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UNIE VAN SUID-AFRIKA

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[No. 6550]

GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. 1683.] [14 October 1960.
INDUSTRIAL CONCILIATION ACT, 1956.

MOTOR INDUSTRY, UNION OF SOUTH AFRICA.—
AMENDMENT TO MAIN AGREEMENT.

I, JOHANNES DE KLERK, Minister of Labour, hereby—

(a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Motor Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending on the 30th April, 1961, upon the employer's organisations and trade unions which entered into the Amending Agreement and upon the employers and employees who are members of those organisations or unions;

(b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Amending Agreement, excluding clauses 4 and 5, shall be binding from the second Monday after the date of publication of this notice and for the period ending on the 30th April, 1961, upon all employers and employees other than those referred to in paragraph (a) of this notice, engaged or employed in the said Industry in the Union of South Africa excluding that portion of the Magisterial District of Somerset West occupied by the Cape Explosives Works, Limited; and

(c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Union of South Africa excluding that portion of the Magisterial District of Somerset West occupied by the Cape Explosives Works, Limited, and from the second Monday after the date of publication of this notice and for the period ending on the 30th April, 1961, the provisions of the Amending Agreement, excluding clauses 4 and 5, shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees, and upon those employers in respect of Natives in their employ.

J. DE KLERK,
Minister of Labour.

GOEWERMENTSKENNISGEWING.

DEPARTEMENT VAN ARBEID.

No. 1683.] [14 Oktober 1960.
WET OP NYWERHEIDSVERSOENING, 1956.

MOTORNYWERHEID, UNIE VAN SUID-AFRIKA.—
WYSIGING VAN HOOFOOREENKOMS.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby—

(a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoenings, 1956, dat die bepalings van die Ooreenkoms (hierin die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Motornywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1961 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of verenigings is;

(b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd klousules 4 en 5, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1961 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens in genoemde Nywerheid in die Unie van Suid-Afrika, uitgesonderd daardie gedeelte van die landdrosdistrik Somerset-Wes waar Cape Explosives Works, Limited, geleë is; en

(c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd klousules 4 en 5, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1961 eindig, in die Unie van Suid-Afrika, uitgesonderd daardie gedeelte van die landdrosdistrik Somerset-Wes waar Cape Explosives Works, Limited, geleë is, *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens.

J. DE KLERK,
Minister van Arbeid.

SCHEDULE.

THE NATIONAL INDUSTRIAL COUNCIL FOR THE MOTOR INDUSTRY.

AGREEMENT

entered into in accordance with the provisions of the Industrial Conciliation Act, 1956, as amended, by and between—

The South African Motor Industry Employees' Association
and
The South African Vehicle Builders' and Repairers' Association
of the one part, and

The Motor Industry Employees' Union of South Africa
and
The Motor Industry Staff Association

of the other part, being the parties to the National Industrial Council for the motor industry.

The Agreement (Main) published under Government Notice No. 596 of the 24th April, 1959, and amended in terms of Government Notices Nos. 1145 and 1274 of the 24th July, 1959, and 18th August, 1960, respectively, is hereby further amended as follows:—

1. CLAUSE 3 OF CHAPTER 1.

DEFINITIONS.

(a) By the deletion of the definition of "Area A (EP)" and the substitution thereof of the following:—

"Area A (EP)" means the Municipal Areas of Despatch, Grahamstown, Port Elizabeth, Uitenhage and Walmer."

(b) By, in the definition of "Area B (EP)", the insertion after "Pearston" of the following:—

"Port Elizabeth (excluding the Municipal Areas of Port Elizabeth and Walmer)."

(c) By, in the definition of "Area A (TVL)"—

(i) the addition of "Randburg", before "Heidelberg";

(ii) the deletion of "North-Western Johannesburg".

(d) By, in the definition of "Body Stripper", the addition of "in relation to vehicle body building establishments," before "removes, but does not replace, exterior panels, handrail brackets and floor coverings."

(e) By, in paragraphs (a) and (b) of the definition "Labourer"—

(i) in the expression "cleaning premises, equipment and utensils," the insertion of a comma and the word "crockery" after "equipment";

(ii) in the expression "making tea or similar beverages," the addition of "and/or serving" after "making";

(iii) the deletion of the word "all" in the expression "filling in by brush with ready-mixed paint all small chip marks and scratches on vehicle bodies".

(f) By, in paragraph (b) of the definition "Labourer", in the expression "dismantling scrap motor vehicles," the addition of "other than the stripping of engines" after "vehicles".

(g) By, in the definition "Mechanic's Stripper"—

(i) the deletion of "coil springs,"

(ii) the deletion of the word "complete" where it appears in the expression "but does not dismantle complete front and rear axle assemblies, gear boxes, . . ."

(h) By, in the definition of "Scooter Worker"—

(i) the substitution of "motor or motor cycle mechanic" for "motor/motor cycle mechanic",

(ii) the addition after this definition of the following:—

"[NOTE.—The employment of scooter workers is subject to the provisions of clause 28 (1) (e).]"

(i) By, in the definition of "Spoke Wheel Truer" the deletion of "trueing of motor car and motor cycle spoke wheels" and the substitution thereof of "trueing spoke wheels of motor cars and motor cycles".

(j) By, in the definition of "Week", the deletion of "commencing at 12 midnight on a Sunday".

2. CLAUSE 5 OF CHAPTER 1.

PAYMENT OF EARNINGS.

(a) By the deletion of paragraph (a) of sub-clause (2) of this clause and the substitution thereof of the following paragraph:—

"(a) Weekly paid employees shall be paid the earnings referred to in sub-clause (1) hereof in cash—

(i) on Fridays at the time stipulated in the notice referred to in paragraph (b) of clause 9 of this Chapter of the Agreement; provided that that time shall be such

BYLAE

DIE NASIONALE NYWERHEIDSRaad VIR DIE MOTOR-NYWERHEID.

OOREENKOMS

aangegaan ingevolge die bepalings van die Wet op Nywerheids-versoening, 1956, soos gewysig, deur en tussen—

The South African Motor Industry Employers' Association
en
The South African Vehicle Builders' and Repairers' Association
aan die een kant, en

The Motor Industry Employees' Union of South Africa
en

The Motor Industry Staff Association
aan die ander kant, wat partye is by die Nasionale Nywerheids-raad vir die Motornywerheid.

Die Hoofooreenkoms gepubliseer by Goewermmentskennisgewing No. 596 van 24 April 1959, en gewysig by Goewermmentskennisgewings Nos. 1145 en 1274 onderskeidelik van 24 Julie 1959, en 18 Augustus 1960 word hierby verder soos volg gewysig:—

1. KLOUSULE 3 VAN HOOFSTUK 1.

WOORDOMSKRYWINGS.

(a) Deur die omskrywing van „Gebied A (OP)” te skrap en te vervang deur die volgende:

„Gebied A (OP)” beteken die munisipale gebiede van Despatch, Grahamstad, Port Elizabeth, Uitenhage en Walmer."

(b) Deur die volgende na „Pearston" in die omskrywing van „Gebied B (OP)" in te voeg:

„Port Elizabeth (uitgesonderd die munisipale gebiede van Port Elizabeth en Walmer)".

(c) Deur, in die omskrywing van „Gebied A (TVL)"—

(i) „Randburg" voor „Heidelberg" in te voeg;

(ii) „Noordwes-Johannesburg" te skrap.

(d) Deur, in die omskrywing van „Bakafstroper", die woorde „ten opsigte van voertuigbakbouinrigtings" voor die woorde „wat buitepaneel, handsteunreëlings en vloerbedekkings verwyder, maar nie vervang nie" in te voeg.

(e) Deur, in paragrafe (a) en (b) van die omskrywing van „Arbeider"—

(i) in die uitdrukking „persele, uitrusting en gerei skoonmaak," 'n komma en die woord „breekgoed" na die woord „uitrusting" in te voeg;

(ii) in die uitdrukking „tee of dergelyke drank maak", die woorde „en/of opdis" na „maak" in te voeg;

(iii) deur die woord „all" in die uitdrukking „filling in by brush with ready-mixed paint all small chip marks and scratches on vehicle bodies" in die Engelse teks te skrap.

(f) Deur, in paragraaf (b) van die woordomschrywing van „arbeider", die woorde „maar nie motore stroop nie" in te voeg na die uitdrukking „afvalmotoryoertuie uitmekaarhaal".

(g) Deur, in die omskrywing van „Werktuigkundige se afstroper"—

(i) die woord „spiraalvere" te skrap;

(ii) die woorde „geheel en al" te skrap waar dit in die uitdrukking „en/of die volgende verwyder maar dit nie geheel en al uitmekaarhaal nie: voor- en agterasinrigtings . . ."

(h) Deur, in die omskrywing van „Bromponiewerker"—

(i) die woorde „vakman-motor-/motorfietswerktuigkundige" te vervang deur die woorde „vakman-motor- of motorfietswerktuigkundige";

(ii) die byvoeging, na hierdie woordomschrywing, van die volgende:

„[OPMERKING.—Die indiensneming van bromponiewerkers is onderworpe aan die bepalings van klousule 28 (1) (e).]"

(i) Deur, in die woordomschrywing van „Spekwielsteller", die woorde „van motorkar- en motorfietssekwiele" te skrap en te vervang deur die woorde „die sekwiele van motorkarre en motorfietsse".

(j) Deur, in die omskrywing van „Week", die woorde „wat om 12-uur middernag op 'n Sondag begin" te skrap.

2. KLOUSULE 5 VAN HOOFSTUK 1.

BETALING VAN VERDIENSTE.

(a) Deur die skraping van paragraaf (a) van subklousule (2) van hierdie klousule en die vervanging daarvan deur die volgende paragraaf:—

„(a) Weekliks besoldigde werknemers moet die verdienste in subklousule (1) hiervan gemeld, in kontant betaal word—

(i) op Vrydae op die tyd vasgestel in die kennisgewing gemeld in paragraaf (b) van klousule 9 van hierdie hoofstuk van die Ooreenkoms; met dien verstande dat

as to permit all weekly paid employees having been paid by not later than 15 minutes before their ordinary stopping time, or

(ii) on termination of employment if this takes place before Friday."

(b) By the deletion of sub-clause (3) of this clause and the substitution thereof of the following:—

"(3) All earnings shall be handed to employees in sealed containers on which shall be reflected, or which shall be accompanied by a statement showing—

- (a) the name of the employer;
- (b) the name of the employee;
- (c) the date of payment;
- (d) the period in respect of which payment is made;
- (e) the number of ordinary and overtime hours worked and the remuneration due therefor;
- (f) details of any deductions which have been made;
- (g) the amount enclosed, and
- (h) in the case of office, stores, sales and clerical employees and those employees for whom wages of £3 or less per week are prescribed in this Agreement, any amount due as leave pay in terms of clause 14 (2) (c) of this Chapter of the Agreement."

(c) By, in sub-clause (6) of this clause, the deletion of " and employers shall retain such acknowledgements in safe custody for a period of not less than three years".

3. CLAUSE 10 OF CHAPTER 1.

TIME AND WAGES REGISTER.

By the addition to this clause of the following sub-clause:—

"(3) Every employee shall on each working day and in accordance with the requirements of his employer, correctly record his times of arrival at, and departure from work."

4. CLAUSE 12 OF CHAPTER 1.

SUBSCRIPTIONS TO THE MOTOR INDUSTRY EMPLOYEES' UNION OF SOUTH AFRICA, THE MOTOR INDUSTRY STAFF ASSOCIATION AND THE S.A. MOTOR INDUSTRY EMPLOYERS' ASSOCIATION.

By the addition of the following sub-clause to this clause:—

"(3) Subscriptions received by the Council in accordance with the provisions of sub-clauses (1) and (2) of this clause on behalf of the S.A. Motor Industry Employers' Association, the Motor Industry Employees' Union of South Africa and the Motor Industry Staff Association, shall be paid to these organisations by not later than the tenth day of the month following that during which the subscriptions were received."

5. CLAUSE 13 OF CHAPTER 1.

TRADE UNION LABOUR.

By, in sub-clause (1) of this clause, the deletion of paragraphs (b) and (c) and the substitution thereof of the following:—

- "(b) no member of the S.A. Motor Industry Employers' Association and no member of the S.A. Vehicle Builders' and Repairers' Association shall employ—
- (i) any employee other than an office, stores, sales and clerical employee who is not a member of the Motor Industry Employees' Union of South Africa;
- (ii) for longer than one month any office, stores, sales and clerical employee who is not a member of the Motor Industry Staff Association, unless such employee is a member of the Motor Industry Employees' Union of South Africa."

6. CLAUSE 15 OF CHAPTER 1.

PAYMENT FOR PUBLIC HOLIDAYS.

(a) By, in sub-clause (2) of this clause the insertion of "other than a watchman" after the word "employee".

(b) By, in paragraph (b) of sub-clause (3) of this clause the deletion of the word "noon" and the substitution thereof of "three hours before the ordinary stopping time".

daardie tyd sodanig moet wees dat dit moontlik is om alle weekliks besoldigde werknemers nie later as 15 minute voor hul gewone ophoudtyd te betaal nie; of

(ii) by diensbeëindiging as dit voor Vrydag plaasvind."

(b) Deur die skraping van subklousule (3) van hierdie klousule en die vervanging daarvan deur die volgende:—

"(3) Alle verdienste moet aan werknemers oorhandig word in verseelde koeverte waarop of wat vergesel gaan van, 'n staat waarop die volgende gemeld word—

- (a) die naam van die werkgewer;
- (b) die naam van die werknemer;
- (c) die datum van betaling;
- (d) die tydperk ten opsigte waarvan betaling gedoen word;
- (e) die getal gewone en oortydure gewerk en die besoldiging daarvoor verskuldig;
- (f) besonderhede van bedrae wat afgetrek is;
- (g) die bedrag wat ingesluit word; en
- (h) in die geval van kantoor-, stoor-, verkoops- en klerklike werknemers en dié werknemers vir wie 'n loon van £3 of minder per week in hierdie Ooreenkoms voorgeskryf word, enige bedrag verskuldig as verlofbetaling ooreenkomstig die bepalings van klousule 14 (2) (c) van hierdie Hoofstuk van die Ooreenkoms."

(c) Deur, in subklousule (6) van hierdie klousule, die woorde "en werkgewers moet sodanige erkennings vir 'n tydperk van minstens drie jaar in veilige bewaring hou" te skrap.

3. KLOUSULE 10 VAN HOOFSTUK 1.

TYD EN LOONREGISTER.

Deur die byvoeging van onderstaande subklousule by hierdie klousule:—

"(3) Elke werknemer moet op elke werkdag en ooreenkomstig die vereistes van sy werkgewer, sy tyd van aankoms by en sy vertrek van die werk korrek aanteken."

4. KLOUSULE 12 VAN HOOFSTUK 1.

LEDEGELD VIR DIE MOTOR INDUSTRY EMPLOYEES' UNION OF SOUTH AFRICA, DIE MOTOR INDUSTRY STAFF ASSOCIATION EN DIE SOUTH AFRICAN MOTOR INDUSTRY EMPLOYERS' ASSOCIATION.

Deur die byvoeging van onderstaande subklousule by hierdie klousule:—

"(3) Ledegeld wat die Raad ooreenkomstig die bepalings van subklousules (1) en (2) van hierdie klousule ontvang namens die S.A. Motor Industry Employers' Association, die Motor Industry Employees' Union of South Africa en die Motor Industry Staff Association, moet voor of op die tiende dag van die maand wat volg op die maand waarin die ledegeld ontvang is, aan hierdie organisasies betaal word."

5. KLOUSULE 13 VAN HOOFSTUK 1.

VAKVERENIGINGARBEID.

Deur die skraping van paragrawe (b) en (c) in subklousule (1) van hierdie klousule en die vervanging daarvan deur die volgende:—

- "(b) mag geen lid van die S.A. Motor Industry Employers' Association en geen lid van die S.A. Vehicle Builders' and Repairers' Association—
- (i) enigeen, uitgesonderd 'n kantoor-, stoor-, verkoops- en klerklike werknemer, wat nie 'n lid van die Motor Industry Employees' Union of South Africa is nie, in diens neem nie;
- (ii) 'n kantoor-, stoor-, verkoops- en klerklike werknemer wat nie 'n lid van die Motor Industry Staff Association is nie, vir langer as een maand in diens neem nie tensy sodanige werknemer 'n lid is van die Motor Industry Employees' Union of South Africa."

6. KLOUSULE 15 VAN HOOFSTUK 1.

BETALING VIR OPENBARE VAKANSIEDAE.

(a) Deur die invoeging, in subklousule (2) van hierdie klousule, van die woorde "uitgesonderd 'n wag" na die woord "werknemer".

(b) Deur die woorde "voor of op die middag van" in paragraaf (b) van subklousule (3) van hierdie klousule te skrap en dit te vervang deur die woorde "nie later nie as drie uur voor die gewone ophoudtyd op".

7. CLAUSE 28 OF CHAPTER 1.

RATIO.

(a) By, in the preamble to sub-clause (1) of this clause the deletion of "Operatives, Strippers and Juvenile Labourers" and the substitution thereof of "Juvenile Labourers, Re-metallers, Strippers and Scooter Workers".

(b) By, in paragraph (c) of sub-clause (1) of this clause the substitution of "of any" for "one or other" wherever the latter expression appears in the paragraph.

(c) By the addition of the following paragraph to sub-clause (1) of this clause:—

"(e) a scooter worker unless he employs full time as such at least one motor mechanic or motor cycle mechanic."

8. CLAUSE 30 OF CHAPTER 1.

PROVISIONS RELATING TO OVERTIME, PAYMENT THEREFOR AND PAYMENT FOR WORK ON SUNDAYS.

By, in sub-clause (5) of this clause the deletion of "clauses 10, 29 (1) (a), 29 (1) (b) (ii) and 29 (1) (c)" and the substitution thereof of "clause 10, paragraphs (a), (b) and (c) of sub-clause (1) of clause 29 of this Chapter".

9. CLAUSE 32 OF CHAPTER 1.

SHORT TIME.

By the deletion of paragraph (b) of sub-clause (3) of this clause, and the substitution of the following therefor:—

"(b) Employees may not be placed on short time on—

(i) those statutory public holidays referred to in clause 15 (1) of this Agreement;

(ii) statutory public holidays other than those referred to in clause 15 (1) of this Agreement except—

(a) at the request of the majority of the employees of an establishment; or

(b) where such statutory public holiday is preceded and followed by a day on which the employees are placed on short time; or

(c) where such statutory public holiday falls on a day of the week on which the employees of an establishment were also placed on short time on the same day in the week immediately preceding that in which the statutory public holiday falls."

10. CLAUSE 33 OF CHAPTER 1.

SPECIAL PROVISIONS RELATING TO WATCHMEN.

(a) By, in paragraph (b) of sub-clause (1) of this clause the insertion of "15 (2)," before "29".

(b) By the addition to sub-clause (1) of this clause of the following paragraph:

"(e) whenever a watchman works on any of the days enumerated in sub-clause (1) of clause 15 of this Agreement, his employer shall in addition to the remuneration payable in terms of sub-clause (1) of that clause, and subject to the provisions of paragraph (c) of this sub-clause, pay him remuneration at a rate not less than 1/84th of his weekly wage for each hour or part of an hour so worked."

11. CLAUSE 43 OF CHAPTER 1.

IDENTIFICATION OF OPERATIVE CLASSES OF EMPLOYEES.

By the deletion of the entire text of this clause and the substitution thereof of the following:—

"(1) Every employer who employs any of the classes of employees referred to in the Schedule hereunder shall, for the purpose of ready identification, provide free of charge to each such employee a distinctive marking in the form of an arm band or such other form as a Regional Council may determine of the colour as indicated in the Schedule.

(2) Every employee provided with a distinctive marking as described in sub-clause (1) hereof shall at all times while on duty wear such marking sewn or otherwise suitably fixed to the upper portion of the left sleeve of his outer garment or in such other position as may be approved by the Regional Council concerned.

7. KLOUSULE 28 VAN HOOFSTUK 1.

GETALLEVERHOUDING.

(a) Deur die skapping van die woorde „Werkmanne, afstropers en jeugdige arbeiders” in die aanhef van subklausule (1) van hierdie klousule en die vervanging daarvan deur die woorde „Jeugdige arbeiders, hermetalliseerders, afstropers en bromponiewerke”.

(b) Deur die skapping van die woord „enige” waar dit ookal in paragraaf (c) van subklausule (1) van hierdie klousule voorkom en die vervanging daarvan deur die woord „enigeen”.

(c) Deur die byvoeging van die volgende paragraaf by subklausule (1) van hierdie klousule:

„(e) ’n bromponiewerker, tensy hy minstens een motor-werktuigkundige of motorfietswerktuigkundige voltyds as sodanig in diens het.”

8. KLOUSULE 30 VAN HOOFSTUK 1.

BEPALINGS BETREFFENDE OORTYD, BETALING DAARVOOR EN BETALING VIR WERK OP SONDAE.

Deur die skapping van die woorde en syfers „klousules 10, 29 (1) (a), 29 (1) (b) (ii) en 29 (1) (c)” in subklausule (5) van hierdie klousule en die vervanging daarvan deur die woorde en syfers „klousule 10, paragrafe (a), (b) en (c) van subklausule (1) van klousule 29 van hierdie hoofstuk”.

9. KLOUSULE 32 VAN HOOFSTUK 1.

KORTTYD.

Deur die skapping van paragraaf (b) van subklausule (3) van hierdie klousule en die vervanging daarvan deur die volgende:—

„(b) Werknemers mag nie korttyd werk nie op—

(i) daardie wetteregtelike openbare vakansiedae genoem in klousule 15 (1) van hierdie Ooreenkoms;

(ii) ander wetteregtelike openbare vakansiedae as dié genoem in klousule 15 (1) van hierdie Ooreenkoms, tensy—

(a) die meeste van die werknemers van ’n inrigting dit versoek; of

(b) sodanige wetteregtelike openbare vakansiedag voorafgegaan en gevolg word deur ’n dag waarop die werknemers korttyd werk; of

(c) sodanige wetteregtelike openbare vakansiedag op ’n dag van die week val waarop die werknemers van ’n inrigting ook korttyd gewerk het op dieselfde dag van die week onmiddellik voor die week waarin die wetteregtelike openbare vakansiedag val.”

10. KLOUSULE 33 VAN HOOFSTUK 1.

SPESIALE BEPALINGS TEN OPSIGTE VAN WAGTE.

(a) Deur die invoeging, in paragraaf (b) van subklausule (1) van hierdie klousule, van „15 (2),” voor „29”.

(b) Deur die byvoeging van onderstaande paragraaf by subklausule (1) van hierdie klousule—

„(e) wanneer ’n wag werk op enigeen van die dae genoem in subklausule (1) van klousule 15 van hierdie Ooreenkoms, moet sy werkgever hom benewens die besoldiging betaalbaar ingevolge subklausule (1) van daardie klousule en behoudens die bepalings van paragraaf (c) van hierdie subklausule, ’n besoldiging betaal teen minstens 1/84ste van sy weeklikse loon vir elke uur of gedeelte van ’n uur aldus gewerk.”

11. KLOUSULE 43 VAN HOOFSTUK 1.

IDENTIFIKASIE VAN WERKMANKLASSE WERKNEMERS.

Deur die skapping van die hele teks van hierdie klousule en die vervanging daarvan deur die volgende:—

„(1) Elke werkgever wat enigeen van die klasse werknemers in diens het wat in die bylae hiervan genoem word, moet, ten einde hulle maklik te kan uitken, elke sodanige werknemer gratis voorsien van ’n onderskeidende merk in die vorm van ’n armband of dié ander vorm wat ’n Streeksraad mag bepaal en wat die kleur moet hê soos in die bylae gemeld.

(2) Elke werknemer wat van ’n onderskeidende merk voorsien is soos beskryf in subklausule (1) hiervan, moet te alle tye terwyl hy op diens is, sodanige merk dra deur dit vas te naai of op ’n ander geskikte manier vas te maak aan die boonste gedeelte van die linkermou van sy buiteklere of op dié ander plek wat die betrokke Streeksraad mag goedkeur.

SCHEDULE.

Classes of Employees.	Colour of Distinctive Marking to be Worn.
Battery Mechanics.....	Navy Blue.
New Motor Vehicle Assemblers.....	
Re-metallers.....	
Spoke Wheel Truers.....	
Operatives, Grade BV.....	
Operatives, Grade C.....	
Operatives, Grade M.....	
Pattern Cutter Makers.....	
Seaming Machinists.....	
Vulcanisers' Operatives.....	
Cutters.....	Yellow.
Radiator Repairers.....	
Operatives, Grade G.....	
Operatives, Grade DV.....	Brown.
Operatives, Grade E.....	
Operatives, Grade N.....	Red.
Schroter Workers.....	
Supervisors.....	Green.
Operative, Supervisors.....	
Operatives, Grade AV.....	Maroon.
Operatives, Grade CV.....	
Operatives, Grade H.....	Light Blue.
Mechanics' Strippers.....	
Operatives, Grade D.....	Orange.
Choppers Out.....	
Body Strippers.....	White.
Operatives, Grade F.....	
Operatives, Grade K.....	
Operatives, Grade J.....	

12. CLAUSE 3 OF CHAPTER 3.

DEFINITIONS.

(a) By, in the definition of "Labourer" in relation to Brake-lining, Clutchlining, Drilled Brake-lining and Lined Brake Shoe Manufacturing Section as contained in sub-clause (2) of this clause—

- the substitution of a full stop for the semi-colon appearing before "stripping of shock absorbers by hand or machine";
- the deletion of "stripping of shock absorbers by hand or machine".

(b) By, in the definition of "Labourer" in relation to Miscellaneous Manufacturing Sections as contained in sub-clause (8) of this clause, the addition of "stripping of shock absorbers by hand or machine" after "packing component parts into sets under the supervision of an operative supervisor";.

13. CLAUSE 15 OF CHAPTER 1.

PAYMENT FOR PUBLIC HOLIDAYS.

By, in sub-clause (1) of this clause, the insertion of "Ascension Day," before "Good Friday".

14. CLAUSE 14 OF CHAPTER 1.

ANNUAL LEAVE.

By, in paragraph (a) of sub-clause (1) of this clause, the substitution of "305" and "253" for "306" and "254" respectively.

15. CLAUSE 7 OF CHAPTER 3.

PAYMENT FOR PUBLIC HOLIDAYS.

By, in sub-clause (1) of this clause the insertion of "Ascension Day," before "Good Friday".

Signed at Johannesburg on behalf of the Parties, on this 13th day of September, 1960.

SYDNEY J. CLOW,
Chairman of the Council.

GEO. E. MERRETT,
Vice-Chairman of the Council.

W. P. VAN NIEKERK,
Secretary of the Council.

BYLAE.

Klasse Werknemers.	Kleur van onderskeidende merk wat gedra moet word.
Batterywerktuigkundiges.....	Marineblou.
Monteurs van nuwe motorvoertuie.....	
Hermatailliseerders.....	
Speekwielstellers.....	
Werkmanne graad BV.....	
Werkmanne graad C.....	
Werkmanne graad M.....	
Patroonsnyermakers.....	
Soommasjiniste.....	
Vulkaniseerders se Werkmanne.....	
Snyers.....	Geel.
Verkoelerherstellers.....	
Werkmanne, graad G.....	
Werkmanne, graad DV.....	Bruin.
Werkmanne, graad E.....	
Werkmanne, graad N.....	Rooi.
Bromponiewerke.....	
Opsigters.....	Groen.
Werkmanopsigters.....	
Werkmanne, graad AV.....	Donkerrooi.
Werkmanne, graad CV.....	
Werkmanne, graad H.....	Ligblou.
Werktuigkundige se Afstropers.....	
Werkmanne, graad D.....	Oranje.
Uitsnyers.....	
Bakafstropers.....	Wit.
Werkmanne, graad F.....	
Werkmanne, graad K.....	
Werkmanne, graad J.....	

12. KLOUSULE 3 VAN HOOFSTUK 3.

WOORDOMSKRYWINGS.

(a) Deur in die woordomskrif van „arbeider" ten opsigte van die Afdeling vir die vervaardiging van remvoerings, koppelaarvoerings, geboorde remvoerings en uitgevoerde remskoene soos vervat in subklausule (2) van hierdie klausule—

- die vervanging van die kommapunt voor „skokbrekers met die hand of masjien uitmekaarhaal" deur 'n punt;
- die skapping van „skokbrekers met die hand of masjien uitmekaarhaal".

(b) Deur, in die woordomskrif van „arbeider" ten opsigte van Diverse vervaardigingsafdelings soos vervat in subklausule (8) van hierdie klausule, die byvoeging van die woorde „skokbrekers met die hand of masjien uitmekaarhaal" na die woorde „onderdele in stelle pak onder die toesig van 'n werkmansopstiger".

13. KLOUSULE 15 VAN HOOFSTUK 1.

BETALING VIR OPENBARE VAKANSIEDAE.

Deur, in subklausule (1) van dié klausule, „Hemelvaartsdag" voor „Goeie Vrydag" in te voeg.

14. KLOUSULE 14 VAN HOOFSTUK 1.

JAARLIKSE VERLOF.

Deur, in paragraaf (a) van subklausule (1) van dié klausule, „306" en „254" onderskeidelik deur „305" en „253" te vervang.

15. KLOUSULE 7 VAN HOOFSTUK 3.

BETALING VIR OPENBARE VAKANSIEDAE.

Deur, in subklausule (1) van dié klausule, „Hemelvaartsdag" voor „Goeie Vrydag" in te voeg.

Namens die Partye op hede die 13de dag van September 1960 in Johannesburg onderteken.

SYDNEY J. CLOW,
Voorsitter van die Raad.

GEO. E. MERRETT,
Ondervoorsitter van die Raad.

W. P. VAN NIEKERK,
Sekretaris van die Raad.

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