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[No. 3706

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 2063

17 November 1972

INDUSTRIAL CONCILIATION ACT, 1956

**BUILDING INDUSTRY, DURBAN.—
 AMENDMENT OF AGREEMENT**

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) 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 Building Industry, shall be binding, with effect from 23 November 1972 and for the period ending 28 October 1974, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 3 (1), shall be binding, with effect from 23 November 1972 and for the period ending 28 October 1974, 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 Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown and Inanda; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice and with effect from 23 November 1972 and for the period ending 28 October 1974, the provisions of the Amending Agreement, excluding those contained in clauses 3 (1) and 4, 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, Minister of Labour.

A—5751

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 2063

17 November 1972

WET OP NYWERHEIDSVERSOENING, 1956

BOUNYWERHEID, DURBAN

WYSIGING VAN OOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Bounywerheid betrekking het, met ingang van 23 November 1972 en vir die tydperk wat op 28 Oktober 1974 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 3 (1), met ingang van 23 November 1972 en vir die tydperk wat op 28 Oktober 1974 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrosdistrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 1401 van 16 Augustus 1968 in die landdrosdistrik Umlazi geval het), Pinetown en Inanda; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 3 (1) en 4, met ingang van 23 November 1972 en vir die tydperk wat op 28 Oktober 1974 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *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, Minister van Arbeid.

1—3706

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY,
DURBAN

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

Master Builders' and Allied Trades Association, Durban (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Amalgamated Society of Woodworkers
Amalgamated Union of Building Trade Workers of South Africa

White Building Workers' Union (hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the Industrial Council for the Building Industry, Durban, further to amend the Agreement between the said parties published under Government Notice R. 1226 of 19 July 1968, as amended, and extended by Government Notices R. 999 of 20 June 1969, R. 3393 of 26 September 1969, R. 3716 of 14 November 1969, R. 1253 of 7 August 1970, R. 1704 of 9 October 1970, R. 2022 of 20 November 1970, R. 1253 and R. 1254 of 23 July 1971, R. 2026 of 12 November 1971 and R. 1208 and R. 1209 of 7 July 1972 as follows:

1. CLAUSE 1.—SCOPE OF APPLICATION

ANNEXURE G

After subclause (2) (c), insert the following paragraph:

"(d) apply to general foremen: Provided that—

(i) the terms of this Agreement shall not apply to an employee who—

(aa) was employed as a general foreman as at 22 November 1972; and

(bb) continues to be employed as a general foreman during any period commencing on or after 23 November 1972, irrespective of whether he is employed by the same employer by whom he was employed on 22 November 1972 or not; and

(cc) is in receipt of annual earnings of not less than R4 500; and

(dd) is entitled, in terms of his conditions of employment, to compulsory membership of a pension scheme and a medical aid scheme, the total cost of which is not less than the respective amounts prescribed in clause 19 (1) (c) and (e) of this Agreement;

(ii) notwithstanding the provisions of proviso (i) hereof, the terms of this Agreement shall apply to an employee referred to in proviso (i) hereof who has voluntarily elected to notify his employer, in writing, that he wishes the terms of this Agreement to be applied to him;".

2. CLAUSE 3.—DEFINITIONS

(1) Substitute the following definition for the definition of "administrative duties":

"'administrative duties' means those duties performed by an employee, other than a general foreman, who is wholly or mainly engaged in building management and/or project management;".

(2) Substitute the following definition for the definition of "building assistant, Class I":

"'building assistant, class I' means an employee engaged under supervision on any or all of the following:

- (1) Operating a sliding-belt sanding machine;
- (2) laying or random rubble walling;
- (3) gluing and fixing edging to shelves and flat board mass-produced in workshops;
- (4) nailing of Masonite backs to fittings;
- (5) nailing up drawers and trays (including bottoms) by nailing machine in workshop;
- (6) operating a portable electric router, morticer, planner or skill-saw to a jig;
- (7) laying blocks to a jig;
- (8) building walls of blocks except setting out and building corners and laying of decorative grille blocks;
- (9) laying of pipes to falls;
- (10) laying of precast surface channels;
- (11) laying of precast concrete slabs, slate or brick paving including beading and jointing but excluding setting out;

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID, DURBAN

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenig, 1956, gesluit en aangegaan deur en tussen die

Master Builders' and Allied Trades Association, Durban

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

Amalgamated Society of Woodworkers

Amalgamated Union of Building Trade Workers of South Africa

Blanke Bouwerkersvakbond

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Durban, om die Ooreenkoms tussen genoemde partye, gepubliseer by Goewermmentskennisgewing R. 1226 van 19 Julie 1968, soos gewysig en verleng by Goewermmentskennisgewings R. 999 van 20 Junie 1969, R. 3393 van 26 September 1969, R. 3716 van 14 November 1969, R. 1253 van 7 Augustus 1970, R. 1704 van 9 Oktober 1970, R. 2022 van 20 November 1970, R. 1253 en R. 1254 van 23 Julie 1971, R. 2026 van 12 November 1971 en R. 1208 en R. 1209 van 7 Julie 1972, verder soos volg te wysig:

AANHANGSEL G

1. KLOUSULE 1.—TOEPASSINGSBESTEK VAN
OOREENKOMS

Voeg die volgende paragraaf na subklousule (2) (c) in:

"(d) op algemene voormanne van toepassing: Met dien verstande dat—

(i) die bepalings van hierdie Ooreenkoms nie van toepassing is nie op 'n werknemer wat—

(aa) op 22 November 1972 as 'n algemene voorman in diens was; en

(bb) voortgaan om as 'n algemene voorman in diens te wees tydens enige tydperk wat op of na 23 November 1972 begin, ongeag of hy by dieselfde werkgewer in diens is by wie hy op 22 November 1972 in diens was, al dan nie; en

(cc) 'n jaarlikse verdienste van minstens R4 500 ontvang; en

(dd) ingevolge sy diensvoorwaardes geregtig is op verpligte lidmaatskap van 'n pensioenskema en 'n mediese bystandskema, waarvan die totale koste minstens gelyk is aan die onderskeie bedrae in klousule 19 (1) (c) en (e) van hierdie Ooreenkoms voorgeskryf;

(ii) ondanks die bepalings van voorbehoudsbepaling (i) hiervan, die bepalings van hierdie Ooreenkoms van toepassing is op 'n werknemer in voorbehoudsbepaling (i) hiervan gemeld, wat vrywillig verkies het om sy werkgewer skriftelik daarvan in kennis te stel dat hy verlang dat die bepalings van hierdie Ooreenkoms op hom van toepassing moet wees;".

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Vervang die omskrywing van "administratiewe pligte" deur die volgende omskrywing:

"'administratiewe pligte' daardie pligte wat uitgevoer word deur 'n werknemer, uitgesonderd 'n algemene voorman, wat voltyds of hoofsaaklik by boubestuur en/of projekbestuur betrokke is;".

(2) Vervang die omskrywing van "bou-assistent, klas I," deur die volgende omskrywing:

"'bou-assistent, klas I,' 'n werknemer wat onder toesig enigeen van ondervermelde bedrywigheede of almal beoefen:

- (1) Bediening van 'n skuifbandskuurmasjien;
- (2) lê van ongelaagde rukklipmure;
- (3) lym en vassit van randstukke aan rakke en platbord wat in grootmaat in werkwinkels geproduseer is;
- (4) vasspyker van Masonite-rugstukke aan toebehore;
- (5) aanmeakaarspyker van laaie en vlak laaie (met inbegrip van bome) met 'n spykermasjien in die werkwinkel;
- (6) bediening van 'n draagbare elektriese verdieper, tapmasjien, skaafmasjien of uitsnysaag;
- (7) die lê van blokke volgens 'n setmaat;
- (8) die bou van blokmure, uitgesonderd die afmerk en bou van hoeke en die lê van dekoratiewe roosterblokke;
- (9) die lê van pype na gradiënte;
- (10) die lê van voorafgegiëte oppervlakkkanale;
- (11) die lê van voorafgegiëte betonblaaie, plaveisel van leiklip of baksteen, met inbegrip van legging en voeging, dog nie die afmerk daarvan nie;

(12) operating a Pyrok machine used for wall or ceiling finishing in various colours to apply a mixture of vermiculite and gypsum, which is trowelled and floated by a craftsman or spraying of asbestos mixture;

(13) ruling-down of plastered surfaces;

(14) assembling and fitting of lead, copper and plastic piping for waste, soil, water (hot and cold), central heating, cooling, fire, gas and similar installations—when assembled and fitted in workshop in mass-produced units for housing;

(15) assembling on site and fixing of asbestos, galvanised iron and plastic gutters and downpipes excluding downpipes in columns;

(16) laying of all soft floor-coverings, including the marking out, setting out, cutting and fixing thereof;

(17) mass fabrication of formwork panels;”

(3) Substitute the following for the definition of “building assistant, Class II;”:

“building assistant, Class II,” means an employee engaged under supervision on any or all of the following:

(1) Operating a sandpapering and spinning machine on flooring;

(2) operating a mall and biax or similar type of portable spinner, flexible cutting, finishing and similar machine;

(3) fixing of roof tiles to battens;

(4) in renovation work—stripping, sparkling, touching up and similar operations preparatory to the application by a craftsman of finishing coats;

(5) application of the first coat of paint on shop-coated steel surfaces;

(6) applying size, distemper and similar materials;

(7) spraying of roofs with Kenitex;

(8) all work preparatory to the application of Kenitex;

(9) fixing of glazing beads on site;

(10) laying of outdoor paving in broken slate, granite or stone and grouting in joints;

(11) floating up of concrete panel walls in moulds at the factory for prefabricated housing units;

(12) fixing corrugated iron and asbestos sheeting to steel pur-lins;

(13) assembling and fixing of precast manholes *in situ*;

(14) brazing and welding in workshops where jig or welding machine is used;

(15) spraying of acoustic material;

(16) fixing of metal lathing;

(17) placing of joists, excluding setting levels;

(18) operating drum and belt sanders;

(19) framing-up and securing butt-jointed material in jigs or cramps;

(20) clamping or cramping doors and sashes by machine;

(21) operating adjustable double-ended and end-and-edge-trimming machines, excluding setting up, adjusting, removing or replacing cutter blades;”

(4) Substitute the following definition for the definition of “child”:

“child” means in respect of any person who contributes to the Fund referred to in clause 34, a member's child, step-child or legally adopted child who is—

(a) unmarried; and

(b) dependant wholly upon the member, or in receipt of an income of not more than R50 per month; and

(c) living with the member except for temporary absence at boarding school or university, or on holiday, or for any other reason acceptable to the Committee; and

(d) (i) under the age of 21 years; or

(ii) subject to the approval of the Management Committee, over the age of 21 years, but under the age of 25 years, and is a scholar or student;”

(5) Substitute the following definition for the definition of “dependant”:

“dependant” means in respect of any person who contributes to the Fund referred to in clause 34—

(a) the wife of a member;

(b) a child of a member;

(c) any other person as may be approved by the Management Committee on such terms and conditions as may be determined by the Committee;”

(6) Insert the following between the definitions of “emergency work” and “general practitioner”:

“general foreman” means an employee who—

(a) is employed in a supervisory capacity; and

(b) is in charge of a contract or contracts; and

(12) die bediening van 'n Pyrokmasjien wat vir die afwerking van mure of plafonne in verskillende kleure gebruik word om 'n mengsel van vermikuliet en gips aan te bring wat deur 'n ambagsman gepleister of afgestryk word, of om 'n asbesmengsel aan te spuit;

(13) die rei van gepleisterde oppervlaktes;

(14) die montering en aanbring van lood-, koper- en plastiek-pype vir afval, vuil, water (warm en koud), sentrale verwarming, verkoeling, vuur, gas en soortgelyke installasies, wanneer dit in die werkwinkel gemonteer en in massageproduseerde eenhede vir behuising aangebring is;

(15) die montering op die perseel en aanbring van geute en geutpype van asbes, gegalvaniseerde yster en plastiek, uitgesonderd geutpype in pilare;

(16) die lê van alle sagte vloerbedekkings, met inbegrip van die uitmerk, afmerk, sny en vashegting daarvan;

(17) die grootmaatfabriëring van bekistingpanele;”

(3) Vervang die omskrywing van “bou-assistent, klas II,” deur die volgende omskrywing:

“bou-assistent, klas II,” 'n werknemer wat onder toesig enigeen van ondervermelde bedrywighede of almal beoefen:

(1) Die bediening van 'n skuur- en draaiskuurmasjien op vloere;

(2) die bediening van 'n mall- en biax- of soortgelyke tipe verplaasbare draaiskuurmasjien, plaatsnymasjien, afwerk- en soortgelyke masjien;

(3) die vassit van dakteëls aan latte;

(4) in opknappingswerk—die afnerf, vonkeling, opknapping en soortgelyke werksaamhede ter voorbereiding van die aanwending van deklae deur 'n ambagsman;

(5) die aanwending van die eerste laag verf op staaloppervlaktes wat in die fabriek 'n onderlaag ontvang het;

(6) die aanwending van muurlym, distemper en soortgelyke stowwe;

(7) die bespuiting van dakke met Kenitex;

(8) alle voorbereidende werk vir die aanwending van Kenitex;

(9) die vashegting van ruitkraallyste op die bouterrein;

(10) die lê van buitenshuise plaveisel met gebreke leiklip, graniet of klip en breivulling in voë;

(11) die afstryking van betonpaneelmure in vorms by die fabriek vir voorafvervaardigde behuisingseenhede;

(12) die vashegting van sink- en asbesplate aan staalkapplate;

(13) die montering en vashegting van voorafgegiëte mangate in posisie;

(14) sweissoldering en sweiswerk in werkwinkels waar 'n setmaat of sweismasjien gebruik word;

(15) die spuit van akoestiek materiaal;

(16) die vashegting van plaatgaas;

(17) die plaas van balke, uitgesonderd die stel van vlakke;

(18) die bediening van rol- en bandskuurders;

(19) die vassit en voeg van gestootlaste materiaal in setmate of klampe;

(20) die klamp of kramp van deure en vensterrame met 'n masjien;

(21) die bediening van verstelbare dubbelkop- en ent-en-rand-afwerkmasjiene, uitgesonderd die opstelling, verstelling, verwydering of vervanging van snylemme;”

(4) Vervang die omskrywing van “kind” deur die volgende omskrywing:

“kind” ten opsigte van enige persoon wat bydra tot die Fonds wat in klousule 34 bedoel word, 'n lid se kind, stiefkind of wettig aangenome kind wat—

(a) ongetroud is; en

(b) geheel en al van die lid afhanklik is of 'n inkomste van hoogstens R50 per maand het; en

(c) by die lid inwoon, met uitsondering van tydelike afwesigheid op kosskool of universiteit of met vakansie of om 'n ander rede wat vir die Komitee aanneemlik is; en

(d) (i) onder die ouderdom van 21 jaar is; of

(ii) onderworpe aan die goedkeuring van die Bestuurskomitee, ouer as 21 jaar maar jonger as 25 jaar en 'n skolier of student is;”

(5) Vervang die omskrywing van “afhanklike” deur die volgende omskrywing:

“afhanklike” ten opsigte van enige persoon wat bydra tot die Fonds in klousule 34 bedoel—

(a) die vrou van 'n lid;

(b) 'n kind van 'n lid;

(c) 'n ander persoon wat deur die Bestuurskomitee goedgekeur mag word op sodanige bepalings en voorwaardes as wat die Komitee bepaal;”

(6) Voeg die volgende in tussen die omskrywings van “noodwerk” en “algemene praktisyn”:

“algemene voorman” 'n werknemer wat—

(a) in toesighoudende hoedanigheid in diens is; en

(b) in beheer van 'n kontrak of kontrakte is; en

- (c) gives out work to other employees under his control and supervision; and
- (d) maintains discipline; and
- (e) is directly responsible to his employer for efficiency and production on site; and
- (f) is not required to do the work of a craftsman except in an instructional capacity;".

(7) Substitute the following definition for the definition of "Labourer, Grade I":

"Labourer, Grade I" means an employee engaged under supervision on any or all of the following:

- (1) In charge of labourers grade II engaged in mixing, laying and screeding concrete;
- (2) operating a hoist, concrete or mortar mixer or any similar machine;
- (3) caulking of joints in drains;
- (4) in charge of employees engaged in stripping of shuttering;
- (5) in charge of employees engaged in erecting scaffolding;
- (6) operating a power-driven grinding machine and/or filing by hand;
- (7) operating swing saws, stone polishing machinery and compressors for stone work;
- (8) fixing of steel spring clips to aluminium covering strips;
- (9) placing veneered or plain or vyanide/vynalast-cladded panels of chipboard, gypsum or asbestos-cement manufacture in position and pressing the holding cover strips in position;
- (10) fixing of cork and other insulating material;
- (11) placing and fixing in position of steel or wooden windows or door frames in panel apertures in factory/workshop;
- (12) operating automatic or manual presses;
- (13) dismantling and/or re-assembling, excluding lining-up, pre-constructed buildings or structures under supervision of a craftsman throughout performance of the operation;
- (14) assembling ceiling and floor panels to jigs in factory/workshop;
- (15) operating an electrically driven orbital sander using sand/waterpaper of a grade from 400 to 120;
- (16) application of the priming coat of paint, or where a priming coat is not applied, the application of the first coat of paint on all unpainted surfaces;
- (17) limewashing, cement-washing to all surfaces;
- (18) bitumastic treatments to all surfaces;
- (19) application of decorative bitumastic to sewerage pipes;
- (20) application of paint to roofs, gutters and downpipes;
- (21) painting of steel girders with a primer paint;
- (22) application of chemical adhesives to corrugated iron roofs by means of a paint brush;
- (23) applying solution to cement tiles or roofs, using a block brush;
- (24) erecting steel formwork and columns, excluding lining-up, plumbing and levelling;
- (25) fixing of Q-deck plates;
- (26) cutting of poles and wedging up;
- (27) drilling holes, repetitive cutting of rough materials on site with power tools;
- (28) jointing and pointing of all brickwork;
- (29) cutting brick or similar materials;
- (30) applying anti-corrosive paints to structural steelwork and tanking;
- (31) applying waterproofing compounds to surfaces;
- (32) operating a rotating solid disc-type machine for screeding of cement or granolithic floors when such machine is used preparatory to further finishing;
- (33) cutting and trimming of wedges;
- (34) cutting of glue blocks;
- (35) floating of concrete;
- (36) operating portable grinding and similar machines to a jig;
- (37) bending and/or body-forming of metal by machine;
- (38) operating a power-driven crane, other than a tower crane;".

(8) Substitute the following definition for the definition of "Labourer, Grade II":

"Labourer, Grade II" means an employee engaged on any or all of the following:

- (1) Application of carbolineum to sprockets and battens and any other surface;
- (2) applying any liquid reviver to brickwork, slasto or similar material;
- (3) applying back putty for glazing and cleaning off excess tags therefrom;
- (4) assisting craftsmen by grain filling preparatory to polishing of wood surfaces with fabric;

(c) werk uitdeel aan ander werknemers onder sy beheer en toesig; en

- (d) dissipline handhaaf; en
- (e) regstreeks aan sy werkgever verantwoordelik is vir doeltreffendheid en produksie op die perseel; en
- (f) van wie daar nie vereis word om die werk van 'n ambagsman te doen nie, uitgesonderd in 'n onderrigshoedanigheid;".

(7) Vervang die omskrywing van "arbeider, graad I," deur die volgende omskrywing:

"arbeider, graad I" 'n werknemer wat onder toesig enigeen van ondergenoemde werksaamhede of almal verrig:

- (1) Toesighouding oor arbeiders, graad II, wat beton meng, lê en afvlak;
- (2) bediening van 'n hystoestel, beton- of daghamenger of dergelike masjien;
- (3) kalfaterwerk aan lasplekke in rioolpype;
- (4) toesighouding oor werknemers wat bekisting afbreek;
- (5) toesighouding oor werknemers wat steiers oprig;
- (6) bediening van 'n kragaangedrewe slypmasjien en/of hand-vylwerk;
- (7) bediening van hangsaai, klippoleermasjinerie en kompressors vir klipwerk;
- (8) die vashegting van staalveerklemme aan aluminiumdekstrokke;
- (9) gefineerde of gewone of vyanide-vynalastbeklede panele van spaanderbord, gips of asbessemel in posisie plaas en die werende dekstrok op hul plekke vasdruk;
- (10) kurk en ander isoleermateriaal vasheg;
- (11) vensters of deurkosyne van staal of hout in paneelopenings in die fabriek/werkwinkel in posisie plaas en vasheg;
- (12) outomatiese of handperse bedien;
- (13) voorafvervaardigde geboue of strukture onder toesig van 'n ambagsman dwarsdeur die uitvoering van die werksaamheid demonteer en/of hermonteer, uitgesonderd die noukeurige opstelling daarvan;
- (14) plafon- en vloerpaneel volgens setmate in die fabriek/werkwinkel monteer;
- (15) 'n elektries aangedrewe baanskuurmasjien bedien met gebruikmaking van skuur-/waterpapier van graad 400 tot graad 120;
- (16) grondverflaai aanbring, of waar 'n grondlaag nie aangebring word nie, die eerste verflaag op alle ongeverfde oppervlakke aanbring;
- (17) alle soorte oppervlakke afwit of sementstryksel daarop aanbring;
- (18) bitumastikbehandeling van alle oppervlakke;
- (19) dekoratiewe bitumastik aan rioolpype aanbring;
- (20) verf aan dakke, geute en geutpype aanbring;
- (21) grondverf aan staallêers aanbring;
- (22) chemiese kleefstowwe deur middel van 'n verfkwas aan sinkplaatdakke aanbring;
- (23) rubberlym aan sementteëls met 'n koolborsel of dakke aanbring;
- (24) staalbekisting en -pilare oprig maar sonder om dit in lyn te bring en langs en dwarswaterpas te maak;
- (25) Q-dekplate vasheg;
- (26) pale saag en opkeil;
- (27) gate boor, ruwe materiaal volgens 'n herhalingsmetode met kraggereedskap op die terrein saag;
- (28) alle soorte steenmesselwerk voeg en aanstryk;
- (29) bakstene of soortgelyke materiaal sny;
- (30) korrosiewerende verf aan boustaal en waterdigmaking aanbring;
- (31) waterdigtingsmengsels aan oppervlakke aanbring;
- (32) 'n roteermasjien met soliede skywe vir die afvlakking van sement- of granolietvloere bedien wanneer sodanige masjien gebruik word voordat verdere afwerking plaasvind;
- (33) wie saag en afwerk;
- (34) lymblokke saag;
- (35) beton afstryk;
- (36) verplaasbare slyp- en soortgelyke masjiene volgens 'n setmaat bedien;
- (37) metaal met 'n masjien buig en/of fatsoeneer;
- (38) 'n kragaangedrewe hyskraan, uitgesonderd 'n toringkraan, bedien;".

(8) Vervang die omskrywing van "arbeider, graad II," deur die volgende omskrywing:

"arbeider, graad II," 'n werknemer wat enigeen van ondergenoemde werksaamhede of almal verrig:

- (1) karbolineum aan wipstukke en latte en enige ander oppervlak aanbring;
- (2) enige vloeibare verhelderingsmiddel aan steenmesselwerk, leiklip of soortgelyke materiaal aanbring;
- (3) agterstopverf vir beruiging aanbring en oortollige stopverf daarvan verwyder;
- (4) ambagsmanne help deur die draad van houtoppervlakke te vul voordat sodanige houtoppervlakke met 'n lap gepoleer word;

- (5) assisting craftsmen in the application of hot glue to tenons or wood surfaces prior to cramping or pressing;
- (6) assisting craftsmen in placing of steel props and fixing to bearers and adjusting to heights;
- (7) assisting in the laying of all soft floor coverings;
- (8) attending swing saws under supervision, assisting in setting stone and fixing saw blades for the purpose of the operation of swing saws and polishing machinery and/or working grindstone machinery;
- (9) bagging down walls and ceilings;
- (10) baling waste or scrap metal by hand or machine;
- (11) binding or tying with wire, steel reinforcing materials and cutting, bending and assembling, erecting and fixing such materials under supervision;
- (12) carrying mortar, bricks, stone, concrete or other materials;
- (13) cleaning off glass after glazing;
- (14) cleaning completed frames in preparation for puttying;
- (15) cleaning off moulds, work benches, yard premises, tools, etc.;
- (16) cleaning down teak or other hard woods by using solvents and steel wools;
- (17) coupling steel windows and door frames under supervision;
- (18) cutting, screwing, bending and threading of piping and steel rods by hand or machine under supervision, excluding copper;
- (19) cutting floor materials, other than wooden strip flooring;
- (20) cutting scaffold poles or props by two-handed saw;
- (21) cutting dampcourse and placing in position;
- (22) cutting of toothings and indents, for bonding brickwork;
- (23) cutting, bending and holding hoop iron;
- (24) cutting up scrap metal by hand;
- (25) cutting, drilling, chasing and plugging brick and concrete;
- (26) cutting of roofing tiles with a hand-cutting machine under supervision;
- (27) digging or taking out stone or soil for foundations, trenches, drains and channels;
- (28) drawing off material from all woodworking machines;
- (29) drilling holes by machine;
- (30) drilling or punching metal by power or hand machines under supervision;
- (31) erecting hoists under supervision;
- (32) erecting scaffolding under supervision;
- (33) excavating on ground, soft and hard rock and using a jackhammer and removing excavated stone and soil;
- (34) feeding materials to manually-fed woodworking machines in workshops, excluding spindle, surfacer and circular saw;
- (35) feeding materials to mechanically fed woodworking machines;
- (36) filling in blemishes on the face of finished articles using a cement mixture and rubbing the face with a piece of sacking;
- (37) filling in joints between joint of brick and concrete beam under supervision;
- (38) filling in joints and cleaning of all wall tiles, excluding jointing and pointing;
- (39) filling of moulds with a facing mixture and concrete mixture using a shovel;
- (40) fixing hoop iron, steel or wire stiffeners to strengthen shuttering;
- (41) fixing dampcourse sheeting to sides of steel and wood frames;
- (42) fixing lugs to steel windows and door frames under supervision;
- (43) gauging sand, stone and cement;
- (44) gauging sizes of wall and floor tiles;
- (45) grouting in joints and filling backs of stone work after fixing, under supervision;
- (46) placing and fixing in position of egg-crating, fillets or acoustic material in recesses formed by frames, in factory/workshop;
- (47) gluing and/or fixing facings to panels or frames in factory/workshop;
- (48) grouting of joints in bricks and tile floors and cleaning off;
- (49) hoisting shuttering and placing in position but not fixing;
- (50) hoisting of steel and laying into position under supervision;
- (51) kneading of putty to correct consistency;
- (52) knotting or painting of nailheads on ceilings;
- (53) laying, levelling and screeding of concrete and operating a concrete vibrator, under supervision;
- (54) laying loose tiles on surfaces without bedding;
- (55) laying of filler blocks in construction of concrete floors and concrete roofs;
- (56) limewashing of foundations and lime-washing and the use of tar or similar products on buildings and latrines occupied and to be used by Bantu and/or rough timber such as floor joists and underside of ground floors: Provided that the terms 'foundations' and 'underside of ground floors' shall not include any portion of a building utilised or to be utilised for such purposes as cellars, parking bays, store rooms and the like;

- (5) ambagsmanne help met die aanbring van warm lym aan tappe of houtoppervlakke voordat dit geklamp of gepers word;
- (6) ambagsmanne help om staalstutte in posisie te plaas, aan die draers vas te maak en dit op die regte hoogte te stel;
- (7) help om alle soorte sagte vloerbedekking te lê;
- (8) hangsaai onder toesig bedien, help om klippe reg te sit en saaglemme aan te bring met die doel om met hangsaai en poleermasjinerie te werk, en/of met slypsteenmasjinerie werk;
- (9) saksmeerwerk aan mure en plafonne doen;
- (10) oorskiet- of afvalmetaal met die hand of 'n masjien baal;
- (11) staalbewapeningsmateriaal bind of vasbind met draad, en sodanige materiaal onder toesig sny, buig, monteer, oprig en vassit;
- (12) dagha, stene, klip, beton of ander materiaal dra;
- (13) glas skoonmaak nadat ruite ingesit is;
- (14) voltooië rame skoonmaak vir stopverfwerk;
- (15) vorms, werkbanke, werfpersele, gereedskap, ens. skoonmaak;
- (16) klaat of ander harde houtsoorte skoonmaak deur oplosmiddels en staalwol te gebruik;
- (17) staalvensters en -deurkosyne onder toesig koppel;
- (18) pype en staalstawe, uitgesonderd dié wat van koper gemaak is, onder toesig met die hand of 'n masjien sny, vasskroef, buig en skroefdraad daarin sny;
- (19) vloermateriaal, uitgesonderd strookvloerplanke, sny;
- (20) steierpale of stutte met 'n treksaag afsaag;
- (21) voglae sny en in posisie plaas;
- (22) in- en uittandings vir steenwerkverband sny;
- (23) hoepelyster sny, buig en vashou;
- (24) afvalmetaal met die hand opsny;
- (25) stene en beton sny, boor, gleuwe daarin maak en proppe daarin aanbring;
- (26) dakpanne onder toesig met 'n handsnymasjien sny;
- (27) klip of grond uitgrawe of uithaal vir fondamente, slope, riole en kanale;
- (28) materiaal van alle houtwerkmasjiene afneem;
- (29) gate met 'n masjien boor;
- (30) metaal met 'n krag- of handmasjien onder toesig boor of pons;
- (31) hysers onder toesig oprig;
- (32) steiers onder toesig oprig;
- (33) uitgrawings maak in grond en sagte en harde rots met 'n klopboor, en die klip en grond wat uitgegrawe is, verwyder;
- (34) materiaal voer in handgevoerde houtwerkmasjiene in werkwinkels, uitgesonderd spil, vlakslyper en bandsaag;
- (35) materiaal voer in houtwerkmasjiene met meganiese toevoer;
- (36) gate of duike in die voorvlak van afgewerkte artikels opvul met 'n sementmengsel en die voorvlak afvryf met 'n stuk sak;
- (37) voë tussen steenwerk en betonbalke onder toesig opvul;
- (38) voë opvul en alle muurteëls skoonmaak, uitgesonderd voegwerk en voegvulling;
- (39) vorms met 'n voorwerkmengsel en betonmengsel vul deur 'n graaf te gebruik;
- (40) hoepelyster, staal- of draadverstyings aanbring om bekisting te versterk;
- (41) voglaagstroke aan die kante van staal- en houtrame vassit;
- (42) kloue onder toesig aan staalvensters en -deurkosyne vassit;
- (43) sand, klip en sement afmeet;
- (44) muur- en vloerteëls pas maak;
- (45) voë met brei vul en die agterkant van klipwerk opvul nadat dit gelê is, onder toesig;
- (46) eierkratwerk, binnerondings of akoestiese materiaal in die fabriek/werkwinkel in posisie plaas en vasheg in holtes wat deur rame gevorm word;
- (47) belegsel in die fabriek/werkwinkel aan panele of rame vaslym en/of vasheg;
- (48) voë tussen stene en vloerteëls met brei vul en dit skoonmaak;
- (49) bekisting hys en in posisie plaas maar dit nie vassit nie;
- (50) staal onder toesig hys en in posisie plaas;
- (51) stopverf brei totdat dit die regte konsistensie het;
- (52) spykerkoppe in plafonne toelak of verf;
- (53) beton onder toesig lê, gelyk maak en afvlak en met 'n betontriller werk;
- (54) los teëls sonder bedding op oppervlakke lê;
- (55) vulblokke in die bou van betonyloere en betondakke lê;
- (56) fondamente afwit en geboue en latrines wat deur Bantoes geokkupeer word en gebruik sal word, en/of ruwe timmerwerk soos vloerbalke en die onderkant van grondverdiepingvloere afwit of met teer of 'n soortgelyke stof behandel: Met dien verstande dat die uitdrukkings "fondamente" en "onderkant van grondverdiepingvloere" nie 'n deel van 'n gebou wat gebruik word of bestem is om gebruik te word as kelders, parkeer-ruimtes, pakkamers, ens., insluit nie;

- (57) loading and unloading materials and goods;
- (58) applying key coat preparatory to application of finishing coat of mastic asphalt on all vertical and inclined surfaces;
- (59) mixing mastic asphalt in pots, attending to fires, carrying mixed material to site of laying, cleaning up under supervision;
- (60) mixing asphalt macadam, dumping and placing material at laying site, rolling with handrollers;
- (61) mixing concrete by hand or machine under supervision;
- (62) mixing, applying and spreading adhesives preparatory to the setting out of floor blocks, tiles, sheeting and similar materials;
- (63) oiling and greasing machinery when not in operation;
- (64) operating crosscut saw cutting material of repetitive lengths, working to a jig stop;
- (65) priming surfaces with bitumastic or waterproofing solutions;
- (66) preparing roofs, including scraping and wirebrushing prior to painting;
- (67) painting of joints and backs of stone with waterproofing compound;
- (68) preservative painting of all builder's plant;
- (69) removing rust and scale from iron or steel surfaces;
- (70) removing loose and flaking paint from gutters, downpipes or other surfaces under supervision when a blowlamp or paint solvent is being used;
- (71) removing plaster from steel or wood surfaces in new buildings prior to painting;
- (72) sandpapering between coats;
- (73) scraping and rubbing down previously limewashed or other surfaces, but not to include repairing of such surfaces;
- (74) scraping or washing of walls or any surfaces for painting;
- (75) using rollers or other appliances for the purpose of bedding down flooring materials after setting or laying;
- (76) washing down new galvanised surfaces prior to painting, and treating new galvanised surfaces under supervision when a blowlamp or paint solvent is being used;
- (77) use of abrasives of all kinds by hand including rubbing compounds on preparatory work in painting and spraying, including the use of sandpaper of a grade not finer than Oakey's No. 2 strong, or equivalent for any of these cleaning processes, but no brushes other than scrubbing brushes or wire brushes may be used;
- (78) raking out of brick joints and preparation of surfaces for plastering;
- (79) removing stains and cement on stone, artificial stone, slate, terra-cotta or similar surfaces with carborundum blocks or rubbing machines;
- (80) scraping down finished faces of products using a wire steel brush and a scrubbing brush by hand;
- (81) shovelling materials into, or removing them from mortar or concrete mixing machines;
- (82) sieving sand and mixing mortar or concrete by hand with shovels;
- (83) stopping or puttying woodwork, walls and ceilings;
- (84) slushing of surfaces preparatory to plastering;
- (85) stopping of joints of moulds with plaster of paris under supervision;
- (86) stripping shuttering under supervision;
- (87) setting up of moulds and stripping of casings and castings;
- (88) tamping of and the filling in of moulds;
- (89) treating of gutters and downpipes with any liquid which oxidises galvanised surfaces prior to painting;
- (90) treating timber with preservative under supervision;
- (91) tying of roof tiles with wire;
- (92) washing down bricks;
- (93) wedging up wood props under supervision;
- (94) working jack-hammers or using hammer and punch for splitting stone or drilling dowel holes;
- (95) assisting craftsmen or higher graded workers wherever necessary, but not to perform the work of a craftsman or such higher graded employees;
- (96) any other work of an unskilled nature not elsewhere specified or apportioned to any other class or grade of employee;"
- (9) In the definition of "learner", substitute the words "clause 4 (4)" for the words "clause 4 (3)".

- (57) materiaal en goedere op- of aflaa;
- (58) 'n kleeflaag aanbring ter voorbereiding van die aanbring van 'n afwerklaag van mastikasfalt op alle vertikale en skuins oppervlakke;
- (59) onder toesig mastikasfalt in potte meng, vure stook, gemengde materiaal aandra na lêterrein, en skoonmaak;
- (60) asfaltmacadam meng, materiaal op lêterrein ophoop en plaas en dit met handrollers uitrol;
- (61) beton onder toesig met die hand of met 'n masjien meng;
- (62) kleefstof ter voorbereiding van die uitmerk van vloerblokke, teëls, plaatbedekking en soortgelyke materiaal meng, aanwend en uitstryk;
- (63) masjinerie olie en smeer wanneer dit nie loop nie;
- (64) 'n dwarssaag bedien om materiaal herhaaldelik in dieselfde lengtes volgens 'n setmaat te saag;
- (65) 'n grondlaag van bitumastik of waterdigtingsoplossings op oppervlakke aanbring;
- (66) dakke gereed maak voordat dit geverf word, met inbegrip van skraap- en draadborselwerk;
- (67) voë en agterkante van klip met 'n waterdigte mengsel verf;
- (68) preserveerverf op alle bouersuiterusting aanbring;
- (69) roes en ketelsteen van yster- of staaloppervlakke verwyder;
- (70) los en geskilferde verf onder toesig van geute, geutpype of ander oppervlakke verwyder wanneer 'n blaaslamp of verplossmiddel gebruik word;
- (71) pleister van staal- of houtoppervlakke in nuwe geboue verwyder voordat dit geverf word;
- (72) die oppervlak tussen die aanbring van verflaag met skuurpapier bewerk;
- (73) oppervlakke wat voorheen afgewit is of ander oppervlakke afskraap en afvryf maar sonder om herstelwerk aan sodanige oppervlakke te verrig;
- (74) mure of ander oppervlakke afskraap of was voordat dit geverf word;
- (75) rollers of ander apparaat gebruik om vloermateriaal in te bed nadat dit hard geword het of gelê is;
- (76) nuwe gegalaniseerde oppervlakke afwas voordat dit geverf word, en nuwe gegalaniseerde oppervlakke onder toesig behandel wanneer 'n blaaslamp of verplossmiddel gebruik word;
- (77) skuurmiddels van alle soorte, met inbegrip van skuurmengsels, met die hand aanwend op werk wat vir verf- en spuitwerk in gereedheid gebring word, met inbegrip van die gebruik van skuurpapier nie fyner nie as Oakey se nommer 2-sterkte of die ekwivalent daarvan vir enigeen van hierdie skoonmaakprosesse, maar slegs skropborsels of draadborsels mag gebruik word;
- (78) voë tussen stene uitkrap en oppervlakke vir pleisterwerk gereed maak;
- (79) vlekke en sement met karborumdumblokke of vryfmasjiene verwyder van klip, kunsklip, leiklip, terra-cotta of dergelyke oppervlakke;
- (80) die afgewerkte oppervlakke van produkte met die hand afskraap met gebruikmaking van 'n staalborsel en 'n skropborsel;
- (81) materiaal met grawe ingooi in of verwyder uit dagha- of betonmengmasjiene;
- (82) sand sif en dagha of beton met handgrawe meng;
- (83) houtwerk, mure en plafonne opvul of met stopverf bewerk;
- (84) oppervlakke flodder voordat dit gepleister word;
- (85) voë van vorms onder toesig met gips toestop;
- (86) bekisting onder toesig afbreek;
- (87) vorms opstel, bekisting afbreek en vorms van gietstukke verwyder;
- (88) gietsets in vorms vasstamp en vorms vul;
- (89) geute en geutpype behandel met enige vloeistof wat gegalaniseerde oppervlakke oksideer, voordat hulle geverf word;
- (90) timmerhout onder toesig met 'n preserveermiddel behandel;
- (91) dakpanne met draad vasbind;
- (92) stene afwas;
- (93) houtstutte onder toesig opkeil;
- (94) met 'n klopboor werk of 'n hamer en pons gebruik om klip te splits of taggate te boor;
- (95) ambagmanne of hoër gegradeerde werkers help wanneer nodig, sonder om die werk van 'n ambagsman of sodanige hoër gegradeerde werknemer te verrig;
- (96) enige ander werk vir ongeskooldes verrig wat nie elders gespesifiseer of aan enige ander klas of graad werknemer toegewys is nie;"
- (9) In die omskrywing van "leerling", vervang die woorde "klousule 4 (3)" deur die woorde "klousule 4 (4)".

(10) Substitute the following definition for the definition of "unladen weight":

"'unladen mass' means the mass of any vehicle or trailer as expressed in a licence or certificate issued by a licensing authority in respect of such vehicle or trailer;"

(11) In the definition of "working day", insert the words "Family Day," between the words "Republic Day," and "Settlers Day,".

3. CLAUSE 4.—ENGAGEMENT OF EMPLOYEES

(1) Substitute the following paragraph for paragraph (a) of subclause (2):

"(a) to general foremen;"

(2) Delete paragraph (i) of subclause (3).

4. CLAUSE 9.—REGISTRATION OF EMPLOYERS

In subclause (5)—

(1) renumber paragraph (b) as paragraph (d);

(2) after paragraph (a), insert the following paragraphs:

"(b) holiday pay as prescribed in clause 18;

(c) sick pay as prescribed in clause 18bis;"

5. CLAUSE 12.—PROHIBITION OF PIECE-WORK AND TASK WORK

In subclause (2), substitute the words "clauses 17, 18, 18bis and 19" for the words "clauses 17 and 18".

6. CLAUSE 16.—ANNUAL AND PUBLIC HOLIDAYS

(1) After subparagraph (iv) of subclause (1) (a), insert the following subparagraphs:

"(v) between finishing time on Friday, 15 December 1972, and starting time on Monday, 8 January 1973;

(vi) between finishing time on Friday, 14 December 1973, and starting time on Monday, 7 January 1974;"

(2) In subclause (1) (b), insert the words "Family Day," between the words "Republic Day," and "Settlers Day,".

7. CLAUSE 17.—WAGES

(1) Substitute the following for subclause (1):

"(1) No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:

Category of employee	From 23 November 1972 Per hour (Cents)
(a) Labourer, Grade II.....	30
(b) Labourer, Grade I.....	33
(c) Driver of mechanical vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers attached to or drawn by such vehicle is—	
(i) up to and including 1 815 kg.....	36
(ii) over 1 815 kg up to and including 3 175 kg	43
(iii) over 3 175 kg up to and including 3 850 kg..	50
(iv) over 3 850 kg.....	60
(d) Operator of a power-driven tower crane.....	62
(e) Building assistant, Class II.....	51
(f) Building assistant, Class I.....	62
	Per day
(g) Employees engaged on patrolling premises and guarding property.....	R2,31
	Per hour
(h) Craftsmen and employees in all other trades and occupations not elsewhere herein specified, excluding apprentices and trainees	R1,23
(i) Employees employed during the probationary period allowed under the Apprenticeship Act, 1944	The rate laid down for first-year apprentices
	(Cents)
(j) Learner asphalters, glaziers and roofing fixers—	
(i) from 1 to 12 months of learnership.....	42
(ii) from 13 to 18 months of learnership.....	47
(iii) from 19 to 24 months of learnership.....	58
(iv) from 25 to 30 months of learnership.....	68
(v) from 31 to 36 months of learnership.....	85"

(10) Vervang die omskrywing van "onbelaste gewig" deur die volgende omskrywing:

"'onbelaste massa' die massa van 'n voertuig of sleepwa soos aangeteken in 'n lisensie of sertifikaat wat 'n lisensie-owerheid ten opsigte van sodanige voertuig of sleepwa uitgereik het;"

(11) In die omskrywing van "werkdag", voeg die woord "Gesinsdag," in tussen die woorde "Republiekdag," en "Setlaarsdag,".

3. KLOUSULE 4.—INDIENSNEMING VAN WERKNEMERS

(1) Skrap paragraaf (a) van subklausule (2) en vervang dit deur die volgende:

"(a) op algemene voormanne;"

(2) Skrap paragraaf (i) van subklausule (3).

4. KLOUSULE 9.—REGISTRASIE VAN WERKGEWERS

In subklausule (5)—

(1) hernoem paragraaf (b) as (d);

(2) voeg die volgende paragrawe na paragraaf (a) in:

"(b) vakansiebesoldiging soos in klausule 18 voorgeskryf;

(c) siekebesoldiging soos in klausule 18bis voorgeskryf;"

5. KLOUSULE 12.—VERBOD OP STUKWERK EN TAAKWERK

In subklausule (2), vervang die woorde "klausules 17 en 18" deur die woorde "klausules 17, 18, 18bis en 19".

6. KLOUSULE 16.—JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE

(1) Voeg die volgende subparagrawe in na subparagraaf (iv) van subklausule (1) (a):

"(v) tussen sluitingstyd op Vrydag, 15 Desember 1972, en die begintyd op Maandag, 8 Januarie 1973;

(vi) tussen sluitingstyd op Vrydag, 14 Desember 1973 en die begintyd op Maandag, 7 Januarie 1974;"

(2) In subklausule (1) (b), voeg die woord "Gesinsdag," in tussen die woorde "Republiekdag," en "Setlaarsdag,".

7. KLOUSULE 17.—LONE

(1) Vervang subklausule (1) deur die volgende:

"(1) Geen loon wat laer is as die volgende, gelees met die ander bepalings van hierdie klausule, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	Vanaf 23 November 1972 Per uur (Sent)
Klas werknemer	
(a) Arbeider, graad II.....	30
(b) Arbeider, graad I.....	33
(c) Drywer van 'n meganiese aangedrewe voertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat aan sodanige voertuig gekoppel is of daardeur getrek word—	
(i) hoogstens 1 815 kg is.....	36
(ii) meer as 1 815 kg maar hoogstens 3 175 kg is	43
(iii) meer as 3 175 kg maar hoogstens 3 850 kg is	50
(iv) meer as 3 850 kg is.....	60
(d) Bediener van 'n kragaangedrewe toringkraan....	62
(e) Bou-assistent, klas II.....	51
(f) Bou-assistent, klas I.....	62
	Per dag
(g) Werknemers wat persele patrolleer en eiendom bewaak.....	R2,31
	Per uur
(h) Ambagsmanne en werknemers in alle ander ambagte en beroepe wat nie elders hierin gespesifiseer word nie, met uitsondering van vakleerlinge en kwekelinge.....	R1,23
(i) Werknemers wat in diens is gedurende die proeftydperk wat kragtens die Wet op Vakleerlinge, 1944, toegelaat word	Die loon wat vir vakleerlinge in hul eerste jaar voorgeskryf word.
	(Sent)
(j) Leerlingasfalters, -ruitwerkers en -dakaanbringers—	
(i) van 1 tot 12 maande leerlingskap.....	42
(ii) van 13 tot 18 maande leerlingskap.....	47
(iii) van 19 tot 24 maande leerlingskap.....	58
(iv) van 25 tot 30 maande leerlingskap.....	68
(v) van 31 tot 36 maande leerlingskap.....	85"

(2) Substitute the following paragraph for paragraph (a) of subclause (2):

"(a) The wages prescribed for employees described in subclause (1) (h) hereof shall be subject to adjustment, in the manner prescribed in paragraph (b)—

(i) with effect from 31 May 1973, based on the Consumer Price Index for March 1973;

(ii) with effect from 29 November 1973, based on the Consumer Price Index for August 1973;

(iii) with effect from 1 June 1974, based on the Consumer Price Index for March 1974."

(3) Substitute the following for subparagraph (ii) of subclause (8) (a):

"(ii) employees for whom wages are prescribed in subclause (1) (h): Subject to the provisions of clause 19 (5) (e), their hourly wage plus the mounts prescribed in clause 19 (3) (a);".

8. CLAUSE 18.—HOLIDAY PAY

(1) In the heading to subclause (1) (a), insert the words "Family Day" between the words "Republic Day" and "and Settler's Day".

(2) In subclause (1) (b), under the heading "Category of Employee", substitute the following for paragraphs (a) to (h):

"Category of employee"	From 23 November 1972
	Per hour (Cents)
(a) Labourer, Grade II.....	1,9
(b) Labourer, Grade I.....	2,1
(c) Driver of mechanical vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers attached to or drawn by such vehicle is—	
(i) up to and including 1 815 kg.....	2,3
(ii) over 1 815 kg up to and including 3 175 kg.....	2,7
(iii) over 3 175 kg up to and including 3 850 kg..	3,1
(iv) over 3 850 kg.....	3,9
(d) Operator of a power-driven tower crane.....	3,9
(e) Building assistant, Class II.....	3,2
(f) Building assistant, Class I.....	3,9
	Per day (Cents)
(g) Employees engaged on patrolling premises and guarding property.....	14,4
	Per hour (Cents)
(h) Learner asphalters, glaziers and roofing fixers—	
(i) from 1 to 12 months of learnership.....	2,6
(ii) from 13 to 18 months of learnership.....	3,0
(iii) from 19 to 24 months of learnership.....	3,6
(iv) from 25 to 30 months of learnership.....	4,3
(v) from 31 to 36 months of learnership.....	5,3".

(3) Substitute the following for subclause (2):

"(2) Employees for whom wages are prescribed in clause 17 (1) (h).—(a) Subject to the provisions of paragraph (b), in respect only of hours worked within the times prescribed in clause 14 (1) (c), an amount of 11c per hour worked: Provided that the method and time of payment shall be as provided in clauses 19 and 32.

(b) The hourly holiday pay rate prescribed in paragraph (a) shall be subject to adjustment, in the manner prescribed in paragraph (c), with effect from 29 November 1973.

(c) The adjustment prescribed in paragraph (b) shall be made upwards or downwards in accordance with the formula—

$$\text{hourly holiday pay rate} = \frac{\text{HP (1)} + [\text{HP (2)} - \text{HP (3)}]}{\text{WH}}$$

in which formula—

(i) 'HP (1)' represents the estimated holiday pay which would be payable to such employee in respect of the 12-month period commencing on the date prescribed in paragraph (b), and shall be calculated as follows:

(aa) Public holidays (Good Friday, Easter Monday, Ascension Day, Republic Day, Family Day, Settlers' Day and Day of the Covenant when the latter public holiday falls outside

(2) Vervang paragraaf (a) van subklousule (2) deur die volgende:

"(a) Die lone voorgeskryf vir werknemers wat in subklousule (1) (h) hiervan beskryf word, is onderworpe aan aanpassing op die wyse voorgeskryf in paragraaf (b)—

(i) met ingang van 31 Mei 1973, gegrond op die verbruikersprysindeks syfer vir Maart 1973;

(ii) met ingang van 29 November 1973, gegrond op die verbruikersprysindeks vir Augustus 1973;

(iii) met ingang van 1 Junie 1974, gegrond op die verbruikersprysindeks vir Maart 1974."

(2) Vervang subparagraph (ii) van subklousule (8) (a) deur die volgende:

"(ii) werknemers vir wie lone in subklousule (1) (h) voorgeskryf word: onderworpe aan die bepalings van klousule 19 (5) (e), hul uurloon plus die bedrae in klousule 19 (3) (a) voorgeskryf;".

8. KLOUSULE 18.—VAKANSIEBESOLDIGING

(1) In die opskrif van subklousule (1) (a), voeg die woord "Gesinsdag" in tussen die woorde "Republiekdag" en "Setlaarsdag".

(2) In subklousule (1) (b), onder die opskrif "Klas werknemer", vervang paragrawe (a) tot (h) deur die volgende:

	Vanaf 23 November 1972
"Klas werknemer"	Per uur (Sent)
(a) Arbeider, graad II.....	1,9
(b) Arbeider, graad I.....	2,1
(c) Drywer van 'n meganies aangedrewe voertuig, waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of sleepwaens wat aan sodanige voertuig gekoppel is of daardeur getrek word—	
(i) hoogstens 1 815 kg is.....	2,3
(ii) meer as 1 815 kg maar hoogstens 3 175 kg is	2,7
(iii) meer as 3 175 kg maar hoogstens 3 850 kg is	3,1
(iv) meer as 3 850 kg is.....	3,9
(d) Bediener van 'n kragaangedrewe toringkraan....	3,9
(e) Bou-assistent, klas II.....	3,2
(f) Bou-assistent, klas I.....	3,9
	Per dag (Sent)
(g) Werknemers wat persele patroleer en eiendomme bewaak.....	14,4
	Per uur (Sent)
(h) Leerlingasfaltwerkers, -ruitwerkers en -dakaanbringers—	
(i) van 1 tot 12 maande leerlingskap.....	2,6
(ii) van 13 tot 18 maande leerlingskap.....	3,0
(iii) van 19 tot 24 maande leerlingskap.....	3,6
(iv) van 25 tot 30 maande leerlingskap.....	4,3
(v) van 31 tot 36 maande leerlingskap.....	5,3".

(3) Vervang subklousule (2) deur die volgende:

"(2) Werknemers vir wie lone in klousule 17 (1) (h) voorgeskryf word.—(a) Behoudens die bepalings van paragraaf (b), slegs ten opsigte van ure wat gewerk is binne die tye voorgeskryf in klousule 14 (1) (c), 'n bedrag van 11c per uur gewerk: Met dien verstande dat die betaling moet geskied soos en op die tyd in klousules 19 en 32 bepaal.

(b) Die uurlikse vakansiebesoldigingskoers voorgeskryf in paragraaf (a) is onderworpe aan aanpassing op die wyse in paragraaf (c) voorgeskryf, met ingang van 29 November 1973.

(c) Die aanpassing in paragraaf (b) voorgeskryf, moet na bo of na onder gedoen word volgens die formule—

$$\text{uurlikse vakansiebesoldigingskoers} = \frac{\text{VB (1)} + [\text{VB (2)} - \text{VB (3)}]}{\text{WU}}$$

in welke formule—

(i) 'VB (1)' die geraamde vakansiebesoldiging verteenwoordig wat aan sodanige werknemer betaalbaar sou wees ten opsigte van die tydperk van 12 maande wat op die datum in paragraaf (b) voorgeskryf, begin, en moet soos volg bereken word:

(aa) Openbare vakansiedae (Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Gesinsdag, Setlaarsdag en Gelofte dag, wanneer laasgenoemde openbare vakansiedag buite

the holiday period).—In respect of each of the said public holidays which fall between Monday to Friday inclusive during the 12-month period commencing on the date prescribed in paragraph (b), the wages which such employee would earn on an ordinary working day at the wage rate applicable as at the date prescribed in paragraph (b); plus

(bb) *Holiday period*.—In respect of the holiday period which falls during the 12-month period commencing on the day after the last day of the 12-month period commencing on the date prescribed in paragraph (b), the wages which such employee would earn in respect of 15 ordinary working days at the wage rate applicable as at the date prescribed in paragraph (b);

(ii) 'HP (2)' represents the actual holiday pay which would have been payable to such employee in respect of the 12-month period ending on the day preceding the date prescribed in paragraph (b), and shall be calculated as follows:

(aa) *Public holidays (Good Friday, Easter Monday, Ascension Day, Republic Day, Family Day, Settlers' Day and Day of the Covenant when the latter public holiday falls outside the holiday period)*.—In respect of each of the said public holidays which fell between Monday to Friday inclusive during the 12-month period ending on the day preceding the date prescribed in paragraph (b), the wages which such employee would have earned on an ordinary working day at the wage rate applicable as at the date on which each of the said public holidays fell; plus

(bb) *Holiday period*.—In respect of the holiday period which falls during the 12-month period commencing on the date prescribed in paragraph (b), the wages which such employee would have earned in respect of 15 ordinary working days at the wage rate applicable on the day preceding the date prescribed in paragraph (b);

(iii) 'HP (3)' represents the estimated holiday pay in respect of the 12-month period ending on the day preceding the date prescribed in paragraph (b), and shall be calculated *mutatis mutandis* in the manner prescribed in subparagraph (i) hereof;

(iv) 'WH' represents the number of working hours during the 12-month period commencing on the date prescribed in subclause (2):

Provided that such adjustment shall be applied to the nearest cent of the product of such formula.

(d) For the purpose of this subclause, the term—

(i) '12-month period' means—

(aa) in every fifth year commencing from 1971, the period of 52 consecutive weeks commencing on the last Thursday in November, and ending on the second last Wednesday in November of the following year; or

(bb) in every fifth year commencing from 1972, the period of 53 consecutive weeks commencing on the second last Thursday in November, and ending on the last Wednesday in November of the following year; or

(cc) any period, other than a period referred to in items (aa) and (bb) hereof, of 52 consecutive weeks commencing on the last Thursday in November, and ending on the last Wednesday in November of the following year;

(ii) 'wage rate' means the hourly wage rate prescribed in clause 17 (1) (h) and amended in the manner prescribed in clause 17 (2);

(iii) 'working hours during the 12-month period' means the number of working days during such period multiplied by the hours per day prescribed in clause 14 (1) (c) (i).";

(4) Substitute the following heading for the heading in subclause (3) (a):

"Public holidays (Good Friday, Easter Monday, Ascension Day, Republic Day, Family Day, Settlers' Day and Day of the Covenant when the latter public holiday falls outside the holiday period)."

die vakansietydperk val).—Ten opsigte van elk van genoemde openbare vakansiedae wat tussen Maandag tot en met Vrydag, val gedurende die tydperk van 12 maande beginnende op die datum in paragraaf (b) voorgeskryf, die lone wat sodanige werknemer op 'n gewone werkdag sou verdien teen die toepaslike loonkoers soos op die datum in paragraaf (b) voorgeskryf; plus

(bb) *Vakansietydperk*.—Ten opsigte van die vakansietydperk wat gedurende die tydperk van 12 maande val wat begin op die dag na die laaste dag van die tydperk van 12 maande wat begin op die dag in paragraaf (b) voorgeskryf, die loon wat sodanige werknemer ten opsigte van 15 gewone werkdag sou ontvang teen die loonkoers van toepassing op die datum in paragraaf (b) voorgeskryf;

(ii) 'VB (2)' die werklike vakansiebesoldiging verteenwoordig wat aan sodanige werknemer betaalbaar sou wees ten opsigte van die tydperk van 12 maande eindigende op die dag voor die datum in paragraaf (b) voorgeskryf, en dit moet soos volg bereken word:

(aa) *Openbare vakansiedae (Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Gesinsdag, Setlaarsdag en Gelofte-dag, as laasgenoemde openbare vakansiedag buite die vakansie tydperk val)*.—Ten opsigte van elk van genoemde openbare vakansiedae wat tussen Maandag tot en met Vrydag val gedurende die tydperk van 12 maande eindigende op die dag voor die datum in paragraaf (b) voorgeskryf, die loon wat sodanige werknemer op 'n gewone werkdag sou ontvang het teen die loonkoers van toepassing op die datum waarop elk van genoemde openbare vakansiedae val; plus

(bb) *Vakansietydperk*.—Ten opsigte van die vakansietydperk wat gedurende die tydperk van 12 maande val wat op die datum in paragraaf (b) voorgeskryf, begin, die loon wat sodanige werknemer ten opsigte van 15 gewone werkdag sou ontvang het teen die loonkoers van toepassing op die dag voor die datum in paragraaf (b) voorgeskryf;

(iii) 'VB (3)' die geraamde vakansiebesoldiging verteenwoordig ten opsigte van die tydperk van 12 maande eindigende op die dag voor die datum in paragraaf (b) voorgeskryf, en dit moet *mutatis mutandis* bereken word op die wyse in subparagraaf (i) hiervan voorgeskryf;

(iv) 'WU' die getal werkure verteenwoordig gedurende die tydperk van 12 maande beginnende op die datum in subklousule (2) voorgeskryf;

Met dien verstande dat sodanige aanpassing gemaak moet word tot die naaste sent van die produk van sodanige formule.

(d) Vir die toepassing van hierdie subklousule beteken die uitdrukking—

(i) 'tydperk van 12 maande'—

(aa) in elke vyfde jaar vanaf 1971, die tydperk van 52 agtereenvolgende weke beginnende op die laaste Donderdag in November, en eindigende op die tweedelaaste Woensdag in November van die volgende jaar; of

(bb) in elke vyfde jaar vanaf 1972, die tydperk van 53 agtereenvolgende weke beginnende op die tweedelaaste Donderdag in November en eindigende op die laaste Woensdag in November van die volgende jaar; of

(cc) enige ander tydperk as dié in items (aa) en (bb) hier- van genoem, van 52 agtereenvolgende weke beginnende op die laaste Donderdag in November en eindigende op die laaste Woensdag in November van die volgende jaar;

(ii) "loonkoers" die uurlikse loonkoers voorgeskryf in klousule 17 (1) (h) en gewysig op die wyse in klousule 17 (2) voorgeskryf;

(iii) "werkure gedurende die tydperk van 12 maande" die getal werkdag gedurende sodanige tydperk, vermenigvuldig met die ure per dag in klousule 14 (1) (c) (i) voorgeskryf."

(4) Vervang die opskrif in subklousule (3) (a) deur die volgende:

"(a) Openbare vakansiedae (Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Gesinsdag, Setlaarsdag en Gelofte- dag, as laasgenoemde openbare vakansiedag buite die vakansie tydperk val)."

9. CLAUSE 18BIS.—SICK PAY

Substitute the following for paragraphs (a) to (h) in subclause (1):

"Category of employee"	From 23 November 1972 Per hour (Cents)
(a) Labourer, Grade II.....	1,3
(b) Labourer, Grade I.....	1,4
(c) Driver of mechanical vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers attached to or drawn by such vehicle is—	
(i) up to and including 1 815 kg.....	1,5
(ii) over 1 815 kg up to and including 3 175 kg..	1,8
(iii) over 3 175 kg up to and including 3 850 kg..	2,1
(iv) over 3 850 kg.....	2,5
(d) Operator of a power-driven tower crane.....	2,6
(e) Building assistant, Class II.....	2,1
(f) Building assistant, Class I.....	2,6
	Per day (Cents)
(g) Employee engaged on patrolling premises and guarding property.....	9,6
	Per hour (Cents)
(h) Learner asphalters, glaziers and roofing fixers—	
(i) from 1 to 12 months of learnership.....	1,8
(ii) from 13 to 18 months of learnership.....	2,0
(iii) from 19 to 24 months of learnership.....	2,4
(iv) from 25 to 30 months of learnership.....	2,8
(v) from 31 to 36 months of learnership.....	3,6"

10. CLAUSE 19.—SUPPLEMENTARY REMUNERATION AND CONTRIBUTION

(1) Add the following column to subclause (3):

"(F) From 23 November 1972 Per hour (Cents)
11,00
10,00
7,25
3,00
6,50
<u>37,75"</u>

(2) After paragraph (d) in subclause (5), insert the following paragraphs:

"(e) The payments as referred to in subclause (3) (a) and (f) shall be subject to adjustment, in the manner prescribed in paragraph (g), with effect from the dates prescribed in clause 18 (2) (b).

(f) The payments as referred to in subclause (1) (a) and (j) and the deductions as referred to in subclause (4) (a) (i) and (vii) shall be subject to adjustment, in the manner prescribed in paragraph (h), with effect from the dates prescribed in clause 18 (2) (b).

(g) The adjustment prescribed in paragraph (e) shall be made—

(i) by substituting the hourly holiday pay rate calculated in accordance with the provisions of clause 18 (2) (c) for the amount prescribed in subclause (3) (a); and

(ii) by amending the total sum prescribed in subclause (3) (f) accordingly.

(h) The adjustment prescribed in paragraph (f) shall be made—

(i) by multiplying the hourly holiday pay rate calculated in accordance with the provisions of clause 18 (2) (c) by the number of hours per week prescribed in clause 14 (1) (c) (i), and by substituting the product thereof for the amounts prescribed in subclauses (1) (a) and (4) (a) (i); and

(ii) by amending the total sum prescribed in subclauses (1) (j) and (4) (a) (vii) accordingly."

(3) In subclause (9), for the words "for any period of 12 months ending on the last pay day in November", substitute the words "in respect of any 12-month period as referred to in clause 18 (2) (d) (i) (aa) or (cc), or in excess of 50 in respect of any 12-month period as referred to in clause 18 (2) (d) (i) (bb)."

9. KLOUSULE 18BIS.—SIEKEBESOLDIGING

Vervang paragrawe (a) tot (h) in subklousule (1) deur die volgende:

"Klas werknemer"	Vanaf 23 November 1972 Per uur (cent)
(a) Arbeider graad II.....	1,3
(b) Arbeider, graad I.....	1,4
(c) Drywer van 'n meganies aangedrewe voertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat aan sodanige voertuig gekoppel is of daardeur getrek word—	
(i) hoogstens 1 815 kg is.....	1,5
(ii) meer as 1 815 kg maar hoogstens 3 175 kg is	1,8
(iii) meer as 3 175 kg maar hoogstens 3 850 kg is	2,1
(iv) meer as 3 850 kg is.....	2,5
(d) Bediener van 'n kragaangedrewe toringkraan....	2,6
(e) Bou-assistent, klas II.....	2,1
(f) Bou-assistent, klas I.....	2,6
	Per dag (Sent)
(g) Werknemers wat persele patroleer en eiendom bewaak.....	9,6
	Per uur (Sent)
(h) Leerlingasfaltwerkers, -ruitwerkers en -dakaan-bringers—	
(i) van 1 tot 12 maande leerlingskap.....	1,8
(ii) van 13 tot 18 maande leerlingskap.....	2,0
(iii) van 19 tot 24 maande leerlingskap.....	2,4
(iv) van 25 tot 30 maande leerlingskap.....	2,8
(v) van 31 tot 36 maande leerlingskap.....	3,6"

10. KLOUSULE 19.—AANVULLENDE BESOLDIGING EN BYDRAES

(1) Voeg die volgende kolom by subklousule (3):

"(F) Vanaf 23 November 1972 Per uur (Sent)
11,00
10,00
7,25
3,00
6,50
<u>37,75"</u>

(2) Voeg die volgende paragrawe in na paragraaf (d) in subklousule (5):

"(e) Die besoldiging in subklousule (3) (a) en (f) bedoel, is onderworpe aan aanpassing op die wyse in paragraaf (g) voorgeskryf, met ingang van die datums in klousule 18 (2) (b) voorgeskryf.

(f) Die besoldiging in subklousule (1) (a) en (j) bedoel en die aftrekkings in subklousule (4) (a) (i) en (vii) bedoel, is onderworpe aan aanpassing op die wyse in paragraaf (h) voorgeskryf, met ingang van die datums in klousule 18 (2) (b) voorgeskryf.

(g) Die aanpassing in paragraaf (e) voorgeskryf, moet gedoen word—

(i) deur die bedrag in subklousule (3) (a) voorgeskryf te vervang deur die uurlikse vakansiebesoldigingskoers bereken volgens die bepaling van klousule 18 (2) (c); en

(ii) deur die totale bedrag in subklousule (3) (f) voorgeskryf, dienoreenkomstig te wysig.

(h) Die aanpassing in paragraaf (f) voorgeskryf, moet gedoen word—

(i) deur die uurlikse vakansiebesoldigingskoers bereken volgens die bepaling van klousule 18 (2) (c) te vermenigvuldig met die getal ure per week voorgeskryf in klousule 14 (1) (c) (i), en deur die bedrae in subklousules (1) (a) en (4) (a) (i) voorgeskryf, deur die produk daarvan te vervang; en

(ii) deur die totale bedrag in subklousules (1) (j) en (4) (a) (vii) voorgeskryf, dienoreenkomstig te wysig."

(3) In subklousule (9), vervang die woorde "wat op die laaste betaaldag in November eindig," deur die woorde "in klousule 18 (2) (d) (i) (aa) of (cc) genoem of meer as 50 vir enige tydperk van 12 maande in klousule 18 (2) (d) (i) (bb) genoem."

11. CLAUSE 21.—PAYMENT OF REMUNERATION

Substitute the following for subclause (4):

"(4) *Premiums*.—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee: Provided that the provisions of this subclause shall not apply in respect of any payments made to an employer by the Fund referred to in clause 36bis."

12. CLAUSE 28.—SANITARY ACCOMMODATION

Substitute the following for subclause (1):

"(1) An employer shall provide on each job, for Whites and Non-Whites employed by him thereon, separate, proper and adequate sanitary accommodation, which he shall maintain in a clean state at all times."

13. CLAUSE 32.—BUILDING INDUSTRY HOLIDAY FUND

(1) In subclause (2), substitute the words "clause 4 (2) (a) (ii) and (b) (ii) for the words "paragraph 2 (b) (i)".

(2) In subclause (7) substitute the words "clause 4 (2) (a) (ii) and (b) (ii)" for the words "paragraph 2 (b) (i)".

(3) In subclause (9), substitute the following for the heading and paragraph (a):

"(9) *Payment for public holidays (Good Friday, Easter Monday, Ascension Day, Republic Day, Family Day and Settlers' Day)*.—(a) Each contribution book issued by the Council to employees for whom wages are prescribed in clause 17 (1) (h) shall contain detachable coupons for payments in respect of each of the said public holidays."

14. CLAUSE 33.—BUILDING INDUSTRY BENEFIT FUND

In clause 33 (6)—

(1) in subparagraph (ii) of clause 4 (2) (a) of the Schedule, before the words "the amount prescribed", insert, the words "subject to the provisions of paragraph (c)";

(2) in clause 4 (2) of the Schedule, after paragraph (b), insert the following paragraphs:

"(c) The amount prescribed in respect of Holiday Pay in paragraph (a) (ii) (bb) hereof shall be subject to adjustment, in the manner prescribed in paragraph (d), with effect from the dates prescribed in clause 18 (2) (b).

(d) The adjustment prescribed in paragraph (c) hereof shall be made—

(i) by substituting the amount determined in accordance with the provisions of clause 19 (5) (h) (i) for the Holiday Pay prescribed in paragraph (a) (ii) (bb) hereof; and

(ii) by amending the total amount prescribed in paragraph (a) (ii) (bb) hereof accordingly."

(3) Substitute the following for clause 6 of the Schedule:

"6. PERMANENT DISABILITY BENEFIT

Subject to the provisions of clause 2 of this Schedule and subclause (5)—

(1) a person who, in the opinion of the Management Committee, satisfactorily shows that he is, or was, a bona fide employee, in the Building Industry covered by the Agreement, in any one of the operations normally performed by employees for whom wages are prescribed in clause 17 (1) (h) of the Agreement, may be eligible for benefits;

(2) an application for benefits may be submitted, in such manner and in such form as the Committee may from time to time determine, by—

(a) a person referred to in subclause (1) who is incapable of working at his trade due to an injury, loss of sight, physical incapacity or incapacity due to old age, other than cases adequately covered by the Workmen's Compensation Act;

(b) a member who ceases to be entitled to sick benefits in terms of clause 4 of this Schedule and is permanently disabled and incapable of working at his trade;

(3) payments made in terms of this clause are *ex gratia*, and benefits shall be granted at the absolute discretion of the Management Committee, whose decision shall be final, and the Management Committee shall not be obliged to give any reason for any decision;

(4) the scale of benefits—

(a) shall be determined by the Council, and shall be based on the applicant's potential earning capacity, if any, outside the Industry, and on years of employment in the capacity referred to in subclause (1); and

(b) shall be reviewed once a year by the Council:

Provided that the Council's decision shall be final, and the Council shall not be obliged to give any reasons for any decision;

11. KLOUSULE 21.—BETALING VAN BESOLDIGING

Vervang subklousule (4) deur die volgende:

"(4) *Premies*.—Geen bedrag ten opsigte van die indiensneming of opleiding van 'n werknemer mag regstreeks of onregstreeks aan 'n werkgever betaal of deur hom aangeneem word nie: Met dien verstande dat die bepaling van hierdie subklousule nie van toepassing is nie op enige betalings aan 'n werkgever deur die Fonds wat in klousule 36bis bedoel word nie."

12. KLOUSULE 28.—SANITÊRE GERIEWE

Vervang subklousule (1) deur die volgende:

"(1) Op elke werkplek moet 'n werkgever vir Blankes en Nie-Blankes wat daarop in sy diens is, afsonderlik, behoorlike en voldoende sanitêre geriewe verskaf, dit te alle tye in 'n skoon toestand hou."

13. KLOUSULE 32.—VAKANSIEFONDS VAN DIE BOUNYWERHEID

(1) In subklousule (2), vervang die woorde "paragraaf 2 (b) (i)" deur die woorde "klousule 4 (2) (a) (ii) en (b) (ii)".

(2) In subklousule (7), vervang die woorde "paragraaf 2 (b) (i)" deur die woorde "klousule 4 (2) (a) (ii) en (b) (ii)".

(3) In subklousule (9), vervang die opskrif en paragraaf (a) deur die volgende:

"(9) *Betaling vir openbare vakansiedae (Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Gesinsdag en Setlaarsdag)*.—(a) Elke bydraeboek wat deur die Raad uitgereik word aan werknemers vir wie lone in klousule 17 (1) (h) voorgeskryf word, moet verwyderbare koepons bevat vir betalings ten opsigte van elk van genoemde openbare vakansiedae."

14. KLOUSULE 33.—BYSTANDSFONDS VAN DIE BOUNYWERHEID

In klousule 33 (6)—

(1) in subparagraph (ii) van klousule 4 (2) (a) van die Bylae, voeg die woorde "behoudens die bepaling van paragraaf (c)," in voor die woorde "die bedrag voorgeskryf";

(2) in klousule 4 (2) van die Bylae, voeg die volgende paragrafe in na paragraaf (b):

"(c) Die bedrag ten opsigte van vakansiebesoldiging voorgeskryf in paragraaf (a) (ii) (bb) hiervan is onderworpe aan aanpassing op die wyse voorgeskryf in paragraaf (d), met ingang van die datums voorgeskryf in klousule 18 (2) (b).

(d) Die aanpassing voorgeskryf in paragraaf (c) hiervan, moet gedoen word—

(i) deur die vakansiebesoldiging in paragraaf (a) (ii) (bb) hiervan voorgeskryf, te vervang deur die bedrag bepaal ingevolge die bepaling van klousule 19 (5) (h) (i); en

(ii) deur die totale bedrag in paragraaf (a) (ii) (bb) hiervan voorgeskryf dienooreenkomstig te wysig."

(3) Vervang klousule 6 van die Bylae deur die volgende:

"6. BYSTAND VIR PERMANENTE ONGESKIKTHEID

Behoudens die bepaling van klousule 2 van hierdie Bylae en subklousule (5)—

(1) kwalifiseer 'n persoon wat na die mening van die Bestuurskomitee bevredigend bewys lewer dat hy 'n *bona fide*-werknemer is of was in die Bounywerheid wat deur die Ooreenkoms gedek word, in een van die werksaamhede wat normaalweg uitgevoer word deur werknemers vir wie lone in klousule 17 (1) (h) van die Ooreenkoms voorgeskryf word, vir bystand;

(2) kan 'n aansoek om bystand voorgelê word, op 'n wyse en in 'n vorm wat die Komitee van tyd tot tyd kan vastel, deur—

(a) 'n persoon in subklousule (1) bedoel, wat nie in staat is om sy ambag te beoefen nie vanweë 'n besering, verlies van gesig, fisiese ongeskiktheid of ongeskiktheid vanweë ouderdom, behalwe gevalle wat op 'n toereikende wyse deur die Ongevalleweg gedek word;

(b) 'n lid wat nie meer op siektebystand ooreenkomstig klousule 4 van hierdie Bylae geregtig is nie en permanent onbekwaam en ongeskik is om sy ambag te beoefen;

(3) is betalings ingevolge hierdie klousule nie verpligtend nie en word bystand toegestaan na die volstrekte goeddunke van die Bestuurskomitee wie se besluit finaal is en wat nie verplig om enige rede vir enige besluit te verskaf nie;

(4) (a) word die skaal van bystand deur die Raad vasgestel en word dit gegrond op die aansoeker se potensiele verdienstevermoë, indien van toepassing, buite die Nywerheid, en op die jare diens in die hoedanigheid in subklousule (1) bedoel; en

(b) word die skaal van bystand een keer per jaar deur die Raad hersien:

Met dien verstande dat die Raad se besluit finaal is en dat die Raad nie verplig is om enige rede vir enige besluit te verskaf nie;

(5) the provisions of clause 1 of this Schedule shall not apply to persons applying for benefits in terms of this clause."

15. CLAUSE 34.—BUILDING INDUSTRY MEDICAL AID FUND

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

"(3) *Objects.*—The objects of the Medical Aid Fund shall be—

(a) to assist members and their dependants in regard to the costs of—

(i) medical, para-medical, surgical and optical services; and

(ii) the supply of medicines; and

(iii) the supply of medical, surgical and optical requirements or appliances; and

(iv) accommodation in a hospital or nursing home; and

(v) any other services as may be specified in the rules from time to time;

(b) to take such measures and do such things as the Council deems necessary for the prevention of sickness or accidents and for the improvement and promotion of health amongst members, dependants and persons employed or engaged in the Industry;

(c) without in any way detracting from or interfering with a member's free choice of service, to contract, or negotiate a preferential tariff—

(i) with any hospital, registered nursing home or similar institution for the care of sick or convalescent members and their dependants;

(ii) with any other person, body, institution or authority in respect of para-medical services as may be specified in the Rules from time to time;

(d) to do all such things as are necessary, incidental or conducive to the welfare of members and their dependants and to the attainment of the aforementioned objects;

(e) to enter into an agreement or agreements with any other medical scheme or schemes to provide for the reciprocity of benefits in respect of members, or dependants of members, transferring from the Fund to such medical scheme or schemes, and *vice versa*."

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

"(4) *Membership:* (a) *Compulsory members.*—Membership of the Fund shall be compulsory for employees for whom wages are prescribed in clause 17 (1) (h).

(b) *Voluntary members.*—(i) An employee of the Industrial Council; or

(ii) an employee of a trade union which is a party to the Council; or

(iii) an employee of the Master Builders' and Allied Trades Association, Durban; or

(iv) a person who is a member of the Master Builders' and Allied Trades Association, Durban; or

(v) a person other than a person referred to in paragraph (a) who is directly engaged or employed in a clerical capacity or in administrative duties in the Industry by a member of the Master Builders' and Allied Trades Association, Durban;

may, at the discretion of the Management Committee, be admitted to membership, and the provisions of this clause and of the rules of the Fund shall *mutatis mutandis* apply to such persons.

(c) *Apprentice members.*—A person who is employed in the Industry—

(i) under a contract of apprenticeship, registered in terms of the Apprenticeship Act, 1944 (Act 37 of 1944); or

(ii) under a contract of learnership registered in terms of clause 4 (4) of this Agreement;

may, at the discretion of the Management Committee, be admitted to membership with effect from the date on which the contract of apprenticeship or learnership was signed, and the provisions of this clause and of the rules of the Fund shall *mutatis mutandis* apply to such persons.

(d) *Continuation members.*—Pensioners, widows and orphans may, at the discretion of the Management Committee, be admitted to membership, and the provisions of this clause and of the rules of the Fund shall *mutatis mutandis* apply to such persons."

(5) is die bepalings van klousule 1 van hierdie Bylae nie van toepassing nie op persone wat kragtens hierdie klousule om bystand aansoek doen."

15. KLOUSULE 34.—MEDIESE HULPFONDS VAN DIE BOUNYWERHEID

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

"(3) *Oogmerke.*—Die oogmerke van die Mediese Hulpfonds is—

(a) om lede en hul afhanklikes by te staan in verband met die koste van—

(i) mediese, paramediese, sjirurgiese en oogkundige dienste; en

(ii) die verskaffing van medisyne; en

(iii) die verskaffing van mediese, sjirurgiese en oogkundiges behoeftes of toestelle; en

(iv) huisvesting in 'n hospitaal of verpleeginrigting; en

(v) enige ander diens wat van tyd tot tyd in die reëls gespesifiseer mag word;

(b) om dié maatreëls te tref en dié dinge te doen wat die Raad nodig ag vir die voorkoming van siekte of ongelukke en vir die verbetering en bevordering van gesondheid van lede, hul afhanklikes en persone wat in die Nywerheid werk-saam of daarby betrokke is;

(c) sonder om op enige wyse afbreuk te doen aan of in te meng met 'n lid se vrye keuse van diens, 'n kontrak aan te gaan of 'n voorkeurtarief te beding met—

(i) enige hospitaal, geregistreerde verpleeginrigting of soortgelyke inrigting vir die versorging van siek of herstellende lede en hul afhanklikes;

(ii) enige ander persoon, liggaam, inrigting of owerheid ten opsigte van paramediese dienste soos wat van tyd tot tyd in die reëls gespesifiseer mag word;

(d) om al dié dinge te doen wat nodig mag wees, mag voortvloei uit of bevorderlik mag wees vir die welsyn van lede en hul afhanklikes en die verwesenliking van voornoemde oogmerke;

(e) om 'n ooreenkoms of ooreenkomste met enige ander mediese skema of skemas aan te gaan om voorsiening te maak vir die wederkerigheid van bystande ten opsigte van lede, of afhanklikes van lede, wat van die Fonds na sodanige mediese skema of skemas oorgeplaas word, en omgekeerd."

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

"(4) *Lidmaatskap:* (a) *Verpligte lidmaatskap.*—Lidmaatskap van die Fonds is verpligtend vir werknemers vir wie lone in klousule 17 (1) (h) voorgeskryf word.

(b) *Vrywillige lidmaatskap.*—(i) 'n Werknemer van die Nywerheidsraad; of

(ii) 'n werknemer van 'n vakvereniging wat 'n party by die Raad is; of

(iii) 'n werknemer van die Master Builders' and Allied Trades Association, Durban; of

(iv) 'n persoon wat 'n lid van die Master Builders' and Allied Trades Association, Durban, is; of

(v) 'n persoon, uitgesonderd 'n persoon in paragraaf (a) bedoel, wat regstreeks in 'n klerklike hoedanigheid betrokke is by of administratiewe pligte verrig in die Nywerheid in diens van 'n lid van die Master Builders' and Allied Trades Association, Durban;

kan, na goeddunke van die Bestuurskomitee, as 'n lid toegelaat word, en die bepalings van hierdie klousule en van die reëls van die Fonds is *mutatis mutandis* op sodanige persone van toepassing.

(c) *Vakleerlinge.*—'n Persoon wat in die Nywerheid in diens is—

(i) kragtens 'n vakleerlingskapkontrak wat ingevolge die Wet op Vakleerlinge, 1944 (Wet 37 van 1944), geregistreer is; of

(ii) kragtens 'n leerlingkontrak wat ingevolge klousule 4 (4) van hierdie Ooreenkoms geregistreer is;

kan, na goeddunke van die Bestuurskomitee, as 'n lid toegelaat word met ingang van die datum waarop die vakleerlingskapkontrak of leerlingkontrak onderteken is, en die bepalings van hierdie klousule en van die reëls van die Fonds is *mutatis mutandis* op sodanige persone van toepassing.

(d) *Voortsettingslede.*—Pensioentrekkers, weduwees en wese kan na goeddunke van die Bestuurskomitee, as lede toegelaat word, en die bepalings van hierdie klousule en van die reëls van die Fonds is *mutatis mutandis* op sodanige persone van toepassing."

(3) Substitute the following for subclause (7):

"(7) *Benefits*.—Subject to the provisions of the rules of the Fund, the total borne by the Fund in respect of any claims accepted for payment on behalf of any member and/or his dependants in any one calendar year, shall not exceed:

	Medical	Medicines and injection material
	R	R
(a) In the case of a single member.....	350	75
(b) In the case of a member with one dependant.....	575	125
(c) In the case of a member with two or more dependants.....	700	150".

Signed at Durban on behalf of the parties this 13th day of July 1972.

J. A. REARDON, Chairman.

F. MOSSMAN, Member.

N. G. HARRIS, Secretary.

(Duly authorised thereto by resolution of the Council.)

(3) Vervang subklousule (7) deur die volgende:

"(7) *Voordele*.—Behoudens die bepalinge van die reëls van die Fonds mag die totale bedrag wat deur die Fonds gedra word ten opsigte van eise om betaling namens enige lid en/of sy afhanklikes wat gedurende 'n bepaalde kalenderjaar aanvaar word, hoogstens soos hieronder wees:

	Medies	Medisyne en inspuitings- materiaal
	R	R
(a) in die geval van 'n ongetroude lid...	350	75
(b) in die geval van 'n lid met een afhank- like.....	575	125
(c) in die geval van 'n lid met twee of meer afhanklikes.....	700	150".

Namens die partye op hede die 13de dag van Julie 1972 te Durban onderteken.

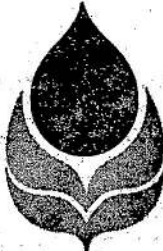
J. A. REARDON, Voorsitter.

F. MOSSMAN, Lid.

N. G. HARRIS, Sekretaris.

(Behoorlik daartoe gemagtig by besluit van die Raad.)

Use it.

Don't abuse  it.

water is for everybody

Werk mooi daarmee.

Ons leef  daarvan

Registered mail carries no insurance.

Send valuables by
INSURED PARCEL POST
and
Money by means of a POSTAL ORDER or
MONEY ORDER.

♦
Use air mail parcel post

———*It's quicker!*

♦
CONSULT YOUR LOCAL POSTMASTER.

Geregistreeerde pos is nie verseker nie.

Stuur waardevolle artikels per
VERSEKERDE PAKKETPOS
en
Geld deur middel van 'n POSORDER of
POSWISSEL.

♦
Stuur u pakkette per lugpos

———*dis vinniger!*

♦
RAADPLEEG U PLAASLIKE POSMEESTER.

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