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STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAGBENUTTING

No. R.458]

[14 Maart 1980

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA SKOEISELSEKSIE

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Skoeiselseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1981 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 2 (1), 3, 14, 18 en 19 (1) en (2) van Deel I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1981 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 Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en
- (c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 2 (1), 3, 4 (3) (d), 14, 18 en 19 van Deel I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER UTILISATION

No. R.458]

[14 March 1980

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA FOOTWEAR SECTION

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Footwear Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1981, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 2 (1), 3, 14, 18 and 19 (1) and (2) of Part I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1981, 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 Republic of South Africa, excluding the port and settlement of Walvis Bay; and
- (c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1981, the

die tydperk wat op 30 Junie 1981 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is 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 sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die—

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Cape Western and North-Western Leather Industries Employers' Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association;
 - (d) Natal Footwear Tanning and General Leather Manufacturers' Association;
- en
- (e) The Southern Cape Leather Industries Association

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

- (f) National Union of Leather Workers;
- en

- (g) Transvaal Leather and Allied Trades Industrial Union

(hierna die „werknemers” of die „vakverenigings” genoem), aan die ander kant, wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika.

DEEL I

ALGEMENE BEPALINGS VAN TOEPASSING OP DIE SKOEISLAFDELING VAN DIE LEERNYWERHEID

1. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet of Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet; waar daar van 'n wet melding gemaak word, omvat dit ook alle wysigings van sodanige wet, en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui, ook vroue; voorts, tensy onbestaanbaar met die samehang, beteken—

- „Wet” die Wet op Nywerheidsversoening, 1956;
- „volwassene” 'n werknemer wat 21 jaar oud of ouer is;
- „basiese loon”—kyk „loon”;
- „ketelbediener” 'n werknemer wat aktief werksaam is in verband met die instandhouding van die stoomdruk en waterinhoud van 'n stoomketel en wat ook vure kan maak en/of in stand hou;
- „voorwaardelike bonusskema” enige skema waarby 'n werknemer geregtig is op bonusse wat van vooropgestelde voorwaardes afhanglik is;
- „Raad” die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika, wat ingevolge die Wet geregistreer is of geag word geregistreer te wees;
- „versendingsklerk” 'n werknemer wat verantwoordelik is vir die ontvangs van goedere in of uit 'n magazyn of pakhuis of van afdelings of vir versending of aflewering, en wat verantwoordelik is vir die verpakking en/of bymekaarmaak van sodanige goedere en die nagaan, massameet, merk of adresseer van pakkette;

provisions of the said Agreement excluding those contained in clauses 2 (1), 3, 4 (3) (d), 14, 18 and 19 of Part I shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Cape Western and North-Western Leather Industries Employers' Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association;
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
- and
- (e) The Southern Cape Leather Industries Association

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

- (f) National Union of Leather Workers;
- and
- (g) Transvaal Leather and Allied Trades Industrial Union

(hereinafter referred to as the “employees” or the “trade unions”), of the other part, being parties to the National Industrial Council of the Leather Industry of South Africa.

PART I

GENERAL PROVISIONS APPLICABLE TO THE FOOTWEAR SECTION OF THE LEATHER INDUSTRY

1. DEFINITIONS

All expressions used in the Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act; any reference to an Act shall include any amendments of such Act, and unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

- “Act” means the Industrial Conciliation Act, 1956;
- “adult” means any employee of the age of 21 years or over;
- “basic wage”—see “wage”;
- “boiler attendant” means an employee who is actively employed on maintaining steam pressure and water content in any boiler and who may also be employed on the making and/or maintaining of fires;
- “conditional bonus scheme” means any scheme whereby an employee is entitled to bonuses dependent on set conditions;
- “Council” means the National Industrial Council of the Leather Industry of South Africa, registered or deemed to be registered under the Act;
- “despatch clerk” means an employee who is responsible for receiving goods into or from a store or warehouse, or from departments, for despatch or delivery and who is responsible for the packing and/or assembling of such goods, the checking of packages and the mass-measuring, marking or addressing thereof;

„distrikskomitee” ’n komitee wat ooreenkomstig die konstitusie van die Raad aangestel is vir die administrasie van hierdie Ooreenkoms in ’n bepaalde gebied;

„motorvoertuigdrywer” ’n werknemer wat ’n motorvoertuig dryf om personeel of goedere te vervoer en wat by die aflewering van goedere betaling daarvoor kan ontvang;

„bedryfsinrigting” enige plek waarin werksaamhede in verband met die Nywerheid verrig word;

„Uitvoerende Komitee” die Uitvoerende Komitee van die Raad wat ooreenkomstig sy konstitusie aangestel is;

„ondervinding”—

- (a) die totale tydperk of tydperke diens, hetsy voor of na die datum van inwerkingtreding van hierdie Ooreenkoms, wat ’n werknemer gehad het in die afdeling waarin hy werksaam was, afgesien van die werksaamhede wat hy in daardie afdeling verrig het; diens in enige klas werk in enige afdeling in die Leerskoeiselafdeling van die Skoeiselseksie tel as diens in enige ooreenstemmende klas werk in enige ander afdeling van die leerskoeiselafdeling: Met dien verstande dat waar ’n werknemer van een afdeling na ’n ander klas werk in ’n ander afdeling van die Leerskoeiselafdeling oorgeplaas word, die distrikskomitee die loon moet vasstel in ooreenstemming met die dienstydsperk of -tydperke van die betrokke werknemer in die Leerskoeiselafdeling van die Nywerheid;
- (b) ook die jaarlikse verloftydsperk waarvoor klousule 9 van hierdie Deel voorsiening maak, plus tot vier maande militêre diens wat ’n werknemer gedurende ’n bepaalde jaar diens ondergaan, maar uitgesonderd enige ander tydperk of tydperke van langer as drie agtereenvolgende weke waarin ’n werknemer sonder die toedoen van die werkgever van sy werk afwesig was;

„Skoeiselseksie” van die Leernywerheid die seksie van die Nywerheid waarin werkgevers en werknemers met mekaar geassosieer is—

- (1) vir die vervaardiging, hoofsaaklik uit leer, van skoeisel van alle tipes, maar uitgesonderd skoeisel op maat gemaak;
- (2) vir die vervaardiging van alle tipes skoeisel uit ander materiaal as leer;

„algemene arbeider” ’n werknemer wat uitsluitlik of hoofsaaklik een of meer van die volgende werksaamhede verrig:

- (1) Persele, masjinerie, uitrusting, gereedskap, werktuie, diere, meubels of ander artikels skoonmaak;
- (2) houters was of skoonmaak;
- (3) grondstowwe, vervaardigde of half vervaardigde produkte, masjinerie, uitrusting, gereedskap, werktuie of ander artikels dra, verskuif en/of opstapel;
- (4) voertuie of houters laai of aflaai;
- (5) vure maak en/of in stand hou;
- (6) afval of as verwyder;
- (7) kiste, pakkette, bale of kratte oop- of toemaak;
- (8) kiste, pakkette of bale brandmerk, merk of sjabloneer;
- (9) tee, koffie, kakao of dergelike drankie maak;
- (10) op bestelwaens of voertuie help;
- (11) briewe, boodskappe of goedere te voet of met ’n fiets of handvoertuig aflewer;

„halfdag” die gewone oggendwerktydperk van die betrokke bedryfsinrigting;

„uurloon” die weekloon gedeel deur 42, uitgesonderd in die geval van ’n wag, waar dit die weekloon gedeel deur 60 beteken, en uitgesonderd in die geval van ’n werknemer (wat nie ’n skofwerker is nie) van wie vereis of wat toegelaat word om gedurende die nagure te werk, waar dit die weekloon gedeel deur 38 beteken;

„Nywerheid” die Skoeiselseksie van die Leernywerheid;

„leerling”—

- (1) ’n manlike werknemer onder die ouderdom van 21 jaar wat een of meer werksaamhede in die Nywerheid aanleer;
- (2) ’n vroulike werknemer wat een of meer werksaamhede in die Nywerheid leer;

„Leernywerheid” die Nywerheid waarin werkgevers en werknemers met mekaar geassosieer is—

- (1) vir die vervaardiging, hoofsaaklik uit leer, van—
- (a) alle tipes skoeisel, maar uitgesonderd skoeisel op maat gemaak;
- (b) dokumentasse, tasse en alle ander houters ontwerp om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat;

„District Committee” means a committee established in accordance with the Constitution of the Council for the administration of this Agreement in a particular area;

„driver of a motor vehicle” means an employee engaged in driving a motor vehicle for the purpose of transporting personnel or goods and who on delivery of goods may accept payment therefor;

„establishment” means any place in which any operations in connection with the Industry are carried on;

„Executive Committee” means the Executive Committee of the Council appointed in terms of its Constitution;

„experience”—

- (a) means the total period or periods of employment whether prior or subsequent to the date on which this Agreement came into operation which an employee has had in the department in which he was employed, irrespective of the operations in that department on which he had been employed; employment in any class in any department in the leather footwear division of the Footwear Section shall count as employment in any corresponding class in any other department of the Leather Footwear Division: Provided that where an employee is transferred from one department to a different class in another department of the Leather Footwear Division, the District Committee shall specify the wage in accordance with the period or periods of employment the employee concerned has had in the Leather Footwear Division of the Industry;

- (b) includes the annual leave period provided for in clause 9 of this Part, plus up to four months of any period of military service which an employee may undergo during any one year of employment but excludes any other period or periods in excess of three consecutive weeks during which an employee has been absent from work through no fault of the employer;

„Footwear Section” of the Leather Industry means the section of the Industry in which employers and employees are associated—

- (1) for the manufacture, mainly from leather, of footwear, including all types, but not including bespoke made footwear;
- (2) for the manufacture of all types of footwear from material other than leather;

„general labourer” means an employee employed wholly or mainly in one or more of the following operations:

- (1) Cleaning premises, machinery, plant, tools, utensils, animals, furniture or other articles;
- (2) washing or cleaning containers;
- (3) carrying, moving and/or stacking raw materials, manufactured or semi-manufactured products, machinery, plant, tools, utensils or other articles;
- (4) loading or unloading vehicles or receptacles;
- (5) making and/or maintaining fires;
- (6) removing refuse or ashes;
- (7) opening or closing boxes, packages, bales or crates;
- (8) branding, marking or stencilling boxes, packages or bales;

- (9) making tea, coffee, cocoa or similar beverages;

- (10) assisting on delivery vans or vehicles;

- (11) delivering letters, messages or goods on foot or by means of a bicycle or any manually propelled vehicle;

„half-day” means the usual morning period of work of the establishment concerned;

„hourly wage” means the weekly wage divided by 42, except in the case of a watchman, when it shall mean the weekly wage divided by 60, and except in the case of an employee other than an employee engaged on shift work who is required or permitted to work during the night hours, when it shall mean the weekly wage divided by 38;

„Industry” means the Footwear Section of the Leather Industry;

„learner” means—

- (1) a male employee under the age of 21 years who is engaged in learning one or more operations in the Industry;
- (2) a female employee engaged in learning one or more operations in the Industry;

„Leather Industry” means the Industry in which employers and employees are associated—

- (1) for the manufacture, mainly from leather, of—

- (a) footwear, including all types, but not including bespoke made footwear;

- (b) attaché cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;

(c) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stiegrieme, militêre uitrusting (uitgesonderd klere), damesakke, inkoopsakke, breisakke, tasse vir Swartes van die tipe wat algemeen as „Xhosasakke” bekend staan, notebeurse, beursies, horlosiebande, polsbande, halsbande en leibande vir honde, kombesrieme, kruisbande, gordels, kousophouers, kousbande, armbande, en alle ander dergelike artikels, afgesien van die aard daarvan, maar wat bedoel is as plaasvervangers vir enigeen van bogenoemde artikels;

(2) vir die looi, bewerking en bloting van huide en velle;

(3) in bedryfsinrigtings waarin leergoedere ook vervaardig word, vir die vervaardiging, uit ander materiaal as leer, van die artikels in paragraaf (1) vermeld: Met dien verstande dat hierdie paragraaf nie die vervaardiging van inkoopsakke, hoofsaaklik van papier gemaak, insluit nie;

(4) vir die vervaardiging van alle tipes skoeisel uit ander materiaal as leer;

(5) vir die vervaardiging van reisbenodigdhede, met inbegrip van koffers, hoofsaaklik uit leer, vesel, hout, doek, seildoek of kledstof of enige kombinasie daarvan;

(6) vir die vervaardiging van handsakke uit ander materiaal as leer in bedryfsinrigtings waarin leergoedere in paragraaf (1) bedoel, nie vervaardig word nie, maar uitgesonderd die vervaardiging van handsakke—

(a) geheel en al of hoofsaaklik uit metaal;

(b) uit karton (geriffel al dan nie) en/of papier of ’n samestelling van papier en/of ’n soortgelyke materiaal waarvan enige bestanddeel karton en/of papier en/of ’n bestanddeel van papier is;

(c) geheel en al of hoofsaaklik uit plastiek, uitgesonderd plastieklamateriaal;

(7) vir die vervaardiging, geheel en al of hoofsaaklik uit leer, van voetballe, slaanballe, netbalballe en boks-handskoene;

„motorvoertuig” ’n vervoermiddel wat deur ander krag as dié van mense of diere aangedryf word;

„nagure” die ure tussen 18h00 en 06h00;

„buitewerk” werk wat deur of namens ’n werkgewer uitbestee word en wat buite sy geregisteerde fabriek verrig of voltooi moet word in verband met enige samestellende deel, materiaal of gedeeltes van ’n produk wat binne die bestek van die Ooreenkoms val;

„verpakker” ’n werknemer in diens om skoendose in kiste, pakkette, bale of kratte te pak;

„loonvrag” die netto dravermoë of netto vrag wat ’n voertuig mag dra of trek ooreenkomstig ’n motortransportertifikaat of vrystellingstifikaat wat die plaaslike padvervoerraad kragtens die Motortransportwet, 1930, ten opsigte van sodanige voertuig uitgereik het;

„stukwerk” ’n stelsel waarvolgens ’n werknemer uitsluitlik besoldig word volgens die hoeveelheid werk verrig of produksie gelewer;

„plastiek” enigeen van die groep materiale wat uit ’n organiese stof met ’n hoë molekulêre massa bestaan of dit as noodsaaklike bestanddeel bevat en wat, hoewel dit in die voltooië toestand ’n vaste stof is, in een of ander stadium tydens die vervaardiging daarvan in verskillende fatsoene geforseer, d.w.s. gegiet, gekalandeer, deurgedruk of gevorm is of kan word deur vloei, gewoonlik deur die aanwending van hitte en druk, afsonderlik of gesamentlik;

„gekwalfiseerde werknemer”—

(1) ’n manlike werknemer (uitgesonderd ’n ongekwalifiseerde volwasse man soos voorgeskryf in klousule 5 van Deel II van hierdie Ooreenkoms), wat—

(a) of die ouderdom van 21 jaar bereik het; of

(b) as gevolg van sy ondervinding geregtig geword het op die volle loon soos voorgeskryf in hierdie Ooreenkoms vir die werksaamheid wat hy verrig;

(2) ’n vroulike werknemer wat op grond van ondervinding geregtig geword het op die volle loon soos voorgeskryf in hierdie Ooreenkoms vir die werksaamheid wat sy verrig;

„Sekretaris van die Raad” die Hoofsekretaris van die Raad, en omvat dit ook ’n assistent-sekretaris van die Raad;

„korttyd” ’n tydperk korter as die gewone weeklikse werkure;

„magasynmeester” en/of „pakhuisman” ’n werknemer wat algemeen beheer oor voorrade uitoefen en verantwoordelik is

(c) harnesses, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing; ladies’ bags, shopping bags, knitting bags, bags for Blacks of the type commonly known as (Xhosa bags,) wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, braces, belts, suspenders, garters, armbands, and all other like articles irrespective of their description but which are designed as substitutes for any of the aforementioned;

(2) for the tanning, dressing and fellmongering of hides and skins;

(3) in establishments in which leather goods are also manufactured, for the manufacture, from materials other than leather, of the articles mentioned in paragraph (1): Provided that this paragraph does not include the manufacture of shopping bags made mainly of paper;

(4) for the manufacture of all types of footwear from materials other than leather;

(5) for the manufacture of travelling requisites, including trunks, mainly from leather, fibre, wood, cloth, canvas or fabric or any combination thereof;

(6) for the manufacture of handbags from materials other than leather, in establishments in which leather goods referred to in paragraph (1) are not manufactured, but excluding the manufacture of handbags—

(a) wholly or mainly from metal;

(b) from cardboard (corrugated or otherwise) and/or paper or any compound of paper and/or any like material a constituent part of which is cardboard and/or paper and/or any constituent of paper;

(c) wholly or mainly from plastics other than plastic sheeting material;

(7) for the manufacture, wholly or mainly from leather, of footballs, punchballs, netball balls and boxing gloves;

“motor vehicle” means a conveyance propelled by other than human or animal power;

“night hours” means the hours between 18h00 and 06h00;

“outwork” means work which is given out by or on behalf of an employer to be done or completed outside his registered factory on any component, materials or parts of a product falling within the scope of the Agreement;

“packer” means an employee who is employed on packing shoe boxes into boxes, packages, bales or crates;

“pay-load” means the net carrying capacity or the net load which a vehicle may carry or haul in terms of any motor carrier certificate or certificate of exemption issued in respect of such vehicle by the Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930;

“piece-work” means any system by which an employee is remunerated solely according to quantity or output of work done;

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure;

“qualified employee” means—

(1) a male employee (other than an unqualified male adult as prescribed in clause 5 of Part II of this Agreement) who has either—

(a) reached the age of 21 years; or

(b) become entitled by experience to receive the full wage prescribed in this Agreement for the operation upon which he is employed;

(2) a female employee who has become entitled by experience to receive the full wage prescribed in this Agreement for the operation upon which she is employed;

“Secretary of the Council” means the General Secretary of the Council and includes any Assistant Secretary of the Council;

“short-time” means a period less than the normal weekly working hours;

“storeman and/or warehouseman” means an employee who is in general charge of stores and who is responsible for

vir die ontvangs van goedere in 'n magazyn, die berging en hantering daarvan, die leowering daarvan uit die magazyn aan afdelings of vir deursending en/of verpakking in die magazyn of pakhuis en vir die uitpak daarvan;

„aanvullende loon” die bykomende bedrag wat 'n werknemer wat volgens 'n aanvullende loonskema of aansporingsloonskema werk, benewens sy basiese loon kan verdien;

„aansporingsloonskema” of „aanvullende loonskema” 'n stelsel van besoldiging waarvolgens 'n werknemer besoldig word volgens die hoeveelheid werk verrig of produksie gelewer, op voorwaarde dat hy, afgesien van die hoeveelheid werk verrig of produksie gelewer, minstens sy basiese loon moet ontvang;

„loon” of „basiese loon” of „lone” die geldbedrag wat ingevolge klousule 4 (1) van Deel I aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos in klousule 6 van Deel I voorgeskryf: Met dien verstande dat—

- (i) indien 'n werkgewer gereeld aan 'n werknemer vir sodanige gewone werkure 'n hoër bedrag betaal as dié in klousule 4 (1) van Deel I voorgeskryf, dit dié hoër bedrag beteken;
- (ii) die eerste voorbehoudsbepaling nie so vertolk moet word nie dat dit die besoldiging bedoel of insluit wat 'n werknemer, in diens volgens 'n grondslag waarvoor in klousule 2 van Deel II voorsiening gemaak word, meer ontvang as die bedrag wat hy sou ontvang het indien hy nie op dié grondslag in diens was nie;
- (iii) die eerste voorbehoudsbepaling nie so vertolk moet word dat dit die bykomende bedrag bedoel of insluit wat 'n werkgewer ingevolge klousule 4 (1) (a) (iv), (v), (vi), (vii), (viii) en (ix) van Deel I aan 'n werknemer moet betaal nie;

„wag” 'n werknemer wat persele of ander eiendom bewaak.

2. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers in die Skoeliseksie van die Leernywerheid wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en in genoemde Seksie van die Leernywerheid in diens is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone in Aanhangsel C van Deel I en Aanhangsel A van Deel II van hierdie Ooreenkoms voorgeskryf word.

3. DATUM VAN INWERKINGTREDE EN GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op datum wat die Minister vasstel en bly van krag vir die tydperk eindigende 30 Junie 1981 of vir die tydperk deur hom vasgestel.

4. LONE EN LOONSKALE

- (1) (a) (i) Behoudens klousule 8 en 16 van hierdie Deel, mag geen loon wat laer is as dié voorgeskryf in kolom A van Aanhangsel C van Deel I en kolom A van Aanhangsel A van Deel II van hierdie Ooreenkoms deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie ten opsigte van enige werkzaamheid wat deur so 'n werknemer verrig word, en elke werkgewer moet verder voldoen aan enige getelsverhouding of ander voorwaardes wat in genoemde Aanhangsels voorgeskryf word.
- (ii) Ingeval 'n werknemer op enige dag nie om 'n ander rede as op las of op versoek of met die toestemming van die werkgewer of weens siekte van sy werk af wegbly nie, word die loon wat vir daardie week aan hom verskuldig is, ondanks subparagraaf (i), geag die bedrag te wees wat weergegee word in kolom B van die Aanhangsels in subparagraaf (i) vermeld: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkgewer van sy werknemer kan vereis om as bewys van die oorsaak van afwesigheid 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is: Voorts met dien verstande dat 'n werknemer wat laat by sy werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus in 'n bepaalde week verloor altesaam hoogstens 15 minute beloop.

receiving goods into store, the storing and handling thereof, the delivery of same out of store to departments or for transit and/or packing within the store or warehouse and the unpacking thereof;

“supplementary wage” means the additional amount which an employee working on a supplementary wage scheme or wage incentive scheme may earn above his basic wage;

“wage incentive scheme” or “supplementary wage scheme” means a system of remuneration whereby an employee is remunerated according to the quantity or output of work done, subject to the condition that he shall, irrespective of the quantity or output of work done, receive not less than his basic wage;

“wage” or “basic wage” or “wages” means the amount of money payable to an employee in terms of clause 4 (1) of Part I in respect of his ordinary hours of work as prescribed in clause 6 of Part I: Provided that—

- (i) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1) of Part I, it means such higher amount;
- (ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 2 of Part II receives over and above the amount which he would have received if he had not been employed on such basis;
- (iii) the first proviso shall not be so construed as to refer to or include the additional amount which an employer is required to pay to an employee in terms of clause 4 (1) (a) (iv), (v), (vi), (vii), (viii) and (ix) of Part I;

“watchman” means an employee engaged in guarding premises or other property.

2. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers who are members of the employers' organisations and engaged in the Footwear Section of the Leather Industry and by all employees who are members of the trade unions and who are employed in the said Section of the Leather Industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in Annexure C to Part I and Annexure A to Part II of this Agreement.

3. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister and shall remain in operation for the period ending 30 June 1981 or for such period as may be determined by him.

4. WAGES AND WAGE RATES

- (1) (a) (i) Subject to the provisions of clauses 8 and 16 of this Part, no employer shall pay and no employee shall accept remuneration at rates less than those prescribed in Column A of Annexure C to Part I and Column A of Annexure A to Part II of this Agreement in respect of any operation performed by such employee and every employer shall further comply with any ratio or other conditions prescribed in the said Annexures.
- (ii) In the event of an employee not absenting himself from work on any day for any reason other than on the instructions or at the request of or with the consent of the employer or on account of illness, the wage due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of the Annexures referred to in subparagraph (i): Provided that in the case of absence owing to illness, the employer may require the employee to produce a certificate signed by a registered medical practitioner as proof of cause of absence: Provided further that an employee who arrives late for work and the time so lost does not exceed 15 minutes in the aggregate during any one week, shall be deemed not to have absented himself from work.

- (iii) 'n Werknemer wat voel dat hy benadeel word deur die toepassing op hom van enige bepaling van subparagraaf (ii), kan by die Raad appelleer teen die beslissing wat op hom toegepas is, en die Raad kan, ná oorweging van die redes wat vir sodanige beslissing voorgelê word, dié beslissing bekrachtig of sodanige ander beslissing gee as wat na sy mening in so 'n geval gegee behoort te gewees het. Die appel ingevolge hierdie subparagraaf moet gerig word aan die distrikskomitee van die betrokke gebied.
- (iv) Indien 'n werkgewer 'n werknemer in sy diens het vir wie 'n loon van minder as R39,69 per week gedurende die tydperk eindigende 30 Junie 1980 voorgeskrif word in kolom B van die Aanhangsels in subparagraaf (i) bedoel, en indien die besoldiging van so 'n werknemer minder as R39,69 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskrif in kolom B vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R39,69: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) (b) van Aanhangsel A van Deel II voorgeskrif word nie.
- (v) Indien 'n werkgewer 'n werknemer in sy diens het vir wie 'n loon van minder as R36,08 per week gedurende die tydperk eindigende 30 Junie 1980 voorgeskrif word in kolom A van die Aanhangsels in subparagraaf (i) bedoel en indien die besoldiging van so 'n werknemer minder as R36,08 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskrif in kolom A vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R36,08: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskrif word nie.
- (vi) Indien 'n werkgewer gedurende die tydperk wat op 1 Julie 1980 begin 'n werknemer in sy diens het vir wie 'n loon van minder as R40,58 per week voorgeskrif word in kolom B van die Aanhangsels in subparagraaf (i) bedoel, en indien die besoldiging van so 'n werknemer minder as R40,58 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskrif in kolom B vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R40,58: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskrif word nie.
- (vii) 'n werkgewer gedurende die tydperk wat op 1 Julie 1980 begin, 'n werknemer in sy diens het vir wie 'n loon van minder as R36,88 per week voorgeskrif word in kolom A van die Aanhangsels in subparagraaf (i) bedoel, en indien die besoldiging van so 'n werknemer minder as R36,88 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskrif in kolom A vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R36,88: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskrif word nie.
- (viii) Indien 'n werkgewer gedurende die tydperk wat op 1 Januarie 1981 begin 'n werknemer in sy diens het vir wie 'n loon van minder as R42,34 per week voorgeskrif word in kolom B van die Aanhangsels in subparagraaf (i) bedoel en indien die besoldiging van so 'n werknemer minder as R42,34 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskrif in kolom B vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R42,34: Met
- (iii) Any employee who is aggrieved by the application to him of any of the provisions of subparagraph (ii) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought have been given in such case. Appeal in terms of this subparagraph shall be made to the District Committee of the area concerned.
- (iv) An employer who during the period ending 30 June 1980 has in his employ an employee for whom a wage of less than R39,69 per week is prescribed in Column B of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R39,69 in respect of any week during which an employee qualifies for the wage prescribed in Column B for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R39,69: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.
- (v) An employer who during the period ending 30 June 1980 has in his employ an employee for whom a wage of less than R36,08 per week is prescribed in Column A of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R36,08 in respect of any week during which an employee qualifies for the wage prescribed in Column A for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R36,08: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.
- (vi) An employer who during the period commencing 1 July 1980 has in his employ an employee for whom a wage of less than R40,58 per week is prescribed in column B of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R40,58 in respect of any week during which an employee qualifies for the wage prescribed in column B for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R40,58: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.
- (vii) An employer who during the period commencing 1 July 1980 has in his employ an employee for whom a wage of less than R36,88 per week is prescribed in column A of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R36,88 in respect of any week during which an employee qualifies for the wage prescribed in column A for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R36,88: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.
- (viii) An employer who during the period commencing 1 January 1981 has in his employ an employee for whom a wage of less than R42,34 per week is prescribed in Column B of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R42,34 in respect of any week during which an employee qualifies for the wage prescribed in Column B for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R42,34: Provided that the provisions of this

dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskryf word nie.

- (ix) Indien 'n werkgewer gedurende die tydperk wat op 1 Januarie 1981 begin 'n werknemer in sy diens het vir wie 'n loon van minder as R38,49 per week voorgeskryf word in kolom A van die Aanhangsels in subparagraaf (i) bedoel en indien die besoldiging van so 'n werknemer minder as R38,49 is ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskryf in kolom A vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die bedrag van R38,49: Met dien verstande dat hierdie subparagraaf nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskryf word nie.
- (x) Vir die toepassing van subparagrafe (iv), (v), (vi), (vii), (viii) en (ix) sluit die uitdrukking „besoldiging” betaling uit wat ten opsigte van oortydwerk aan 'n werknemer verskuldig is.
- (xi) Subklousules (1) (d), (3) (a) en klousule 8 (2) van hierdie Deel is *mutatis mutandis* van toepassing op die bykomende bedrag wat 'n werkgewer ingevolge subparagrafe (iv), (v), (vi), (vii), (viii) en (ix) moet betaal.
- (xii) Ondanks andersluidende bepalings hierin is subparagrafe (iv), (v), (vi), (vii), (viii) en (ix) nie op leerlinge van toepassing nie.
- (b) Tensy anders gemeld, is die voorgeskrewe lone oral in die Republiek van Suid-Afrika betaalbaar.
- (c) Uitgesonderd in die geval van 'n wag en 'n werknemer (wat nie 'n skofwerker is nie) van wie vereis of wat toegelaat word om gedurende die nagure te werk, is die lone voorgeskryf in die Aanhangsels van Deel I en Deel II van hierdie Ooreenkoms, gelees met paragraaf (a) hiervan, betaalbaar vir 'n werkweek van 42 uur. In die geval van 'n wag is die loon betaalbaar vir 'n werkweek van 60 uur en in die geval van 'n werknemer (wat nie 'n skofwerker is nie) van wie vereis of wat toegelaat word om gedurende die nagure te werk, is die loon betaalbaar vir 'n werkweek van 38 uur. Die werkweek mag nie vroeër as op Woensdag in 'n kalenderweek eindig nie. Alle lone is onderworpe aan die voorwaardes betreffende oortydwerk soos vasgestel in klousule 7 van hierdie Deel.
- (d) As die gewone werkure van 'n bedryfsinrigting minder is as dié voorgeskryf in paragraaf (c), kan die loon van elke werknemer, uitgesonderd 'n wag, na verhouding verminderd word: Met dien verstande dat—
- (i) as daar van 'n motorvoertuigdrywer vereis word om op een dag minder as die voorgeskrewe getal ure te werk, hy vir die toepassing van hierdie klousule geag word sy gewone getal ure vir daardie dag te gewerk het, afgesien van die getal ure wat hy werklik gewerk het;
- (ii) as daar van 'n skofwerker vereis word om op een dag minder as die voorgeskrewe getal ure te werk om ander redes as korttyd, hy vir die toepassing van hierdie klousule geag word sy gewone werkure te gewerk het, afgesien van die getal ure wat hy werklik gewerk het.

Vir die toepassing van hierdie paragraaf omvat „korttyd” nie 'n vermindering in werkure wat deur skofwerk veroorsaak is nie.

(2) Alle besoldiging wag ingevolge hierdie Ooreenkoms betaalbaar is, moet weekliks voor of op Vrydag in kontant betaal word gedurende die gewone werkure van die bedryfsinrigting of by diensbeëindiging indien dit voor die gewone betaaldag van die bedryfsinrigting plaasvind. Die besoldiging moet in 'n verseëlde kovert geplaas word waarin die naam of nommer en die loonskaal van die werknemer, die betaaldatum, ure gewerk, besonderhede van bedrae afgetrek en die netto bedrag aan besoldiging daarin vervat, met 'n inktlood of inkt geskryf is in die volgende vorm of 'n vorm wat wesenlik dieselfde is:

Naam van werkgewer
Naam van werknemer en fabrieksnummer (indien dit gebruik word)

Loonskaal	R
Ure gewerk (uitgesonderd oortyd)	R
Loon verskuldig	R
Besoldiging vir werk of Sondag	R
Besoldiging vir oortydwerk	R
Aanvullende loon	R
Totaal	R

subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.

- (ix) An employer who during the period commencing 1 January 1981 has in his employ an employee for whom a wage of less than R38,49 per week is prescribed in Column A of the Annexures referred to in subparagraph (i) and where the remuneration of such an employee is less than R38,49 in respect of any week during which an employee qualifies for the wage prescribed in Column A for the operation on which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the amount of R38,49: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.
- (x) For the purposes of subparagraphs (iv), (v), (vi), (vii), (viii) and (ix), the term “remuneration” excludes any payment due to an employee in respect of overtime.
- (xi) The provisions of subclauses (1) (d), (3) (a) and clause 8 (2) of this Part shall *mutatis mutandis* apply to the additional amount which an employer is required to pay in terms of subparagraphs (iv), (v), (vi), (vii), (viii) and (ix).
- (xii) Notwithstanding anything to the contrary contained herein, the provisions of subparagraphs (iv), (v), (vi), (vii), (viii) and (ix) shall not apply to learners.
- (b) Unless otherwise stated, the prescribed wages shall be payable throughout the Republic of South Africa.
- (c) Except in the case of a watchman and an employee other than an employee on shift work who is required or permitted to work during the night hours, the wages prescribed in the Annexures to Parts I and II of this Agreement, read with paragraph (a) hereof, shall be payable for a working week of 42 hours. In the case of a watchman, the wages shall be paid for a working week of 60 hours, and in the case of an employee other than an employee on shift work who is required or permitted to work during the night hours, for a working week of 38 hours. The working week shall end not earlier than on Wednesday in a calendar week. All wages shall be subject to the conditions governing overtime provided for in clause 7 of this Part.
- (d) In the event of the regular working hours of any establishment being less than those prescribed in paragraph (c), the wage of each employee, excluding a watchman, may be reduced proportionately: Provided that—
- (i) in the event of a motor vehicle driver being required on any one day to work a lesser number of hours than prescribed, he shall, for the purposes of this clause, be deemed to have worked his ordinary number of hours for that day, irrespective of the number of hours actually worked by him;
- (ii) in the event of an employee on shift work being required on any one day to work a lesser number of hours than prescribed for reasons other than short-time, he shall, for the purposes of this clause, be deemed to have worked his ordinary number of hours, irrespective of the number of hours actually worked by him.

For the purposes of this paragraph “short-time” does not include a reduction in the hours of work caused by shift work being performed.

(2) All remuneration payable in terms of this Agreement shall be paid in cash weekly not later than on Friday and during the ordinary working hours of the establishment, or on termination of employment if this takes place before the ordinary pay-day of the establishment. The remuneration shall be placed in a sealed envelope in which or on the outside of which the name or number of and rate of wages of the employee, the date of payment, the hours worked, details of deductions made and the net amount of remuneration contained therein shall be written in indelible pencil or ink in the following or substantially similar form:

Name of employer
Name of employee and factory number (if used)

Wage rate	R
Hours worked (excluding overtime)	R
Wages due	R
Remuneration for work on Sunday	R
Overtime	R
Supplementary wages	R
Totaal	R

Aftrekkings:

Werkloosheidsversekeringsfonds ..	R
Siektebystandsfonds ..	R
Voorsorgfonds ..	R
Versekering of pensioen ..	R
Ledegeld vir vakvereniging ..	R
Heffings van Raad ..	R
Spaargeld of ander toelaatbare aftrekking ..	R

*Totale aftrekkings .. R

Netto besoldiging .. R

Datum

*Slegs die totale aftrekkings hoef gemeld te word, behalwe waar daar veranderings in sodanige aftrekkings was, en in so 'n geval moet al die aftrekkings vir daardie week aangedue word.

(3) Behoudens andersluidende bepalinge in hierdie Ooreenkoms of in enige wet, mag hoegenaamd geen bedrae van die besoldiging verkuldig aan 'n werknemer, afgetrek word nie, uitgesonderd die volgende:

- Behoudens subklousule (1) (d) en klousules 6 (4) en 8 (2) van hierdie Deel, waar 'n werknemer van sy werk afwesig is, uitgesonderd op las of versoek van sy werkgever, 'n *pro rata*-bedrag vir sodanige afwesigheidstydperk;
- met die skriftelike toestemming van die werknemer, aftrekkings vir vakansie-, werkloosheids-, siekte-, versekerings- of pensioenfondse en vir spaarfondse deur die Raad goedgekeur, en enige bedrag wat 'n werknemer skuld vir etes, tee en/of ander verskaffings deur die werkgever verskaf teen 'n prys waartoe die werknemer ingestem het;
- enige bedrag wat 'n werkgever ingevolge 'n wet, ordonnanse of regsprosedes ten behoeve van 'n werknemer betaal;
- met die skriftelike toestemming van die werknemer, bydraes tot die fondse van 'n vakvereniging wat 'n party by die Raad is.

(4) 'n Werkgever mag geen premie vir die opleiding van 'n werknemer vra of aanvaar nie: Met dien verstande dat hierdie subklousule nie van toepassing is op 'n opleidingskema waartoe 'n werkgever regtens moet bydra nie.

(5) Waar die werk in 'n bedryfsinrigting verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die werkgever elke werknemer se verdienste aan hom betaal.

(6) Niks in hierdie Ooreenkoms mag die uitwerking hê dat dit 'n tydloon wat tans betaal word en wat vir die werknemer voorgeskryf, verminder solank hy by dieselfde werkgever in diens is nie.

(7) (a) Ondanks andersluidende bepalinge hierin, moet 'n werknemer, uitgesonderd 'n leerling, wat op 25 Oktober 1979 besoldiging ontvang het wat hoër is as die loon voorgeskryf vir die klas werk wat hy verrig het, en wat op die datum van inwerkingtreding van hierdie Ooreenkoms nog steeds by dieselfde werkgever in diens is vir dieselfde klas werk, benewens die loon vir sodanige werknemer in hierdie Ooreenkoms voorgeskryf, 'n bedrag betaal word gelyk aan die verskil tussen die besoldiging wat hy op 25 Oktober 1979 ontvang het en die loon wat op daardie datum voorgeskryf is vir die betrokke werksaamheid, min enige verhogings toegestaan op of ná 25 Oktober 1979.

(b) 'n Werknemer wat op 30 Junie 1980 en 31 Desember 1980 'n hoër loon ontvang as wat op dié datums voorgeskryf is vir die klas werk waarvoor hy in diens is, moet met ingang van onderskeidelik 1 Julie 1980 en 1 Januarie 1981 'n bykomende bedrag betaal word gelyk aan die verskil tussen—

- die loon soos op 30 Junie 1980 voorgeskryf en die loon soos op 1 Julie 1980, voorgeskryf; en
- die loon soos op 31 Desember 1980 voorgeskryf en die loon soos op 1 Januarie 1981 voorgeskryf vir die klas werk waarvoor hy in diens is.

(c) Vir die toepassing van hierdie subklousule word „besoldiging” geag nie die spesiale bonus betaalbaar ingevolge klousule 5 van Deel I in te sluit nie en ook nie enige betaling vir oortydwerk of addisionele betalings ten opsigte van 'n aansporingsloonskema wat ingevolge klousule 2 van Deel II van toepassing is nie.

(8) Wanneer bevestigende bewys van die dood van 'n werknemer aan die werkgever gelewer word, moet die werkgever aan dié afhanklike van die afgestorwe werknemer wat hy goedgevind, die

Deductions:

Unemployment Insurance Fund ..	R
Sick Benefit Fund ..	R
Provident Fund ..	R
Insurance or pension ..	R
Trade union subscriptions ..	R
Council levies ..	R
Savings or other allowable deductions ..	R

*Total deductions .. R

Net remuneration .. R

Date

*Total deductions only need be shown except in the event of any changes in such deductions, in which case all deductions for that week shall be shown.

(3) Except as otherwise provided for in this Agreement or any law, no deductions of any kind, other than the following, may be made from the remuneration due to any employee:

- Subject to the provisions of subclause (1) (d) and clauses 6 (4) and 8 (2) of this Part, where an employee is absent from work and such absence is not at the request or on the instructions of his employer, a *pro rata* amount for the period of such absence;
- with the written consent of the employee, deductions for holiday, unemployment, sick, insurance or pension funds, and for savings funds approved by the Council, and any amount due by an employee in respect of meals, tea and/or other refreshments supplied by an employer at a charge agreed to by the employee;
- any amount paid by an employer compelled by law, ordinance or legal process to make payment on behalf of an employee;
- with the written consent of the employee, deductions for contributions to the funds of any trade union which is a party to the Council.

(4) No premium for the training of any employee shall be charged or accepted by an employer: Provided that this subclause shall not apply in respect of a training scheme to which an employer is legally required to contribute.

(5) Where in any establishment work is performed by employees organised in sets or teams, every employee shall be paid his earnings by the employer.

(6) Nothing in this Agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this Agreement for such employee while he remains in the service of the same employer.

7 (a) Notwithstanding anything to the contrary contained herein, an employee other than a learner, who on 25 October 1979 was in receipt of remuneration higher than the wage prescribed for the class of work on which he was engaged and who, on the date on which this Agreement comes into operation, is still in the employ of the same employer on the same class of work, shall continue to be paid, in addition to the wage prescribed for such employee in this Agreement, an amount equal to the difference between the remuneration he was receiving on 25 October 1979 and the wage which, on that date, was prescribed for the operation in question, less any increases given on or after 25 October 1979.

(b) An employee who on 30 June 1980 and 31 December 1980 is in receipt of a wage higher than that prescribed as at those dates for the class of work on which he is engaged, shall, with effect from 1 July 1980 and 1 January 1981, respectively, be paid an additional amount equal to the difference between—

- the wage prescribed as at 30 June 1980 and the wage prescribed as at 1 July 1980, and
- the wage prescribed as at 31 December 1980 and the wage prescribed as at 1 January 1981 for the class of work on which he is employed.

(c) For the purposes of this subclause, “remuneration” shall be deemed not to include the special bonus payable in terms of clause 5 of Part I, any payment in respect of overtime or additional payments in respect of a wage incentive scheme being applied in terms of clause 2 of Part II.

(8) On proof, satisfactory to the employer, of the death of an employee, the employer shall pay to such dependant of the deceased employee as he may deem fit, any remuneration which has accrued

werknemer se besoldiging betaal wat opgeloopt het maar op die datum van afsterwe nog nie aan dié werknemer betaal is nie, en die boedel van die afgestorwe werknemer het geen eis teen die werkgever nie.

5. SPESIALE BONUS

(1) Behoudens subklousule (2) van hierdie klousule, moet elke werkgever aan elk van sy werknemers 'n spesiale bonus betaal wat 2½ persent van sodanige werknemer se loon moet beloop.

(2) Wat 'n werknemer betref wat volgens 'n aansporingsloon-skema werk, word die spesiale bonus betaalbaar ingevolge hierdie klousule geag ingesluit te wees in die aanvullende loon wat so 'n werknemer verdien. Met dien verstande dat sodanige aanvullende loon 2½ persent of meer van so 'n werknemer se loon moet beloop. As sodanige aanvullende loon minder as 2½ persent van die werknemer se loon beloop, is so 'n werknemer nogtans geregtig op betaling van die spesiale bonus in plaas van sodanige aanvullende loon.

(3) As 'n werknemer oortyd werk, moet die spesiale bonus aan so 'n werknemer betaalbaar ten opsigte van die oortydwerk wat hy verrig het, bereken word volgens sy gewone besoldiging en nie volgens oortydbesoldiging nie.

6. WERKURE

(1) Behoudens andersluidende bepalings in hierdie Ooreenkoms, mag geen werkgever van 'n werknemer, uitgesonderd 'n werknemer wat uitsluitlik as wag in diens is, vereis of hom toelaat om—

(a) langer as 42 uur, uitgesonderd etenspouses, in 'n bepaalde week te werk nie; of

(b) langer as agt uur, uitgesonderd etenspouses, op 'n bepaalde dag te werk nie: Met dien verstande dat daar in enige bedryfsinrigting waarin—

(i) die gewone werkure op een dag in elke week hoogstens vyf is, van 'n werknemer vereis of hy toegelaat mag word om 'n bykomende tydperk van hoogstens 'n halfuur op elk van die oorblywende dae van die week te werk; of

(ii) die werknemers gewoonlik hoogstens vyf dae per week werk, van 'n werknemer vereis of hy toegelaat mag word om op enige werkdag 'n bykomende tydperk van hoogstens een en 'n kwart uur te werk; of

(c) langer as vyf uur aaneen sonder 'n ononderbroke pouse van minstens een uur te werk nie: Met dien verstande dat werkdagte onderbreek deur 'n pouse van minder as een uur vir die toepassing van hierdie paragraaf geag word aaneenlopend te wees; of

(d) as die werknemer 'n vrou is—

(i) tussen 18h00 en 06h00 te werk nie; of

(ii) ná 13h00 op meer as vyf dae per week te werk nie.

(2) Vir die toepassing van subklousule (1) (a) word 'n werknemer wat nie op 'n vakansiedag in klousule 9 (7) van hierdie Deel bedoel, werk nie, of wat op sodanige vakansiedag minder as sy gemiddelde getal gewone werkure werk vir daardie dag van die week waarop sodanige vakansiedag val, geag sy gemiddelde getal gewone werkure op daardie dag te gewerk het.

(3) Die gewone werkure van 'n wag is hoogstens 60 per week: Met die verstande dat 'n wag 'n diensvrye periode van 24 agtereenvolgende ure gedurende elke week diens toegestaan moet word.

(4) As werknemers nie op 'n bepaalde dag by 'n bedryfsinrigting vir werk aanwesig hoef te wees nie, moet hulle vóór sodanige dag individueel of by kennisgewing, opgeplak in die afdeling of adeling waarin hulle werk, meegedeel word dat hul dienste nie nodig sal wees nie.

Werknemers wat nie aldus in kennis gestel is nie en wat op die gewone aanvangstyd by die bedryfsinrigting vir werk aanwesig is, is geregtig om minstens 'n halfdag te werk of om 'n halfdag se besoldiging in plaas daarvan te ontvang.

Werknemers wat in die middag by die bedryfsinrigting vir werk aanwesig is, is geregtig om twee uur te werk of om twee uur se besoldiging in plaas daarvan te ontvang tensy die werkgever gedurende die oggend kennis gegee het van sy voorneme dat daar nie gewerk sal word nie.

'n Werknemer wat ophou werk weens 'n onklaarraking, is geregtig op betaling vir die eerste uur en vir die tyd langer as een uur wat hy in die bedryfsinrigting moet bly.

(5) (a) 'n Werkgever moet aan elkeen van sy werknemers so na doenlik aan die middel van die werkdag voor en na elke etenspouse 'n ruspouse van minstens 10 minute toestaan, en sodanige ruspouse word geag deel van die gewone werkure van sodanige werknemer te wees.

to but which, at the date of death, has not been paid to such employee, and the estate of the deceased employee shall have no claim on the employer.

5. SPECIAL BONUS

(1) Subject to the provisions of subclause (2) of this clause, every employer shall pay to each of his employees a special bonus calculated at the rate of 2½ percent of such employee's wage.

(2) In respect of any employee engaged upon a wage incentive scheme the special bonus payable in terms of this clause shall be deemed to be included in any supplementary wage which such employee may earn: Provided that such supplementary wage amounts to 2½ percent or more of such employee's wage. In the event of such supplementary wage amounting to less than 2½ percent of the employee's wage, such employee shall nevertheless be entitled to payment of the special bonus in lieu of such supplementary wage.

(3) In the event of any employee working overtime, the special bonus payable to such employee in respect of the overtime period shall be calculated at his ordinary rate of remuneration and not at overtime rates.

6. HOURS OF WORK

(1) Save as is otherwise provided in this Agreement, no employer shall require or permit an employee, other than one exclusively employed as a watchman—

(a) to work for more than 42 hours, excluding meal intervals, in any one week; or

(b) to work for more than eight hours, excluding meal intervals, on any one day: Provided that in any establishment in which—

(i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or

(ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work-day be required or permitted to work for an additional period not exceeding one and a quarter hours; or

(c) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour: Provided that for the purposes of this paragraph, periods of work interrupted by an interval of less than one hour shall be deemed to be continuous; or

(d) who is a female, to work—

(i) between 18h00 and 06h00; or

(ii) after 13h00 on more than five days in any week.

(2) For the purposes of subclause (1) (a), an employee who does not work on any holiday referred to in clause 9 (7) of this Part, or who on such holiday works less than his average ordinary working hours for that day of the week on which such holiday falls, shall be deemed to have worked his average ordinary working hours on that day.

(3) The ordinary hours of work of a watchman shall not exceed 60 hours per week: Provided that a watchman shall be granted a free period of 24 consecutive hours during each week of employment.

(4) If employees are not required to be present for work at an establishment on any day they shall be informed individually or by notice posted in the department or departments in which they are employed prior to such day, that their services will not be required.

Employees who have not been so informed and who are present for work at an establishment at the ordinary starting time shall be entitled to be employed for at least half a day or to receive half a day's remuneration in lieu thereof.

Employees present for work at the establishment in the afternoon shall be entitled to work two hours or to receive two hours' remuneration in lieu thereof, unless notice of intention not to work has been given by the employer during the morning.

In the case of an employee ceasing work owing to a breakdown, he shall be entitled to payment for the first hour and for any time in excess of one hour that he is required to remain in the establishment.

(5) (a) An employer shall grant to each of his employees a rest interval of not less than 10 minutes as nearly as practicable in the middle of the work period before and after each meal interval and such interval shall be deemed to be part of the ordinary hours of work of such employee.

- (b) Gedurende die ruspouse in paragraaf (a) bedoel, moet alle masjinerie in die bedryfsinrigting stilstaan en mag daar van geen werknemer vereis of hy toegelaat word om te werk nie.
- (6) As werknemers aan die einde van werkydperke moet „uitklok”, moet die werkgever fasiliteite verskaf om die werknemers in staat te stel om die bedryfsinrigting te verlaat op die korrekte tyd waarop werk gestaak moet word.
- (7) (a) As meer as een skof in 'n bedryfsinrigting of afdeling gewerk word, moet die werkgever die Raad in kennis stel van die aanvangs- en die uitskeityd van elke skof en alle veranderinge daarvan.
- (b) Die tyd deur 'n skofwerker gewerk wat buite die gewone skofure val waarvan die Raad in kennis gestel is, is onderworpe aan klousule 7 (3) van hierdie Deel.
- (c) Waar 'n drieskofstelsel gewerk word, is klousule 7 (3) van hierdie Deel van toepassing op die tyd wat langer as sewe en 'n half uur gewerk word.
- (d) Klousule 7 (4) van hierdie Deel is nie van toepassing op 'n werknemer wat 'n skof werk wat op Vrydag begin en tot op 'n Saterdag voortgesit word nie.
- (8) (a) Elke werkgever moet binne een maand met ingang van die datum van inwerkingtreding van hierdie Ooreenkoms die Raad skriftelik in kennis stel van die aanvangs en die uitskeityd van elke seksie of elke afdeling van sy bedryfsinrigting.
- (b) Elke werkgever wat die tye verander wat in paragraaf (a) bedoel word, moet die Raad binne drie dae na die datum van sodanige verandering skriftelik daarvan in kennis stel.
- (9) Ondanks andersluidende bepalings in hierdie Ooreenkoms, sluit die werkure van 'n motorvoertuigdrywer alle tydperke in waarin hy as drywer optree en alle tyd wat hy aan ander werk in verband met die voertuig of die vraag bestee, en alle tydperke waarin 'n werknemer op sy pos moet bly, gereed om te werk, maar nie ook etenspouses nie.

7. OORTYDWERK

(1) Ondanks klousule 6 (1) (a) en (b) van hierdie Deel en behoudens hierdie klousule, kan 'n werkgever van 'n werknemer vereis of hom toelaat om oortydwerk te verrig vir 'n totale tydperk, in 'n bepaalde week, van hoogstens—

- (a) 10 uur; of
- (b) 'n getal ure (wat meer as 10 kan wees) wat die Raad vasgestel het in 'n skriftelike kennisgewing aan die werkgever, waarin die werknemer of klas werknemer op wie die kennisgewing van toepassing is en die tydperk waarvoor en die voorwaardes waarop dit geldig is, gemeld word:

Met dien verstande dat geen werkgever van 'n vroulike werknemer mag vereis of haar mag toelaat om langer oortyd te werk nie—

- (a) as twee uur per dag;
- (b) as op drie agtereenvolgende dae;
- (c) as op 60 dae in 'n bepaalde jaar;
- (d) as een uur per dag na voltooiing van haar gewone werkure, tensy hy—

- (i) so 'n werknemer voor 12-uur middag daarvan in kennis gestel het; of
- (ii) 'n toereikende ete aan so 'n werknemer verskaf het voordat sy met oortydwerk moet begin; of
- (iii) 'n toelae van minstens 30c betyds aan so 'n werknemer betaal het om haar in staat te stel om 'n ete te bekom voordat die oortydwerk begin.

(2) Daar mag van geen werknemer vereis word om oortydwerk te verrig nie, tensy die werkgever so 'n werknemer op die vorige dag kennis daarvan gegee het.

(3) Behoudens subklousule (4) hiervan, moet 'n werknemer, uitgesonderd 'n wag, wat voor sy gewone aanvangstyd of na sy gewone uitskeityd werk, vir elke uur of gedeelte van 'n uur aldus gewerk soos volg betaal word:

- (a) As hy op enige dag van Maandag tot en met Vrydag gewerk het, sy uurloon plus $33\frac{1}{3}$ persent;
- (b) as hy op Saterdagmiddag gewerk het, sy uurloon plus 50 persent.

(4) As dit in 'n bedryfsinrigting gebruiklik is om sy gewone werkweek van 42 uur tussen Maandag en Vrydag te voltooi, moet 'n werknemer, uitgesonderd 'n wag, van wie vereis word om op 'n Saterdagoggend te werk, vir elke uur of gedeelte van 'n uur aldus gewerk, een en 'n derde maal sy uurloon betaal word, afgesien van die getal ure wat hy werklik tussen Maandag en Vrydag gewerk het. Met dien verstande dat as skofwerk in so 'n bedryfsinrigting verrig word, die werkgever van dié werknemers wat 'n skof werk wat tussen 06h00 en 18h00 begin en eindig, kan vereis om die gewone week van 42 uur te voltooi deur hoogstens vier en 'n half uur op 'n

(b) During the rest interval referred to in paragraph (a), the operation of all machinery in the establishment shall cease and no employee shall be required or permitted to work.

(6) Where employees are called upon to “clock out” at the end of working periods the employer shall provide facilities to enable employees to leave the establishment at the correct time at which work is to cease.

(7) (a) If more than one shift is worked in any establishment or department, the employer shall notify the Council of the starting and stopping times for each shift and any variation thereof.

(b) Time worked by an employee on shift work outside of the ordinary shift hours as notified to the Council shall be subject to the provisions of clause 7 (3) of this Part.

(c) When a three-shift system is worked, the provisions of clause 7 (3) of this Part shall apply to all hours worked in excess of seven and a half hours working time.

(d) The provisions of clause 7 (4) of this Part shall not apply in the case of an employee engaged on a shift which continues into a Saturday, having commenced on Friday.

(8) (a) Every employer shall, within one month from the date on which this Agreement comes into operation, furnish the Council, in writing, with the starting and finishing times of every section or every department of his establishment.

(b) Every employer who varies the times referred to in paragraph (a) shall notify the Council, in writing, of the variation within three days after the date on which the variation is made.

(9) Notwithstanding anything to the contrary contained in this Agreement, the hours of work of a motor vehicle driver shall include all periods of driving and any time spent on other work connected with the vehicle or the load and all periods during which an employee is obliged to remain at his post in readiness to work but shall not include meal intervals.

7. OVERTIME

(1) Notwithstanding the provisions of clause 6 (1) (a) and (b) of this Part and save as is provided in this clause, an employer may require or permit an employee to work overtime for a total period not exceeding in any one week—

- (a) 10 hours; or
- (b) a number of hours (which may exceed 10) fixed by the Council by notice, in writing, to the employer, specifying the employee or class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid:

Provided that no employer shall require or permit a female employee to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;
- (c) on more than 60 days in any year;
- (d) after completion of her ordinary working hours for more than one hour on any day, unless he has—
- (i) given notice thereof to such employee before midday; or
- (ii) provided such employee with an adequate meal before she has to commence overtime; or
- (iii) paid such an employee an allowance of not less than 30c in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(2) No employee shall be required to work overtime unless notice has been given by the employer to such employee the day prior to such overtime being worked.

(3) Except in the case of a watchman, an employee who works before his usual starting time or after his usual finishing time shall, subject to the provisions of subclause (4) hereof, for every hour or part of an hour so worked, be paid if employed—

- (a) on any day from Monday to Friday, inclusive, his hourly wage plus $33\frac{1}{3}$ percent;
- (b) on Saturday afternoon, his hourly wage plus 50 percent.

(4) When it is customary for any establishment to complete its normal working week of 42 hours between Monday and Friday, any employee other than a watchman required to work on a Saturday morning shall be paid for each hour or part of an hour so worked, one and a third times his hourly wage, irrespective of the number of hours actually worked between Monday and Friday: Provided that in the event of shift work being performed in such an establishment, the employer may require the employees engaged on a shift which commences and ends between the hours of 06h00 and 18h00 to complete the normal week of 42 hours by working not more than four and a half hours on a Saturday morning: Provided further that

Saterdagoggend te werk: Voorts met dien verstande dat sodanige werknemers een en 'n derde maal hul uurloon moet ontvang vir elke uur of gedeelte van 'n uur aldus op 'n Saterdagoggend gewerk.

(5) Wanneer 'n werknemer op 'n Sondag werk, moet sy werkge-
wer—

(a) of sodanige werknemer soos volg betaal:

- (i) Indien hy aldus hoogstens vier uur werk, minstens die gewone besoldiging betaalbaar vir die tydperk wat hy gewoonlik op 'n weekdag werk; of
- (ii) indien hy aldus langer as vier uur werk, minstens dubbel sy gewone besoldiging vir die totale tydperk op sodanige Sondag gewerk, of minstens dubbel die gewone besoldiging betaalbaar vir die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag;

(b) of die werknemer besoldig teen minstens een en 'n derde maal sy gewone besoldiging vir die totale tydperk op sodanige Sondag gewerk, en hom binne sewe dae vanaf sodanige Sondag een dag vakansie toestaan en hom minstens sy gewone besoldiging daarvoor betaal, asof hy op sodanige vakansiedag sy gemiddelde getal gewone werkure vir daardie dag van die week gewerk het.

(6) As 'n werknemer op 'n ander grondslag betaal word as volgens die tyd werklik deur hom gewerk, moet sy gewone besoldiging vir die toepassing van hierdie klousule bereken word asof hy per uur betaal word, en moet dit op enige datum bepaal word deur sy totale besoldiging gedurende die drie maande onmiddellik voor daardie datum, of gedurende sy totale dienstydperk by die betrokke werkgever, naamlik die kortste tydperk, te deel deur die getal ure gewerk gedurende die tydperk waarvoor sodanige besoldiging betaal is.

(7) 'n Wag van wie vereis word om langer as 12 uur gedurende 'n tydperk van 24 agtereenvolgende ure te werk, moet sy uurloon plus $33\frac{1}{3}$ persent betaal word vir elke uur of gedeelte van 'n uur wat hy langer as 12 uur werk. 'n Wag van wie vereis word om gedurende sy vry periode te werk, moet dubbel sy uurloon betaal word vir elke uur aldus gewerk.

8. KORTTYD

(1) Behoudens klousule 9 (7) (g) van hierdie Deel, moet 'n werkgever as hy voornemens is om korttyd te laat werk, voor of op die dag voor die dag waarop sodanige korttyd gewerk moet word, sy werknemers of individueel of by kennisgewing opgeplak in die afdeling of afdelings waarin hulle werk, daarvan in kennis stel.

(2) Waar daar in 'n bedryfsinrigting korttyd gewerk is, kan 'n werkgever, behoudens klousule 4 (1) (d) van hierdie Deel, 'n *pro rata*-bedrag van die gewone weeklikse besoldiging van die betrokke werknemer aftrek.

(3) Waar korttyd in 'n bedryfsinrigting ingevoer is, moet die werkgever, waar moontlik, die werk gelykop tussen die werknemers in die betrokke afdeling verdeel.

(4) Die besoldiging van werknemers wat korttyd werk, moet gedurende werkure betaal word.

9. VAKANSIEDAE EN JAARLIKSE VERLOF

(1) Elke werkgever moet aan elke werknemer in sy diens, uitgesonderd 'n wag, verlof toestaan van minstens twee agtereenvolgende weke en twee dae, wat nie voor die 10de dag en nie later nie as die 24ste dag van Desember elke jaar moet begin, en moet voor of op die laaste werkdag voor die aanvang van sodanige verlof een twaalfde van die loon wat die werknemer in twee weke en twee dae sou verdien het, aan so 'n werknemer betaal vir elke maand diens by die werkgever. Met dien verstande dat—

- (a) sodanige verloftydperk nie mag saamval nie met 'n werknemer se diensopseggingstermyn of 'n tydperk waarin hy militêre diens ingevolge die Verdedigingswet, 1957, ondergaan; en
- (b) as 'n openbare vakansiedag in subklousule (7) bedoel binne sodanige verloftydperk val, sodanige openbare vakansiedag as 'n verdere verloftydperk by genoemde tydperk gevoeg moet word, en die werknemer vir sodanige openbare vakansiedag en gelyktydig met die verloftoelae, die loon betaal moet word wat hy sou verdien het as hy op sodanige openbare vakansiedag sy daaglikse gemiddelde gewone werkure gewerk het.

L.W.—Vir die berekening van die verlofbesoldiging wat ingevolge hierdie klousule verskuldig is, word die besoldiging vir „twee dae” geag twee vyftes van die weekloon te wees.

such employees are remunerated at the rate of one and a third times their hourly rate for every hour or part of an hour so worked on a Saturday morning.

(5) Whenever an employee works on a Sunday his employer shall either—

(a) pay to the employee—

- (i) if he works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day; or
- (ii) if he so works for a period exceeding four hours, remuneration at a rate of not less than double his ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or

(b) pay the employee remuneration at a rate of not less than one and a third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate of not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(6) Whenever an employee is remunerated on a basis other than in accordance with the time actually worked by him, his ordinary rate of remuneration shall, for the purposes of this clause, be calculated as though he were paid by the hour and shall be ascertained at any date by dividing his total remuneration during the three months immediately preceding that date, or during the total period of his employment by the employer concerned, whichever is the shorter, by the number of hours worked during the period in respect of which such remuneration was paid.

(7) A watchman who is required to work for more than 12 hours during any period of 24 consecutive hours shall be paid at the rate of his hourly wage plus $33\frac{1}{3}$ percent in respect of every hour or part of an hour worked in excess of 12 hours. A watchman who is required to work during his free period shall be paid at double his hourly wage in respect of every hour so worked.

8. SHORT-TIME

(1) Subject to the provisions of clause 9 (7) (g) of this Part, when an employer proposes to work short-time he shall give to his employees notice either individually or in writing posted in the department or departments in which they are employed not later than the day prior to that on which such short-time is to be worked.

(2) When short-time has been worked in any establishment, the employer may, subject to the provisions of clause 4 (1) (d) of this Part, deduct a *pro rata* amount from the ordinary weekly remuneration of the employee concerned.

(3) Whenever short-time has been introduced in any establishment, the employer shall, wherever possible, distribute the work equally amongst the employees in the department concerned.

(4) Payment of remuneration to employees on short-time shall be made during working hours.

9. HOLIDAYS AND ANNUAL LEAVE

(1) Every employer shall grant to every employee other than a watchman, employed by him, leave of absence of not less than two consecutive weeks and two days commencing not earlier than the 10th day and not later than the 24th day of December of every year, and pay to such employee not later than the last working day before the commencement of such leave as a leave allowance an amount equal to one twelfth of the wages he would earn in two weeks and two days for every month of employment with the employer: Provided that—

- (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957; and
- (b) if any public holiday referred to in subclause (7) falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave and the employee shall be paid in respect of such public holiday at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.

N.B.—For the purpose of calculating the leave pay due in terms of this clause, the pay for “two days” shall be two fifths of the weekly wage.

(2) By diensbeëindiging moet die werkgever aan die werknemer die bedrag aan verloftoelae betaal wat op sodanige beëindigingsdatum verskuldig is, en wat bereken is soos in subklousule (1) bepaal.

(3) Diens van 'n halfmaand of langer word geag 'n volle maand diens te wees wanneer die verloftoelae betaalbaar kragtens subklousules (1) en (2) bereken word, en 'n „halfmaand” beteken 'n tydperk van 15 agtereenvolgende kalenderdae, afgesien van werkdae:

Met dien verstande dat as 'n werknemer te eniger tyd gedurende die maande November of Desember kennis gegee word, hy die volle verloftoelae, bereken ooreenkomstig subklousule (1), vir daardie maand moet ontvang: Voorts met dien verstande dat hierdie paragraaf nie van toepassing is op 'n werknemer wie se diensbeëindiging word om enige rede wat regtens onmiddellike ontslag regverdig nie: Voorts met dien verstande dat as 'n werknemer kennis gee en sodanige kennisgewing eindig op die sluitingsdag van die fabriek gedurende genoemde maand, hy daarop geregtig is om een twaalfde van die verloftoelae vir daardie maand te ontvang: Voorts met dien verstande dat as 'n werknemer een dag se verlofbesoldiging ontvang het vir die maand waarin sy diens eindig, hy nie geregtig is op nog 'n dag se verlofbesoldiging ten opsigte van dieselfde maand nie.

(4) Die verloftoelae betaalbaar ingevolge subklousules (1), (2) en (3) moet bereken word volgens die besoldiging wat die werknemer ontvang het onmiddellik voor die datum waarop sy verlof begin of waarop sy diens beëindig word, na gelang van die geval.

Waar 'n werknemer op 'n ander grondslag betaal word as volgens die tyd wat hy werklik gewerk het, moet sy besoldiging, vir die berekening van die verloftoelae wat ingevolge subklousules (1), (2) en (3) betaalbaar is, bereken word asof hy per uur betaal word, en moet sodanige besoldiging op enige datum bepaal word deur sy totale besoldiging gedurende die agt weke onmiddellik voor daardie datum, of gedurende sy totale dienstydsperk by die betrokke werknemer, naamlik die kortste tydperk, te deel deur die getal ure gewerk gedurende die tydperk ten opsigte waarvan sodanige besoldiging betaal is: Met dien verstande dat as bogenoemde besoldiging bereken moet word met die doel om die verloftoelae te betaal wat ten opsigte van die jaarlikse verloftydsperk in subklousule (1) hiervan bedoel, verskuldig is, bogenoemde tydperk van agt weke of sy totale dienstydsperk, naamlik die kortste tydperk, geag kan word te verstrek op 'n datum hoogstens vier weke voor die datum met ingang waarvan die werknemer se verlof toegestaan word.

(5) (a) Ondanks subklousule (1), moet 'n werkgever aan 'n wag 21 agtereenvolgende kalenderdae verlof toestaan ten opsigte van elke voltooide dienstydsperk van 12 maande, en moet hy, voor of op die laaste werkdag voordat sodanige verlof begin, aan so 'n werknemer met ingang van die eerste dag van die verlof minstens drie maal die weekloon betaal waarop hy geregtig is.

(b) Die verlof in paragraaf (a) voorgeskryf moet toegestaan word wanneer dit vir die werkgever redelik geleë is: Met dien verstande dat indien sodanige verlof nie vroeër toegestaan is nie, dit toegestaan moet word binne drie maande na die einde van die diensjaar waarop dit betrekking het: Voorts met dien verstande dat—

(i) die verloftydsperk nie met 'n werknemer se diensopseggingstermyn of 'n tydperk waarin hy militêre diens ingevolge die Verdedigingswet, 1957, ondergaan, mag saamval nie;

(ii) as 'n openbare vakansiedag in subklousule (7) bedoel binne sodanige verloftydsperk val, sodanige openbare vakansiedag as 'n verdere verloftydsperk by genoemde tydperk gevoeg moet word en die werknemer vir sodanige openbare vakansiedag en gelyktydig met die verloftoelae, die loon betaal moet word wat hy sou verdien het as hy op sodanige openbare vakansiedag sy daaglikse gemiddelde gewone werkure gewerk het.

(c) 'n Wag wie se diens gedurende 'n tydperk van 12 maande diens beëindig word voordat die verloftydsperk in paragraaf (a) voorgeskryf ten opsigte van daardie tydperk opgeloopt het, moet by diensbeëindiging en benewens enige ander besoldiging aan hom verskuldig, vir elke voltooide maand van sodanige dienstydsperk minstens 'n kwart van die weekloon betaal word wat hy onmiddellik voor die datum van sodanige beëindiging ontvang het.

(6) Enige tydperk waarin 'n werknemer—

(a) kragtens subklousules (1) en (5) met verlof is; of

(b) militêre diens ondergaan; of

(c) op las of versoek van sy werkgever van sy werk afwesig is; of

(d) weens siekte of 'n bevalling van sy werk afwesig is;

word vir die toepassing van subklousules (1), (2) en (5), geag diens

(2) Upon termination of employment, the employer shall pay to the employee the amount of the leave allowance due as at the date of such termination, calculated as provided for in subclause (1).

(3) Employment for half a month or over shall be reckoned as employment for a full month for the purpose of calculating the leave allowance payable in terms of subclauses (1) and (2), and "half a month" shall mean any period of 15 consecutive calendar days, irrespective of working days:

Provided that if an employee is given notice at any time during the months of November or December, he shall receive the full leave allowance, calculated in terms of subclause (1) for these months: Provided further that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal: Provided further that if an employee gives notice and such notice terminates on the closing day of the factory during the said month, he shall be entitled to receive the one twelfth leave allowance for that month: Provided further that an employee who has received one day's leave pay for the month in which his services terminate, shall not be entitled to a further day's leave pay in respect of the same month.

(4) The amount of the leave allowance payable in terms of subclauses (1), (2) and (3) shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date from which his leave is granted or on which his employment is terminated, as the case may be.

Whenever an employee is remunerated on a basis other than in accordance with the time actually worked by him, his rate of remuneration shall, for the purpose of calculating the leave allowance payable in terms of subclauses (1), (2) and (3), be calculated as though he were paid by the hour and shall be ascertained at any date by dividing his total remuneration during the period of eight weeks immediately preceding that date or during the total period of his employment by the employer concerned, whichever is the shorter, by the number of hours worked during the period in respect of which such remuneration was paid: Provided that if the rate of remuneration aforesaid is required to be calculated for the purpose of paying the leave allowance due in respect of the annual leave period referred to in subclause (1) hereof, the period of eight weeks aforesaid or the total period of his employment, whichever is the shorter, may be deemed to expire on a date not more than four weeks prior to the date from which the employee's leave is granted.

(5) (a) Notwithstanding the provisions of subclause (1), an employer shall, in the case of a watchman, grant to such an employee 21 consecutive calendar days' leave in respect of every completed period of 12 months of employment and shall pay such employee not later than the last working day before the commencement of such leave an amount of not less than three times the weekly wage to which he is entitled as from the first day of the leave.

(b) The leave prescribed in paragraph (a) shall be granted at the reasonable convenience of the employer: Provided that if such leave is not granted earlier it shall be granted within three months of completion of the year of employment to which it relates: Provided further that—

(i) the period of leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service in pursuance of the Defence Act, 1957;

(ii) if any public holiday referred to in subclause (7) falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave and the employee shall be paid in respect of such public holiday at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours.

(c) A watchman whose employment terminates during any period of 12 months of employment before the period of leave prescribed in paragraph (a) in respect of that period has accrued, shall, upon termination and in addition to any other remuneration which may be due to him, be paid in respect of every completed month of such period of employment an amount of not less than one fourth of the weekly wage he was receiving immediately before the date of such termination.

(6) Any period during which an employee—

(a) is on leave in terms of subclauses (1) and (5); or

(b) undergoes military service; or

(c) is absent from work on the instructions or at the request of his employer; or

(d) is absent from work owing to illness or confinement;

shall be deemed to be employment for the purposes of subclauses

te wees: Met dien verstande dat, as die werknemer versuim om, nadat die werkgewer hom daarom versoek het, 'n sertifikaat van 'n mediese praktisyn aan sy werkgewer voor te lê waarin verklaar word dat hy weens siekte of 'n bevalling verhinder is om sy werk te doen, paragraaf (d) van hierdie subklousule nie van toepassing is op 'n tydperk van afwesigheid weens siekte of 'n bevalling wat langer as drie agtereenvolgende dae duur, of op daardie gedeelte van 'n totale tydperk van afwesigheid gedurende enige 12 maande diens wat meer as 30 dae beloop nie: Voorts met dien verstande dat, hoogstens vier maande in een jaar van die tydperk van militêre diens, vir die toepassing van hierdie klousule, geag word diens te wees.

- (7) (a) Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiek-dag, Krugerdag, Gelofte-dag, Kersdag en Nuwejaarsdag is vakansiedae met volle besoldiging: Met dien verstande dat waar 'n werknemer op enigiene van hierdie dae werk, sy werkgewer hom minstens sy gewone besoldiging moet betaal vir die totale tydperk op sodanige dag gewerk, benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie.
- (b) As 'n werkgewer 'n werknemer se diens beëindig gedurende die week waarin Goeie Vrydag val, of as 'n werknemer sy diens gedurende daardie week beëindig weens swak gesondheid, wat in die geval van 'n vroulike werknemer swangerskap insluit, moet hy, benewens enige ander besoldiging aan hom verskuldig, twee dae se besoldiging ten opsigte van Goeie Vrydag en Paasmaandag betaal word.
- (c) As enigiene van die openbare vakansiedae in paragraaf (a) bedoel op 'n Saterdag val, moet die besoldiging vir sodanige vakansiedag bereken word teen een vyfde van die gewone weekloon.
- (d) Ingeval 'n werkgewer die dienste van 'n werknemer gedurende die maande November of Desember beëindig, moet die werknemer benewens enige ander besoldiging aan hom verskuldig een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Gelofte-dag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon: Met dien verstande dat die bepaling van hierdie paragraaf nie van toepassing is op 'n werknemer wie se diens beëindig word om enige rede wat regtens beskou word as voldoende om onmiddellike ontslag te regverdig nie.
- (e) Ingeval 'n werknemer sy diens gedurende die maand Desember beëindig vanweë swak gesondheid wat, in die geval van 'n vroulike werknemer, swangerskap insluit, moet hy benewens enige ander besoldiging aan hom verskuldig, een dag se besoldiging betaal word vir elkeen van die openbare vakansiedae (Gelofte-dag, Kersdag en Nuwejaarsdag) ten opsigte waarvan geen betaling reeds aan hom gedoen is nie, en die loon betaalbaar vir so 'n vakansiedag moet bereken word teen een vyfde van die normale weekloon.
- (f) 'n Werkgewer moet, voordat hy sy bedryfsinrigting sluit vir die jaarlikse vakansietydperk in subklousule (1) bedoel—
 - (i) sy werknemers minstens 30 dae vooraf kennis gee van die laaste datum waarop die fabriek sal sluit en van die vroegste datum waarop die fabriek sal heropen; en
 - (ii) sy werknemers kennis gee van die presiese datum waarop die fabriek sal heropen.
- (g) 'n Werkgewer wat voornemens is om sy bedryfsinrigting te sluit vir 'n vakansie, uitgesonderd die vakansietydperk in subklousule (1) van hierdie klousule bedoel, moet sy werknemers minstens drie werkdade kennis van sodanige sluiting gee, en moet in sodanige kennisgewing die tydperk meld waarin die werknemers nie sal hoef te werk nie.

Die kennisgewing hierbo vermeld moet skriftelik geskied en die werkgewer moet dit opplak op 'n plek wat vir sy werknemers toeganklik is.

(8) Elke werkgewer in die Nywerheid moet teen die laaste dag van Februarie elke jaar, en elke werkgewer wat tot die Nywerheid toetree, moet binne 14 dae na sodanige toetrede, of deur middel van 'n bankwaarborg in die vorm van Aanhangsel D van hierdie Deel of deur middel van 'n sertifikaat verskaf deur 'n geregistreerde versekeringsmaatskappy, tot tevreedenheid van die Raad bewys lewer dat daar sekuriteit bestaan vir die betaling van die verloftoelae wat ingevolge hierdie klousule oploep.

(9) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, word betaling aan die Raad ooreenkomstig enige waarborg of sertifikaat ingevolge hierdie klousule geag 'n betaling aan die Raad te wees ten behoeve van werknemers aan wie verloftbesoldiging deur enige werkgewer nog uitstaande mag wees, en die Raad word hierby gemagtig om sodanige besoldiging namens sodanige werknemers

(1), (2) and (5): Provided that the provisions of paragraph (d) of this subclause shall not apply in respect of any period of absence owing to illness or confinement of more than three consecutive days if the employee fails after a request for such a certificate by the employer to submit to the employer a certificate from a medical practitioner that he was prevented by illness or confinement from doing his work or in respect of that portion of any total period of absence during any 12 months of employment which is in excess of 30 days: Provided further that the period of military service, which shall be deemed to be employment for the purposes of this clause, shall not exceed four months in any one year.

- (7) (a) Good Friday, Easter Monday, Ascension Day, Republic Day, Kruger Day, Day of the Covenant, Christmas Day and New Year's Day shall be holidays on full pay: Provided that whenever an employee works on any of these days his employer shall pay him remuneration at a rate of not less than his ordinary rate of remuneration in respect of the total period worked on such day in addition to the remuneration to which he would have been entitled had he not so worked.
- (b) In the event of an employer terminating the services of an employee during the week in which Good Friday falls, or in the event of an employee terminating his services during that week on account of ill-health which shall, in the case of a female employee, include pregnancy, he shall, in addition to any other remuneration due to him, be paid two days' pay in respect of Good Friday and Easter Monday.
- (c) If any of the public holidays referred to in paragraph (a) falls on a Saturday the pay for such holiday shall be calculated at the rate of one fifth of the normal weekly wage.
- (d) In the event of an employer terminating the services of an employee during the months of November or December, the employee shall be paid, in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one fifth of the normal weekly wage: Provided that the provisions of this paragraph shall not apply to an employee whose services are terminated for any cause recognised by law as sufficient to justify instant dismissal.
- (e) In the event of an employee terminating his services during the month of December on account of ill-health, which shall, in the case of a female employee, include pregnancy, he shall be paid in addition to any other remuneration due to him, one day's pay in respect of each of the public holidays (Day of the Covenant, Christmas Day and New Year's Day) in respect of which no payment has already been made to him, and the wage payable for such holiday shall be calculated at the rate of one fifth of the normal weekly wage.
- (f) An employer prior to closing his establishment for the annual holiday period referred to in subclause (1) shall—
 - (i) give his employees at least 30 days' notice of the latest date upon which the factory will close and of the earliest date upon which the factory will re-open; and
 - (ii) give his employees notice of the actual date upon which the factory will re-open.
- (g) An employer who proposes to close his establishment for any holiday other than the holiday period referred to in subclause (1) of this clause shall give his employees at least three working days' notice of such closing, and shall state in such notice the period during which the employees will not be required to work.

The notice referred to above shall be in writing and shall be posted by the employer in a place accessible to his employees.

(8) Every employer in the Industry shall, by the last day of February every year, and every employer entering the Industry shall, within 14 days of such entry, satisfy the Council either by way of a bank guarantee in the form of Annexure D to this Part or a certificate provided by a registered insurance company that security exists for payment of the leave allowance accruing in terms of this clause.

(9) Notwithstanding anything to the contrary contained in this Agreement payment to the Council under any guarantee or certificate in terms of this clause shall be deemed to be a payment to the Council for the account of employees to whom leave pay may be outstanding from any employer, and the Council is hereby authorised

aan te neem, en om dit so spoedig moontlik ná ontvangs daarvan aan die werknemers uit te betaal.

(10) Ondanks andersluidende bepalings hierin, beteken die woord „besoldiging”, vir die toepassing van subklousule (4), die loon voorgeskryf in kolom B van die Aanhangsels bedoel in klousule 4 (1) (a) (i) van hierdie Deel vir die werksaamheid waarvoor die werknemer in diens is, plus die bykomende bedrag wat 'n werkgewer ingevolge klousule 4 (1) (a) (iv), (v), (vi), (vii), (viii) en (ix) moet betaal: Met dien verstande dat indien 'n werkgewer 'n werknemer gereeld 'n hoër bedrag betaal as wat voorgeskryf word, dit dié hoër bedrag beteken.

(11) Subklousule (10) is nie van toepassing nie op 'n werknemer in diens volgens 'n aansporingsloonskema of ander bonusskema ingevolge klousule 2 van Deel II indien die besoldiging van sodanige werknemer, bereken ingevolge klousule 9 (4) van hierdie Deel, minstens R39,69 per week gedurende die tydperk eindigende 30 Junie 1980, R40,58 per week gedurende die tydperk eindigende 31 Desember 1980 en R42,34 per week daarna beloop.

10. WERKPLEK EN BUITEWERK

(1) Geen werkgewer mag van 'n werknemer vereis of hom toelaat om werk in verband met die Nywerheid elders as in sy gewone bedryfsinrigting te verrig nie.

(2) 'n Werknemer mag nie, terwyl hy in diens is, vir meer as een werkgewer gedurende dieselfde werkweek werk nie.

(3) (a) Geen werkgewer mag vereis of toelaat dat buitewerk verrig word nie, uitgesonderd ooreenkomstig 'n sertifikaat uitgereik deur die Uitvoerende Komitee: Met dien verstande dat alle werkgewers in die Nywerheid op die datum van inwerkingtreding van hierdie Ooreenkoms geag word van hierdie bepaling vrygestel te wees en van 'n vrystellingssertifikaat voorsien moet word.

(b) 'n Werkgewer wat vereis of toelaat dat buitewerk verrig word, moet binne drie dae nadat die werk uitbestee is, by die distrikskomitee 'n staat indien waarop die volgende aange-toon word: Die buitewerk wat gedoen moet word, die hoe-veelhede wat gedoen moet word en die tariewe of pryse wat vir sodanige buitewerk betaal moet word.

(c) Die Uitvoerende Komitee kan, as hy oortuig is dat die tariewe wat betaal word of die omstandighede waarin buitewerk verrig word, nadelig is vir die belange van ander werkgewers of van werknemers in die Nywerheid, enige sertifikaat ingevolge hierdie klousule uitgereik, intrek deur een week skriftelik kennis aan die betrokke werkgewer te gee.

(d) As die Uitvoerende Komitee nie daarvan oortuig is dat werk wat deur 'n werkgewer uitbestee is, nie die belange van ander werkgewers of van werknemers in die Nywerheid benadeel nie, kan hy sodanige werkgewer versoek om dié inligting in verband met die verrigting van buitewerk wat hy nodig ag, of regstreeks aan die Raad of aan 'n agent van die Raad te verstrek.

(e) Die Uitvoerende Komitee kan 'n sertifikaat uitgereik aan 'n werkgewer wat versuim om die inligting in subklousule 3 (b) bedoel, te verstrek binne 14 dae nadat hy versoek word om dit te doen of binne dié verlengde tydperk wat die Uitvoerende Komitee bepaal, sonder verdere kennisgewing intrek.

11. DIENSBEEÏNDIGING

(1) 'n Werkgewer of sy werknemer wat voornemens is om die dienskontrak te beëindig, moet minstens een week skriftelik kennis gee van sy voorneme om die kontrak te beëindig.

(2) Vir die toepassing van hierdie klousule beteken „een week kennis” 'n volle week se werk of 'n volle week se besoldiging teen die werknemer se gewone weeklikse skaal van besoldiging.

(3) Die kennisgewing voorgeskryf in subklousule (1) moet gegee word voor of op, en word van krag vanaf die dag waarop die gewone werkweek van die bedryfsinrigting eindig: Met dien verstande dat sodanige kennis gedurende die werknemer se gewone werkure gegee moet word.

(4) 'n Werkgewer kan die dienskontrak sonder kennisgewing beëindig, mits hy die werknemer 'n bedrag betaal wat gelyk is aan die gewone weeklikse besoldiging wat die werknemer op sodanige datum van diensbeëindiging ontvang het, en hierdie subklousule is *mutatis mutandis* van toepassing op 'n werknemer wat voornemens is om die dienskontrak sonder kennisgewing te beëindig.

(5) 'n Werknemer wie se dienste nie na verstryking van die verloftydperk in klousule 9 (1) en (5) van hierdie Deel voorgeskryf, verlang sal word nie moet minstens een week voor sodanige verloftydperk begin, daarvan kennis gegee word, anders is hy in plaas van

to receive such payments on behalf of such employees, and to effect payment to the employees as soon as possible after receipt thereof.

(10) Notwithstanding anything to the contrary contained herein, the term “remuneration” shall, for the purposes of subclause (4), mean the wage prescribed in Column B of the Annexures referred to in clause 4 (1) (a) (i) of this Part for the operation on which the employee is employed plus the additional amount which an employer is required to pay in terms of clause 4 (1) (a) (iv), (v), (vi), (vii), (viii) and (ix): Provided that if an employer regularly pays an employee an amount higher than that prescribed it shall mean such higher amount.

(11) The provision of subclause (10) shall not apply to an employee engaged on a wage incentive scheme or other bonus scheme in terms of clause 2 of Part II, if the remuneration of such an employee calculated in terms of clause 9 (4) of this Part is not less than R39,69 per week during the period ending 30 June 1980, R40,58 per week during the period ending 31 December 1980 and R42,34 per week thereafter.

10. PLACE OF EMPLOYMENT AND OUTWORK

(1) No employer shall require or allow any employee to perform work in the Industry in any place other than his regular establishment.

(2) An employee while in employment shall not work for more than one employer during the same working week.

(3) (a) No employer shall require or permit outwork to be performed except under a licence issued by the Executive Committee: Provided that all employers in the Industry as at the date of coming into operation of this Agreement shall be deemed to have been exempted from this provision and shall be issued with a licence of exemption.

(b) An employer who requires or permits outwork to be done shall, within three days of handing the work out, lodge with the District Committee a statement specifying the outwork to be done, the quantities to be done, and the rates or prices to be paid for such outwork.

(c) The Executive Committee may, if it is satisfied that the rates paid or the circumstances under which outwork is being performed are detrimental to the interest of other employers or the employees in the Industry, withdraw any licence issued in terms of this clause by giving one week's notice in writing to the employer concerned.

(d) In the event of the Executive Committee not being satisfied that work given out by an employer is not detrimental to the interests of other employers or the employees in the Industry, it may call upon such employer to furnish, either direct or to an agent of the Council, such information as it may require in regard to the performance of outwork.

(e) The Executive Committee may, without further notice, withdraw the licence issued to any employer who fails to furnish the information referred to in subclause (3) (b) within 14 days of being requested to do so or within such extended period as the Executive Committee may determine.

11. TERMINATION OF EMPLOYMENT

(1) An employer or his employee who desires to terminate the contract of employment shall give not less than one week's notice in writing of his intention to terminate the contract.

(2) For the purposes of this clause, a “week's notice” shall mean a full week's work or a full week's remuneration at the rate of the employee's ordinary weekly remuneration.

(3) The notice prescribed in subclause (1) shall be given on or before and shall take effect from the day on which the ordinary working week of the establishment terminates:

Provided that such notice shall be given during the ordinary hours of work of the employee.

(4) An employer may terminate the contract of employment without notice provided he pays the employee an amount equal to the ordinary weekly remuneration which the employee is receiving at the date of such termination and the provisions of this subclause shall apply *mutatis mutandis* to an employee who wishes to terminate the contract of employment without notice.

(5) An employee whose services will not be required at the expiration of the leave period prescribed in clause 9 (1) and (5) of this Part shall be given notice of that fact not less than one week before such leave period begins, failing which he shall be entitled to

kennisgewing, geregtig op betaling van 'n bedrag gelyk aan die gewone weeklikse besoldiging wat hy ontvang het op die datum waarop sodanige tydperk begin.

(6) 'n Werknemer wat in 'n week langer as twee volle agtereenvolgende dae korttyd gewerk het, kan sy dienskontrak beëindig deur een dag kennis te gee.

(7) Subklousules (1) tot (6) raak nie—

(a) die reg van 'n werkgewer of sy werknemer om die dienskontrak om 'n regsgeldige rede sonder kennisgewing te beëindig nie;

(b) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer wat voorsiening maak vir 'n kennisgewingstermyn van gelyke duur vir albei partye en wat langer is as die termyn wat in hierdie klousule voorgeskryf word nie, in welke geval betaling in plaas van kennisgewing eweredig moet wees aan die kennisgewingstermyn waarvoor ooreengekom is.

(8) Waar 'n werknemer korttyd gewerk het wat minder as 42 uur se werk gedurende 'n tydperk van vier agtereenvolgende weke beloop, word sy dienskontrak by verstryking van daardie tydperk geag outomaties te eindig en is die werknemer geregtig op die betaling van 'n bedrag gelyk aan sy gewone weeklikse besoldiging, benewens enige betaling ingevolge hierdie Ooreenkoms vir die werk wat hy verrig het. 'n Tydperk waarin 'n bedryfsinrigting gesluit is en wat die jaarlikse verloftydperk waarvoor in klousule 9 (1) voorsiening gemaak word, onmiddellik voorafgaan of onmiddellik daarop volg, word geag korttyd te wees.

(9) Waar 'n openbare vakansiedag, uitgesonderd een van die vakansiedae in klousule 9 (7) van hierdie Deel vermeld, op 'n werkdag in 'n kennisgewingstermyn ingevolge hierdie klousule val, en die afdeling van die bedryfsinrigting waarin die betrokke werknemer in diens is, op so 'n dag gesluit is, is die werknemer nogtans daarop geregtig om ten opsigte van sodanige openbare vakansiedag een vyfde van sy gewone weeklikse besoldiging betaal te word.

(10) Die kennisgewingstermyn in subklousule (1) voorgeskryf, mag nie saamval met en 'n werkgewer mag nie sodanige kennis gee gedurende die werknemer se afwesigheid met jaarlikse verlof kragtens klousule 9 van hierdie Deel of gedurende 'n tydperk van militêre diens ingevolge die Verdedigingswet, 1957, nie.

(11) Waar 'n werknemer van die werk afwesig is weens siekte of 'n bevalling vir 'n tydperk van meer as 30 agtereenvolgende dae, is die werkgewer daarop geregtig om die dienskontrak summier sonder betaling te beëindig deur die werknemer en die Sekretaris van die Raad skriftelik daarvan in kennis te stel.

(12) Vir die toepassing van subklousules (4), (5) en (8), sluit „gewone weeklikse besoldiging” geen aanvullende loon in nie.

12. VERSEKERING VAN LONE IN GEVAL VAN BRAND

(1) Elke werkgewer moet 'n versekeringspolis by 'n geregistreerde versekeringsmaatskappy in stand hou wat voorsiening moet maak vir betaling van een week se loon aan alle werknemers van die werkgewer wat weens brand hul werk ontnem word. Met dien verstande dat as werk minder as een week gestaak word, 'n *pro rata*-bedrag betaal moet word.

(2) Elke werkgewer wat 'n polis ingevolge subklousule (1) uitgeneem het, moet binne 14 dae nadat 'n agent van die Raad hom daarom versoek het, 'n sertifikaat van die versekeringsmaatskappy voorlê wat sertifiseer dat daar versekeringsdekking bestaan om aan die vereistes van subklousule (1) te voldoen en wat verder ook die tydperk meld waarvoor die polis geldig is.

(3) As dit nie vir die werkgewer moontlik is om so 'n versekeringspolis te verkry nie, moet hy, as hy dit nie alreeds gedoen het nie, binne twee maande vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, of binne twee maande nadat hy tot die Nywerheid toetree, naamlik die jongste datum, 'n bedrag by die Raad deponeer wat gelyk is aan een week se lone vir alle werknemers in die bedryfsinrigting, en die Raad moet sodanige deposito in 'n spesiale trustbeleggingsrekening hou totdat dit vir so 'n betaling aan werknemers nodig is. Met dien verstande dat as dit nie aldus aan werknemers betaal word nie, dit die eiendom van die werkgewer is.

(4) Rente op alle sodanige geld wat belê word, val aan die algemene fondse van die Raad toe.

13. DIENSSERTIFIKATE

(1) Elke werkgewer moet aan elke werknemer wat sy diens na die inwerkingtreding van hierdie Ooreenkoms verlaat, 'n sertifikaat in die vorm van Aanhangsel A van hierdie Deel van die Ooreenkoms uitreik.

(2) Elke werknemer aan wie 'n sertifikaat ingevolge subklousule (1) hiervan uitgereik is, moet, wanneer hy ander diens in die Nywerheid aanvaar, die sertifikaat aan die werkgewer toon, en die

payment in lieu of notice of an amount equal to the ordinary weekly remuneration he was receiving at the date of commencement of such period.

(6) An employee who has in any week been working short-time for more than a period of two full consecutive days may terminate his contract of employment by giving one day's notice.

(7) The provisions of subclauses (1) to (6) shall not affect—

(a) the right of an employer or his employee to terminate the contract of service without notice for any cause recognised by law as sufficient;

(b) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for a period longer than that prescribed in this clause, in which case payment in lieu of notice shall be commensurate with the period of notice agreed upon.

(8) Where an employee has been on short-time amounting to less than 42 hours' work during a period of four consecutive weeks, his contract of employment shall at the expiration of that period be regarded as automatically terminated and the employee shall be entitled to payment of an amount equal to his ordinary weekly remuneration in addition to any payment in terms of this Agreement for the work he has performed. Any period during which an establishment is closed which immediately follows or precedes the annual leave period provided for in clause 9 (1) shall be regarded as short-time.

(9) Whenever a public holiday other than one of the holidays mentioned in clause 9 (7) of this Part falls on a working day which is within any period of notice given in terms of this clause and the department of the establishment in which the employee concerned is employed is closed on such day, the employee shall nevertheless be entitled to be paid in respect of such public holiday an amount equal to one fifth of his ordinary weekly remuneration.

(10) The period of notice prescribed in subclause (1) shall not run concurrently with nor shall such notice be given by an employer during the employee's absence on annual leave in terms of clause 9 of this Part or during any period of military service in pursuance of the Defence Act, 1957.

(11) When an employee is absent from work owing to illness or confinement for a period exceeding 30 consecutive days, the employer shall be entitled summarily to terminate the contract of employment without payment by notifying the employee and the Secretary of the Council to that effect in writing.

(12) For the purposes of subclauses (4), (5), and (8) "ordinary weekly remuneration" does not include any supplementary wage.

12. INSURANCE OF WAGES IN CASE OF FIRE

(1) Every employer shall maintain a policy of insurance with a registered insurance company which shall provide for the payment to be made to all employees of the employer who are deprived of work through fire, the amount of one week's wages: Provided that, should the stoppage of work be for a period of less than one week, a *pro rata* payment shall be made.

(2) Every employer who has taken out a policy in terms of subclause (1) shall, within 14 days of being requested to do so by an agent of the Council, produce a certificate from the insurance company certifying that insurance cover to meet the requirements of subclause (1) exists and further certifying the period for which the policy is valid.

(3) Should it not be possible for the employer to obtain such a policy of insurance, he shall, if he has not already done so, within two months of the date of coming into operation of this Agreement or within two months of becoming engaged in the Industry, whichever is the later, deposit with the Council an amount equal to one week's wages of all employees in the establishment which the Council shall retain in a special trust investment account until required for a like payment to employees: Provided that if not so paid to employees it shall be the property of the employer.

(4) Interest on any such moneys invested shall accrue to the general funds of the Council.

13. SERVICE CERTIFICATES

(1) Every employer shall issue to every employee who leaves his service after the coming into operation of this Agreement a certificate in the form of Annexure A to this Part of the Agreement.

(2) Every employee who has been issued with a certificate in terms of subclause (1) hereof shall, on accepting further employment in the Industry, produce the certificate to the employer who shall

werkgewer moet die sertifikaat in veilige bewaring hou solank sodanige werknemer in sy diens bly. Geen werkgewer mag 'n werknemer in diens neem nie, tensy sodanige werknemer so 'n sertifikaat toon, of 'n sertifikaat toon wat deur die sekretaris van 'n distrikskomitee of die Sekretaris van die Raad onderteken is en die vorige ondervinding van die aansoeker (as daar is) meld.

(3) By diensbeëindiging van 'n werknemer moet die werkgewer onmiddellik die oorblywende besonderhede op die werknemer se dienskaart invul, naamlik die datum van diensverlating, sy loon op die datum van diensverlating en hoe lank hy in diens was. Die ingevulde kaart moet daarna geparafeer en by diensbeëindiging aan die werknemer oorhandig word.

(4) Elke werkgewer moet 'n sertifikaat in die vorm van Aanhangsel B van hierdie Deel van die Ooreenkoms aan die Sekretaris van die Raad, Posbus 2221, Port Elizabeth, 6056, voorlê ten opsigte van elke werknemer wat sy diens verlaat. Sodanige sertifikate moet agtereenvolgens genommer word en die werkgewer moet 'n kopie van elk behou.

(5) As 'n aansoeker om werk 'n leerling is, moet die werkgewer van hom vereis om 'n geboortsertifikaat of ander bewys van ouderdom te verskaf.

(6) 'n Sertifikaat onderteken deur die Kommissaris kan aanvaar word as bewys van die ouderdom van 'n Swarte.

'n Werkgewer kan 'n skriftelike verklaring, deur die werknemer se ouer of voog onderteken, as bewys van ouderdom aanvaar vir 'n tydperk van drie maande vanaf die datum waarop so 'n werknemer in diens tree en die werknemer moet gedurende sodanige tydperk 'n geboortsertifikaat toon. As die werknemer versuim om binne drie maande so 'n sertifikaat te toon, moet die werkgewer by die distrikskomitee of, waar daar geen distrikskomitee bestaan nie, by die Uitvoerende Komitee aansoek doen om vrystelling van hierdie subklousule.

'n Ondertekende verklaring van die werknemer mag nie as bewys van ouderdom aanvaar word nie.

14. VAKVERENIGINGVERTEENWOORDIGERS IN DIE RAAD

Elke werkgewer moet aan enigeen van sy werknemers wat die vakverenigings in die Raad of enigeen van die Raad se komitees verteenwoordig, alle fasiliteite verleen om sy pligte in verband met die werk van die Raad en sodanige komitees na te kom.

15. ADMINISTRASIE VAN OOREENKOMS

Die Raad is die liggaam verantwoordelik vir die administrasie van hierdie Ooreenkoms en hy kan menings vir die leiding van werkgevers en werknemers uitspreek wat nie met die bepalinge daarvan onbestaanbaar is nie.

16. VRYSTELLING

(1) Die Raad of die Uitvoerende Komitee kan, behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, op aanbeveling van 'n distrikskomitee of uit eie beweging aan of ten opsigte van enigeen om 'n afdoende rede vrystelling van enigeen van die bepalinge van hierdie Ooreenkoms verleen.

(2) Die Raad of die Uitvoerende Komitee moet, ten opsigte van enigeen aan wie vrystelling verleen word, die voorwaardes vasstel waarop sodanige vrystelling verleen word asook die tydperk waarvoor sodanige vrystelling geldig is: Met dien verstande dat die Raad of die Uitvoerende Komitee, as hy dit goeddink, nadat een week skriftelike kennis aan die betrokke persoon gegee is, enige vrystellingsertifikaat kan intrek.

(3) Die Sekretaris van die Raad of die Uitvoerende Komitee moet aan elkeen aan wie vrystelling verleen is, 'n sertifikaat uitreik wat deur hom onderteken is en waarop die volgende voorkom:

- (a) die volle naam van die betrokke persoon;
- (b) die bepalinge van die Ooreenkoms waarvan hy vrygestel word;
- (c) die voorwaardes waarop sodanige vrystelling verleen word; en
- (d) die tydperk waarvoor sodanige vrystelling geldig is.

(4) Die Sekretaris van die Raad of die Uitvoerende Komitee moet—

- (a) alle sertifikate wat uitgereik word, agtereenvolgens nommer;
- (b) 'n kopie behou van elke sertifikaat uitgereik; en
- (c) waar vrystelling aan 'n werknemer verleen is, 'n kopie van die sertifikaat aan die betrokke werkgewer stuur.

(5) Geen vrystelling van die bepalinge van klousule 6 (1) (d) van hierdie Deel mag kragtens hierdie klousule verleen word aan of ten opsigte van 'n vroulike werknemer wat handwerk doen nie, buiten vir die verrigting van werk—

retain the certificate in safe keeping while such employee remains in his employment. No employer shall engage an employee unless such employee produces such a certificate or a certificate signed by the secretary of a District Committee or the Secretary of the Council specifying the previous experience of the applicant, if any.

(3) Upon termination of service of an employee the employer shall forthwith complete the remaining details on the employee's service card, i.e. date of leaving, wage at date of leaving and length of employment. The completed card shall thereafter be initialled and handed to the employee on termination of services.

(4) Every employer shall furnish to the Secretary of the Council, P.O. Box 2221, Port Elizabeth, 6056, a certificate in the form of Annexure B to this Part of the Agreement in respect of every employee leaving his service. Such certificates shall be numbered consecutively and one copy of each shall be retained by the employer.

(5) In the event of an applicant for employment being a learner the employer shall require him to produce a birth certificate or other evidence in proof of age.

(6) In order to establish the age of a Black, a certificate signed by the Commissioner may be accepted.

An employer may accept a written statement signed by the employee's parent or guardian as proof of age for a period of three months from the date of commencement of employment of such employee, during which time the employee shall produce a birth certificate. If, within such period of three months, the employee has failed to produce such certificate, the employer shall apply to the District Committee or, where no District Committee exists, to the Executive Committee, for exemption from this subclause.

A signed statement by the employee shall not be accepted as proof of age.

14. TRADE UNION REPRESENTATIVES ON THE COUNCIL

Each employer shall give to any of his employees who represent the trade unions on the Council or any of its committees every facility to attend to their duties in connection with the work of the Council and such committees.

15. ADMINISTRATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement, and may issue expressions of opinion not inconsistent with its provisions for the guidance of employers and employees.

16. EXEMPTIONS

(1) The Council or the Executive Committee may, subject to the proviso to section 51 (3) of the Act, on the recommendation of a District Committee or on its own decision, grant exemption from any of the provisions of this Agreement to or in respect of any person for any good and sufficient reason.

(2) The Council or the Executive Committee shall fix in respect of any person granted exemption, the conditions subject to which such exemption is granted and the period during which such exemption shall operate: Provided that the Council or the Executive Committee may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption.

(3) The Secretary of the Council or the Executive Committee shall issue to every person granted exemption a licence signed by him setting out—

- (a) the full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary of the Council or the Executive Committee shall—

- (a) number consecutively all licences issued;
- (b) retain a copy of each licence issued; and
- (c) where exemption is granted to an employee, forward a copy of the licence to the employer concerned.

(5) No exemption from the provisions of clause 6 (1) (d) of this Part shall be granted under this clause to or in respect of any female employee engaged in manual work, except for the purpose of performing work—

- (a) wat weens 'n noodgeval noodsaaklik geword het; of
- (b) wat nodig is om verlies van grondstowwe te voorkom wat onder verwerking is en wat gou kan bederf.

17. PERSONE ONDER DIE OUDERDOM VAN 15 JAAR

Geen werkgewer mag van 'n werknemer onder die ouderdom van 15 jaar vereis of hom toelaat om in 'n bedryfsinrigting te werk nie.

18. AGENTE

Die Raad moet een of meer persone as agente aanstel om te help met die uitvoering van hierdie Ooreenkoms. Dit is die plig van elke werkgewer om sodanige persone toe te laat om sy bedryfsinrigting binne te gaan en sodanige navrae te doen en sodanige dokumente, boeke, loonstate, betaalkoeverte en betaalkaarte te ondersoek en sodanige persone te ondervra as wat nodig is ten einde vas te stel of hierdie Ooreenkoms nagekom word.

19. INDIENSNEMING VAN VAKVERENIGINGLEDE

(1) By die indiensneming van werknemers moet daar voorkeur gegee word aan lede van die vakverenigings, en werkgewers moet aan beamptes van die vakvereniging alle redelike fasiliteite verleen om organisasiewerk onder werknemers te doen.

(2) Die lede van die vakverenigings in elke bedryfsinrigting het die reg om een of meer werkwinkelverteenvoordigers en/of 'n werkwinkelkomitee uit hul geledere aan te stel ooreenkomstig die bepalings vir die aanstelling van werkwinkelverteenvoordigers en werkwinkelkomitees in die konstitusie van die betrokke vakvereniging, en die betrokke werkgewer moet sodanige werkwinkelverteenvoordigers en werkwinkelkomitee ten volle erken en redelike fasiliteite verskaf vir hul vergaderings en vir oorlegpleging met hulle oor sake in verband met geskille en werkvoorwaardes van die werknemers oor die algemeen.

(3) Wanneer 'n werkgewer skriftelik deur 'n werknemer daarom gevra word, moet hy die werknemer se ledegeld vir die vakvereniging aftrek van die loon van daardie werknemer, en die bedrag aldus afgetrek teen die 15de dag van elke daaropvolgende maand oorhandig aan die beampte wat deur die vakvereniging aangestel is om dit te ontvang, of anders dit per pos aan die geregistreerde kantoor van die vakvereniging stuur.

20. LISENSIERING VAN LEERLINGE VIR SEKERE WERKSAAMHEDE

(1) Die werkgewer moet by die Raad, op die vorm wat die Raad voorskryf, aansoek doen om 'n lisensie om 'n leerling in diens te neem vir 'n werksaamheid in kousule 4 van Deel II van hierdie Ooreenkoms bedoel.

(2) Elke lisensie in subkousule (1) bedoel, moet deur die Sekretaris van die Raad onderteken word, en moet die leerling se naam en ouderdom, die werksaamheid wat hy verrig, die minimum loon aan hom betaalbaar, die naam van die werkgewer en die tydperk waarvoor die lisensie geldig is, meld.

(3) Die Raad of die Uitvoerende Komitee kan, as hy dit goedgevind, nadat een week skriftelike kennis aan die werkgewer en die werknemer gegee is, 'n lisensie intrek wat kragtens hierdie kousule uitgereik is, afgesien daarvan of die tydperk waarvoor dit geldig is, verstryk het of nie.

(4) 'n Kopie van elke lisensie wat kragtens hierdie kousule uitgereik is, moet aan die werknemer gegee word.

(5) Wanneer die minimum loon betaalbaar aan 'n leerling in diens kragtens hierdie kousule bereken word, moet die lengte van al sy diens in die Nywerheid in aanmerking geneem word.

(6) Geen leerling in diens kragtens hierdie kousule kan sonder die goedkeuring van die Raad ontslaan word of sy werkgewer se diens verlaat nie.

(7) By voltooiing van sy leertyd en op versoek van die leerling, moet die Raad 'n sertifikaat met dié strekking aan die betrokke leerling uitreik.

21. VERBODE INDIENSNEMING

Ondanks andersluidende bepalings in hierdie Ooreenkoms, word geen bepaling wat indiensneming of indienshouding van 'n werknemer vir enige klas werk of op enige voorwaardes verbied, geag die werkgewer te onthef van die verpligting om die besoldiging te betaal en die voorwaardes na te kom wat hy sou moes betaal en nakom indien sodanige indiensneming of indienshouding nie verbode was nie, en die werkgewer moet voortgaan om sodanige besoldiging te betaal asof sodanige indiensneming of indienshouding nie verbode was nie.

- (a) which is necessitated by an emergency; or
- (b) which is necessary to prevent the loss of raw materials in the course of treatment which are subject to rapid deterioration.

17. PERSONS UNDER 15 YEARS OF AGE

No employer shall require or permit any employee under the age of 15 years to work in an establishment.

18. AGENTS

The Council shall appoint one or more persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of every employer to permit such persons to enter his establishment and to institute such enquiries and to examine such documents, books, wage sheets, pay envelopes and pay tickets and to interrogate such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

19. EMPLOYMENT OF MEMBERS OF TRADE UNIONS

(1) Preferential treatment in the matter of employment shall be given to members of the trade unions, and officials of the trade unions shall be given every reasonable facility by employers to organise employees.

(2) The members of the trade unions in every establishment shall have the right to appoint one or more shop stewards and/or a shop committee from amongst themselves, in accordance with any provisions for the appointment of shop stewards and shop committees in the constitution of the trade union concerned, and the employer concerned shall accord full recognition to such shop stewards and shop committee and provide reasonable facilities for meetings thereof and for consultations therewith on matters relating to disagreement and to the working conditions of the employees generally.

(3) Upon being requested in writing by an employee to do so, an employer shall deduct from the wages of that employee the amount of the employee's trade union subscriptions and shall, by the 15th day of each succeeding month hand the amount so deducted to the official appointed by the trade union to receive it or, alternatively, shall send it by post to the registered office of the trade union.

20. LICENSING OF LEARNERS ON CERTAIN OPERATIONS

(1) Application for a licence to employ a learner upon an operation referred to in clause 4 of Part II of this Agreement shall be made by the employer to the Council on such form as may be prescribed by the Council.

(2) Every licence referred to in subclause (1) shall be signed by the Secretary of the Council and shall show the learner's name and age, the operation on which he is employed, the minimum wage payable to him, the name of the employer and the period during which the licence shall be valid.

(3) The Council or the Executive Committee if it deems fit after one week's notice in writing has been given to the employer and to the employee, may withdraw any licence issued in terms of this clause whether or not the period of validity has expired.

(4) A duplicate of every licence issued in terms of this clause shall be given to the employee.

(5) For the purpose of determining the minimum wage payable to a learner employed in terms of this clause, the length of all his service in the Industry shall be taken into consideration.

(6) No learner employed in terms of this clause may be discharged or may leave his employer without the approval of the Council.

(7) On the completion of his period of learnership and at the request of the learner, the Council shall issue a certificate to this effect to the learner concerned.

21. PROHIBITED EMPLOYMENT

Notwithstanding anything to the contrary in this Agreement, no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited, and the employer shall continue to pay such remuneration as if such engagement or employment had not been prohibited.

22. REGISTRASIE VAN WERKGEWERS

(1) Elke werkgewer wat dit nie alreeds ingevolge 'n vorige ooreenkoms getoon het nie, moet binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, en elke werkgewer wat ná daardie datum tot die Nywerheid toetree, moet binne een maand vanaf die datum waarop hy met sy werksaamhede begin, die volgende besonderhede, wat op skrif gestel en deur die werkgewer onderteken moet word, aan die sekretaris van die distrikskomitee vir die betrokke gebied stuur:

Sy volle naam, en as die werkgewer 'n vennootskap is, die volle name van al die vennote, en as die werkgewer 'n maatskappy is, die volle name van die sekretaris, direkteure en bestuurders van die maatskappy, die naam waaronder en die adres of adresse waar hy besigheid dryf.

(2) In die geval van 'n verandering in die naam waaronder of die adres of adresse waar besigheid gedryf word, of 'n verandering van vennote, of as die werkgewer 'n maatskappy is, van die sekretaris, direkteur of bestuurders, of in die geval van sekwestrasie van die werkgewer se boedel of, as die werkgewer 'n maatskappy is, van die likwidisie van die maatskappy, of as die besigheid wat gedryf word, oorgedra of daarvan afstand gedoen word, of as 'n ander saak verkry of begin word, moet die werkgewer binne 14 dae na sodanige verandering, sekwestrasie, likwidisie, oordrag, afstanddoening, verkryging of begin, die sekretaris van die distrikskomitee vir die betrokke gebied voorsien van 'n skriftelike staat met volle besonderhede van sodanige verandering, sekwestrasie, likwidisie, oordrag, afstanddoening verkryging of begin, na gelang van die geval.

22. REGISTRATION OF EMPLOYERS

(1) Every employer who has not already done so in pursuance of any previous agreement shall, within one month from the date on which this Agreement comes into operation, and every employer entering the Industry after that date shall within one month of the date on which he starts business, forward to the Secretary of the District Committee for the area concerned the following particulars, which shall be in writing and signed by the employer:

His full name, and if the employer is a partnership, the full names of all the partners, and, if the employer is a company, the full names of its secretary and its directors and managers, the name under and the address or addresses at which he carries on business.

(2) In the event of any change in the name under or the address or addresses at which business is carried on, or among the partners, or, if the employer is a company, of its secretary or among its directors or managers, or in the event of the sequestration of the employer's estate or, if the employer is a company, of the winding up of the company, or in the event of the transfer or abandonment of the business carried on, or the acquisition or commencement of any other business, the employer shall furnish the Secretary of the District Committee for the area concerned, within 14 days of the change, sequestration, winding up, transfer, abandonment acquisition or commencement, with a written statement setting forth full particulars of the change, sequestration, winding up, transfer, abandonment, acquisition or commencement, as the case may be.

AANHANGSEL A VAN DEEL I
NATIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA
DIENSSERTIFIKAAT

Familienaam Voornamen
 Adres Voorsorgfondsnommer
 Handtekening van werknemer L.B.S.-nommer
 Geboortedatum Ras
 Geslag

ONDERVINDING

Naam van werkgewer	Fabrieks-nommer	Datum van indiens-neming	Loon	Datum van diensver-lating	Loon	Beroep	Lengte van diens			Diens uit-eie beweging verlaat (Ja of Nee)	Werkgewer se hand-tekening
							Jaar	Maande	Dae		

L.W.—Hierdie kaart moet op 'n veilige plek bewaar word aangesien dit 'n noodsaaklike register is vir doeleindes van die Raad en Voorsorgfonds.

ANNEXURE A TO PART I
NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA
SERVICE CERTIFICATE

Surname First names
 Address Provident Fund No.
 Signature of employee P.A.Y.E. No.
 Date of Birth Race
 Sex

EXPERIENCE

Name of employer	Factory No.	Date of engagement	Wage	Date of leaving	Wage	Occupation	Length of employment			Left of own accord (Yes or No)	Employer's signature
							Years	Months	Days		

N.B.—This card should be kept in a safe place as it is an essential record for Council and Provident Fund purposes.

AANHANGSEL B VAN DEEL I
 NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA
 DIENSSERTIFIKAAT

No. van sertifikaat

Seksie van die Nywerheid

Naam en adres van werkgever

Ek sertifiseer hierby dat ondergenoemde persoon by my in diens was en dat onderstaande besonderhede korrek is:

1. Familiernaam
 Fondsnummer
2. Voorname Belastingnommer (N)
3. Adres
4. Geboortedatum Geslag Ras
5. Werksaamhede
6. Loon betaal op datum van diensverlating
 Loongroep (a) Siektebystandsfonds (b) Voorsorgfonds
7. Datum van diensaanvaarding
8. Datum van diensverlating
9. Diens uit eie beweging verlaat (Ja/Nee)
10. Datum van laaste loonsverhoging kragtens Ooreenkoms
11. Die nommer van die dienssertifikaat uitgereik deur die vorige werkgever (voeg naam in)
 was
12. Siektebystandsfonds:
 (a) Getal bydraes tot op datum
 (b) Bystand opgeloop tot op datumuur.
 (c) Naam van Siektebystandsfondsdokter

Uitgereik te op hede die dag van 19....

.....
 Handtekening van werkgever/sekretaris

ANNEXURE B TO PART I
NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA
SERVICE CERTIFICATE

No. of certificate

Section of the Industry

Name and address of employer

I hereby certify that the undermentioned person was employed by me and that the particulars detailed hereunder are correct:

1. Surname

Fund No.

2. First names Tax No. (N)

3. Address

4. Date of birth Sex Race

5. Operations

6. Wage paid at date of leaving

Wage group (A) Sick Benefit Fund (b) Provident Fund

7. Date of entering service

8. Date of leaving service

9. Whether left of own accord (Yes/No)

10. Date of last increase in terms of Agreement

11. The number of the certificate of service issued by previous employer (insert name) was

12. Sick Benefit Fund:

(a) Number of contributions to date

(b) Benefit accrued to date hours.

(c) Name of Sick Benefit Fund doctor

Issued at this day of 19.....

.....
Signature of employer/secretary

AANHANGSEL C VAN DEEL I

LONE

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
A. Wag	30,38	33,42	31,05	34,16	32,40	35,64
B. Magasynmeester en/of pakhuysman, versendingsklerk	38,37	42,20	39,22	43,14	40,92	45,02
C. Ketelbediener	30,38	33,42	31,05	34,16	32,40	35,64
D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—						
(i) minder as 2 722 kg	37,84	41,63	38,68	42,55	40,36	44,40
(ii) 2 722 kg	38,37	42,20	39,22	43,14	40,92	45,02
(iii) meer as 2 722 kg maar hoogstens 4 536 kg	40,84	44,93	41,75	45,92	43,56	47,92
(iv) meer as 4 536 kg maar hoogstens 6 350 kg	48,50	53,35	49,58	54,54	51,74	56,91
E. Minderjariges in diens in beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Derde ses maande	21,14	23,26	21,61	23,77	22,55	24,81
Vierde ses maande	23,99	26,39	24,52	26,97	25,59	28,14
Vyfde ses maande	27,02	29,72	27,62	30,38	28,82	31,70
Sesde ses maande	30,19	33,20	30,86	33,94	32,20	35,42
Daarna	32,87	36,15	33,60	36,95	35,06	38,56
F. Werksaamhede in verband met die maak van kartondose:						
(i) Guillotine en/of draaisnymes en/of kerfmasjien met—						
(a) kragaandrywing	55,42	60,97	56,65	62,32	59,12	65,03
(b) handaandrywing	44,67	49,13	45,66	50,22	47,64	52,41
(ii) Kartondoomakers	30,19	33,20	30,86	33,94	32,20	35,42
(iii) Die maak van kartondose, volgens ondervinding:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Derde ses maande	21,14	23,26	21,61	23,77	22,55	24,81
Vierde ses maande	23,99	26,39	24,52	26,97	25,59	28,14
Vyfde ses maande	27,02	29,72	27,62	30,38	28,82	31,70
Daarna	30,19	33,20	30,86	33,94	32,20	35,42
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjien druk	50,16	55,17	51,27	56,40	53,50	58,85
H. Werknemers wat kantstrookies maak:						
(a) Splits, skaaf, sny, groewe maak en afskuins	35,39	38,93	36,17	39,79	37,74	41,52
(b) Alle ander werksaamhede	26,66	29,32	27,25	29,97	28,43	31,28
I. Verpakkers	28,43	31,28	29,06	31,97	30,33	33,36
J. Werknemers wat breiwerk verrig	43,23	47,55	44,19	48,60	46,11	50,72
K. Werknemers wat spoeiverf aan leer aanbring	50,06	55,06	51,17	56,29	53,39	58,73
L. Werknemers wat messe maak:						
(a) Sweis- en/of sweissoldeer- en/of silwersoldeerwerk	60,29	66,32	61,63	67,80	64,31	70,74
(b) Lasse afwerk ná sweising	39,21	43,14	40,08	44,10	41,82	46,01
(c) Heg- en/of puntsweiswerk						
(d) Buigwerk volgens patroon en/of modelle, grootte met die hand op mes pons, verspanstaal merk en sny, oksidering van afgewerkte artikels en slypwerk	35,52	39,08	36,31	39,94	37,89	41,68

Opmerking.—Vir die toepassing van paragraaf L beteken „sweiswerk” die deurlopende trek van 'n sweislas op nate en/of lasse maar nie heg- en puntsweiswerk nie.

WAGES

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
A. Watchman	30,38	33,42	31,05	34,16	32,40	35,64
B. Storeman and/or warehouseman, despatch clerk	38,37	42,20	39,22	43,14	40,92	45,02
C. Boiler attendants	30,38	33,42	31,05	34,16	32,40	35,64
D. Motor vehicle driver driving a vehicle authorised to carry or haul a pay-load of—						
(i) under 2 722 kg	37,84	41,63	38,68	42,55	40,36	44,40
(ii) 2 722 kg	38,37	42,20	39,22	43,14	40,92	45,02
(iii) over 2 722 kg but not exceeding 4 536 kg	40,84	44,93	41,75	45,92	43,56	47,92
(iv) over 4 536 kg but not exceeding 6 350 kg	48,50	53,35	49,58	54,54	51,74	56,91
E. Minors employed on occupations for which rates have not been prescribed in this Agreement:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	18,48	20,32	18,89	20,77	19,71	21,68
Third six months	21,14	23,26	21,61	23,77	22,55	24,81
Fourth six months	23,99	26,39	24,52	26,97	25,59	28,14
Fifth six months	27,02	29,72	27,62	30,38	28,82	31,70
Sixth six months	30,19	33,20	30,86	33,94	32,20	35,42
Thereafter	32,87	36,15	33,60	36,95	35,06	38,56
F. Cardboard box making operation:						
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—						
(a) power	55,42	60,97	56,65	62,32	59,12	65,03
(b) hand	44,67	49,13	45,66	50,22	47,64	52,41
(ii) Cardboard boxmakers	30,19	33,20	30,86	33,94	32,20	35,42
(iii) Making cardboard boxes, according to experience:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	18,48	20,32	18,89	20,77	19,71	21,68
Third six months	21,14	23,26	21,61	23,77	22,55	24,81
Fourth six months	23,99	26,39	24,52	26,97	25,59	28,14
Fifth six months	27,02	29,72	27,62	30,38	28,82	31,70
Thereafter	30,19	33,20	30,86	33,94	32,20	35,42
G. Employees employed on hand typesetting and printing labels on a printing machine	50,16	55,17	51,27	56,40	53,50	58,85
H. Employees employed on weltemaking:						
(a) Splitting, skiving, cutting, grooving and bevelling	35,39	38,93	36,17	39,79	37,74	41,52
(b) All other operations	26,66	29,32	27,25	29,97	28,43	31,28
I. Packers	28,43	31,28	29,06	31,97	30,33	33,36
J. Employees employed on currying	43,23	47,55	44,19	48,60	46,11	50,72
K. Employees employed on spraying of leather	50,06	55,06	51,17	56,29	53,39	58,73
L. Employees employed on knife-making:						
(a) Welding and/or brazing and/or silver soldering	60,29	66,32	61,63	67,80	64,31	70,74
(b) Finishing of joints after welding	39,21	43,14	40,08	44,10	41,82	46,01
(c) Tack and/or spot welding						
(d) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	35,52	39,08	36,31	39,94	37,89	41,68

Note.—For the purposes of paragraph L, “welding” means the continuous drawing of a weld on seams and/or joints but excludes tack and/or spot welding.

AANHANGSEL D VAN DEEL I

WAARBORG

Ek/Ons die ondergetekende(s), behoorlik daartoe gemagtig in my/ons hoedanigheid van van die bind hierby genoemde ten bedrae van rand (Suid-Afrikaanse geld) as borge en medehoofskuldenaars vir betaling aan die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika deur van alle geld wat deur hom/hulle aan die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika betaalbaar is of word, om die betaling te dek van verloftoeleae voorgeskryf in klousule 9 van Deel I van die Ooreenkoms en doen hierby afstand van alle voordele van uitwinning en skuldsplitsing en verklaar dat ek/ons ten volle op hoogte is van die betekenis en uitwerking daarvan.

Hierdie waarborg is nie verhandelbaar of oordraagbaar nie en verstryk op 31 Desember 19... Ondanks sodanige verstryking is die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika geregtig om betaling ooreenkomstig hierdie waarborg te eis vir enige sodanige verloftoeleae wat op sodanige verstrykingsdatum van hierdie waarborg verskuldig was maar nie betaal is nie.

Op hede die dag van 19... te onderteken.

Handtekening van borg

Getuie: 1.
2.

DEEL II

SPESIALE BEPALINGS VAN TOEPASSING OP DIE SKOEISELSEKSIE VAN DIE LEERNYWERHEID

1. LONE

Die loon voorgeskryf vir enige werksaamheid in Aanhangsel A van hierdie Deel is, afgesien van die afdeling waarin dit uitgevoer word, van toepassing op daardie werksaamheid.

2. AANSPORINGSLOON- OF ANDER BONUSSKEMAS

(1) Geen werkgewer mag van 'n werknemer vereis of hom toelaat om volgens enige aansporingsloonskema of stukwerkstelsel te werk, daarin te deel of daaraan deel te neem nie of om deel te neem aan enige skema vir die betaling van voorwaardelike bonusse nie, tensy sodanige werkgewer deur middel van 'n vrystellingstifikaat behoorlik daartoe gemagtig is. Sodanige vrystellingstifikaat kan deur die Raad of deur die Uitvoerende Komitee van die Raad uitgereik word op sodanige voorwaardes as wat die Raad van tyd tot tyd mag voorskryf.

(2) Daar moet in die eerste plek by die distrikskomitee in wie se gebied die bedryfsinrigting van die werkgewer geleë is, om sodanige vrystelling aansoek gedoen word, en die distrikskomitee moet dan 'n aanbeveling aan die Uitvoerende Komitee doen in verband met sodanige aansoek. Elke aansoek moet, benewens enige ander besonderhede wat die werkgewer wil voorlê, die volgende inligting bevat: Die naam van die firma, die getal werknemers, die afdeling en die betrokke werksaamhede en 'n kort beskrywing van die voorgestelde skema.

3. DIFFERENSIËLE LONE

(1) Daar mag nie van 'n werknemer vereis word om meer as twee werksaamhede te verrig wat in klousule 1 (B), (D), (E) en (F) van Aanhangsel A van hierdie Deel gespesifiseer word en waarvoor hoër lone as R36,57 per week in kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel, vir die tydperk eindigende 30 Junie 1980, R37,38 per week vir die tydperk eindigende 31 Desember 1980 en R39,00 per week daarna voorgeskryf word nie. Behoudens subklousule (3) hiervan, moet 'n werkgewer wat enige twee sodanige werksaamhede verrig, vir elke uur of gedeelte van 'n uur aan elke werksaamheid bestee, minstens die uurloon vir elke sodanige werksaamheid betaal word: Met dien verstande dat—

(i) as 'n werknemer 'n hele week lank uitsluitlik 'n werksaamheid verrig waarvoor 'n loon van meer as R36,57 per week

ANNEXURE D TO PART I

GUARANTEE

I/We the undersigned, duly authorised thereto in my/our capacity as of the do hereby bind the said in the sum of rand, South African currency, as sureties and co-principal debtors for the due payment to the National Industrial Council of the Leather Industry of South Africa by of all moneys due, payable, or to become due and payable by him/them to the National Industrial Council of the Leather Industry of South Africa, to cover payment of leave allowances prescribed in clause 9 of Part I of the Agreement, and hereby renounce all the benefits from the legal exceptions of excussion and division, with the force of effect of which I/we hereby acknowledge myself/ourselves to be fully acquainted.

This guarantee is not negotiable or transferable and expires on 31 December 19... subject to the National Industrial Council of the Leather Industry of South Africa being entitled to claim payment upon this guarantee, notwithstanding such expiry, for any of the said leave allowance due but unpaid at the said date of expiration of this guarantee.

Signed at this day of 19...

Signature of guarantor

Witness: 1.
2.

PART II

SPECIAL PROVISIONS APPLICABLE TO THE FOOTWEAR SECTION OF THE LEATHER INDUSTRY

1. WAGES

The wage prescribed for any operation in Annexure A to this Part shall apply to that operation irrespective of the department in which it is performed.

2. WAGE INCENTIVE OR OTHER BONUS SCHEMES

(1) No employer shall require or permit an employee to work, share or take part in any wage incentive scheme or piece-work system, nor to participate in any scheme for the payment of conditional bonuses unless such employer has by licence of exemption been duly authorised to do so. Such licence of exemption may be issued by the Council or by the Executive Committee of the Council upon such terms and conditions as the Council may from time to time prescribe.

(2) Application for any such exemption shall be made in the first instance to the District Committee in whose area the establishment of the employer is situated and the District Committee shall thereupon make a recommendation to the Executive Committee in regard to such application. Every application shall, in addition to any other details which the employer may wish to submit, include the name of the firm, the number of employees, the department and the operations concerned, and an outline of the proposed scheme.

3. DIFFERENTIAL RATES

(1) An employee may not be required to perform more than two operations specified in clause 1 (B), (D), (E) and (F) of Annexure A to this Part, for which wages of more than R36,57 per week are prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I for the period ending 30 June 1980, R37,38 per week for the period ending 31 December 1980 and R39,00 per week thereafter. Subject to the provisions of subclause (3) hereof, an employee who is employed on any two such operations shall be paid for every hour or part of an hour worked on each operation at not less than the hourly wage rate applicable to each operation: Provided that—

(i) if an employee is employed during the whole of a week solely on an operation in respect of which a wage of more

vir die tydperk eindigende 30 Junie 1980, R37,38 per week vir die tydperk eindigende 31 Desember 1980 en R39,00 per week daarna voorgeskryf word in kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel 1 bedoel so 'n werknemer vir daardie hele week minstens die loon voorgeskryf vir so 'n werksaamheid betaal moet word;

- (ii) as 'n werknemer langer as altesaam vier uur per week aan elk van twee werksaamhede bestee waarvoor verskillende lone in die Ooreenkoms voorgeskryf word, hy teen die uurloon vir elke werksaamheid betaal moet word volgens die tyd wat hy daaraan bestee het: Met dien verstande dat so 'n werknemer vir minstens die helfte van sy tyd teen die hoër loon betaal moet word;
- (iii) as 'n werknemer wat aan paragraaf (ii) hiervan onderworpe is, oortydwerk verrig in verband met die werksaamheid waarvoor 'n laer loon voorgeskryf is, die loon vir sodanige oortydwerk 50 persent van die hoër loon en 50 persent van die laer loon moet wees;
- (iv) as 'n werknemer langer as 30 agtereenvolgende dae werksaam is op meer as een werksaamheid waarvoor verskillende lone in hierdie Ooreenkoms voorgeskryf is, moet hy betaal word teen die hoogste loon wat voorgeskryf is vir die werksaamhede wat hy verrig.

(2) 'n Werknemer wat op 'n bepaalde dag enigeen van die werksaamhede verrig wat in subklousule (1) vermeld word en ook een of meer van die werksaamhede verrig waarvoor 'n loon van R36,57 per week of minder voorgeskryf word in kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel, vir die tydperk eindigende 30 Junie 1980, R37,38 per week vir die tydperk eindigende 31 Desember 1980 en R39,00 daarna, moet vir al die tyd wat hy op daardie dag gewerk het, betaal word teen die loon vir die werksaamheid waarvoor die hoër of hoogste loon betaal word.

- (3) (a) 'n Werknemer wat uitsnywerk verrig soos in klousule 1 (B) (i) van Aanhangel A van hierdie Deel bepaal, van wie in 'n bepaalde week vereis word om buitestukke uit meer as een klas materiaal te sny, moet vir die uitsny van sodanige buitestukke betaal word asof hy al die tyd wat hy in daardie week in diens was, gewerk het met die materiaal waarvoor die hoër of hoogste loon betaal word. Tonge word vir hierdie doel nie as buitestukke beskou nie en hulle kan gesny word teen die loon voorgeskryf in genoemde subklousule (B) (i).
- (b) 'n Gekwalifiseerde werknemer wat in 'n bepaalde week meer as een werksaamheid verrig wat in klousule 1 (C) van Aanhangel A van hierdie Deel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy vir dieselfde tydperk uitsluitlik daardie werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.
- (4) (a) Die werkgever moet aan elke werknemer op wie hierdie klousule van toepassing is, 'n register verskaf in die vorm aangetoon in Aanhangel B van hierdie Deel, en die werkgever moet die werksaamheid verrig en die tye waarop elke werksaamheid begin het en beëindig is, daarin aanteken. Die tye moet aangeteken word wanneer die werksaamheid begin en eindig. Die werknemer moet gewoonweg die register behou, maar moet dit aan die werkgever oorhandig wanneer hy dit vir registerdoeleindes nodig het.
- (b) Waar geen registers ooreenkomstig paragraaf (a) bygehou word nie, moet die werkgever aan die betrokke werknemer vir al die tyd wat hy gedurende daardie week gewerk het die loon betaal wat van toepassing is op die werksaamheid waarvoor die hoër of hoogste loon voorgeskryf word.

4. LISENSIERING VAN LEERLINGE WAT SEKERE WERKSAAMHEDE VERRIG

Geen werkgever mag 'n leerling vir uitsnywerk, die sny van sole uit leer, oortrekwerk, leeswerk met 'n masjien (uitgesonderd leeswerk aan hakbeddings), die aannaai van kantstrookies, soolnaaiwerk, soolstikwerk, ruwe afronding en groefsnijwerk en die gladsny van rande in diens neem nie, behalwe ooreenkomstig 'n lisensie wat deur die Raad of die Uitvoerende Komitee ingevolge klousule 21 van Deel I van hierdie Ooreenkoms uitgereik is nadat die Raad of die Uitvoerende Komitee homself oortuig het dat behoorlike fasiliteite vir die opleiding van so 'n leerling bestaan.

5. ONGEKWALIFISEERDE MANLIKE VOLWASSE WERKNEMERS

(1) 'n Manlike werknemer oor die ouderdom van 21 jaar, wat voorheen minstens 12 maande in die Nywerheid in diens was en wat na die mening van die Raad of die Uitvoerende Komitee weens

than R36,57 per week is prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I for the period ending 30 June 1980, R37,38 per week for the period ending 31 December 1980 and R39,00 per week thereafter; such employee shall for the whole of that week be paid at not less than the rate prescribed for such operation;

- (ii) if an employee is employed for more than four hours in the aggregate in any week on each of two operations for which different rates are prescribed in the Agreement he shall be paid at the hourly rate applicable to each operation in accordance with time worked thereon: Provided that such employee shall be paid for at least half his time at the higher rate;
- (iii) if an employee operating under paragraph (ii) hereof works overtime on the lower rated operation the rate applicable to such overtime shall be 50 percent of the higher rate and 50 percent of the lower rate;
- (iv) if an employee is employed for more than 30 consecutive days on more than one operation for which different wage rates are prescribed in this Agreement, he shall be paid the highest prescribed rate applicable to the operations performed by him.

(2) An employee who is employed on any one day on any one of the operations mentioned in subclause (1) and also on one or more of the operations for which wages of R36,57 per week or less are prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I for the period ending 30 June 1980, R37,38 per week for the period ending 31 December 1980 and R39,00 per week thereafter, shall be paid at the wage applicable to the higher or highest paid operation for the whole of the time worked in that day.

- (3) (a) Any employee on clicking as provided for in clause 1 (B) (i) of Annexure A to this Part who in any one week is required to cut outsides from more than one class of material shall be paid for the cutting of such outsides as though he were employed for the whole of the time worked in that week upon the higher or highest rated material. For this purpose tongues shall not be regarded as outsides and may be cut at the rate prescribed in the said subclause (B) (i).
- (b) A qualified employee who is employed in any one week on more than one operation specified in clause 1 (C) of Annexure A to this Part shall be paid the wage which he would earn if employed for the same time solely on the higher or highest rated of those operations.
- (4) (a) The employer shall provide each employee to whom this clause applies with the record book in the form shown in Annexure B to this Part, in which the employer shall enter the operation performed and the times of beginning and finishing each operation. The times shall be entered at the time of beginning and finishing, respectively. The book shall ordinarily be retained by the employee, but shall be handed to the employer when required for the purpose of his records.
- (b) Where no records are kept in accordance with paragraph (a), the employer shall pay to the employee concerned the wage applicable to the higher or highest rated operation for the whole of the time worked in that week.

4. LICENSING OF LEARNERS ON CERTAIN OPERATIONS

No employer shall employ a learner upon clicking, sole cutting from leather, pulling over, machine-lasting (excluding seat lasting), welt sewing, sole sewing, sole stitching, rough rounding and channelling and edge trimming, except under licence issued by the Council or the Executive Committee in terms of clause 21 of Part I of this Agreement, after the Council or the Executive Committee has satisfied itself that proper facilities exist for the training of such learner.

5. UNQUALIFIED MALE ADULT EMPLOYEES

(1) A male employee over the age of 21 years who has been previously employed in the Industry for a period of not less than 12 months and who in the opinion of the Council or the Executive

gebrek aan ondervinding nie in staat is nie om 'n werksaamheid bevredigend te verrig waarvoor hy gebruik word of gebruik gaan word en waarvoor die voorgeskrewe minimum loon meer as R36,57 per week is soos voorgeskryf in kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel, gedurende die tydperk eindigende 30 Junie 1980, R37,38 per week gedurende die tydperk eindigende 31 Desember 1980 en R39,00 per week daarna, kan, met goedkeuring van die Raad of die Uitvoerende Komitee (wat kan handel ná die vooraf aanbeveling van die distrikskomitee vir die betrokke gebied, waar daar een bestaan), as ongekwalifiseerde manlike volwassene vir so 'n werksaamheid in diens geneem word teen minder as die minimum loon in Aanhangsel A van hierdie Deel voorgeskryf: Met dien verstande dat sodanige laer loon minstens soos volg moet wees:

Committee is not able, owing to lack of experience, to perform satisfactorily an operation on which he is or is to be employed and for which the prescribed minimum wage is more than R36,57 per week as is prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I during the period ending 30 June 1980, R37,38 per week during the period ending 31 December 1980 and R39,00 per week thereafter, may, with the approval of the Council or the Executive Committee (which may act upon the prior recommendation of a District Committee where one exists for the area concerned), be employed on such operation as an unqualified male adult at less than the minimum wage prescribed in Annexure A of this Part:

Provided that such lower wage shall not be less than the following:

	Gedurende die tydperk eindigende 30.6.80	Gedurende die tydperk eindigende 31.12.80	Daarna
	Per week	Per week	Per week
Gedurende die eerste ses maande diens	R 36,57	R 37,38	R 39,00
Gedurende die tweede ses maande diens	38,28	39,13	40,83
Gedurende die volgende jaar diens	40,82	41,73	43,54

	During the period ending 30.6.1980	During the period ending 31.12.1980	Thereafter
	Per week	Per week	Per week
During the first six months of employment	R 36,57	R 37,38	R 39,00
During the second six months of employment	38,28	39,13	40,83
During the next year of employment	40,82	41,73	43,54

Daarna moet hy die voorgeskrewe loon ontvang vir die werksaamheid wat hy verrig: Met dien verstande dat niks in hierdie klousule die uitwerking mag hê dat 'n korter tydperk as twee jaar toegelaat word nie: Voorts met dien verstande dat waar dit nie moontlik is om die goedkeuring van die Raad of die Uitvoerende Komitee vooraf te kry nie, 'n werknemer ten opsigte van wie aansoek gedoen is om toestemming om as ongekwalifiseerde manlike volwassene kragtens hierdie subklousule te werk, met ingang van die datum waarop hy met sodanige werksaamheid begin, minstens die loon betaal moet word wat die distrikskomitee voorskryf.

As die Raad of die Uitvoerende Komitee bepaal dat hy 'n hoër loon moet ontvang as dié deur die distrikskomitee voorgeskryf, moet sodanige hoër loon in werking tree met ingang van die datum van die Raad of die Uitvoerende Komitee se besluit.

As die Raad of die Uitvoerende Komitee die aansoek weier, kan agterstallige lone slegs bepaal word vir die tydperk van langer as ses weke met ingang van die datum waarop daar met die werksaamheid begin is.

(2) 'n Lisensie om 'n ongekwalifiseerde manlike volwasse werknemer kragtens subklousule (1) in diens te neem, moet uitgereik word ten opsigte van elke aansoek deur die Raad of die Uitvoerende Komitee goedgekeur, en 'n kopie daarvan moet aan die werknemer oorhandig word.

Thereafter he shall be paid the prescribed wage for the operation on which he is employed: Provided that nothing in this clause shall operate to prevent a shorter period than two years being permitted: Provided further that where it is not possible to obtain prior approval of the Council or the Executive Committee, an employee in respect of whom an application has been made for permission to work as an unqualified male adult in terms of this subclause, shall be paid at not less than the rates laid down by the District Committee from the date he commences on such operation.

If the Council or the Executive Committee specifies a higher rate than the rate laid down by the District Committee, such higher rate shall apply from the date of the Council's or the Executive Committee's decision.

In the event of the Council or the Executive Committee refusing the application, arrear wages may be assessed only for that period in excess of six weeks from the date of commencement of the operation.

(2) A licence to employ an unqualified male adult employee in terms of subclause (1) shall be issued in respect of every application approved by the Council or the Executive Committee, and a copy shall be furnished to the employee.

(3) Getalsverhouding van werknemers—

- (a) Die getal ongekwalfiseerde manlike volwassenes wat kragtens subklousule (1) in 'n bedryfsinrigting in diens is, mag nooit meer wees nie as een sodanige werknemer vir elke 20 of gedeelte van 20 ander werknemers (uitgesonderd leerlinge) wat meer as R36,57 per week ontvang vir werkzaamhede in klousule (B), (D), (E) en (F) van Aanhangsel A van hierdie Deel bedoel gedurende die tydperk eindigende 30 Junie 1980, R37,38 per week gedurende die tydperk eindigende 31 Desember 1980 en R39,00 per week daarna.
- (b) By die berekening van die getalsverhouding moet werkgevers nie in aanmerking geneem word nie.

6. GEREEDSKAP

Die werkgever moet alle gereedskap kosteloos verskaf.

- (3) Ratio of employees—(a) The number of unqualified male adults employed in terms of subclause (1) in an establishment shall not at any time exceed one such employee to each 20 or part of 20 other employees (excluding learners) receiving more than R36,57 per week on operations referred to in clause 1 (B), (D), (E) and (F) of Annexure A to this Part during the period ending 30 June 1980, R37,38 per week during the period ending 31 December 1980 and R39,00 per week thereafter.

- (b) Employers shall not be taken into account in computing the ratio.

6. TOOLS

All tools shall be provided by the employer free of charge.

ANNEXURE A TO PART II OF THE AGREEMENT

CLAUSE 1.—FOOTWEAR, NOT ELSEWHERE SPECIFIED

WAGES

[illegible]

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(C) STIKAFDELING						
	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:						
(i) Puritan-masjienwerk						
(ii) Die stik van leerstroke op boleer met buitessoolstikmasjiene ..	45,71	50,28	46,73	51,40	48,76	53,63
(iii) Proefnaaimasjienwerk	43,23	47,55	44,19	48,60	46,11	50,72
(iv) Ander masjienwerk:						
(a) Alle stikwerk aan bas- en chroomgelooide splitleer, bas- en halfchroomgelooide kalfsvel-, suède- en chroomgelooide kalfsvelvoeringmasjienwerk						
Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van slegs eenstukleer-skoene, bluchers en vel-skoene, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe (almal in Suid-Afrika gelooi)	35,52	39,08	36,31	39,94	37,89	41,68
(b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:						
Voorstukke vasstik						
Plat bindwerk met 'n masjien						
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stik						
Oorskoene masjineer (hele oorskoene)						
Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte)						
Fantasiemasjienwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers						
Rantwerk of enige werksaamheid met natooimasjien, uitgesonderd Derbysykante van die Oxford- en Derbypatroon	39,21	43,13	40,08	44,08	41,82	46,00
Voorstukke van skoene vasstik met hielstukke oor die voorstukke						
Bediener van vervoerbandkonsole wat individuele bedieners voer						
(c) Werksaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plat- of afwerkmasjien en die vasryg van twee boonste samestellende dele met die hand om 'n naat te vorm, insluitende keuring vir gehalte ..						
(d) Alle werksaamhede in verband met kinderskoeisel tot No. 1½						
Alle leerpantoffels (vir mans, vroue en kinders)						
Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of skoeisel van die mynwerkerstipe)	35,52	39,08	36,31	39,94	37,89	41,68
(v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien	39,21	43,13	40,08	44,08	41,82	46,00
(vi) Omdopping						
Omdraai van bindwerk						
Aanwerk van knope						
Die maak van knoopsgate						
Vasrygwerk						
Handponswerk						
Die aanwerk van stutte en bande	35,52	39,08	36,31	39,94	37,89	41,68
Naat-vryfwerk						
Naatplatslaanwerk						
Strikke en gespes met die hand of 'n masjien vaswerk						
Syskermdrukwerk						
Tafelwerkers						
Die laai van ander stikvervoerders, maar uitgesonderd 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer)						
(D) SOOL-EN-HAKAFDELING						
<i>Klas I-werksaamhede</i>						
Gekwalifiseerde werknemers in diens:						
(i) Om sole uit leer te sny						
Om ongegradeerde en ongestempelde voorrade te sorteer, te ondersoek en te pas	60,29	66,32	61,63	67,80	64,31	70,74
Om gegradeerde en gestempelde voorrade te sorteer en te ondersoek						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(C) CLOSING DEPARTMENT	R	R	R	R	R	R
Qualified employees on:						
(i) Puritan machining						
(ii) Stitching aprons on uppers on out-sole stitching machines ...	45,71	50,28	46,73	51,40	48,76	53,63
(iii) Pilot machining	43,23	47,55	44,19	48,60	46,11	50,72
(iv) Other machining:						
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	35,52	39,08	36,31	39,94	37,89	41,68
White full chrome kip for the production only of whole- cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all of South African tannage)						
(b) Operations on leathers other than those specified in (a):						
Vamping						
Flat binding by machine						
Machining additional rows of stitching on the vamp paral- lel to the vamp stitching						
Golosh machining (whole goloshes)						
Fancy shoes on the held-together system, machined through (all classes)						
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers						
Running round or any operation on post-trimming machine, excluding Oxford and Derby pattern Derby- sides	39,21	43,13	40,08	44,08	41,82	46,00
Vamping shoes with quarters over vamps						
Conveyor belt console operator feeding individual oper- ators						
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper com- ponents to form a seam and including examining for quality						
(d) All operations on children's work up to size 1½						
All leather slippers (men's, women's and children's)						
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	35,52	39,08	36,31	39,94	37,89	41,68
(v) Eyeletting, riveting, perforating, skiving, folding and burnish- ing by machine or hand	39,21	43,13	40,08	44,08	41,82	46,00
(vi) Bagging						
Turning of binding						
Button fastening						
Buttonholing						
Lacing						
Hand punching						
Staying and taping						
Seam rubbing	35,52	39,08	36,31	39,94	37,89	41,68
Seam hammering						
Sewing on bows and buckles by hand or machine						
Silk screen printing						
Table-hands						
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)						
(D) ROUGH STUFF DEPARTMENT						
Class I Operations						
Qualified employees:						
(i) As sole cutters from leather						
On sorting, examining and fitting up ungraded and unstamped stock	60,29	66,32	61,63	67,80	64,31	70,74
On sorting and examining graded and stamped stock						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(D) SOOL-EN-HAKAFDELING (vervolg)	R	R	R	R	R	R
(ii) Om binnesole, verstywers, deurlopers, middelsole en neusverstywing uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny Vir die dunner maak van gefatsoeneerde rubbersole op 'n pers	53,05	58,35	54,23	59,64	56,58	62,24
[Getaalverhouding—Kyk subklosule (P).]						
Klas II-werksaamhede						
Gekwalifiseerde werknemers in diens vir:						
(i) Groefsnijwerk:						
Kantstrookies aan binnesole vasnaai	43,23	47,55	44,19	48,60	46,11	50,72
Ander werk	44,45	48,90	45,44	49,98	47,42	52,16
(ii) Perssnijwerk, uitgesonderd dié in klas I						
(iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie						
Die aanbring van ribbes aan binnesole waaraan kantstrookies genaai is						
Klapsplitswerk						
Die aanbring van versterkings en bande						
Hak-vormwerk						
Die maak van hakke	41,99	46,19	42,92	47,21	44,79	49,26
Die pers van hakke						
Die inslaan van groot spykers						
Die afronding van sole en binnesole						
Die maak van groewe in sole, sole op 'n outomatiese masjien grof en dunner maak						
Die vul van punte						
[Getaalverhouding—Kyk subklousule (P).]						
Klas III-werksaamhede						
Gekwalifiseerde werknemers in diens vir:						
Die oopsny van groewe						
Die bedekking van rande						
Die afwerk van rande						
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word						
Buigwerk						
Die afwerk van binnesole						
Die maak van groewe in binnesole						
Die maak van gleuwe in binnesole						
Die merk van binnesole						
Die vasspyker van haklagies en/of hakstrookies	36,57	40,22	37,38	41,12	39,00	42,90
Die omkeer van rande						
Skuurwerk in perskamer						
Die aanmekaarsit van brugstukke						
Die giet van brugstukke						
Skaafwerk						
Die stempel van nommers						
Die giet van sole, binnesole en verstywers						
Die splits van sole en binnesole						
Bediening van soolgradeermasjien						
Die rofmaak van sole vir aanplakwerk						
Die aansmeer van rubberlym						
Verstywers vorm en was daaraan smeer						
Die bereiding van kantstrookies						
[Getaalverhouding—Kyk subklousule (P).]						
(E) MAAKAFDELING						
Klas I-werksaamhede						
Gekwalifiseerde werknemers in diens vir:						
(i) Oortrekwerk, Consol-leeswerk en/of Littleway-leeswerk:						
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgeheg	60,29	66,32	61,63	67,80	64,31	70,74

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(D) ROUGH STAFF DEPARTMENT (<i>continued</i>)	R	R	R	R	R	R
(ii) As cutters of insoles, stiffeners, throughs, runners and puffs from leather other than splits and sole cutters of material other than leather	53,05	58,35	54,23	59,64	56,58	62,24
On reducing shaped rubber soles on the press						
[Ratio.—See subclause (P).]						
<i>Class II Operations</i>						
Qualified employees on:						
(i) Channelling:						
Wetted insoles	43,23	47,55	44,19	48,60	46,11	50,72
Other work	44,45	48,90	45,44	49,98	47,42	52,16
(ii) Press cutting operations other than those in Class I						
(iii) Assembling from stock whether or not sorted and/or graded						
Attaching ribs to wetted insoles						
Flap splitting						
Gemming and taping						
Heel breasting						
Heel building	41,99	46,19	42,92	47,21	44,79	49,26
Heel compressing						
Slugging						
Sole and insole rounding						
Sole grooving, sole roughening and reducing on an automatic machine						
Tip filling						
[Ratio.—See subclause (P).]						
<i>Class III Operations</i>						
Qualified employees on:						
Channel opening						
Edge covering						
Edge reducing						
Automatic edge preparation machine operating for soles prior to attachment						
Flexing						
Insole feathering						
Insole grooving						
Insole slotting						
Insole marking						
Lift and/or rand tacking						
Lip turning						
Press room scouring operations	36,57	40,22	37,38	41,12	39,00	42,90
Shank assembling						
Shank moulding						
Skiving						
Size stamping						
Sole, insole and stiffener moulding						
Sole and insole splitting						
Sole grading machine operating						
Sole roughening for stuck-on work						
Solutioning						
Stiffener waxing and crimping						
Welt preparation						
[Ratio.—See subclause (P).]						
(E) MAKING DEPARTMENT						
<i>Class I Operations</i>						
Qualified employees on:						
(i) Pulling over, Consol lasting and/or Littleway lasting:						
(a) Wetted work other than staple wetted work	60,29	66,32	61,63	67,80	64,31	70,74

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(E) MAAKAFDELING (vervolg)	R	R	R	R	R	R
(b) Klinkwerk en/of klink- en rygwerk, uitgesonderd in verband met skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe en militêre stewels	53,05	58,35	54,23	59,64	56,58	62,24
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante ..	60,29	66,32	61,63	67,80	64,31	70,74
(d) Alle ander grade						
(ii) Leeswerk aan beddings (slegs neuse):						
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	60,29	66,32	61,63	67,80	64,31	70,74
(b) Ander werk						
(iii) Leeswerk aan hakbeddings en kante met enige masjien:						
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	48,09	52,89	49,16	54,07	51,29	56,42
(b) Ander werk						
Opmerking.—As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels en skoene te lees, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.						
As daar van 'n oortrek- en/of Consol-leeswerkmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.						
(iv) Die vassit van hele sole met 'n krammasjien	43,23	47,55	44,19	48,60	46,11	50,72
Randsol vaskram						
(v) Die vasnaai van kantstrokies	60,29	66,32	61,63	67,80	64,31	70,74
(vi) Ruwe afronding:						
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	60,29	66,32	61,63	67,80	64,31	70,74
(b) Ander werk						
(vii) Die vasnaai van sole	60,29	66,32	61,63	67,80	64,31	70,74
(viii) Die vasttik van sole:						
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	53,05	58,35	54,23	59,64	56,58	62,24
(b) Buitesole aan lopers van Indiërsandale op No. 6-tuigstikmasjien stik						
(c) Ander werk	60,29	66,32	61,63	67,80	64,31	70,74
(ix) (a) Boleer aan sole op lees vaskram	43,23	47,55	44,19	48,60	46,11	50,72
(b) Boleer aan sole op lees met gare vaswerk						
(c) Neuse van buitenaatskoene vorm						
(d) Buitesoolbedekkings met 'n masjien vee						
(e) Leeswerk op 'n Kamborian-masjien						
(x) Klopwerk:						
Opmerking.—Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.						
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgesit	50,57	55,62	51,70	56,86	53,94	59,33
(b) Skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en stewels van die militêre tipe	55,42	60,97	56,65	62,32	59,12	65,03
„Stewels van die militêre tipe” beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.						
(c) Ander werk	50,57	55,62	51,70	56,86	53,94	59,33
(xi) Keuring	60,29	66,32	61,63	67,80	64,31	70,74
[Getalsverhouding.—Klas I-werksaamhede: Maakafdeling]						
(i) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonderd leeswerk aan hakbeddings en kantstukke), naaiwerk aan kantstrokies en/of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.						
(ii) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (i) vermeld, mag een leerling in diens geneem word.						
(iii) „Gedeelte van drie” in (i) en (ii) bedoel, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeel is.						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
(E) MAKING DEPARTMENT (continued)						
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	53,05	58,35	54,23	59,64	56,58	62,24
(c) Combined pulling over and forepart lasting						
(d) All other grades	60,29	66,32	61,63	67,80	64,31	70,74
(ii) Bed lasting (toes only):						
(a) Welted work other than staple welted work						
(b) Other work	60,29	66,32	61,63	67,80	64,31	70,74
(iii) Lasting of seats and sides by any machine:						
(a) Welted work other than staple welted work						
(b) Other work	48,09	52,89	49,16	54,07	51,29	56,42
<i>Note.</i> —If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seat and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.						
(iv) Complete sole attaching by staple machine	43,23	47,55	44,19	48,60	46,11	50,72
Staple welt attaching						
(v) Welt sewing	60,29	66,32	61,63	67,80	64,31	70,74
(vi) Rough rounding:						
(a) Welted work other than staple welted work						
(b) Other work						
(vii) Sole sewing	60,29	66,32	61,63	67,80	64,31	70,74
(viii) Sole stitching:						
(a) Welted work other than staple welted work						
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine	53,05	58,35	54,23	59,64	56,58	62,24
(c) Other work	60,29	66,32	61,63	67,80	64,31	70,74
(ix) (a) Stitchdown staple lasting						
(b) Stitchdown thread lasting						
(c) Stitchdown toe forming	43,23	47,55	44,19	48,60	46,11	50,72
(d) Wiping platform covers by machine						
(e) Lasting operations on a Kamborian machine						
(x) Pounding:						
<i>Note.</i> —No employee under the age of 18 years may be employed upon pounding.						
(a) Welted work other than staple welted work	50,57	55,62	51,70	56,86	53,94	59,33
(b) Miners' and miners' type and army type boots	55,42	60,97	56,65	62,32	59,12	65,03
<i>"Army type boots"</i> means the heavy type of boot involving the same strenuous pounding as contract army boots.						
(c) Other work	50,57	55,62	51,70	56,86	53,94	59,33
(xi) Examining	60,29	66,32	61,63	67,80	64,31	70,74
[Ratios.—Class I Operations: Making Department]						
(i) For every three or part of three qualified employees in pulling over, machine and or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.						
(ii) For every three or part of three qualified employees on operations other than those referred to in (i), one learner may be employed.						
(iii) "Part of three" referred to in (i) and (ii) means a remainder of not less than two after the total number of qualified employees has been divided by three.						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
<i>Klas II-werksaamhede</i>	R	R	R	R	R	R
Gekwalifiseerde werknemers wat—						
(i) sole op boleer in posisie plaas met vooraf afgewerkte kantstrokie met 'n verlengde rand	45,71	50,28	46,73	51,40	48,76	53,63
(ii) vooraf getooide sole in posisie plaas voordat en/of wanneer dit met persvasgelym word	44,45	48,90	45,44	49,98	47,42	52,16
(iii) vaslymwerk verrig:						
Sole tegelykertyd op boleer en pers in posisie plaas						
Sole op voorkant en hakbedding van boleer in posisie plaas voordat dit gepers word						
'n Pers bedien, waar sole vooraf in posisie geplaas is (kyk klas III vir vasspyker van slegs hakbedding)						
Sole met 'n ander masjien as 'n snelstikmasjien aanmekaarstik voordat dit aan die skoene vasgeheg word, maar uitgesonderd skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe						
Buitenaatskoene aanmeekaarsit of oortrek						
Dikkopspykers met die hand of 'n masjien inslaan						
Neusplate en hakskerms met die hand of 'n masjien aanbring						
Hakke aansit						
Soolknoppies en dwarsstrokies aan voetbalstewels sit						
Gelykmaking met die hand, uitgesonderd buitenaatskoene ..						
Binnenate afwerk						
Voegwerk (voering skoonmaak en boleer oor voë vasspyker)						
Losspyker of vaspen van voorkante en middelstukke	41,99	46,19	42,92	47,21	44,79	49,26
Louis-klappe met die hand afwerk						
Gelykmaking met 'n masjien						
Vasskroefwerk						
Masjiengenaai, geklinkte en/of geklinkte en gestikte sole vassit						
Sole aanplak met kleefmiddels deur 'n masjien verhit						
Hoeke van verstywers maak en verstywers vasspyker						
Steke skei						
Draakspykerwerk						
Hakbeddings vorentoe vasspyker						
Rofmaak van boleer						
Middelstukke kleiner maak nadat dit genaai is						
Houthakke pas						
Kantstrookies uitklop en skaaf						
Draaiwerk aan kantstrookies						
Kantstrookies met 'n masjien aan hakstrookies heg						
Groot spykers inslaan en veelvuldige inslaan van groot spykers						
Hakkantstrookies of sierstrookies, hetsy vertikaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg						
Voorgietwerk aan agterkant en middelstuk						
(iv) Vulkaniseerproses:						
Vulkanisering van sole aan geleesde boleer						
Kantstrookies met 'n masjien aan hakstrookies heg						
Sooleenhede giet						
<i>Klas III-werksaamhede</i>						
Gekwalifiseerde werknemers in diens vir:						
Klopwerk						
Aanbring van verhardingsharse aan neusverstywing met 'n masjien						
Vul van ondersole						
Toemaak van groewe en oplik van rande						
Voer van spykers aan masjien wat hakke vassit						
Gelykmaak van buitenate met die hand						
Oortrek van hakke	36,57	40,22	37,38	41,12	39,00	42,90
Insit van verstywers en neusverstywing						
Die klamp van Louis-hakklappe, die gladmaak van Louis-hakke						
Die afwerking van Louis-hakklappe met 'n masjien						
Aweregse bevestiging van boleer op hakbedding						
Vasspyker en/of vaspen van hakbeddings						
Afronding van hakbeddings						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
<i>Class II Operations</i>						
Qualified employees on:						
(i) sole positioning on upper with pre-finished extended welt edge	45,71	50,28	46,73	51,40	48,76	53,63
(ii) positioning of pre-trimmed soles prior to and/or with stuck-on press	44,45	48,90	45,44	49,98	47,42	52,16
(iii) stuck-on process work:						
Sole positioning on upper and press, operating in one operation						
Sole positioning on upper at forepart and seat before pressing						
Press operating with sole previously positioned (see Class III for tacking at seat only)						
Stitching soles together by machine other than the rapid stitcher prior to being attached to footwear, but excluding miners' and miners' type footwear						
Stitchdown assembling or pulling over stitchdown work						
Hobnailing by hand or machine						
Putting on toe plates and heel tips by hand or machine						
Heel attaching						
Football bootstudding and barring						
Hand levelling other than stitchdown						
Inseam trimming						
Jointing (clearing linings and tacking upper down over joints)						
Loose nailing or pegging foreparts and waists						
Louis flap trimming by hand						
Machine levelling						
Screwing	41,99	46,19	42,92	47,21	44,79	49,26
Sole attaching, machine-sewn, riveted and/or riveted and stitched work						
Sole adhesive heat activating by machine						
Stiffener cornering and tacking						
Stitch separating						
String nailing						
Tacking forward of heel seats						
Upper roughening						
Waist reducing after being sewn						
Woodheel fitting						
Welt butting and skiving						
Welt wheeling						
Rand welting by machine						
Slugging and gang slugging						
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine						
Back part and waist pre-moulding						
(iv) Vulcanising process:						
Vulcanising soles to lasted uppers						
Rand welting by machine						
Moulding of sole units						
<i>Class III Operations</i>						
Qualified employees on:						
Beating						
Application by machine of hardening resins to puffs						
Bottomfilling						
Channel closing and edge raising						
Feeding nails to heeling machine						
Hand levelling of stitchdowns						
Heel covering						
Inserting stiffeners and puffs	36,57	40,22	37,38	41,12	39,00	42,90
Louis heel flap clamping, Louis heel slicking						
Louis heel flap trimming by machine						
Reverse seat moulding for stitchdowns						
Seat nailing and/or pegging						
Seat rounding						
Shank attaching						
Sole tacking at seat for stuck-on process						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(E) MAAK AFDELING (vervolg)	R	R	R	R	R	R
Aansit van brugstukke						
Sool aan hakbedding spyker vir vasplakproses						
Aansmeer van rubberlym, bevochtiging en vasplak						
Sortering van dikkopspykers						
Soollêwerk in verband met kantstrookies en/of rubbersole						
Vasspyker of pas van deurlopers en middelsole aan sole	36,57	40,22	37,38	41,12	39,00	42,90
Uittrek van spykers						
Vasspyker van onderwerk aan lees						
Inslaan van spykers in agterstukke voordat dit oorgetrek word op skoene met toeagterstukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hakbedding geplaas word (kyk tekening)						
						
Inslaan van spykers in sandaal-agterstukke, waar geen verstewers ingesit word nie.						
Vasspyker van bostukke aan buitenaatskoene en sandale						
Alle ander draadkramwerk						
Vaskram van boeler nadat kantstukke gelees is	36,57	40,22	37,38	41,12	39,00	42,90
Afwerk van boeler						
Pastilleer en granuleer van plastiek						
Fatsoeneer van agterkante						
[Gedagsverhouding.—Kyk subklousule (P).]						
Handleeswerksaamhede						
Gekwalifiseerde werknemers in diens vir:						
(i) Oortrekwerk met die hand en/of handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe	53,05	58,35	54,23	59,64	56,58	62,24
Opmerking.—Daar is geen kwantum of aanvullende loon vir handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe nie.						
(ii) Ander oortrekwerk met die hand en/of handleeswerk						
Handleeswerk aan hakbeddings van buitenaatskoene						
Handleeswerk by die vervaardiging van houtsoolskoene	41,99	46,19	42,92	47,21	44,79	49,26
Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met inbegrip van rubberhielstukpunte						
Vasspyker van leerbandjies aan houtsole						
[Gedagsverhouding.—Hoogstens een leerling mag in diens geneem word vir elke gekwalifiseerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.]						
(F) AFWERKAFDELING						
Klas I-werksaamhede						
Gekwalifiseerde werknemers in diens vir:						
(i) Gladsny van rande:						
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels						
Rubbersole en rubberkomposisiesole						
Kinderskoeisel tot en met No. 1½	53,05	58,35	54,23	59,64	56,58	62,24
Alle pantoffels (vir mans, vroue en kinders)						
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig						
(b) Alle ander werk	60,29	66,32	61,63	67,80	64,31	70,74

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(E) MAKING DEPARTMENT <i>(continued)</i>	R	R	R	R	R	R
Solutioning, damp and pasting	36,57	40,22	37,38	41,12	39,00	42,90
Sorting hobs						
Sole laying welted work and/or rubber soles						
Sole tacking or sole fitting throughs and runners						
Tack pulling						
Tacking bottom stock to lasts						
Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration)						
 Tacking over backs						
Tacking over sandal backs where no stiffener is inserted	36,57	40,22	37,38	41,12	39,00	42,90
Tacking top pieces on stitchdowns and sandals						
All other wire grip tacking						
Upper stapling after lasting sides						
Upper trimming						
Plastic pelletising and granulating						
Back part moulding						
[Ratio.—See subclause (P).]						
<i>Hand-lasting operations</i>						
Qualified employees on:						
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	53,05	58,35	54,23	59,64	56,58	62,24
Note.—There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.						
(ii) Other pulling over by hand and/or handlasting	41,99	46,19	42,92	47,21	44,79	49,26
Hand-lasting seats of stitchdowns						
Hand-lasting in the manufacture of clogs						
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quarter tips						
Tacking leather straps to wooden soles						
[Ratio.—There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]						
(F) FINISHING DEPARTMENT						
<i>Class I Operations</i>						
Qualified employees on:						
(i) Edge trimming:						
(a) Riveted and or riveted and stitched work, but excluding miners' and miners' type and army boots	53,05	58,35	54,23	59,64	56,58	62,24
Rubber and rubber composition soles						
Children's footwear up to and including size 1½						
All slippers (men's, women's and children's)						
Stitchdown footwear produced from box hide and willow hide	60,29	66,32	61,63	67,80	64,31	70,74
(b) All other work						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna							
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B						
	Per week	Per week	Per week	Per week	Per week	Per week						
(F) AFWERKAFDELING (vervolg)	R	R	R	R	R	R						
(ii) Afwerk van rande:												
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkers-tipe en militêre stewels	43,23	47,55	44,19	48,60	46,11	50,72						
Deurloop-middelsole												
Middelstukke en/of bostukke												
Kinderskoeisel, alle nommers tot en met No. 1½												
Alle pantoffels (vir mans, vroue en kinders)	53,05	58,35	54,23	59,64	56,58	62,24						
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig												
(b) Outomatiese randafwerkmasjien, alle grade	43,23	47,55	44,19	48,60	46,11	50,72						
(c) Alle ander werk												
(iii) Afwerk van hakke	60,29	66,32	61,63	67,80	64,31	70,74						
(iv) Keuring												
[Getalsverhouding.—Kyk subklousule (P).]												
Klas II-werksaamhede												
Gekwalifiseerde werknemers in diens vir:												
Betingslagwerk met die hand of 'n masjien	41,99	46,19	42,92	47,21	44,79	49,26						
Skuur van ondersole												
Skuur van hakke												
Spuiterwerk aan hakke												
Uitholwerk												
Volledige afwerking met die hand												
Gladsny van bostukke												
Werk met bunkwiel												
Stryk van Louis-klappe												
Platvryf van rande en ondersole, herstel van gebreke aan rande, hakke, middelstukke en hoeke van ondersole en afwerk van rande												
Hakbeddingdraaiwerk												
Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedskap, hetsy voor of nadat ondersole met was gesmeer of gepoleer is (E. „Top ironing”)												
Kantstrookdraaiwerk												
[Getalsverhouding.—Kyk subklousule (P).]												
Klas III-werksaamhede												
Gekwalifiseerde werknemers in diens vir:												
Borsel, opstop en/of bruining	36,57	40,22	37,38	41,12	39,00	42,90						
Gedrewe werk op sole doen												
Skuurwerk met die vingers												
Afronding van hakvoorlyn												
Inkwerk, beitswerk, waswerk en bevogtiging												
Die insit, uittrek en wegbêre van leeste												
Uitholwerk (verwydering van lip rondom onderkant van sool)												
Die afvryf van rande en ondersole												
Eksudaatverwydering en/of naatpoetsing												
Vervoerband laai												
[Getalsverhouding.—Kyk subklousule (P).]												
(G) SKOENKAMER												
Gekwalifiseerde werknemers in diens vir:												
Wassmering	50,57	55,62	51,70	56,86	53,94	59,33						
Keuring												
Herstelwerk aan verlakte skoeisel	35,52	39,08	36,31	39,94	37,89	41,68						
Bosseleer- en/of stempelwerk												
Verpakking in dose												
Afwerking en/of sortering volgens nommers												
Afwerking met 'n sproeispuiter												
Poleerwerk en skoonmaak met die hand												
Strykwerk												
Etiketterming												

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(F) FINISHING DEPARTMENT (continued)	R	R	R	R	R	R
(ii) Edge setting:						
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots						
Through runners						
Waist and/or top pieces						
Children's footwear, all sizes up to and including size 1½	43,23	47,55	44,19	48,60	46,11	50,72
All slippers (men's, women's and children's)						
Stitchdown footwear produced from box hide and willow hide						
(b) Automatic edge-setting machine, all grades						
(c) All other work	53,05	58,35	54,23	59,64	56,58	62,24
(iii) Heel trimming	43,23	47,55	44,19	48,60	46,11	50,72
(iv) Examining	60,29	66,32	61,63	67,80	64,31	70,74
[Ratio.—See subclause (P).]						
Class II Operations						
Qualified employees on:						
Bitting by hand or machine						
Bottom scouring						
Heel scouring						
Heel spraying						
Ploughing out						
Complete finishing by hand						
Top piece trimming						
Bunk wheeling	41,99	46,19	42,92	47,21	44,79	49,26
Louis flap ironing						
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge						
Seat wheeling						
Top ironing (i.e. marking edge of forepart or waist of sole by machine or by hand tool whether before or after bottoms are faked and polished)						
Welt wheeling						
[Ratio.—See subclause (P).]						
Class III Operations						
Qualified employees on:						
Brushing, padding and/or burnishing						
Crow wheeling						
Finger scouring						
Heel-breast cornering						
Inking, staining, waxing and damping						
Inserting, slipping and putting away lasts	36,57	40,22	37,38	41,12	39,00	42,90
Ploughing (removing the scarf round underedge of sole)						
Rubbing off edges and bottoms						
Spew and/or flash trimming						
Conveyor belt loading						
[Ratio.—See subclause (P).]						
(G) SHOE ROOM						
Qualified employees on:						
Faking	50,57	55,62	51,70	56,86	53,94	59,33
Examining						
Patent repairing						
Embossing and/or stamping						
Boxing						
Dressing and/or sizing	35,52	39,08	36,31	39,94	37,89	41,68
Dressing by spray gun						
Hand polishing and cleaning						
Ironing						
Labelling						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(G) SKOENMAKER (vervolg)	R	R	R	R	R	R
Voeringafwerking	35,52	39,08	36,31	39,94	37,89	41,68
Stempel van nommers op skoeisel						
Insit van binnesole						
Stempel van beskrywings en nommers op etikette						
Hielstukvorming met 'n masjien						
Gladmaak van binnesole voordat dit ingesit of in dose verpak word						
(H) MEULKAMERWERKSAAMHEDE						
Gekwalifiseerde werknemers in diens vir:						
(i) Groep 5:						
Bediening van 'n kalandermasjien	38,20	42,01	39,05	42,95	40,74	44,81
Lotte massameet en chemikalieë bymekaarmaak						
Bediening van uitpersmasjien						
Bediening van 'n oop mengmeul met 'n wydte van minstens 1,52 m						
Bediening van 'n binnemenger						
(ii) Groep 4:						
Rubber volgens maat in plaatplaatblokke vorm (rekmengsel) ..	35,52	39,08	36,31	39,94	37,89	41,68
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,52 m maar minstens 1,01 m						
Mengsel warmmaak op oop meul						
Bediening van 'n hidrouliese pers						
(iii) Groep 3:						
Sole en hakke uitreik	33,74	37,12	34,49	37,94	35,99	39,59
Ru-stukke met 'n pers uitsny (uitsnywerk)						
Bediening van 'n outoklaaf						
Massameter bystaan						
Gietvorms nagaan						
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,01 m						
(iv) Groep 2:						
Mengsel fynmaak, beplaat, kraak of breek	30,19	33,20	30,86	33,94	32,20	35,42
Fynskuur- of afskuurmasjienwerksaamhede						
Rubber in kalender voer (rekmengsel voer)						
Afvalmateriaal met masjien maal						
Gietvorms skoonmaak						
(v) Groep 1:						
Afwerking	28,43	31,28	29,06	31,97	30,33	33,36
Ru-stukke volgens vasgestelde standarde sny en massameet ..						
Uitpers in bakke						
Bale sny						
Chemikalieë, fyngeskuurde en gemaalde stukke sif						
Bale sjabloneer of merk						
Poeier aanwend						
Sole en hakke verpak						
Granulering						
Kalenderbediener bystaan						
Indoopmasjien bedien						
[Gelyksverhouding.—Vir elke drie gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]						
(I) HOËFREKWENSIESMEEWERK						
Gekwalifiseerde werknemers in diens vir:						
(i) Hoëfrekwensiesmewerk, die bosseleer van vooraf gesnyde boeler	39,21	43,13	40,08	44,08	41,82	46,00
(ii) Hoëfrekwensiesmewerk, bosselering saam met die sny van boeler (snysmewerk)	62,77	69,05	64,16	70,58	66,95	73,65
(iii) Hoëfrekwensiesmewerk, die bosseleer van binnesole en ander komponente	35,52	39,08	36,31	39,94	37,89	41,68
(iv) Hoëfrekwensiesmewerk, saam met die sny van binnesole en ander komponente	43,23	47,55	44,19	48,60	46,11	50,72
[Gelyksverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(G) SHOE ROOM (continued)	R	R	R	R	R	R
Lining trimming	35,52	39,08	36,31	39,94	37,89	41,68
Size stamping on footwear						
Socking						
Stamping descriptions and sizes on labels						
Quarter forming by machine						
Smoothing insole before socking or boxing						
(H) MILL-ROOM OPERATIONS						
Qualified employees on:						
(i) Group 5:						
Calender operating	38,20	42,01	39,05	42,95	40,74	44,81
Batch mass-measuring and assembling of chemicals						
Operating extruding machine						
Operating an open mixing mill with a width of not less than 1,52 m						
Operating internal mixer						
(ii) Group 4:						
Slabbing sheet rubber to gauge (stretching compound)	35,52	39,08	36,31	39,94	37,89	41,68
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m						
Warming compound on open mill						
Hydraulic press operating						
(iii) Group 3:						
Issuing soles and heels	33,74	37,12	34,49	37,94	35,99	39,59
Press cutting blanks (clicking)						
Attending autoclave						
Assisting mass-measurer						
Mould checking						
Operating an open mixing mill with a width of less than 1,01 m						
(iv) Group 2:						
Masticating, sheeting out, cracking or breaking compound	30,19	33,20	30,86	33,94	32,20	35,42
Buffing or scouring machine operations						
Feeding rubber into calender (feeding stretchers)						
Grinding scrap by machine						
Mould cleaning						
(v) Group 1:						
Trimming	28,43	31,28	29,06	31,97	30,33	33,36
Blank cutting and mass-measuring to fixed standards						
Extruding into trays						
Bale cutting						
Sieving chemicals, buffings and grindings						
Stencilling or marking bales						
Applying powder						
Packing soles and heels						
Granulating						
Assisting calender operator						
Dipping machine						
[Ratio.—For every three qualified employees employed in this section not more than one learner may be employed.]						
(I) HIGH-FREQUENCY WELDING						
Qualified employees on:						
(i) High-frequency welding, embossing pre-cut uppers	39,21	43,13	40,08	44,08	41,82	46,00
(ii) High-frequency welding, embossing combined with cutting of uppers (cut-welding)	62,77	69,05	64,16	70,58	66,95	73,65
(iii) High-frequency welding, embossing of socks and other components	35,52	39,08	36,31	39,94	37,89	41,68
(iv) High-frequency welding, combined with cutting of socks and other components	43,23	47,55	44,19	48,60	46,11	50,72
[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
(J) VLOEIVORMINGSWERK						
Gekwalifiseerde werknemers in diens vir:						
(i) Die vloei vorming van vooraf gesnyde bolear	39,21	43,13	40,08	44,08	41,82	46,00
(ii) Die vloei vorming van vooraf gesnyde binnesole						
(iii) Vloei vormingswerk waar die bolear uiteindelik in vloei bare vorm aangebied word						
(iv) Kleuraanwending aan vorms voor die vloei vormingswerk						
(v) Vormvervaardiging van vorms vir vloei vormingswerk uit sili koonrubber of enige ander geskikte materiaal						
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]						
(K) INSUITGIET OF STORT VAN STOWWE WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD						
Gekwalifiseerde werknemers in diens vir:						
Insuitgiets van eenhede aan bolear wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleen hede:						
(a) Waar een werknemer met 'n insuitgietsmasjien werksaam is	41,99	46,19	42,92	47,21	44,79	49,26
(b) Waar twee werknemers met 'n insuitgietsmasjien werk saam is, moet elkeen soos volg betaal word	41,99	46,19	42,92	47,21	44,79	49,26
(c) Waar meer as twee werknemers met 'n insuitgietsmasjien werksaam is, moet elkeen soos volg betaal word	36,57	40,22	37,38	41,12	39,00	42,90
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]						
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN ENIGE ANDER TOESTEL						
Gekwalifiseerde werknemers in diens vir:						
(i) Touleeswerk aan bolear van doekmateriaal	41,99	46,19	42,92	47,21	44,79	49,26
(ii) Touleeswerk aan sintetiese bolear						
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]						
(M) HOUTEENHEIDVERVAARDIGING						
Werksaamhede waarvoor in geen ander afdeling van klousule 1 van Aanhangsel A van Deel II voorsiening gemaak word nie:						
(a) Vervaardiging van oorgetrekte of onoorgetrekte houthakke (insluitende die prosessering van gelamelleerde gelaagde oortreksels):						
Gekwalifiseerde werknemers in diens vir:						
(i) Masjienopstelwerk om die outomatiese of halfoutomatiese werking van enige masjien in hierdie afdeling te verseker ...	44,45	48,90	45,44	49,98	47,42	52,16
(ii) Die sny van ru-stukke voor lamellering by die voorbereiding van gelaagde hakoortreksels						
(iii) Die skuur, sementering, in posisie plaas en pers van ru-stukke voor die sny of sny met 'n guillotine van gelaagde hakoortreksels	36,57	40,22	37,38	41,12	39,00	42,90
(iv) Die sny of sny met 'n guillotine van gelamelleerde ru-stukke om hakoortrekmateriaal te produseer	44,45	48,90	45,44	49,98	47,42	52,16
(v) Die sny van hakoortreksels volgens 'n patroon uit gelaagde hakoortrekmateriaal						
(vi) (aa) Die dwarssaag van hout in lengtes	36,57	40,22	37,38	41,12	39,00	42,90
(ab) Die vorming van hakke en hakvoorlyne, met gebruikmaking van maatvorms en/of setmate en/of leirame						
(ac) Sny of skuur om die helling van hakke reg te kry, met gebruikmaking van maatvorms en/of setmate en/of leirame						
(ad) Die uithol van hakke om haakbeddings aan te sit						
(vii) Die sementering van hakke en hakoortreksels						
(viii) Hakoortreksels aan hakke vasheg („spotting”) en vaspers ...						
(ix) Die afwerk van hakoortreksels						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
(J) FLOW MOULDING						
Qualified employees on:						
(i) Flow moulding, pre-cut uppers	39,21	43,13	40,08	44,08	41,82	46,00
(ii) Flow moulding, pre-cut socks						
(iii) Flow moulding where eventual upper is presented in liquid form						
(iv) Colour application to moulds prior to flow moulding						
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials						
[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]						
(K) INJECTION MOULDING OR POURING OF ANY MATERIALS USED FOR SOLING AND UNIT CONVERTING						
Qualified employees on:						
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:						
(a) Where one employee is employed on an injection moulding machine	41,99	46,19	42,92	47,21	44,79	49,26
(b) Where two employees are employed on an injection moulding machine, each shall be paid	41,99	46,19	42,92	47,21	44,79	49,26
(c) Every employee in excess of two, employed on an injection moulding machine, shall be paid	36,57	40,22	37,38	41,12	39,00	42,90
[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]						
(L) STRING-LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING, OR WITH THE ASSISTANCE OF ANY OTHER DEVICE						
Qualified employees on:						
(i) String-lasting of fabric uppers	41,99	46,19	42,92	47,21	44,79	49,26
(ii) String-lasting of synthetic uppers						
[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]						
(M) WOODEN UNIT MANUFACTURING						
Operations not provided for in any other section of clause 1 of Annexure A to Part II:						
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):						
Qualified employees on:						
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	44,45	48,90	45,44	49,98	47,42	52,16
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers						
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	36,57	40,22	37,38	41,12	39,00	42,90
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	44,45	48,90	45,44	49,98	47,42	52,16
(v) Cutting of heel covers to a pattern from layered heel covering material						
(vi) (aa) Cross cutting of timber into lengths	36,57	40,22	37,38	41,12	39,00	42,90
(ab) Shaping of heels and heelbreasts, using templates and/or jigs and/or guides						
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides						
(ad) Cupping of heels to fit heel seats						
(vii) Cementing heels and heel covers						
(viii) Spotting of heel covers to heels and pressing						
(ix) Trimming of heel covers						

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(M) HOUTEENHEIDVERVAARDIGING (vervolg)						
(x) Die vassit van bostukke	R 41,99	R 46,19	R 42,92	R 47,21	R 44,79	R 49,26
(b) Die vervaardiging van houteenhede met of sonder hakke:						
Gekwalifiseerde werknemers in diens vir:						
(i) Die selekteer en/of skaaf van rou hout						
(ii) Die meet, merk en saag van hout in vereiste lengtes	36,57	40,22	37,38	41,12	39,00	42,90
(iii) Die merk van boonste en kantaansig vir profielsny van eenheid						
(iv) Die sny en fatsoeneer uit hout van 'n gekombineerde eenheid wat 'n voetvormige basis vorm en die sny van fantasieuitsnydings op die basis						
(v) Die sny of uitskaaf van 'n rand gedeeltelik of heeltemal rondom 'n houteenheid om leeswerkrand te versink	41,99	46,19	42,92	47,21	44,79	49,26
(vi) Die sementeer of rubberlym en lamineer van twee of meer stukke hout om finale substansie te vermeerder	36,57	40,22	37,38	41,12	39,00	42,90
(vii) Die plaas en pers van vooraf afgewerkte of onafgewerkte sole aan houteenhede	41,99	46,19	42,92	47,21	44,79	49,26
(viii) Die vasgom met rubberlym of sementeer en vassit van hakstukke aan sole voor vassit aan houteenhede mits sodanige stukke nie die substansie van die sole oorskry nie	36,57	40,22	37,38	41,12	39,00	42,90
(ix) Die vassit van bostukke aan hakke	41,99	46,19	42,92	47,21	44,79	49,26
(x) (a) Die skuur van eenhede met 'n outomatiese masjien voor of na die vassit van die sole	36,57	40,22	37,38	41,12	39,00	42,90
(b) Die skuur van eenhede met die hand voor of na die vassit van die sole	41,99	46,19	42,92	47,21	44,79	49,26
(xi) Die poleer van eenhede met skuurpapier en/of was na die aanwending van vernis, verf of spuitverf of tussen die aanwending daarvan	36,57	40,22	37,38	41,12	39,00	42,90
(xii) Keuring vir gehalte	50,57	55,62	51,70	56,86	53,94	59,33
(xiii) Die herstel van eenhede						
(xiv) Die stempel van nommers	36,57	40,22	37,38	41,12	39,00	42,90
(xv) Die vernis, verf, spuitverf of indoop van eenhede						
(xvi) Die vassit van dekoratiewe soolknoppies en/of spykers en/of klinknaels en/of hegspykers aan eenhede na leeswerk	36,57	40,22	37,38	41,12	39,00	42,90
(N) LEERLINGE						
(i) Leerlinge wat die werksaamhede verrig wat in klousule 4 van Deel II vermeld word:						
Eerste ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Tweede ses maande	22,22	24,44	22,72	24,98	23,70	26,07
Derde ses maande	28,78	31,66	29,42	32,37	30,70	33,77
Vierde ses maande	31,98	35,17	32,69	35,95	34,11	37,52
Vyfde ses maande	35,52	39,08	36,31	39,94	37,89	41,68
Sesde ses maande	39,27	43,19	40,14	44,15	41,88	46,07
Sewende ses maande	42,23	46,44	43,16	47,48	45,04	49,54
Agtste ses maande	47,39	52,13	48,44	53,28	50,55	55,60
Daarna, die voorgeskrewe loon.						
(ii) Leerlinge in klas III in die Sool-en-hakafdeling en die Maak-en-Afwerkafdelings volgens ondervinding:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Derde ses maande	21,14	23,26	21,61	23,77	22,55	24,81
Vierde ses maande	23,99	26,39	24,52	26,97	25,59	28,14
Vyfde ses maande	27,02	29,72	27,62	30,38	28,82	31,70
Sesde ses maande	30,19	33,20	30,86	33,94	32,20	35,42
Daarna, die voorgeskrewe loon.						
(iii) Leerlinge in diens vir die werksaamhede in subklousule H vermeld:						
Eerste drie maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede drie maande	17,77	19,55	18,16	19,98	18,95	20,85
Derde drie maande	19,55	21,50	19,98	21,98	20,85	22,94
Vierde drie maande	21,32	23,45	21,80	23,97	22,74	25,01
Vyfde drie maande	23,10	25,41	23,61	25,97	24,64	27,10
Daarna, die voorgeskrewe loon.						
(iv) Ander leerlinge, volgens ondervinding:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Derde ses maande	21,14	23,26	21,61	23,77	22,55	24,81
Vierde ses maande	23,99	26,39	24,52	26,97	25,59	28,14
Vyfde ses maande	27,02	29,72	27,62	30,38	28,82	31,70
Sesde ses maande	30,19	33,20	30,86	33,94	32,20	35,42
Sewende ses maande	33,74	37,12	34,49	37,94	35,99	39,59
Agtste ses maande	38,20	42,01	39,05	42,95	40,74	44,81
Daarna, die voorgeskrewe loon.						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(M) WOODEN UNIT MANUFACTURING (continued)						
(x) Top piece attaching	R 41,99	R 46,19	R 42,92	R 47,21	R 44,79	R 49,26
(b) Manufacture of wooden units inclusive and/or exclusive of heels:						
Qualified employees on:						
(i) Selecting and/or planing of raw timber						
(ii) Measuring, marking and cutting timber into required lengths	36,57	40,22	37,38	41,12	39,00	42,90
(iii) Marking top and side elevation for profile cutting of unit						
(iv) Cutting and shaping from wood of a combined unit forming a footshaped base and cutting of fancy cut-outs on the base	41,99	46,19	42,92	47,21	44,79	49,26
(v) Cutting or routing of a margin partly or right round a wood unit to countersink lasting margin	36,57	40,22	37,38	41,12	39,00	42,90
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	41,99	46,19	42,92	47,21	44,79	49,26
(vii) Positioning and pressing of pretrimmed or untrimmed soles to wooden units	36,57	40,22	37,38	41,12	39,00	42,90
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units provided such pieces do not exceed the substance of the soles	41,99	46,19	42,92	47,21	44,79	49,26
(ix) Attaching top pieces to heels	36,57	40,22	37,38	41,12	39,00	42,90
(x) (aa) Scouring units by automatic machine prior to or after sole attaching	41,99	46,19	42,92	47,21	44,79	49,26
(ab) Scouring units by hand prior to or after sole attaching	36,57	40,22	37,38	41,12	39,00	42,90
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	50,57	55,62	51,70	56,86	53,94	59,33
(xii) Examining for quality	36,57	40,22	37,38	41,12	39,00	42,90
(xiii) Repairing of units						
(xiv) Size stamping	36,57	40,22	37,38	41,12	39,00	42,90
(xv) Varnishing, painting, spraying or dipping units	36,57	40,22	37,38	41,12	39,00	42,90
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting						
(N) LEARNERS						
(i) Learners on the operations referred to in clause 4 of Part II:						
First six months	18,48	20,32	18,89	20,77	19,71	21,68
Second six months	22,22	24,44	22,72	24,98	23,70	26,07
Third six months	28,78	31,66	29,42	32,37	30,70	33,77
Fourth six months	31,98	35,17	32,69	35,95	34,11	37,52
Fifth six months	35,52	39,08	36,31	39,94	37,89	41,68
Sixth six months	39,27	43,19	40,14	44,15	41,88	46,07
Seventh six months	42,23	46,44	43,16	47,48	45,04	49,54
Eighth six months	47,39	52,13	48,44	53,28	50,55	55,60
Thereafter, the prescribed rate.						
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	18,48	20,32	18,89	20,77	19,71	21,68
Third six months	21,14	23,26	21,61	23,77	22,55	24,81
Fourth six months	23,99	26,39	24,52	26,97	25,59	28,14
Fifth six months	27,02	29,72	27,62	30,38	28,82	31,70
Sixth six months	30,19	33,20	30,86	33,94	32,20	35,42
Thereafter, the prescribed rate.						
(iii) Learners employed on the operations referred to in subclause H:						
First three months	16,00	17,60	16,36	17,99	17,07	18,77
Second three months	17,77	19,55	18,16	19,98	18,95	20,85
Third three months	19,55	21,50	19,98	21,98	20,85	22,94
Fourth three months	21,32	23,45	21,80	23,97	22,74	25,01
Fifth three months	23,10	25,41	23,61	25,97	24,64	27,10
Thereafter, the prescribed rate.						
(iv) Other learners, according to experience:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	18,48	20,32	18,89	20,77	19,71	21,68
Third six months	21,14	23,26	21,61	23,77	22,55	24,81
Fourth six months	23,99	26,39	24,52	26,97	25,59	28,14
Fifth six months	27,02	29,72	27,62	30,38	28,82	31,70
Sixth six months	30,19	33,20	30,86	33,94	32,20	35,42
Seventh six months	33,74	37,12	34,49	37,94	35,99	39,59
Eighth six months	38,20	42,01	39,05	42,95	40,74	44,81
Thereafter, the prescribed rate.						

Met dien verstande dat—

- (i) 'n Leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem is as dié wat voorgeskryf is vir iemand met sy ondervinding, inkremte betaal moet word asof hy volgens ondervinding geregtig is om die loon betaal te word waarteen hy in diens geneem is;
- (ii) leerlinge in die Stikafdeling en die Skoenkamer—
- (aa) na die sesde ses maande ondervinding geregtig is op 'n loon van R35,52 per week gedurende die tydperk eindigende 30 Junie 1980, R36,31 per week gedurende die tydperk eindigende 31 Desember 1980 en R37,89 per week daarna indien hulle in diens is vir werksaamhede waarvoor hierdie lone voorgeskryf word;
- (ab) na die sewende ses maande ondervinding geregtig is op 'n loon van R39,21 per week vir die tydperk eindigende 30 Junie 1980, R40,08 per week vir die tydperk eindigende 31 Desember 1980 en R41,82 per week daarna indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;
- (iii) leerlinge in die Uitsnyafdeling, wat nommers stempel of verwerk doen, ná die sesde ses maande ondervinding geregtig is op 'n loon van R36,57 per week vir die tydperk eindigende 30 Junie 1980, R37,38 per week vir die tydperk eindigende 31 Desember 1980 en R39,00 per week daarna.

Werwing van 'n leerling vir 'n klas I- of klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.

Provided that—

- (i) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate at which he is engaged;
- (ii) learners in the Closing Department and Shoe Room shall—
- (aa) after the sixth six months of experience become entitled to a wage of R35,52 per week during the period ending 30 June 1980, R36,31 per week during the period ending 31 December 1980 and R37,89 per week thereafter if employed on operations for which these rates are prescribed;
- (ab) after the seventh six months of experience become entitled to a wage of R39,21 per week for the period ending 30 June 1980, R40,08 per week for the period ending 31 December 1980 and R41,82 per week thereafter if employed on operations for which this rate is prescribed;
- (iii) learners in the Clicking Department, on size stamping and painting shall, after the sixth six months of experience, become entitled to a wage of R36,57 per week for the period ending 30 June 1980, R37,38 per week for the period ending 31 December 1980 and R39,00 per week thereafter.

Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available, or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(O) ALGEMENE ARBEIDERS	R	R	R	R	R	R
Algemene arbeiders	26,66	29,32	27,25	29,97	28,43	31,28

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(O) GENERAL LABOURERS	R	R	R	R	R	R
General labourers	26,66	29,32	27,25	29,97	28,43	31,28

(P) GETALSVIRHOUDINGS

- (i) Klas I-werksaamhede in die Sool-en-hakafdeling en die Afwerkafdeling.

Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat Klas I-werksaamhede in sowel die Sool-en-hakafdeling as in die Afwerkafdeling verrig, mag hoogstens een leerling in diens wees.

„Gedeelte van drie” beteken ’n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

- (ii) Klas II-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdeling.

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees.

„Gedeelte van drie” beteken vir hierdie doel ’n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

- (iii) Klas III-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdeling.

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in diens wees.

KLOUSULE 2.—SKOEISEL SOOS HIERONDER GESPEESIFISEER

Groep 1.—Skoeisel met boleer van seildoek (wat vir die toepassing van hierdie klousule beteken boleer van kleedstof wat van katoen en/of kunsvael gemaak is, wat of ’n heeltemal natuurlike kleur het of gebleik is of eenkleurig is, en dit omvat bindwerk in bypassende skakerings maar nie vinielbestrykte materiale, kunsvael en gebosselleerde of brokaatsowwe nie), met rubbersole wat of in ’n outoklaaf gevulkaniseer of regstreeks gegiet is, en ontwerp is vir tennis, gimnasiums of aktiewe deelname aan ander sportsoorte, uitgesonderd skoeisel met hakke wat hoër as 6 mm van die oppervlak van die sool by die middelstuk is, en uitgesonderd skoeisel met sole wat soolknoppe of dwarsstroke het wat meer as 6 mm uitstaan: Met dien verstande dat—

- (i) vir die toepassing van hierdie klousule, „bypassende skakering” beteken ’n skakering wat verskil van dié van die boleer, mits die verskil in diepte tussen sodanige skakerings nie meer is nie as die verskil verteenwoordig deur Graad 3 van die „Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, 3rd Edition, page 10. British Standard B S 2662:1961. International Standards Organisation R105/1/Part 2)”;
(ii) die omvang van die bindwerk nie groter moet wees nie as die bindwerk weerspieël in die lyntekeninge wat in die illustrasies afgeteken is (Afbeelding 1 (a) en (b)).

Groep 2.—Rubberskoeisel, nie uitgevoer nie of moet seildoek uitgevoer.

Groep 3.—Skoeisel wat ten volle gegiet is.

Groep 4.—Seildoeksandale.

Vir die toepassing van hierdie klousule—

- (a) omvat rubber natuurlike en sintetiese rubber en termoplastiese organiese stowwe en verbindings daarvan;
(b) kan skoeisel nog onder hierdie klousule resorteer, al word rubber tesame met seildoek van die tipe hierbo beskryf, in die boleer daarvan gebruik.

(P) RATIOS

- (i) Class I operations in the Rough Stuff and Finishing Departments.

For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.

“Part of three” means a remainder of not less than two after the number of qualified employees has been divided by three.

- (ii) Class II operations in the Rough Stuff, Making and Finishing Departments.

On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.

“Part of three” for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three.

- (iii) Class III operations in the Rough Stuff, Making and Finishing Departments.

On these operations all taken collectively there may be employed not more than two learners to each qualified employee.

CLAUSE 2—FOOTWEAR AS SPECIFIED BELOW

Group 1.—Footwear with uppers of canvas fabric (which, for the purposes of this clause, shall mean uppers of fabric made of cotton and/or manmade fibres, which uppers shall be entirely natural colour, bleached or of one solid shade but shall include bindings of a toning shade and shall exclude vinyl-coated materials, imitation leathers and embossed or brocaded materials) with rubber soles either vulcanised in an autoclave or directly moulded; designed for tennis, gymnasium or active participation in other sports, excluding footwear with heels exceeding a height of 6 mm from the surface of the sole at the waist, and excluding footwear with soles having studs or bars protruding more than 6 mm: Provided that—

- (i) for the purposes of this clause, “toning shade” means a shade which differs from that of the uppers, provided that the difference in depth between such shades does not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, 3rd Edition, page 10. British Standard B S 2662:1961. International Standards Organisation R.105/1/Part 2);
(ii) the extent of the bindings shall not be greater than the bindings reflected in the line drawings depicted in Illustration 1 (a) and (b).

Group 2.—Rubber footwear, either unlined or lined with canvas fabrics.

Group 3.—Wholly moulded footwear.

Group 4.—Canvas fabric sandals.

For the purposes of this clause—

- (a) rubber includes natural and synthetic rubber and thermoplastic organic substances and compounds thereof;
(b) the use in the uppers of rubber in conjunction with canvas fabrics of the type described above shall not exclude the footwear from this clause.

AFBEELDING 1.

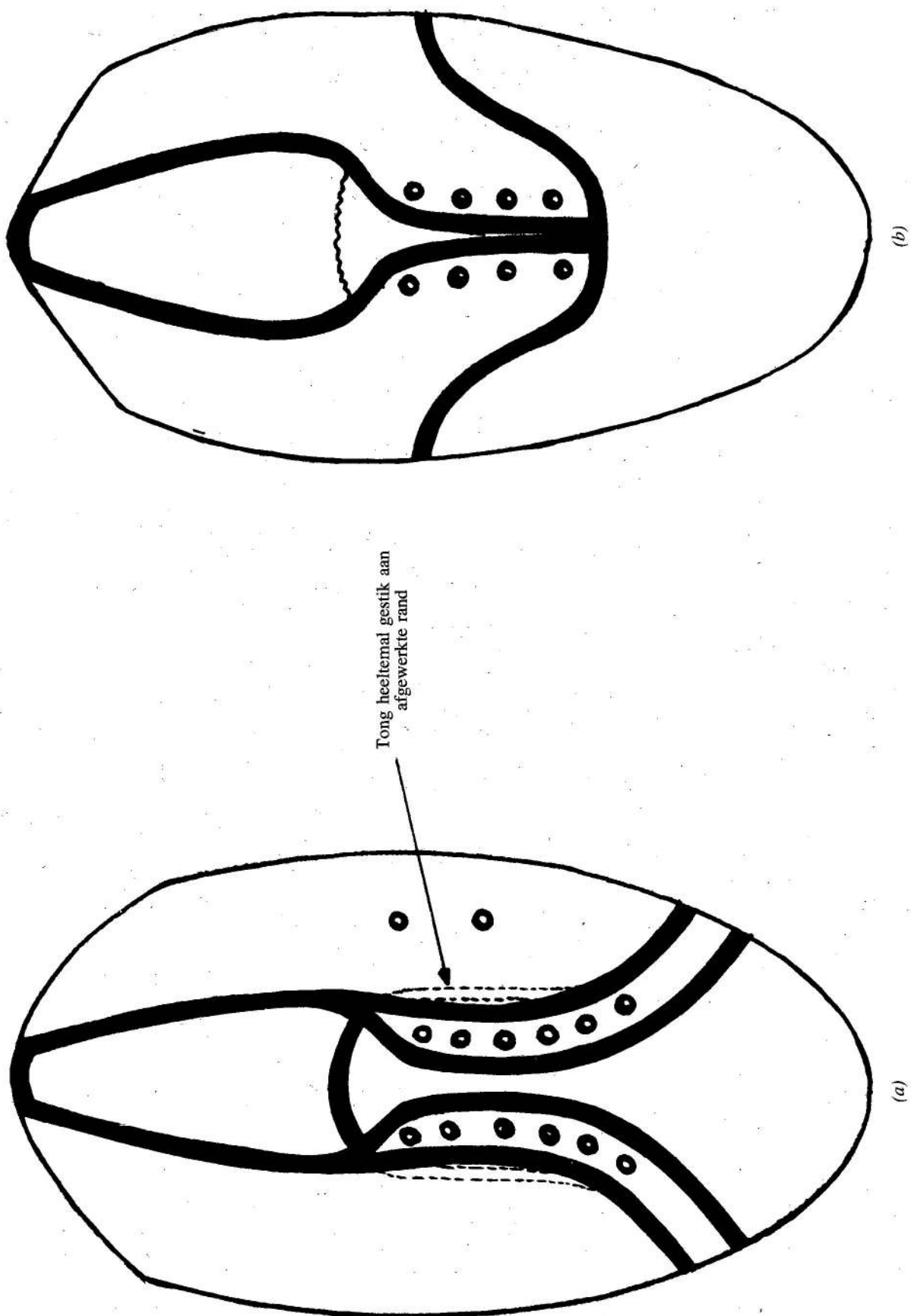
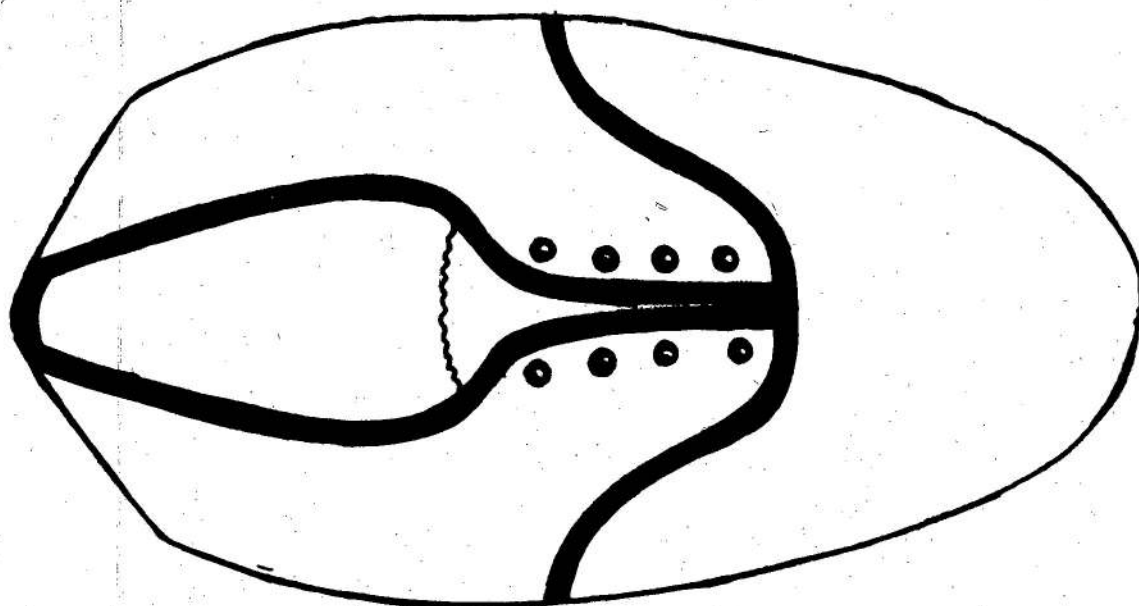
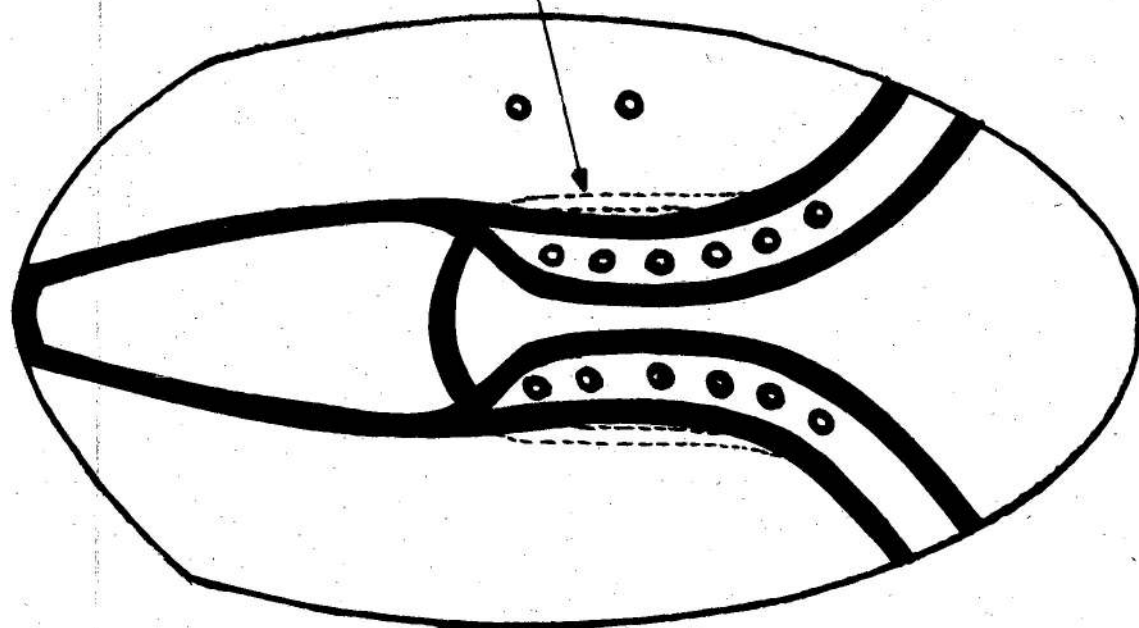


ILLUSTRATION 1.



(b)



(a)

(1) LONE

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
A.—TOERYGSTEWELS VAN RUBBER						
Gekwalifiseerde werknemers in diens vir:						
(i) Die merk en/of sny van tekstielstowwe	53,57	58,92	54,76	60,23	57,14	62,85
(ii) Die sny van rubberboleer	28,43	31,28	29,06	31,97	30,33	33,36
(iii) Die sny van kledstof met rubber geïmpregneer						
(iv) Die Stikafdeling:						
(a) Stik van boleer	32,62	35,88	33,34	36,68	34,79	38,27
(b) Stik van voering						
(c) Die maak van vetergate						
(d) Tonge poleer						
(e) Tonge insit						
(f) Tonge vassit	28,43	31,28	29,06	31,97	30,33	33,36
(g) Tafelwerkers						
(v) Alle soolsnywerkzaamhede, hetsy met die hand of 'n pers	44,16	48,57	45,14	49,65	47,10	51,81
(vi) Alle ander perssnywerkzaamhede (slegs onderwerk)	32,08	35,28	32,79	36,07	34,22	37,64
(vii) Handleeswerk (d.w.s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool)	34,97	38,47	35,75	39,32	37,30	41,03
(viii) Binnesole vassit	28,43	31,28	29,06	31,97	30,33	33,36
(ix) Materiaal rondom die lees plaas						
(x) Sole vassit	31,35	34,49	32,04	35,25	33,44	36,78
(xi) 'n Outoklaaf bedien						
(xii) Rubberlymwerk met die hand						
(xiii) Rubberlymwerk met 'n masjien	28,43	31,28	29,06	31,97	30,33	33,36
(xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede	32,62	35,88	33,34	36,68	34,79	38,27
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf ...	40,14	44,16	41,04	45,14	42,82	47,10
(xv) Die inslaan van dikkopspykers						
(xvi) Die rofmaak van sole						
(xvii) Die rofmaak van boleer						
(xviii) Die gladsny van rande						
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is						
(xx) Die insit van veters						
(xxi) Die uittrek en sortering van leeste						
(xxii) Die regsny van voerings						
(xxiii) Boleer rol						
(xxiv) Steunstukke sny en/of insit	28,43	31,28	29,06	31,97	30,33	33,36
(xxv) Poets						
(xxvi) Skoonmaak						
(xxvii) Nommers op voerings stempel						
(xxviii) Trollie vir outoklaaf laai						
(xxix) Pare uitsoek						
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit						
(xxxi) Alle werkzaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie						
(xxxii) Algemene arbeiders	26,66	29,32	27,25	29,97	28,43	31,28
B.—ANDER SKOEISEL IN HIERDIE SEKSIE						
Gekwalifiseerde werknemers in diens:						
(i) In die Boleersnyafdeling:						
Groep 1:						
Merk en/of sny (uit seildoek of kledstof)	53,57	58,92	54,76	60,23	57,14	62,85
Groep 2:						
Snyer bystaan						
Merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer) van rubberstewels	29,64	32,60	30,30	33,32	31,61	34,77
Nommers merk						
(ii) In die Stikafdeling:						
Groep 3:						
Steunstukke vassit						
Nommers op voerings stempel						
Drade afknip						
Alle ander stikkamerwerkzaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk	32,29	35,52	33,01	36,31	34,44	37,89
(iii) In die Onderwerkafdeling:						
Groep 4:						
Die sny van sole uit rubber met 'n pers of met die hand	44,16	48,57	45,14	49,65	47,10	51,81

(1) WAGES

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
A.—LACE-UP RUBBER BOOTS						
Qualified employees on:						
(i) Marking and/or cutting of textile fabrics	53,57	58,92	54,76	60,23	57,14	62,85
(ii) Cutting of rubber uppers	28,43	31,28	29,06	31,97	30,33	33,36
(iii) Cutting of fabric impregnated with rubber						
(iv) Closing Department:						
(a) Upper closing	32,62	35,88	33,34	36,68	34,79	38,27
(b) Lining closing						
(c) Eyeletting						
(d) Buffing tongues						
(e) Inserting tongues	28,43	31,28	29,06	31,97	30,33	33,36
(f) Securing tongues						
(g) Table-hands						
(v) All sole cutting operations whether by hand or press	44,16	48,57	45,14	49,65	47,10	51,81
(vi) All other press cutting operations (bottom stock only)	32,08	35,28	32,79	36,07	34,22	37,64
(vii) Hand lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	34,97	38,47	35,75	39,32	37,30	41,03
(viii) Insole attaching	28,43	31,28	29,06	31,97	30,33	33,36
(ix) Placing material around the last						
(x) Sole attaching	31,35	34,49	32,04	35,25	33,44	36,78
(xi) Attending an autoclave						
(xii) Solutioning by hand	28,43	31,28	29,06	31,97	30,33	33,36
(xiii) Solutioning by machine						
(xiv) (a) Moulding of soles, heels and/or sole and heel units	32,62	35,88	33,34	36,68	34,79	38,27
(b) Moulding of boots other than in an autoclave	40,14	44,16	41,04	45,14	42,82	47,10
(xv) Hobnailing						
(xvi) Sole roughing						
(xvii) Upper roughing						
(xviii) Edge trimming						
(xix) Spew and/or flash trimming on moulded boots						
(xx) Inserting laces						
(xxi) Slipping and sorting lasts						
(xxii) Trimming linings						
(xxiii) Rolling uppers	28,43	31,28	29,06	31,97	30,33	33,36
(xxiv) Cutting and/or inserting stays						
(xxv) Dressing						
(xxvi) Cleaning						
(xxvii) Stamping sizes on linings						
(xxviii) Loading trolley for autoclave						
(xxix) Pairing						
(xxx) Attaching throughs or insole covers						
(xxxi) Any operations not specified in (i) to (xxx) above	26,66	29,32	27,25	29,97	28,43	31,28
(xxxii) General labourers						
B.—OTHER FOOTWEAR WITHIN THIS SECTION						
Qualified employees on:						
(i) Upper Cutting Department:						
Group 1:						
Marking and/or cutting (from canvas or fabric)	53,57	58,92	54,76	60,23	57,14	62,85
Group 2:						
Assisting clicker						
Marking and/or cutting (from rubber and/or canvas impreg- nated with rubber) gum boots	29,64	32,60	30,30	33,32	31,61	34,77
Size marking						
(ii) Closing Department:						
Group 3:						
Attaching stays						
Size stamping on linings						
Thread trimming						
All other Closing Room operations, including eyeletting, per- forating and skiving	32,29	35,52	33,01	36,31	34,44	37,89
(iii) Bottom Stock Department:						
Group 4:						
Sole cutting from rubber by press or by hand	44,16	48,57	45,14	49,65	47,10	51,81

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(B) ANDER SKOEISEL IN HIERDIE SEKSIE (vervolg)	R	R	R	R	R	R
Groep 5: Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke	32,08	35,28	32,79	36,07	34,22	37,64
Groep 6: Alle ander persnywerkzaamhede	31,13	34,25	31,82	35,01	33,21	36,53
(iv) In die Maakafdeling: Groep 7: Vulmateriaal vir binnesole aanbring	29,64	32,60	30,30	33,32	31,61	34,77
Nommers op binnesole stempel						
Handleeswerk, die vassit van rubbersole met die hand	31,13	34,25	31,82	35,01	33,21	36,53
Sole aan boleer vulkaniseer						
Rubberlym met die hand of 'n masjien aanbring	34,43	37,87	35,19	38,71	36,72	40,40
Montering						
Regstreekse giet van sole aan seilboleer	31,13	34,25	31,82	35,01	33,21	36,53
Inspuitgiet van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleenhede:	34,43	37,87	35,19	38,71	36,72	40,40
(a) Waar een werknemer met 'n inspuitgietmasjien werksaam is	41,99	46,19	42,92	47,21	44,79	49,26
(b) Waar twee werknemers met 'n inspuitgietmasjien werksaam is, moet elkeen soos volg betaal word	41,99	46,19	42,92	47,21	44,79	49,26
(c) Waar meer as twee werknemers met 'n inspuitgietmasjien werksaam is, moet elkeen soos volg betaal word	36,57	40,22	37,38	41,12	39,00	42,90
Op lees met tou vaswerk	34,43	37,78	35,19	38,71	36,72	40,40
Leeswerk op 'n Kamborian-masjien	43,23	47,55	44,19	48,60	46,11	50,72
Leeswerk van beddings en kante met enige soort masjien	48,09	52,89	49,16	54,07	51,29	56,42
Gekombineerde oortrek- en puntleeswerk	60,29	66,32	61,63	67,80	64,31	70,74
(v) Groep 8: Dikkopsykers met die hand of masjien inslaan	40,14	44,16	41,04	45,14	42,82	47,10
(vi) Groep 9: Agterstrook vassit	29,64	32,60	30,30	33,32	31,61	34,77
Sierstrookies vassit						
Binnesool vassit	31,13	34,25	31,82	35,01	33,21	36,53
Voering aan boleer vassit						
Sementering	29,64	32,60	30,30	33,32	31,61	34,77
Sole skoonmaak						
Sierstrookies sny	31,13	34,25	31,82	35,01	33,21	36,53
Vervoerband voer						
Granulering	29,64	32,60	30,30	33,32	31,61	34,77
Neusverstywers insit						
Boleer rol	31,13	34,25	31,82	35,01	33,21	36,53
Leeste uittrek						
Sole rol	29,64	32,60	30,30	33,32	31,61	34,77
Leeste verskaf						
Boleer regsny	31,13	34,25	31,82	35,01	33,21	36,53
Die massameet van pastille vir regstreekse giet						
Latbeddingdraaiwerk	29,64	32,60	30,30	33,32	31,61	34,77
Nagaan en herstel						
Rande skuur	28,41	31,25	29,04	31,94	30,30	33,33
Syskermdrukwerk						
(vii) Werksaamhede nie in (i) tot (vi) hierbo gespesifiseer nie	29,64	32,60	30,29	33,32	31,61	34,77
(viii) Algemene arbeiders	28,41	31,25	29,04	31,94	30,30	33,33
(2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUB-KLOUSULE (1) A EN (1) B BEDOEL (UITGESONDERD ALGEMENE ARBEIDERS)						
(i) Vroulike werknemers in die Stikafdeling en vroulike werknemers wat skoene in dose pak en verpak; en alle leerlinge in die Boleersny- en Onderwerkafdelings: Volgens ondervinding:						
Eerste drie maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede drie maande	17,77	19,55	18,16	19,98	18,95	20,85
Derde drie maande	19,55	21,50	19,98	21,98	20,85	22,94
Vierde drie maande	21,32	23,45	21,80	23,97	22,74	25,01
Vyfde drie maande	23,10	25,41	23,61	25,97	24,64	27,10
Daarna, die voorgeskrewe loon.						
(ii) Ander leerlinge: Volgens ondervinding:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(B) OTHER FOOTWEAR WITHIN THIS SECTION (continued)	R	R	R	R	R	R
Group 5: Cutting or extruding blanks for the moulding of soles and/or heels	32,08	35,28	32,79	36,07	34,22	37,64
Group 6: All other press cutting operations	31,13	34,25	31,82	35,01	33,21	36,53
(iv) Making Department: Group 7: Applying insole filler	29,64	32,60	30,30	33,32	31,61	34,77
Size stamping insole						
Hand lasting, rubbersole attaching by hand						
Vulcanising soles to uppers						
Solutioning by hand or machine	31,13	34,25	31,82	35,01	33,21	36,53
Assembling	34,43	37,87	35,19	38,71	36,72	40,40
Direct moulding of soles to canvas uppers						
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:						
(a) Where one employee is employed on an injection moulding machine	41,99	46,19	42,92	47,21	44,79	49,26
(b) Where two employees are employed on an injection moulding machine, each shall be paid	41,99	46,19	42,92	47,21	44,79	49,26
(c) Every employee in excess of two, employed on an injection moulding machine, shall be paid	36,57	40,22	37,38	41,12	39,00	42,90
String-lasting	34,43	37,87	35,19	38,71	36,72	40,40
Lasting operations on a Kamborian machine	43,23	47,55	44,19	48,60	46,11	50,72
Lasting seats and sides by any machine	48,09	52,89	49,16	54,07	51,29	56,42
Combined pulling over and forepart lasting	60,29	66,32	61,63	67,80	64,31	70,74
(v) Group 8: Hobnailing by hand or machine	40,14	44,16	41,04	45,14	42,82	47,10
(vi) Group 9: Attaching back strip	29,64	32,60	30,30	33,32	31,61	34,77
Attaching foxing						
Attaching insole						
Attaching lining to upper						
Cementing						
Cleaning soles						
Cutting foxing						
Feeding conveyer						
Granulating						
Inserting toe puffs						
Rolling uppers						
Slipping lasts						
Sole rolling						
Supplying lasts						
Trimming uppers						
Mass-measuring pellets for direct moulding						
Wheeling	31,13	34,25	31,82	35,01	33,21	36,53
Checking and repairing						
Edge scouring						
Silk screen printing						
(vii) Any operations not specified in (i) to (vi) above	29,64	32,60	30,29	33,32	31,61	34,77
(viii) General labourers	28,41	31,25	29,04	31,94	30,30	33,33
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND (1) B (EXCLUDING GENERAL LABOURERS)						
(i) Female employees in the Closing Department and on boxing and packing; and all learners in the Upper Cutting and Bottom Stock Departments: According to experience:						
First three months	16,00	17,60	16,36	17,99	17,07	18,77
Second three months	17,77	19,55	18,16	19,98	18,95	20,85
Third three months	19,55	21,50	19,98	21,98	20,85	22,94
Fourth three months	21,32	23,45	21,80	23,97	22,74	25,01
Fifth three months	23,10	25,41	23,61	25,97	24,64	27,10
Thereafter, the prescribed rate.						
(ii) Other learners: According to experience:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(2) LEERLINGE (<i>vervolg</i>)	R	R	R	R	R	R
Tweede ses maande	17,77	19,55	18,16	19,98	18,95	20,85
Derde ses maande	19,55	21,50	19,98	21,98	20,85	22,94
Vierde ses maande	21,32	23,45	21,80	23,97	22,74	25,01
Vyfde ses maande	23,10	25,41	23,61	25,97	24,64	27,10
Daarna, die voorgeskrewe loon.						

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(2) LEARNERS (<i>continued</i>)	R	R	R	R	R	R
Second six months	17,77	19,55	18,16	19,98	18,95	20,85
Third six months	19,55	21,50	19,98	21,98	20,85	22,94
Fourth six months	21,32	23,45	21,80	23,97	22,74	25,01
Fifth six months	23,10	25,41	23,61	25,97	24,64	27,10
Thereafter, the prescribed rate.						

(3) GETALSVERHOUDINGS

(a) Voordat 'n leerling in diens geneem mag word vir enigeen van die werksaamhede in subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag hoogstens twee leerlinge in diens geneem word.

(b) Voordat 'n leerling in diens geneem mag word vir enigeen van die nege groepe werksaamhede in subklousule (1) B bedoel, moet een gekwalifiseerde werknemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag hoogstens twee leerlinge in diens geneem word.

(4) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangsel verrig, moet die loon betaal word wat hy sou verdien het as hy die hele tyd gedurende daardie week gewerk, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

(5) MELK

Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die meulkamer en alle werknemers wat perssnywerk-saamhede verrig.

(3) RATIOS

(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.

(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group and for every one qualified employee so employed, not more than two learners may be employed.

(4) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.

(5) MILK

All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.

**KLOUSULE 3.—PANTOFFELS, WAARVAN DIE BOLEER VAN
ANDER STOWWE AS LEER GEMAAK IS**

(1) LONE

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:						
A. Boleersnyafdeling:						
Sny van boleer	43,53	47,88	44,50	48,95	46,43	51,08
Sny van binnesole en/of sny van voerings	33,79	37,16	34,54	37,99	36,04	39,64
Inmeekaarsit en/of merk en/of stempel van boleer	31,09	34,19	31,78	34,95	33,16	36,47
B. Majienstikafdeling:						
(i) Neuse, krae, nate, omboorsel, tonge, binnesole en stopsels vasstik, knoopsgate maak en knope aanwerk	31,98	35,17	32,69	35,95	34,11	37,52
(ii) Boleer, binnesole, stopsels en sagte sole met 'n masjien aanmeekaarsit	35,17	38,69	35,95	39,55	37,52	41,27
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met masjien vasstik	37,84	41,62	38,68	42,54	40,36	44,39
C. Sool-en-hakafdeling:						
(i) Die sny van sole (alle tipes)	45,81	50,39	46,83	51,51	48,87	53,75
(ii) Die sny van binnesole, haklagies en bostukke	31,98	35,17	32,69	35,95	34,11	37,52
(iii) Stempelwerk	31,09	34,19	31,78	34,95	33,16	36,47
(iv) Hakke bedek						
D. Maakafdeling:						
(i) Omkeernaaiwerk aan pantoffels	45,81	50,39	46,83	51,51	48,87	53,75
(ii) Fatsoenering met stoom en uitklophamer:						
(a) Viltwerk	35,17	38,69	35,95	39,55	37,52	41,27
(b) Leerwerk, Kubaanse hakke van kleedstof	37,61	41,38	38,45	42,30	40,12	44,14

**CLAUSE 3.—SLIPPERS, THE UPPERS OF WHICH ARE MADE
OF MATERIALS OTHER THAN LEATHER**

(1) WAGES

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
Qualified employees on:						
A. Upper Cutting Department:						
Upper cutting	43,53	47,88	44,50	48,95	46,43	51,08
Stock cutting and/or lining cutting	33,79	37,16	34,54	37,99	36,04	39,64
Upper assembling and/or marking and/or stamping	31,09	34,19	31,78	34,95	33,16	36,47
B. Machining Department:						
(i) Toe caps, collars, seams, binding, buttonholing, buttoning, tongues, socks, pads	31,98	35,17	32,69	35,95	34,11	37,52
(ii) Machining of uppers, socks, pads and soft soles together	35,17	38,69	35,95	39,55	37,52	41,27
(iii) Machining elastic bound edges of uppers to soft soles	37,84	41,62	38,68	42,54	40,36	44,39
C. Rough Stuff Department:						
(i) Sole cutting (all types)	45,81	50,39	46,83	51,51	48,87	53,75
(ii) Insole cutting and lift and top-piece cutting	31,98	35,17	32,69	35,95	34,11	37,52
(iii) Stamping	31,09	34,19	31,78	34,95	33,16	36,47
(iv) Heel covering						
D. Making Department:						
(i) Slipper turn-sewing	45,81	50,39	46,83	51,51	48,87	53,75
(ii) Steaming and blocking into shape:						
(a) Felt work	35,17	38,69	35,95	39,55	37,52	41,27
(b) Leather work, fabric Cubans	37,61	41,38	38,45	42,30	40,12	44,14

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
KLOUSULE 3. (vervolg)	R	R	R	R	R	R
(iii) Vaspakproses:						
(a) Handleeswerk						
Die rofmaak van sole						
Sool in posisie plaas op boleer en tegelykertyd 'n pers bedien						
Sool in posisie plaas op boleer by voorkanthakbedding voordat perswerk verrig word	36,45	40,10	37,26	40,99	38,88	42,77
'n Pers bedien, waar die sole vooraf in posisie geplaas is						
(b) Rubberlymwerk						
(c) Vasspyker van sole en binnesole	31,98	35,17	32,69	35,95	34,11	37,52
(iv) Vulkanisering van sole op geleeste boleer	36,45	40,10	37,26	40,99	38,88	42,77
(v) Spykerwerk						
(vi) Groefsnijwerk						
Gelykmaak met die hand	31,98	35,17	32,69	35,95	34,11	37,52
Vassit van hakke						
Vasspyker van agterstukke						
(vii) Omkeer van pantoffels	28,43	31,28	29,06	31,97	30,33	33,36
(viii) Leeste gaan haal en bêre	31,09	34,19	31,78	34,95	33,16	36,47
(ix) Hakkussinkies insit	31,98	35,17	32,69	35,95	34,11	37,52
(x) Vervoerbande bedien	31,09	34,19	31,78	34,95	33,16	36,47
(xi) Regstreekse inspuigiet of stort van stowwe wat vir versoolwerk en vir die ombou van eenhede gebruik word:						
Regstreekse inspuigiet van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of boleer met vasgestikte binnesole:						
(a) Waar een werknemer met 'n inspuigietmasjien werksaam is	41,99	46,19	42,92	47,21	44,79	49,26
(b) Waar twee werknemers met 'n inspuigietmasjien werksaam is, moet elkeen soos volg betaal word	41,99	46,19	42,92	47,21	44,79	49,26
(c) Waar meer as twee werknemers met 'n inspuigietmasjien werksaam is, moet elkeen soos volg betaal word	36,57	40,22	37,38	41,12	39,00	42,90
E. Afwerkafdeling:						
Gladstny van rande	44,67	49,13	45,66	50,22	47,64	52,41
Afwerk van rande	34,01	37,41	34,77	38,24	36,28	39,90
Afwerk van hakke	32,84	36,13	33,57	36,93	35,03	38,54
Skuurwerksaamhede	31,98	35,17	32,69	35,95	34,11	37,52
Inkwerk, beitswerk en borselwerk						
Boleer van lees afhaal	31,09	34,19	31,78	34,95	33,16	36,47
F. Skoenkamerafdeling:						
Keuring	35,17	38,69	35,95	39,55	37,52	41,27
Alle ander skoenkamerwerksaamhede	31,09	34,19	31,78	34,95	33,16	36,47
(2) LEERLINGE						
Volgens ondervinding:						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	18,48	20,32	18,89	20,77	19,71	21,68
Derde ses maande	21,14	23,26	21,61	23,77	22,55	24,81
Vierde ses maande	23,99	26,39	24,52	26,97	25,59	28,14
Vyfde ses maande	27,02	29,72	27,62	30,38	28,82	31,70
Sesde ses maande	30,19	33,20	30,86	33,94	32,20	35,42
Sewende ses maande	33,74	37,12	34,49	37,94	35,99	39,59
Agtste ses maande	38,20	42,01	39,05	42,95	40,74	44,81
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie.						
(3) ALGEMENE ARBEIDERS						
Algemene arbeiders	26,66	29,32	27,25	29,97	28,43	31,28

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
CLAUSE 3. (continued)	R	R	R	R	R	R
(iii) Stuck-on process:						
(a) Hand lasting						
Sole roughening						
Sole positioning on upper and press operating in one operation						
Sole positioning on upper at fore-part seat before pressing	36,45	40,10	37,26	40,99	38,88	42,77
Press operating with sole previously positioned						
(b) Solutioning operations	31,98	35,17	32,69	35,95	34,11	37,52
(c) Sole and insole tacking	36,45	40,10	37,26	40,99	38,88	42,77
(iv) Vulcanising soles to lasted uppers						
(v) Slugging						
(vi) Channelling						
Hand levelling	31,98	35,17	32,69	35,95	34,11	37,52
Heel attaching						
Tacking backs						
(vii) Slipper turning	28,43	31,28	29,06	31,97	30,33	33,36
(viii) Fetching and putting away lasts	31,09	34,19	31,78	34,95	33,16	36,47
(ix) Inserting heel pads	31,98	35,17	32,69	35,95	34,11	37,52
(x) Conveyor operating	31,09	34,19	31,78	34,95	33,16	36,47
(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:						
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks.						
(a) Where one employee is employed on an injection moulding machine	41,99	46,19	42,92	47,21	44,79	49,26
(b) Where two employees are employed on an injection moulding machine, each shall be paid	41,99	46,19	42,92	47,21	44,79	49,26
(c) Every employee in excess of two, employed on an injection moulding machine, should be paid	36,57	40,22	37,38	41,12	39,00	42,90
E. Finishing Department:						
Edge trimming	44,67	49,13	45,66	50,22	47,64	52,41
Edge setting	34,01	37,41	34,77	38,24	36,28	39,90
Heel trimming	32,84	36,13	33,57	36,93	35,03	38,54
Scouring operations	31,98	35,17	32,69	35,95	34,11	37,52
Inking, staining and brushing						
Slipping uppers	31,09	34,19	31,78	34,95	33,16	36,47
F. Shoe Room Department:						
Examining	35,17	38,69	35,95	39,55	37,52	41,27
All other shoe room operations	31,09	34,19	31,78	34,95	33,16	36,47
(2) LEARNERS						
According to experience:						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	18,48	20,32	18,89	20,77	19,71	21,68
Third six months	21,14	23,26	21,61	23,77	22,55	24,81
Fourth six months	23,99	26,39	24,52	26,97	25,59	28,14
Fifth six months	27,02	29,72	27,62	30,38	28,82	31,70
Sixth six months	30,19	33,20	30,86	33,94	32,20	35,42
Seventh six months	33,74	37,12	34,49	37,94	35,99	39,59
Eighth six months	38,20	42,01	39,05	42,95	40,74	44,81
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.						
(3) GENERAL LABOURERS						
General Labourers	26,66	29,32	27,25	29,97	28,43	31,28

(4) GETALSVIRHOUDING

Vir elke een gekwalifiseerde werknemer wat die werksaamhede gespesifiseer in subklousule (1) hiervan verrig, mag hoogstens twee leerlinge in diens geneem word teen die loonskaal voorgeskryf vir leerlinge ingevolge subklousule (2) hiervan: Met dien verstande dat een werknemer wat die loon voorgeskryf vir 'n gekwalifiseerde werknemer ontvang, in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangel verrig, moet die loon betaal word wat hy sou verdien het as hy die hele tyd gedurende daardie week gewerk, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

KLOUSULE 4.—„PLATNATE” EN „DOPPERS”

Opmerking.—„Platnate” en „doppers” beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.

(4) RATIO

For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.

CLAUSE 4.—“PLATNATE” AND “DOPPERS”

Note.—“Platnate” and “doppers” mean footwear wholly or mainly stitched by hand with riempie or pitch thread.

(1) LONE

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:						
(i) Uitsnywerk	42,30	46,53	43,24	47,57	45,12	49,64
(ii) Kragmasjienwerk	24,21	26,63	24,75	27,22	25,83	28,41
Masjienwerk, uitgesonderd kragmasjienwerk	21,23	23,36	21,70	23,88	22,65	24,92
Ander werksaamhede in die Stikafdeling	24,21	26,63	24,75	27,22	25,83	28,41
(iii) Soolsnywerk met kragmasjien	50,06	55,06	51,17	56,29	53,39	58,73
Soolsnywerk, uitgesonderd met 'n kragmasjien	30,17	33,18	30,84	33,92	32,18	35,39
(iv) Oortrek met die hand en/of handleeswerk	21,23	23,36	21,70	23,88	22,65	24,92
Stikwerk met die hand	42,30	46,53	43,24	47,57	45,12	49,64
(v) Randafwerking met kragmasjien	30,17	33,18	30,84	33,92	32,18	35,39
Randafwerking, uitgesonderd met 'n kragmasjien	21,23	23,36	21,70	23,88	22,65	24,92
(vi) Pare uitsoek en/of nommers merk	30,17	33,18	30,84	33,92	32,18	35,39
(vii) Alle werksaamhede, uitgesonderd dié gespesifiseer in (i) tot (vi) hiervan	30,17	33,18	30,84	33,92	32,18	35,39

(1) WAGES

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
	R	R	R	R	R	R
Qualified employees on:						
(i) Clicking	42,30	46,53	43,24	47,57	45,12	49,64
(ii) Machining by power	24,21	26,63	24,75	27,22	25,83	28,41
Machining other than by power	21,23	23,36	21,70	23,88	22,65	24,92
Other closing room operations	24,21	26,63	24,75	27,22	25,83	28,41
(iii) Sole cutting by power	50,06	55,06	51,17	56,29	53,39	58,73
Sole cutting other than by power	30,17	33,18	30,84	33,92	32,18	35,39
(iv) Pulling over by hand and/or hand-lasting	21,23	23,36	21,70	23,88	22,65	24,92
Stitching by hand	42,30	46,53	43,24	47,57	45,12	49,64
(v) Edge trimming by power	30,17	33,18	30,84	33,92	32,18	35,39
Edge trimming other than by power	21,23	23,36	21,70	23,88	22,65	24,92
(vi) Pairing and/or size marking	30,17	33,18	30,84	33,92	32,18	35,39
(vii) Any operation other than those specified in (i) to (vi) hereof	30,17	33,18	30,84	33,92	32,18	35,39

	Gedurende die tydperk eindigende 30.6.1980		Gedurende die tydperk eindigende 31.12.1980		Daarna	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week
(2) LEERLINGE	R	R	R	R	R	R
<i>Volgens ondervinding:</i>						
Eerste ses maande	16,00	17,60	16,36	17,99	17,07	18,77
Tweede ses maande	17,77	19,55	18,16	19,98	18,95	20,85
Derde ses maande	19,55	21,50	19,98	21,98	20,85	22,94
Vierde ses maande	21,32	23,45	21,80	23,97	22,74	25,01
Vyfde ses maande	23,10	25,41	23,61	25,97	24,64	27,10
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as die wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie.						
(3) ALGEMENE ARBEIDERS						
Algemene arbeiders	21,66	29,32	27,25	29,97	28,43	31,28

	During the period ending 30.6.1980		During the period ending 31.12.1980		Thereafter	
	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week
(2) LEARNERS	R	R	R	R	R	R
<i>According to experience:</i>						
First six months	16,00	17,60	16,36	17,99	17,07	18,77
Second six months	17,77	19,55	18,16	19,98	18,95	20,85
Third six months	19,55	21,50	19,98	21,98	20,85	22,94
Fourth six months	21,32	23,45	21,80	23,97	22,74	25,01
Fifth six months	23,10	25,41	23,61	25,97	24,64	27,10
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.						
(3) GENERAL LABOURERS						
General labourers	26,66	29,32	27,25	29,97	28,43	31,28

(4) GETALVERHOUDING

Vir elke drie werknemers wat minstens R21,23 per week verdien gedurende die tydperk wat op 30 Junie 1980 eindig, R21,70 per week gedurende die tydperk wat op 31 Desember 1980 eindig en R22,65 per week daarna mag hoogstens een werknemer teen 'n loon van minder as R21,23 per week gedurende die tydperk wat op 30 Junie 1980 eindig, R21,70 per week gedurende die tydperk wat op 31 Desember 1980 eindig en R22,65 per week daarna in diens geneem word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangsel verrig, moet die loon betaal word wat hy sou ontvang het as hy die hele tyd gedurende daardie week gewerk, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

(4) RATIO

For every three employees receiving not less than R21,23 per week during the period ending 30 June 1980, R21,70 per week for the period ending 31 December 1980 and R22,65 per week thereafter there may be employed not more than one employee at a wage of less than R21,23 per week for the period ending 30 June 1980, R21,70 per week for the period ending 31 December 1980 and R22,65 per week thereafter.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.

AANHANGSEL B VAN DEEL II VAN DIE OOREENKOMS

[Kyk klousule 3 (4) (a) van Deel II.]

DIFFERENSIËLE LOONBOEK

Week eindigendeNaamNo.

Werkzaamheid	Tyd begin		Tyd geëindig		Totale tyd		Uurloon	Loon betaalbaar R	Paraaf		Opmerkings
	Uur	Min.	Uur	Min.	Uur	Min.			Voorman	Werknemer	
.....											
.....											
.....											
.....											

Totale loon verdienR.....
N.B.—Besonderhede moet met ink of inktlood ingeskryf word. Voorman en werknemer moet teken vir die werklike tyd aan elke werksaamheid bestee.

ANNEXURE B TO PART II OF THE AGREEMENT

[Vide clause 3 (4) (a) of Part II.]

DIFFERENTIAL WAGE BOOK

Week endingNameNo.

Operation	Time started		Time finished		Total time		Rate per hour	Wages payable R	Initials		Remarks
	Hrs	Mins	Hrs	Mins	Hrs	Mins			Foreman	Employee	
.....											
.....											
.....											
.....											

Total wages earnedR.....
N.B.—Entries must be made in ink or indelible pencil. Foreman and employee must sign for actual time worked on each operation.

Hierdie Ooreenkoms is namens die partye op hede die 15de dag van November 1979 onderteken.

This Agreement signed on behalf of the parties this 15th day of November 1979.

A. G. EVERINGHAMLid van die Raad

A. G. EVERINGHAM(Member of the Council)

F. J. J. JORDAANLid van die Raad

F. J. J. JORDAAN(Member of the Council)

J. P. HORNSekretaris van die Raad

J. P. HORN(Secretary of the Council)

No. R.461]

[14 Maart 1980

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941
LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkomste en kennisgewings in verband met die Leernywerheid, gepubliseer by Goewermentskennisgewings R.458, R.459 en R.460 van 14.3.1980, oor die algemeen vir die werknemers wie se werkure en besoldiging ten opsigte van oortydwerk, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

S. P. BOTHA

Minister van Mannekragbenutting

No. R.461]

[14 March 1980

DEPARTMENT OF MANPOWER UTILISATION

FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941 LEATHER INDUSTRY, REPUBLIC OF
SOUTH AFRICA

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreements and notices relating to the Leather Industry, published under Government Notices R.458, R.459 and R.460 of 14.3.1980, to be, on the whole, not less favourable to the employees 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.

S. P. BOTHA

Minister of Manpower Utilisation

INHOUD

Departement van Mannekragbenutting

GOEWERMENTSKENNISGEWINGS

No.		BLADSY
R.458	Wet op Nywerheidsversoening, 1956: Leernywerheid, Republiek van Suid-Afrika: Skoeiselseksie	1
R.461	Wet op Fabrieke, Masjinerie en Bouwerk, 1941: Leernywerheid, Republiek van Suid-Afrika	63

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