scale 2.
Night work, other than night work on newspapers.....	Table 1, Scale 6.
Night work on newspapers.....	Table 2, Scale 2.
(vi) Journeymen employed on the operation or supervision of rotary machines utilised for the production of newspapers and magazines:—	
Day work.....	Table 1, Scale 2.
Night work, other than night work on newspapers.....	Table 1, Scale 6.
Night work on newspapers.....	Table 2, Scale 2.
(c) (i) Fruit Wrapper Machine Operatives....	Table 3.
(ii) Platen Pressmen and Litho Operatives..	Table 4.
(iii) Learner Platen Pressmen according to their experience as assessed by the Standing Committee.....	Table 5.
(iv) Monotype Caster Attendants in accordance with their experience in the Industry.....	Table 6.
(v) Quarter Binders in accordance with their experience as such.....	Table 7.
(vi) Operators of Manually Operated Cutting Machines—highest rate for males in..	Table 7.
(vii) Solid Typesetters in accordance with their experience in the Industry.....	Tables 8 and 9.
(viii) General Assistants in accordance with their experience in the Industry.....	Table 8.
(d) (i) Sewing Machine Assistant Mechanics: Rate prescribed for fifth year of experience in.....	Table 9.
(ii) Paper-bag making and paper-sack making assistants in accordance with their experience in the Industry.....	Table 10.
(e) Envelope Punchers in accordance with their experience as such.....	Table 11.
(f) Drivers of motor vehicles, designed for the conveyance of goods.....	Table 12.

(b) Vakmanne:—

(i) Vakmanne nie elders genoem nie, op dagwerk.....	Tabel 1, Skaal 1.
Vakmanne nie elders genoem nie, op nagwerk, behalwe nagwerk op nuusblaai	Tabel 1, Skaal 5.
Vakmanne nie elders genoem nie, op nagwerk op nuusblaai.....	Tabel 2, Skaal 1.
(ii) Bedieners van rolsellulosefilmvormers op dagwerk.....	Tabel 1, Skaal 2.
Bedieners van setmasjiene op dagwerk...	Tabel 1, Skaal 3.
Bedieners van rolsellulosefilmvormers op nagwerk.....	Tabel 1, Skaal 6.
Bedieners van setmasjiene op nagwerk, behalwe nagwerk op nuusblaai.....	Tabel 1, Skaal 6.
Bedieners van setmasjiene op nagwerk op nuusblaai.....	Tabel 2, Skaal 2.
(iii) Bedienerwerktuigkundiges op nagwerk. Bedienerwerktuigkundiges op nagwerk, behalwe nagwerk op nuusblaai.....	Tabel 1, Skaal 4.
Bedienerwerktuigkundiges op nagwerk op nuusblaai.....	Tabel 1, Skaal 7.
(iv) Litograafdruckers by afsetmasjiene wat in staat is om velle groter as 35 duim by 22½ duim te druk, met minstens ses maande ervaring van sulke masjiene:—	
Dagwerk.....	Tabel 1, Skaal 2.
Nagwerk.....	Tabel 1, Skaal 6.
(v) Vakmanne wat tweekleur- of perfekteermasjiene bedien, met minstens ses maande ervaring van sulke masjiene:—	
Dagwerk.....	Tabel 1, Skaal 2.
Nagwerk, behalwe nagwerk op nuusblaai.....	Tabel 1, Skaal 6.
Nagwerk op nuusblaai.....	Tabel 2, Skaal 2.
(vi) Vakmanne in diens vir die werking van of toesig oor rolperse gebruik vir die druk van nuusblaai en tydskrifte:—	
Dagwerk.....	Tabel 1, Skaal 2.
Nagwerk, behalwe nagwerk op nuusblaai.....	Tabel 1, Skaal 6.
Nagwerk op nuusblaai.....	Tabel 2, Skaal 2.
(c) (i) Bedieners van vrugtepapiermasjiene....	Tabel 3.
(ii) Platpersdruckers en litobedieners.....	Tabel 4.
(iii) Leerlingplatpersdruckers volgens ervaring soos bepaal deur Staande Komitee...	Tabel 5.
(iv) Monotiepgieters volgens hul ervaring in die nywerheid.....	Tabel 6.
(v) Kwartobinders volgens hulle ervaring as sulks.....	Tabel 7.
(vi) Bedieners van handsnymasjiene—hoogste tarief vir mans in.....	Tabel 7.
(vii) Platsetters ooreenkomstig ervaring in die Nywerheid.....	Tabelle 8 en 9.
(viii) Algemene hulpe volgens hul ervaring in die Nywerheid.....	Tabel 8.
(d) (i) Assistent-werktuigkundiges, naaimasjiene: Skaal voorgeskryf vir vyfde jaar ervaring in.....	Tabel 9.
(ii) Hulpe by maak van kardoese en papier-sakke volgens hulle ervaring in die Nywerheid.....	Tabel 10.
(e) Koevertponers volgens hul ervaring as sulks	Tabel 11.
(f) Bestuurders van motorvoertuie, bedoel vir die vervoer van goedere.....	Tabel 12.

(2) *Casual Employees.*—Casual employees (except on afternoon newspapers) shall be paid not less than a full day's wages for each day upon which they are employed; provided that, if the period of casual employment exceeds one full day, the hours worked in excess of that day shall be paid for at the hourly rate. The provisions of this sub-section shall not apply in respect of the employment of casual labourers.

(3) Employees employed in the Industry in trades designated under the Apprenticeship Act for whom wages are prescribed in a wage regulating instrument applicable to some other industry, trade or occupation, and for whom wages are not prescribed in this Agreement, shall be paid not less than the wages prescribed for the class of employee concerned in such wage regulating instrument; provided that whenever in any area such wages are prescribed in more than one wage regulating instrument, the higher of such wages shall be paid.

(4) In order to ascertain the wage payable to an employee of a class whose wage rates are dependent upon experience, the total experience of the employee in the Industry—irrespective of the establishment where such experience was gained—shall be reckoned.

2. *Los werknemers.*—Los werknemers (behalwe op middagkoe-rante) moet vir minstens 'n volle dag se loon betaal word vir elke dag waarop hulle in diens is met dien verstande dat as die tydperk van loswerk meer as 'n volle dag is vir die ure wat meer as daardie dag gewerk word, betaal word teen die uurskaal.
Die bepalinge van hierdie subklousule is nie van toepassing ten opsigte van los werknemers nie.

3. *Werknemers in diens in die Nywerheid in ambagte aangewys* kragtens die Wet op Vakleerlinge vir wie lone voorgeskryf word in loonreëlingsmaatreëls wat van toepassing is op 'n ander nywerheid, ambag of bedryf, en vir wie geen lone in hierdie Ooreenkoms voorgeskryf word nie, moet minstens die loon betaal word wat vir die klas werknemer in die loonreëlingsmaatreël voorgeskryf word, met dien verstande dat as die lone in die gebied in meer as 'een loonreëlingsmaatreël voorgeskryf word, die hoogste van die lone betaal moet word.

(4) Ten einde die loon vas te stel wat betaalbaar is aan 'n werknemer van 'n klas wie se loonskale van ervaring afhang, moet die totale ervaring van die werknemer in die nywerheid bereken word—ongegag die inrigting waar die ervaring opgedoen is.

(5) In order to ascertain an employee's hourly wage rate, the weekly wage payable to that employee at the time, being at a rate not less than the minimum prescribed in this Agreement, shall be divided by forty. In order to ascertain a day's pay the weekly wage payable to the employee concerned at the time, being at a rate not less than the minimum prescribed in this Agreement, shall be divided by 5 in the case of a 5-day or 5½-night week establishment, 5½ in the case of a 5½-day or 5½-night week establishment and 6 in the case of a 6-night week establishment.

TABLE 1.
DAY WORK.

Area.	Journeymen not elsewhere	Foremen, Offset Litho, Two-colour Perfecting and Rotary Machine Mindors, and Rotary Cellulose Film Converter Operators.	T.M. Operators.	Operator Mechanics.
	Scale 1.	Scale 2.	Scale 3.	Scale 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	10 4 3	11 4 9	11 8 0	12 10 9
C.....	10 13 9	11 15 3	11 18 9	13 2 9
D.....	11 5 9	12 8 3	12 12 3	13 17 6
E.....	11 11 0	12 14 0	12 18 3	14 4 0
F.....	11 16 6	13 0 3	13 4 6	14 11 0
G.....	12 5 3	13 9 9	13 14 6	15 2 0
Ga....	12 3 3	13 7 6	13 12 3	14 19 6
H.....	12 10 0	13 15 0	13 19 9	15 7 9

NIGHT WORK.

(Excluding night work on Newspapers).

Area.	Journeymen not elsewhere specified.	Foremen, T.M. Operators, Offset Litho, Two-colour Perfecting and Rotary Machine Mindors, Rotary Cellulose Film Converter Operators.	Operator Mechanics.
	Scale 5.	Scale 6.	Scale 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	11 12 0	12 15 3	14 0 9
C.....	12 3 0	13 7 3	14 14 0
D.....	12 16 9	14 2 6	15 10 9
E.....	13 3 0	14 9 3	15 18 3
F.....	13 9 3	14 16 3	16 6 0
G.....	13 19 6	15 7 6	16 18 3
Ga.....	13 17 3	15 5 0	16 15 6
H.....	14 5 0	15 13 6	17 4 9

TABLE 2.

Weekly Wages Payable to Journeymen on Night Work
on Newspapers

Area.	Journeymen not elsewhere specified.	Foremen, T.M. Operators, Two-colour, Perfecting and Rotary Machine Mindors.	Operator Mechanics.
	Scale 1.	Scale 2.	Scale 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	11 19 0	13 3 0	14 9 3
C.....	12 10 9	13 15 9	15 3 3
D.....	13 5 0	14 11 6	16 0 9
E.....	13 11 3	14 18 6	16 8 3
F.....	13 18 0	15 5 9	16 16 3
G.....	14 8 6	15 17 3	17 9 0
Ga.....	14 6 0	15 14 6	17 6 0
H.....	14 14 3	16 3 9	17 16 3

TABLE 3.

Weekly Wages Payable to Fruit Wrapper Machine Operatives.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B.....	7 15 0	8 7 6
C.....	7 19 3	8 12 9
D.....	8 16 6	9 12 6
E.....	9 12 6	10 10 6
F.....	9 18 3	10 17 3
G.....	9 18 3	10 17 3
Ga.....	10 10 6	11 11 6
H.....	12 0 6	13 6 0

(5) Ten einde 'n werknemer se uurloon vas te stel, moet die weekloon wat aan die werknemer op daardie tydstop betaalbaar was, teen 'n skaal van minstens die minimum loon wat by hierdie Ooreenkoms voorgeskryf word, deur 40 verdeel word. Ten einde die dagloon te bepaal moet die weekloon wat op daardie tydstop aan die werknemer betaalbaar is, 'n skaal van minstens die minimum loon wat by hierdie Ooreenkoms voorgeskryf word, deur 40 verdeel word. Ten einde die dagloon te bepaal moet die weekloon wat op daardie tydstop aan die betrokke werknemer betaalbaar is, die skaal van minstens die minimum loon wat by hierdie Ooreenkoms voorgeskryf word, deur 5 verdeel word in die geval van 'n inrigting wat 5 dae of 5 nagte per week werk, 5½ in die geval van 'n inrigting wat 5½ dae of 5½ nagte per week werk en 6 in die geval van 'n inrigting wat 6 nagte per week werk.

TABEL 1.
DAGWERK.

Gebied.	Vakmanne nie elders genoem.	Voormanne, afsetlito, twee- kleurperfekteer- en rolpers- bedieners; bedieners van rol- sellulosefilm- omvormers.	L.M.- bedieners.	Bediener- werktuig- kundiges.
	Skaal 1.	Skaal 2.	Skaal 3.	Skaal 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	10 4 3	11 4 9	11 8 0	12 10 9
C.....	10 13 9	11 15 3	11 18 9	13 2 9
D.....	11 5 9	12 8 3	12 12 3	13 17 6
E.....	11 11 0	12 14 0	12 18 3	14 4 0
F.....	11 16 6	13 0 3	13 4 6	14 11 0
G.....	12 5 3	13 9 9	13 14 6	15 2 0
Ga....	12 3 3	13 7 6	13 12 3	14 19 6
H.....	12 10 0	13 15 0	13 19 9	15 7 9

NAGWERK.

(Behalwe nagwerk op nuusblaai).

Gebied.	Vakmanne nie elders genoem.	Voormanne, L.M.-bedieners, afsetlito, twee- kleurperfekteer- en rolpers- bedieners, bedieners van rolsellulose- filmomvormers.	Bediener- werktuig- kundiges.
	Skaal 5.	Skaal 6.	Skaal 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	11 12 0	12 15 3	14 0 9
C.....	12 3 0	13 7 3	14 14 0
D.....	12 16 9	14 2 6	15 10 9
E.....	13 3 0	14 9 3	15 18 3
F.....	13 9 3	14 16 3	16 6 0
G.....	13 19 6	15 7 6	16 18 3
Ga.....	13 17 3	15 5 0	16 15 6
H.....	14 5 0	15 13 6	17 4 9

TABEL 2.

Weeklone betaalbaar aan vakmanne op nagwerk vir nuusblaai.

Gebied.	Vakmanne nie elders genoem.	Voormanne, L.M.-bedieners, tweekleurperfekteer- en rolpersbedieners.	Bediener- werktuig- kundiges.
	Skaal 1.	Skaal 2.	Skaal 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	11 19 0	13 3 0	14 9 3
C.....	12 10 9	13 15 9	15 3 3
D.....	13 5 0	14 11 6	16 0 9
E.....	13 11 3	14 18 6	16 8 3
F.....	13 18 0	15 5 9	16 16 3
G.....	14 8 6	15 17 3	17 9 0
Ga.....	14 6 0	15 14 6	17 6 0
H.....	14 14 3	16 3 9	17 16 3

TABEL 3.

Weeklone betaalbaar aan bedieners van vrugtepapiermasjiene.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B.....	7 15 0	8 7 6
C.....	7 19 3	8 12 9
D.....	8 16 6	9 12 6
E.....	9 12 6	10 10 6
F.....	9 18 3	10 17 3
G.....	9 18 3	10 17 3
Ga.....	10 10 6	11 11 6
H.....	12 0 6	13 6 0

TABLE 4.

Weekly Wages Payable to Platen Pressmen and Litho Operatives.

Area.	Day Work.		Night Work.	
	£	s. d.	£	s. d.
B.....	6	9 6	7	0 0
C.....	6	13 0	7	4 3
D.....	7	7 6	8	0 9
E.....	8	0 9	8	15 9
F.....	8	5 6	9	1 6
G.....	8	5 6	9	1 6
Ga.....	8	15 9	9	13 3
H.....	10	0 9	11	2 0

When employed in terms of Section 25 (7) (d) (ii) Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 4.

Weeklone aan platpersdrukkers en litobediensers.

Gebied.	Dagwerk.		Nagwerk.	
	£	s. d.	£	s. d.
B.....	6	9 6	7	0 0
C.....	6	13 0	7	4 3
D.....	7	7 6	8	0 9
E.....	8	0 9	8	15 9
F.....	8	5 6	9	1 6
G.....	8	5 6	9	1 6
Ga.....	8	15 9	9	13 3
H.....	10	0 9	11	2 0

As platpersdrukkers ooreenkomstig klousule 25 (7) (d) (ii) indiens is, moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 5.

Weekly Wages Payable to Learner Platen Pressmen according to their experience on such work as assessed by the Standing Committee.

Area.	DAY WORK.			NIGHT WORK.		
	First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.	First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 16 3	4 7 0	5 7 3	4 5 0	4 16 6	5 17 6
C.....	3 19 9	4 11 6	5 11 0	4 9 3	5 0 9	6 1 3
D.....	4 17 9	5 9 0	6 8 6	5 7 6	5 19 0	6 19 3
E.....	5 0 0	5 13 6	6 12 3	5 10 0	6 3 9	7 3 3
F.....	5 5 0	5 16 0	6 12 3	5 15 3	6 6 0	7 11 9
G.....	5 0 0	5 13 6	7 0 0	5 10 0	6 3 9	7 11 9
Ga.....	5 9 9	6 8 6	7 12 9	6 0 6	6 19 3	8 7 0
H.....	6 0 0	6 17 0	7 15 9	6 10 6	7 8 6	8 10 3

When employed in terms of Section 25 (7) (d) (ii) Learner Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this Table.

TABEL 5.

Weeklone betaalbaar aan leerling-platpersdrukkers volgens hul ervaring van die soort werk, soos deur die Staande Komitee bepaal.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 16 3	4 7 0	5 7 3	4 5 0	4 16 6	5 17 6
C.....	3 19 9	4 11 6	5 11 0	4 9 3	5 0 9	6 1 3
D.....	4 17 9	5 9 0	6 8 6	5 7 6	5 19 0	6 19 3
E.....	5 0 0	5 13 6	6 12 3	5 10 0	6 3 9	7 3 3
F.....	5 5 0	5 16 0	7 0 0	5 15 3	6 6 0	7 11 9
G.....	5 0 0	5 13 6	7 0 0	5 10 0	6 3 9	7 11 9
Ga.....	5 9 9	6 8 6	7 12 9	6 0 6	6 19 3	8 7 0
H.....	6 0 0	6 17 0	7 15 9	6 10 6	7 8 6	8 10 3

As leerling-platpersdrukkers in diens is ooreenkomstig klousule 25 (7) (d) (ii), moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel genoem.

TABLE 6.

Weekly Wages Payable to Monotype Caster Attendants in accordance with their experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 18 3	4 2 6	4 6 6	4 13 6	4 17 9	5 5 3	5 9 3	6 8 3	6 16 9	6 16 9
C.....	4 2 6	4 6 6	4 11 0	4 17 9	5 5 3	5 10 9	5 13 0	6 11 9	7 0 3	7 0 3
D.....	4 13 6	5 4 9	5 9 3	5 16 3	6 2 6	6 7 6	6 11 6	7 4 3	7 13 0	7 16 0
E.....	4 16 6	5 6 9	5 13 0	6 0 0	6 5 6	6 11 0	6 15 6	7 11 3	8 10 6	8 10 6
F.....	5 0 9	5 11 6	5 16 9	6 2 6	6 7 6	6 15 6	7 4 9	7 19 3	8 15 9	8 15 9
G.....	4 16 6	5 6 9	5 13 0	6 0 0	6 7 6	6 15 6	7 4 9	7 19 3	8 15 9	8 15 9
Ga.....	5 0 9	5 17 3	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 13 0	9 7 0	9 7 0
H (males).....	5 11 6	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 2 3	8 5 3	9 15 0	10 14 6
H (females).....	5 11 6	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 2 3	8 10 6	8 15 9	8 15 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
B.....	£ s. d. 4 7 9	£ s. d. 4 11 6	£ s. d. 4 15 9	£ s. d. 5 3 0	£ s. d. 5 7 6	£ s. d. 5 15 3	£ s. d. 5 19 9	£ s. d. 6 19 0	£ s. d. 7 8 0	£ s. d. 7 8 0
C.....	4 11 6	4 15 9	5 0 3	5 7 6	5 15 3	6 1 0	6 3 6	7 2 6	7 12 6	7 12 6
D.....	5 3 0	5 14 3	5 19 9	6 6 0	6 13 6	6 17 9	7 2 6	7 17 0	8 10 6	8 10 6
E.....	5 7 0	5 16 9	6 3 3	6 11 0	6 16 0	7 2 0	7 7 0	8 5 3	9 7 0	9 7 0
F.....	5 10 9	6 2 3	6 7 6	6 13 6	6 17 9	7 7 0	7 17 0	8 14 0	9 13 3	9 13 3
G.....	5 7 0	5 16 9	6 3 3	6 11 0	6 17 9	7 7 0	7 17 0	8 14 0	9 13 3	9 13 3
Ga.....	5 10 9	6 7 6	6 17 9	7 7 0	7 17 0	8 5 3	8 14 0	9 10 3	10 6 3	10 6 3
H.....	6 2 3	6 17 9	7 7 0	7 17 0	8 5 3	8 14 0	8 17 6	9 1 3	10 15 3	11 18 0

TABLE 6.

Weeklone betaalbaar aan monotiepgietershulpe volgens ervaring.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
B.....	£ s. d. 3 18 3	£ s. d. 4 2 6	£ s. d. 4 8 6	£ s. d. 4 13 6	£ s. d. 4 17 9	£ s. d. 5 5 3	£ s. d. 5 9 3	£ s. d. 6 8 3	£ s. d. 6 16 9	£ s. d. 6 16 9
C.....	4 2 6	4 6 6	4 11 0	4 17 9	5 5 3	5 10 9	5 13 0	6 11 9	7 0 3	7 0 3
D.....	4 13 6	5 4 9	5 9 3	5 16 3	6 2 6	6 7 6	6 11 6	7 4 3	7 15 0	7 15 0
E.....	4 16 6	5 6 9	5 13 0	6 0 0	6 5 6	6 11 0	6 15 6	7 11 3	8 10 6	8 10 6
F.....	5 0 9	5 11 6	5 16 9	6 2 6	6 7 6	6 15 6	7 4 9	7 19 3	8 15 9	8 15 9
G.....	4 16 6	5 6 9	5 13 0	6 0 0	6 7 6	6 15 6	7 4 9	7 19 3	8 15 9	8 15 9
Ga.....	5 0 9	5 17 3	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 13 0	9 7 0	9 7 0
H (Mans).....	5 11 6	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 2 3	8 5 3	9 15 0	10 14 6
H (Vrouens).....	5 11 6	6 7 6	6 15 6	7 4 9	7 11 9	7 19 9	8 2 3	8 10 6	8 15 9	8 15 9

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
B.....	£ s. d. 4 7 9	£ s. d. 4 11 6	£ s. d. 4 15 9	£ s. d. 5 3 0	£ s. d. 5 7 6	£ s. d. 5 15 3	£ s. d. 5 19 9	£ s. d. 6 19 0	£ s. d. 7 8 0	£ s. d. 7 8 0
C.....	4 11 6	4 15 9	5 0 3	5 7 6	5 15 3	6 1 0	6 3 6	7 2 6	7 12 6	7 12 6
D.....	5 5 0	5 14 3	5 19 9	6 6 0	6 13 6	6 17 9	7 2 6	7 17 0	8 10 6	8 10 6
E.....	5 7 0	5 16 9	6 3 3	6 11 0	6 16 0	7 2 0	7 7 0	8 5 3	9 7 0	9 7 0
F.....	5 10 9	6 2 3	6 7 6	6 15 6	6 17 9	7 7 0	7 17 0	8 14 0	9 13 3	9 13 3
G.....	5 7 0	5 16 9	6 3 3	6 11 0	6 17 9	7 7 0	7 17 0	8 14 0	9 13 3	9 13 3
Ga.....	5 10 9	6 7 6	6 17 9	7 7 0	7 17 0	8 5 3	8 14 0	9 10 3	10 6 3	10 6 3
H.....	6 2 3	6 17 9	7 7 0	7 17 0	8 5 3	8 14 0	8 17 6	9 1 3	10 15 3	11 18 0

TABLE 7.

Weekly Wages Payable to Quarter Binders according to their experience as such.

Area.	DAY WORK.			NIGHT WORK.		Thereafter.
	First Year.	Second Year.	Thereafter.	First Year.	Second Year.	
B and C (females).....	£ s. d. 6 0 6	£ s. d. 6 16 9	£ s. d. 6 16 9	£ s. d. 6 11 3	£ s. d. 7 8 3	£ s. d. 7 8 3
B and C (males).....	6 19 9	7 12 0	7 12 0	7 11 6	8 6 3	8 6 3
D (females).....	6 8 6	7 3 3	7 3 3	6 19 3	7 16 0	7 16 0
D (males).....	7 6 3	8 0 9	8 0 9	7 19 3	8 15 9	8 15 9
E (females).....	6 12 3	7 3 3	7 3 3	7 3 3	7 16 0	7 16 0
E (males).....	7 6 3	8 0 9	8 0 9	7 19 3	8 15 9	8 15 9
F (females).....	7 0 0	7 10 6	7 10 6	7 11 9	8 4 0	8 4 0
F (males).....	7 13 0	8 5 6	8 5 6	8 7 3	9 1 6	9 1 6
G (females).....	7 0 0	7 10 6	7 10 6	7 11 9	8 4 0	8 4 0
G (males).....	7 13 0	8 5 6	8 5 6	8 7 3	9 1 6	9 1 6
Ga (females).....	7 12 9	8 3 0	8 3 0	8 7 0	8 18 9	8 18 9
Ga (males).....	8 5 6	8 15 9	8 15 9	9 1 6	9 13 3	9 13 3
H (females).....	7 15 9	8 3 0	8 5 6	8 10 3	8 18 9	9 1 6
H (males).....	8 5 6	9 3 0	10 0 9	9 1 6	10 1 6	11 2 0

The highest rate of wages specified in this Table for males shall be payable to operatives of manually operated cutting machines irrespective of sex.

TABEL 7.

Weeklone betaalbaar aan kwartobinders volgens ervaring as sulks.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
B en C (Vrouens).....	£ s. d. 6 0 6	£ s. d. 6 16 9	£ s. d. 6 16 9	£ s. d. 6 11 3	£ s. d. 7 8 3	£ s. d. 7 8 3
B en C (Mans).....	6 19 9	7 12 0	7 12 0	7 11 6	8 6 3	8 6 3
D (Vrouens).....	6 8 6	7 3 3	7 3 3	6 19 3	7 16 0	7 16 0
D (Mans).....	7 6 3	8 0 9	8 0 9	7 19 3	8 15 9	8 15 9
E (Vrouens).....	6 12 3	7 3 3	7 3 3	7 3 3	7 16 0	7 16 0
E (Mans).....	7 6 3	8 0 9	8 0 9	7 19 3	8 15 9	8 15 9
F (Vrouens).....	7 0 0	7 10 6	7 10 6	7 11 9	8 4 0	8 4 0
F (Mans).....	7 13 0	8 5 6	8 5 6	8 7 3	9 1 6	9 1 6
G (Vrouens).....	7 0 0	7 10 6	7 10 6	7 11 9	8 4 0	8 4 0
G (Mans).....	7 13 0	8 5 6	8 5 6	8 7 3	9 1 6	9 1 6
Ga (Vrouens).....	7 12 9	8 3 0	8 3 0	8 7 0	8 18 9	8 18 9
Ga (Mans).....	8 5 6	8 15 9	8 15 9	9 1 6	9 13 3	9 13 3
H (Vrouens).....	7 15 9	8 3 0	8 5 6	8 10 3	8 18 9	9 1 6
H (Mans).....	8 5 6	9 3 0	10 0 9	9 1 6	10 1 6	11 2 0

Die hoogste lone in hierdie tabel vir mans, moet betaalbaar wees aan bedieners van handsnymasjiene, ongeag hul geslag.

TABEL 8.

Weekly Wages Payable to General Assistants and to Solid Typesetters during their first four years of experience.

DAY WORK

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.*
B.....	£ s. d. 3 13 0	£ s. d. 3 16 3	£ s. d. 3 19 9	£ s. d. 4 7 0	£ s. d. 4 11 6	£ s. d. 4 18 3	£ s. d. 5 3 0	£ s. d. 5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.*
B.....	£ s. d. 4 1 6	£ s. d. 4 5 0	£ s. d. 4 9 3	£ s. d. 4 16 6	£ s. d. 5 0 9	£ s. d. 5 8 6	£ s. d. 5 13 0	£ s. d. 5 17 6
C.....	4 5 0	4 9 3	4 14 0	5 0 9	5 8 6	5 14 0	5 16 3	6 1 3
D.....	4 16 6	5 7 6	5 13 0	5 19 0	6 6 0	6 10 6	6 15 3	6 19 3
E.....	5 0 3	5 10 0	5 16 3	6 3 9	6 8 9	6 14 9	6 19 3	7 3 3
F.....	5 3 3	5 15 3	6 0 6	6 6 0	6 10 6	6 19 3	7 8 6	7 11 9
G.....	5 7 3	5 10 0	5 16 3	6 3 9	6 10 6	6 19 3	7 8 6	7 11 9
Ga.....	5 3 3	6 0 6	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0
H.....	5 15 3	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0	8 10 3

* General Assistants only. For continuation of scales for Solid Typesetters, see Table 9.

TABEL 8.

Weeklone aan algemene hulpe en platsetters gedurende die eerste vier jaar ervaring betaalbaar.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
B.....	£ s. d. 3 13 0	£ s. d. 3 16 3	£ s. d. 3 19 9	£ s. d. 4 7 0	£ s. d. 4 11 6	£ s. d. 4 18 3	£ s. d. 5 3 0	£ s. d. 5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

NAGWERK.

Gebied	Eerste ses maande	Tweede ses maande	Derde ses maande	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 1 6	4 5 0	4 9 3	4 16 6	5 0 9	5 8 6	5 13 0	5 17 6
C.....	4 5 0	4 9 3	4 14 0	5 0 9	5 8 6	5 14 0	5 16 3	6 1 3
D.....	4 16 6	5 7 6	5 13 0	5 19 0	6 6 0	6 10 6	6 15 3	6 19 3
E.....	5 0 3	5 10 0	5 16 3	6 3 9	6 8 9	6 14 9	6 19 3	7 3 3
F.....	5 3 3	5 15 3	6 0 6	6 6 0	6 10 6	6 19 3	7 8 6	7 11 9
G.....	5 7 3	5 10 0	5 16 3	6 3 9	6 10 6	6 19 3	7 8 6	7 11 9
Ga.....	5 3 5	6 0 6	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0
H.....	5 15 3	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0	8 10 3

* Slegs algemene hulpe. Sien Tabel 9 vir vervolg van skale vir platsetters.

TABLE 9.

Weekly Wages Payable to Solid Typesetters after four years of experience.

DAY WORK.

Area.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.
B.....	6 1 0	6 9 9	6 9 9
C.....	6 4 9	6 13 0	6 13 0
D.....	6 17 0	7 7 6	7 7 6
E.....	7 3 3	8 0 9	8 0 9
F.....	7 10 6	8 5 6	8 5 6
G.....	7 10 6	8 5 6	8 5 6
Ga.....	8 3 0	8 15 9	8 15 9
H (males).....	7 16 0	9 3 0	10 0 9
H (females).....	8 0 9	8 5 6	8 5 6

NIGHT WORK.

Area.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.
B.....	6 11 9	7 0 3	7 0 3
C.....	6 15 3	7 4 3	7 4 3
D.....	7 8 6	8 0 9	8 0 9
E.....	7 16 0	8 15 9	8 15 9
F.....	8 4 0	9 1 6	9 1 6
G.....	8 4 0	9 1 6	9 1 6
Ga.....	8 18 9	9 13 3	9 13 3
H (males).....	8 10 6	10 1 6	11 2 0
H (females).....	8 15 9	9 1 6	9 1 6

TABLE 9.

Weekloon betaalbaar aan platsetters na vier jaar ervaring,

DAGWERK.

Gebied.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.
B.....	6 1 0	6 9 9	6 9 9
C.....	6 4 9	6 13 0	6 13 0
D.....	6 17 0	7 7 6	7 7 6
E.....	7 3 3	8 0 9	8 0 9
F.....	7 10 6	8 5 6	8 5 6
G.....	7 10 6	8 5 6	8 5 6
Ga.....	8 3 0	8 15 9	8 15 9
H (Mans).....	7 16 0	9 3 0	10 0 9
H (Vrouens).....	8 0 9	8 5 6	8 5 6

NAGWERK.

Gebied.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.
B.....	6 11 9	7 0 3	7 0 3
C.....	6 15 3	7 4 3	7 4 3
D.....	7 8 6	8 0 9	8 0 9
E.....	7 16 0	8 15 9	8 15 9
F.....	8 4 0	9 1 6	9 1 6
G.....	8 4 0	9 1 6	9 1 6
Ga.....	8 18 9	9 13 3	9 13 3
H (Mans).....	8 10 6	10 1 6	11 2 0
H (Vrouens).....	8 15 9	9 1 6	9 1 6

TABLE 10.

Weekly Wages Payable to Paperbag-making and Papersack-making Assistants according to their experience in the Industry.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	4 13 9	5 5 0	5 13 6	6 3 0	6 3 0	6 6 6
H.....	5 0 0	5 9 9	5 16 0	6 5 9	6 9 3	6 12 6

NIGHT WORK

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	5 3 3	5 15 3	6 3 9	6 14 0	6 14 0	6 17 3
H.....	5 10 0	6 0 6	6 6 0	6 16 6	6 19 9	7 3 6

TABEL 10.

Weeklone betaalbaar aan kardoersvervaardiging- en papiersakvervaardigingshulpe volgens hul ervaring in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Alle gebiede behalwe H.....	4 13 9	5 5 0	5 13 6	6 3 0	6 3 0	6 6 6
H.....	5 0 0	5 9 9	5 16 0	6 5 9	6 9 3	6 12 6

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
Alle gebiede behalwe H.	£ s. d. 5 3 3	£ s. d. 5 15 3	£ s. d. 6 3 9	£ s. d. 6 14 0	£ s. d. 6 14 0	£ s. d. 6 17 3
H.	5 10 0	6 0 6	6 6 0	6 16 6	6 19 9	7 3 6

TABLE 11.

Weekly Wages Payable to Envelope Punchers according to their experience as such.

DAY WORK.

Area.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E.	6 12 3	7 7 9	8 0 9
F.	7 0 0	7 13 9	8 5 6
G.	7 0 0	7 13 9	8 5 6
Ga.	7 12 9	8 4 9	8 15 9
H.	7 15 6	8 18 6	10 0 9

NIGHT WORK.

Area.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E.	7 3 3	8 1 0	8 15 9
F.	7 11 9	8 8 0	9 1 6
G.	7 11 9	8 8 0	9 1 6
Ga.	8 7 0	9 0 9	9 13 3
H.	8 10 0	9 16 6	11 2 0

TABEL 11.

Weeklone aan koevertponsers betaalbaar volgens hul ervaring as sulks.

DAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E.	6 12 3	7 7 9	8 0 9
F.	7 0 0	7 13 9	8 5 6
G.	7 0 0	7 13 9	8 5 6
Ga.	7 12 9	8 4 9	8 15 9
H.	7 15 6	8 18 6	10 0 9

NAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E.	7 3 3	8 1 0	8 15 9
F.	7 11 9	8 8 0	9 1 6
G.	7 11 9	8 8 0	9 1 6
Ga.	8 7 0	9 0 9	9 13 3
H.	8 10 0	9 16 6	11 2 0

TABLE 12.

Weekly Wages Payable to Drivers of Motor Vehicles.

Area.	Less than One Ton.	One Ton and Over but Less than Three Tons.	Three Tons.	Over Three Tons but not More than Five Tons.	Over Five Tons but not Exceeding Seven Tons.	Over Seven Tons.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G.	7 17 0	8 8 6	—	9 4 6	10 4 6	—
H.	7 17 0	8 8 6	8 12 0	8 19 6	9 14 6	10 14 6

Trailers 2s. 6d. per diem or maximum of 10s. per week.

Area.	With Pay Load of 16,001 lb. and Over.	With Pay Load of 12,001 to 16,000 lb.	With Pay Load of 10,001 to 12,000 lb.	With Pay Load of 8,001 to 10,000 lb.	With Pay Load of 6,001 to 8,000 lb.	All Other Vehicles with a Pay Load of Less than 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.	10 14 6	10 4 6	9 4 6	8 14 6	8 8 6	7 17 0

Trailers, 12s. 6d. per week in respect of each trailer.

TABEL 12.

Weeklone aan motorvoertuigbestuurders betaalbaar.

Gebied.	Minder as een ton.	Van een tot drie ton.	Drie ton.	Van drie ton en nie meer as vyf ton.	Meer as vyf ton en hoogstens sewe ton.	Meer as sewe ton.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G.	7 17 0	8 8 6	—	9 4 6	10 4 6	—
H.	7 17 0	8 8 6	8 12 0	8 19 6	9 14 6	10 14 6

Sleepwaens, 2s. 6d. per dag, of 'n maksimum van 10s. per week.

Gebied.	Met vraggrems van 16,001 lb. en meer.	Met vraggrems van 12,001 lb. tot 16,000 lb.	Met vraggrems van 10,001 lb. tot 12,000 lb.	Met vraggrems van 8,001 lb. tot 10,000 lb.	Met vraggrems van 6,001 lb. tot 8,000 lb.	Alle ander voertuie met vraggrems van minder as 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.	10 14 6	10 4 6	9 4 6	8 14 6	8 8 6	7 17 0

Sleepwaens, 12s. 6d. per week ten opsigte van elke sleepwa.

7. AUTOMATIC ADJUSTMENT OF WAGE RATES AND IRREDUCIBLE MINIMUM WAGE RATES.

(1) (a) The minimum wage rates specified in Tables 1 to 26 and section 38 (1) (a) of this Agreement shall be payable whilst the retail price index number remains at or above 1878 but below 1898 and in view of the provisions of this section shall be deemed to be inclusive of cost of living allowance.

(b) For each 20 points by which the retail price index number may rise—the figure 1878 being taken as the present basis—the wage rates specified in Tables 1 to 26 and section 38 (1) (a) shall be increased in accordance with the following procedure. Similarly for each 20 points, or those portions of each such 20 points (regarded as one unit and, therefore, justifying only one decrease) by which such retail price index number may fall, such wage rates shall be decreased as follows:—

(i) Rates set out in:—

	Amount of increase or decrease as the case may be.
	s. d.
Table 1, Scale 1 and Table 17.....	2 6
Table 1, Scales 3 and 5.....	2 9
Table 2, Scale 1.....	2 9

(ii) The adjusted minimum wage rates payable in terms of section 6 read with Scales 2, 4, 6 and 7 of Table 1 and Scales 2 and 3 of Table 2 shall be calculated to the nearest threepence in the following manner:—

Table 1, Scale 2.

Rates payable in terms of Scale 1 of Table 1, after having been adjusted in terms of this section, plus 10 per cent of such rates.

Table 1, Scale 4.

Rates payable in terms of Scale 3 of Table 1, after having been adjusted in terms of this section, plus 10 per cent of such rates.

Table 1, Scale 6.

Rates payable in terms of Scale 5 of Table 1, after having been adjusted in terms of this section, plus 10 per cent of such rates.

Table 1, Scale 7.

Rates payable in terms of Scale 6 of Table 1, after having been adjusted in terms of this section, plus 10 per cent of such rates.

Table 2, Scale 2.

Rates payable in terms of Scale 1 of Table 2, after having been adjusted in terms of this section, plus 10 per cent of such rates.

Table 2, Scale 3.

Rates payable in terms of Scale 2 of Table 2, after having been adjusted in terms of this section, plus 10 per cent of such rates.

(iii) The amounts by which the wage rates set out in Tables 3 to 16 and 18 to 26 shall be increased or decreased in accordance with the provisions of this section shall be as follows:—

Weekly wage rate payable at time when adjustment is necessary.	Amount of increase or decrease as the case may be.
	s. d.
30s. or less.....	1 0
Over 30s. but not exceeding 40s.....	1 3
Over 40s. but not exceeding 50s.....	1 6
Over 50s. but not exceeding 60s.....	1 9
Over 60s. but not exceeding 70s.....	2 0
Over 70s. but less than rate specified in Scale 1 of Table 1.....	2 3

(iv) The amounts by which the wage rates set out in section 38 (1) (a) shall be increased or decreased in accordance with the provisions of this section shall be as follows:—

Weekly wage payable at time when adjustment is necessary.	Amount of increase or decrease as the case may be.
	s. d.
40s.....	1 3
Over 40s.....	1 6

(c) All the adjustments mentioned in this section shall become operative on the first day of the second month following the quarter in respect of which the retail price index number has been calculated.

7. OUTOMATIESE AANPASSING VAN LOONSKALE EN ONVERMINDERBARE MINIMUM LOONSKALE.

1. (a) Die minimum loonskale wat in tabelle 1 tot 26 en klousule 38 (1) (a) van hierdie Ooreenkoms voorgeskryf word, is betaalbaar terwyl die kleinhandelprysindeks op of bokant 1878 maar onder 1898 staan en moet met die oog op die bepalings van hierdie klousule beskou word dat dit lewenskostoeloes insluit.

(b) Vir elke 20 punte waarmee die kleinhandelprysindeks kan styg—die syfer 1878 as die huidige basis geneem—moet die loonskale van Tabele 1 tot 26 en klousule 38 (1) (a) ooreenkomstig ondergenoemde prosedure verhoog word. Desgelyks moet sulke loonskale as volg verminder word ten opsigte van elke 20 punte, of dié gedeeltes van elke 20 punte (as een eenheid beskou en derhalwe regverdiging vir slegs een vermindering) waarby die kleinhandelprysindeks kan daal:—

(i) Loonskale in:—

	Vermeerdering of vermindering, al na die geval.
	s. d.
Tabel 1, Skaal 1 en Tabel 17.....	2 6
Tabel 1, Skale 3 en 5.....	2 9
Tabel 2, Skaal 1.....	2 9

(ii) Die aangepaste minimum loonskale betaalbaar ingevolge klousule 6 gelees tesame met Skale 2, 4, 6 en 7 van Tabel 1 en Skale 2 en 3 van Tabel 2 moet as volg bereken word:—

Tabel 1, Skaal 2.

Lone betaalbaar ingevolge Skaal 1 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

Tabel 1, Skaal 4.

Lone betaalbaar ingevolge Skaal 3 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

Tabel 1, Skaal 6.

Lone betaalbaar ingevolge Skaal 5 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

Tabel 1, Skaal 7.

Lone betaalbaar ingevolge Skaal 6 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

Tabel 2, Skaal 2.

Lone betaalbaar ingevolge Skaal 1 van Tabel 2, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

Tabel 2, Skaal 3.

Lone betaalbaar ingevolge Skaal 2 van Tabel 2, nadat dit kragtens hierdie klousule aangepas is, plus 10 persent van die lone.

(iii) Die bedrae waarby loonskale van Tabele 3 tot 16 en 18 tot 26 ingevolge die bepalings van hierdie klousule vermeerder of verminder moet word, is soos volg:—

Weekloon betaalbaar wanneer aanpassing ingevolge hierdie artikel nodig is.	Bedrag van vermeerdering of vermindering, al na die geval.
	s. d.
30s. of minder.....	1 0
Oor 30s. maar nie meer as 40s.....	1 3
Oor 40s. maar nie meer as 50s.....	1 6
Oor 50s. maar nie meer as 60s.....	1 9
Oor 60s. maar nie meer as 70s.....	2 0
Oor 70s. maar minder as die loon van Skaal 1, Tabel 1.....	2 3

(iv) Die bedrae waarby die lone in klousule 38 (1) (a) aangegee, vermeerder of verminder moet word, ooreenkomstig die bepalings van hierdie klousule, moet soos volg wees:—

Weekloon betaalbaar wanneer aanpassings nodig is.	Vermeerdering of vermindering, al na die geval.
	s. d.
40s.....	1 3
Oor 40s.....	1 6

(c) Al die aanpassings wat in hierdie klousule aangedui word, word van krag op die eerste dag van die tweede maand na die kwartaal ten opsigte waarvan die kleinhandelprysindeks bereken is.

(2) Notwithstanding anything contained in sub-section (1), the minimum wage rates payable in any particular area in terms of section 6 read with Tables 1 to 26 of this Agreement, shall not be less than the amounts specified for that area in the tables mentioned when, after adjustments in terms of sub-section (1) of this section by units of 2s. 6d., or portions of such units, the wage rate for that area in Scale 1 of Table 1 is as follows:—

Area.	Scale 1.
	£ s. d.
B.....	7 7 6
C.....	7 19 0
D.....	8 3 0
E.....	8 10 0
F.....	8 16 0
G.....	9 7 0
Ga.....	9 7 0
H.....	9 12 6

Should the retail price index number fall below the figure on which any such wage rate is based and subsequently rise, no increase shall become effective in terms of this section for that area unless and until such retail price index number reaches a figure 20 points above the figure on which such wage rate is based.

(3) Notwithstanding anything contained in sub-section (1), the minimum wage rates payable in terms of section 38 (1) (a) of this Agreement shall not be less than £2 per week. Should the retail price index number fall below the figure on which this irreducible minimum wage rate of £2 per week is based and subsequently rise, no increase shall become effective in terms of sub-section (1) unless and until such retail price index number reaches a figure 20 points above the figure on which such irreducible minimum wage rate is based.

8. DIFFERENTIAL RATES AND RATIO.

(1) (a) An employer shall pay an employee who, through an emergency or any other cause, performs work which by virtue of the provisions of this Agreement he is not qualified to perform, or which should be performed by another class of employee, the rate of wages, for the whole day on which such work is performed, which is prescribed to be payable hereinbefore to the employee qualified or entitled to perform the said class of work.

(b) An employer shall pay an employee who performs work usually performed by another class of employee for which wages are prescribed by this Agreement in excess of the wages which such former employee ordinarily receives, the higher rate of wages for the whole day during which such work is performed.

NOTE.—The payment of wages to an employee at a higher rate than he would ordinarily be entitled to receive does not permit an employer to ignore the provisions of sections 25, 31 and 36 of this Agreement.

(2) (a) One in every five or portion of five of each of the following classes of employees, employed in any establishment in any particular area, shall be paid at not less than the highest rate of wages prescribed for the class of employee concerned in that area:—

General assistants; fibre container assistants; paper-sack and paper-bag making assistants; corrugated board and container assistants and screen preparers (manuel);

provided that general assistants in respect of whom exemptions have been issued, authorising such employees to do the work of journeymen, litho operatives or platen pressmen, shall not be regarded as general assistants for the purposes of this sub-section. In determining the ratio solid typesetters shall be included, however.

(b) Not less than one in every three employees employed solely on making ready on and operating or supervising the operation of platen machines shall be paid at not less than the rate of wages prescribed for platen pressmen in the area concerned.

9. APPRENTICES AND MINORS.

(1) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship, a cost of living allowance at not less than the following weekly rates shall be paid to him by his employer:—

(a) Apprentices whose contracts were registered on or before the 30th June, 1953:—

Wage Rate stated in Contract.	Areas D, E, F, G, Ga and H.	Areas B and C.
	£ s. d.	£ s. d.
30s. per week or less.....	2 6 0	2 4 0
Over 30s. but not more than 40s. per week	2 17 6	2 15 0
Over 40s. but not more than 50s. per week	3 9 0	3 6 0
Over 50s. but not more than 60s. per week	4 0 6	3 17 0
Over 60s. but not more than 70s. per week	4 12 0	4 8 0
Over 70s. but less than journeyman's rate	5 3 6	4 19 0

(2) Nieteenstaande enigiets in klousule (1) mag die minimum loonskaal betaalbaar in 'n besondere gebied ingevolge klousule 6 gelees tesame met Tabele 1 tot 26 van hierdie Ooreenkoms, nie minder wees as die bedrae genoem vir daardie gebied nie wanneer die loonskaal vir daardie gebied in Skaal 1 van Tabel 1, nadat aanpassing ingevolge klousule (1) van hierdie klousule volgens eenhede van 2s. 6d. of gedeeltes van sulke eenhede plaasgevind het, as volg is:—

Gebied.	Skaal 1.
	£ s. d.
B.....	7 7 6
C.....	7 19 0
D.....	8 3 0
E.....	8 10 0
F.....	8 16 0
G.....	9 7 0
Ga.....	9 7 0
H.....	9 12 6

As die kleinhandelprysindeks, soos omskryf, onderkant die syfer daal waarop 'n loonskaal gebaseer word en later styg, word geen vermeerdering ingevolge hierdie klousule vir daardie gebied van krag nie, tensy en totdat die kleinhandelprysindeks 'n kerf 20 punte bo die syfer bereik waarop die loonskaal gebaseer is.

(3) Nieteenstaande enigiets in subartikel (1) moet die minimum lone wat kragtens subklousule 38 (1) (a) van hierdie Ooreenkoms betaalbaar is, minstens £2 per week wees. As die kleinhandelprysindeks, soos omskryf, tot onder die syfer waarop onverminderbare minimum loon van £2 per week gebaseer is, daal en later styg, word geen vermeerdering ingevolge subklousule (1) van krag nie, tensy en totdat die kleinhandelprysindeks 'n syfer bereik wat 20 punte bo die syfer is waarop die onverminderbare minimum loonskaal gebaseer is.

8. DIFFERENSIËLE LONE EN GETALLEVERHOUDING.

(1) (a) 'n Werkgewer moet 'n werknemer, wat as gevolg van noodgeval of om enige ander rede, werk verrig wat hy ingevolge die bepalings van hierdie Ooreenkoms nie gekwalifiseer is om te verrig nie, of wat deur 'n ander klas werknemer verrig behoort te word, vir die hele dag waarop sodanige werk verrig word, betaal teen die loonskaal hierin tevore voorgeskryf as betaalbaar aan die werknemer wat gekwalifiseer of geregig is om genoemde soort werk te verrig.

(b) 'n Werkgewer moet 'n werknemer, wat werk verrig wat gewoonlik deur 'n ander klas werknemer verrig word, en waarvoor in hierdie Ooreenkoms hoër lone as wat sodanige eersgenoemde werknemer gewoonlik ontvang, voorgeskryf is, vir die hele dag waarop sodanige werk verrig word betaal teen die hoër loon en wat vir genoemde klas werknemer voorgeskryf is.

OPMERKING.—Die betaling van lone aan 'n werknemer teen 'n hoër tarief as dié waartoe hy onder gewone omstandighede geregig sou gewees het om te ontvang, stel 'n werkgewer nie vry om die bepalings van klousules 25, 31 en 36 van hierdie Ooreenkoms te verontagsaam nie.

(2) (a) Aan een uit elke vyf of gedeelte van vyf van ondergenoemde klasse werknemers in diens in 'n inrigting in 'n besondere gebied moet die hoogste lone voorskryf vir die betrokke klas werknemer in dié gebied betaal word:—

Algemene hulpe; veselhouterhulpe; hulpe by papierkardoece en papiersakke; hulpe by riffelbord en riffelhouters (hand).

Met dien verstande dat drukkershulpe ten opsigte van wie vrystellings uitgereik is om sulke werknemers te magtig om die werk van vakmanne of platpersmanne te verrig, nie beskou moet word as drukkershulpe vir die doeleindes van hierdie subklousule nie. Platsetters moet egter ingesluit word by die berekening van die getalleverhouding.

(b) Minstens een uit elke drie werknemers wat uitsluitlik in diens is by toestelwerk en by die bediening van of toesig hou oor platperse moet betaal word teen minstens die loonskaal wat in dié betrokke gebied vir platpersdrukkers voorgeskryf word.

9. VAKLEERLINGE EN MINDERJARIGES.

(1) Benewens die loon wat aan 'n vakleerling ingevolge die bepalings van sy leerkontrak betaalbaar is, moet 'n lewenskoste-toelae van minstens onderstaande weekskaal deur sy werkgewer aan hom betaal word:—

(a) Vakleerlinge wie se kontrakte op of voor 30 Junie 1953 geregistreer is:—

Loonskaal in kontrak genoem.	Gebiede D, E, F, G, Ga en H.	Gebiede B en C.
	£ s. d.	£ s. d.
30s. per week of minder.....	2 6 0	2 4 0
Oor 30s. maar nie meer as 40s. per week	2 17 6	2 15 0
Oor 40s. maar nie meer as 50s. per week	3 9 0	3 6 0
Oor 50s. maar nie meer as 60s. per week	4 0 6	3 17 0
Oor 60s. maar nie meer as 70s. per week	4 12 0	4 8 0
Oor 70s. maar nie minder as die loonskaal vir vakmanne.....	5 3 6	4 19 0

(b) All other apprentices:—

Area.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	1 7 4	1 7 3	1 18 9	2 6 1	2 6 6
C.....	1 6 6	1 5 10	1 18 10	2 16 11	2 16 1
D.....	1 9 1	1 19 10	2 13 2	3 1 8	3 1 5
E.....	1 9 0	2 1 0	2 13 9	3 1 6	3 13 3
F.....	1 9 6	2 0 2	2 15 11	3 15 4	3 15 8
G and Ga.....	1 8 9	2 0 11	2 14 1	3 15 1	3 14 10
H.....	2 0 7	2 0 3	3 8 4	4 11 7	3 17 3

(b) Alle ander vakleerlinge:—

Gebied.	Eerste jaar.	Tweede jaar.	Derde jaar.	Vierde jaar.	Vyfde jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	1 7 4	1 7 3	1 18 9	2 6 1	2 6 6
C.....	1 6 6	1 5 10	1 18 10	2 16 11	2 16 1
D.....	1 9 1	1 19 10	2 13 2	3 1 8	3 1 5
E.....	1 9 0	2 1 0	2 13 9	3 1 6	3 13 3
F.....	1 9 6	2 0 2	2 15 11	3 15 4	3 15 8
G en Ga.....	1 8 9	2 0 11	2 14 1	3 15 1	3 14 10
H.....	2 0 7	2 0 3	3 8 4	4 11 7	3 17 3

Any period of remission from the normal period of apprenticeship granted in respect of an apprentice shall for the purpose of this sub-section be deemed to be a period of apprenticeship served by that apprentice.

The cost of living allowances payable in terms of paragraphs (a) and (b) of this sub-section shall be increased or decreased in accordance with the procedure set out in section 7 (1) (b) (iii) of this Agreement. For the purposes of that sub-section the wage payable in terms of the apprentice's contract shall be deemed to be the weekly wage rate payable at the time when the adjustment is necessary.

(2) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship and the cost of living allowance mentioned in sub-section (1), an employer, who employs an apprentice on night work, shall pay to such apprentice an amount of 10 per cent of his total weekly remuneration, if employed on jobbing work, or 15 per cent of his total weekly remuneration, if employed on the production of a newspaper.

(3) Upon completion of his contract of apprenticeship the employee concerned becomes a journeyman, and his employment by the employer with whom his apprenticeship has been served may not be terminated by either party (except for reasons justifying summary cancellation of the contract of employment) until he has worked for a minimum period of eight weeks for the employer concerned as a journeyman at the wages payable to journeymen. In case short time is being worked in his department at the time of completion of his contract, the above period shall be extended to the equivalent of eight full weeks.

(4) An employer may require a journeyman, as part of his ordinary duties to instruct, and such employee shall so instruct, any apprentices in the same designated trade as such journeyman in the employment of such employer, so as to render such apprentices proficient in their trade. It shall be the duty of the employer to provide adequate facilities and time for such journeyman to give such training. No premium shall be charged or accepted by an employer for the training of an employee.

(5) An employer shall not employ any person under the age of sixteen years in a technical or mechanical capacity in the industry.

10. PIECE-WORK AND INCENTIVE SCHEMES.

(1) The giving out by employers and the performance by employees of piece-work and task work is prohibited.

(2) Notwithstanding anything contained in sub-section (1) of this section or section 25 (4) (c), it shall be permissible for any employer to set up a joint production committee, consisting of representatives of the management and members appointed by the chapel concerned, in order to eliminate wasteful methods of production and reduce costs in his establishment. Should any such committee desire to introduce any scheme which provides an incentive to improved production, such scheme shall be submitted for approval by the Standing Committee, after reference to the Joint Honorary Secretaries of the Council, before being put into operation.

11. PAYMENT OF REMUNERATION.

(1) *Employees other than Casual Employees.*—Remuneration shall become due and be paid weekly not later than the normal closing time on the pay day of the firm concerned.

(2) *Casual Employees.*—A casual employee shall be paid his remuneration on termination of his contract of employment.

(3) An employer shall ensure that the amount due to each employee is handed over to that employee in a sealed envelope which indicates—

- the date on which the payment is made;
- the name of the employee;
- the amount due for ordinary time;
- the amount due for overtime;
- authorised deductions, if any; and
- the net amount due.

Vir die toepassing van hierdie subklousule moet alle tydperke van vryskelding van die gewone leertyd wat aan 'n vakleerling toegestaan word, beskou word as 'n leertyd wat deur dié vakleerling gedien is.

Die lewenskosteotelaë wat ooreenkomstig paragrawe (a) en (b) van hierdie subklousule betaalbaar is, moet vermeerder of verminder word ooreenkomstig die handelwyse verduidelik in klousule 7 (1) (b) (iii) van hierdie Ooreenkoms. Vir die toepassing van daardie subklousule moet die loon wat ingevolge 'n vakleerling se kontrak betaalbaar is, beskou word as die weekloon wat betaalbaar is op die tydstip wanneer die aanpassing nodig is.

(2) Benewens die lone wat ingevolge sy leerkontrak en die lewenskosteotelaë in subklousule (1) genoem, betaalbaar is, moet 'n werkgewer wat 'n vakleerling op nagwerk diens laat doen, dié vakleerling 'n bedrag van 10% van sy totale weekloon betaal as hy stukwerk doen, of 15% van sy totale weekloon as hy diens doen in verband met die uitgee van 'n nuusblad.

(3) Na voltooiing van 'n vakleerlingkontrak, moet 'n werknemer as 'n vakman beskou word, en (behalwe om redes wat onmiddellike ontslag regverdig) mag sy diens by die werkgewer waar hy as vakleerling gedien het, deur geen van beide partye beëindig word, tot hy vir 'n tydperk van minstens agt weke as vakman vir die betrokke werkgewer gewerk het teen die loon betaalbaar aan vakmanne. Ingeval by die voltooiing van sy kontrak in sy afdeling korttyd gewerk word, moet bovermelde tydperk verleng word tot dit gelykstaan met agt volle weke.

(4) 'n Werkgewer kan van 'n vakmanwerknemer vereis om as deel van sy gewone werk onderrig te gee, en die werknemer moet vakleerlinge in dieselfde aangewese vak as waarvoor die vakman by die werkgewer in diens is, onderrig om die betrokke vakleerlinge in hulle vak bekwaam te maak. Die werkgewer is verplig om sulke vakmanne voldoende geleentheid en tyd vir die onderrig te gee. Die werkgewer mag nie vir die opleiding van 'n werknemer 'n premie bereken of aanneem nie.

(5) 'n Werkgewer mag geen persoon onder die ouderdom van sesien jaar in 'n tegniese of meganiese hoedanigheid in die nywerheid in diens neem nie.

10. STUKWERK EN AANSPORINGSKEMAS.

(1) Stukwerk en taakwerk mag nie deur werkgewers uitgegee of deur werknemers uitgevoer word nie.

(2) Nieteenstaande enigiets in subklousule (1) van hierdie klousule en klousule 25 (4) (c) mag 'n werkgewer 'n gesamentlike produksiekomitee, bestaande uit verteenwoordigers van die bestuur en lede deur die betrokke kapel in die lewe roep met die doel om verkunstende produksiemetodes uit te skakel en dié bedryfskoste van sy inrigting te verminder. As so 'n komitee verlang om 'n skema in te voer wat aanspooring vir verhoogde produksie beoog, moet so 'n skema vir goedkeuring aan die Staande Komitee voorgelê word, na verwysing na die Gesamentlike Eresekretaris van die Raad, voordat dit in werking gestel word.

11. BETALING VAN BESOLDIGING.

(1) *Werknemers, behalwe los werknemers.*—Besoldiging is verskuldig en moet weekliks op of voor die gewone sluitingstyd betaal word op die betaaldag van die betrokke firma.

(2) *Los werknemers.*—'n Los werknemer moet sy besoldiging by beëindiging van dienskontrak betaal word.

(3) 'n Werkgewer moet seker maak dat die bedrag wat aan elke werknemer verskuldig is, aan die werknemer oorhandig word in 'n verseëlde koevert waarop geskryf staan—

- die datum waarop die betaling gedoen word;
- die naam van die werknemer;
- die bedrag verskuldig vir gewone tyd;
- die bedrag verskuldig vir oortyd;
- gemagtigde aftrekkings (as daar is);
- die netto bedrag verskuldig.

The provisions of this sub-section shall not apply where alternative arrangements approved by the Standing Committee have been made by an employer.

(4) No deduction or set-off of any description, other than the following, shall be made or allowed from the remuneration due to an employee:—

- (a) Where an employee is absent from work on days other than paid holidays provided under sections 14 and 41 of this Agreement, a pro rata amount for the period of such absence.
- (b) With the written consent of the employee, deductions for holiday, sick or pension funds, insurance premiums, savings schemes, repayment of loans by his employer, contributions to the funds of a trade union or medical aid society registered by the Standing Committee in terms of section 18 (4) hereof, or any other deduction approved of by the Local Branch Secretary of the Trade Union in writing.
- (c) Contributions payable by the employee to the funds of the Council.
- (d) Any amount paid by an employer compelled by legal process to make payment on behalf of an employee.
- (5) An employer shall not give, and an employee shall not accept, any consideration for employment other than money.

12. HOURS OF WORK.

(1) The ordinary hours of work of employees covered by the terms of Chapters 2, 3, 4 and 5 of this Agreement shall be 40 hours per week and the wage rates specified therein shall be regarded as the minimum payment for such ordinary hours of work. Any time worked in excess of 40 hours per week shall be paid for in accordance with the provisions of section 13 of this Agreement.

(2) An employer shall arrange the weekly working hours of employees on day work in his establishment to commence not earlier than 7 a.m. on any day and to finish not later than 6 p.m. on five days, and not later than 12 noon on one day in any one week; provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off, or one whole day per fortnight, may be substituted for one afternoon off by arrangement with the Chapel; and provided further, that the normal working hours, excluding meal times, in any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed 9 hours.

(3) An employer shall arrange the working hours on all days on which the working time exceeds five hours so as to allow for a break of at least one hour between the hours of 12 noon and 2 p.m. No employee may work, nor may an employer ask an employee to work, for a continuous period of more than five hours without a break of at least one hour; provided that, for this purpose work interrupted by breaks of less than one hour shall be deemed to be continuous. An employer shall not require or permit a female employee to work between 6 o'clock p.m. and 6 o'clock a.m., or after 1 o'clock p.m. on more than five days in any calendar week.

(4) Employees who perform work on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 7 a.m. on the next, shall be classed as night workers. Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorise a schedule of working hours for the employees concerned.

(5) Engineers and other employees on maintenance, whose duties require that they should work on Sundays, may be authorised by an exemption certificate issued by the Local Joint Board or where no Joint Board exists, by the Standing Committee, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours worked on Sunday in excess of the hours so stipulated shall be treated as falling within the terms of section 13 of this Agreement.

(6) An employer who requires any of his employees to work short time shall arrange the method of application of same with the Chapel. Where no Chapel exists, the employer shall give the employees at least twelve working hours' notice when required to work short time. An employer shall pay to any employee working short time not less than twenty-four hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit work in a special emergency.

(8) An employer who proposes to employ an employee on night work, other than for the production of a newspaper, shall advise the Joint Board concerned or the Standing Committee, where no such Joint Board exists, of his intention to do so.

Die bepalings van hierdie subklousule is nie van toepassing waar ander reëlings, deur die Staande Komitee goedgekeur, deur 'n werkgewer getref is nie.

(4) Geen aftrekking of korting van watter aard ook al, behalwe onderstaande, kan van die besoldiging wat aan 'n werknemer verskuldig is, gedoen word nie:—

- (a) As 'n werknemer op ander dae as betaalde vakansiedae wat kragtens klousules 14 en 41 van hierdie Ooreenkoms genoem word, van die werk afwesig is, 'n pro rata bedrag vir die tydperk van afwesigheid aftrek.
- (b) Met skriftelike toestemming van die werknemer, aftrekkings vir verlof-, siekte- of pensioenfondse, assurantiep premies, spaarfondse, terugbetaling van lenings deur sy werkgewer, bydraes tot die fonds van 'n vakvereniging of mediese hulpvereniging geregistreer by die Staande Komitee, kragtens klousule 18 (4) hiervan, of enige ander aftrekkings skriftelik goedgekeur deur die vakvereniging plaaslike taksekretaris.
- (c) Bydraes betaalbaar deur die werknemer aan die fondse van die Raad.
- (d) Enige bedrag deur 'n werkgewer betaal wat by wet gedwing is om betaling namens 'n werknemer te doen.
- (5) 'n Werkgewer mag geen vergoeding vir diens behalwe geld gee nie, en 'n werknemer mag geen ander vergoeding aanneem nie.

12. WERKURE.

(1) Die gewone werkure van werknemers wat deur hoofstukke 2, 3, 4 en 5 van hierdie Ooreenkoms gedek word, is 40 uur per week en die lone wat daarin bepaal word, moet beskou word as die minimum betaling vir dié gewone werkure en vir 'n oorskryding van 40 uur per week moet 'n loon in ooreenstemming met die bepalings van klousule 13 van hierdie Ooreenkoms betaal word.

(2) 'n Werkgewer moet die weeklikse werkure van werknemers op dagwerk in sy inrigting so reël dat nie op enige dag voor 7 vm. en nie na 6 nm. op vyf dae, en nie na 12-uur middag op een dag in enige week gewerk word nie; met dien verstande dat in die geval van koerantkantore waar nie 'n vrye middag per week gegee kan word nie, met die kapel gereël kan word om die vrye middag deur net soveel vrye tyd of een hele vrye dag per veertien dae te vervang; en verder met dien verstande dat die normale werkure, met uitsondering van etensye, op enige dag nie 8½ oorskry nie, behalwe in inrigtings waar die werk van die normale week binne vyf dae voltooi word, in welke geval die normale werkdag nie 9-uur te bowe mag gaan nie.

(3) 'n Werkgewer moet die werkure op alle dae waarop die werktijd meer as vyf uur is so reël dat 'n pouse van minstens een uur tussen die ure 12-uur middag en 2 nm. toegestaan kan word en geen werknemer mag vir 'n ononderbroke tydperk van meer as vyf uur sonder 'n pouse van minstens een uur werk nie, en geen werkgewer kan dit van hom eis nie; met dien verstande dat vir hierdie doel, werk wat met pouses van minder as een uur onderbreek word as ononderbroke beskou moet word. 'n Werkgewer kan nie van 'n vroulike werknemer vereis of haar toelaat om tussen 6 nm. en 6 vm. of na 1 nm. op meer as vyf dae in enige kalenderweek te werk nie.

(4) Werknemers wat werk op 'n gereelde skof waarvan 'n gedeelte tussen die ure 6 nm. op een dag en 7 vm. op die volgende val, moet as nagwerkers geklassifiseer word. Van nagwerkers wat op oggendnuusblaai werk, kan vereis word om Sondagaande as gedeelte van hul gereelde skof te werk. In gevalle waarin die aard van die werk wat in 'n inrigting verrig word, vereis dat bepaalde werknemers 'n skof moet werk wat van die gewone dag- of nagskof verskil, kan die Staande Komitee 'n werkerrooster vir die betrokke werknemers magtig. Vroulike werknemers mag nie nagwerk verrig nie.

(5) Ingenieurs en ander werknemers wat onderhoudwerk verrig, en wie se diens dit vir hulle noodsaaklik maak om op Sondag te werk, kan ooreenkomstig 'n vrystellingsertifikaat deur die plaaslike Gesamentlike Raad, of waar geen Gesamentlike Raad bestaan nie, deur die Staande Komitee gemagtig word om op Sondag vir 'n getal ure, wat in die vrystellingsertifikaat bepaal word, teen normale loonskale te werk; en ure wat op Sondag bo die aldus vasgestelde ure gewerk word, moet beskou word dat dit onder die bepalings van klousule 13 van hierdie Ooreenkoms val.

(6) 'n Werkgewer wat van enigen van sy werknemers vereis om korttyd te werk, moet die metode van toepassing daarvan met die kapel reël. As daar geen kapel bestaan nie, moet die werkgewer die werknemers minstens 12 werkure vooraf kennis gee wanneer van hul verlang word om korttyd te werk. 'n Werkgewer moet aan enige werknemer wat in enige werkweek korttyd werk, minstens 'n loon gelykstaande aan die loon vir 24 uur betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder as agt uur tussen die beëindiging van een dag of nag se werk en die begin van 'n ander deur dieselfde werknemer verstryk nie. Dit belet nie werk in 'n spesiale noodgeval nie.

(8) 'n Werkgewer wat van voorneme is om 'n werknemer op nagwerk in diens te neem, behalwe met die doel om 'n nuusblad uit te gee, moet die betrokke Gesamentlike Raad of die Staande Komitee, waar daar geen Gesamentlike Raad is nie, van sy voorneme in kennis stel.

(9) An employee required by his employer to proceed to a place, other than his normal place of employment, for the purpose of work in connection with the erection or maintenance of machinery shall, in respect of time taken up by travelling to or from any such place, be paid at a rate not less than the remuneration payable for ordinary time calculated in terms of sections 6 (5) of this Agreement for all such travelling time as falls within his ordinary hours of work and at not less than half the remuneration payable for ordinary time calculated in terms of section 6 (5) of this Agreement, for such travelling time as falls outside his ordinary hours of work; provided, however, that the employee concerned shall not be entitled to payment for more than 12 hours in each cycle of 24 hours, or portion thereof, reckoned from the time the journey commenced; and provided further that if the employee concerned worked on the day the journey commenced, the maximum payment to which he shall be entitled for that day, inclusive of the remuneration due to him for the work performed on that day, shall be the remuneration payable for 12 hours' ordinary time calculated in terms of section 6 (5) of this Agreement. For the purposes of this sub-section Sunday, the house half-holiday or any other day on which the employee concerned does not normally work shall be regarded as an ordinary working day.

(10) For the purposes of this Agreement, the day of the commencement of a shift shall determine the day on which that shift is worked and all time worked on that shift, including any time in excess of the normal hours of the shift, shall be deemed to have been worked on the same day.

(11) The provisions of this section shall not apply in respect of labourers.

13. OVERTIME.

(1) Subject to the restrictions on overtime imposed by sub-sections (2) and (3) hereof, all hours in excess of the hours prescribed in sub-section (1) of section 12 of this Agreement, shall be regarded as overtime and subject to the provisions hereinafter stated. Employers shall pay for overtime at the following rates and employees shall not accept less than such rates:—

(a) Time and one-third for the first six hours' overtime or part thereof in any one working week; time and one-half for the next four hours' overtime or part thereof in such week; and double time for any further overtime worked in such week; provided that the provisions of this paragraph may be modified in terms of paragraph (d) of this sub-section. Time worked on the house half-holiday and on Sunday shall not be included for the purposes of this paragraph.

(b) Subject to the provisions of paragraphs (c) and (d), time worked by an employee on any day in excess of four hours beyond the normal hours of his shift shall be paid for at double time, but shall not be included in the total weekly hours for the purpose of calculating overtime payable in terms of paragraph (a).

(c) Time worked on the day of the house half-holiday in excess of the usual number of hours worked on that day and time worked on Sunday shall be paid for at double time. This shall not apply to time worked (either normal time or overtime) on the production of evening newspapers. Night workers engaged on morning newspapers shall be entitled to ordinary overtime rates only for overtime worked on Sundays; provided, however—

1. That all time worked by such employees from the completion of their Friday shift—normal time and overtime—until the normal starting time of their Sunday shift shall be paid for at double time;

2. That subject to the provisions of paragraph (a) of this sub-section, such employees shall not be entitled to double time for time worked before the normal starting time of any other shift; and

3. That such employees working a 5-night week, who work on their day off other than that mentioned in paragraph 1 of this proviso, shall be paid at the rates mentioned in paragraph (a) of this sub-section for the first 4 hours worked and at double time for all further time worked on such day.

(d) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the excess overtime rates payable to the employees concerned shall, notwithstanding anything to the contrary hereinbefore contained, be mutually agreed upon between the employer and the local branch of the trade union, with the right to appeal to the Joint Board concerned and/or the Standing Committee.

(e) In establishments where the weekly working hours prescribed in section 12 (1) of this Agreement are completed in five days (that is from Monday to Friday, inclusive) time worked on Saturdays until 12 noon shall be paid for in terms of paragraphs (a) and (b) of this sub-section, and after 12 noon at double time.

(f) For the purposes of this section each week shall stand on its own; provided that time lost by an employee through illness or at the request or by permission of the employer shall not be required to be made up before overtime is calculated.

(g) For the purposes of this section overtime rates shall be calculated in terms of section 6 (5) and shall be increased in the proportion specified.

(9) 'n Werknemer wat deur sy werkgever aangesê word om na 'n ander plek as sy gewone werkplek te gaan in verband met die oprig of instandhou van masjinerie, moet vir die tyd wat in beslag geneem word deur die heen- of terugreis, betaal word teen minstens sy gewone besoldiging kragtens klousule 6 (5) van hierdie Ooreenkoms vir alle reistyd wat binne sy gewone werkure val en teen minstens die helfte van die besoldiging betaalbaar vir gewone tyd bereken kragtens klousule 6 (5) van hierdie Ooreenkoms vir reistyd wat buite sy gewone werkure val; met dien verstande egter dat so 'n werknemer vir hoogstens 12 uur in elke 24 uur of gedeelte daarvan van die aanvang van sy reis tot betaling geregtig is; en met dien verstande dat indien hy gewerk het op die dag waarop die reis begin, hy vir die dag, met inbegrip van betaling vir die werk wat hy op dié dag gedoen het, geregtig is tot hoogstens die besoldiging vir 12 gewone ure kragtens klousule 6 (5) van die Ooreenkoms. Vir die toepassing van hierdie subklousule word Sondag, die inrigting se halwe vakansiedag of enige ander dag waarop die betrokke werknemer nie gewoonlik werk nie, as 'n gewone werkdag beskou.

(10) Vir die toepassing van hierdie Ooreenkoms bepaal die dag, waarop 'n skof begin, die dag waarop die skof gewerk word en alle tyd op die skof gewerk met inbegrip van alle tyd oor die gewone ure van die skof moet beskou word as tyd op dieselfde dag gewerk.

(11) Die bepalinge van hierdie klousule is nie van toepassing op arbeiders nie.

13. OORTYD.

(1) Behoudens die beperkings op oortyd deur subklousules (2) en (3) hiervan opgelê, moet alle ure wat bo die in subklousule (1) van klousule 12 van hierdie Ooreenkoms voorgeskrewe ure gewerk word as oortyd diens beskou word en onderworpe aan die bepalinge soos hierna uiteengesit. Werkgevers moet vir oortyd diens teen die volgende skale betaal en werknemers mag nie minder as dié skale aanneem nie:—

(a) Vir die eerste ses uur oortyd diens of gedeelte daarvan in 'n werkweek, moet 1½ maal die gewone loon; vir die daaropvolgende vier uur oortyd of gedeelte daarvan in die week 1½ maal die gewone loon; en vir verdere oortyd diens in die week gewerk dubbel die gewone loon betaal word; met dien verstande dat die bepalinge van hierdie paragraaf gewysig kan word ingevolge paragraaf (d) van hierdie subklousule. Vir die toepassing van hierdie paragraaf word tyd op die halwe vry dag van 'n inrigting en op Sondag gewerk, nie ingesluit nie.

(b) Behoudens die bepalinge van paragrafe (c) en (d) moet vir oortyd diens, wat 'n werknemer op 'n vry dag bo vier uur werk, teen dubbel die tydloon betaal word, maar dit mag nie vir die doel van berekening van oortyd diens betaalbaar ingevolge paragraaf (a), by die totale weeklikse ure ingesluit word nie.

(c) Vir tyd wat op die halwe vry dag van 'n inrigting bo die gewone getal ure op daardie dag gewerk word en vir tyd wat op Sondag gewerk word, moet teen dubbel die gewone loon betaal word. Dit is nie op tyd (hetsy gewone werkure of oortyd diens) gewerk in verband met die druk van aandnuusblaai, van toepassing nie. Nagwerkers in diens by oggendnuusblaai is alleen vir tyd op Sondag gewerk tot die gewone oortydione geregtig, met dien verstande dat:—

1. alle tyd deur sulke werknemers gewerk van die voltooiing van die skof op Vrydae—gewone en oortyd—tot die gewone begintyd op hul skof op Sondag, betaal moet word teen twee maal die gewone loon;

2. onderworpe aan die bepalinge van paragraaf (a) van hierdie subklousule hierdie werknemers nie die reg sal hê op dubbele tyd vir tyd gewerk voor die gewone begintyd van enige ander skof nie; en

3. die werknemers wat 'n week van vyf nagte werk en wat op hulle vrydag werk, behalwe dié genoem in paragraaf 1 van hierdie voorbehoud, betaal moet word teen die skale genoem in paragraaf (a) van hierdie subklousule vir die eerste vier uur gewerk en teen dubbele tyd vir alle verdere tyd op die dag gewerk.

(d) In gevalle waar deur die vaste personeel van werknemers op Saterdag of Sondag gewerk word in verband met die druk van laat Saterdag- en Sondagnuusblaai, moet die ekstra oortydloon wat aan die betrokke werknemers betaalbaar is, niesteenstaande enige ander bedoeling hierin vervat, by onderlinge ooreenkoms tussen die werkgever en die plaaslike tak van die Vakvereniging vasgestel word, met die reg van beroep op die betrokke Gesamentlike Raad en/of na die Staande Komitee.

(e) In inrigtings waar die weeklikse werkure, voorgeskryf by klousule 12 (1) van hierdie Ooreenkoms, in vyf dae (naamlik van Maandag tot en met Vrydag) voltooi word, moet vir tyd op Saterdag tot 12-uur smiddags gewerk, ooreenkomstig paragrafe (a) en (b) van hierdie subklousule, en na 12-uur smiddags teen dubbel die gewone loon betaal word.

(f) Vir die toepassing van hierdie klousule word elke week afsonderlik beskou, met dien verstande dat tyd wat 'n werknemer verloor weens siekte, of op versoek, of met toestemming van die werkgever, nie ingewerk behoef te word voordat oortydloon bereken word nie.

(g) Vir die toepassing van hierdie klousule word oortydione bereken ooreenkomstig klousule 6 (5) en moet in die daar genoemde verhouding verhoog word.

(2) An employer shall not require or permit an employee to work overtime for a total period exceeding in any one week—

- (a) ten hours; or
 - (b) a number of hours (which may exceed ten) fixed by the local Joint Board, or the Standing Committee where no Joint Board exists, by notice in writing to the employer specifying the employee, or class of employee, in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.
- (3) An employer shall not require or permit a female employee to work overtime—
- (a) for more than two hours on any one day; provided however, that this provision shall not apply in respect of overtime worked on Saturday mornings in establishments where a five-day week is in operation;
 - (b) on more than three consecutive days;
 - (c) on more than sixty days in any year;
 - (d) after the completion of her daily working hours for more than one hour on any day unless he has—
 - (i) given notice thereof to such employee before midday; or
 - (ii) provided such employee with an adequate meal before she has to commence overtime; or
 - (iii) paid such employee an allowance of 3s. (three shillings) in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(4) (a) Foremen whose duties requires them to supervise other employees while they are employed on overtime may be exempted from the provisions of this section by a certificate issued by the Standing Committee, specifying a weekly wage considered to be sufficient to compensate the exempted person for any overtime he is likely to perform.

(b) An employer shall not require or permit an employee in respect of whom such an exemption has been granted to perform, and no such employee shall perform, work falling within the scope of any designated trade in the industry after normal working hours, unless journeymen in the department concerned are also working at the time.

(c) An employee in respect of whom an exemption mentioned in paragraph (a) of this sub-section has been granted shall be entitled to at least two months' sick leave on full pay during each calendar year.

(5) The provisions of this section shall not apply in respect of labourers.

14. HOLIDAYS.

(1) The provisions herein contained are not intended to reduce the number of paid holidays received by an employee prior to the date of this Agreement in excess of the number provided hereunder.

(2) *Minimum Annual Leave and Special Holidays.*—(a) *General.*—An employer shall allow and require each of his employees to take, and an employee shall take, in accordance with the provisions of this section, a minimum of three weeks' paid holiday leave during each year, and in addition four special paid holidays, namely New Year's Day, Good Friday, the Day of the Covenant and Christmas Day. The ordinary annual holiday leave shall accrue proportionately in respect of employment during the calendar year. The special holidays accrue in respect of the working week in which they fall; provided the employee is in the employment of the employer prior to the special holiday.

(b) *Night Workers on Newspapers.*—A night worker on a newspaper, who normally works ordinary time on more than five nights per week, shall be allowed and required to take and such employee shall take one week's paid holiday leave during each year in addition to the minimum leave mentioned in paragraph (a) hereof.

(3) *When and How Annual Leave shall be Taken.*—(a) Subject to the provisions of sub-section (12) hereof annual holiday leave shall be granted and taken so as to commence not later than the end of the calendar year for which such leave is due and if the employee concerned entered the industry during that year, it shall be proportionate to the period served during such year. The period during which such leave is to be taken shall, wherever possible, be arranged mutually between the employer and employee concerned, but shall otherwise be granted and taken at the convenience of the employer, who, under such circumstances, shall make the necessary arrangements through the Chapel, or, where no Chapel is functioning, through the Joint Board concerned or the Standing Committee where no such Joint Board exists.

(b) Annual leave shall be granted and taken in an unbroken period; provided, however, that subject to the consent of the employee concerned, and the approval of the Joint Board concerned, or the Standing Committee where no such Joint Board exists, having been obtained, such leave may be taken in two periods of two weeks and one week. The management of an establishment which closes over the period during which the Christmas and New Year holidays fall may avail itself of this provision; provided further that subject to the approval of the Joint Board concerned, or the Standing Committee where no such Joint Board exists, first having been obtained, annual leave in excess of two weeks may be carried forward to the ensuing calendar year.

(2) 'n Werkgever kan nie van 'n werknemer vereis of hom toelaat om in 'n week altesaam meer oortyd te werk nie as—

- (a) 10 uur; of
 - (b) 'n getal ure (wat meer as 10 mag wees) deur die plaaslike Gesamentlike Raad, of die Staande Komitee as daar geen Gesamentlike Raad bestaan nie, vasgestel deur skriftelike kennisgewing aan die werkgever met vermelding van die werknemer of klas werknemer ten opsigte van wie die kennisgewing van toepassing is, en die termyn waarvoor en die voorwaardes waarop dit geldig is.
- (3) 'n Werkgever kan nie van 'n vroulike werknemer vereis of haar toelaat om oortyd te werk—
- (a) vir meer as twee uur op 'n afsonderlike dag; met dien verstande dat hierdie bepaling nie van toepassing is op oortyd gewerk op Saterdagoggend in inrigtings waar vyf dae per week gewerk word;
 - (b) op meer as drie opeenvolgende dae;
 - (c) op meer as sestig dae in 'n jaar;
 - (d) na beëindiging van haar daaglikse werkure vir meer as een uur op 'n dag nie tensy hy—
 - (i) dié werknemer voor 12-uur middag daarvan in kennis gestel het; of
 - (ii) aan dié werknemer 'n toereikende ete verskaf het voor sy met oortyd diens moet begin; of
 - (iii) dié werknemer betyds 'n toelae van 3s. (drie sjelings) betaal het om haar in staat te stel om ete te neem voordat met oortyd diens begin word.

(4) (a) Voormanne wie se werk dit is om toesig oor ander werknemers te hou terwyl hulle oortyd werk, kan van die bepaling van hierdie klousule vrygestel word deur 'n sertifikaat uitgereik deur die plaaslike Gesamentlike Raad, of as daar geen Gesamentlike Raad bestaan nie, deur die Staande Komitee, waarin 'n weekloon bepaal word wat deur die owerheid wat dit uitgereik het as voldoende beskou word om die vrygestelde persoon te vergoed vir enige oortyd wat hy moontlik sal werk.

(b) 'n Werkgever mag nie van 'n werknemer ten opsigte van wie so 'n vrystelling verleen is, vereis of toelaat om werk na gewone werkure te doen en geen werknemer mag dit doen nie, wat binne die bestek van enige aangewese ambag in die nywerheid val nie tensy vakmanne in die betrokke afdeling ook terselfdertyd werk.

(c) Die werknemer ten opsigte van wie 'n vrystelling genoem in paragraaf (a) van hierdie subklousule toegestaan is, het reg op twee maande siekteverlof met volle betaling gedurende elke kalenderjaar.

(5) Die bepaling van hierdie klousule is nie op arbeiders van toepassing nie.

14. VERLOF.

(1) Die bepaling hierin vervat, is nie bedoel om die getal betaalde verlofdae, wat voor die datum van hierdie Ooreenkoms bo die getal hierin vasgestel aan 'n werknemer toegestaan is, te verminder nie.

(2) *Minimum jaarlikse verlof en spesiale vakansiedae.*—(a) *Algemeen.*—'n Werkgever moet, ooreenkomstig die bepaling hierin vervat, aan sy werknemer minstens drie weke betaalde vakansieverlof in elke jaar en vier spesiale vakansiedae, naamlik Nuwejaarsdag, Goede Vrydag, Geloftedag en Kersdag, toestaan, en eis dat sy werknemer, wat verplig is om dit te neem, dit ook neem. Die gewone jaarlikse verlof loop eweredig ten opsigte van elke kalenderjaar op. Die spesiale vakansiedae is verskuldig ten opsigte van die werkweek waarin hulle val; met dien verstande dat die werknemer voor die spesiale vakansiedag en gedurende die werkweek by die werkgever in diens is.

(b) *Nagwerkers op nuusblaad.*—'n Nagwerker op 'n nuusblad wat normaalweg gewone tyd op meer as vyf nagte per week werk, moet toegelaat word en van hulle vereis word en die werknemers moet een week se betaalde vakansie verlof elke jaar neem bo en behalwe minimum verlof genoem in paragraaf (a) hiervan.

(3) *Hoe en wanneer jaarlikse verlof geneem moet word.*—(a) Onderworpe aan die bepaling van subklousule (12) hiervan, moet jaarlikse verlof gedurende die kalenderjaar toegestaan en geneem word waarin die verlof verskuldig is, en as die betrokke werknemer by die nywerheid in dié jaar aangesluit het, moet dit na verhouding wees met die tyd wat hy die jaar in diens was. Waar dit ook moontlik is, moet die tyd gedurende welke die verlof geneem moet word, onderling deur werkgever en werknemer gereël word, maar andersins moet dit vir die gerief van die werkgever toegestaan en geneem word wat onder hierdie omstandighede die nodige reëlings deur tussenkoms van die kapel moet tref, of waar daar geen kapel bestaan nie, deur tussenkoms van die betrokke Gesamentlike Raad of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie.

(b) Jaarlikse verlof moet in 'n deurlopende tyd toegestaan en geneem word; met dien verstande egter dat onderworpe aan die toestemming van die betrokke werknemer en die toestemming van die betrokke Gesamentlike Raad, of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie, die verlof in twee tydperke van twee weke en een week geneem kan word. Die bestuur van 'n inrigting wat vir die tyd sluit waarin die Kers- en Nuwejaarsvakansie val, mag van hierdie bepaling gebruik maak; met dien verstande verder dat onderworpe aan die toestemming van die betrokke Gesamentlike Raad, of die Staande Komitee waar daar geen Gesamentlike Raad is nie, jaarlikse verlof van meer as twee weke na die volgende kalenderjaar oorgedra mag word.

(c) In all cases where the taking of a portion of the annual leave due to an employee is postponed in accordance with the provisions of sub-section (3) (b), the employer concerned shall forward to the Local Branch Secretary of the Trade Union, at the time when the employee in question takes the first portion of his leave, the amount due to such employee in respect of the period of postponed leave. Such amount shall be paid to the employee concerned by the trade union when the postponed leave is taken.

(4) *Calculation of Annual Leave.*

(1) Any period during which an employee—

- (a) is absent on paid leave; or
- (b) is absent from work on the instructions or at the request of his employer; or
- (c) is absent from work as a result of an injury sustained while working; or
- (d) is absent from work owing to illness;
- (e) is required to undergo training under the South Africa Defence Act, 1912;

shall be deemed to be in employment for the purposes of sub-sections (2), (8) and (10) hereof; provided that—

- (i) the provisions of paragraphs (c) and (d) shall not apply in respect of any period of absence if the employee fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by his injury or by illness from doing his work;
- (ii) the provisions of paragraph (d) shall not apply in respect of any period during which the employee concerned has received benefits from the Health Maintenance Fund of the Council nor in respect of that portion of any total period of absence during any calendar year of employment which is in excess of four months. When calculating any total period of absence no period of absence of less than one full day shall be included.

(2) An employer who proposes to make any deduction from the period of annual leave normally granted shall submit full details of the matter to the Standing Committee through the Joint Board for the area concerned, if any. No such deduction may be made unless and until the Standing Committee has approved of the proposed deduction.

(5) *Payment of Leave Pay.*—The amount due in respect of annual leave shall be calculated at the rate of the regular wage being paid to the employee concerned immediately before he proceeds on leave and shall be paid to him before he proceeds on such leave. Where payment is made by cheque facilities shall be granted to the employee concerned to enable him to cash the cheque on the last working day before he proceeds on leave.

(6) *Special Provisions: Cape Town and Country Newspaper Offices.*—In the Municipal Area of Cape Town arrangements may be made between the Chapel and employer for employees to take one week's holiday and the balance in ordinary or statutory holidays, and be paid therefor, in lieu of the annual holiday leave provided in sub-section (2) of this section. In country newspaper offices special cases of hardship in respect of taking annual leave may be dealt with by the Standing Committee, which may grant permission for a portion of the annual holiday leave to be taken on statutory holidays other than the four mentioned in sub-section (2) of this section, or on such other convenient days as may be arranged.

(7) *Provisions regarding Leave Granted in Advance.*—Where an employer, at his discretion, permits an employee to take the annual leave referred to in sub-section (2) hereof at a time when the full period of such holiday has not accrued, it shall be understood as follows, viz:—

- (a) The employer shall be entitled to claim and receive from the next employer of the employee concerned the sum equivalent to the paid holidays and stamp contributions for which the next employer would otherwise be liable in the calendar year.
- (b) Any such employee who voluntarily leaves his employment or is dismissed for reasons justifying summary dismissal shall be liable to refund to his employer forthwith on termination of his employment the sum equivalent to any such excess holiday as he may have been given.
- (c) Any employee whose employment is terminated through no fault of his own shall not be liable to make any refund or perform any gratuitous service in respect of any excess holiday pay he may have received; provided that on his obtaining new employment the case shall be dealt with as stipulated in paragraph (a) of this sub-section.
- (d) When in terms of paragraph (a) of this sub-section, an employer is called upon by the previous employer of one of his employees to refund holiday pay in respect of a period of leave, which was granted and taken before such leave accrued, the amount of the refund payable by such employer shall be at the rate of wages paid by the previous employer to such employee when the leave in question was granted and taken.

(c) In alle gevalle waarin die neem van 'n gedeelte van die jaarlikse verlof wat aan 'n werknemer verskuldig is, uitgestel word ooreenkomstig die bepalings van subklousule (3) (b) moet die betrokke werkgewer aan die sekretaris van die plaaslike tak van die vakvereniging, wanneer die betrokke werknemer die eerste gedeelte van sy verlof neem, die bedrag stuur wat aan die werknemer ten opsigte van sy uitgestelde verlof verskuldig is. Hierdie bedrag moet aan die betrokke werknemer deur die vakvereniging betaal word wanneer die uitgestelde verlof geneem word.

(4) *Berekening van jaarlikse verlof:—*

(1) Elke tydperk waarin 'n werknemer—

- (a) met betaalde verlof afwesig is; of
- (b) afwesig is aan sy werk op las of op versoek van sy werkgewer; of
- (c) van werk afwesig is as gevolg van 'n besering opgedoen terwyl hy gewerk het;
- (d) van werk afwesig is as gevolg van siekte; of
- (e) verplig is om opleiding te ondergaan kragtens die Zuid Afrika Verdedigings Wet, 1912;

moet vir die toepassing van subklousules (2), (8) en (10) hiervan as in diens beskou word; met dien verstande dat—

- (i) die bepalings van paragrafe (c) en (d) nie van toepassing is nie ten opsigte van 'n tyd van afwesigheid as die werknemer versuim, na 'n versoek om so 'n sertifikaat deur die werkgewer, om aan die werkgewer 'n sertifikaat van 'n mediese praktisyn voor te lê ten effekte wat hy deur sy besering of siekte verhinder was om sy werk te doen;
- (ii) die bepalings van paragraaf (d) is nie van toepassing ten opsigte van 'n tydperk waarin die betrokke werknemer bystand ontvang het van die gesondheidsfonds nie, ook nie ten opsigte van die gedeelte van 'n totale afwesigheid van langer as vier maande in 'n kalenderjaar diens nie. By die berekening van totale tydperke van afwesigheid moet niks van minder as een volle dag ingesluit word nie.

(2) Werkgewer wat aftrekkings wil maak van die jaarlikse verloftyd wat gewoonlik toegestaan word, moet volledige besonderhede daarvan aan die Staande Komitee deur die Gesamentlike Raad vir die betrokke gebied (as daar een is) voorlê. Geen sodanige aftrekking kan gemaak word nie tensy en totdat die bestaande komitee die voorgestelde aftrekking goedgekeur het.

(5) *Betaling van verlofbesoldiging.*—Werkgewers moet die lone wat ten opsigte van jaarlikse verlof verskuldig is, betaal voordat die betrokke werknemers met verlof gaan. As betaling per tjek gedoen word, moet dit aan die betrokke werknemer oorhandig word en hy moet in staat gestel word om die tjek op die laaste werkdag voordat hy met verlof gaan, te wissel.

(6) *Spesiale bepalings: Kaapstad en plattelandse koerantkantore.*—In die munisipale gebied Kaapstad, kan reëlens tussen die kapel en die werkgewer getref word, sodat werknemers een week verlof en die res, na gelang van die geval, as gewone of statutêre vakansiedae kan neem, en daarvoor betaal word in plaas van die jaarlikse vakansieverlof voorgeskryf by subklousule (2) van hierdie klousule te neem. In plattelandse koerantkantore kan spesiale gevalle van ongerief wat betref die neem van jaarlikse verlof deur die Staande Komitee behandel word wat toestemming kan verleen om 'n deel van die jaarlikse vakansieverlof te neem op ander statutêre vakansiedae as die vier wat in subartikel (2) van hierdie artikel genoem word, of op ander gerieflike dae soos gereël mag word.

(7) *Bepalings betreffende verlof wat vooruit toegestaan word.*—Ingeval 'n werkgewer na goeddunke 'n werknemer toelaat om sy jaarlikse verlof, genoem in subklousule (2) hiervan, te neem voordat die volle termyn van die verlof verskuldig is, geid die onderstaande verstandhouding:—

- (a) Die werkgewer is geregtig om van die volgende werkgewer van die betrokke werknemer 'n bedrag, gelyk aan die betaalde vakansiedae, waarvoor daardie werkgewer anders in die betrokke kalenderjaar aanspreeklik sou wees, te eis en te ontvang.
- (b) Enige werknemer wat vrywillig sy diens verlaat, of ontslaan word om redes wat ontslag regverdig, is aanspreeklik vir die terugbetaling aan sy werkgewer van die bedrag gelykstaande aan oorverlof wat aan hom toegestaan is.
- (c) 'n Werknemer van wie die diens buite sy toedoen beëindig word, behoeft nie ten opsigte van enige oorverlofbetaling wat hy ontvang het, enige bedrag terug te betaal of gratis te werk nie; met dien verstande dat, wanneer hy 'n nuwe betrekking kry, die geval ooreenkomstig paragraaf (a) van hierdie subklousule behandel moet word.
- (d) Wanneer van 'n werkgewer ingevolge paragraaf (a) van hierdie subklousule deur die vorige werkgewer van een van sy werknemers geëis word om verlobbetaling ten opsigte van 'n verloftyd wat toegestaan en geneem is voordat dit opgeloopt het, terug te betaal, moet die bedrag van die terugbetaling wat aan die werkgewer terugbetaal moet word, teen die loonskaal wees wat deur die vorige werkgewer aan die werknemer betaal is toe die betrokke verlof toegestaan en geneem is.

(8) *Termination of Employment Before Leave Taken.*—(a) Should an employee leave the service of an employer before having been granted the holiday leave accruing to him for the calendar year, the employer concerned shall forthwith on the termination of the employment of that employee pay to the local Branch Secretary of the Trade Union the amount due in respect of the proportionate holiday leave accrued in terms of sub-sections (2) and (3). Such amount shall be calculated at the rate of 3/49ths of the wage being paid to the employee when his employment was terminated for each week of employment and shall be paid to the employee by the trade union when he takes his leave; provided, however, that in respect of employees of the class mentioned in sub-section (2) (b) hereof, the amount due shall be calculated at the rate of 1/12th of the wage being paid to the employee when his employment was terminated for each week of employment. Broken weeks shall be paid for in proportion. The employer concerned shall also at the time the employee leaves his service forthwith stamp the contribution book, issued in respect of such employee, in terms of section 18 (8) (b) for the proportionate period of holiday leave accrued.

(b) When the term of employment extends over a period of four weeks or more, the employee shall be regarded as regularly employed, and be entitled to holiday leave pay for the whole period, even if during a portion of that period he was not employed on full time.

(9) *Return of Employees Not Granted Leave.*—An employer shall submit on request from the Standing Committee or the Local Joint Board a return of employees who have not been granted annual leave.

(10) *Special Holidays.*—As stated in sub-section (2) hereof employees shall receive a paid holiday for New Year's Day, Good Friday, the Day of the Covenant and Christmas Day; provided that Boxing Day may be substituted for New Year's Day and Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday, by the employer giving notice to the Chapel one week in advance, in which case the provisions of this sub-section relating to New Year's Day and Good Friday shall apply in respect of the substituted days. An employee required to work on New Year's Day, Good Friday or Christmas Day shall be paid for the whole day at double time and, in the case of Christmas Day, shall, in addition, be given another day's holiday with pay. In the case of the Day of the Covenant, an employee required to work the whole of that day shall be paid an additional day's wages or be given another paid day off in lieu thereof, but an employee required to work for a portion of that day only shall be paid additional remuneration for the number of hours so worked at ordinary rates. All time worked on any of the special holidays mentioned in excess of the number of hours usually worked on the relative shift shall be paid for at double time. Should any of the above-mentioned special paid holidays fall on a Sunday, the following day shall be regarded as the paid holiday; provided that the Standing Committee may grant exemptions from this provision in the case of morning newspapers. If any of the above-mentioned special paid holidays falls on a Saturday, employees who work a five-day week and are not required to work on such Saturday shall be paid a full day's pay in respect of such holiday or be granted another full day's holiday with pay.

(11) *Statutory Holidays Other than Special Holidays.*—Work on statutory holidays other than the special holidays mentioned in sub-section (2) shall be paid for at ordinary rates. An employer who intends to close his establishment, or any portion thereof, on a statutory holiday shall give the employees affected not less than two clear days' notice of such fact. Should an employer, after having given such notice, require an employee to work on such day, he shall pay such employee at least one and a half days' pay in respect thereof; provided, however, that this provision shall not apply if the employer gives the employee concerned not less than one clear day's notice of his change of intention.

(12) *Person Who Has Been Unemployed Not Compelled to Take Leave.*—An employee who has been unemployed, or absent from work because of illness, for a continuous period of not less than four weeks during a calendar year shall not be compelled to take the annual leave due to him in respect of such year. Should such an employee elect not to take his annual leave, the employer concerned shall pay the amount due in respect of the proportionate holiday leave accrued in terms of sub-section (2) to the Local Branch Secretary of the Trade Union not later than the end of the calendar year concerned. Such amount shall be calculated at the rate of 3/49ths of the wage being paid to the employee at the end of such year for each week worked, and shall be passed on by the Trade Union to the employee as a payment in lieu of the holiday leave accrued; provided, however, that the provisions of this sub-section shall not apply in the municipal area of Cape Town in cases where the employee in question is employed by a firm where special arrangements have been made in terms of sub-section (6) between the Chapel and the employer concerned.

(13) The provisions of this section shall not apply in respect of labourers.

15. DAILY TIME SHEETS.

(1) An employer shall require his employees, other than apprentices and labourers to submit daily, and such employees shall so submit to their employer, time sheets, as per the following specimen, which shall be furnished by the employer, showing the class of work performed and the hours spent upon each separate job; provided, however, that the provisions of this sub-section shall not apply in respect of those establishments or sections of establishments, which are engaged solely on the production of newspapers and are equipped with adequate time clocks. The employer shall post the Time and Wages Register, from such daily time sheets or from clock cards and shall retain them for inspection for at least three years.

(8) *Beëindiging van diens voordat verlof geneem is.*—(a) As 'n werknemer die diens van 'n werkgever verlaat voordat die verlof toegestaan is wat hom vir die kalenderjaar toekom, moet die betrokke werkgever onmiddellik by beëindiging van die diens van daardie werknemer aan die plaaslike taksekretaris van die Vakvereniging die bedrag betaal wat ten opsigte van die proporsionele vakansieverlof ingevolge subartikel (2) opgeloopt het. Hierdie bedrag moet bereken word teen 3/49stes van die loon wat aan die werknemer betaal is toe sy diens beëindig is vir elke week gewerk, en dit moet aan die werknemer deur die Vakvereniging betaal word wanneer hy sy verlof neem; met dien verstande egter dat die verskuldigde bedrag ten opsigte van werknemers van die klas genoem in subklousule (2) (b) hiervan bereken moet word teen 1/12de van die loon wat aan die werknemer betaal is toe sy diens geëindig het vir elke week diens. Vir dele van weke moet na verhouding betaal word. Wanneer die werknemer sy diens verlaat, moet die betrokke werkgever die werknemer se bydraeboekie, ingevolge klousule 18 (8) (b) uitgereik, ten opsigte van die proporsionele vakansieverlof onmiddellik stempel.

(b) Indien die dienstydperk oor 'n tydperk van vier weke of langer strek, word dit beskou dat die werknemer in gereelde diens is en tot verlofbetaling vir die hele tydperk geregtig is, selfs al het hy gedurende 'n deel van daardie tydperk nie vol tyd gewerk nie.

(9) *Opgawe van werknemers aan wie geen verlof toegestaan is nie.*—'n Werkgever moet op versoek van die Staande Komitee of die plaaslike Gesamentlike Raad 'n opgawe verstrek van werknemers aan wie jaarlikse verlof nie toegestaan is nie.

(10) *Spesiale vakansie.*—Soos gemeld in subklousule (2) hiervan moet aan werknemers vir Nuwejaarsdag, Goeie-Vrydag, Gelofte-dag en Kersdag 'n vakansiedag met betaling toegestaan word; met dien verstande dat 'n werkgever deur daarvan 'n week vooruit aan die kapel kennis te gee, Tweede Kersdag in plaas van Nuwejaarsdag en Paasmaandag in plaas van Goeie-Vrydag mag stel, en in dié geval is die bepalings van hierdie subartikel betreffende Nuwejaarsdag en Goeie-Vrydag van krag ten opsigte van die vervangende dae. Aan 'n werknemer wat op Nuwejaarsdag, Goeie-Vrydag of Kersdag moet werk, moet vir die hele dag dubbel die gewone loon betaal word en in die geval van Kersdag moet daar boonop nog 'n ander dag vakansie met betaling gegee word. In die geval van Gelofte-dag, moet 'n werknemer wat op daardie hele dag moet werk, 'n ekstra dag se loon betaal word, of in plaas daarvan 'n ander dag vry met betaling toegestaan word, maar 'n werknemer wat slegs vir 'n deel van dié dag werk, moet vir die ure aldus gewerk ekstra besoldiging ontvang teen die gewone skale. Ingeval enigen van die bogenoemde spesiale betaalde vakansiedae op 'n Sondag val, moet die daaropvolgende dag beskou word as die betaalde vakansiedag; met dien verstande dat die Staande Komitee in die geval van oggendnuusblaie van hierdie bepaling vrystelling kan verleen. As enigen van bogenoemde spesiale betaalde vakansiedae op 'n Saterdag val, moet werknemers wat 'n vyfdaagse week werk en nie op die Saterdag hoef te werk nie, 'n volle dag se loon ten opsigte van die vakansie betaal of nog 'n volle dag vakansie met verlof toegestaan word.

(11) *Statutêre vakansiedae, behalwe spesiale vakansiedae.*—Vir werk wat gedoen word op statutêre vakansiedae, behalwe die betaalde vakansiedae bepaal by subklousule (2), moet teen die gewone skale betaal word. 'n Werkgever wat voornemens is om sy inrigting, of 'n gedeelte daarvan, op 'n statutêre vakansiedag te sluit, moet die betrokke werknemers minstens twee volle dae vooraf daarvan in kennis stel. As 'n werkgever, na hy dié kennis gegee het, eis dat 'n werknemer op die dag moet werk, moet hy die werknemer vir so'n dag anderhalfdag se loon betaal; met dien verstande egter dat hierdie bepaling nie van toepassing is as die werkgever die betrokke werknemer minstens een volle dag vooraf kennis van sy verandering van voorneme gee nie.

(12) *Persone wat werkloos was maar nie verplig om verlof te neem nie.*—'n Werknemer wat vir 'n ononderbroke tydperk van minstens drie weke gedurende 'n kalenderjaar werkloos was, mag nie verplig word om die jaarlikse verlof te neem wat aan hom ten opsigte van daardie jaar verskuldig is nie. Ingeval so'n werknemer verkies om nie sy jaarlikse verlof te neem nie, moet die betrokke werkgever die bedrag verskuldig ten opsigte van die eweredige vakansieverlof wat kragtens subklousule (2) opgeloopt het, op of voor die einde van die betrokke kalenderjaar aan die plaaslike taksekretaris van die vakvereniging betaal. Dié bedrag moet bereken word teen 3/49stes van die loon wat aan die einde van dié jaar aan die werknemer vir elke week gewerk betaal word, en moet deur die vakvereniging aan die werknemer oorbetal word as betaling in plaas van die opgeloopte vakansieverlof; met dien verstande egter dat die bepalings van hierdie subklousule nie in die munisipale gebied van Kaapstad van toepassing is in gevalle waarin die betrokke werknemer in diens is by 'n firma waar spesiale reëlings kragtens subklousule (6) tussen die kapel en die betrokke werkgever getref is nie.

(13) Die bepaling van hierdie klousule is nie op arbeiders van toepassing nie.

15. DAAGLIKSE TYDREGISTERS.

(1) 'n Werkgever moet van sy werknemers, behalwe vakleerlinge eis, en arbeiders moet daaraan voldoen, om daaglikse tydstate soos in onderstaande voorbeeld aangetoon, wat deur die werkgever verstrek moet word, en wat die soort werk gedoen, en die ure wat elke afsonderlike werk vereis het, aantoon, by hom in te dien; met dien verstande egter dat die bepalings van hierdie subklousule nie van toepassing is nie op die inrigtings of afdelings van inrigtings wat uitsluitlik besig is met die uitgee van nuusblaie en voorsien is van voldoende of doelmatige tyd klokke. Van hierdie daaglikse tydstate moet 'n werkgever die Tyd- en Loonregister inboek, en hy moet die daaglikse tydstate vir ten minste drie jaar vir ondersoek beskikbaar hou.

Name of Employee.

Date _____ 195_____

Job No.	Name and Description of Job.	Kind of Work.	Time Started.	Time Taken.	Remarks.

I hereby declare that on the above date I was employed by the _____ Printing Company and performed work as indicated for the periods shown above.

Signature of Employee.

DAAGLIKSE TYDSTAAT.

Naam van werknemer

Datum 19

Werk No.	Naam en beskrywing van werk.	Soort werk.	Tyd begin.	Tyd geneem.	Opmerkings.

Ek verklaar dat ek op bogenoemde datum by die Drukkersmaatskappy
in diens was en die tye soos hierbo vermeld gewerk het.

Handtekening van werknemer.

Datum _____ 19____

(2) An employer shall require all apprentices in his employ to complete in duplicate, and apprentices shall so complete, a daily record, which shall be furnished by the employer, in the following form of all work done and also time spent on technical education:—

(2) 'n Werkgewer moet sy vakleerling opdrag gee, en vakleerlinge moet die opdrag uitvoer, om 'n daaglikse register in onderstaande vorm in tweevoud in te vul betreffende alle werk gedoen asook van tyd aan tegniese onderwys bestee:—

Date _____ 195_____

Job No.	Name of Customer.	Description of Job and Work Done.	Time.										
			Ordinary.	Overtime.									
		Signature of Apprentice.											
		<table><tr><td>Time spent on technical studies.....</td><td>Firm's Time.</td><td>Own Time.</td></tr><tr><td>At Technical College....</td><td></td><td></td></tr><tr><td>Correspondence Course....</td><td></td><td></td></tr></table>	Time spent on technical studies.....	Firm's Time.	Own Time.	At Technical College....			Correspondence Course....				
Time spent on technical studies.....	Firm's Time.	Own Time.											
At Technical College....													
Correspondence Course....													

Werk No.	Naam van klant.	Beskrywing van werk en werk gedoen.	Tyd.	
			Gewoon.	Oortyd.

An apprentice shall hand one copy of such record to the foreman of his department every day and shall retain the duplicate copies during the period of his apprenticeship. Such duplicate copies shall be produced by an apprentice for inspection upon demand by an official of the Council or the National Printing Apprenticeship Committee.

16. RECRUITMENT OF EMPLOYEES AND CERTIFICATES OF EMPLOYMENT.

(1) No employer shall engage an employee of a class covered by the terms of this Agreement who has not previously been employed in the industry, unless and until such person has furnished such employer with a certificate signed by a registered medical practitioner to the effect that such person is not suffering from any infectious or contagious disease; provided, however, that the provisions of this sub-section shall not apply when a casual labourer is engaged for a period of less than six consecutive working days.

(2) For the purpose of determining the wages payable to employees whose wages are based on the length of their experience, and for the purposes of the Joint Unemployment and Provident Funds, every employer shall issue a certificate of employment free of charge to an employee of this class at the time when he leaves such employer's service, and forward a duplicate copy of such certificate to the Local Branch Secretary of the Union; the certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer and the reason for the termination of employment.

17. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) A weekly employee or his employer shall give not less than one working week's notice and, where the necessary exemption to authorise his payment on a monthly basis has been obtained, a monthly employee or his employer shall give not less than one calendar month's notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognised by law as sufficient; and provided further that all such notices of termination of employment shall be in writing.

(2) Notwithstanding the first proviso contained in sub-section (1), the employer of an employee, who is unable to work because of illness, shall not for that reason terminate that employee's contract of employment without notice. Should an employee serve a period of imprisonment, either civil or criminal, his contract of employment shall be deemed to have been terminated without notice.

(3) The notice referred to in sub-section (1) shall not run concurrently with nor shall notice be given during the employee's absence on leave.

(4) An employer shall provide his employee with work during the whole period of such notice or in lieu thereof shall pay such employee an amount not less than—

- (a) if a weekly employee, the weekly remuneration which the employee was receiving immediately prior to the date of such notice;
- (b) if a monthly employee, remuneration at the rate which the employee was receiving immediately prior to the date of such notice.

(5) The notice referred to in sub-section (1) shall be so given as to take effect from—

- (a) in the case of a weekly employee, the last day of the working week of the establishment;
- (b) in the case of a monthly employee, the first of the month.

(6) The provisions of this section shall apply in respect of regular employees only.

18. CONTRIBUTIONS.

(1) *General Fund.*—Every employer shall contribute to the General Fund of the Council 8d. (eightpence) per week for each employee employed by him for whom wages are prescribed in section 6 (1) (a) and (b) and Table 17 of section 33 of this Agreement, and for apprentices during the last year of their apprenticeship; 4d. (fourpence) per week for each employee for whom wages are prescribed in sections 6 (1) (c), (d) or (e), 30, 32 and Tables 18 to 26 of section 33 of this Agreement, and for apprentices during the years preceding their last year of apprenticeship; and 2d. (twopence) per week for each labourer employed in the magisterial districts mentioned in section 37 of this Agreement.

(2) *Joint Unemployment Fund.*—Every employer shall contribute to the Joint Unemployment Fund of the Council the sum of 4s. 4d. (four shillings and fourpence) per week in respect of each employee employed by him who is a member of the trade union and for whom wages are prescribed in section 6 (1) (a) and (b) and Table 17 of section 33 of this Agreement; 1s. 10d. (one shilling and tenpence) per week in respect of apprentices in the last year of their apprenticeship; and 8d. (eightpence) per week for each employee employed by him who is a member of the trade union and for whom wages are prescribed in sections 6 (1) (c), (d) or (e), 30, 32 and Tables 18 to 26 of section 33 of this Agreement and for apprentices during the years preceding their last year of apprenticeship.

Vakleerlinge moet een kopie van hierdie register iedere dag aan die voorman van sy afdeling oorhandig en die duplikaatkopie gedurende sy leertyd bewaar. Hierdie duplikate moet deur vakleerlinge getoon word wanneer 'n beampde van die Raad of die Nasionale Drukkersvakleerlingkomitee dit vir ondersoek wil sien.

16. WERKING VAN WERKNEMERS EN DIENSSERTIFIKATE.

(1) Geen werkgewer mag 'n werknemer van 'n klas gedek deur die bepalings van hierdie Ooreenkoms wat nie voorheen in die nywerheid in diens was, in diens neem nie, tensy en totdat so'n persoon die werkgewer voorsien het van 'n sertifikaat geteken deur 'n geregistreerde mediese praktisyn ten effekte dat hy nie aan 'n besmetlike of aansteeklike siekte ly nie; met dien verstande egter dat die bepalings van hierdie subklousule nie van toepassing is as 'n los arbeider vir minder as ses agtereenvolgende werkdade in diens is nie.

(2) Ten einde die lone te kan vasstel wat aan werknemers van wie die lone op die duur van hul ervaring gebaseer is, betaal moet word en vir die toepassing van die Reglement van die Gesamentlike Werkloosheidsfonds, soos uiteengesit in die konstitusie van die Raad en vir die doeleindes van die Voorsieningsfonds, moet elke werkgewer aan elke werknemer wanneer hy die werkgewer se diens verlaat, gratis 'n dienssertifikaat uitreik en 'n afskrif van die sertifikaat aan die plaaslike Sekretaris van die betrokke tak van die vakvereniging stuur; die sertifikaat moet die werknemer se naam voluit, adres, vak en die loon wat betaal is, aantoon, asook die datums waarop hy by die werkgewer in en uit diens getree het en die rede waarom sy diens beëindig is.

17. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Weeklikse werknemer of sy werkgewer moet minstens een werkweek diensopsegging gee en as die nodige vrystelling verkry is om sy betaling op 'n maandelikse basis te magtig, moet 'n maandelikse werknemer of sy werkgewer minstens een kalendermaand kennis gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer sal raak om die dienskontrak sonder kennisgewing te beëindig om 'n rede wat by wet as voldoende erken word nie; en voorts met dien verstande dat dergelike kennisgewings van diensbeëindigings skriftelik moet wees.

(2) Nieteenstaande die eerste voorbehoud van subklousule (1) mag die werkgewer van 'n werknemer wat weens siekte nie kan werk nie, die werknemer se dienskontrak om daardie rede nie sonder kennisgewing beëindig nie. Ingeval 'n werknemer 'n tydperk van tronkstraf uitgedien het, of burgerlik of krimineel, word dit beskou dat sy dienskontrak sonder kennisgewing beëindig is.

(3) Die diensopsegging genoem in subklousule (1) mag nie saamval met en ook mag diensopsegging nie gedurende die werknemer se afwesigheid met verlof gegee word nie.

(4) 'n Werkgewer moet sy werknemer dwarsdeur die hele diensopseggingstyd van werk voorsien of in plaas daarvan moet hy die werknemer 'n bedrag betaal van minstens—

- (a) as hy 'n weeklikse werker is, die weeklikse besoldiging wat die werknemer onmiddellik voor die datum van die diensopsegging ontvang het;
- (b) as hy 'n maandelikse werker is, besoldiging teen die skaal wat hy onmiddellik voor die datum van die diensopsegging ontvang het.

(5) Die diensopsegging genoem in subklousule (1) moet so gegee word dat dit van krag word—

- (a) in die geval van 'n weeklikse werknemer, op die laaste dag van die werkweek van die inrigting;
- (b) in die geval van 'n maandelikse werknemer, op die eerste van die maand.

(6) Die bepalings van hierdie klousule is slegs op gereelde werknemers van toepassing.

18. BYDRAES.

(1) *Algemene Fonds.*—Aan die algemene fonds van die Raad moet elke werkgewer 8d. (agt pennies) per week bydra vir elke werknemer in sy diens vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b) en tabel 17 van klousule 33 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die laaste jaar van hul leertyd; 4d. (vier pennies) per week vir elke werknemer vir wie lone voorgeskryf word in klousules 6 (1) (c), (d) of (e), 30, 32 en tabelle 18 tot 26 van klousule 33 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die jare voor hul laaste leerjaar; en 2d. (twee pennies) per week vir elke arbeider in diens in die magistraatsdistrikte genoem in klousule 37 van hierdie Ooreenkoms.

(2) *Gesamentlike Werkloosheidsfonds.*—Aan die gesamentlike werkloosheidsfonds van die Raad moet elke werkgewer 4s. 4d. (vier sjelings vier pennies) per week bydra ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b) en tabel 17 van klousule 33 van hierdie Ooreenkoms; 1s. 10d. (een sjieling en tien pennies) per week ten opsigte van vakleerlinge in hul laaste leerjaar; en 8d. (agt pennies) per week vir elke werknemer by hom in diens wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousules 6 (1) (c), (d) of (e), 30, 32 en tabelle 18 tot 26 van klousule 33 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die jare voor hul laaste leerjaar.

(3) *Provident Fund*.—Every employer shall contribute to the Provident Fund of the Council the sum of 5s. (five shillings) per week in respect of each employee employed by him who is a member of the trade union and for whom wages are prescribed in section 6 (1) (a) and (b) and Table 17 of section 33 of this Agreement, and 2s. 6d. (two shillings and sixpence) per week in respect of each employee employed by him who is a member of the trade union, has had two years' or more experience in the Industry and for whom wages are prescribed in sections 6 (1) (c), (d) or (e), 30, 32 and Tables 18 to 26 of section 33 of this Agreement.

(4) *Medical Aid Fund*.—Every employer shall contribute to the Medical Aid Fund of the Council the sum of 5s. per week in respect of each employee employed by him who is a member of the trade union and who has had two years' or more experience in the Industry. The contributions mentioned in this sub-section shall not be payable in respect of employees of the class mentioned, who are members of medical aid societies or similar organisations, which the Standing Committee, in its discretion, has registered for this purpose; and the deduction of 2s. 6d. per week mentioned in sub-section (6) hereof may not be made from the wages of such employees.

(5) *Areas B and C*.—Notwithstanding the provisions of sub-sections (1), (2), (3) and (4) the total contributions payable by an employer in Areas B and C in respect of each employee for whom wage rates are prescribed in section 6 (1) (a) and (b) and Table 17 of section 33 of this Agreement shall be 8s. 6d. (eight shillings and sixpence) per week. Such contributions shall be in respect of the General Fund 4d. (fourpence), the Joint Unemployment Fund 8d. (eightpence), the Provident Fund 2s. 6d. (two shillings and sixpence) and the Medical Aid Fund 5s. (five shillings).

(6) *Deductions*.—The following deductions from the wages of the classes of employees stated may be made by their employers:—

Class of Employee.

Employees, who are members of the Trade Union, employed in all areas except B and C, for whom wages are prescribed in Section 6 (1) (a) and (b) and Table 17 of Section 33 of this Agreement.

All other employees, who are members of the Trade Union and who have had two years' or more experience in the Industry.

Deductions.

4s. 6d. per week, being the employee's contribution of 2s. 6d. per week to the Medical Aid Fund and 2s. per week to the Joint Unemployment and General Funds.

2s. 6d. per week, being the employee's contribution to the Medical Aid Fund.

(7) (a) Where an employee has worked for 20 hours or more during any week full contributions shall be paid in respect of that week. Should an employee have worked for less than 20 hours during any week no contributions are payable in respect of that week.

(b) Full contributions shall be paid in respect of any period during which an employee is on paid leave; provided, however, that no contributions are payable where the employee's absence is due to illness or because of injuries sustained in an accident.

(8) (a) In order to facilitate the payment of all contributions payable by employers in accordance with the provisions of this section, payment shall be effected by purchasing from the Secretary of the Council, at his address, stamps provided for the purpose which shall be sold on requisition to individual employers or members of the trade union on authority from the local official of the trade union.

(b) The Council shall provide for each employee a contribution book for the purpose of affixing stamps covering the amount of the contributions to the funds.

(c) Each employer shall affix weekly, within seven days of the customary pay day of his establishment, in the contribution book of each of his employees a stamp representing the amount of the joint weekly contributions of both employer and employee.

(d) Contribution books may be kept by the employer, but shall remain the property of the Council, and shall be subject to inspection at any time by persons appointed or authorised by the Standing Committee. On the termination of employment of an employee the employer concerned shall immediately forward the contribution book of such employee to the local branch of the trade union. At the end of each calendar year, the contribution book of each employee for such year shall be forwarded by the employer to the local branch of the trade union so as to reach the Branch Secretary of the Trade Union not later than the 31st January of the following year.

(e) The employee's contribution book shall constitute the receipt for contributions to the funds and, together with the employer's certificate of employment, shall establish the employee's right to claim benefits. In the event of a contribution book being lost a new book may be obtained upon payment of the sum of 2s. 6d.

(f) It is a condition of membership of the funds that no employee member shall be entitled to assign or charge any of the benefit due to him from the funds.

(9) Contributions to the General Fund in respect of employees who are not members of the trade union shall be paid monthly by the employer to the Secretary of the Council at his address not later than 30 days after accrual.

(3) *Voorsieningsfonds*.—Elke werkgever moet 5s. (vyf sjielings) per week aan die voorsieningsfonds van die Raad bydra ten opsigte van elke werknemer by hom in diens wat lid is van die vakvereniging en vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b) en tabel 17 van klousule 33 van hierdie Ooreenkoms, en 2s. 6d. (twee sjielings en ses pennies) per week ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is, twee jaar of meer ervaring in die nywerheid gehad het en vir wie lone voorgeskryf word in klousules 6 (1) (c), (d) of (e), 30, 32 en tabelle 18 tot 26 van klousule 33 van hierdie Ooreenkoms.

(4) *Mediese hulpfonds*.—Elke werkgever moet aan die mediese hulpfonds van die Raad 5s. per week bydra ten opsigte van elke werknemer in diens by hom wat lid van die vakvereniging is wat twee of meer jaar ervaring in die nywerheid gehad het. Die bydraes genoem in hierdie subklousule is nie betaalbaar ten opsigte van werknemers van die genoemde klas wat lede van mediese hulpverenigings of dergelike organisasies is wat die Staande Komitee na goeddunke vir hierdie doel geregistreer het; en die 2s. 6d. per week genoem in subklousule (6) hiervan mag nie van die lone van sulke werknemers afgetrek word nie.

(5) *Gebiede B en C*.—Nieteenstaande die bepalinge van subklousules (1), (2), (3) en (4) is die totale bydraes wat deur 'n werkgever in gebiede B en C betaalbaar is ten opsigte van elke werknemer vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b) en tabel 17 van klousule 33 van hierdie Ooreenkoms, 8s. 6d. (agt sjielings en ses pennies) per week. Hierdie bydraes bestaan uit bydraes tot die Algemene Fonds, 4d. (vier pennies), die Gesamentlike Werkloosheidsfonds, 8d. (agt pennies); die Voorsieningsfonds, 2s. 6d. (twee sjielings en ses pennies) en die Mediese Hulpfonds, 5s. (vyf sjielings).

(6) *Aftrekkings*.—Ondergenoemde aftrekkings van die lone van genoemde klasse werknemers kan deur hulle werkgevers gedoen word:—

Klas werknemers.

Werknemers wat lede van die Vakvereniging is, in diens in alle gebiede behalwe B en C, vir wie lone voorgeskryf word in klousule 6 (1) (a) en (b) en tabel 17 van klousule 33 van hierdie Ooreenkoms.

Alle ander werknemers wat lede van die Vakvereniging is en met 2 jaar of meer ervaring in die Nywerheid.

Aftrekkings.

4s. 6d. per week wat die werknemer se bydrae van 2s. 6d. per week tot die Mediese Hulpvereniging is en 2s. per week tot die Algemene en Gesamentlike Werkloosheidsfondse.

2s. 6d. per week wat die werknemer se bydrae tot die Mediese Hulpfondse is.

(7) (a) As 'n werknemer 20 of meer uur gedurende 'n week gewerk het moet volle bydraes ten opsigte van die week betaal word. As 'n werknemer minder as 20 uur gedurende 'n week gewerk het is geen bydraes betaalbaar ten opsigte van daardie week nie.

(b) Volle bydraes moet betaal word ten opsigte waarin 'n werknemer met betaalde verlof is; met dien verstande egter dat geen bydraes betaalbaar is nie as die werknemer se afwesigheid die gevolg is van siekte of beserings wat in 'n ongeluk opgedoen is nie.

(8) (a) Ten einde die betaling te vergemaklik wat ooreenkomsig hierdie klousule deur werkgevers betaalbaar is, moet betaling geskied deur seëls van die sekretaris van die Raad by sy adres te koop, seëls wat vir die doel verskaf word en aan individuele werkgevers of lede van die Vakvereniging op magtiging van die plaaslike beampies van die Vakvereniging verkoop moet word.

(b) Die Raad moet elke werknemer voorsien van 'n bydraeboekie vir die doel om seëls daarin te plak wat die bedrag van die bydrae tot die fonds dek.

(c) Elke werkgever moet weekliks binne sewe dae van die gewone betaaldag van sy inrigting 'n seël in die bydraeboekie van elkeen van sy werknemers plak wat die bedrag aandui van die gesamentlike weeklikse bydraes van sowel werkgever as werknemer.

(d) Bydraeboekies kan deur die werkgever gehou word, maar bly die eiendom van die Raad en is te eniger tyd onderworpe aan ondersoek deur persone wat deur die Staande Komitee aangestel of daartoe gemagtig is. Die boekies moet aan die werknemer op sy versoek of by sy diensbeëindiging oorhandig word. By diensbeëindiging van 'n werknemer moet die betrokke werkgever die bydraeboekie van die werknemer onmiddellik aan die plaaslike tak van die Vakvereniging stuur. Aan die einde van elke kalenderjaar moet die bydraeboekie vir dié jaar deur die werkgever aan die plaaslike tak van die Vakvereniging gestuur word om die Taksekretaris van die Vakvereniging op of voor 31 Januarie van die volgende jaar te bereik.

(e) Die werknemer se bydraeboekie dien as kwitansie vir bydraes aan die fonds en verleen tesame met die werkgever se dienssertifikaat die werknemer die reg om in ooreenstemming met die regulasies bystand van die fonds te eis. Ingeval 'n bydraeboekie soek raak, is 'n werknemer teen betaling van die bedrag van 2s. 6d. op 'n nuwe boekie geregtig.

(f) Dit is 'n lidmaatskapvoorwaarde van die fonds dat geen werknemer lid daartoe geregtig is om enige deel van die bystand aan hom uit die fonds verskuldig, oor te maak of te beswaar nie.

(9) Bydraes aan die Algemene Fonds ten opsigte van werknemers wat nie lede van die Vakvereniging is nie, moet maandeliks en binne 30 dae nadat dit opgeloopt het, deur die werknemer aan die Sekretaris van die Raad by sy adres betaal word.

19. JOINT UNEMPLOYMENT FUND.

The Joint Unemployment Fund established by the parties to the Council for the purpose of providing unemployment and sickness benefits is hereby continued. Benefits shall be paid to employees entitled thereto in accordance with the provisions relating to such fund contained in the Constitution of the Council.

20. PROVIDENT FUND.

The Provident Fund established by the parties to the Council for the purpose of providing retirement allowances and mortality grants is hereby continued. Payment of such allowances and grants shall be made to the persons entitled thereto, in terms of the regulations relating to such fund and in accordance with the provisions in connection therewith contained in the Constitution of the Council.

21. HOUSING FUND.

(1) The Housing Fund established by the parties to the Council for the purpose of assisting members of the trade union to acquire dwelling houses is hereby continued.

(2) Subject to the general purpose mentioned in sub-section (1) hereof, the funds of the Housing Fund shall be administered in the sole and absolute discretion of the Standing Committee, which Committee may—

- (a) advance moneys from such fund to members of the trade union at such rate of interest and subject to such conditions as may be decided upon by the said Committee from time to time;
- (b) deposit moneys from such fund with building societies and cede, assign, transfer, pledge and encumber moneys so deposited or other assets of the Fund as collateral security for advances made by building societies to members of the trade union;
- (c) invest moneys collected and not immediately required for the purposes of the Housing Fund in such securities or with persons and in such manner as it may in its sole and absolute discretion consider expedient; and
- (d) delegate to one employer representative and one employee representative on the Committee the duty of signing any necessary application for fixed deposit, deed of cession, suretyship or other document required in connection with any transaction approved by it.

(3) All amounts standing to the credit of the Housing Fund Account in the books of the Council, which, in the opinion of the Executive Committee, are no longer required for the purposes of the Housing Fund shall at the discretion of that Committee, be transferred from time to time to the Joint Unemployment Fund.

22. MEDICAL AID FUND.

(1) A Medical Aid Fund is hereby established for the purpose of assisting members of the trade union with the payment of expenses incurred by them, whether in respect of themselves or their bona fide dependants, in cases of sickness or accident, for medical, surgical, hospital and nursing attention and such other treatment as may be decided upon from time to time by the Executive Committee.

(2) Subject to the general directions of the Council the fund shall be controlled and administered by the Governing Board of the Trade Union.

(3) The Executive Committee shall have the power to make and amend rules specifying the benefits payable, the conditions under which such benefits shall be paid and provisions relating to the administration of the fund. A copy of all such rules and any amendments thereof shall be lodged with the Secretary for Labour. The Executive Committee shall also have the power to make such arrangements as it may deem fit regarding the payment from the fund of expenses of administration.

(4) All moneys collected and not immediately required for the purposes of the fund shall be invested with such persons and in such manner as the Standing Committee in its discretion may consider expedient.

(5) Subject to the provisions of sub-sections (1), (2) and (3) hereof, the Governing Board of the Trade Union may in its discretion—

- (a) authorise the payment of claims on the fund in terms of the rules mentioned in sub-section (3) hereof or delegate to officers of the trade union nominated by it the duty of authorising the payment of such claims;
- (b) guarantee on behalf of the fund the fees of medical practitioners to the extent permitted by the rules mentioned in sub-section (3) hereof; and
- (c) authorise officers of the trade union nominated by it to sign cheques on any banking account opened for the purposes of the fund as well as such other documents as may be required by the bankers for the purposes of the opening or operation of any such account.

(6) 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 Governing Board of the Trade Union until it be either liquidated or transferred by the Council to some other fund constituted for the benefit of some or all of the members of the trade union employed in the Industry.

19. GESAMENTLIKE WERKLOOSHEIDSFONDS.

Die Gesamentlike Werkloosheidsfonds wat deur die partye by die Raad gestig is vir die doel om werkloosheids- en siektevoordele te verskaf, word hierby voortgesit. Voordele moet aan werknemers wat daartoe geregtig is, ooreenkomstig die bepalings betreffende die Fonds soos dit in die Konstitusie van die Raad vervat is, betaal word.

20. VOORSIENINGSFONDS.

Die Voorsieningsfonds wat deur die partye by die Raad gestig is met die doel om aftredingstoelae en sterftetoekennings te verskaf, word hierby voortgesit. Betaling van sulke toelae en toekennings moet gedoen word aan die persone wat daartoe geregtig is ooreenkomstig die regulasies betreffende die fonds en in ooreenstemming met die bepalings in verband daarmee in die Konstitusie van die Raad.

21. BEHUISINGSFONDS.

(1) 'n Behuisingsfonds word hierby ingestel met die doel om lede van die Vakvereniging te help om woonhuise te bekom.

(2) Onderworpe aan die algemene doelstelling in subklousule (a) hiervan genoem, moet die geld van die Behuisingsfonds na die uitsluitlike en absolute goeddunke van die Staande Komitee beheer word, en hierdie Komitee mag—

- (a) geld van dié Fonds aan lede van die vakvereniging teen dié rentekoers en onderworpe aan dié voorwaardes voorskiet wat van tyd tot tyd deur die genoemde Komitee bepaal mag word;
- (b) geld van dié Fonds by Bouverenigings stort en sulke gestorte gelde of ander bates van die Fonds as kollaterale waarborg vir voorskotte wat deur Bougenootskappe aan lede van die Vakvereniging gemaak word, sedeer, toewys, oordra, verpand en verswaar;
- (c) geld ingevorder en nie onmiddellik vir die doelstelling van die Behuisingsfonds nodig nie, in dié sekuriteite of by dié persone en op dié wyse belê wat hy na sy uitsluitlike en absolute goeddunke raadsaam ag; en
- (d) aan een werkgewer-verteenwoordiger en een werknemer-verteenwoordiger in die Komitee die plig deleger om alle nodige aansoeke om vaste deposito, oordragakte, borgtog of ander dokument te teken wat nodig is in verband met enige transaksie deur hom goedgekeur.

(3) Alle bedrae tot krediet van die Behuisingsfondstrekening in die boeke van die Raad, wat na die mening van die Uitvoerende Komitee nie langer vir die doelstelling van die Behuisingsfonds nodig is nie, moet van tyd tot tyd na goeddunke van dié Komitee op die Gesamentlike Werkloosheidsfonds oorgedra word.

22. MEDIESE HULPFONDS.

(1) 'n Mediese Hulpfonds word hiermee ingestel vir die doel om lede van die Vakvereniging te help met die betaling van onkoste deur hulle aangegaan, hetsy ten opsigte van hulleself of hul bona fide afhanklikes, in gevalle van siekte of ongelukke, vir mediese, snykundige, hospitaal- en verplegingsdienste en enige ander behandeling waaroor die Uitvoerende Komitee van tyd tot tyd kan ooreenkom.

(2) Onderworpe aan die algemene instruksies van die Raad word die fonds beheer en geadministreer deur die Beherende Liggaam van die Vakvereniging.

(3) Die Uitvoerende Komitee het die bevoegdheid om reëls te maak en te wysig wat die betaalbare voordele aandui, die voorwaardes waaronder sulke voordele betaal moet word en bepalings betreffende die administrasie van die Fonds. 'n Eksemplaar van alle dergelike reëls en alle wysigings daarvan moet by die Sekretaris van Arbeid ingedien word. Die Uitvoerende Komitee het ook die bevoegdheid om alle reëlings te tref wat hy nodig vind aangaande die betaling uit die Fonds of administrasiekoste.

(4) Alle gelde wat ingevorder en nie onmiddellik vir die doeleindes van die Fonds nodig is nie moet by die persone en op so 'n wyse belê word wat die Staande Komitee na goeddunke nodig ag.

(5) Onderworpe aan die bepalings van subklousules (1), (2) en (3) hiervan kan die Beherende Raad van die Vakvereniging na goeddunke—

- (a) die betaling van eise teen die Fonds magtig kragtens die reëls genoem in subklousule (3) hiervan of aan beamptes van die Vakvereniging wat deur hom benoem word, die reg deleger om die betaling van sulke eise te magtig;
- (b) namens die Fonds die gelde van mediese praktisyns waarborg tot die bedrag toegelaat deur die reëls genoem in subklousule (3) hiervan; en
- (c) beamptes van die Vakvereniging wat deur hom benoem word, magtig om tjeks te teken op enige bankrekening wat geopen word vir die doeleindes van die Fonds asook alle ander dokumente wat deur die bankiers vereis word vir die doeleindes om so 'n rekening te open of te bestuur.

(6) Ingeval hierdie Ooreenkoms verval weens verloop van tyd of om enige ander rede moet die Fonds steeds geadministreer word deur die Beherende Raad of die Vakvereniging totdat dit gelikwidier is of deur die Raad oorgeplaas is na 'n ander fonds wat ingestel is ten voordele van sommige of al die lede van die Vakvereniging wat in die Nywerheid in diens is.

(7) In the event of the dissolution of the Council, or should it cease to function, the fund shall be liquidated. After payment of all claims and other amounts, including liquidation expenses, due by the fund, any balance standing to its credit shall be distributed as follows:—

- (a) Fifty per cent of such balance shall be paid to the employers' organisations; and
- (b) fifty per cent of such balance shall be paid to the trade union.

(8) The members and officials of the Council, Executive and Standing Committee and Governing Board of the Trade Union shall not be liable for the debts and liabilities of the fund and shall be, and they are hereby, indemnified by the fund against all losses and expenses incurred by them in or about the bona fide discharge of their duties.

23. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employees in maintaining the discipline of the trade union. Where any employee who is a member of the trade union is in default under a penalty imposed by the trade union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) No employer, who is a member of either or both of the employers' organisations, shall engage or employ an employee for whom wages are prescribed by sections 6 (1) (a), (b), (c), (d) or (e), 30, 32 or 33 of this Agreement, unless such person is a member of the trade union or holds a provisional membership card or a working card of the trade union.

(3) Members of the trade union shall not accept employment with employers who are not members of one of the employers' organisations or who are under suspension by their organisation.

(4) Foremen who do not work at their trade but are employed in a purely supervisory capacity shall be excluded from all the provisions of this section; provided that such foremen who are members of the trade union shall not be required to attend meetings of the trade union or be penalised for non-attendance at such meetings.

(5) The provisions of sub-sections (2) and (3) hereof shall not apply to—

- (a) members of the trade union who are employed outside the industry; or
- (b) an employer who is a member of the employers' organisations, in relation to the continued employment of such employees, who, at 31st December, 1941, were exempted from membership of the trade union by the Council; or
- (c) an employee, who is a member of the trade union, in relation to his continued employment by an employer who, at the 31st December, 1941, was not a member of the employers' organisations;
- (d) persons employed in the Silk Screen Section of the Industry on the 1st January, 1953, who are not eligible for membership of the trade union.

24. TRAINING OF JOURNEMEN COMPOSITORS AS TYPESETTING MACHINE OPERATORS.

(1) Employers providing facilities for training apprentices on typesetting machines shall also allow selected journeymen compositors opportunities (in the employee's own time) for training on machines, the cost of attendance being borne by such employees. Matter set during the period of training shall not be used.

(2) When such journeymen compositors have attained a speed of over 5,000 ems per hour they shall be given the first opportunity to work full time on the machines for a period of three months, during which they shall be paid the minimum wages for journeymen. Upon the completion of the three months' period of training, they shall be regarded as qualified typesetting machine operators.

(3) The question of eligibility of compositors for training on typesetting machines shall be determined by the employer, in consultation with the foreman and the Chapel.

(4) This section shall not be applied so as to conflict with section 25 (4) (a) and (b) of this Agreement, which provides for journeymen to be trained upon typesetting machines entirely at the employer's expense.

25. WORKING RULES.

The working rules hereinafter set forth shall be observed by and be binding on both employers and employees in the Industry.

(1) *Spoiled Work.*—An employer shall not require an employee to pay and no employee shall pay, or enter into an agreement to pay, for spoiled or damaged work, nor shall an employee be liable to pay for material or apparatus damaged in the ordinary course of business; provided that where an employer considers that spoilage or damage is due to gross negligence on the part of the employee he may report the matter to the Branch Secretary of the Trade Union for the purpose of enquiry, after which the matter may be reported to the Joint Board concerned, which may recommend to the trade union that disciplinary action be taken.

(7) Ingeval die Raad ontbind word of ophou om sy werk te doen, moet die Fonds gelikwedeer word. Na betaling van alle eise en ander bedrae, met inbegrip van likwidasielaste, aan die Fonds verskuldig, moet enige balans wat hy tot sy krediet het, soos volg verdeel word:—

- (a) Vyftig persent van die balans moet aan die Werkgewersorganisasies betaal word; en
- (b) vyftig persent van die balans moet aan die Vakvereniging betaal word.

(8) Die lede en beambtes van die Raad, Uitvoerende en Staande Komitees en Beherende Raad van die Vakvereniging is nie aanspreeklik vir die skulde en verpligtings van die Fonds nie en hierby word hulle deur die Fonds gevrywaar teen alle uitgawes aangegaan by of in verband met die *bona fide* uitvoering van hulle pligte.

23. VAKVERENIGINGSLIDMAATSKAP.

(1) Die werkgewers moet met die werknemers saamwerk vir die handhawing van die tug van die Vakvereniging. Ingeval 'n werknemer, wat lid van die Vakvereniging is, versuim om 'n straf deur die Vereniging opgelê, te ondergaan, moet die saak behandel word deur die betrokke Gesamentlike Raad, wat van die betrokke werkgewer kan eis om die werknemer, wat in gebreke is, te ontslaan indien die straf nie nagekom word nie.

(2) Geen werkgewer wat lid van een of albei Werkgewersorganisasies is, mag 'n werknemer, vir wie lere voorgeskryf word by klousules 6 (1) (a), (b), (c), (d) of (e), 30, 32 of 33 van hierdie Ooreenkoms, in diens neem of hou nie tensy dié persoon 'n lid van die Vakvereniging is of 'n voorlopige lidmaatskapskaart of werkspermit van die Vakvereniging besit.

(3) Lede van die Vakvereniging mag nie in diens tree by werkgewers wat nie lede van een van die Werkgewersorganisasies is, of wat deur hul organisasie geskors is nie.

(4) Voormanne wat uitsluitlik as opsieners in diens is, ressorteer onder geen bepaling van hierdie klousule nie. Van voormanne wat lede van die Vakvereniging is, word nie vereis om vergaderings van die Vakvereniging by te woon nie en hulle word nie vir bywoning van sulke vergaderings beboet nie.

(5) Die bepalings van subklousules (2) en (3) hiervan is nie van toepassing nie op—

- (a) lede van die Vakvereniging wat buite die Nywerheid in diens is; of
- (b) 'n werkgewer wat lid van die Werkgewersorganisasie is, in verband met die voortgesette diens van dié werknemers wat op 31 Desember 1941 deur die Raad vrygestel is van lidmaatskap van die Vakvereniging; of
- (c) 'n werknemer wat lid van die Vakvereniging is, in verband met sy voortgesette diens by 'n werkgewer wat op 31 Desember 1941 nie lid van die Werkgewersorganisasie was nie;
- (d) persone in diens in die syskermafdeling van die Nywerheid op 1 Januarie 1953 wat nie lede van die Vakvereniging kan word nie.

24. OPLEIDING VAN VAKMANLETTERSETTERS AS MASJINSETTERS.

(1) Werkgewers wat vir die opleiding van vakleerlinge op setmasjiene voorsiening maak, moet ook aan gekose vakmansetters die geleentheid gee om (in die werknemer se eie tyd) op die masjiene te oefen, en die koste van bediening moet deur die werknemers gedra word. Werk, wat gedurende die opleidingstydperk geset word, mag nie gebruik word nie.

(2) Wanneer hierdie vakmansetters 'n snelheid van meer as 5,000 vierkantjies per uur bereik het, moet aan hulle die eerste kans gegee word om vir 'n termyn van drie maande voltyds op die masjiene te werk en gedurende daardie termyn moet aan hulle die minimum loon vir vakmansetters betaal word. Na voltooiing van die opleidingstermyn van drie maande word hulle as gekwalifiseerde masjiensetters beskou.

(3) Die werkgewer moet in oorleg met die voorman en die kapel bepaal of lettersetters vir opleiding op setmasjiene in aanmerking kan kom of nie.

(4) Hierdie klousule word nie so toegepas dat dit in stryd is met klousule 25 (4) (a) en (b) van hierdie Ooreenkoms, wat voorsiening maak vir die opleiding van vakmanne op setmasjiene geheel en al op koste van die werkgewer nie.

25. WERKREGLEMENT.

Die werkreglement hierin verder uiteengesit moet nagekom word deur en is bindend op werkgewers sowel as werknemers in die Nywerheid.

(1) *Verknoeide werk.*—'n Werkgewer kan nie van 'n werknemer eis om vir verknoeide of beskadigde werk te betaal nie, en 'n werknemer mag nie daarvoor betaal, of 'n ooreenkoms aangaan om daarvoor te betaal nie; ewenmin is 'n werknemer aanspreeklik om vir materiaal of masjinerie wat in die gewone loop van werk beskadig word, te betaal nie. Met dien verstande dat as 'n werkgewer van mening is dat verknoeiing of beskadiging aan growwe nalatigheid van 'n werknemer te wyte is, hy die saak aan die Sekretaris van die tak van die Vakvereniging vir ondersoek kan rapporteer, waarna die saak verwys kan word na die betrokke Gesamentlike Raad wat aan die Vakvereniging kan aanbeveel om tugmaatreëls te neem.

(2) *Technical Education.*—(a) No employer shall provide on his premises to other than apprentices or journeymen members of the trade union technical education or instruction in a trade designated under the Apprenticeship Act, and no employees other than those specified may so receive technical education or instruction, but this shall not debar any person on the administrative staff of an establishment from receiving instruction in costing and the technicalities of efficient management.

(b) No product of any technical class shall be taken over or used by any employer, nor shall such product be placed in competition with the products of private enterprise.

(3) *Composing.*—(a) An employer shall not require or permit any person other than a journeyman compositor or compositor apprentice to do work which falls within the definition of composing in this sub-section. No employee other than a journeyman compositor or compositor apprentice shall perform any such work.

“Composing” means work which embraces in whole or in part the operation of typesetting machines, and/or the setting or arranging of type (including the product of typesetting and typecasting machines), blocks, plates and/or other necessary materials into a position for printing or embossing or making of rubber stamps therefrom (including type from the Gammeter Multigraph and similar printing machines) and/or the distribution of such material after use and shall include the setting and preparation of formes whether of wood or metal base used for cutting and/or creasing fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper and/or any compound of paper for the manufacture of cartons and containers.

(b) General assistants may be employed upon wrapping up of type for storage purposes; looking-out standing matter; pulling proofs by hand of solid matter in galley form; and/or breaking up machine set matter for remelting; and, if so employed, shall be paid at not less than the following rates:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(4) *Typesetting and Typecasting Machine Operating.*—(a) Journeymen compositors when employed temporarily on typesetting machines shall be paid for all time worked on the machine at not less than the hourly rate applicable to typesetting machine operators, calculated in terms of section 6 (5) of this Agreement; provided, however, that if a compositor is employed on a typesetting machine for more than 20 hours in one working week, he shall be paid at the rate applicable to typesetting machine operators for the whole of that week. Typesetting machine operators employed temporarily on hand composing shall be paid at the rate applicable to typesetting machine operators.

(b) Journeymen compositors, when transferred from hand composing for the purpose of learning typesetting machine operating shall be entitled to 12 months' tuition, during which period they shall be paid the minimum rate of wages for journeymen compositors.

(c) No typesetting machine operator shall be required by an employer to produce a fixed amount of work, and no system of bonus or other payments which offer inducements to undue competition shall be agreed upon between an employer and employee.

(d) Subject to the provisions of paragraph (e) hereof, no typesetting machine operator shall be required by an employer to do mechanic's or labourer's work; provided, however, that this sub-section shall not be so construed as to prohibit an operator from affording mechanical assistance in an emergency; and provided further that the provisions of this sub-section shall not apply in respect of operators of Typograph composing machines employed in Areas B and C.

(e) In establishments where seven or more typesetting machines are in use a full-time printers' mechanic shall be employed. In establishments where no mechanic is employed at least one typesetting machine operator on day or night shift as the case may be, shall be appointed and paid as an operator-mechanic. The provisions of this sub-section shall not apply in respect of Typograph composing machines in establishments in Areas B and C.

(f) The duties of a monotype caster mechanic include not only those of a monotype caster attendant but also the dismantling and assembling of moulds, cleaning pin blocks, the making of all mechanical adjustments and the replacement of worn parts, general maintenance and the dismantling and erection of the machines. He shall have knowledge of the lay-out of the case and the different type sizes. Unless otherwise stated in this Agreement an employee who is not of such a class shall not be required or permitted to perform such work.

(g) Except for the purpose of carrying out the duties mentioned in the definition of that class of employee, a Monotype caster attendant shall not be required or permitted by his employer to make any mechanical adjustments or repairs to any typecasting machinery.

(2) *Tegniese onderwys.*—(a) Geen werkgewer mag op sy persele aan iemand anders as vakleerlinge of vakmanlede van die Vakvereniging tegniese onderwys of opleiding in 'n vak, aangewys ingevolge die Wet op Vakleerlinge, gee nie, en geen werknemers, behalwe die genoemde, mag tegniese onderwys of opleiding ontvang nie, maar dit belet geen lid van die administratiewe personeel van 'n inrigting om vir presberekening en die tegniek van doeltreffende bestuur opgelei te word nie.

(b) Geen werk uit 'n tegniese klas mag deur 'n werkgewer oorgeneem of gebruik word nie, en dié werk mag ook nie in mededinging met werk van private ondernemings gebring word nie.

(3) *Setwerk.*—(a) Geen werkgewer mag enige ander persoon as 'n vakmanlettersetter of vakleerlingsetter werk wat onder die woordbepaling van „set” in hierdie subklousule val, laat verrig nie. Geen ander werknemer, as 'n vakmanlettersetter of vakleerlingsetter mag sulke werk doen nie:—

„Set”, werk uitsluitlik of hoofsaaklik met 'n setmasjiene en/of die set of rangskik van letters (met inbegrip van die produk van letterset- en lettergietmasjiene), die in posisie plaas van blokke, plate en/of ander nodige materiaal vir druk of reliëfdruk of die maak van rubberstempels daarvan (met inbegrip van letters vir die Gammeter Multigraph en soortgelyke drukmasjiene) en/of die verspreiding van die materiaal na gebruik en sluit die stel en voorberei van vorms in (hetsy van hout of rubber) wat by die sny en/of plooi van veselstof en/of karton (geriefel of andersins) en/of papier en/of enige samestelling van papier en/of enige dergelyke materiaal waarvan veselstof en/of karton en/of papier, en/of enige samestelling van papier is, vir die vervaardiging van kartondostes en -houers gebruik word.

(b) Algemene hulpe kan in diens geneem word vir dié toedraai van setsel om gebêre te word; uitsoek van staande setsel; proewe van soliede setsel in galeivorm met die hand trek; en/of masjiensetsel opbreek om weer gesmelt te word; en as hulle so in diens is, moet hulle minstens teen onderstaande skale betaal word:—

As werknemer minder as een jaar ervaring van dié werk gehad het: Skaal vir betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms van vierde jaar ervaring.

As werknemer een jaar of meer ervaring met dié werk gehad het: Hoogste skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(4) *Bediening van letterset- en lettergietmasjiene.*—(a) Vakmansetters moet, wanneer hulle tydelik diens doen by lettersetmasjiene betaal word vir alle tyd met die masjiene gewerk teen minstens die uurloon van toepassing op bedieners van lettersetmasjiene, bereken kragtens klousule 6 (5) van hierdie Ooreenkoms, met dien verstande egter dat as 'n lettersetter langer as 20 uur in een week met 'n lettersetmasjiene werk, hy betaal moet word teen die skaal van toepassing op bedieners van lettersetmasjiene vir die hele week. Bedieners van die lettersetmasjiene wat tydelik handsetwerk doen, moet betaal word teen die skaal van toepassing op bedieners van lettersetmasjiene.

(b) Vakmanlettersetters is by oorplasing van hand- na masjienset, met die doel om laasgenoemde te leer, geregtig tot 12 maande opleiding, en gedurende daardie termyn moet hulle teen die minimum loon vir vakmanlettersetters betaal word.

(c) 'n Werkgewer kan nie van 'n masjiensetter vereis om 'n bepaalde hoeveelheid werk te lewer nie en geen stelsel van bonusse, of ander betalings, wat oorhaastig of oordrewe wedyvering aanmoedig, mag tussen 'n werkgewer en 'n werknemer aanvaar word nie.

(d) Onderworpe aan paragraaf (e) hiervan mag geen bediener van 'n lettersetmasjiene deur 'n werkgewer verplig word om die werk van 'n werktuigkundige of arbeider te doen nie, met dien verstande egter dat hierdie subklousule nie vertolk moet word om 'n bediener te verbied om werktuigkundige hulp in geval van nood te verleen nie en voorts met dien verstande dat die bepalings van hierdie subklousule nie van toepassing is op bedieners van tipograafsetmasjiene in diens in Gebiede B en C.

(e) In inrigtings waar sewe of meer lettersetmasjiene gebruik word moet 'n voltydse drukkerswerktuigkundige in diens wees. In inrigtings waar geen werktuigkundige in diens is nie moet een bediener van lettersetmasjiene, op dag- of nagskof, al na die geval, aangestel en as 'n bediener-werktuigkundige besoldig word. Die bepalings van hierdie subklousule is nie van toepassing nie ten opsigte van tipografiese setmasjiene in inrigtings in Gebiede B en C nie.

(f) Die werk van 'n monotiepgieterswerktuigkundige sluit nie net dié van 'n monotiepgietersbediener in nie maar ook die uitmekaarhaal en innemekaarsit van gietvorms, penblokke skoonmaak, alle meganiese verstellings doen en die vervanging van geslyte onderdele, algemene onderhoud van en die uitmekaarhaal en oprig van die masjiene. Hy moet kennis dra van die rangskikking van die kas en die verskillende lettergroottes. Tensy anders in hierdie Ooreenkoms gemeld, mag 'n werknemer wat nie in so 'n klas val nie, nie verplig of toegelaat word om dié werk te doen nie.

(g) Behalwe vir die doel om die pligte uit te voer wat genoem word in die woordbepaling van dié klas werknemer, kan 'n bediener van 'n monotiepgietmasjiene nie deur sy werkgewer verplig of toegelaat word om werktuigkundige verstellings of herstelwerk op lettersetmasjinerie uit te voer nie.

(h) Except in cases of emergency a Monotype caster attendant shall not be required or permitted by his employer to be in attendance on more than two casting machines. Should such an employee be in attendance on more than two machines, he shall be paid additional remuneration for each day or portion of a day, on which he was in attendance on more than two machines, at the rate of £1 per week.

(i) While in attendance on casting machines, a Monotype caster attendant shall be under the supervision of a journeyman or an apprentice.

(j) Where there are 2, 3 or 4 Monotype casting machines installed, a journeyman Monotype caster minder mechanic shall be employed. For each additional four machines (or part thereof) above 4 an additional journeyman Monotype caster minder mechanic or apprentice to that trade shall be employed. Subject to the provisions of paragraph (h), no employee, including Monotype caster minder mechanics or apprentices to that trade, shall be allowed to be in attendance on more than two casting machines.

(k) In single installations of not more than one composition caster, the keyboard operator may act as the mechanic. In establishments where there is only one super caster, and no keyboard is installed, a Monotype caster attendant may operate the machine under the supervision of a journeyman Monotype caster minder mechanic, printers' mechanic or a journeyman connected with typesetting. In such cases the employer shall notify the Local Joint Board, forthwith, of the name of the journeyman selected for such supervisory duties, or where no Joint Board has jurisdiction, he shall notify the Standing Committee. Notwithstanding the provisions of this sub-section it shall not be necessary for an employer to replace the journeyman selected for the supervisory duties mentioned during the absence of such journeyman from work for any period not exceeding four weeks.

(l) Wherever possible, employees employed as Monotype caster attendants shall be given the first opportunity by the management concerned to attain journeyman status before application is made for authority to engage an apprentice.

(5) *Proof-reading.*—(a) An employer shall not permit any employee to occupy and no employee shall so occupy the position of proof-reader unless he is a journeyman proof-reader, an apprentice to that trade or a journeyman compositor. In establishments where no permanent proof-reader is employed, an employer shall not permit proofs to be read by any employee other than a journeyman compositor or the person in charge of the establishment or department, and no other employee may so read proofs.

(b) An employer shall ensure that only members of the trade union paid at not less than the rates prescribed by Table 8, are employed on regular copyholding.

(c) Copyholding on morning newspapers shall be performed by male members of the trade union.

(6) *Stereotyping.*—An employer shall not permit any person other than a journeyman stereotyper or an apprentice to the trade of stereotyping to prepare flongs, make matrices, cast or trim plates, or operate planing or routing machines, and no employee not so qualified may do such work. An employer shall not permit any person other than a journeyman stereotyper, compositor or machine minder to do mounting of plates and stereos and no employee not so qualified may do such work.

(7) *Letterpress Printing.*—(a) For the purposes of this sub-section—

“apprentice” means an apprentice to the trade of letterpress machine minding, or where the work being done is in connection with carton manufacture an apprentice to the trade of machine minding (carton making);

“cylinder machine” means a letterpress printing machine in which the paper or other material to be printed is carried by a rotating cylinder against a flat printing surface from which the impression is taken;

“letterpress printing machine” does not include such a machine while it is being utilised for the production of fruit wrappers whether plain or printed;

“machine minder” means a journeyman letterpress machine minder, or where the work being done is in connection with carton manufacture a journeyman machine minder (carton making);

“platen machine” means a letterpress printing machine in which the paper or other material to be printed is carried in a flat position against a flat printing surface from which the impression is taken.

(b) An employer shall not permit any person other than a machine minder or an apprentice to make ready, regulate the supply of ink, change gauges, alter the impression or make any other adjustment to the mechanism of any letterpress printing machine; provided, however, that the operations mentioned may be performed by a platen pressmen or a learner platen pressman when the machine concerned is a platen machine. No other employee shall perform such work.

(c) An employer shall not permit any cylinder machine to be operated except under the supervision of a machine minder or an apprentice and shall similarly not permit any platen machine to be operated except under the supervision of a machine minder, apprentice, platen pressmen or learner platen pressman.

(d) (i) An employer shall not permit a machine minder, apprentice, platen pressman or learner platen pressman to supervise or operate more than four platen machines.

(h) Behalwe in noodgevalle mag 'n bediener van 'n monotiep-gietmasjiën nie deur sy werkgever verplig of toegelaat word om met meer as twee gietmasjiëne te werk nie. Ingeval so 'n werknemer met meer as twee masjiëne werk, moet hy ekstra besoldiging betaal word teen een pond per week vir elke dag of gedeelte van 'n dag waarop hy met meer as twee masjiëne gewerk het.

(i) Terwyl 'n bediener van 'n monotiep-gietmasjiën met gietmasjiëne werk, moet hy onder toesig staan van 'n vakman of 'n vakleerling.

(j) Waar daar 2, 3 of 4 monotiep-gietmasjiëne is, moet 'n vakman-bedienerwerktuigkundige van monotiep-gietmasjiëne in diens wees. Vir elke bykomende 4 masjiëne (of gedeelte daarvan) bo 4 moet 'n bykomende vakman-bedienerwerktuigkundige van monotiep-gietmasjiëne of vakleerling in daardie bedryf, in diens wees. Onderworpe aan die bepalings van paragraaf (h) moet geen werknemer, met inbegrip van bedienerwerktuigkundiges van monotiep-gietmasjiëne of vakleerlinge in daardie bedryf, toegelaat word om by meer as twee masjiëne te help nie.

(k) In enkele installasies van hoogstens een komposisiegieter, kan die toetsbordbediener as werktuigkundige optree. In inrigtings waar daar net een supergietmasjiën is en geen toetsbord nie, kan 'n monotiep-gietmasjiënbediener die masjiën bedien onder die toesig van 'n vakman-bedienerwerktuigkundige van monotiep-gietmasjiëne, drukkerswerktuigkundige of 'n vakman wat aan setwerk verbonde is. In sulke gevalle moet die werkgever die plaaslike Gesamentlike Raad onmiddellik in kennis stel van die naam van die vakman wat vir dié toesighoudende pligte gekies is, of waar daar geen Gesamentlike Raad met regsbevoegdheid is nie, moet hy die Vaste Komitee in kennis stel. Nieteenstaande die bepalings van hierdie subklousule is dit nie nodig vir 'n werkgever om die vakman wat vir gemelde toesig hou aangewys is gedurende die afwesigheid van die vakman van sy werk vir hoogstens 4 weke, te vervang nie.

(l) Waar dit ook al moontlik is, moet werknemers wat tans in diens is as monotiep-gietmasjiënhulpes, die eerste die beste geleentheid deur die betrokke bestuur gegee word om vakmanstatus te verkry voordat aansoek gedoen word om 'n vakleerling aan te stel.

(5) *Proeflees.*—(a) 'n Werkgever mag nie 'n werknemer toelaat om die betrekking van proefleeser te beklee en geen werknemer mag die betrekking beklee nie, tensy hy 'n vakman-proefleeser is, 'n vakleerling in die bedryf of 'n vakmanlettersetter. In inrigtings waar geen vaste proefleeser in diens is nie, mag 'n werkgever nie toelaat dat proewe geles word deur 'n ander werknemer as 'n vakman-lettersetter nie of die persoon wat vir die inrigting of afdeling verantwoordelik is en geen ander werknemer mag proewe aldus lees nie.

(b) 'n Werkgever moet seker maak dat slegs lede van die Vakvereniging wat betaal word teen minstens die skale voorgeskryf in Tabel 8, as gereelde kopiehouers in diens is.

(c) Manlike lede van die Vakvereniging moet as kopiehouers opoggendkeurante diens doen.

(6) *Stereotipeer.*—'n Werkgever mag nie 'n ander persoon as 'n vakmanstereotipeur of vakleerling-stereotipeur (waar dié gereeld in diens is) te werk stel om matryse te berei, matryshouers te maak, plate te giet, of af te werk of om skaaf- of groefmasjiëne te bedien nie en geen werknemer wat nie sodanig gekwalifiseer is mag sodanige werk verrig nie. 'n Werkgever mag niemand behalwe 'n vakmanstereotipeur, lettersetter of masjiënbediener, toelaat om monteurwerk van plate en stereo's te verrig nie en geen werknemer wat nie aldus gekwalifiseer is nie, mag sodanige werk verrig nie.

(7) *Drukperswerk.*—(a) Vir die toepassing van hierdie subklousule beteken—

„vakleerling” 'n vakleerling in die ambag drukpersbediening, of as die werk gedoen word in verband met kartonvervaardiging, 'n vakleerling in die ambag masjiënbediening (kartonvervaardiging);

„silindermasjiën” 'n drukpers waarin die papier of ander materiaal waarop gedruk moet word deur 'n draaiende silinder gevoer word teen 'n plat drukoppervlakte waarvan die afdruk gemaak word;

„drukkers” sluit nie so 'n masjiën in nie terwyl dit gebruik word vir die produksie van vrugtepapier, hetsy onbedruk of bedruk;

„masjiënbediener” 'n vakmanmasjiënbediener, of as die werk gedoen word in verband met kartonvervaardiging, 'n vakmanmasjiënbediener (kartonvervaardiging);

„platpers” 'n drukpers waarin die papier of ander materiaal waarop gedruk moet word, plat gevoer word teen 'n plat drukoppervlakte waarvan die afdruk geneem word.

(b) 'n Werkgever mag geen ander persoon as 'n masjiënbediener of 'n vakleerling toelaat om toe te stel nie, ook nie om die inktvoevoer te reguleer, peilers te verander, die drukking te verander, of enige ander verstelling van die meganisme van 'n drukpers te doen nie, met dien verstande egter dat genoemde werk deur 'n platpersdrukker of leerling-platpersdrukker geding mag word wanneer die betrokke masjiën 'n platpers is. Geen ander werknemer mag dié werk doen nie.

(c) 'n Werkgever mag nie toelaat dat met 'n silindermasjiën gewerk word nie behalwe onder toesig van 'n masjiënbediener of 'n vakleerling; ook mag hy nie toelaat dat met 'n platpers gewerk word nie behalwe onder toesig van 'n masjiënbediener, vakleerling, platpersdrukker of leerling-platpersdrukker.

(d) (i) 'n Werkgever mag nie 'n masjiënbediener, vakleerling, platpersdrukker of leerling-platpersdrukker toelaat om toesig te hou oor of met meer as 4 platperse te werk nie.

(ii) Where a platen pressman or a learner platen pressman supervises or operates an automatic platen machine which is capable of printing on a sheet larger than 10 inches by 15 inches he shall be paid at a rate not less than 10 per cent more than the rate of wages prescribed by Table 4 or Table 5 of this Agreement. No employee shall be required to supervise or operate more than three such machines at any one time.

(iii) An employer shall not permit a machine minder or an apprentice to supervise or operate more than—

- (a) three Vertical Miehle, Auto Elke, Kelly, Meteor, or other small cylinder machine capable of printing on a sheet not larger than 13 inches by 20 inches; or
- (b) two cylinder machines of a size larger than that mentioned in paragraph (a) and up to and including those capable of printing on a sheet not larger than 25 inches by 40 inches; or
- (c) one cylinder machine capable of printing on a sheet larger than 25 inches by 40 inches.

(iv) No employee shall so supervise or operate a machine or machines in excess of the number mentioned in this sub-section.

(e) General assistants paid at not less than the following rates may be employed upon assisting to adjust web tension and side-lay on rotary machines under the instruction of a journeyman:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(8) *Bookbinding.*—(a) Except as is provided in paragraphs (c) and (d) hereof, an employer shall not permit any person other than a journeyman bookbinder or an apprentice to the trade of bookbinding to perform, and no other employee shall perform, the following work:—

- (i) Turned-in work, including cases, membership cards and season tickets.
- (ii) Edge colouring, gilding, marbling (trough and transfer) and sprinkling.
- (iii) Finishing, blocking (gold, foil or blind) including laying-on.
- (iv) Cutting, making end-papers, indexing and map mounting; provided, however, that rotary cutting or slitting machines, when used in connection with bookbinding, may be supervised and operated by general assistants paid at the highest rate of wages for the area concerned mentioned in Table 8 of this Agreement. The adjustment and setting of such machines shall be done by a journeyman.
- (v) Making of loose-leaf ledgers, transfer binders and covers.
- (vi) The operation and supervision of case-making rounding and backing, pad-cutting and casing-in machines.
- (vii) The supervision and adjustment of Sheridan and similar collating machines; provided, however, that the supervision and adjustment of such machines may also be done by a printer's mechanic or an apprentice to that trade.

(b) An employer shall not permit any person other than a journeyman bookbinder, a printer's mechanic, an apprentice to those trades or an artisan, who has served an apprenticeship in an appropriate trade in some other industry and is paid at not less than the minimum rate prescribed by Scale 1 of Table 1 of this Agreement, to perform work in connection with the manufacture of loose-leaf mechanisms. No other employee shall perform such work.

(c) *Stationery Binding: Manufacture in bulk.*—The following provisions shall apply in connection with stationery binding of items to be placed in stock for resale and work for Government educational institutions, Union or Provincial:—

- (i) Male quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including 10 quires demy folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and
- (ii) female quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including five quires foolscap folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and provided further that—
 - (i) one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three quarter binders employed on the job. In computing the ratio of journeymen, rulers, cutters and apprentices shall not be included; and
 - (ii) there shall be no displacement of journeymen as a result of the operation of this paragraph.

(ii) As 'n platpersdrukker of 'n leerling-platpersdrukker toesig hou oor werk met 'n outomatiese platpers wat in staat is om 'n vel te druk wat groter as 10 duim by 15 duim is, moet hy betaal word teen minstens 10 persent meer as die skaal voorgeskryf in Tabelle 4 en 5 van hierdie Ooreenkoms. Geen werknemer mag verplig word om toesig te hou oor of met meer as 3 sulke masjiene tegelykertyd te werk nie.

(iii) 'n Werkgewer mag nie 'n masjienebediener of 'n vakleerling toelaat om toesig te hou oor of met meer as onderstaande te werk nie:—

- (a) Drie vertikale Miehle-, Auto Elka-, Kelly-, Meteor- of ander klein silindermasjiene wat in staat is om op 'n vel van hoogstens 13 duim by 20 duim te druk; of
- (b) twee silindermasjiene groter as dié genoem in paragraaf (a) en tot en met dié wat in staat is om op 'n vel te druk van hoogstens 25 duim by 40 duim; of
- (c) een silindermasjiene wat in staat is om op 'n vel groter as 25 duim by 40 duim te druk.

(iv) Geen werknemer mag toesig hou of werk met 'n masjiene of masjiene waarvan die getal groter is as dié in hierdie sub-klousule genoem nie.

(e) Algemene hulpe wat minstens onderstaande skale betaal word, kan gebruik word om te help om bandspanning en systrekking op rolperse onder instruksie van 'n vakman te verstel:—

As werknemer minder as een jaar ervaring van sulke werk gehad het: Skaal vir betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms vir vierde jaar ervaring.

As werknemer een jaar of meer ervaring van sulke werk gehad het: Hoogste skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(8) *Boekbind.*—(a) Behalwe soos bepaal in paragrafe (c) en (d) hiervan mag 'n werkgewer niemand anders as 'n vakmanboekbinder of 'n vakleerling in die ambag boekbind toelaat om onderstaande werk te doen nie en mag geen werknemer dit doen nie:—

- (i) Ingevoerde werk met inbegrip van bande, lidmaatskap-kaartjies en seisoenkaartjies.
- (ii) Randkleurwerk, vergulding, marmerwerk (trog en oordruk) en sprinkeling.
- (iii) Afwerk, blokwerk (goud, foelie of blind) met inbegrip van oplê.
- (iv) Sny, skutblaai maak, bladwysers maak, en landkaarte monter; met dien verstande egter dat as rolsny- of oopsnymasjiene gebruik word in verband met boekbind, toesig oor hulle gehou kan word en met hulle gewerk kan word deur algemene hulpe wat betaal word teen die hoogste skale vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms. 'n Vakman moet hierdie masjiene verstel en stel.
- (v) Losbladgrootboeke, oordragomslae en boekbande maak.
- (vi) Bediening van en toesig oor masjiene wat boekbande maak, ruge rondmaak en ruge maak, blokke sny en boekbande omsit.
- (vii) Toesig oor en verstel van Sheridan- of dergelike kollasie-masjiene; met dien verstande egter dat 'n drukkerswerk-tuigkundige of 'n vakleerling in daardie ambag ook sulke masjiene kan stel en toesig oor hulle kan hou.

(b) 'n Werkgewer mag niemand anders as 'n vakmanboekbinder, drukkerswerk-tuigkundige, 'n vakleerling in hierdie ambagte of 'n vakman, wat 'n leeftyd in 'n toepaslike ambag in 'n ander nywerheid gedien het en betaal word teen minstens die minimum skaal voorgeskryf in Skaal 1 van Tabel 1 van hierdie Ooreenkoms, toelaat om werk te doen in verband met die vervaardiging van losbladwerk nie. Geen ander werknemer mag die werk doen nie.

(c) *Bind van skryfbehoeftes: Vervaardiging in massa.*—Onderstaande bepalings is van toepassing in verband met die bind van skryfbehoeftes wat in voorraad geplaas word vir herverkoping en werk vir Uniale of Provinsiale onderwysinrigtings van die Staat:—

- (i) Manlike kwartobinders kan toegelaat word om alle werk (met uitsondering van snywerk, blokwerk, leeretikette en marmer) te doen in verband met vlak en/of ingevoerde kwarto- en halfgebonde werk tot op tien boek klein medi-aanspapper (hierdie grootte en kleiner) in bestellings van minstens een dosyn boeke (eenders in alle opsigte) vir voorraad; en
- (ii) vroulike kwartobinders kan toegelaat word om alle werk (met uitsondering van snywerk, blokwerk, leeretikette en marmer) te doen in verband met vlak en/of ingevoerde kwarto- of halfgebonde werk tot op vyf boeke folioformaat (hierdie grootte of kleiner) in bestellings van minstens een dosyn boeke (eenders in alle opsigte) vir voorraad: Met dien verstande dat—
 - (i) vir elke drie of minder kwartobinders een vakmanboekbinder in diens moet wees. Linieerders, snyers en vakleerlinge moet by die berekening van die getalverhouding van vakmanne in diens ingevolge hierdie paragraaf buite rekening gelaat word;
 - (ii) die toepassing van hierdie paragraaf nie die ontslag van vakmanne veroorsaak nie.

(d) *Letterpress Binding*.—Quarter binders shall be permitted to perform all work (except cutting, gold blocking, tooling, marbling, hand indexing and affixing gold-blocked leather tabs in loose-leaf work) in connection with turned-in work, including books, calendars and show cards, turned-in or otherwise and letterpress cloth cases (including membership cards and season tickets); provided that—

- (i) in the case of books, the order is for a quantity of not less than 200;
- (ii) one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three quarter binders employed on the job. In computing the ratio, rulers, cutters and apprentices shall not be included;
- (iii) there shall be no displacement of journeymen as the result of the operation of this paragraph.

(e) Drawn-on cover cut-flush work may be performed by a quarter binder assisted by two general assistants; provided that such quarter binder is paid at not less than the highest rate mentioned in Table 7 of this Agreement for day work or night work, as the case may be.

(f) Quarter-bound flush work, not turned-in, may be performed by general assistants; provided that an employer shall pay at least one in three of the assistants so employed the wages prescribed in Table 8 of this Agreement for an employee after four years' experience.

(9) *Ruling*.—(a) For the purposes of this sub-section—

“one-way ruling machine” means a machine which rules lines in one direction only;

“run-through work” means work being done where the lines run from one edge of the paper or card to the opposing edge without a break;

“striker” means a mechanical attachment to a ruling machine whereby the pens or discs are lifted or dropped at any given point, thus producing a pattern where the lines begin or end at a point other than the extreme edge or edges of the paper or card;

“two-way two-side ruling machine” means a machine which rules lines across and down on both sides of the paper or card either by pens, discs or rubber stereo.

(b) An employer shall not permit any person, other than a journeyman ruler or an apprentice to the trade of ruling, to make ready, regulate the supply of ink or make any other adjustment to the mechanism of any ruling machine. No other employee shall perform such work.

(c) An employer shall not permit any ruling machine to be operated except under the supervision of a journeyman ruler or an apprentice to the trade of ruling.

(d) An employer shall not permit a journeyman ruler or an apprentice to the trade of ruling to supervise or operate more than—

- (i) one ruling machine on which a striker is in operation;
- (ii) one pen-ruling machine;
- (iii) two one-way one or two-side ruling machines, other than pen ruling machines, when such machines are being used on run-through work; or
- (iv) one two-way one or two-side ruling machine, provided, however, that if the work involved is run-through work the Standing Committee may grant an exemption to authorise the journeyman or apprentice concerned to supervise or operate one additional one-way ruling machine if the machines in question are not pen-ruling machines.

(e) No employee shall supervise or operate a machine or machines in excess of the number mentioned in paragraph (d) of this sub-section.

(10) *Cutting*.—An employer shall not permit any person, other than a journeyman cutter, bookbinder or ruler or an apprentice to such trades, to operate a guillotine cutting machine. No other employee shall perform such work. For the purposes of this sub-section “guillotine cutting machine” does not include cutting machines designed solely for manual operation.

(11) *Intaglio Printing, Planographic Printing and Process Engraving*.

(a) *Photogravure*.

- (i) An employer shall not permit any employee other than a journeyman in the trade of photogravure, or an apprentice to such trade to perform skilled work in photogravure reproduction.
- (ii) “Photogravure reproduction” means camera operating, including step and repeat, retouching of positives and negatives, imposition, carbon tissue sensitising, and printing transferring onto copper plate or cylinder developing, etching, engraving, and fine etching, and where necessary, cylinder grinding, polishing and copper depositing. All such work shall be deemed to be skilled work for the purposes of paragraph (i).
- (iii) Cylinder grinding and polishing may be performed by a journeyman or apprentice in the trade of printers' mechanic.
- (iv) An employer shall not permit any employee, other than a journeyman in the trades of photogravure, lithography or letterpress machine minding, or an apprentice to one of such trades, to operate photogravure printing machines; provided, however, that where the work being done is in connection with carton manufacture such machines may be operated by a journeyman or an apprentice in the trade of machine minding (carton making). No other employee shall perform such work.

(d) *Bind van drukwerk*.—Kwartobinders moet toegelaat word om alle werk te doen (behalwe sny, goudblokwerk, stempelwerk, marmmerwerk, handbladwyserwerk en aanheg van goudgeblokte leerstiffies in losbladwerk) in verband met ingevoude werk, met insluiting van boeke, almanakke en reklamekaarte, ingevou of andersins, en gedrukte linneomslae (met inbegrip van lidmaat-skapkaartjies en seisoenkaartjies); met dien verstande dat—

- (i) in die geval van boeke die bestelling vir minstens 200 is;
- (ii) een vakmanboekbinder in diens is vir 'n werk wat in verband staan met die besondere werk vir elke drie of gedeelte van drie kwartobinders wat vir die werk in diens is. By die berekening van die getalleverhouding moet linieerders, snyers en vakleerlinge nie ingesluit word nie;
- (iii) die toepassing van hierdie paragraaf nie die ontslag van vakmanne meebring nie.

(e) Oorgetrekte gelykgesnyde bandwerk kan gedoen word deur 'n kwartobinder met die hulp van twee algemene hulpe; met dien verstande dat so 'n kwartobinder betaal word teen minstens die oogste skaal genoem in Tabel 7 van hierdie Ooreenkoms vir dagwerk of nagwerk, al na die geval.

(f) Kwartgebinde gelykgesnyde werk, nie ingevou, kan gedoen word deur algemene hulpe; met dien verstande dat 'n werkgewer minstens een uit drie van die hulpe, aldus in diens; die loon moet betaal wat in Tabel 8 van hierdie Ooreenkoms voorgeskryf word vir 'n werknemer na vier jaar ervaring.

(9) *Linieerwerk*.—(a) Vir die toepassing van hierdie subklousule beteken—

„eenrigting-linieermasjien” 'n masjien wat slegs in een rigting linieer;

„deurtrekwerk” werk waar die lyne sonder onderbreking van een kant van die papier of karton na die teenoorgestelde kant loop;

„ligter” 'n meganiese toestel aan die linieermasjien waarmee penne of skywe op enige gegewe punt gelig of laat val word sodat 'n patroon gemaak word waarin die lyne op 'n ander plek as die verste kant of kante van die papier of karton begin of eindig;

„tweerigting-tweekantlinieermasjien” 'n masjien wat lyne dwars en in die lengte aan weerskante van die papier of karton trek, of met penne, skywe of rubberstereo.

(b) 'n Werkgewer mag niemand anders as 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk toelaat om op 'n linieermasjien toe te stel nie, die inktvoer te reguleer of enige ander verstelling van die meganisme te doen nie. Geen ander werknemer mag die werk doen nie.

(c) 'n Werkgewer mag nie toelaat dat met 'n linieermasjien gewerk word nie behalwe onder toesig van 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk.

(d) 'n Werkgewer mag nie 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk toelaat om toesig te hou oor of met meer as onderstaande te werk nie as—

- (i) een linieermasjien met 'n ligter daarop;
- (ii) een penlinieermasjien;
- (iii) twee eenrigting-, een- of tweekantlinieermasjiene behalwe penlinieermasjiene wanneer die masjiene gebruik word op deurtrekwerk; of
- (iv) een tweerigting-, een- of tweekantlinieermasjien, met dien verstande egter dat as die betrokke werk deurtrekwerk is, kan die Staande Komitee vrystelling verleen aan die betrokke vakman of vakleerling om toesig te hou oor of te werk met een bykomende eenrigtinglinieermasjien as die betrokke masjiene nie penlinieermasjiene is nie.

(e) Geen werknemer mag meer masjiene bedien of toesig hou oor 'n getal wat meer is as dié genoem in paragraaf (d) van hierdie subklousule nie.

(10) *Snywerk*.—'n Werkgewer mag niemand anders as 'n vakmansnyer, -boekbinder of -linieerder of 'n vakleerling in hierdie ambagte toelaat om meer as een valmessnymasjiene te bedien nie. Geen ander werknemer mag die werk doen nie. Vir die toepassing van hierdie subklousule sluit „valmessnymasjiene” nie snymasjiene in wat uitsluitlik met die hand gewerk word nie.

(11) *Intaglio-drukwerk, planografiese drukwerk en prosesgravuurwerk*.

(a) *Fotogravure*.

- (i) 'n Werkgewer mag geen ander werknemer as 'n vakman in die ambag Fotogravure of 'n vakleerling in dié ambag toelaat om geskoolde werk in fotogravure-reproduksie te verrig nie.
- (ii) „Fotogravure-reproduksie” beteken kamerabediëning, met inbegrip van skuif en herfotografeer, die bywerk van negatiewe en positiewe, oplegging, gevoeligmaking en druk van koolsypapier, oorbring op koperplaat of -silinder, ontwikkeling, ets, en, wanneer nodig silinderskuur en -poleer en koperafsetwerk. Al hierdie soorte werk moet vir die doeleindes van paragraaf (i) as geskoolde werk beskou word.
- (iii) Silinderskuur- en poleerwerk mag deur 'n vakman of vakleerling in die ambag van drukkerswerktuigkunde verrig word.
- (iv) 'n Werkgewer mag nie 'n werknemer, behalwe 'n vakman, in die ambagte fotogravure, litografie of drukpersbediëning, of 'n vakleerling vir een van hierdie bedrywe ingeboek, toelaat om fotogravuredrukmasjiene te bedien nie; met dien verstande egter dat as die werk in verband met kartonvervaardiging gedoen word, die masjiene bedien mag word deur 'n vakman of 'n vakleerling in die ambag masjienbediëning (kartonvervaardiging). Geen ander werknemer mag die werk doen nie.

(b) Photo-Lithography.

- (i) An employer shall not permit any employee other than a journeyman photo-lithographer, or an apprentice to such trade to perform skilled work in photo-lithography.
- (ii) "photo-lithography" means the making of line and half-tone negatives and positives for printing-down on litho-plates. This process includes colour separation in continuous tone, half-tone and line, whichever method is required; the operating of step and repeat machines for making multiple negatives and positives as well as stepping up on litho machine plates, either manually or mechanically; coating, developing and etching of original and machine litho-plates; the putting down of offset stains by photo-litho methods; and also includes photo-litho retouching, namely, colour correcting and dot-etching on continuous tone and half-tone negatives and positives and all retouching of a skilled nature. All such work shall be deemed to be skilled work for the purposes of paragraph (i).
- (iii) The printing down of photo-litho negatives and positives into litho-plates may also be done by a journeyman or apprentice lithographer.
- (iv) A photo-lithographer may also make negatives and positives for process engraving.

(c) Lithography.

- (i) Subject to the provisions of paragraph (b), an employer shall not permit any employee other than a journeyman lithographer or apprentice to such trade to perform skilled work in lithography; provided, however, that the pulling of proofs mentioned in paragraph (ii) hereof may also be performed by a journeyman or apprentice in the trades of photogravure, lithography, photo-lithography or process engraving; and provided further that a journeyman letterpress machine minder, litho operative or platen pressman may be employed upon the pulling of proofs on a press capable of printing on a sheet not larger than 13½ inches by 17 inches.
- (ii) "Lithography" includes all operations in connection with the preparation of plates intended for printing by lithographic process, whether produced by printing down from photo-litho negatives and/or positives, or by transferring from type, copper plates or stones, manually or mechanically and machine minding of direct and/or offset lithographic machines; also the pulling of proofs on transfer presses and offset presses. Subject to the provisions of paragraph (iii) hereof all such work shall be deemed to be skilled work for the purposes of paragraph (i). The graining of metal plates shall be under the supervision of a lithographer.
- (iii) An employer shall not permit any employee other than a journeyman lithographer or an apprentice to the trade of lithography to make ready, regulate the supply of ink, change gauges or make any other adjustment to the mechanism on any lithographic printing machine; provided however, that the operations mentioned may be performed by a journeyman letterpress machine minder, platen pressman or a litho operative on a machine capable of printing on a sheet not larger than 13½ inches by 17 inches.
- (iv) An employer shall not permit any lithographic printing machine capable of printing on a sheet larger than 13½ inches by 17 inches to be operated except under the supervision of a journeyman lithographer or an apprentice to the trade of lithography, and shall similarly not permit any lithographic machine capable of printing on a sheet not larger than 13½ inches by 17 inches to be operated except under the supervision of a journeyman lithographer, an apprentice to the trade of lithography, a journeyman letterpress machine minder, a platen pressman or a litho operative.
- (v) An employer shall not permit a journeyman lithographer or an apprentice to the trade of lithography to supervise or operate more than—
 - (a) two lithographic printing machines capable of printing on a sheet not larger than 13½ inches by 17 inches; or
 - (b) one lithographic printing machine capable of printing on a sheet larger than 13½ inches by 17 inches.
- (vi) An employer shall not permit a journeyman letterpress machine minder to supervise or operate more than two lithographic printing machines capable of printing on a sheet not larger than 13½ inches by 17 inches.
- (vii) An employer shall not permit a platen pressman or a litho operative to supervise or operate more than one lithographic printing machine capable of printing on a sheet not larger than 13½ inches by 17 inches.
- (viii) No employee shall so supervise or operate a machine or machines in excess of the number mentioned.

(b) Foto-litografie.

- (i) 'n Werkgewer mag geen ander werknemer as 'n vakmanfotolitograaf of 'n vakleerling in die ambag toelaat om geskoolde werk in foto-litografie te doen nie.
- (ii) „Foto-litografie” beteken die maak van lyn- en half-tintnegatiewe en positiewe vir afdruk op lito-plate. Hierdie proses sluit in kleurafskeiding in aaneenlopende tinte, halftint en lyn, watter metode ook al nodig is; die bediening van skuif- en herfotografeermasjiene om veelvoudige negatiewe en positiewe te maak, asook om die vervaardiging van litomasjiens-plate te bespoedig; bedekking, ontwikkeling en ets van oorspronklike en masjiens-litoplate; afsetkleurmiddels met foto-litometodes afdruk; dit sluit ook bywerking met die foto-litoproses in naamlik kleurkorreksie en stippelets op aaneenlopende tint- en half-tint-negatiewe en positiewe en alle bywerking van geskoolde aard. Al hierdie soorte werk moet vir die doeleindes van paragraaf (i) as geskoolde werk beskou word.
- (iii) Die afdruk van foto-litonegatiewe en -positiewe op litoplate mag ook gedoen word deur 'n vakman- of leerlinglitograaf.
- (iv) 'n Foto-litograaf mag ook negatiewe en positiewe vir prosesgrafeerwerk maak.

(c) Litografie.

- (i) Onderworpe aan paragraaf (b) mag 'n werkgewer geen ander werknemer as 'n vakmanlitograaf of vakleerling in so 'n ambag toelaat om geskoolde werk in litografie te doen nie; met dien verstande egter dat die trek van proewe, genoem in paragraaf (ii) hiervan, ook gedoen mag word deur 'n vakman of vakleerling in die ambagte fotogravure, litografie, foto-litografie en prosesgrafeerwerk; en voorts met dien verstande dat 'n vakmandrukpersbediener, litowerker of platpersdrukker gebruik mag word by die trek van proewe op 'n pers wat in staat is om op 'n vel van hoogstens 13½ duim by 17 duim te druk.
- (ii) „Litografie” sluit in alle werk in verband met die voorbereiding van plate bedoel om met die litografieproses bedruk te word, foto-lito, algemene oorbrings of met die hand of met masjiene, en masjiensbediening van regstreekse en/of afsetlitomasjiene; ook die trek van proewe op oorbringsperse en rubberdrukproefperse. Die greineer van metaalplate moet onder toesig van 'n litograaf plaasvind.
- (iii) 'n Werkgewer mag geen ander werknemer as 'n vakmanlitograaf of 'n vakleerling in die ambag litografie toelaat om toe te stel, die inktvoevoer te reguleer, peilers te verander of enige ander verstelling aan die meganisme van litografiese drukmasjiene te doen nie; met dien verstande egter dat die werk wat genoem is, gedoen mag word deur 'n vakmandrukpersbediener, platpersdrukker of litowerker op 'n masjiens wat in staat is om op 'n vel van hoogstens 13½ duim by 17 duim te druk.
- (iv) 'n Werkgewer mag nie 'n litografiese drukpers laat werk wat in staat is om 'n groter vel as 13½ duim by 17 duim te druk nie, behalwe onder die toesig van 'n vakmanlitograaf of 'n vakleerling in die ambag litografie; so ook mag hy nie toelaat dat 'n litografiese masjiens wat in staat is om op 'n vel van hoogstens 13½ duim by 17 duim te druk nie, behalwe onder toesig van 'n vakmanlitograaf, 'n vakleerling in die ambag litografie, 'n vakmandrukpersbediener, 'n platpersdrukker of 'n litowerker.
- (v) 'n Werkgewer mag nie toelaat dat 'n vakmanlitograaf of 'n vakleerling in die ambag litografie toesig hou oor of meer as onderstaande bedien nie:—
 - (a) Twee litografiese drukperse in staat om op 'n vel van hoogstens 13½ duim by 17 duim te druk; of
 - (b) een litografiese drukmasjiens in staat om op 'n vel te druk wat groter as 13½ duim by 17 duim is.
- (vi) 'n Werkgewer mag nie 'n vakman-drukmasjiensbediener toelaat om toesig te hou oor of meer as twee litografiese drukmasjiene te bedien wat in staat is om op 'n vel van hoogstens 13½ duim by 17 duim te druk nie.
- (vii) 'n Werkgewer mag nie 'n platpersdrukker of 'n litowerker toelaat om toesig te hou oor of meer as een litografiese drukmasjiens te bedien wat in staat is om op 'n vel van hoogstens 13½ duim by 17 duim te druk nie.
- (viii) Geen werknemer mag toesig hou oor of meer masjiene bedien nie as die getal wat genoem word.

(d) *Process Engraving.*

- (i) An employer shall not permit any employee other than a journeyman process engraver or an apprentice to such trade to perform skilled work in process engraving.
 - (ii) "Process engraving" means the making of line, half-tone and colour separation negatives and the printing on metal of such negatives for the purpose of making line and half-tone blocks for letterpress printing. This process includes etching of line and half-tone blocks for monochrome and colour work, also the making of name-plates, any work of a similar nature which requires etching, and/or engraving and the routing, bevelling, trimming and mounting of plates and blocks. All such work shall be deemed to be skilled work for the purposes of paragraph (i).
 - (iii) A process engraver may also make negatives and positives for photo-lithography.
- (e) Notwithstanding the provisions of this sub-section, a journeyman or an apprentice, who on the 31st December, 1952, was entitled to do all or any of the classes of work mentioned in this sub-section, may continue to perform all such classes of work as he was entitled to perform on the 31st December, 1952.
- (f) Notwithstanding the provisions of this sub-section, a general assistant paid at not less than the minimum rate specified for platen pressmen may be employed upon the pulling of proofs in one colour on hand presses; and a general assistant paid at not less than the rates specified hereunder may be employed upon planing wood prior to mounting plates, preparing glass negatives for coating with collodion, making up etching baths, making of contact prints, excluding composites from negatives, or selecting chemicals packed in specified quantities prior to the mixing thereof:—

Rates.

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(g) *Protective Measures.*

- (i) Employers shall restrict bronzing work as much as possible and no employer shall permit a journeyman or apprentice to be employed regularly in laying on or taking off at a machine, bronzing by hand, carrying sheets to a bronzing machine, dryer or similar appliance, or feeding a bronzing machine. No journeyman or apprentice shall be required to clean up a job or repair rollers, or hang up or take down paper for seasoning, while his machine is running. No employee shall perform any act in contravention of this sub-section.
- (ii) Employers shall restrict the use of injurious chemicals as much as possible, and, where chromic acid or other injurious corrosives (acid or alkali), specified as such by the Standing Committee are used, shall provide gloves for use by the employees working with such corrosives.
- (iii) As a protective measure against bichromate-poisoning and dermatitis, employers shall also supply the employees concerned, for use at the commencement of work, with a suitable skin protective substance such as is recommended by the medical profession as a safeguard against the attacks of virulent liquids.
- (iv) An employer shall provide separate sinks for operators and etchers, no operator to use the same sink as an etcher.
- (v) An employer shall provide all employees who are required to work over sinks in dark-room, etc., with waterproof aprons.
- (vi) Employers shall provide ventilating shafts and exhaust fans to carry off fumes from baths and make suitable provision for ventilation in dark-rooms.
- (vii) Employers shall keep etching baths as far as possible from other employees in the department.
- (viii) Employers shall ensure that when printing on metal is in progress the light used is shaded or adjusted in such manner as not to have a detrimental effect on the eyes of employees working in the department.
- (ix) Where ammonia is used as an aid to the development of photo-litho and Vandyke process plates, employers shall make provision for developing and etching baths to be in separate rooms where possible.
- (x) Employers shall provide clean towels for use by employees.

(12) *Stationery Manufacturing.*—(a) An employer shall not permit any person other than a journeyman printers' mechanic (envelope and stationery manufacture), an apprentice to such trade or a journeyman printers' mechanic to make ready or make any other adjustment to the mechanism of envelope and stationery machines and shall not permit any such machine to be operated except under the supervision of an employee of one of the classes mentioned.

(d) *Prosesgrafeerwerk.*

- (i) 'n Werkgewer mag geen ander werknemer as 'n vakmanprosesgraveerder of 'n vakleerling in die ambag toelaat om geskoolde werk in prosesgraveerwerk te doen nie.
 - (ii) „Prosesgraveerwerk” beteken die maak van die lyn-, halftint- en kleurafskeidingsnegatiewe en die afdruk op metaal van sulke negatiewe vir die doel om lyn- en halftintblokke vir drukperswerk te maak. Hierdie proses sluit in die ets van lyn- en halftintblokke vir monochroom- en kleurwerk, ook die maak van naamplate, enige werk van dergelike aard wat etswerk nodig het en/of graveerwerk en die uitsny, skuinsny, afwerk en monteer van plate en blokke. Vir die toepassing van paragraaf (i) moet al hierdie werk as geskoolde werk beskou word.
 - (iii) 'n Prosesgraveerder mag ook negatiewe en positiewe vir foto-litografie maak.
- (e) Nieteenstaande die bepalinge van hierdie subklousule mag 'n vakman of 'n vakleerling wat op 31 Desember 1952 die reg gehad het om almal of enigeen van die klasse werk wat in hierdie subklousule genoem word, te doen, voortgaan om al hierdie klasse werk te doen wat hy reg gehad het om op 31 Desember 1952 te doen.
- (f) Nieteenstaande die bepalinge van hierdie subklousule moet 'n algemene hulp, wat minstens die minimum loon betaal word wat vir 'n platpersdrukker voorgeskryf word, gebruik word om proewe te trek in een kleur op handperse; en 'n algemene hulp wat minstens die loon betaal word wat hieronder genoem word, kan gebruik word om hout te skaaf voordat plate daarop gemonter word, op glas-negatiewe voor te berei om met kollodion bedek te word, om etsbaddens voor te berei, kontakafdrukke maak, behalwe samestellings van negatiewe, om chemikalieë uit te soek wat in bepaalde hoeveelhede verpak is, voordat hulle gemeng word:—

Loonskale.

As werknemer minder as een jaar ervaring van die werk gehad het: Skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms vir vierde jaar ervaring.

As werknemer een jaar of meer ervaring van die werk gehad het: Hoogste loon vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(g) *Voorsorgsmaatreëls.*

- (i) Werkgewers moet bronswerk so veel moontlik beperk en geen werkgewer mag 'n vakman of vakleerling toelaat om gereed besig te wees met die op- of afneem van papier by 'n masjien nie, bronswerk met die hand te doen, velle na 'n bronswerkmasjien, droogmasjien of dergelike toestel te dra of 'n bronswerkmasjien te voer nie. Van geen vakman of vakleerling mag vereis word dat hy 'n stuk werk skoonmaak of rolle herstel of papier ophang of afneem wat gedroog word, terwyl die masjien loop nie. Geen werknemer mag werk in stryd met hierdie subklousule verrig nie.
- (ii) Werkgewers moet die gebruik van skadelike chemikalieë vir sover moontlik beperk en wanneer chroom-suur of ander skadelike bytmiddels (suur of alkalies), as sulks deur die Staande Komitee genoem, gebruik word, moet hy handskoene verskaf vir die gebruik van werknemers wat met sulke bytmiddels werk.
- (iii) As 'n voorsorgsmaatregel teen bichromatiese vergiftiging en huidontsteking, moet werkgewers ook die werknemers by die aanvang van die werk voorsien van 'n geskikte huidbeskermingsmiddel wat deur die mediese beroep as 'n beskerm teen bytende vloeistowwe bestempel word.
- (iv) Werkgewers moet afsonderlike wasbakke vir bedieners en eters verskaf en geen bediener mag toegelaat word om dieselfde wasbak as 'n etser te gebruik nie.
- (v) Werkgewers moet alle werknemers wat oor wasbanke in donkerkamers, ens., moet werk, van waterdigte voorskote voorsien.
- (vi) Werkgewers moet sorg vir lugverversingskanale en uitblaaswaaiers om dampe van suurbaddens af te voer en om donkerkamers te ventileer.
- (vii) Werkgewers moet etsbaddens vir so ver moontlik van ander werknemers in die afdeling weg hou.
- (viii) By metaaldrukwerk moet werkgewers sorg dat die lig wat gebruik word, afgeskerm of op so 'n wyse gestel word dat dit geen nadelige invloed uitoefen op die oë van werknemers wat in die afdeling werk nie.
- (ix) Waar ammoniak gebruik word as 'n middel om fotolito- en Vandyke-prosesplate te ontwikkel, moet werkgewers, waar moontlik, sorg dra dat ontwikkel- en etsbaddens in afsonderlike kamers is.
- (x) Werkgewers moet skoon handdoeke aan werknemers verskaf.

(12) *Vervaardiging van skryfbehoeftes.*—(a) 'n Werkgewer mag geen ander werknemer as 'n vakmandrukkerswerktuigkundige (vervaardiging van kovert- en skryfbehoeftes) 'n vakleerling in die ambag of 'n vakmandrukkerswerktuigkundige toelaat om toe te stel of verstellings te doen aan die meganisme van kovert- en skryfbehoeftesmasjiene en mag nie toelaat dat met so 'n masjien gewerk word nie behalwe onder toesig van 'n werknemer van een van die genoemde klasse.

(b) An employer shall not require an employee of a class mentioned in paragraph (a) hereof to supervise or operate and no such employee shall supervise or operate more than—

- (i) seven plunger type envelope machines; or
- (ii) five rotary type envelope machines.

(c) Where a printing attachment on an envelope folding machine is to be in operation, the "make-ready" of such printing attachment shall be performed by a journeyman letterpress machine minder or an apprentice to that trade. No employer shall require or permit any other employee to do such work nor shall any other employee perform such work.

(d) General assistants may be employed in attendance on envelope and stationery machines under the supervision of an employee of a class mentioned in paragraph (a) hereof and may also stack envelope blanks or bind or box envelopes.

(13) *Dual-purpose Journeymen.*—On a recommendation from a local branch of one of the employers' organisations, and after consultation with the Joint Board concerned, the Standing Committee may grant exemption to approved establishments for the employment of journeymen in a dual capacity, specifying in the exemption certificate the trades or occupations that may be performed.

(14) *Diversity of Work.*—Female general assistants shall not be solely confined to one class of work in binding departments, but shall be given opportunities to perform all classes of work falling within the province of general assistants in such departments.

(15) *Printers' Mechanics.*—The provisions of this section and of sections 31 and 36 shall not be so construed as to prohibit a printers' mechanic or an apprentice to that trade from doing work in connection with the installation, repair or maintenance of any type of machinery used in the Industry.

26. IMPORTATION OF LABOUR.

The importation and engagement of employees from outside the Union of South Africa may only be undertaken and shall be regulated in accordance with the following provisions:—

- (1) The trade union shall supply monthly to the Secretary of the Council a list of journeymen unemployed.
- (2) In the event of any employer desiring to import journeymen, he shall communicate with the Local Branch Secretary of the trade union stating the reason for such proposed importation. The Branch Secretary shall then communicate with the General Secretary of the trade union, for the purpose of ascertaining whether there are any men available in South Africa in the same trade as that in which the importation is desired.
- (3) Should the trade union disapprove of the proposed importation, it shall advise the employer of its decision within a period of three weeks from the date of the application, and should the employer concerned still desire to proceed therewith, he shall have the right of appeal to the Standing Committee through the Local Joint Board.
- (4) Any contract of employment shall not exceed a period of two years and shall be in the form prescribed by the Executive Committee. Only persons who are members in good standing of a recognised trade union shall be imported.
- (5) Nothing in this section shall operate in conflict with the provisions of any immigration law.

27. NOTICES.

Every employer shall obtain from the Secretary of the Council and post in a conspicuous place in his establishment, and keep so posted, the notice (poster) issued by the Council giving particulars of wages, hours and working conditions applicable to such establishment.

28. REGISTRATION OF EMPLOYERS.

(1) Every employer in the Industry at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) for the area in which he is operating, the following particulars concerning himself:—

- (i) Full name.
- (ii) Business address.
- (iii) The trade or trades which he is carrying on in the Industry.
- (iv) The address at which any plant or equipment is housed.

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers entering the Industry after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. In the event of any change among the partners or among the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

(4) In the event of an employer ceasing business after registering under this section he shall notify the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) within one month thereof.

(b) 'n Werkgewer mag nie 'n werknemer van 'n klas genoem in paragraaf (a) hiervan verplig om toesig te hou oor en meer te bedien en geen werknemer mag toesig hou oor of meer as onderstaande bedien nie—

- (i) sewe koevermmasjiene van die dompelaarklas; of
- (ii) vyf koevermmasjiene van die rolklas.

(c) As daar 'n druktoestel aan 'n koevervoumasjiën werk, moet die toestelwerk van die druktoestel gedoen word deur 'n vakman-drukmasjiënbediener of 'n vakleerling in die ambag. Geen werk-gewer mag enige ander werknemer toelaat of verplig om die werk te doen nie en geen ander werknemer mag dit doen nie.

(d) Algemene hulpe kan in diens wees by koever- en skryf-behoefte-masjiene onder toesig van 'n werknemer van 'n klas genoem in paragraaf (a) hiervan en kan ook koeverpatrone opstapel of koeverte saambind of in dosies verpak.

(13) *Vakman in twee vakke.*—Die Staande Komitee kan op aanbeveling van 'n plaaslike tak van een van die Werkgewers-organisasies en na oorleg met die betrokke Gesamentlike Raad, aan goedgekeurde inrigtings vrystelling verleen om vakmanne in twee vakke te werk te stel en die vakke of bedrywe wat uitgeoefen mag word, moet in so 'n geval in die vrystellingsertifikaat gespesifiseer word.

(14) *Verskeidenheid van werk.*—Vroulike algemene hulpe mag nie uitsluitlik by een soort werk in bindery te werk gestel word nie, maar hulle moet die geleentheid gegee word om alle klasse werk wat binne die werkkring van algemene hulpe in dié afdelings val, te verrig.

(15) *Drukkerswerktuigkundiges.*—Hierdie klousule en klousules 31 en 36 moet nie so vertolk word dat hulle 'n drukkerswerk-tuigkundige of 'n vakleerling in die ambag verbied om werk te doen in verband met die installering, herstel of onderhoud van enige soort masjinerie wat in die Nywerheid gebruik word nie.

26. INVOER VAN ARBEIDSKRAGTE.

Die invoer en indiensneming van werknemers van buite die Unie van Suid-Afrika kan alleen onderneem en gereël word ooreenkomstig die bepalings hieronder uiteengesit:—

- (1) Die Vakvereniging moet maandeliks 'n lys van vakmanne wat werkloos is, aan die Sekretaris van die Raad verstrek.
- (2) Ingeval 'n werkgewer vakmanne wil invoer, moet hy die Sekretaris van die plaaklike tak van die Vakvereniging daarvan in kennis stel en die redes vir die voorgestelde invoer vermeld. Die Taksekretaris moet dan met die Algemene Sekretaris van die Vakvereniging in verbinding tree, ten einde vas te stel of daar in Suid-Afrika manne in dieselfde vak as dié waarvoor die invoer verlang word, beskikbaar is.
- (3) Ingeval die Vakvereniging die voorgestelde invoer afkeur, moet hy die werkgewer van sy besluit in kennis stel binne 'n tydperk van drie weke na die datum van aansoek en as die betrokke werkgewer tog daarmee wil aangaan, dan het hy die reg van beroep op die Staande Komitee deur tussenkoms van die Gesamentlike Raad.
- (4) Die dienskontrak mag nie vir 'n langer tydperk as twee jaar wees nie, en alleen persone wat goed aangeskrewe lede van 'n erkende Vakvereniging is, mag ingevoer word.
- (5) Niks in hierdie klousule vervat is van krag vir sover dit met 'n immigrasiewet in stryd is nie.

27. KENNISGEWINGS.

Elke werkgewer moet van die Sekretaris van die Raad die kennisgewing (plakkaat), soos opgestel deur die Raad, bevattende besonderhede van lone, werkure en diensvoorwaardes van toepassing op die inrigting verkry, en dit op 'n duidelik sigbare plek in sy inrigting vertoon en vertoon hou.

28. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer in die Nywerheid moet op die datum waarop hierdie Ooreenkoms in werking tree, aan die Sekretaris van die Gesamentlike Raad (of Staande Komitee, waar geen Gesamentlike Raad bestaan nie) vir die gebied waar sy besigheid geleë is, skriftelik die onderstaande besonderhede wat homself betref, stuur:—

- (i) Naam voluit.
- (ii) Besigheidsadres.
- (iii) Die ambag of ambagte wat hy in die Nywerheid uitoefen.
- (iv) Die adres waar installasies of uitrusting gehou word.

(2) Die besonderhede soos vereis ingevolge subklousule (1) hiervan moet ook deur alle werkgewers wat na die datum waarop hierdie Ooreenkoms in werking tree, in die Nywerheid kom, binne een maand nadat hulle begin besigheid dryf, verstrek word.

(3) As 'n werkgewer 'n liggaam met regspersoonlikheid of vennootskap is, moet inligting ooreenkomstig subklousule (1) hiervan verstrek word ten opsigte van elke direkteur of vennoot, al na die geval. Die naam waaronder die liggaam met regspersoonlikheid of vennootskap besigheid dryf, moet ook verstrek word. Ingeval daar 'n verandering van vennote of direkteure plaasvind, al na die geval, moet besonderhede hiervan skriftelik binne een maand verstrek word aan die Sekretaris van die betrokke Gesamentlike Raad of Staande Komitee waar daar geen Gesamentlike Raad bestaan nie.

(4) Ingeval 'n werkgewer sy besigheid staak nadat hy ingevolge hierdie klousule geregistreer het, moet hy die Sekretaris van die Gesamentlike Raad (of die Staande Komitee, waar geen Gesamentlike Raad bestaan nie), binne een maand daarvan in kennis stel.

29. WORKING EMPLOYERS, PARTNERS AND DIRECTORS.

(1) Any employer, partner or director, who wishes to perform work, which falls within the scope of any of the designated trades in the Industry, shall submit an application for his registration as a working employer in the trade or trades concerned to the Standing Committee through the Joint Board, if any, for the area concerned.

(2) No employer, partner or director, who is not in possession of a certificate of his registration as a working employer in the designated trade or trades concerned, signed by the Secretary of the Council, shall perform work falling within the scope of any of the designated trades in the Industry.

(3) The Standing Committee may, after one week's notice in writing to the employer, partner or director concerned, withdraw any certificate of registration as a working employer.

(4) The provisions of sections 25, 31 and 36 of this Agreement shall be applicable, *mutatis mutandis*, to any employer, partner or director who is in possession of a certificate of his registration as a working employer.

CHAPTER 3.

CORRUGATED BOARD AND CONTAINER SECTION.

30. WAGE RATES.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 13.

Weekly Wages Payable to Operators of Single-faced Corrugating Machines.

Area.	Day Work.		Night Work.	
	£	s. d.	£	s. d.
B.....	7	11 9	8	3 0
C.....	7	18 6	8	10 3
D.....	8	6 9	8	19 6
E.....	8	10 6	9	3 6
F.....	8	14 3	9	7 9
G.....	9	0 6	9	14 6
Ga.....	8	19 0	9	12 9
H.....	9	3 9	9	18 0

29. WERKENDE WERKGEWERS, VENNOTE EN DIREKTEURE.

(1) 'n Werkgewer, vennoot of direkteur wat werk wil doen wat binne die bestek val van een van die aangewese ambagte in die Nywerheid, moet deur die Gesamentlike Raad, as daar een is, van die betrokke gebied by die Staande Komitee aansoek doen om registrasie as werkende werkgewer in die betrokke ambag of ambagte.

(2) Geen werkgewer, vennoot of direkteur mag werk doen wat binne die bestek van een van die aangewese ambagte in die Nywerheid val nie, tensy hy in besit is van 'n sertifikaat van registrasie as werkende werkgewer in die betrokke aangewese ambag/te wat namens die Staande Komitee deur die Sekretaris van die Raad onderteken is.

(3) Na 'n week kennis aan die betrokke werkgewer, vennoot of direkteur kan die Staande Komitee 'n sertifikaat van registrasie as werkende werkgewer intrek.

(4) Klousules 25, 31 en 36 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op 'n werkgewer, vennoot of direkteur wat in besit is van 'n sertifikaat van registrasie as werkende werkgewer.

HOOFSTUK 3.

AFDELING RIFFELBORD EN RIFFELHOERS.

30. LOONSKALE.

Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem lone betaal wat minder is as onderstaande weklone vir die betrokke gebied en mag geen werknemer dit aanneem nie:—

TABEL 13.

Weklone betaalbaar aan bedieners van eenplaat-riffelmasjiën.

Gebied.	Dagwerk.		Nagwerk.	
	£	s. d.	£	s. d.
B.....	7	11 9	8	3 0
C.....	7	18 6	8	10 3
D.....	8	6 9	8	19 6
E.....	8	10 6	9	3 6
F.....	8	14 3	9	7 9
G.....	9	0 6	9	14 6
Ga.....	8	19 0	9	12 9
H.....	9	3 9	9	18 0

TABLE 14.

Weekly Wages Payable to Corrugated Board and Container Assistants in accordance with their experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 13 0	3 16 3	3 19 9	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 1 6	4 5 0	4 9 3	4 16 6	5 0 9	5 8 6	5 13 0	5 17 6
C.....	4 5 0	4 9 3	4 14 0	5 0 9	5 8 6	5 14 0	5 16 3	6 1 3
D.....	4 16 6	5 7 6	5 13 0	5 19 0	6 6 0	6 10 6	6 15 3	6 19 3
E.....	5 0 3	5 10 0	5 16 3	6 3 9	6 8 9	6 14 9	6 19 3	7 3 3
F.....	5 3 3	5 15 3	6 0 6	6 6 0	6 10 6	6 19 3	7 8 6	7 11 9
G.....	5 7 3	5 10 0	5 16 3	6 3 9	6 10 6	6 19 3	7 8 6	7 11 9
Ga.....	5 3 3	6 0 6	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0
H.....	5 15 3	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0	8 10 3

TABEL 14.
Weeklone betaalbaar aan assistente, riffelbord en riffelhouters, volgens ervaring.
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
B.....	£ s. d. 3 13 0	£ s. d. 3 16 3	£ s. d. 3 19 9	£ s. d. 4 7 0	£ s. d. 4 11 6	£ s. d. 4 18 3	£ s. d. 5 3 0	£ s. d. 5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
B.....	£ s. d. 4 1 6	£ s. d. 4 5 0	£ s. d. 4 9 3	£ s. d. 4 16 6	£ s. d. 5 0 9	£ s. d. 5 8 6	£ s. d. 5 13 0	£ s. d. 5 17 6
C.....	4 5 0	4 9 3	4 14 0	5 0 9	5 8 6	5 14 0	5 16 3	6 1 3
D.....	4 16 6	5 7 6	5 13 0	5 19 0	6 6 0	6 10 6	6 15 3	6 19 3
E.....	5 0 3	5 10 0	5 16 3	6 3 9	6 8 9	6 14 9	6 19 3	7 3 3
F.....	5 3 3	5 15 3	6 0 6	6 6 0	6 10 6	6 19 3	7 8 6	7 11 9
G.....	5 7 3	5 10 0	5 16 3	6 3 9	6 10 6	6 19 3	7 8 6	7 11 9
Ga.....	5 3 3	6 0 6	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0
H.....	5 15 3	6 10 6	6 19 3	7 8 6	7 16 0	8 4 0	8 7 0	8 10 3

31. WORKING RULES.

(1) Each complete board-making machine shall be operated by a journeyman. In addition a corrugated board and container assistant shall be employed for each corrugated unit in operation on any such machine.

(2) A journeyman and a corrugated board and container assistant shall be employed on every printer-slotter machine in use, whether or not such printer-slotter is operated in conjunction with a board-making machine or apart therefrom.

(3) Where single-faced corrugating machines are working alone, exemption from the terms of paragraph (1) of this section may be granted to permit a corrugated board and container assistant to operate each such machine at the rates of wages specified in Table 13.

(4) On a printing machine without a slotting attachment, a journeyman without an assistant may be employed.

(5) A corrugated board and container assistant shall be employed on slotter-creaser and punching machines as well as on each stitcher and taping machine.

(6) In the corrugated board and corrugated container section "printing machine" means a single or two-colour printing machine in respect of which the wages for a journeyman shall be as set out in Scale 1 of Table 1.

CHAPTER 4.

FIBRE CONTAINER SECTION.

32. WAGE RATES.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABEL 15.

Weekly Wages Payable to Machine Adjusters in accordance with their experience.

DAY WORK.

Area.	First Year.	Second Year.	Thereafter.
All Areas.....	£ s. d. 8 5 6	£ s. d. 8 15 9	£ s. d. 8 15 9

NIGHT WORK.

Area.	First Year.	Second Year.	Thereafter.
All Areas.....	£ s. d. 9 1 6	£ s. d. 9 13 3	£ s. d. 9 13 3

31. WERKREGLEMENT.

(1) Elke volledige bordvervaardigingsmasjien moet deur 'n vakman bedien word. Daarbenewens moet 'n hulp in diens wees vir elke riffeleenheid wat op so 'n masjien werk.

(2) 'n Vakman en 'n hulp moet in diens wees op elke drukkersgroefmasjien wat gebruik word, hetsy die drukkersgroefmasjien tesame met 'n masjien vir die vervaardiging van bordpapier, of afsonderlik, gebruik word.

(3) Waar enkelplaat-riffelmasjiene alleen werk, mag vrystelling van die bepalings van paragraaf (1) van hierdie kousule toegestaan word ten einde 'n hulp in staat te stel om so 'n masjien te bedien: Met dien verstande dat 'n hulp wat op die soort werk diens doen, minstens die loon betaal word wat by Tabel 13 voorgeskryf word.

(4) Op 'n drukmasjien sonder 'n groefsnynrigting, mag 'n vakman sonder 'n hulp in diens wees.

(5) 'n Hulp in die afdeling riffelbord en riffelhouters moet op sowel groef-, vou- en ponsmasjiene as op elke stik- en bandmasjien in diens wees.

(6) In die afdeling van die Nywerheid vir die vervaardiging van riffelbordpapier, word onder "drukmasjien" verstaan 'n tweekleurdrukmasjien ten opsigte waarvan die loon vir 'n vakman dié is wat by Tabel 1, Skaal 1, voorgeskryf word.

HOOFSTUK 4.

AFDELING VESELHOUTERS.

32. LOONSKALE.

Onderworpe aan die bepalings van kousule 7 van hierdie Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem loon betaal wat minder is as onderstaande weeklone vir die betrokke gebied en mag geen werknemer dit aanneem nie:—

TABEL 15.

Weeklone betaalbaar aan masjienstellers ooreenkomstig ervaring.

DAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
Alle gebiede.....	£ s. d. 8 5 6	£ s. d. 8 15 9	£ s. d. 8 15 9

NAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
Alle gebiede.....	£ s. d. 9 1 6	£ s. d. 9 13 3	£ s. d. 9 13 3

TABLE 16.
Weekly Wages Payable to Fibre Container Assistants in accordance with their experience.
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	4 13 9	5 5 0	5 13 6	6 3 0	6 3 0	6 6 6
H.....	5 0 0	5 9 9	5 16 0	6 5 9	6 9 3	6 12 6

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	5 3 3	5 15 3	6 3 9	6 14 0	6 14 0	6 17 3
H.....	5 10 0	6 0 6	6 6 0	6 16 6	6 19 9	7 3 6

TABEL 16.
Weeklone betaalbaar aan assistente, veselhouers, ooreenkomstig ervaring.
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal behalwe H.....	4 13 9	5 5 0	5 13 6	6 3 0	6 3 0	6 6 6
H.....	5 0 0	5 9 9	6 16 0	6 5 9	6 9 3	6 12 6

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal behalwe H.....	5 3 3	5 15 3	6 3 9	6 14 0	6 14 0	6 17 3
H.....	5 10 0	6 0 6	6 6 0	6 16 6	6 19 9	7 3 6

CHAPTER 5.

SILK SCREEN SECTION.

33. WAGE RATES.

(1) Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 17.
Artists (other than Creative Artists).
DAY WORK.

Area.	£ s. d.
B.....	10 4 3
C.....	10 13 9
D.....	11 5 9
E.....	11 11 0
F.....	11 16 6
G.....	12 5 3
Ga.....	12 3 3
H.....	12 10 0

TABLE 18.
Foremen.
DAY WORK.

Area.	£ s. d.
B.....	7 8 6
C.....	7 11 0
D.....	8 6 0
E.....	8 12 9
F.....	8 18 0
G.....	8 18 0
Ga.....	9 10 6
H.....	9 13 9

HOOFSTUK 5.

SYSKERMAFDELING.

33. LOONSKALE.

(1) Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem 'n loon betaal wat minder is as onderstaande weeklone vir die betrokke gebied, en mag geen werknemer dit aanneem nie:—

TABEL 17.
Kunstenaars (behalwe skeppende kunstenaars).
DAGWERK.

Gebied.	£ s. d.
B.....	10 4 3
C.....	10 13 9
D.....	11 5 9
E.....	11 11 0
F.....	11 16 6
G.....	12 5 3
Ga.....	12 3 3
H.....	12 10 0

TABEL 18.
Voorman.
DAGWERK.

Gebied.	£ s. d.
B.....	7 8 6
C.....	7 11 0
D.....	8 6 0
E.....	8 12 9
F.....	8 18 0
G.....	8 18 0
Ga.....	9 10 6
H.....	9 13 9

TABLE 19.
Screen Machine Minders.
DAY WORK.
All Areas.

Supervising or operating one machine.....	£ s. d.
Supervising or operating two machines.....	7 15 9
	10 0 9

TABLE 20.
Supervisors.
DAY WORK.

Area.	£ s. d.
B.....	6 13 3
C.....	6 15 6
D.....	7 9 0
E.....	7 15 0
F.....	7 19 9
G.....	7 19 9
Ga.....	8 10 9
H.....	8 13 9

TABEL 19.
Skermmasjienbedieners.
DAGWERK.
Alle Gebiede.

Toesig oor of werk met een masjien.....	£ s. d.
Toesig oor of werk met twee masjiene.....	7 15 9
	10 0 9

TABEL 20.
Opsigters.
DAGWERK.

Gebied.	£ s. d.
B.....	6 13 3
C.....	6 15 6
D.....	7 9 0
E.....	7 15 0
F.....	7 19 9
G.....	7 19 9
Ga.....	8 10 9
H.....	8 13 9

TABLE 21.
Junior Artists (Other than Creative Artists).
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3	5 16 3	6 18 9
C.....	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0	5 19 0	7 1 0
D.....	5 9 9	5 16 0	6 0 0	6 4 9	6 8 6	6 15 6	7 14 6
E.....	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3	6 19 0	7 17 6
F.....	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0	7 6 0	8 3 9
G.....	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0	7 6 0	8 3 9
Ga.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 18 9	8 16 9
H.....	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9	8 1 6	8 19 9

TABEL 21.
Junior kunstenaars (behalwe skeppende kunstenaars).
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Sewende ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3	5 16 3	6 18 9
C.....	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0	5 19 0	7 1 0
D.....	5 9 9	5 16 0	6 0 0	6 4 9	6 8 6	6 15 6	7 14 6
E.....	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3	6 19 0	7 17 6
F.....	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0	7 6 0	8 3 9
G.....	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0	7 6 0	8 3 9
Ga.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 18 9	8 16 9
H.....	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9	8 1 6	8 19 9

TABLE 22.
Cutawl Operators.
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3
C.....	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

TABEL 22.
Patroonsnymasjiene.
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3
C.....	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

TABLE 23.
Stencil Cutters or Makers.
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth and Seventh Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 19 9	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3	6 18 9
C.....	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0	7 1 0
D.....	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6	7 14 6
E.....	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3	8 0 9
F.....	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0	8 5 6
G.....	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0	8 5 6
Ga.....	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	8 16 9
H.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9	8 19 9

TABEL 23.
Sjabloonsnyers of -makers.
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde en sewende ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 19 3	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3	6 18 9
C.....	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0	7 1 0
D.....	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6	7 14 6
E.....	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3	8 0 9
F.....	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0	8 5 6
G.....	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0	8 5 6
Ga.....	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	8 16 9
H.....	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9	8 19 9

TABLE 24.
Screen Preparers (Manual).
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 13 0	3 16 3	3 19 9	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

TABEL 24.
Skermbereiders (met die hand).
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	3 13 0	3 16 3	3 19 9	4 7 0	4 11 6	4 18 3	5 3 0	5 7 3
C.....	3 16 3	3 19 9	4 4 3	4 11 6	4 18 3	5 4 3	5 6 6	5 11 0
D.....	4 7 0	4 17 9	5 3 0	5 9 0	5 16 0	6 0 0	6 4 9	6 8 6
E.....	4 11 0	5 0 0	5 6 6	5 13 6	5 18 6	6 3 9	6 8 6	6 12 3
F.....	4 13 9	5 5 0	5 9 9	5 16 0	6 0 0	6 8 6	6 17 0	7 0 0
G.....	4 11 0	5 0 0	5 6 6	5 13 6	6 0 0	6 8 6	6 17 0	7 0 0
Ga.....	4 13 9	5 9 9	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9
H.....	5 5 0	6 0 0	6 8 6	6 17 0	7 3 3	7 10 6	7 12 9	7 15 9

TABLE 25.
Silk Screen Probationers.
DAY WORK.

Area.	£ s. d.
B.....	3 5 3
C.....	3 7 3
D.....	3 10 9
E.....	3 17 6
F.....	3 19 3
G.....	4 0 3
Ga.....	4 1 6
H.....	4 2 3

TABEL 25.
Syskermproefleerlinge.
DAGWERK.

Gebied.	£ s. d.
B.....	3 5 3
C.....	3 7 3
D.....	3 10 9
E.....	3 17 6
F.....	3 19 3
G.....	4 0 3
Ga.....	4 1 6
H.....	4 2 3

TABLE 26.
Screen Workers.
DAY WORK.
All Areas.

	£	s.	d.
During the first year of experience.....	4	10	6
During the second year of experience.....	4	12	0
During the third year of experience.....	4	14	0
Thereafter.....	4	17	3

A Screen Worker under the age of 18 years may be paid 8s. per weke less than the rates stated.

(2) *Night Work*.—An employee employed upon night work shall be paid at a rate not less than 10 per cent higher than the rate payable to him in terms of sub-section (1) for day work.

34. EMPLOYMENT OF JUNIOR ARTISTS.

No employer shall take any person into his employment as a junior artist (other than as a creative artist) without having first obtained the written consent of the Standing Committee. Applications for such consent shall be addressed to the Secretary of the Joint Board concerned or direct to the Standing Committee where no such Joint Board exists.

35. SILK-SCREEN PROBATIONERS.

In order to determine the type of work upon which he can best be employed, a silk screen probationer paid at not less than the rate specified in Table 25 may for a period not exceeding 12 months be employed upon any class of work with the exception of the operation and supervision of power-driven silk screen process printing machines. The whole period of experience of such an employee in the Industry shall be taken into account when determining after 12 months' employment the minimum wage payable to him in terms of the relative scale applicable in view of the type of work upon which he is eventually employed.

36. WORKING RULES.

(1) An employer shall not permit any person other than a screen machine minder to set up or supervise the operation of any power-driven silk screen process printing machine; provided, however, that an artist or stencil cutter or maker may place work in register on any such machine. No other employee shall perform such work.

(2) An employer shall not permit a screen machine minder to operate or supervise the operation of more than two power-driven silk screen process printing machines and no such employee shall so supervise or operate more than two such machines.

(3) An employer shall not require or permit a screen machine minder to operate or supervise the operation of silk screen process printing units, other than power-driven machines, while any machine required to be supervised or operated by such screen machine minder is in operation.

(4) When a screen machine minder is required to supervise the operation of two power-driven silk screen process printing machines, the feeding of any such machine or machines may be performed by an employee paid at not less than the rates applicable to screen preparers (manual)—Table 24.

(5) Notwithstanding anything to the contrary contained in Chapter 2 of this Agreement a guillotine cutting machine designed solely for manual operation may be operated in the Silk Screen Process Printing Section of the Industry by an employee paid at not less than the highest rate prescribed for the area concerned for screen preparers (manual)—Table 24.

CHAPTER 6.

LABOURERS IN ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

37. SCOPE OF APPLICATION.

The provisions of this Chapter shall be applicable in the following magisterial districts only:—

Pretoria (except in the Government Printing Works), Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vereeniging, The Cape, Wynberg, Simonstown, Bellville, Durban, Pinetown, Port Elizabeth, East London, Bloemfontein, Kimberley and Pietermaritzburg.

38. WAGE RATES.

(1) Subject to the provisions of section 7 of this Agreement, no employer shall pay a labourer and no such employee shall accept wages at less than the following weekly rates:—

DAY WORK.

(a) Labourer of the age of 18 years or over employed in any section of the Industry other than the Silk Screen and Duplicating Sections—

	£	s.	d.
During the first year of experience.....	4	9	3
During the second year of experience.....	4	11	3
After two years' experience.....	4	13	3

TABEL 26.
Skermwerkers.
DAGWERK.
Alle gebiede.

	£	s.	d.
Gedurende eerste jaar ervaring.....	4	10	6
Gedurende tweede jaar ervaring.....	4	12	0
Gedurende derde jaar ervaring.....	4	14	0
Daarna.....	4	17	3

'n Skermwerker onder 18 jaar moet 8s. per week minder as die genoemde skale betaal word.

(2) *Nagwerk*.—'n Werknemer wat nagdiens doen moet betaal word teen 'n skaal wat minstens 10 persent hoër is as die skaal wat aan hom betaalbaar is kragtens subklausule (1) vir dagwerk.

34. INDIENSNEMING VAN JUNIOR KUNSTENAARS.

Geen werkgever mag iemand as junior kunstenaar in diens neem voordat hy vooraf die skriftelike toestemming van die Staande Komitee verkry het nie. Aansoek om toestemming moet aan die sekretaris van die betrokke Gesamentlike Raad of regstreeks aan die Staande Komitee geadresseer word ingeval daar geen Gesamentlike Raad bestaan nie.

35. SYSKERMPROEFLEERLINGE.

Om vas te stel vir watter soort werk hy die beste sal deug, kan 'n siskermproefbediener wat minstens die tarief in Tabel 25 ontvang, vir hoogstens 12 maande gebruik word vir enige klas werk buiten die bediening van kragssiskermmasjiene. So 'n werknemer se hele tydperk van ondervinding in die Nywerheid moet in ag geneem word wanneer sy minimum loon volgens die skaal vir die soort werk wat uiteindelik aan hom toegewys word, na 12 maande diens vasgestel word.

36. WERKREGLEMENT.

(1) 'n Werkgever mag niemand buiten 'n skermmasjienebediener toelaat om 'n kragssiskermmasjiene aan die gang te sit of daarvoor toesig te hou nie; met dien verstande egter dat 'n kunstenaar of sjabloonsnyer of -maker werk vir reproduksie daarop mag plaas. Niemand anders mag sulke werk doen nie.

(2) Geen werkgever mag 'n skermmasjienebediener toelaat om oor meer as twee kragssiskermmasjiene toesig te hou of hulle te bedien nie, en geen werknemer mag meer as twee sulke masjiene bedien of oor hulle toesig hou nie.

(3) Geen werkgever mag 'n skermmasjienebediener verplig of toelaat om siskermeenhede buiten kragmasjiene te bedien of daarvoor toesig te hou terwyl 'n masjiene aan die gang is wat deur dié skermmasjienebediener bedien moet word of waarvoor hy moet toesig hou nie.

(4) Wanneer 'n skermmasjienebediener twee siskermmasjiene moet bedien of oor hulle toesig moet hou, kan die masjiene/masjiene gevoer word deur 'n werknemer wat minstens die loon ontvang wat in Tabel 24 vir skermbereiders (met die hand) voorgeskryf word—Tabel 24.

(5) Wat ook al in die Hoofdooreenkoms voorkom, kan 'n valmes wat slegs met die hand bedien moet word, in die siskermafdeling van die Nywerheid bedien word deur 'n werknemer wat betaal word teen minstens die hoogste tarief wat vir skermbereiders (met die hand) in die betrokke gebied by hierdie Ooreenkoms voorgeskryf word—Tabel 24.

HOOFSTUK 6.

ARBEIDERS IN ALLE AFDELINGS VAN DIE NYWERHEID BEHALWE IN DIE DUPLISEERAFDELING.

37. BESTEK VAN TOEPASSING.

Die bepalinge van hierdie hoofstuk moet slegs in ondergenoemde magistraatsdistrikte nagekom word:—

Pretoria (behalwe die Staatsdrukkery), Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Krugersdorp, Heidelberg (Tvl.), Nigel, Springs, Delmas, Vereeniging, die Kaap, Wynberg, Simonstad, Bellville, Durban, Pinetown, Port Elizabeth, Oos-Londen, Bloemfontein, Kimberley en Pietermaritzburg.

38. LOONSKALE.

(1) Onderworpe aan die bepalinge van klausule 7 van hierdie Ooreenkoms mag 'n werkgever 'n arbeider nie 'n loon betaal wat minder is as onderstaande weeklikse skale nie en mag geen arbeider dit aanneem nie:—

DAGWERK.

(a) Arbeider, 18 jaar of ouer, in diens in enige afdeling van die nywerheid behalwe in die siskerm- en dupliseerafdeling.—

	£	s.	d.
Gedurende eerste jaar ervaring.....	4	9	3
Gedurende tweede jaar ervaring.....	4	11	3
Na twee jaar ervaring.....	4	13	3

- (b) Labourer under the age of 18 years employed in any section of the Industry, other than the Silk Screen and Duplicating Sections. 8s. per week less than the rates payable in terms of paragraph (a) of this Section.
- (c) Labourer employed in the Silk Screen Section:—

- (b) Arbeider onder 18 jaar in diens enige afdeling van die nywerheid behalwe die syskerm- en dupliseer-afdelings 8s. per week minder as die skale betaalbaar kragtens paragraaf (a) van hierdie klousule.
- (c) Arbeider in diens in die Syskermafdeling:—

	In the Magisterial Districts of the Cape, Wynberg and Port Elizabeth.	In the Magisterial District of Johannesburg.	In the Magisterial Districts of Krugersdorp, Randfontein, Roodepoort, Heidelberg, Tvl., Germiston, Vereeniging, Benoni, Boksburg, Brakpan, Springs, Delmas, Nigel, Pretoria and East London.	In the Magisterial District of Durban.	In the Magisterial Districts of Bellville, Simonstown, Bloemfontein, Pietermaritzburg and Kimberley.	In the Magisterial District of Pinetown.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Employee of the age of 18 years or over.....	1 17 6	1 15 0	1 12 6	1 10 0	1 7 6	1 5 0
Employee under the age of 18 years.....	1 5 0	1 3 4	1 1 8	1 0 0	0 18 4	0 16 8

	In die Magistraats-distrikte die Kaap, Wynberg en Port Elizabeth.	In die magistraats-distrik Johannesburg.	In die magistraats-distrikte Krugersdorp, Randfontein, Roodepoort, Heidelberg, Tvl., Germiston, Vereeniging, Benoni, Boksburg, Brakpan, Springs, Delmas, Nigel, Pretoria en Oos-Londen.	In die magistraats-distrik Durban.	In die magistraats-distrikte Bellville, Simonstad, Bloemfontein, Pietermaritzburg, en Kimberley.	In die magistraats-distrik Pinetown.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Werknemer 18 jaar en ouer.	1 17 6	1 15 0	1 12 6	1 10 0	1 7 6	1 5 0
Werknemer onder 18 jaar..	1 5 0	1 3 4	1 1 8	1 0 0	0 18 4	0 16 8

- (d) Notwithstanding the provisions of paragraphs (a) and (b) hereof, a labourer employed exclusively upon one or more of the operations mentioned in items (cc) to (kk) inclusive of the definition of that class of employee in Section 2 of this Agreement may be paid at not less than the following weekly rates:—

- (d) Nieteenstaande paragrawe (a) en (b) hiervan, moet 'n arbeider wat uitsluitlik in diens is vir een of meer van die werksaamhede genoem in punte (cc) tot en met (kk) van die woordbepaling van die klas werknemer in klousule 2 van hierdie Ooreenkoms, betaal word teen minstens onderstaande weeklone:—

	In the Magisterial Districts of the Cape, Wynberg and Port Elizabeth.	In the Magisterial District of Johannesburg.	In the Magisterial Districts of Krugersdorp, Randfontein, Roodepoort, Heidelberg, Tvl., Germiston, Vereeniging, Benoni, Boksburg, Brakpan, Springs, Delmas, Nigel, Pretoria and East London.	In the Magisterial District of Durban.	In the Magisterial Districts of Bellville, Simonstown, Bloemfontein, Pietermaritzburg and Kimberley.	In the Magisterial District of Pinetown.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Employee of the age of 18 years or over.....	1 17 6	1 15 0	1 12 6	1 10 0	1 7 6	1 5 0
Employee under the age of 18 years.....	1 5 0	1 3 4	1 1 8	1 0 0	0 18 4	0 16 8

	In die Magistraats-distrikte die Kaap, Wynberg en Port Elizabeth.	In die magistraats-distrik Johannesburg.	In die magistraats-distrikte Krugersdorp, Randfontein, Roodepoort, Heidelberg, Tvl., Germiston, Vereeniging, Benoni, Boksburg, Brakpan, Springs, Delmas, Nigel, Pretoria en Oos-Londen.	In die magistraats-distrik Durban.	In die magistraats-distrikte Bellville, Simonstad, Bloemfontein, Pietermaritzburg, en Kimberley.	In die magistraats-distrik Pinetown.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Werknemer 18 jaar en ouer.	1 17 6	1 15 0	1 12 6	1 10 0	1 7 6	1 5 0
Werknemer onder 18 jaar..	1 5 0	1 3 4	1 1 8	1 0 0	0 18 4	0 16 8

(e) *Night Work.*—A labourer employed upon night work shall be paid at a rate not less than 10 per cent higher than the rate payable to him in terms of paragraphs (a), (b), (c) or (d) of this sub-section for day work.

(2) In addition to the wage rates specified in sub-sections 1 (c) and 1 (d) of this section, the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended from time to time, shall be paid.

(3) When a labourer has agreed to accept board and/or lodging from his employer, a deduction not exceeding the amounts specified hereunder may be made from his wages.—

For board, per week	3 shillings.
For lodging, per week	2 shillings.
For board and lodging, per week	5 shillings.

(4) *Casual Labourers.*—The minimum rate at which remuneration shall be paid by an employer to a casual labourer, for each day of employment, shall be one-fifth of the weekly remuneration prescribed for an adult labourer in his first year of employment, and for a lesser period than one day at the rate of 1s. 6d. per hour.

(5) For the purpose of ascertaining the hourly rate of wages of a labourer, the weekly wages paid, being not less than the minimum wages provided for in this Agreement, shall be divided by the number of hours specified in section 39, and for the purpose of ascertaining the daily wage, such hourly rate shall be multiplied by the number of hours normally worked during the day affected.

(6) Subject to the provisions of section 7 and notwithstanding anything else herein contained a labourer who at the date of coming into operation of this Agreement is in receipt of a higher wage than that prescribed for his class shall be paid such higher wage while in the service of the same employer.

39. HOURS OF WORK.

(1) The ordinary hours of work of labourers shall be 44 hours per working week.

(2) An employer shall arrange the ordinary working hours of labourers in his establishment so as to provide for an afternoon off (excluding Sunday); provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off, or one whole day per fortnight, may be substituted for one afternoon off per week; and provided further, that the normal working hours, excluding meal times on any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed 9½ hours.

(3) An employer shall arrange the working hours on all days on which the working time exceeds five hours so as to allow for a break of at least one hour after five hours' continuous work; provided that for this purpose work interrupted by breaks of less than one hour shall be deemed to be continuous.

(4) Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorise a schedule of working hours for the employees concerned.

(5) Labourers on maintenance whose duties require that they should work on Sundays may be authorised by an exemption certificate issued by the Local Joint Board, or by the Standing Committee where no Joint Board exists, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours worked on Sundays in excess of the hours so stipulated shall be paid for at the rates prescribed by section 40 of this Agreement.

(6) An employer who requires any of his regular labourers to work short time shall give such employees at least twelve hours' notice thereof. An employer shall pay to any such employee working short time not less than twenty-four hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit the performance of work necessitated by a special emergency.

40. OVERTIME.

(1) All time worked by a labourer during any working week in excess of the maximum number of ordinary hours of work prescribed in section 39 (1) of this Agreement shall be deemed to be overtime; provided however, that ordinary time lost by an employee because of illness or at the request or by permission of his employer shall not be required to be made up before remuneration for overtime becomes payable.

(2) Subject to the provisions of sub-section (3) hereof, no employer shall pay and no labourer shall accept remuneration for overtime worked at less than one and one-third times the remuneration payable for ordinary time calculated in terms of section 38 (5) of this Agreement.

(e) *Nagwerk.*—'n Arbeider in diens vir nagwerk moet betaal word teen minstens 10 persent meer as die skaal wat aan hom betaalbaar is kragtens paragrawe (a), (b), (c) of (d) van hierdie subklousule vir dagwerk.

(2) Benewens die loonskaal genoem in subklousules 1 (c) en 1 (d) van hierdie klousule moet die lewenskostetoelae betaal word wat betaalbaar is kragtens Oorlogsmaatregel No. 43 van 1942, soos van tyd tot tyd gewysig.

(3) As 'n arbeider toegestem het om losies en/of inwoning van sy werkgever aan te neem, mag hoogstens ondergenoemde bedrae van sy loon afgetrek word:—

Vir losies per week	3 sjielings.
Vir inwoning per week	2 sjielings.
Vir losies en inwoning per week	5 sjielings.

(4) *Los arbeiders.*—Die minimum skaal van besoldiging waarteen 'n werkgever 'n los arbeider vir elke dag diens moet betaal, is een-vyfde van die weeklikse besoldiging soos voorgeskryf vir 'n ongeskoolde volwasse arbeider in sy eerste jaar diens en vir 'n korter tydperk as een dag, teen 1s. 6d. per uur.

(5) Ten einde die uurloon van 'n werknemer vas te stel, moet die weekloon wat betaal word en wat minstens die minimum loon bepaal in hierdie Ooreenkoms is, deur die getal ure bepaal in klousule 39 gedeel word en ten einde die dagloon vas te stel, moet die uurloon met die getal ure wat gewoonlik gedurende die betrokke dag gewerk word, vermenigvuldig word.

(6) Onderworpe aan klousule 7 en nieteenstaande andersluidende bepalinge moet 'n arbeider wat op die datum waarop hierdie Ooreenkoms in werking tree, 'n hoër loon ontvang as dié wat vir sy klas voorgeskryf word, die hoër loon betaal word terwyl hy by dieselfde werkgever in diens is.

39. WERKURE.

(1) Die gewone werkure van arbeiders moet 44 uur per werkweek wees.

(2) 'n Werkgever moet die weeklikse werkure van arbeiders in sy inrigting so reël dat voorsiening gemaak word vir 'n vry namiddag (behalwe Sondag); met dien verstande dat in die geval van inrigtings vir middagkoerante waar nie vir 'n vrye namiddag per week voorsiening gemaak kan word nie, 'n gelyke vry tyd of een hele dag elke veertien dae in plaas van een vry namiddag gegee kan word; en verder met dien verstande dat die gewone werkure, met uitsondering van etensstye op enige afsonderlike dag hoogstens 8½ moet wees, behalwe in inrigtings waar die gewone week se werk binne vyf dae voltooi word, in welke geval die gewone dag se werk nie meer as 9½ uur mag wees nie.

(3) 'n Werkgever moet die werkure op alle dae waarop die werkdag meer as vyf uur is, so reël dat voorsiening gemaak word vir 'n onderbreking van minstens een uur na vyf uur aanenlopende werk; met dien verstande dat werk wat deur pouses van minder as een uur onderbreek word, vir hierdie doel as aanenlopend beskou word.

(4) Nagwerkers op oggendkoerante kan verplig word om Sondag te werk as deel van hul gereelde skof. In geval die aard van die werk wat in 'n inrigting gedoen word, vereis dat sekere werknemers in 'n skof moet werk wat verskil van die gewone dag of nagskof, kan die Staande Komitee 'n staat van werkure vir die betrokke werknemers magtig.

(5) Werknemers wat onderhoudwerk verrig en wie se werksaamhede vereis dat hulle op Sondag werk, kan deur 'n vrystellingsertifikaat, uitgereik deur die plaaslike Gesamentlike Raad of deur die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie, gemagtig word om op Sondag te werk teen gewone loonskaal vir 'n getal ure wat in die vrystellingsertifikaat bepaal moet word; en alle ure gewerk op Sondag bo die ure aldus bepaal, word behandel asof dit binne die bepalinge van klousule 40 van hierdie Ooreenkoms val.

(6) 'n Werkgever wat van enigeen van sy gereelde arbeiders vereis om kort tyd te werk, moet die werknemers daarvan minstens twaalf uur kennis gee. 'n Werkgever moet aan enige werknemer wat korttyd werk, minstens 24 uur se loon in 'n werkweek betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder as agt uur verloop tussen die beëindiging van een dag of nag se werk en die begin van 'n ander deur dieselfde werknemer nie. Werk in spesiale noodgevalle word nie hierdeur verbied nie.

40. OORTYD.

(1) Alle tyd deur 'n arbeider gedurende 'n werkweek gewerk bo die maksimum getaal gewone werkure voorgeskryf in klousule 39 (1) van hierdie Ooreenkoms, moet as oortyd beskou word; met dien verstande egter dat gewone tyd deur 'n werknemer verloor as gevolg van siekte of op versoek of toestemming van sy werkgever, nie vergoed hoef te word voordat besoldiging vir oortyd werk betaalbaar word nie.

(2) Onderworpe aan subklousule (3) hiervan mag geen werkgever 'n arbeider vir oortyd gewerk, betaal teen minder as 1½ maal die besoldiging betaalbaar vir gewone tyd bereken ingevolge klousule 38 (5) van hierdie Ooreenkoms en geen werknemer mag dit aanneem nie.

(3) Save in respect of night workers in an establishment producing a morning newspaper, and in respect of maintenance labourers exempted to work on Sunday, and subject to sub-section (4) hereof, an employer shall pay a labourer who works on a Sunday remuneration at the following rates, either—

- (i) double the remuneration payable in respect of the period ordinarily worked by him on a week-day; or
- (ii) one and one-third times his ordinary rate for the total period worked on such Sunday, and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(4) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the overtime rate payable to the labourers concerned shall be as stated in sub-section (2) hereof.

(5) An employer shall not require or permit an employee to work overtime for a total period exceeding, in any one working week—

- (a) ten hours; or
- (b) a number of hours (which may exceed ten) fixed by the Local Joint Board, or the Standing Committee where no Joint Board exists, by notice in writing to the employer, specifying the employee or class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.

41. HOLIDAYS.

(1) Every employer shall grant to every labourer in his employ in respect of each period of twelve months' employment by him, and not later than two months after the termination of the said period [except as provided in sub-sections (8) and (9) of this section], leave of absence on full pay of not less than three weeks; provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment; and
- (b) if any public holiday referred to in sub-section (10) hereof falls within the period of such leave, such holiday shall be added to the said period as a further period of leave of absence on full pay.

(2) The employer shall pay to a labourer to whom leave is granted under sub-section (1) hereof his pay in respect of the period of leave not later than the last working day before the commencement of the said period.

(3) Upon termination of employment, the employer shall pay to a labourer—

- (a) his full pay in respect of any period of leave which has accrued to him but was not granted before the date of termination of employment; and
- (b) three forty-ninths of a week's pay in respect of each week of service with the employer after he last became entitled to leave in terms of sub-section (1) hereof, or, in the case of an employee who has been employed for less than twelve months, for each week of service with the employer. Broken weeks shall be paid for in proportion.

(4) Any period during which a labourer—

- (a) is on leave in terms of sub-section (1) hereof; or
- (b) is absent from work on the instructions or at the request of his employer; or
- (c) is absent from work owing to illness;

shall be deemed to be employment for the purposes of sub-sections (1) and (3) hereof; provided that—

- (i) the provisions of paragraph (c) shall not apply in respect of any period of absence owing to illness of more than three consecutive days, if the employee, not being an employee referred to in sub-paragraph (ii) fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work or in respect of that portion of any total period of absence during any twelve months of employment which is in excess of thirty days;
- (ii) a labourer whose employer is required in terms of any regulation under the Native Labour Regulation Act, 1911 (Act No. 15 of 1911), to provide for the care and treatment of such employee when sick or injured shall not be required to submit a certificate by a medical practitioner in respect of any period of absence referred to in sub-paragraph (i).

(5) Any amount paid to a labourer in terms of sub-section (2) or sub-section (3) hereof shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date on which the leave became due, or his employment terminated, as the case may be.

(3) Behalwe ten opsigte van nagwerkers in 'n inrigting wat 'n oggendkoerant druk, ten opsigte van onderhoudsarbeiders wat vrygestel is om Sondag te werk en onderworpe aan subklousule (4) hiervan, moet 'n werkgewer 'n werknemer wat op Sondag werk, besoldiging teen onderstaande skale betaal, of—

- (i) dubbel die besoldiging betaalbaar ten opsigte van die tydperk wat gewoonlik deur hom op 'n weekdag gewerk word; of
- (ii) 1½ maal sy gewone loon vir die totale tydperk wat op die Sondag gewerk is en hom binne sewe dae na die Sondag een dag vakansie toestaan en hom ten opsigte daarvan besoldiging betaal teen 'n skaal van minstens sy gewone loon asof hy op dié vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(4) In gevalle waarin die gereelde personeel van werknemers op Saterdag of Sondag werk verrig in verband met die druk van laat Saterdag- en Sondagnuusblaaie, moet die oortyd-skaal aan die betrokke arbeiders betaalbaar wees soos in subklousule (2) hiervan genoem.

(5) 'n Werkgewer kan nie van 'n werknemer vereis of hom toelaat om in 'n afsonderlike week meer oortyd diens as onderstaande totale tydperke te werk nie:—

- (a) Tien uur; of
- (b) 'n Getal ure (wat meer as tien kan wees) vasgestel deur die plaaslike Gesamentlike Raad, of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie, met skriftelike kennisgewing aan die werkgewer waarin die werknemer of klas werknemer op wie die kennisgewing van toepassing is, aangegee word, asook die tydperk waarvoor en die voorwaardes waarop dit geldig is.

41. VERLOF.

(1) Elke werkgewer moet aan elke werknemer by hom in diens ten opsigte van elke twaalf maande diens by hom en nie later as twee maande na beëindiging van genoemde tydperk nie [behalwe soos bepaal in subklousules (8) en (9) van hierdie artikel], afwesigheidsverlof met volle betaling toestaan van minstens drie weke; met dien verstande dat—

- (a) die verlof nie met 'n tydperk saamval waarin die werknemer diensopsegging gegee of ontvang het nie;
- (b) as 'n openbare vakansiedag genoem in klousule (10) hiervan binne die verloftyd val, die vakansiedag as 'n verdere tydperk van afwesigheidsverlof met volle betaling by genoemde tydperk gevoeg moet word.

(2) Die werkgewer moet aan 'n werknemer aan wie ingevolge subartikel (1) hiervan verlof toegestaan is, sy betaling ten opsigte van die verloftydperk nie later as op die laaste werkdag voor die aanvang van genoemde tydperk betaal nie.

(3) By beëindiging van diens, moet die werkgewer aan 'n werknemer onderstaande betaal:—

- (a) sy volle betaling ten opsigte van enige verloftyd waartoe hy geregtig is, maar wat nie voor die datum van diensbeëindiging toegestaan is nie; en
- (b) drie nege-en-veertigstes van 'n week se betaling ten opsigte van elke week diens by die werkgewer na die datum waarop hy laas ingevolge subklousule (1) hiervan op verlof geregtig was, of in die geval van 'n werknemer wat vir minder as twaalf maande in diens was, vir elke week diens by die werkgewer. Vir dele van weke moet na verhouding betaal word.

(4) Enige tydperk wat 'n werknemer—

- (a) ingevolge subklousule (1) hiervan met verlof is; of
- (b) op las of op versoek van die werkgewer wat van sy werk afwesig is; of
- (c) weens siekte van sy werk afwesig is;

word vir doeleindes van subklousules (1) en (3) hiervan as diens beskou; met dien verstande dat—

- (i) die bepalings van paragraaf (c) nie van toepassing is nie ten opsigte van 'n afwesigheidsverlof weens siekte van meer as drie opeenvolgende dae, as die werknemer, as hy nie 'n werknemer genoem in subparagraaf (ii) is nie, nadat hy deur die werkgewer om so 'n sertifikaat versoek is, versuim om aan die werkgewer 'n doktersertifikaat voor te lê dat hy deur siekte verhinder is om sy werk te doen, of ten opsigte van daardie gedeelte van enige totale afwesigheidsverlof gedurende enige twaalf maande diens wat meer as dertig dae is;
- (ii) van 'n werknemer van wie se werkgewer ingevolge enige regulasie van die Naturellearbeid Regelingswet, 1911 (Wet No. 15 van 1911), vereis word om voorsiening te maak vir die versorging en behandeling van die werknemer as hy siek of beseer is, nie 'n doktersertifikaat ten opsigte van enige afwesigheidsverlof genoem in subparagraaf (i) vereis word nie.

(5) Bedrae aan 'n arbeider betaal ingevolge subklousule (2) of subklousule (3) hiervan, moet bereken word teen die skaal van besoldiging wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig was, of na gelang van die geval sy diens beëindig is.

- (6) In this section the expression "employer" includes—
 (a) In the case of death of an employer, the executor of his estate, or his heir or legatee; and
 (b) In the case of the insolvency of an employer or the liquidation of his estate, or the transfer or sale of his business, the trustee or liquidator or the new owner of the business;
 if such executor, heir, legatee, trustee, liquidator or new owner continues to employ that employee.

(7) For the purpose of this section employment shall be deemed to commence from—

- (a) the date on which the labourer entered the employer's service; or
 (b) the first day of September, 1941, whichever is the later.

(8) In the municipal area of Cape Town an employer may arrange for his labourers to take their annual leave in the form of one week between Christmas and New Year and the balance in ordinary or statutory holidays to make up the full number of days' leave of absence provided in sub-section (1) hereof.

(9) Subject to the provisions of sub-section (8) hereof, the Standing Committee may issue an exemption certificate authorising the accumulation of the holiday leave due to a labourer in terms of sub-section (1) hereof; provided that in the event of such accumulation of such leave the money due to the employee for each twelve months' leave shall be deposited by the employer with an officer of the Council to be designated in the exemption certificate, to be held in trust for such employee until he takes the holiday leave due to him, when it shall be paid to him prior to his proceeding on leave.

(10) (a) If a labourer does not work on New Year's Day, the Day of the Covenant, Good Friday or Christmas Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(b) Whenever a labourer works on New Year's Day, the Day of the Covenant, Good Friday or Christmas Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of 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.

(c) For the purposes of paragraphs (a) and (b) of this sub-section, Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday as a paid holiday.

(d) For the purposes of this sub-section a labourer means one who was in the employ of the employer prior to and during the working week in which the holiday falls.

CHAPTER 7.

DUPLICATING SECTION.

42. SCOPE OF APPLICATION.

The provisions of this Chapter shall apply only in respect of those employees employed in the duplicating section for whom wage rates are prescribed in section 44; provided, however, that, with the exception of labourers, employees, the product of whose labour on any particular day or days is not intended for direct monetary reward to the employer, but is intended exclusively for the personal administration of the employer's business, shall not be covered by the terms of this Chapter in respect of the day or days on which such work is performed.

43. DEFINITIONS.

Notwithstanding the provisions of section 2 of this Agreement, for the purposes of this Chapter unless inconsistent with the context—

- "duplicating paper cutterman" means an employee employed upon the cutting of duplicating paper to standard sizes for resale, or for use in the business of the employee's employer, by means of a power or manually operated cutting machine;
 "experience" means the period of employment in connection with duplicating as defined calculated without making any adjustment in respect of any short time, part time or over-time worked during such employment, but excluding employment as a labourer;
 "labourer" means an employee employed exclusively upon one or more of the following operations:—

- (a) Cleaning premises, carrying, moving, stacking or unpacking goods and who may in connection therewith occasionally operate a goods lift; sorting packages or parcels; wrapping up parcels;
 (b) opening or closing doors, boxes, bales or other packages, making or maintaining fires or removing refuse or ashes;
 (c) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or hand-propelled vehicle; collecting cash in the case of "C.O.D." sales or accepting written orders; making tea or similar beverages; if such operations are exclusively or mainly in connection with duplicating;

(6) In hierdie klousule is by die uitdrukking „werkgever” inbegrepe—

- (a) in die geval van die afsterwe van 'n werkgever, die eksekuteur van sy boedel of sy erfgenaam, of legataris; en
 (b) in die geval van bankrotskap van 'n werkgever of die likwidasie van sy boedel, of die oordrag of verkoop van sy besigheid, die kurator of likwidator, of die nuwe eienaar van die besigheid;

as sodanige eksekuteur, erfgenaam, legataris, kurator, likwidator, of nuwe eienaar voortgaan om daardie werknemer in diens te hou.

(7) Vir die toepassing van hierdie klousule word dit beskou dat diens begin op—

- (a) die datum waarop die werknemer by die werkgever in diens getree het;
 (b) die eerste dag van September 1941;

watter datum ookal die jongste is.

(8) In die munisipale gebied Kaapstad, kan 'n weerkgever reël dat sy werknemers hul jaarlikse verlof neem in een week tussen Kersfees en Nuwejaar en die res in gewone en statutêre vakansiedae om die volle getal dae afwesigheidsverlof bepaal in subklousule (1) hiervan by te bring.

(9) Onderworpe aan die bepalings van subklousule (8) hiervan, kan die Staande Komitee op aanbeveling van 'n Gesamentlike Raad 'n vrystellingsertifikaat uitreik wat die ooploop van die vakansieverlof aan 'n werknemer verskuldig ingevolge subklousule (1) hiervan magtig; met dien verstande dat in die geval van ooploping van verlof die geld aan die werknemer verskuldig vir elke twaalf maande verlof, deur die werkgever by 'n amptenaar van die Raad wat in die vrystellingsertifikaat aangewys word, gedeponereer moet word om vir sodanige werknemer in bewaring gehou te word tot hy die aan hom verskuldigde vakansieverlof neem, wanneer dit aan hom uitbetaal moet word voordat hy met verlof gaan.

(10) (a) As 'n werknemer nie op Nuwejaarsdag, Geloftedag, Goeie-Vrydag of Kersdag werk nie, moet sy werkgever hom ten opsigte van die dag teen minstens sy gewone skaal van besoldiging betaal asof hy op die dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(b) As 'n werknemer op Nuwejaarsdag, Geloftedag, Goeie-Vrydag of Kersdag werk, moet sy werkgever hom besoldiging betaal teen minstens sy gewone skaal van besoldiging ten opsigte van die totale tydperk gewerk op die dag benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie.

(c) Vir toepassing van paragrafe (a) en (b) van hierdie subklousule, kan Goeie-Vrydag deur Paasmaandag as 'n vakansiedag met betaling vervang word.

(d) Vir die toepassing van hierdie subklousule, beteken 'n werknemer iemand wat in diens van die werkgever was voor en gedurende die werkweek waarin die vakansie val.

HOOFSTUK 7.

DUPLISEERAFDELING.

42. BESTEK VAN TOEPASSING.

Die bepalings van hierdie hoofstuk is slegs van toepassing op dié werknemers in die dupliseerafdeling in diens vir wie lone by klousule 44 bepaal word; met dien verstande egter dat met uitsondering van arbeiders, werknemers wie se werksprodukt op 'n besondere dag of dae nie vir regstreekse geldelike loon aan die werkgever bedoel is nie, maar slegs vir die persoonlike administrasie van die werkgever se besigheid, nie deur hierdie Ooreenkoms gedek word ten opsigte van die dag of dae waarop dié werk verrig word nie.

43. WOORDBEPALINGS.

Nieteenstaande die bepalings van klousule 2 van hierdie Ooreenkoms beteken onderstaande uitdrukkings, vir die toepassing van hierdie hoofstuk, tensy strydig met die samehang:—

- „dupliseerpapiersnyer”, 'n werknemer wat dupliseerpapier deur middel van 'n krag- of handsnymasjien in standaard-groottes sny vir die herverkoping of vir gebruik in sy werk-geve se inrigting;
 „ervaring”, die dienstydperk in verband met duplisering soos hierbo bepaal, sonder in aanmerking te neem korttyddiens, deeltydse werk of oortydtdiens wat gedurende die diens gedoen is, maar met uitsondering van diens as arbeider;
 „arbeider”, 'n werknemer wat uitsluitlik een of meer van onderstaande werksaamhede verrig:—

- (a) Perske skoonmaak, goedere dra, verplaas, stapel of uitpak en wat in verband daarmee nou en dan 'n goederehyser kan bedien; pakkette sorteer; pakkette toedraai;
 (b) deure, kiste, bale of ander pakkette oop- of toemaak; vuurmaak of vure aan die brand hou, of vuilgoed of as verwyder;
 (c) briewe, boodskappe of goedere te voet of per fiets, driewieler of handvoertuig aflewer of vervoer; kontant invorder ingeval van k.b.a.-verkope of skriftelike bestellings aanneem; tee of dergelike drankie maak; as dié werksaamhede uitsluitlik of hoofsaaklik in verband met duplisering verrig word.

"photographic stencil preparation" means the preparation of stencils for use on duplicating machines by the process of contacting a sensitized stencil to a drawing or type set matter and the developing of such stencil by means of chemicals, or any other method of stencil preparation which includes the use of photographic methods;

"photographer" means an employee who operates a camera or any apparatus equipped with a lens in connection with photographic stencil preparation;

"photographer's assistant" means an employee who is employed upon one or more of the following operations in connection with photographic stencil preparation:—

Development of positives and/or negatives; making direct contacts with the stencil either by contact with original subject, and/or type matter, or contact with positives and negatives; or the touching up or final preparation of stencils for use.

44. WAGES.

(1) No employer shall pay and no employee shall accept wages at rates lower than the following:—

(a) Duplicating paper cuttermen:—

	Per Week.	Per Day.
	£ s. d.	£ s. d.
Employed on the operation of a cutting machine designed for operation by power	7 14 6	1 5 9
Employed on the operation of a cutting machine designed solely for manual operation	3 12 6	0 12 1

An employee who is employed part-time on the work of a duplicating paper cuttermen shall be paid at least £7. 10s. per week, inclusive of cost of living allowance, if the cutting machine in question is designed for operation by power or £5 per week, inclusive of cost of living allowance, if the machine is designed for manual operation.

(b) Photographers:—

Experience as a Photographer.	Per Week.	Per Month.
	£ s. d.	£ s. d.
First year	4 12 4	20 0 0
Second	5 15 5	25 0 0
Thereafter	6 18 6	30 0 0

(c) Photographer's Assistants.

Experience as a Photographer's Assistant.	Per Week.	Per Month.
	£ s. d.	£ s. d.
First year	3 0 0	13 0 0
Second year	3 9 3	15 0 0
Thereafter	4 3 1	18 0 0

(d) In the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council respectively), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad and Bloemfontein and the Local Administration and Health Board Areas of Westville and Malvern:—

"fotografiese sjabloonbereiding", die bereiding van sjablone vir dupliseermasjiene deur 'n gesensiteerde sjabloon met lettersetwerk of tekeninge in aanraking te bring en die sjabloon deur middel van chemikalieë te ontwikkel, of enige ander manier van sjabloonbereiding wat fotografiese metodes insluit;

"fotograaf", 'n werknemer wat 'n kamera of enige ander lensapparaat bedien in verband met fotografiese sjabloonbereiding;

"fotograafassistent", 'n werknemer wat een of meer van die volgende werksaamhede in verband met fotografiese sjabloonbereiding verrig:—

Positiewe en/of negatiewe ontwikkel; die sjabloon regstreeks in aanraking bring of met die oorspronklike onderwerp en/of lettersetwerk of met positiewe of negatiewe, en die afwerking en finale voorbereiding van sjablone vir gebruik.

44. LONE.

(1) Geen lone teen laer skale as onderstaande mag deur 'n werkgever betaal, of 'n werknemer aangeneem word nie:—

(a) Dupliseerpapiersnyers:—

	Per week.	Per dag.
	£ s. d.	£ s. d.
Bediening van 'n kragstymasjiene	7 14 6	1 5 9
Bediening van slegs 'n handstymasjiene	3 12 6	0 12 1

'n Werknemer wat deelyds dupliseerpapiersnywerk doen, moet minstens £7. 10s. per week met inbegrip van lewenskostoelae betaal word as die stymasjiene kragaangetrewe is en £5 per week met inbegrip van lewenskostoelae as die masjiene met die hand werk.

(b) Fotograawe:—

Ondervinding as fotograaf.	Per week.	Per maand.
	£ s. d.	£ s. d.
Eerste jaar	4 12 4	20 0 0
Tweede jaar	5 15 5	25 0 0
Daarna	6 18 6	30 0 0

(c) Fotograafassistent:—

Ondervinding as fotograafassistent.	Per week.	Per maand.
	£ s. d.	£ s. d.
Eerste jaar	3 0 0	13 0 0
Tweede jaar	3 9 3	15 0 0
Daarna	4 3 1	18 0 0

(d) In die munisipaliteitsgebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (met inbegrip van die gebiede wat voorheen onder die Craighall-gesondheidskomitee en die Greymountdorpsraad geval het), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein en die plaaslike administrasie- en gesondheidsraadgebiede Westville en Malvern.

Typists and Stencil Cutters.

Experience in the Industry.	MALES.		FEMALES.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First Year	2 12 0	11 5 0	2 12 0	11 5 0
Second Year	3 9 3	15 0 0	2 17 9	12 10 0
Third Year	4 6 7	18 15 0	3 9 3	15 0 0
Fourth Year	5 3 10	22 10 0	3 15 0	16 5 0
Fifth Year	6 7 0	27 10 0	3 15 0	16 5 0
Thereafter	7 4 3	31 5 0	4 3 9	18 2 6

Duplicator Operators.

Experience in the Industry.	MALES.		FEMALES.	
	Per Week. £ s. d.	Per Month. £ s. d.	Per Week. £ s. d.	Per Month. £ s. d.
First Year	2 1 7	9 0 0	2 1 7	9 0 0
Second Year	2 15 5	12 0 0	2 6 2	10 0 0
Third Year	3 9 3	15 0 0	2 15 5	12 0 0
Fourth Year and Thereafter	4 3 1	18 0 0	3 0 0	13 0 0

Tiksters en sjabloonsnyers.

Ervaring in die Nywerheid.	MANS.		VROUENS.	
	Per week.	Per maand.	Per week.	Per maand.
Eerste jaar.....	£ s. d. 2 12 0	£ s. d. 11 5 0	£ s. d. 2 12 0	£ s. d. 11 5 0
Tweede jaar.....	3 9 3	15 0 0	2 17 9	12 10 0
Derde jaar.....	4 6 7	18 15 0	3 9 3	15 0 0
Vierde jaar.....	5 3 10	22 10 0	3 15 0	16 5 0
Vyfde jaar.....	6 7 0	27 10 0	3 15 0	16 5 0
Daarna.....	7 4 3	31 5 0	4 3 9	18 2 6

Duplikatorbedieners.

Ervaring in die Nywerheid.	MANS.		VROUENS.	
	Per week.	Per maand.	Per week.	Per maand.
Eerste jaar.....	£ s. d. 2 1 7	£ s. d. 9 0 0	£ s. d. 2 1 7	£ s. d. 9 0 0
Tweede jaar.....	2 15 5	12 0 0	2 6 2	10 0 0
Derde jaar.....	3 9 3	15 0 0	2 15 5	12 0 0
Vierde jaar en daarna.....	4 3 1	18 0 0	3 0 0	13 0 0

In the Union of South Africa (excluding the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council respectively—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad and Bloemfontein, and the local Administration and Health Board areas of Westville and Malvern):—

In die Unie van Suid-Afrika (behalwe die munisipale gebiede van Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—insluitende die gebiede wat voorheen geval het onder die regsbevoegdheid van die Graighall-gesondheidskomitee en Greymount-dorpsraad—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein, en die gebiede onder die plaaslike administrasie en gesondheidsraad Westville en Malvern):—

Typists and Stencil Cutters.

Experience in the Industry.	MALES.		FEMALES.	
	Per Week.	Per Month.	Per Week.	Per Month.
First Year.....	£ s. d. 2 6 3	£ s. d. 10 0 0	£ s. d. 2 6 3	£ s. d. 10 0 0
Second Year.....	2 17 9	12 10 0	2 12 0	11 5 0
Third Year.....	3 9 3	15 0 0	2 17 9	12 10 0
Fourth Year.....	4 0 10	17 10 0	3 3 7	13 15 0
Fifth Year.....	4 15 3	20 12 6	3 9 3	15 0 0
Thereafter.....	6 9 11	28 2 6	3 15 0	16 5 0

Duplicator Operators.

Experience in the Industry.	MALES.		FEMALES.	
	Per Week.	Per Month.	Per Week.	Per Month.
First Year.....	£ s. d. 1 17 0	£ s. d. 8 0 0	£ s. d. 1 17 0	£ s. d. 8 0 0
Second Year.....	2 6 2	10 0 0	2 1 7	9 0 0
Third Year.....	2 15 5	12 0 0	2 6 2	10 0 0
Fourth Year and Thereafter.....	3 4 8	14 0 0	2 10 10	11 0 0

NOTE.—No employee who is in receipt of wages higher than those prescribed in this Section shall suffer any reduction in wages whilst employed by the same employer.

Tiksters en Sjabloonsnyers.

Ervaring in die Nywerheid.	MANS.		VROUENS.	
	Per week.	Per maand.	Per week.	Per maand.
Eerste jaar.....	£ s. d. 2 6 3	£ s. d. 10 0 0	£ s. d. 2 6 3	£ s. d. 10 0 0
Tweede jaar.....	2 17 9	12 10 0	2 12 0	11 5 0
Derde jaar.....	3 9 3	15 0 0	2 17 9	12 10 0
Vierde jaar.....	4 0 10	17 10 0	3 3 7	13 15 0
Vyfde jaar.....	4 15 3	20 12 6	3 9 3	15 0 0
Daarna.....	6 9 11	28 2 6	3 15 0	16 5 0

Duplikatorbedieners.

Ervaring in die Nywerheid.	MANS.		VROUENS.	
	Per Week.	Per maand.	Per week.	Per maand.
Eerste jaar.....	£ s. d. 1 17 0	£ s. d. 8 0 0	£ s. d. 1 17 0	£ s. d. 8 0 0
Tweede jaar.....	2 6 2	10 0 0	2 1 7	9 0 0
Derde jaar.....	2 15 5	12 0 0	2 6 2	10 0 0
Vierde jaar en daarna.....	3 4 8	14 0 0	2 10 10	11 0 0

OPMERKING.—Geen werkenemers wat 'n hoër loon ontvang as dié voorgeskryf in hierdie klousule, mag 'n laer loon betaal word terwyl hy by dieselfde werkgever in diens is nie.

(e) In addition to the foregoing scales, the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended from time to time, shall be paid.

(f) Casual employees shall be paid not less than a full day's wages for each day upon which they are casually employed; provided that if the period of casual employment exceeds the normal hours for a full day, the hours worked in excess of that day shall be paid for at time and a third of the hourly rates. For the purposes of this paragraph a casual employee shall be deemed to be an employee who is employed by the same employer on not more than four days in any week, and any employee employed in excess of four days in any week shall be regarded as a regular employee and entitled to at least one week's wages.

(g) Labourers shall be paid at not less than the following weekly rates:—

	18 years of age and over.	Under 18 years of age.
	£ s. d.	£ s. d.
In the municipal areas of Cape Town and Port Elizabeth.....	1 17 6	1 10 0
In the municipal area of Johannesburg, including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council respectively.....	1 15 0	1 7 8
In the municipal areas of Krugersdorp, Randfontein, Roodepoort - Maraisburg, Germiston, Benoni, Boksburg, Brakpan, Springs, Nigel, Pretoria and East London	1 12 6	1 7 8
In the municipal area of Durban.....	1 10 0	1 7 8
Elsewhere.....	1 10 0	1 7 8

NOTE.—The above wages shall be subject to amendment in accordance with Wage Determination No. 70. In addition to such wages, the Government cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended from time to time, shall be paid.

(2) (a) An employer shall employ one employee at the highest rate prescribed in sub-section (1) (d) of this section before employing any other employees of the classes mentionend in that sub-section at a lesser rate.

(b) An employer employing three or more employees of the classes mentioned in sub-section (1) (d) of this section shall employ at least one employee at the highest rate prescribed therein for every three or part of three employees of such classes employed.

(3) For the purposes of ascertaining the wages which shall be payable to an employee of any of the classes mentionend in sub-section (1) the total experience of the employee in duplicating, irrespective of the establishment where such experience was gained, shall be reckoned.

(4) (a) A day's wages shall be calculated by dividing the weekly wage by six.

(b) For the purpose of ascertaining the hourly rate of wages of an employee the weekly wages payable in terms of this section shall be divided by the number of hours normally worked in the establishment during the week by employees.

(5) An employer shall not require or permit a duplicating paper cutterman to cut or trim printed (as opposed to duplicated) matter or operate a cutting machine for any purpose other than that mentioned in the definition of that class of employee in section 43 of this Agreement.

45. PIECE-WORK AND BONUSES.

(1) The giving out by employers and the performance by employees of piece-work and task work is prohibited.

(2) No employer shall pay and no employee shall accept a bonus which is computed by piece-calculations or considerations of output in any form.

46. PAYMENT OF EARNINGS, AND TERMINATION OF EMPLOYMENT.

(1) Wages and payment for overtime shall be paid weekly in full at the rates prescribed, but not later than noon on the Saturday following the close of the working week of the establishment concerned. Where the working week closes on a Saturday, payment shall be made by noon on that day. Casual employees whose engagement terminated before the customary pay-day shall be paid their earnings immediately at the termination of their engagement.

(2) Where it is the practice in an establishment to pay particular employees monthly such employees shall be paid their wages and all overtime due monthly instead of weekly as indicated in sub-section (1) hereof and in that event monthly employees shall be paid not later than noon on the last working day in the month of the establishment concerned.

(3) All wages and overtime shall be paid in cash.

(e) Benewens bogenoemde lone, is die Regering se lewenskoste-toelae kragtens Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, ook betaalbaar.

(f) Los werknemers moet vir elke dag waarop hulle los in diens is, minstens 'n volle dag se loon betaal word; met dien verstande dat as die tydperk van los diens die gewone ure vir 'n volle dag oorskry, vir die ure langer as daardie dag gewerk, ten minste 1½ maal die uurloon betaal moet word. Vir toepassing van hierdie paragraaf word dit beskou dat 'n los werknemer 'n werknemer is wat op hoogstens vier dae per week by dieselfde werkgever in diens is en 'n werknemer wat meer as vier dae per week werk, word as 'n gereelde werknemer beskou wat op minstens een week se loon geregtig is.

(g) Arbeiders moet teen minstens onderstaande lone betaal word:—

	18 Jaar en ouer.	Onder 18 jaar.
	£ s. d.	£ s. d.
In die munisipale gebiede Kaapstad en Port Elizabeth.....	1 17 6	1 10 0
In die munisipale gebied Johannesburg (met inbegrip van die gebiede wat vroeër onder die regsgebied van die Craighall-gesondheidskomitee en die Dorpsraad Greymount geval het).....	1 15 0	1 7 8
In die munisipale gebiede Krugersdorp, Randfontein, Roodepoort - Maraisburg, Germiston, Benoni, Boksburg, Brakpan, Springs, Nigel, Pretoria en Oos-Londen	1 12 6	1 7 8
Die munisipale gebied Durban.....	1 10 0	1 7 8
Elders.....	1 10 0	1 7 8

OPMERKING.—Bogenoemde lone is by Loonvasstelling No. 70 bepaal en is onderworpe aan wysigings ingevolge dié Vasstelling. Benewens bogenoemde lone, moet die Regering se lewenskoste-toelae kragtens Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, ook betaal word.

(2) (a) 'n Werkgever moet een werknemer in diens hê teen die hoogste loon voorgeskryf in subklousule (1) (d) van hierdie klousule voor enige werknemer teen 'n laer loon in diens geneem word.

(b) 'n Werkgever wat drie of meer werknemers wat dupliseerwerk doen, in diens het, moet minstens een werknemer teen die hoogste loon, voorgeskryf in subklousule (1) (d) van hierdie klousule in diens hê vir elke drie of gedeelte van drie werknemers bo en behalwe drie werknemers in die inrigting in diens.

(3) Ten einde die loon te bepaal wat aan 'n werknemer in enigen van die klasse genoem in subklousule (1) betaal moet word, moet die totale ervaring van die werknemer in duplisering, afgesien van die inrigting waar die ervaring opgedoen is, meegereken word.

(4) (a) 'n Dagloon word bereken deur die weekloon deur ses te deel.

(b) Ten einde die uurloon van 'n werknemer te bepaal, moet die weekloon, ingevolge hierdie subklousule betaalbaar, gedeel word deur die getal ure wat gewoonlik gedurende die week deur werknemers in die inrigting gewerk word.

(5) Geen werkgever mag 'n dupliseerpapiersnyer verplig of toelaat om gedrukte (in teenstelling met gedupliseerde) stof te sny of reg te sny of om 'n snymasjien te bedien vir 'n ander doel as wat in die omskrywing van hierdie klas werknemer in klousule 43 van die Ooreenkoms. genoem word nie.

45. STUKWERK EN BONUSSE.

(1) Werkgewers word verbied om stuk- en taakwerk uit te gee en werknemers word verbied om dit te verrig.

(2) Geen werkgever mag 'n bonus betaal wat deur stuk-berekenings of oorwegings van omvang van werk in enige vorm bereken, is nie, en geen werknemer mag so'n bonus aanneem nie.

46. BETALING VAN VERDIENSTE EN DIENSBEÏNDIGING.

(1) Lone en betaling vir oortyd moet weekliks ten volle teen die voorgeskrewe skale nie later as 12-uur middag op die Saterdag wat volg op die end van die werkweek van die betrokke inrigting, betaal word nie. As die werkweek op 'n Saterdag eindig, moet betaling by 12-uur middag op daardie dag gedoen wees. Los werknemers wie se diens voor die gebruikelike betaaldag eindig, moet hul verdienste onmiddellik by beëindiging van hul diens betaal word.

(2) Waar dit in 'n inrigting gebruikelik is om bepaalde werknemers maandeliks te betaal, moet dié werknemers hul lone en alle verskuldigde oortydloon maandeliks betaal word en in plaas van weekliks soos in subklousule (1) hiervan bepaal; in daardie geval moet werknemers by die maand nie later as 12-uur middag op die laaste werkdag in die maand van die betrokke inrigting betaal word nie.

(3) Alle lone en oortydloon moet kontant betaal word.

(4) A weekly employee or his employer shall give not less than one week's notice and a monthly employee or his employer shall give not less than two weeks' notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognised by law as sufficient, or any agreement between an employee and employer which provides for a period of notice of equal duration on both sides for longer than one week or two weeks, as the case may be. Annual leave and notice shall not run concurrently. The notice referred to herein shall be so given as to take effect in the case of a weekly employee from the usual weekly pay-day of the establishment; and in the case of a monthly employee, from the first or the fifteenth day of the month, as the case may be.

47. HOURS OF WORK.

(1) The ordinary hours of work of any employee shall not exceed forty-five hours in any one week and in ascertaining such hours of work intervals during which meals are taken shall be excluded.

(2) Daily hours of work shall not exceed eight and one-sixth hours, excluding, however, periods during which meals are taken and in the case of the establishment's half-holiday, the hours of work shall not exceed five hours on such half-holiday.

(3) An employer shall arrange the weekly working hours in his establishment so as to allow employees to have one afternoon off per week (other than Sunday).

(4) Employers and employees shall not permit less than eight hours to elapse between the finish of one day or night's work and the commencement of another by the same employee, and no period of continuous employment shall exceed five hours without a rest period of not less than one hour.

48. OVERTIME.

(1) Overtime shall be restricted as much as possible and all hours in excess of twelve hours' overtime in any one month or thirty hours' overtime in any year shall not be permitted by an employer nor undertaken by an employee without the consent of the Council. All overtime shall be payable at the rate of one and a third times the remuneration prescribed in terms of section 44 for the employee.

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

(a) pay the employee not less than double the remuneration payable in respect of the period ordinarily worked by him on a weekday; or

(b) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(3) (a) If an employee does not work on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(b) Whenever an employee works on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of 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.

(4) Notwithstanding the provisions of this section, all time worked on the establishment's usual half-day holiday and on statutory public holidays (other than Good Friday, the Day of the Covenant, Christmas Day and New Year's Day) shall be paid for at the rate of double the ordinary rate of wages prescribed in section 44.

49. HOLIDAYS.

(1) An employee shall be granted all statutory holidays and in addition shall be entitled to and be granted two and a half consecutive weeks' leave (fifteen working days) after one year of employment with the same employer and three consecutive weeks' leave (eighteen working days) after two years' service in the Industry, and shall in respect of each week thereof be paid an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date upon which the employee became entitled to annual leave; provided that where the employer and the employee agree and the consent of the Council is obtained, such leave need not be consecutive. Provided further that—

(a) the period of such leave shall not be concurrent with any period during which the employee is required to undergo training under the South Africa Defence Act, 1912; and

(b) if any public holiday falls within the period of such leave such holiday shall be added to the said period as a further period of leave of absence with pay.

(2) The leave to which an employee is entitled in terms of subsection (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.

(4) 'n Werknemer by die week, of sy werkgewer moet minstens een week diensopsegging gee en 'n werknemer by die maand of sy werkgewer moet minstens twee weke diensopsegging gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer om die dienskontrak sonder diensopsegging te beëindig om enige rede by Wet as voldoende erken, of enige ooreenkoms tussen 'n werknemer en werkgewer wat voorsiening maak vir 'n diensopseggingstermyn van gelyke duur aan albei kante en na gelang van die geval vir langer as een week of twee weke, raak nie. Jaarlikse verlof en diensopsegging mag nie saamval nie. Die diensopsegging wat hierin genoem word, moet so gegee word dat dit ingaan op die gewone weeklikse betaaldag van die inrigting in die geval van 'n werknemer by die week en na gelang van die geval op die eerste of vyftiende dag van die maand, in die geval van 'n werknemer by die maand.

47. WERKURE.

(1) Die gewone werkure van enige werknemer is hoogstens vyf-en-veertig in enige afsonderlike week en by die vasstelling van sodanige werkure is etenstye uitgesluit.

(2) Daelikse werkure is hoogstens 8½ uur met uitsondering egter van etenstye en ingeval van die inrigting se halwe dag, is die werkure hoogstens vyf op die halwe dag.

(3) 'n Werkgewer moet die weeklikse werkure in sy inrigting so verdeel dat werknemers, benewens Sondag, een middag per week vry het.

(4) Werkgewers en werknemers mag nie toelaat dat minder as agt uur verloop tussen die voltooiing van een dag of nag se werk en die aanvang van 'n ander deur dieselfde werknemer nie en geen tydperk van ononderbroke werk mag langer as vyf uur sonder 'n rustyd van minder as een uur wees nie.

48. OORTYD.

(1) Oortydwerk moet soveel as moontlik beperk word en alle ure bo 12 uur oortyddiens in 'n afsonderlike maand of 30 uur oortyddiens in 'n jaar, mag nie sonder toestemming van die Raad deur 'n werkgewer toegelaat of deur 'n werknemer onderneem word nie. Vir dié oortyd moet betaal word teen 1½ maal die besoldiging ingevolge klousule 44 vir die werknemers voorgeskrif.

(2) As 'n werknemer op Sondag werk, moet die werkgewer hom of—

(a) minstens dubbel die besoldiging betaalbaar ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk, betaal; of

(b) besoldiging betaal teen 'n skaal van minstens 1½ maal sy gewone besoldiging ten opsigte van die totale tydperk op Sondag gewerk, en hom binne sewe dae na sodanige Sondag een dag vakansie toestaan en hom daarvoor betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op dié vakansiedag sy gewone gemiddelde werkure op daardie dag van die week gewerk het.

(3) (a) As 'n werkgewer nie op Goeie-Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer hom ten opsigte van dié dag teen minstens sy gewone skaal van besoldiging betaal, asof hy op dié dag sy gewone werkure vir daardie dag van die week gewerk het.

(b) As 'n werknemer op Goeie-Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet sy werkgewer hom ten opsigte van die totale tydperk op dié dag gewerk, benewens die besoldiging wat hy sou gekry het as hy op dié dag nie gewerk het nie, nog minstens teen sy gewone loonskaal betaal.

(4) Nieteenstaande die bepalinge van hierdie artikel, moet vir alle tyd wat op die inrigting se gewone halwe dag en op wetlike statutêre publieke vakansiedae (behalwe Goeie-Vrydag, Geloftedag, Kersdag en Nuwejaarsdag) gewerk word, betaal word teen dubbel die gewone loonskaal wat in klousule 44 voorgeskrif word.

49. VERLOF.

(1) 'n Werknemer is geregtig tot en moet, benewens al die statutêre vakansiedae, 2½ opeenvolgende weke verlof (15 werkdag) na elke jaar diens by dieselfde werkgewer toegestaan word en drie opeenvolgende weke verlof (18 werkdag) na twee jaar diens in die nywerheid en moet ten opsigte van elke week daarvan 'n bedrag betaal word van minstens die weekloon wat die werknemer ontvang het onmiddellik voor die datum waarop die werknemer op jaarlikse verlof geregtig geword het; met dien verstande dat waar die werkgewer en die werknemer ooreenkom en die toestemming van die Raad verkry word, dié verlof nie opeenvolgend hoef te wees nie; verder met dien verstande dat—

(a) die verloftydperk nie met 'n tydperk wat die werknemer ingevolge die Zuid Afrika Verdedigings Wet, 1912, opleiding moet ondergaan, mag saamval nie; en

(b) as 'n openbare vakansiedag binne die verloftydperk val, die vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van afwesigheidsverlof met betaling.

(2) Die verlof waarop 'n werknemer ingevolge subklousule (1) geregtig is, moet toegestaan word op 'n tydstop wat deur die werkgewer vasgestel word; met dien verstande dat as die verlof nie eerder toegestaan is nie, dit binne twee maande na voltooiing van die betrokke diensjaar toegestaan moet word.

(3) An employee whose contract of employment with the same employer terminates—

- (a) in the first year of employment with the same employer, after the completion of one month's employment but before the completion of such year; and
- (b) in any subsequent year of employment with the same employer before the completion of such year,

shall upon such termination be paid in respect of each completed month of employment during the first year an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by five and in respect of each completed month of employment thereafter an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by four.

(4) An employee who has become entitled to a period of leave in terms of sub-section (1) and whose employment terminates before such leave has 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.

(5) For the purposes of this section the expression "the same employer" includes—

- (a) in the case of the death of an employer, the legal representative, heir, legatee, successor or executor of the estate of that employer;
- (b) in the case of insolvency, liquidation or sale of a business, the trustee, liquidator or purchaser of the business;

for the period during which such representative, heir, legatee, successor, executor, trustee, liquidator or purchaser continues to carry on the business in which the employee concerned is employed.

(6) For the purposes of this section the word "employment" shall be deemed to include any period or periods during which an employee—

- (a) is on leave in terms of sub-section (1);
- (b) is required to undergo training under the South Africa Defence Act, 1912;
- (c) is absent from work on the instructions or at the request of the employer;
- (d) is absent from work owing to sickness or accident;

amounting in the aggregate to not more than thirty days in any year, and shall be deemed to commence from the date on which the employee enters the employer's service or the date when last entitled to leave, whichever may be the later.

(7) An employee shall be entitled to twelve days' sick leave per annum on pay; provided that after an absence of two days a doctor's certificate shall be submitted.

50. CERTIFICATE OF EMPLOYMENT.

An employer shall issue a certificate of employment free of charge to each employee, whose wages are based on the length of his experience, at the time when he leaves such employer's service, and forward a copy of such certificate to the Hon. Secretary of the Joint Board concerned or the Standing Committee where no Joint Board has jurisdiction. The certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer.

51. CONTRIBUTIONS.

(1) Every employer shall contribute to the General Fund of the Council 2d. per week for each employee employed by him for whom wages are prescribed in sub-sections (1) (a), (b), (c) or (d) of section 44.

(2) Contributions to the General Fund shall be paid monthly by the employer to the Secretary of the Council at his address not later than thirty days after accrual.

(3) All funds or moneys received in terms hereof shall be administered in terms of the Constitution of the Council.

52. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employee in maintaining the discipline of the trade union. Where an employee who is a member of the trade union is in default under a penalty imposed by the trade union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) Employers shall encourage employees to become members of the trade union.

53. REGISTRATION OF EMPLOYERS.

(1) Every employer engaged in duplicating at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) of the area in which he is operating, the following particulars concerning himself:—

- (i) Full name.
- (ii) Business address.
- (iii) The trade or trades which he is carrying on.
- (iv) The address at which any plant or equipment is housed.

(3) 'n Werknemer wie se dienskontrak by dieselfde werk-gewer—

- (a) in die eerste diensjaar by dieselfde werk-gewer na voltooiing van een maand diens maar voor voltooiing van sodanige jaar; en
- (b) in 'n daaropvolgende diensjaar by dieselfde werk-gewer voor voltooiing van die jaar;

eindig, moet by die beëindiging ten opsigte van elke volle maand diens 'n bedrag betaal word van minstens die weekloon wat die werknemer ontvang het onmiddellik voor die datum van die beëindiging, gedeel deur vyf, en ten opsigte van elke volle maand diens daarna, 'n bedrag van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het, gedeel deur vier.

(4) 'n Werknemer wat ingevolge klousule (1) op 'n verlof-tydperk geregtig is en wie se diens eindig voor die verlof toege-staan is, moet by die beëindiging ten opsigte van elke week daarvan 'n bedrag betaal word van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het.

(5) Vir die toepassing van hierdie klousule is by die uitdruk-king „dieselfde werk-gewer” inbegrepe—

- (a) in geval van die afsterwe van 'n werk-gewer, die wettige verteenwoordiger, erfgenaam, legataris, opvolger, of ekse-kuteur van die boedel van daardie werk-gewer;
- (b) in die geval van bankrotskap, likwidasie of verkoop van besigheid, die kurator, likwidator, of koper van die besig-heid;

of die tydperk wat die verteenwoordiger, erfgenaam, legataris, opvolger, eksekuteur, kurator, likwidator of koper voortgaan om die besigheid waarin die betrokke werknemer werksaam is, te dryf.

(6) Vir die toepassing van hierdie klousule word dit beskou dat by die woord „diens” inbegrepe is enige tydperk of tyd-perke wat 'n werknemer—

- (a) kragtens subklousule (1) met verlof is;
- (b) kragtens die Zuid Afrika Verdedigings Wet, 1912, opleiding moet ondergaan;
- (c) op las of op versoek van die werk-gewer van werk afwesig is;
- (d) weens siekte of ongeval van werk afwesig is; wat in die geheel hoogstens dertig dae per jaar beloop en dit word beskou dat dit begin op die datum daarop die werknemer by die werk-gewer in diens getree het, of na gelang van die jongste datum, die datum waarop hy laas op verlof geregtig was.

(7) 'n Werknemer het reg op twaalf dae siekteverlof per jaar, met betaling; met dien verstande dat na 'n afwesigheid van twee dae 'n doktersertifikaat getoon moet word.

50. DIENSSERTIFIKATE.

Wanneer 'n werknemer 'n werk-gewer se diens verlaat, moet die werk-gewer 'n dienssertifikaat kosteloos uitreik aan die werk-nemer wie se loon gebaseer is op lengte van ervaring, en moet hy 'n afskrif van die sertifikaat aan die Sekretaris van die betrokke Gesamentlike Raad stuur of aan die Staande Komitee as daar nie 'n Gesamentlike Raad bestaan nie.

Die sertifikaat moet die werknemer se naam voluit, sy adres, ambag en loonskaal wat betaal is, tesame met die datum waarop hy by die werk-gewer in en uit diens getree het en die rede vir diensbeëindiging aantoon.

51. BYDRAES.

(1) Elke werk-gewer moet 2d. per week vir elke werknemer by hom in diens en vir wie lone in subklousules (1) (a), (b), (c) of (d) van klousule 44 hiervan voorgeskryf is, aan die algemene fonds van die Raad bydra.

(2) Bydraes aan die algemene fonds moet maandeliks binne dertig dae na die datum waarop dit verskuldig was, deur die werk-gewer aan die Sekretaris van die Raad aan sy adres betaal word.

(3) Alle fondse of geld wat ingevolge hiervan ontvang word, moet ingevolge die konstitusie van die Raad beheer word.

52. LIDMAATSKAP VAN VAKVERENIGING.

(1) Die werk-gewers moet met die werknemers saamwerk by die handhawing van die tug van die Vakvereniging. As 'n werk-nemer wat 'n lid van die Vakvereniging is weens versuim onder straf staan wat deur die Vakvereniging opgelê is, moet die saak deur die betrokke Gesamentlike Raad behandel word, wat kan vereis dat die betrokke werk-gewer die werknemer wat weens versuim gestraf is, ontslaan as die strafbepaling nie nagekom word nie.

(2) Werk-gewers moet werknemers aanmoedig om lede van die vakvereniging te word.

53. REGISTRASIE VAN WERKGEWERS.

(1) Elke werk-gewer wat op die datum waarop hierdie Ooreen-koms in werking tree, dupliseerwerk uitvoer, moet skriftelik aan die Sekretaris van die Gesamentlike Raad (of Staande Komitee waar geen Gesamentlike Raad bestaan nie) van sy bedryfsgebied onderstaande besonderhede van homself stuur:—

- (i) Naam voluit.
- (ii) Besigheidsadres.
- (iii) Die bedryf of bedrywe wat hy uitoefen.
- (iv) Die adres waar 'n installasie of toerusting gehuisves is.

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers who become engaged in duplicating after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. In the event of any change among the partners or among the directors, as the case may be, particulars of such change shall be furnished in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

CHAPTER 8.

EXEMPTIONS AND MISCELLANEOUS.

54. EXEMPTIONS.

(1) Subject to the provisions of sub-section (4) hereof, special exemption from the terms of this Agreement may be granted by the Standing Committee, which shall, in fixing the wages and other conditions under which an exempted person may be employed, give consideration to the recommendation of the Joint Board for the area concerned.

(2) The Secretary of the Council shall issue to every person or establishment granted exemption a certificate of licence signed by him, for and on behalf of the Standing Committee, setting out the wages to be paid and the conditions which are a departure from the conditions laid down in this Agreement.

(3) The Standing Committee may, after one week's notice in writing to the employee and employer concerned, withdraw any exemption whether or not the period for which exemption was originally granted has expired.

(4) Provided the Minister publishes a notice in the *Government Gazette* in terms of section twenty-two (1) of the Factories, Machinery and Building Work Act, 1941, the terms of this Agreement (in respect of hours of work, overtime, Sunday work and certain public holidays) shall take precedence over sections nineteen and twenty of the Factories, Machinery and Building Work Act. Notwithstanding such precedence, however, the power of exemption conferred upon the Standing Committee by this section shall not operate to enable the Standing Committee to grant an exemption to, or in respect of any female engaged in technical work, to work between the hours of six o'clock p.m. and six o'clock a.m., or after one o'clock p.m. on more than five days in any week, except for the purpose of performing work which is necessitated by an emergency.

55. WITHDRAWAL OF CERTIFICATES OF REGISTRATION AS LEARNER PLATEN PRESSMEN AND QUARTER BINDERS.

After one week's notice in writing to the employer and employee concerned, the Standing Committee may withdraw any written permission granted, authorising the instruction of an employee on how to make ready on and operate platen machines and may without prior notice withdraw any certificate of Registration as a quarter binder.

56. INTERPRETATION OF AGREEMENT.

(1) The Executive Committee or Standing Committee and Joint Boards shall, subject to the general control and direction of the Council, be the bodies responsible for the administration of this Agreement.

(2) The Executive Committee and the Standing Committee may issue rulings not inconsistent with the provisions of this Agreement, or any legal interpretation thereof, for the guidance of employers and employees.

57. COUNCIL'S AGENTS.

The Executive Committee shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. In addition to any such specified persons, the officials of the Council shall be regarded as agents. It shall be the duty of employers and employees who are members of the employers' organisations and the trade union respectively to permit such agents to institute such inquiries and to examine time and wages registers and interrogate such employees as may be necessary for ascertaining whether the provisions of this Agreement are being observed, and no person shall make a false statement to such agent during the course of his investigations.

58. AMENDMENT OR CANCELLATION OF AGREEMENT.

Notwithstanding anything to the contrary, this Agreement shall, by the decision of a full meeting of the Council, be subject to amendment at any time.

(2) Die besonderhede vereis ingevolge subklousule (1) hiervan, moet ook binne een maand na die besigheid begin is, verstrekk word deur alle werkgewers wat na die datum waarop hierdie Ooreenkoms in werking tree met dupliseerwerk begin het.

(3) Waar die werkgewer 'n liggaam met regs persoonlikheid of vennootskap is, moet inligting in ooreenstemming met subklousule (1) hiervan, ten opsigte van elke vennoot verstrekk word. Die benaming van die liggaam met regs persoonlikheid of vennootskap, moet ook verstrekk word. Ingeval van 'n verandering van vennote of direkteure, al na die geval, moet die Sekretaris van die betrokke Gesamentlike Raad (of die Staande Komitee waar geen Gesamentlike Raad bestaan nie) van die gebied waar sodanige vennootskap die bedryf uitgeoefen het, binne een maand na die datum daarvan skriftelik die besonderhede meegedeel word.

HOOFSTUK 8.

VRYSTELLINGS EN DIVERSE BEPALINGS.

54. VRYSTELLINGS.

(1) Onderworpe aan die bepalinge van subklousule (4) hiervan kan spesiale vrystelling van die bepalinge van hierdie Ooreenkoms verleen word deur die Staande Komitee wat oorweging moet skenk, wanneer hy lone en ander voorwaardes vasstel waaronder 'n vrystelde persoon in diens geneem mag word, aan die aanbevelings van die Gesamentlike Raad vir die betrokke gebied.

(2) Die Sekretaris van die Raad moet aan elke persoon of inrigting aan wie vrystelling verleen word, 'n sertifikaat of lisensie deur hom namens die Staande Komitee onderteken, uitreik waarin die loon wat betaal moet word en enige voorwaardes wat afwyk van die voorwaardes vasgestel in hierdie Ooreenkoms, vermeld word en die sertifikaat of lisensie, of 'n afskrif daarvan, gesertifiseer deur genoemde Sekretaris, is die enigste bewys wat vir die vrystelling aangeneem word.

(3) Die Staande Komitee kan, nadat aan die betrokke werkgewer en werknemer een week skriftelik kennis gegee is, enige vrystellingssertifikaat of -lisensie herroep, of die termyn waarvoor vrystelling verleen was verstryk het of nie.

(4) Mits die Minister 'n kennisgewing in die *Staatskoerant* ingevolge klousule twee-en-twintig (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, publiseer, moet die bepalinge van hierdie Ooreenkoms (ten opsigte van werke, oortyd, Sondagwerk en bepaalde openbare vakansiedae) voorrang geniet bo artikels negentien en twintig van die Wet op Fabriek, Masjinerie en Bouwerk. Nieteenstaande dié voorrang, het die vrystellingsbevoegdheid wat by hierdie klousule aan die Staande Komitee verleen is, egter nie die uitwerking om die Staande Komitee in staat te stel om 'n vrystelling te verleen aan, of ten opsigte van 'n vrou wat tegniese werk verrig, om tussen die ure 6-uur nm. en 6-uur vm., of na 1-uur nm. op meer as vyf dae in enige week te werk nie, behalwe met die doel om werk te verrig wat deur 'n noodgeval vereis word.

55. INTREKKING VAN SERTIFIKATE VAN REGISTRASIE AS LEERLING-PLATERSDRUKKERS EN KWARTOBINDERS.

Na een week skriftelik kennisgewing aan die betrokke werkgewer en werknemer kan die Staande Komitee enige skriftelike toestemming intrek wat toegestaan is om 'n werknemer instruksie te gee oor hoe om toe te stel op en platperse te bedien, en kan hy sonder voorafgaande kennisgewing enige sertifikaat van registrasie as kwartobinder intrek.

56. VERTOLKING VAN OOREENKOMS.

(1) Die Uitvoerende Komitee of die Staande Komitee en Gesamentlike Rade is die liggame wat, onderworpe aan die algemene beheer en bestuur van die Raad, vir die administrasie van hierdie Ooreenkoms verantwoordelik is.

(2) Die Uitvoerende Komitee en die Staande Komitee kan vir die leiding van werkgewers en werknemers reëls uitvaardig wat nie met die bepalinge van die Ooreenkoms of enige regsvertolking daarvan strydig is nie.

57. AGENTE VAN DIE RAAD.

Die Uitvoerende Komitee moet een of meer bepaalde persone as agente aanstel om by die toepassing van hierdie Ooreenkoms behulpsaam te wees. Naas sulke gespesifiseerde persone, moet die beamptes van die Raad as agente beskou word. Dit is die plig van werkgewers en werknemers wat lede van die Werkgewersorganisasies en die Vakvereniging is, om die agente toe te laat om ondersoek in te stel en om tyd- en loonregisters na te sien en om werknemers te ondervra soos nodig mag wees ten einde te bepaal of die bepalinge van hierdie Ooreenkoms nagekom word, en niemand mag gedurende die ondersoek teenoor sulke agente 'n valse verklaring aflê nie.

58. WYSIGING OF INTREKKING VAN OOREENKOMS.

Nieteenstaande andersluidende bepalinge is hierdie Ooreenkoms by besluit van 'n volle vergadering van die Raad te eniger tyd onderworpe aan wysiging.

59. GENERAL.

No employer or employee may waive the provisions of this Agreement whether or not the said provisions confer a benefit or impose an obligation upon the employer or employee concerned. Each provision, sub-section or section shall create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provision, sub-section or section of this Agreement being inoperative or *ultra vires* the powers of the parties or the Minister either before or after publication of this Agreement in the *Government Gazette* by the Minister, this shall in no way affect the remainder of the Agreement, which shall in that event constitute the Agreement.

The employers' organisations and the trade union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the foregoing is the Agreement arrived at and affix their signatures thereto.

Dated at Cape Town this 5th day of May, 1953.

National Industrial Council of the Printing and Newspaper Industry of South Africa.

D. A. SALES, *Chairman*.

S. GEO. RADDALL, *Vice-Chairman*.

E. P. KEMP, *Secretary*.

* No. 1295.] [19 June 1953.
FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

PRINTING AND NEWSPAPER INDUSTRY.

I, PAUL OLIVER SAUER, Acting Minister of Labour, acting in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, hereby declare the provisions of the Agreement and notice relating to the Printing and Newspaper Industry published under Government Notice No. 1294 of the 19th June, 1953, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

P. O. SAUER,
 Acting Minister of Labour.

* No. 1296.] [19 June 1953.
WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

I, PAUL OLIVER SAUER, Acting Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations in respect of all employees who are entitled to a cost of living allowance in terms of clause 7 of the Agreement for the Printing and Newspaper Industry, published under Government Notice No. 1294 of the 19th June, 1953.

P. O. SAUER,
 Acting Minister of Labour.

59. ALGEMEEN.

Geen werkgewer of werknemer kan die bepalings van hierdie Ooreenkoms ter syde stel nie, hetsy die genoemde bepalings vir die betrokke werkgewer of werknemer 'n voordeel of verpligting verteenwoordig of nie. Elke bepaling, subklousule of klousule skep na gelang van die geval 'n reg of 'n verpligting, wat heeltemal onafhanklik is van ander bepalings. Ingeval 'n bepaling, subklousule of klousule van hierdie Ooreenkoms voor of na bekendmaking in die *Staatskoerant* deur die Minister ingevolge die bepalings van die Wet, nie bindend is nie of *ultra vires* die bevoegdheid van die partye of die Minister is, maak dit hoegenaamd geen inbreuk op die res van die Ooreenkoms nie, wat in so'n geval die Ooreenkoms uitmaak.

Nademaal die Werkgewersorganisasies en die Vakvereniging tot die Ooreenkoms soos hierin uiteengesit, besluit het, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat die voorafgaande die Ooreenkoms is waartoe besluit is en plaas hulle hul handtekenings hieronder.

Onderteken in Kaapstad, op hede die 5de dag van Mei 1953.

Nasionale Nywerheidsraad vir die Druk- en Nuisbladnywerheid in Suid-Afrika.

D. A. SALES, *Voorsitter*.

S. GEO. RADDALL, *Ondervoorsitter*.

E. P. KEMP, *Sekretaris*.

* No. 1295.] [19 Junie 1953.
WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

DRUK- EN NUUSBLADNYWERHEID.

Ek, PAUL OLIVER SAUER, Waarnemende Minister van Arbeid, handelende kragtens 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 Druk- en Nuisbladnywerheid bekendgemaak by Goewerments-kennisgewing No. 1294 van 19 Junie 1953, nie vir die persone wie se werkure daarby gereël word, ongunstiger as die ooreenstemmende bepalings van genoemde Wet is nie.

P. O. SAUER,
 Waarnemende Minister van Arbeid.

* No. 1296.] [19 Junie 1953.
WET OP OORLOGSMAATREËLS, 1940.

SKORSING VAN BETALING VAN LEWENSKOSTE-TOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

Ek, PAUL OLIVER SAUER, Waarnemende Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies bekendgemaak by Oorlogsmaatreël No. 43 van 1942, soos gewysig, skors hierby die werking van genoemde regulasies ten opsigte van alle werknemers wat geregtig is op 'n lewenskoste-toelaag ingevolge klousule 7 van die Ooreenkoms vir die Druk- en Nuisbladnywerheid wat by Goewerments-kennisgewing No. 1294 van 19 Junie 1953, afgekondig is.

P. O. SAUER,
 Waarnemende Minister van Arbeid.

Buy Union Loan Certificates

Koop Unie-leningsertifikate