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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1450

31 October 1997

LABOUR RELATIONS ACT, 1995

BUILDING INDUSTRY BARGAINING COUNCIL (CAPE OF GOOD HOPE): CANCELLATION OF GOVERNMENT NOTICE

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notice No. R. 1019 of 1 August 1997 with effect from 3 November 1997.

T. T. MBOWENI

Minister of Labour

No. R. 1450**31 Oktober 1997**

WET OP ARBEIDSVERHOUDINGE, 1995

**BOUNYWERHEID BEDINGINGSRAAD (KAAP DIE GOEIE HOOP):
INTREKKING VAN GOEWERMENSKENNISGEWING**

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermenskennisgewing No. R. 1019 van 1 Augustus 1997, in met ingang van 3 November 1997.

T. T. MBOWENI**Minister van Arbeid****No. R 1451****31 October 1997**

LABOUR RELATIONS ACT, 1995

**BUILDING INDUSTRY BARGAINING COUNCIL (CAPE OF GOOD HOPE): EXTENSION OF COLLECTIVE
RE-ENACTING AND AMENDING AGREEMENT FOR THE CAPE PENINSULA TO NON-PARTIES**

I, Tito Titus Mboweni, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Building Industry Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 3 November 1997 and for the period ending 10 August 1999.

T. T. MBOWENI, Minister of Labour**SCHEDULE****BUILDING INDUSTRY BARGAINING COUNCIL (CAPE OF GOOD HOPE)****AGREEMENT**

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, made and entered into by and between the

Master Builders' and Allied Trades' Association, Cape Peninsula**Master Masons' and Quarry Owners' Association (South Africa)**

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

Construction and Allied Workers' Union**Building Workers' Union****South African Woodworkers' Union****South African Operative Masons' Society****Building, Construction and Allied Workers' Union**

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

being the parties to the Building Industry Bargaining Council (Cape of Good Hope),

to re-enact and amend the Agreement published under Government Notice No. R. 1019 of 1 August 1997.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Building and the Monumental Masonry Industries—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of The Cape, Wynberg [including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. R. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simonstown, Goodwood, and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. R. 171 of 8 February 1957 and R. 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. R. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962 (Government Notice No. R. 283 of 2 March 1962), fell within the Magisterial District of Bellville.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, as amended, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981, as amended, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.
- (3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in completion of their academic training;
 - (c) casual employees as defined by the Basic Conditions of Employment Act, 1983;
 - (d) non-parties in respect of clauses 1 (1) (a), 2 and 3 of this Agreement.

2. PERIOD OF OPERATION OF AGREEMENT

(1) This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 10 August 1999.

3. SPECIAL PROVISIONS

The provisions contained in clause 19 of the Agreement published under Government Notice No. R. 1019 of 1 August 1997 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 18 inclusive and 20 up to and including 25 of the Former Agreement, shall apply to employers and employees.

5. CLAUSE 4: DEFINITIONS

Insert the following definition after the definition of "manufacturing worker":

"**novice**" means an employee who has never been registered by the Council in any of the employee categories and is registered by his employer for the first time with the Council as a 'novice' for the trial period 1 November 1997 to 31 October 1998, and who shall remain so registered until having served 49 employment weeks in the Building Industry substantiated by the contribution record of the Council, after which such employee shall register with the Council as a 'general worker';".

6. CLAUSE 9: REMUNERATION

Substitute the following for the table in subclause (1) (a):

"Category of employee"	Minimum wage per hour
	Cents
(i) General Worker	763
(ii) Cleaner	534
(iii) Trainee tradesman, Class 4, and tradesman, Class 4	839
(iv) Trainee tradesman, Class 3, and tradesman, Class 3	924
(v) Trainee tradesman, Class 2, and tradesman, Class 2	1 261
(vi) Driver, Code 10/plant operator A	1 044
(vii) Driver, Code 9/plant operator B	898
(viii) Driver, Code 8/plant operator C/hoist/dumper	786
(ix) Artisan	1 680
(x) Previously designated craftsman	1 889
(xi) Watchman	R354,68 per week
	cents
(xii) Novice	530".

7. CLAUSE 13: HOLIDAY FUND

Substitute the following for the table in subclause (2):

"Category of employee"	Amount per week
	Rand
(i) General worker.....	23,82
(ii) Cleaner.....	16,67
(iii) Trainee tradesman, Class 4.....	24,66
(iv) Tradesman, Class 4.....	24,66
(v) Trainee tradesman, Class 3.....	27,15
(vi) Tradesman, Class 3.....	27,15
(vii) Trainee tradesman, Class 2.....	37,06
(viii) Tradesman, Class 2.....	37,06
(ix) Driver, Code 10/plant operator A.....	35,28
(x) Driver, Code 9/plant operator B.....	30,35
(xi) Driver, Code 8/plant operator C.....	26,56
(xii) Artisan.....	49,37
(xiii) Previously designated craftsman.....	55,51
(xiv) Watchman.....	26,06
(xv) Novice.....	16,55".

8. CLAUSE 14: PENSION FUND

(1) Substitute the following for the table in subclause (3):

"Category of employee"	Amount per week
	Rand
(i) General worker.....	45,33
(ii) Cleaner.....	32,79
(iii) Trainee tradesman, Class 4.....	46,68
(iv) Tradesman, Class 4.....	46,68
(v) Trainee tradesman, Class 3.....	51,66
(vi) Tradesman, Class 3.....	51,66
(vii) Trainee tradesman, Class 2.....	71,06
(viii) Tradesman, Class 2.....	71,06
(ix) Driver, Code 10/plant operator A.....	67,15
(x) Driver, Code 9/plant operator B.....	57,63
(xi) Driver, Code 8/plant operator C.....	49,97
(xii) Artisan.....	93,34
(xiii) Previously designated craftsman.....	104,56
(xiv) Watchman.....	50,10
(xv) Novice.....	6,69".

(2) Substitute the following for the table in subclause (4):

"Category of employee"	Amount per week
	Rand
(i) General worker.....	4,86
(ii) Cleaner.....	3,40
(iii) Trainee tradesman, Class 4.....	5,03
(iv) Tradesman, Class 4.....	5,03
(v) Trainee tradesman, Class 3.....	5,54
(vi) Tradesman, Class 3.....	5,54

Category of employee	Amount per week
	Rand
(vii) Trainee tradesman, Class 2	7,57
(viii) Tradesman, Class 2	7,57
(ix) Driver, Code 10/plant operator A	7,20
(x) Driver, Code 9/plant operator B	6,20
(xi) Driver, Code 8/plant operator C	5,42
(xii) Artisan	10,08
(xiii) Previously designated craftsman	11,33
(xiv) Watchman	5,32
(xv) Novice	0,74".

9. CLAUSE 15: SICK PAY FUND

Substitute the following for the table in subclause (3):

"Category of employee	Amount per week
	Rand
(i) General worker.....	3,34
(ii) Cleaner.....	3,34
(iii) Trainee tradesman, Class 4.....	3,64
(iv) Tradesman, Class 4.....	3,64
(v) Trainee tradesman, Class 3.....	3,76
(vi) Tradesman, Class 3.....	3,76
(vii) Trainee tradesman, Class 2.....	4,00
(viii) Tradesman, Class 2.....	4,00
(ix) Driver, Code 10/plant operator A	4,19
(x) Driver, Code 9/plant operator B	3,76
(xi) Driver, Code 8/plant operator C	3,46
(xii) Artisan	10,85
(xiii) Previously/designated craftsman	11,51
(xiv) Watchman	3,46
(xv) Novice	2,25".

10. CLAUSE 24: MEDICAL AID FUND

Substitute the following for the table in subclause (3):

	"Amount per week	
	Member Employee	Employer
	R	R
Artisan	24,48	24,48
Previously designated craftsman	24,48	24,48".

Signed at Cape Town this 30th day of September 1997.

M. E. LOY

for the Master Builders' and Allied Trades' Association, Cape Peninsula

W. C. CLIFT

for the Master Masons' and Quarry Owners' Association (South Africa)

T. MULONDO

for the Construction and Allied Workers' Union

R. C. DAMON

for the Building Workers' Union

N. MAART

for the South African Woodworkers' Union

T. HAKIME

for the South African Operative Masons' Society

T. NTSOMI

for the Building, Construction and Allied Workers' Union

[being parties to the Building Bargaining Council (Cape of Good Hope)], in the presence of

J. J. KITSHOFF

Secretary

No. R 1451

31 Oktober 1997

WET OP ARBEIDSVERHOUDINGE, 1995

BOUNYWERHEID BEDINGINGSRAAD (KAAP DIE GOEIE HOOP): UITBREIDING VAN KOLLEKTIEWE HERBEKRAGTIGINGS- EN WYSIGINGSOOREENKOMS VIR DIE KAAPSE SKIEREILAND NA NIE-PARTYE

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bounywerheid Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 3 November 1997 en vir die tydperk wat op 10 Augustus 1999 eindig.

T. T. MBOWENI, Minister van Arbeid

BYLAE

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (KAAP DIE GOEIE HOOP)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 66 van 1995, gesluit deur en aangegaan tussen die

Master Builders' and Allied Trades' Association, Cape Peninsula

Master Masons' and Quarry Owners' Association (South Africa)

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

Construction and Allied Workers' Union

Building Workers' Union

South African Woodworkers' Union

South African Operative Masons' Society

Building, Construction and Allied Workers' Union

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

wat die partye is by die Bedingingsraad vir die Bounywerheid (Kaap die Goeie Hoop),

tot herbekragtiging en wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1019 van 1 Augustus 1997.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Bou- en die Monumentklipmesselnywerhede nagekom word—
- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakbonde is;
 - (b) in die landdrosdistrikte Die Kaap, Wynberg [met inbegrip van die gedeelte van die landdrosdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermmentskennisgewing No. R. 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het], Simonstad, Goodwood en Bellville, in die gedeeltes van die landdrosdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermmentskennisgewings Nos. R. 171 van 8 Februarie 1957 en R. 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het, en in die gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermmentskennisgewing No. R. 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 (Goewermmentskennisgewing No. R. 283 van 2 Maart 1962) binne die landdrosdistrik Bellville geval het.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
- (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
 - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie.
- (3) Ondanks subklousule (1) (a) is die bepalings van hierdie Ooreenkoms nie van toepassing nie op—
- (a) klerke en administratiewe personeel;
 - (b) universiteitstudente en gegradueerders in die bouwetenskap, en op konstruksietoesighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding;
 - (c) tydelike werknemers soos omskryf deur die Wet op Basiese Diensvoorwaardes, 1983;
 - (d) nie-partye ten opsigte van klousules 1 (1) (a), 2 en 3 van hierdie Ooreenkoms.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

(1) Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of die datum waarop die Minister van Arbeid weier om die Ooreenkoms tot nie-partye uit te brei en die Ooreenkoms moet na sodanige datum bindend bly tot 10 Augustus 1999.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousule 19 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 1019 van 1 Augustus 1997 (hierna die "Vorige Ooreenkoms genoem"), is van toepassing op sowel werkgewers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalings vervat in klousules 3 tot en met 18 en 20 tot en met 25, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 4: WOORDOMSKRYWING

Voeg die volgende woordoms krywing in na die woordoms krywing van "drywer":

"'nuweling' 'n werknemer wat nie voorheen deur die Raad in enige van die werknemerkategorieë geregistreer was nie en wat vir die eerste keer by die Raad vir die proeftydperk 1 November 1997 tot 31 Oktober 1998 deur sy werknemer as 'nuweling' geregistreer word en wat aldus geregistreer moet bly vir 'n tydperk van 49 werksweke, soos gestaaf deur die bydraerekords van die Raad, waarna sodanige werknemer as 'n 'algemene werknemer' by die Raad moet registreer;"

6. KLOUSULE 9: BESOLDIGING

Vervang die tabel in subklousule (1) (a) deur die volgende:

"Kategorie van werknemer	Minimum loon per uur
	Sent
(i) Algemene werker.....	763
(ii) Skoonmaker	534
(iii) Kwekelingbouwerker, Klas 4, en bouwerker, Klas 4	839
(iv) Kwekelingbouwerker, Klas 3, en bouwerker, Klas 3	924
(v) Kwekelingbouwerker, Klas 2, en bouwerker, Klas 2	1 261
(vi) Drywer, Kode 10/kragaangedrewe-masjineriebediener A	1 044
(vii) Drywer, Kode 9/kragaangedrewe-masjineriebediener B	898
(viii) Drywer, Kode 8/kragaangedrewe-masjineriebediener C/hyser/stortwa	786
(ix) Ambagsman	1 680
(x) Voorheen aangewese vakman	1 889
(xi) Wag	R354,68 per week
	sent
(xii) Nuweling	530".

7. KLOUSULE 13: VAKANSIEFONDS

Vervang die tabel in subklousule (2) deur die volgende:

"Kategorie van werknemer	Bedrag per week
	Rand
(i) Algemene werker	23,82
(ii) Skoonmaker	16,67
(iii) Kwekelingbouwerker, Klas 4	24,66
(iv) Bouwerker, Klas 4	24,66
(v) Kwekelingbouwerker, Klas 3	27,15
(vi) Bouwerker, Klas 3	27,15
(vii) Kwekelingbouwerker, Klas 2	37,06
(viii) Bouwerker, Klas 2	37,06
(ix) Drywer, Kode 10kragaangedrewe-masjienbediener A	35,28
(x) Drywer, Kode 9/kragaangedrewe-masjienbediener B	30,35
(xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C	26,56
(xii) Ambagsman	49,37
(xiii) Voorheen aangewese vakman	55,51
(xiv) Wag	26,06
(xv) Nuweling	16,55".

8. KLOUSULE 14: PENSIOENFONDS

(1) Vervang die tabel in subklousule (3) deur die volgende:

"Kategorie van werknemer	Bedrag per week
	Rand
(i) Algemene werker	45,33
(ii) Skoonmaker	32,79
(iii) Kwekelingbouwerker, Klas 4	46,68
(iv) Bouwerker, Klas 4	46,68
(v) Kwekelingbouwerker, Klas 3	51,66
(vi) Bouwerker, Klas 3	51,66

Kategorie van werknemer	Bedrag per week
	Rand
(vii) Kwekelingbouwerker, Klas 2	71,06
(viii) Bouwerker, Klas 2	71,06
(ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A	67,15
(x) Drywer, Kode 9/kragaangedrewe-masjienbediener B	57,63
(xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C	49,97
(xii) Ambagsman	93,34
(xiii) Voorheen aangewese vakman	104,56
(xiv) Wagte	50,10
(xv) Nuweling	6,69".

(2) Vervang die tabel in subklousule (4) deur die volgende:

"Kategorie van werknemer	Bedrag per week
	Rand
(i) Algemene werker	4,86
(ii) Skoonmaker	3,40
(iii) Kwekelingbouwerker, Klas 4	5,03
(iv) Bouwerker, Klas 4	5,03
(v) Kwekelingbouwerker, Klas 3	5,54
(vi) Bouwerker, Klas 3	5,54
(vii) Kwekelingbouwerker, Klas 2	7,57
(viii) Bouwerker, Klas 2	7,57
(ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A	7,20
(x) Drywer, Kode 9/kragaangedrewe-masjienbediener B	6,20
(xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C	5,42
(xii) Ambagsman	10,08
(xiii) Voorheen aangewese vakman	11,33
(xiv) Wagte	5,32
(xv) Nuweling	0,74".

9. KLOUSULE 15: SIEKEFONDS

Vervang die tabel in subklousule (3) deur die volgende:

"Kategorie van werknemer	Bedrag per week
	Rand
(i) Algemene werker	3,34
(ii) Skoonmaker	3,34
(iii) Kwekelingbouwerker, Klas 4	3,64
(iv) Bouwerker, Klas 4	3,64
(v) Kwekelingbouwerker, Klas 3	3,76
(vi) Bouwerker, Klas 3	3,76
(vii) Kwekelingbouwerker, Klas 2	4,00
(viii) Bouwerker, Klas 2	4,00
(ix) Drywer, Kode 10/kragaangedrewe-masjienbediener A	4,19
(x) Drywer, Kode 9/kragaangedrewe-masjienbediener B	3,76
(xi) Drywer, Kode 8/kragaangedrewe-masjienbediener C	3,46
(xii) Ambagsman	10,85
(xiii) Voorheen aangewese vakman	11,51
(xiv) Wag	3,46
(xv) Nuweling	2,25".

10. KLOUSULE 24: MEDIESE BYSTANDFONDS

Vervang die tabel in subklousule (3) deur die volgende:

	"Bedrag per week	
	Lid Werknemer	Werknemer
	R	R
Ambagsman	24,48	24,48
Voorheen aangewese vakman	24,48	24,48".

Op hede die 30ste dag van September 1997 te Kaapstad onderteken.

M. E. LOY

vir die Master Masons' and Allied Trades' Association, Cape Peninsula

W. C. CLIFT

vir die Master Masons' and Quarry Owners' Association (South Africa)

T. MULONDO

vir die Construction and Allied Workers' Union

R. C. DAMON

vir die Building Workers' Union

N. MAART

vir die South African Woodworkers' Union

T. HAKIME

vir die South African Operative Masons' Society

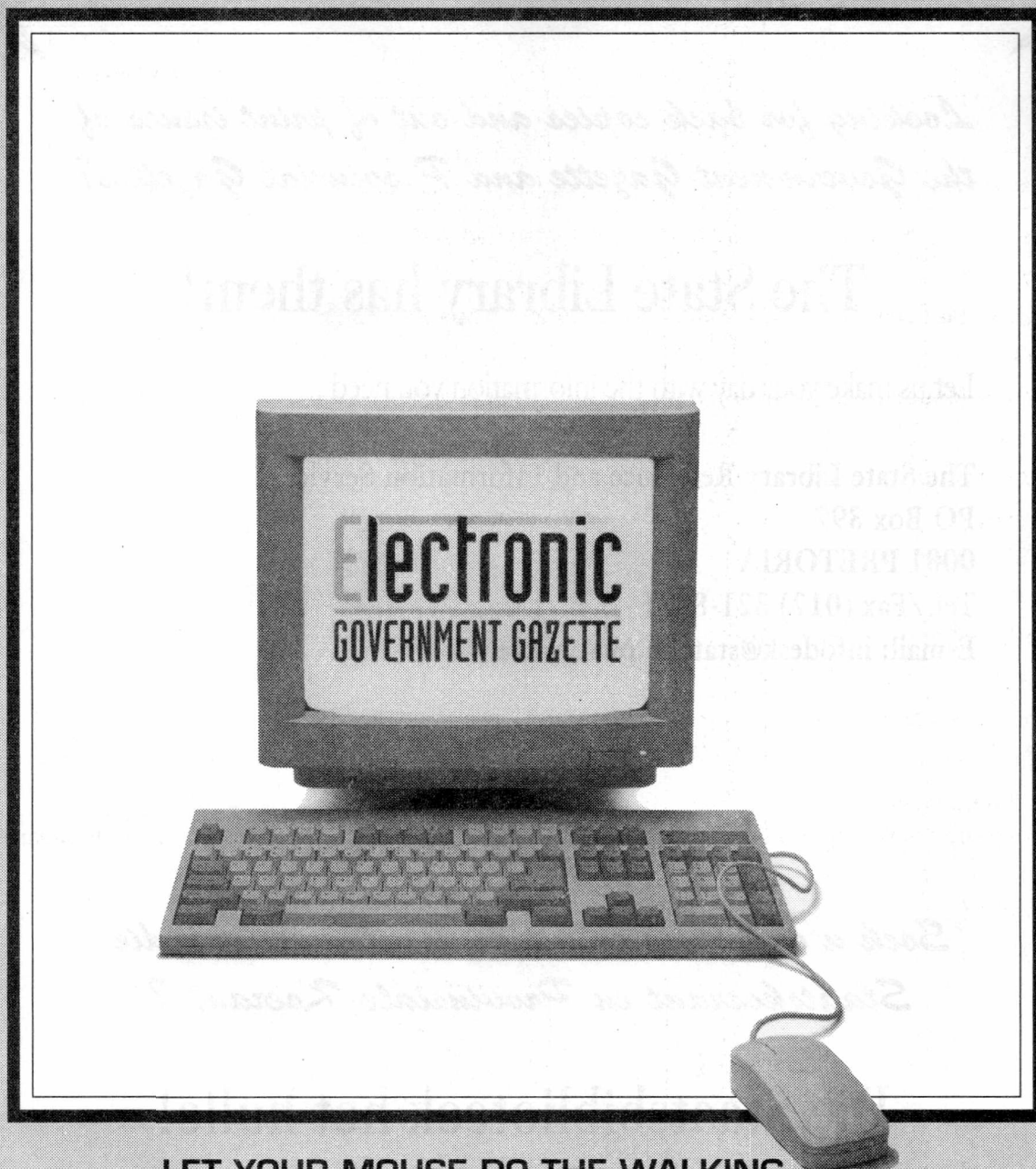
T. NTSOMI

vir die Building, Construction and Allied Workers' Union

[wat partye is by die Bedingingsraad vir die Bounywerheid (Kaap die Goeie Hoop)], in die teenwoordigheid van

J. J. KITSHOFF

Sekretaris



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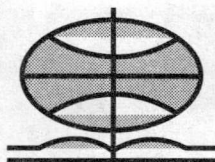
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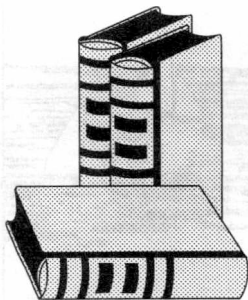
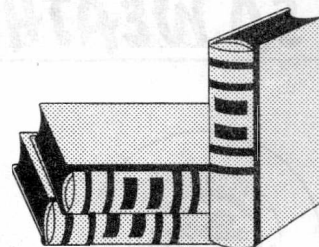
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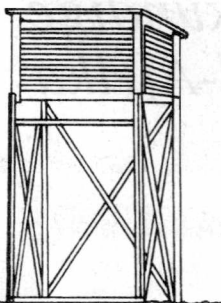
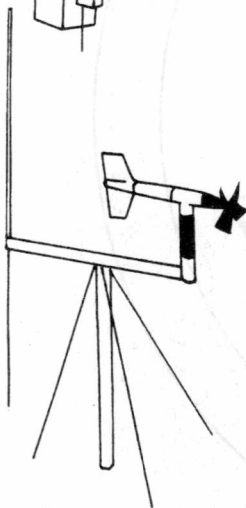
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Where is the largest amount of meteorological information in the whole of South Africa available?

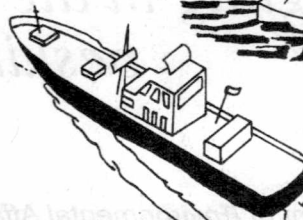
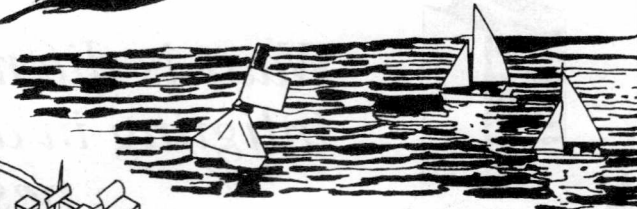
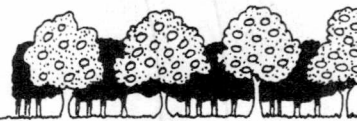
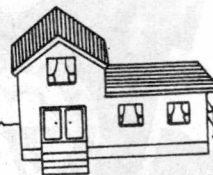
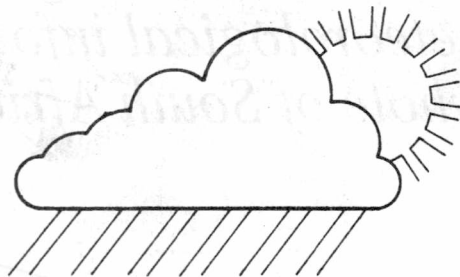


Waar is die meeste weerkundige inligting in die hele Suid-Afrika beskikbaar?

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THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS & TOURISM
DIE WEERBURO: DEPARTEMENT VAN OMGEWINGSKE EN TOERISME

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