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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 863.] [11 June 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.

TOBACCO INDUSTRY (TRANSVAAL).

AMENDMENT OF MAIN AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-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 all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Tobacco Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 17th June, 1965, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;
- (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 those contained in clause 1, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 17th June, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Industry in the Magisterial Districts of Randfontein, Krugersdorp (including those portions of the Magisterial District of Koster which prior to the publication of Government Notice No. 1105 of the 26th July, 1963, fell within the Magisterial Districts of Randfontein and Krugersdorp), Roodepoort, Johannesburg, Germiston, Alberton, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal) (including that portion of the Magisterial District of Balfour which prior to the publication of Government Notice No. 1967 of the 30th November, 1962, fell within the Magisterial District of Heidelberg), Kempton Park and Pretoria; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Magisterial Districts of Randfontein, Krugersdorp (including those portions of the Magisterial District of Koster which prior to the publication

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 863.] [11 Junie 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.

TABAKNYWERHEID (TRANSVAAL).

WYSIGING VAN HOOFOOREENKOMS.

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Tabaknywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 17 Junie 1965 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 17 Junie 1965 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 is in genoemde Nywerheid in die landdrostdistrikte Randfontein, Krugersdorp (met inbegrip van daardie gedeeltes van die landdrostdistrik Koster wat voor die publikasie van Goewermentskennisgewing No. 1105 van 26 Julie 1963 binne die landdrostdistrikte Randfontein en Krugersdorp geval het), Roodepoort, Johannesburg, Germiston, Alberton, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal) (met inbegrip van daardie gedeelte van die landdrostdistrik Balfour wat voor die publikasie van Goewermentskennisgewing No. 1967 van 30 November 1962 binne die landdrostdistrik Heidelberg geval het), Kempton Park en Pretoria; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing

of Government Notice No. 1105 of the 26th July, 1963, fell within the Magisterial Districts of Randfontein and Krugersdorp), Roodepoort, Johannesburg, Germiston, Alberton, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal) (including that portion of the Magisterial District of Balfour which prior to the publication of Government Notice No. 1967 of the 30th November, 1962, fell within the Magisterial District of Heidelberg), Kempton Park and Pretoria and from the second Monday after the date of publication of this notice and for the period ending the 17th June, 1965, the provisions of the Amending Agreement, excluding those contained in clause 1, shall *mutatis mutandis* be binding upon all Bantu 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 Bantu in their employ.

M. VILJOEN,
Deputy-Minister of Labour.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE TOBACCO INDUSTRY (TRANVAAL).

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, between the

Tobacco Employers' Organization

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

National Union of Cigarette and Tobacco Workers

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

being parties to the Industrial Council for the Tobacco Industry (Transvaal), to amend the Agreement published under Government Notice No. 2116, dated 21st October, 1955, as amended by Government Notices Nos. 993 of the 8th June, 1956, 301 of 1st March, 1957, 809 of 13th June, 1958, 375 of the 6th March, 1962, 1919 of 25th November, 1960 and 154 of 2nd February, 1962, hereinafter referred to as the "Main Agreement".

1. 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 Act, and shall remain in force until the 17th June, 1965, or for such period as may be determined by the Minister.

2. AMENDMENT OF CLAUSE 3 OF THE MAIN AGREEMENT.

Clause 3 of the Main Agreement is hereby amended by—

- (a) the deletion of the definitions "basic wage" and "wage or basic wage", and
- (b) the addition of the following definitions:—

- (i) "quality control supervisor" means an employee who, under the supervision of a foreman/forewoman, assistant foreman/forewoman, is responsible for examination and maintenance of laid down quality standards, and recording the necessary data and in whom is vested the authority to shut down any machine producing an inferior product;
- (ii) "security officer, male" means an employee who supervises watchmen and may search male employees and who is required to patrol premises;
- (iii) "security officer, female" means an employee who patrols premises and who may search female employees;
- (iv) "wage" or "consolidated wage" means the wage inclusive of cost of living allowance payable in money in terms of clause 4 (1) and (4) to an employee in respect of his ordinary hours of work;
- (v) "watchman" means an employee who patrols premises, guards goods and may search male employees and inspect parcels.

en vir die tydperk wat op 17 Junie 1965 eindig, in die landdrosdistrikte Randfontein, Krugersdorp (met inbegrip van daardie gedeeltes van die landdrosdistrikte Koster wat voor die publikasie van Goewermentskennisgewing No. 1105 van 26 Julie 1963 binne die landdrosdistrikte Randfontein en Krugersdorp geval het), Roodepoort, Johannesburg, Germiston, Alberton, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg (Transvaal) (met inbegrip van daardie gedeelte van die landdrosdistrik Balfour wat voor die publikasie van Goewermentskennisgewing No. 1967 van 30 November 1962 binne die landdrosdistrik Heidelberg geval het), Kempton Park en Pretoria *mutatis mutandis* bindend is vir alle Bantoes 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 Bantoes in hul diens.

M. VILJOEN,
Adjunk-minister van Arbeid.

BYLAE.

NYWERHEIDSRaad VIR DIE TABAKNYWERHEID (TRANVAAL).

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoenning, 1956, gesluit en aangegaan deur en tussen die—

Tobacco Employers' Organization

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

National Union of Cigarette and Tobacco Workers

(hieronder die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Tabaknywerheid (Transvaal), om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. 2116 van 21 Oktober 1955, soos gewysig by Goewermentskennisgewing No. 993 van 8 Junie 1956, No. 301 van 1 Maart 1957, No. 809 van 13 Junie 1958, No. 375 van 6 Maart 1959, No. 1919 van 25 November 1960 en No. 154 van 2 Februarie 1962, hieronder die "Hofooreenkoms" genoem, te wysig.

1. GELDIGHEDSDUUR.

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet mag vasstel en bly van krag tot 17 Junie 1965 of vir dié tydperk wat hy mag bepaal.

2. WYSIGING VAN KLOUSULE 3 VAN DIE HOFOOREENKOMS.

Klausule 3 van die Hofooreenkoms word hierby gewysig deur—

- (a) die skapping van die woordskrywings van "basiese loon" en "loon of basiese loon" en
- (b) die byvoeging van onderstaande woordskrywings:
 - (i) "gehaltebeheeropsigter" 'n werknemer wat onder die toesig van 'n voorman/voortvrou, assistent-voorman/voortvrou verantwoordelik is vir ondersoek in verband met, en die instandhouding van, vooraf bepaalde standaarde en die aantekening van die nodige gegewens en wat die bevoegdheid besit om enige masjien wat 'n minderwaardige produk lewer, stop te sit;
 - (ii) "veiligheidsbeampte, man", 'n werknemer wat toesig oor wagte hou, wat manlike werknemers mag visenteer en van wie vereis word om persele te patrolleer;
 - (iii) "veiligheidsbeampte, vrou", 'n werknemer wat persele patrolleer en wat vroulike werknemers mag visenteer;
 - (iv) "loon" of "gekonsolideerde loon" die loon, met inbegrip van lewenskostoelae, wat ingevolge klousule 4 (1) en (4) in geld aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure;
 - (v) "wag" 'n werknemer wat persele patrolleer, goedere bewaak, manlike werknemers mag visenteer en pakette ondersoek.

3. AMENDMENT OF CLAUSE 4 OF THE MAIN AGREEMENT.

Clause 4 of the Main Agreement is hereby amended by (a) the deletion of the whole of sub-clause (1) and the substitution thereof of the following:—

"(1) (a) *Cost of Living Allowance.*—The cost of living allowance prescribed in War Measure No. 43 of 1942, as amended, shall be consolidated with the basic wage, provided that—

- (i) nothing in this Agreement shall operate to reduce the total wage represented by basic wage and all cost of living allowance paid to an employee prior to the coming into operation of this Agreement, and
- (ii) in the event of any increase in the cost of living allowance prescribed under War Measure No. 43 of 1942, as amended, or any substituting or superseding legislation, such increase shall be added to the consolidated wage.

(b) Subject to sub-clauses (4) and (5) of this clause the minimum wage which shall be paid by an employer to each of his employees shall be the rates as set out hereunder for the various classes of employees: Provided that in classifying an employee he shall be deemed to be in the class in which he is wholly or mainly employed.

	Per Week. R
Foreman/Forewoman.....	35.00
Assistant Foreman/Forewoman.....	25.00
Artisan.....	30.12½
Quality Control Supervisor.....	18.50
Supervisor.....	16.95
Examiner, unqualified—	
During first six months of experience.....	10.00
During second six months of experience.....	12.50
Examiner, qualified.....	15.55
Sectionman, unqualified—	
During first year of experience.....	13.40
During second year of experience.....	16.85
During third year of experience.....	20.20
Sectionman, qualified.....	22.30
Security Officer, male.....	17.15
Security Officer, female.....	15.05
Groundsman.....	17.15
Factory Clerical Employee, male—	
Despatch clerk, receiving clerk and storeman, unqualified—	
During first year of experience.....	10.00
During second year of experience.....	12.70
During third year of experience.....	15.50
During fourth year of experience.....	18.95
During fifth year of experience.....	19.75
Factory Clerical Employee, male, Despatch Clerk, Receiving Clerk and Storeman, qualified.....	21.70
Factory Clerical Employee, Female, unqualified—	
During first year of experience.....	10.00
During second year of experience.....	10.50
During third year of experience.....	11.53
During fourth year of experience.....	13.20
Factory Clerical Employee, female, qualified.....	15.30
Motor Vehicle Drivers of—	
Cars and station wagons.....	14.00
Vans and Lorries—	
Up to 3,000 lb. unladen weight.....	14.00
Over 3,000 lb. up to 6,000 lb. unladen weight..	16.95
Over 6,000 lb. unladen weight.....	19.85
Over 8,000 lb. unladen weight.....	23.05
Part-time Motor Vehicle Drivers.....	10.00
Doorman and/or Commissionaire (other than opening and closing of doors only).....	15.90
Handyman.....	13.75
Chargehand.....	13.25
Teamleader—	
Of Grade IA employees.....	15.50
Of Grade IB employees.....	14.00
Of Grade II employees.....	10.68
Of Grade III employees and labourers.....	10.00

3. WYSIGING VAN KLOUSULE 4 VAN DIE HOOFDOOREENKOMS.

Klausule 4 van die Hoofdooreenkoms word hierby gewysig deur—

- (a) die skrapping van die hele subklausule (1) en die vervanging daarvan deur die volgende:—

"(1) (a) *Lewenskostoelae.* — Die lewenskostoelae voorgeskryf in Oorlogsmaatreël No. 43 van 1942, soos gewysig, word met die basiese loon gekonsolideer; met dien verstande dat—

- (i) niks in hierdie Ooreenkoms vervat, die uitwerking mag hê nie dat die totale loon soos verteenwoordig deur die basiese loon en al die lewenskostoelae wat aan 'n werknemer betaal is voor die inwerking-treding van hierdie Ooreenkoms, daardeur verminder word; en
- (ii) ingeval van enige verhoging in die lewenskostoelae voorgeskryf by Oorlogsmaatreël No. 43 van 1942, soos gewysig, of enige wetgewing waardeur dit vervang word of wat in die plek daarvan gestel word, sodanige verhoging by die gekonsolideerde loon gevoeg moet word.

(b) Behoudens die bepalinge van subklausule (4) en (5) van hierdie klausule, is die minimum loon wat 'n werknemer aan elkeen van sy werknemers moet betaal, dié wat hieronder vir die verskillende klasse werknemers voorgeskryf word; met dien verstande dat, by die indeling van 'n werknemer, sodanige werknemer geag moet word in dié klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is.

	Per week. R
Voorman/Voorvrou.....	35.00
Assistent-voorman/-voorvrou.....	25.00
Ambagsman.....	30.12½
Gehaltebeheeropsigter.....	18.50
Opsigter.....	16.95
Ondersoeker, ongekwalifiseer—	
Gedurende eerste ses maande ondervinding.....	10.00
Gedurende tweede ses maande ondervinding.....	12.50
Ondersoeker, gekwalifiseer.....	15.55
Afdelingsman, ongekwalifiseer—	
Gedurende eerste jaar ondervinding.....	13.40
Gedurende tweede jaar ondervinding.....	16.85
Gedurende derde jaar ondervinding.....	20.20
Afdelingsman, gekwalifiseer.....	22.30
Veiligheidsbeampte—	
Man.....	17.15
Vrou.....	15.05
Terreinman.....	17.15
Fabrieksklerk (Klerklike Fabriekswerknemer), man, Versendingsklerk, Ontvangsklerk en Voorraadman, ongekwalifiseer—	
Gedurende eerste jaar ondervinding.....	10.00
Gedurende tweede jaar ondervinding.....	12.70
Gedurende derde jaar ondervinding.....	15.50
Gedurende vierde jaar ondervinding.....	18.95
Gedurende vyfde jaar ondervinding.....	19.75
Fabrieksklerk (Klerklike Fabriekswerknemer), man, Versendingsklerk, Ontvangsklerk en Voorraadman, gekwalifiseer.....	21.70
Fabrieksklerk (Klerklike Fabriekswerknemer), vrou, ongekwalifiseer—	
Gedurende eerste jaar ondervinding.....	10.00
Gedurende tweede jaar ondervinding.....	10.50
Gedurende derde jaar ondervinding.....	11.53
Gedurende vierde jaar ondervinding.....	13.20
Fabrieksklerk, vrou, gekwalifiseer.....	15.30
Motorvoertuigdrywers van—	
Motorkarre en stasiewaens.....	14.00
Bestelwaens en vragmotors met 'n onbelaste gewig van—	
3,000 lb. en minder.....	14.00
Meer as 3,000 lb. tot 6,000 lb.....	16.95
Meer as 6,000 lb.....	19.85
Meer as 8,000 lb.....	23.05
Deeltydse motorvoertuigdrywer.....	10.00
Deurwag en/of Commissionaire (uitgesonderd dié wat slegs deure oop- en toemaak).....	15.90
Handlanger (faktotum).....	13.75
Onderbaas.....	13.25
Spanleier van—	
Graad IA-werknemers.....	15.50
Graad IB-werknemers.....	14.00
Graad II-werknemers.....	10.68
Graad III-werknemers en arbeiders.....	10.00
Graad IA-werknemer, ongekwalifiseer—	
Gedurende eerste drie maande ondervinding.....	10.00
Gedurende daaropvolgende ses maande ondervinding.....	10.15
Gedurende daaropvolgende ses maande ondervinding.....	10.25
Gedurende daaropvolgende ses maande ondervinding.....	11.83
Gedurende daaropvolgende drie maande ondervinding.....	13.20
Graad IA-werknemer, gekwalifiseer.....	15.05

Per Week.
R

Grade IA Employees, unqualified—	
During first three months experience.....	10.00
During next six months experience.....	10.15
During next six months experience.....	10.25
During next six months experience.....	11.83
During next three months experience.....	13.20
Grade IA employees, qualified.....	15.05
Grade IB Employees, unqualified—	
During first three months experience.....	10.00
During next six months experience.....	10.10
During next six months experience.....	10.20
During next six months experience.....	10.30
During next three months experience.....	11.08
Grade IB employees, qualified.....	13.40
Tobacco Packers, unqualified—	
During first three months experience.....	10.00
During next three months experience.....	10.10
During next three months experience.....	10.20
During next three months experience.....	10.35
Tobacco packers, qualified.....	12.55
Watchman.....	10.05
Grade II employees.....	10.00
Grade III employees.....	10.00
Boiler Attendant.....	10.00
Labourers.....	10.00
Employees in this agreement not elsewhere specified	10.00"

- (b) the substitution for the figure "42½" in paragraph (c) of sub-clause (7) of the figure "42";
- (c) the deletion of the whole of sub-clause (8).

4. AMENDMENT OF CLAUSE 6 OF THE MAIN AGREEMENT.

Clause 6 of the Main Agreement is hereby amended by the deletion of sub-paragraphs (i) and (ii) of paragraph (a) of sub-clause (1) and the substitution thereof of the following:—

- "(i) Forty-two hours in any week from Thursday to Wednesday inclusive;
- (ii) eight and three-quarters hours on any day from Monday to Thursday, and eight hours on any Friday."

5. AMENDMENT OF CLAUSE 7 OF THE MAIN AGREEMENT.

Clause 7 of the Main Agreement is hereby amended by the deletion of paragraphs (a) and (b) of sub-clause (1) and the substitution thereof of the following:—

- "(a) In the case of an employee who has been in his employ since the 15th January of the calendar year to which the leave relates three consecutive weeks on full pay.
- (b) In the case of an employee who commenced work after the 15th January of the calendar year to which such leave relates, one and a quarter days in respect of each completed month of employment on full pay, provided that an employer may require such employee to take additional leave without pay up to a total period of leave not exceeding three consecutive weeks. For the purpose of this sub-clause one day's pay shall mean one-fifth of the employee's weekly wage."

6. AMENDMENT OF CLAUSE 8 OF THE MAIN AGREEMENT.

Clause 8 of the Main Agreement is hereby amended by the substitution for the figure "85" in paragraph (a) of the figure "84".

7. AMENDMENT OF CLAUSE 9 OF THE MAIN AGREEMENT.

Clause 9 of the Main Agreement is hereby amended by—

- (a) the deletion of the whole of sub-clause (1) and the substitution thereof of the following:—

"(1) An employer shall grant leave and shall pay one-fifth of the weekly wage as prescribed in clause 4 (1) or 4 (4).

- (i) to an employee, other than a male Security Officer or a Watchman on New Year's Day, Good Friday, Easter Monday, Van Riebeeck Day, Ascension Day, Republic Day, Family Day, Settlers Day, Kruger's Day, Day of the Covenant (16th December), Christmas Day and Boxing Day; and

- (ii) to a male Security Officer or Watchman on New Year's Day, Good Friday, Ascension Day, Day of the Covenant (16th December), and Christmas Day.

and the purpose of this clause, only the days enumerated in each case, shall be deemed to be public holidays, provided that—

- (a) whenever Boxing Day falls on a Monday, the following Tuesday shall be deemed to be Boxing Day, and that when Ascension Day falls on Republic Day the 31st May, the 30th May shall be deemed to be a public holiday.

- (b) whenever any of these days falls on a Sunday the following Monday shall be deemed to be that holiday."

Per week.
R

Graad IB-werknemer, ongekwalifiseer—	
Gedurende eerste drie maande ondervinding.....	10.00
Gedurende daaropvolgende ses maande ondervinding.....	10.10
Gedurende daaropvolgende ses maande ondervinding.....	10.20
Gedurende daaropvolgende ses maande ondervinding.....	10.30
Gedurende daaropvolgende drie maande ondervinding.....	11.08
Graad IB-werknemer, gekwalifiseer.....	13.40
Tabakverpakker, ongekwalifiseer—	
Gedurende eerste drie maande ondervinding.....	10.00
Gedurende daaropvolgende drie maande ondervinding.....	10.10
Gedurende daaropvolgende drie maande ondervinding.....	10.20
Gedurende daaropvolgende drie maande ondervinding.....	10.35
Tabakverpakker, gekwalifiseer.....	12.55
Wag.....	10.05
Graad II-werknemer.....	10.00
Graad III-werknemer.....	10.00
Ketelbediener.....	10.00
Arbeider.....	10.00
Werknemers nie elders in hierdie Ooreenkoms gemeld nie.....	10.00"

- (b) die vervanging van die syfer "42½" in paragraaf (c) van subklousule (7) deur die syfer "42";
- (c) die skapping van die hele subklousule (8).

4. WYSIGING VAN KLOUSULE 6 VAN DIE HOOFOOREENKOMS.

Klousule 6 van die Hoofoorereenkoms word hierby gewysig deur die skapping van subparagraaf (i) en (ii) van paragraaf (a) van subklousule (1) en die vervanging daarvan deur die volgende:—

- "(i) 42 uur in 'n week van Donderdag tot en met Woensdag;
- (ii) 8½ uur op 'n dag van Maandag tot Donderdag en 8 uur op 'n Vrydag;"

5. WYSIGING VAN KLOUSULE 7 VAN DIE HOOFOOREENKOMS.

Klousule 7 van die Hoofoorereenkoms word hierby gewysig deur die skapping van paragraaf (a) en (b) van subklousule (1) en die vervanging daarvan deur die volgende:—

- "(a) In die geval van 'n werknemer wat sedert 15 Januarie van die kalenderjaar waarop die verlof betrekking het, in sy diens was, drie agtereenvolgende weke met volle besoldiging.
- (b) In die geval van 'n werknemer wat begin werk het na 15 Januarie van die kalenderjaar waarop sodanige verlof betrekking het, een en 'n kwart dae met volle besoldiging ten opsigte van elke voltooide maand diens; met dien verstande dat 'n werkgever van sodanige werknemer mag vereis om addisionele verlof sonder betaling te neem vir 'n totale verloftydperk van hoogstens drie agtereenvolgende weke. Vir die toepassing van hierdie subklousule beteken een dag se besoldiging een vyfde van die werknemer se weekloon."

6. WYSIGING VAN KLOUSULE 8 VAN DIE HOOFOOREENKOMS.

Klousule 8 van die Hoofoorereenkoms word hierby gewysig deur die vervanging van die syfer "85" in paragraaf (a) deur die syfer "84".

7. WYSIGING VAN KLOUSULE 9 VAN DIE HOOFOOREENKOMS.

Klousule 9 van die Hoofoorereenkoms word hierby gewysig deur—

- (a) die skapping van die hele subklousule (1) en die vervanging daarvan deur die volgende:—

"(1) 'n Werkgever moet verlof verleen en een vyfde van die weekloon soos voorgeskryf in klousule 4 (1) of 4 (4), betaal—

- (i) aan 'n werknemer, uitgesonderd 'n manlike veiligheidsbeampte of 'n wag, op Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Van Riebeeckdag, Hemelsvaartsdag, Republiekdag, Gesinsdag, Sellaarsdag, Krugerdag, Geloftegedag (16 Desember), Kersdag en Tweede Kersdag; en

- (ii) aan 'n manlike veiligheidsbeampte of wag op Nuwejaarsdag, Goeie Vrydag, Hemelsvaartsdag, Geloftegedag (16 Desember) en Kersdag;

en vir die toepassing van hierdie klousule word alleenlik die dae wat in elke geval genoem word, geag openbare vakansiedae te wees; met dien verstande dat—

- (a) wanneer Tweede Kersdag op 'n Maandag val, die daaropvolgende Dinsdag geag word Tweede Kersdag te wees en dat wanneer Hemelsvaartsdag op Republiekdag, die 31ste dag van Mei, val, die 30ste dag van Mei geag word 'n openbare vakansiedag te wees;

- (b) wanneer enigeen van hierdie dae op 'n Sondag val, die daaropvolgende Maandag geag word sodanige vakansiedag te wees;"

- (b) the substitution for the figure "42½" in paragraph (b) of sub-clause (2) of the figure "42".
- (c) the deletion of paragraph (c) of sub-clause (2) and the substitution thereof of the following:—

"(c) in respect of a public holiday as defined in sub-clauses (1) (i) and (ii) pay the employee his ordinary wage in respect of the time worked, any part of an hour worked counting as a completed hour, in addition to the pay due under sub-clause (1) hereof".

8. AMENDMENT OF CLAUSE 17 OF THE MAIN AGREEMENT.

Clause 17 of the Main Agreement is hereby amended by the deletion of paragraphs (a), (b), (c) and (d) and the substitution thereof of the following:—

- (a) Each employee and each employer in respect of each of his employees shall contribute an amount of 3 cents per week, or in the case of monthly paid employees, 13 cents per month.
- (b) The employer shall deduct the employee's contribution from his weekly, or where applicable, monthly wages, and forward the total so deducted together with his own contributions to the Secretary of the Council within seven days of the end of the month during which the contributions were deducted.

9. AMENDMENT OF CLAUSE 18 OF THE MAIN AGREEMENT.

Clause 18 of the Main Agreement is hereby deleted and the following substituted:—

(1) There is hereby continued a sick benefit fund, known as the Transvaal Tobacco Industry Medical Benefit Society, in this clause referred to as "the fund". The fund shall be maintained by contributions from employees and employers as follows:—

- (a) Employees earning less than R14 per week—6 cents per week.
Employees earning R14 but less than R20 per week—9 cents per week.
Employees earning R20 or over per week—12 cents per week.

(b) In the case of monthly paid employees, contributions to be as follows:—

- Employees earning less than R61 per month—26 cents month.
Employees earning R61 but less than 87 per month—39 cents per month.
Employees earning R87 or over per month—52 cents per month.

(c) The employer shall contribute like amounts in respect of each employee in the respective wage categories.

(d) The employer shall deduct the employee's contribution from his weekly or where applicable monthly wages, and forward the total so deducted together with his own contributions to the Secretary of the Council within seven days of the end of the month during which the contributions were deducted."

10. GENERAL.

All references throughout the Agreement to "basic wage and cost of living allowance" to be read as "consolidated wage"; rates quoted in sterling, as the equivalent in Rands and cents, and the words "section" "sub-section/s" to be read as "clause," "sub-clause/s".

Signed at Johannesburg on behalf of the parties this 26th day of January, 1965.

H. FINE, *Chairman.*
C. DU PREEZ, *Vice-Chairman.*
K. E. GRAHAM, *Secretary.*

No. R. 864.]

[11 June 1965.

Factories, Machinery and Building Work Act, 1941.

TOBACCO INDUSTRY (TRANSVAAL).

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-section (1) of section twenty-two of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Tobacco Industry, Transvaal, published under Government Notice No. 2116 of the 21st October, 1955, as renewed by Government Notice No. 1432 of the 23rd September, 1960, extended by Government Notices No. 467 of the

- (b) die vervanging van die syfer "42½" in paragraaf (b) van subklousule (2) deur die syfer "42";
- (c) die skapping van paragraaf (c) van subklousule (2) en die vervanging daarvan deur die volgende:—

"(c) Ten opsigte van 'n openbare vakansiedag soos in subklousule (1) (i) en (1) (ii) omskryf, sy gewone loon ten opsigte van die tyd gewerk, benewens die besoldiging wat ingevolge subklousule (1) hiervan verskuldig is, betaal word, en 'n gedeelte van 'n uur aldus gewerk, word as 'n volle uur gereken."

8. WYSIGING VAN KLOUSULE 17 VAN DIE HOOFOOREENKOMS.

Klousule 17 van die Hoofoorereenkoms word hierby gewysig deur die skapping van paragraaf (a), (b), (c) en (d) en die vervanging daarvan deur die volgende:—

- (a) Elke werknemer, en elke werkgever ten opsigte van elkeen van sy werknemers, moet 'n bedrag van 3 sent per week of, in die geval van maandeliks besoldigde werknemers, 13 sent per maand bydra.
- (b) Die werkgever moet die werknemer se bydrae van sy weeklikse of, waar van toepassing, van sy maandelikse loon aftrek en die totaal aldus afgetrek, saam met sy eie bydraes binne sewe dae na die end van die maand waarin die bydraes afgetrek is, aan die Sekretaris van die Raad stuur.

9. WYSIGING VAN KLOUSULE 18 VAN DIE HOOFOOREENKOMS.

Klousule 18 van die Hoofoorereenkoms word hierby geskrap en deur die volgende vervang:—

"(1) Hierby word 'n siektebystandsfonds, bekend as die "Transvaal Tobacco Industry Medical Benefit Society", voortgesit wat in hierdie klousule die "Fonds" genoem word. Die Fonds word in stand gehou deur ondergenoemde bydraes van die werknemers en die werkgevers:—

- (a) Werknemers wat minder as R14 per week verdien—6 sent per week.
Werknemers wat R14 maar minder as R20 per week verdien—9 sent per week.
Werknemers wat R20 of meer per week verdien—12 sent per week.

(b) In die geval van maandeliks besoldigde werknemers, is die bydraes soos volg:—

- Werknemers wat minder as R61 per maand verdien—26 sent per maand.
Werknemers wat R61 maar minder as R87 per maand verdien—39 sent per maand.
Werknemers wat R87 of meer per maand verdien—52 sent per maand.

(c) Die werkgever moet ten opsigte van elke werknemer in die verskillende loonklasse dieselfde bedrag as die werknemer bydra.

(d) Die werkgever moet die werknemer se bydrae van sy weeklikse of, waar van toepassing, sy maandelikse loon aftrek en die totaal aldus afgetrek, saam met sy eie bydraes binne sewe dae na die end van die maand waarin die bydraes afgetrek is, aan die Sekretaris van die Raad stuur."

10. ALGEMEEN.

Oral waar daar in die Ooreenkoms melding gemaak word van "basiese loon en lewenskostoelae", moet dit gelees word as "gekonsolideerde loon"; moet bedrae wat in sterling uitgedruk is, gelees word as die ekwivalent daarvan soos in rand en sent uitgedruk en moet die woorde "artikel" en "subartikel(s)" onderskeidelik gelees word as "klousule" en "subklousule(s)".

Op hede die 26ste dag van Januarie 1965 te Johannesburg namens die partye onderteken.

H. FINE, *Voorstter.*
C. DU PREEZ, *Ondervoorsitter.*
K. E. GRAHAM, *Sekretaris.*

No. R. 864.]

[11 Junie 1965.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

TABAKNYWERHEID (TRANSVAAL).

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subartikel (1) van artikel twee-en-twintig van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalinge van die Ooreenkoms en kennisgewing in verband met die Tabaknywerheid, Transvaal, gepubliseer by Goewermentskennisgewing No. 2116 van 21 Oktober 1955, soos hernu by Goewermentskennisgewing No. 1432 van 23 September 1960, verleng by Goewermentskennisgewings No. 467

17th March, 1961 and No. 673 of the 15th September, 1961, amended by Government Notice No. 154 of the 2nd February, 1962, further renewed by Government Notice No. R. 2105 of the 18th December, 1964, and further amended by Government Notice No. R. 863 of the 11th June, 1965, to be, on the whole, not less favourable to the persons whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby than the relative provisions of the said Act.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 865.]

[11 June 1965.]

WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE
REGULATIONS PUBLISHED UNDER WAR
MEASURE No. 43 OF 1942.

TOBACCO INDUSTRY (TRANSSVAAL).

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, hereby suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Tobacco Industry published under Government Notice No. R. 863 of the 11th June, 1965.

M. VILJOEN,
Deputy-Minister of Labour.

van 17 Maart 1961 en No. 673 van 15 September 1961, gewysig by Goewermentskennisgewing No. 154 van 2 Februarie 1962, verder hernu by Goewermentskennisgewing No. R. 2105 van 18 Desember 1964 en verder gewysig by Goewermentskennisgewing No. R. 863 van 11 Junie 1965 oor die algemeen vir persone wie se werkeure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 865.]

[11 Junie 1965.]

WET OP OORLOGSMAATREELS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES GEPUBLISEER BY OOR-
LOGSMAATREEL No. 43 VAN 1942.

TABAKNYWERHEID (TRANSSVAAL).

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmaatregel No. 43 van 1942, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Tabaknywerheid wat by Goewermentskennisgewing No. R. 863 van 11 Junie 1965 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

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