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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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REGULATION GAZETTE No. 3254

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GOEWERMENSKENNISGEWING

DEPARTEMENT VAN MANNEKRAG

No. R. 1587

31 Julie 1981

WET OP NYWERHEIDSVERSOENING, 1956

**KAMSTOFTEKSTIELNYWERHEID (KAAP).—
WYSIGING VAN HOOFOOREENKOMS**

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en op die Kamstoftekstielnywerheid betrekking het, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1982 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1982 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 gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1982 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms *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 Mannekrag.

GOVERNMENT NOTICE

DEPARTMENT OF MANPOWER

No. R. 1587

31 July 1981

INDUSTRIAL CONCILIATION ACT, 1956

**WORSTED TEXTILE MANUFACTURING INDUSTRY
(CAPE).—AMENDMENT OF MAIN AGREEMENT**

I, Stephanus Petrus Botha, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Worsteds Textile Manufacturing Industry, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1982, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1982, 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 areas specified in clause 1 (2) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the first Monday after the date of publication of this notice and for the period ending 31 March 1982, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), 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.

BYLAE

NYWERHEIDSRAAD VIR DIE KAMSTOFTEKSTIELNYWERHEID (KAAP)

OOREENKOMS

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

Textile Workers' Industrial Union (South Africa)

(hierna die "werknemers" of die "vakvereniging" genoem), aan die een kant, en die

National Association of Worsteds Textile Manufacturers

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

wat die partye is by die Nywerheidsraad vir die Kamstoftekstielnywerheid (Kaap),

om die Hoofooreenkoms van die Raad, gepubliseer by Goewermmentskennisgewing R. 1703 van 27 September 1974, soos gewysig en verleng by Goewermmentskennisgewings R. 475 van 25 Maart 1977, R. 860 van 20 Mei 1977, R. 1173 van 8 Junie 1979 en R. 648 en R. 649 van 28 Maart 1980 en R. 1249 van 12 Junie 1981, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Kamstoftekstielnywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrosdistrikte Die Kaap (uitgesonderd die gebied begrens deur Sewende en Agste Laan en Eerste en Derde Straat, Maitland-Oos), Simonstad, Worcester, Wynberg, Goodwood en Bellville, in daardie gedeelte van die landdrosdistrik Stellenbosch wat voor die publikasie van Goewermmentskennisgewing 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het, in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermmentskennisgewing 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermmentskennisgewing 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het.

2. KLOUSULE 3.—WOORDOMSKRYWING

Vervang klausule 3 deur die volgende:

"3. WOORDOMSKRYWING

(1) Alle uitdrukkings wat in dié Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in die Wet; waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel, en tensy die teenoorgestelde bedoeling blyk, word daar met woorde wat die manlike geslag aandui, ook vroue bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

'Wet' die Wet op Nywerheidsversoenig, 1956;

'ambagsman' 'n werknemer wat sy leertyd uitgedien het in 'n ambag wat kragtens die Wet op Vakleerlinge, 1944, aangewys is of geag word daar kragtens aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik of 'n sertifikaat deur genoemde Registrateur ingevolge of artikel 2 (7) of artikel 7 (3) van gemelde Wet aan hom uitgereik, en wat die werk van sodanige ambag verrig;

'assistent-fabrieksklerk' 'n werknemer wat eenvoudige gegewens vir 'n fabrieksklerk of voorman insamel en voorleë;

'assistent-voorman' 'n werknemer wat 'n voorman help met die uitvoering van sy pligte en wat by sy afwesigheid namens hom kan optree;

'assistent-skeringsetter' 'n werknemer wat 'n weefgetou skoonmaak voordat 'n nuwe skering geset word, wat valstoppers insit en die skering-setter oor die algemeen help; (graad C)

'ketelbediener' 'n werknemer wat onder algemene toesig verantwoordelik is vir die instandhouding van die waterpeil en stoomdruk in 'n stoomketel en wat vuur in so 'n ketel aan die gang kan hou of kan uitkrap; (graad B)

'kaartknipper' 'n werknemer wat volgens 'n vaste patroon kaarte pons of kettings monteert vir gebruik op 'n outomatiese masjien; (graad A)

'los werknemer' 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgewer in diens is;

'onderbaas' 'n werknemer wat aangestel word om oor die werk van 'n groep arbeiders of werknemers graad A, B, C of D toesig te hou onder leiding van sy werkgewer, 'n voorman of assistent-voorman;

'kleedstofondersoeker' 'n werknemer wat nie-klaargeweeftde kleedstof vir swak plekke of foute ondersoek, dit opteken, 'n weefstoel kan afskakel en aan die voorman rapporteer; (graad B)

'kleedstofinspekteur' 'n werknemer wat klaargeweeftde kleedstof ondersoek voordat dit aan kliente versend word; (graad B)

SCHEDULE

INDUSTRIAL COUNCIL FOR THE WORSTED TEXTILE MANUFACTURING INDUSTRY (CAPE)

AGREEMENT

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

Textile Workers' Industrial Union (South Africa)

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

National Association of Worsteds Textile Manufacturers

(hereinafter referred to as the "employers" or the "employers' organisation"), of the other part.

being parties to the Industrial Council for the Worsteds Textile Manufacturing Industry (Cape),

to amend the Main Agreement of the Council published under Government Notice R. 1703 of 27 September 1974, as amended and extended by Government Notices R. 475 of 25 March 1977, R. 860 of 20 May 1977, R. 1173 of 8 June 1979, and R. 648 and R. 649 of 28 March 1980 and R. 1249 of 12 June 1981.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Worsteds Textile Manufacturing Industry—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(2) in the Magisterial Districts of The Cape (excluding the area bounded by Seventh and Eighth Avenues and First and Third Streets, Maitland East), Simonstown, Worcester, Wynberg, Goodwood and Bellville, in that part of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice 283 of 2 March 1962, fell within the Magisterial District of Bellville, in that part of the Magisterial District of Kuils River which, prior to the publication of Government Notice 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that part of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

2. CLAUSE 3.—DEFINITIONS

Substitute the following for clause 3:

"3. DEFINITIONS

(1) Any expressions appearing in this Agreement which are defined in the Act shall have the same meaning as in the Act; any reference to an act shall include any amendment 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;

'artisan' means an employee who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, as amended, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or section 7 (3) of the said Act and who is engaged in performing the work usually performed by an artisan;

'assistant factory clerk' means an employee collecting and presenting simple data for a factory clerk or foreman;

'assistant foreman' means an employee who assists a foreman in the performance of his duties and who may act for him in his absence;

'assistant warp setter' means an employee who cleans a loom prior to the setting of a new warp, puts in droppers and generally assists the warp setter; (Grade C)

'boiler attendant' means an employee who, under general supervision, is responsible for maintaining the water level and steam pressure in a boiler and who may maintain or draw fires in such boiler; (Grade B)

'card cutter' means an employee who, to a set pattern, punches cards or assemblies chains for use on an automatic machine; (Grade A)

'casual employee' means an employee who is employed by the same employer on not more than three days in any week;

'chargehand' means an employee who is appointed to supervise the work of a group of Grade A, B, C or D employees under the direction of his employer, a foreman or assistant foreman;

'cloth examiner' means an employee who is engaged in examining cloth 'in the grey' in order to detect flaws or faults, who records them; who may stop a loom and who reports to the foreman; (Grade B)

'cloth inspector' means an employee who is engaged in examining cloth in its finished state prior to its despatch to customers; (Grade B)

'kleedstofinspekteur se assistent' 'n werknemer wat 'n kleedstofinspekteur help met die ondersoek van klaargeweefde kleedstof en wat die inspekteur se aandag op foute kan vestig, maar wat nie die kleedstof vir versending kan goedkeur nie; (graad C)

'Raad' die Nywerheidsraad vir die Kamstoftekstielywerheid (Kaap);

'dag' die tydperk van 24 uur bereken vanaf die tyd waarop die werknemer begin werk;

'inryger' 'n werknemer wat drade deur hewels, rietkamme en valstoppers trek; (graad B)

'inrygassistent of inhaker' 'n werknemer wat die kettingdrade van 'n nuwe skering op die haak plaas sodat die inryger hulle kan deurtrek of wat valstoppers in 'n skering plaas; (graad C)

'kleurstofmassameter' 'n werknemer wat onder toesig kleurstowwe masameet ooreenkomstig instruksies; (graad A)

'kleurderyversorger' 'n werknemer, uitgesonderd die bediener, wat reserwetenks versorg, draers laai en aflaai en garingmonsters uithaal; (graad C)

'bedryfsinrigting' 'n perseel wat kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer moet word en waarin of in verband waarmee een of meer werknemers in die Nywerheid in diens is;

'ondervinding' behoudens andersluidende bepalings, die totale tydperk of tydperke wat 'n werknemer werksaam was in sy besondere beroep of amp, na gelang van die geval, in die Nywerheid;

'fabrieksklerk' 'n werknemer wat voorraadregisters byhou, produksiedokumente uitreik en onder die toesig van 'n senior fabrieksklerk of afdelingsbestuurder verantwoordelike klerklike roetinewerk verrig;

'foutmeter' 'n werknemer wat die lengte van foute vir die heelmakers meet; (graad B)

'voerder' 'n werknemer wat grondstowwe uit die voorraad na die regte masjien vervoer en sorg dat dit ononderbroke gelaai bly; (graad C)

'stoker' 'n werknemer wat vure stook, hark en uitkrap, maar wat nie vir waterpeil of stoomdruk verantwoordelik is nie; (graad C)

'voorman' 'n werknemer wat onder beheer van die bestuurder van 'n afdeling aan die hoof staan van die werknemers in daardie afdeling of gedeelte daarvan in 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat verantwoordelik is daarvoor dat hulle hul pligte doeltreffend uitvoer;

'werknemer graad A' 'n werknemer wat in een of meer van die volgende hoedanighede in diens is:

Kaartknipper;
kleurstofmassameter;
onderhoudsman;
heelmakerinstrukteur;
penseternasiener;
senior laboratoriumassistent;
skeringsetter;
weefvoorman se assistent;

'werknemer graad B' 'n werknemer wat in een of meer van die volgende hoedanighede in diens is:

Ketelbediener;
kleedstofondersoeker;
kleedstofinspekteur;
inryger;
foutmeter;
faktotum;
handlanger;
etiketdrukker;
laboratoriumassistent;
masjienbediener;
heelmaker;
ontvlekker;
skeringmasjienbediener;
aanhegter en Z-draaier;
wewer;

'werknemer graad C' 'n werknemer wat in een of meer van die volgende hoedanighede in diens is:

Assistent-skeringsetter;
kleedstofinspekteur se assistent;
inrygassistent of inhaker;
kleurderyversorger;
voerder;
stoker;
knoper;
onderhoudsman se assistent;

'cloth inspector's assistant' means an employee who is engaged in assisting a cloth inspector in the examination of finished cloth and who may direct the attention of the inspector to defects, but who may not pass the cloth as fit for despatch; (Grade C)

'Council' means the Industrial Council for the Worsted Textile Manufacturing Industry (Cape);

'day' means the period of 24 hours calculated from the time the employee commences work;

'drawer-in' means an employee who is engaged in putting threads through healds, reeds and drop wires; (Grade B)

'drawer-in assistant or reacher-in' means an employee who is engaged in reaching for the threads of a new warp so that the drawer-in may draw them through, or in putting drop wires into a warp; (Grade C)

'dye mass-measurer' means an employee who is engaged, under supervision, in mass-measuring dyes in accordance with instructions; (Grade A)

'dyehouse island attendant' means an employee, other than the operator, who tends reserve tanks, loads and unloads carriers and extracts yarn samples; (Grade C)

'establishment' means any premises liable for registration under the Factories, Machinery and Building Work Act, 1941, or in connection with which one or more employers are employed in the Industry;

'experience' means, save where elsewhere provided, the total period or periods of employment which such employee has had in his particular occupation or designation in the Industry, as the case may be;

'factory clerk' means an employee who maintains stock records, issues production documents and performs responsible clerical routines under the direction of a senior factory clerk or departmental manager;

'fault measurer' means an employee who is engaged in measuring the lengths of faults for the menders; (Grade B)

'feeder' means an employee who transports raw material from stock to the correct machine and ensures continued loading; (Grade C)

'fireman' means an employee who is engaged in stoking, raking and drawing fires, but who is not responsible for water levels or steam pressure; (Grade C)

'foreman' means an employee who, under the control of the manager of a department, is in charge of the employees in that department or part thereof in an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

'Grade A employee' means an employee engaged in one or more of the following capacities:

Card cutter;
dye mass-measurer;
maintenance man;
mender instructor;
pinsetting checker;
senior laboratory assistant;
warp-setter;
weaving foreman's assistant;

'Grade B employee' means an employee engaged in one or more of the following capacities:

Boiler attendant;
cloth examiner;
cloth inspector;
drawer-in;
fault measurer;
handyman;
jobber;
label printer;
laboratory assistant;
machine operator;
mender;
spotter;
warper;
warp tyer and twister;
weaver;

'Grade C employee' means an employee engaged in one or more of the following capacities:

Assistant warpsetter;
cloth inspector's assistant;
drawer-in assistant or reacher-in;
dye house island attendant;
feeder;
fireman;
knitter;
maintenance man's assistant;

kiste, bale, sakke of ander houers of pakkette merk, brandmerk, sjablooneer of etikette daarop plak;

pensetter;

spinbuissorteerder;

skeringmasjienbediener se assistent;

afvalsorteerder;

'werknemer graad D' 'n werknemer wat in die hoedanigheid van arbeider werksaam is;

'faktotum' 'n werknemer wat geringe herstelwerk en opknappingswerk aan geboue verrig, uitgesonderd die afwit van latrines, buitegeboue of dergelike geboue of bouwerke;

'Nywerheid' die Kamstoftekstielywerheid;

'handlanger' 'n werknemer, uitgesonderd 'n ambagsman, wat verantwoordelik is vir die olie en smeer van masjiene en wat herstelwerk en verstellers van geringe aard in die fabriek kan uitvoer en die voorman help; (graad B)

'laboratoriumassistent' 'n werknemer wat onder toesig aanvangs- en roetine-toets uitvoer en die resultate daarvan opteken en wat oor die algemeen met laboratoriumwerk help; (graad B)

'knoper' 'n werknemer in die keëltolwikkelseksie, uitgesonderd die masjienbediener, en wat ook gebreke ente heelmaak (graad C)

'etiketdrukker' 'n werknemer wat 'n eenvoudige etiketdrukmasjiene onder toesig bedien; (graad B)

'arbeider' 'n werknemer wat algemene fabriekswerk verrig, en omvat dit—

henkbondelmaker;

pakhuismen (algemene arbeid in die pakhuis);

persele, installasies, masjinerie, implemente, gereedskap, werktuie, voertuie of ander artikels skoonmaak;

kampongs, latrines, stalle, buitegeboue en dergelike geboue of bouwerke afwit;

laai of aflaai;

artikels dra, verskuif of opstapel;

voertuie stoot of trek;

steenkool na stoomketels neem;

vure maak, aan die gang hou, stook of uitkrap; vullis of as verwyder en klinkers sorteer;

steenkool, grond, klei of sand losmaak en uithaal;

slote of fondamentslote grawe of ander uitgrawings doen;

bome of plantegroei afkap, vernietig of verwyder;

masjiene, vervoerbande en blasers voer of daarvan afhaal;

tenks of vate onder toesig vul of daarvan aftap;

dagha, beton, klip of bitumen met die hand meng en beton of bitumen met 'n graaf, hark, vork of kruiwa spreid;

deure, kiste, bale, pakkies, sakke, dromme, vaatjies of ander houers oop- of toemaak;

voertuie versorg;

sakke, bale of ander houers vul;

vate of dromme met die hand verf (maar nie spuitverf nie);

sement of beton in gietvorms vasstamp of instamp of beton in fondamente vasstamp;

briewe, boodskappe of goedere te voet of met 'n fiets, driewiel of handvoertuig aflewer;

tee of dergelike drankte maak;

masjinerie, uitgesonderd motorvoertuie, onder toesig olie en smeer; tuinwerk doen (onder toesig plant, spit, hark, sny, strooi, meng, natmaak);

sakke sorteer en uitskud;

sakke met die hand heelmaak;

artikels van eenvormige grootte en getal in houers pak wat spesiaal gemaak is om sodanige artikels te hou;

wol in die droogproses oopsprei of verwyder;

'n handpomp en/of handpers bedien;

seep en alkali's opsky en kook;

wol van stukkie vel afskeer;

wol week;

watervore versorg;

'n vliegwiël van 'n enjin in posisie plaas voordat die enjin aan die gang gesit word;

vate in verkolings-, bleik- en droogprosesse vul en versorg;

'masjienbediener' 'n werknemer wat 'n kragmasjien bedien wat by 'n vervaardigingsproses gebruik word vir die produksie of voorbereiding vir versending van garing of kledstof, en die woord 'krag' beteken stroom, elektrisiteit, of krag afkomstig van 'n binnebrandmasjien; (graad B)

marking, branding, stencilling or affixing labels on boxes, bales, sacks, bags or other containers or packages;

pinsetter;

tube sorter;

warper's assistant;

waste sorter;

'Grade D employee' means an employee engaged in the capacity of labourer;

'handyman' means an employee who is engaged in making minor repairs and renovations to buildings, other than the limewashing of latrines, outbuildings or similar buildings or structures;

'Industry' means the Worsted Textile Manufacturing Industry;

'jobber' means an employee, other than an artisan, who is responsible for the oiling and greasing of machines and who may carry out in the factory minor repairs and adjustments and assists the foreman; (Grade B)

'laboratory assistant' means an employee who under direction makes initial and routine tests and records the results thereof and who assists generally in laboratory work; (Grade B)

'knotter' means an employee in the cone winding section, other than the machine operator, and who repairs broken ends; (Grade C)

'label printer' means an employee who operates a simple label printing machine under supervision; (Grade B)

'labourer' means an employee engaged in general factory labour and shall include—

hank bundler;

warehouseman (general labour in the warehouse);

cleaning premises, plant, machinery, implements, tools, utensils, vehicles or other articles;

limewashing compounds, latrines, stables, out-buildings and similar buildings or structures;

loading or unloading;

carrying, moving or stacking articles;

pushing or pulling any vehicle;

carting coal to boilers;

making, maintaining, stoking or drawing fires, removing refuse or ashes and sorting clinkers;

loosening and taking out coal, soil, clay or sand;

digging trenches, foundations or other excavation work;

cutting down, destroying or removing trees or vegetation;

feeding into or taking off from machines, conveyors and blowers;

feeding into or drawing off from tanks or vats, under supervision; mixing mortar, concrete, stone or bitumen by hand and spreading concrete or bitumen by shovel, rake, fork or barrow;

opening or closing doors, boxes, bales, packages, sacks, bags, drums, barrels or other containers;

minding vehicles;

filling bags, bales, sacks or other containers;

painting casks or drums by hand (other than spray painting);

ramming or tamping cement or concrete in moulds or ramming concrete in foundations;

delivering letters, messages or goods on foot or by means of a bicycle, tricycle or hand-propelled vehicle;

making tea or similar beverages;

oiling and greasing machinery under supervision, other than motor vehicles;

gardening work (planting under supervision, digging, raking, mowing, spreading, mixing, watering);

sorting and shaking out sacks;

mending sacks or bags by hand;

packing articles of a uniform size and number in receptacles specially made to contain such articles;

spreading or removing wool in the drying process;

operating a hand pump and/or hand press;

cutting and boiling soap and alkalis;

clipping wool from skin pieces;

soaking wool;

attending to water furrows;

moving a flywheel of an engine into position before the engine is started;

filling and attending vats in carbonizing, bleaching and drying processes;

'machine operator' means an employee engaged in operating a power-driven machine used in a manufacturing process in the production or preparation for despatch of yarn or cloth, and the word 'power' means steam, electricity, or power derived from an internal combustion engine; (Grade B)

'onderhoudsman' 'n werknemer wat onder toesig van 'n ambagsman herstelwerk of verstellings doen aan masjiene in die fabriek of in die werkwinkel, of van wie vereis kan word om sodanige ambagsman te help met ander werk in die werkwinkel; (graad A)

'onderhoudsman se assistent' 'n werknemer wat 'n onderhoudsman bystaan en wat werk onder sy toesig kan verrig; (graad C)

'heelmaker' 'n werknemer wat foute in geweeftde kledstof heelmak; (graad B)

'heelmakerinstrukteur' 'n werknemer wat heelmakers onderrig en wat heelmakers kan help om foute reg te maak; (graad A)

'bediener van mobiele hyser' 'n werknemer wat 'n mobiele kraghyser bedien wat gebruik word vir die laai, aflaai, verskuiwing of opstapel van goedere en wat daarbenewens die olie-, brandstof- en waterpeil kan ondersoek en sodanige voertuig kan byvul en skoonmaak wanneer nodig;

'motorvoertuigdrywer' 'n werknemer wat op 'n openbare pad 'n krag-aangedrewe voertuig dryf wat vir die vervoer van goedere of werknemers gebruik word, en by die toepassing van hierdie woordskrywing omvat 'dryf' alle tydperke wat daar gedryf word en alle tyd wat die werknemer bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly, gereed om te dryf;

'nagskof' 'n werktydperk, oortyd uitgesonderd, waarvan die grootste gedeelte tussen 20h00 en 08h00 val;

'stukwerk' 'n stelsel waarvolgens 'n werknemer se besoldiging gebaseer word uitsluitlik op die hoeveelheid en omvang van die werk wat verrig is;

'pensetternasiener' 'n werknemer wat verantwoordelik is vir die nasien van die werk van pensetters voordat die kamme, valkamme, stekels of lemme in die masjiene teruggeplaas word, en wat die voorman kan help; (graad A)

'pensetter' 'n werknemer wat geslyte of stukkende penne uit kamme, valkamme, stekels of lemme verwyder en hulle deur nuwe penne vervang; (graad C)

'openbare vakansiedag' ook Nuwerjaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag en Welwillendheidsdag;

'veiligheidsvoorman' 'n werknemer wat verantwoordelik is vir die toesig oor die werk van veiligheidswagte;

'veiligheidswag' 'n werknemer wat onder toesig van 'n veiligheidsvoorman die fabriekshek bewaak of die fabrieksterrein patroleer;

'senior fabrieksklerk' 'n werknemer wat verantwoordelik is vir die regte organisasie en instandhouding van die fabriek se klerklike roetienewerk;

'senior laboratoriumassistent' 'n werknemer wat die chemikus bystaan en toesig hou oor die werk van die laboratorium; (graad A)

'korttyd' 'n tydelike vermindering van die getal gewone werkers weens 'n handelslapte, tekort aan grondstowwe, onklaarmaking van installasie of masjinerie deur 'n ongeluk veroorsaak, wisselvalligheid van die weer of 'n ander onvoorsiene noodtoestand;

'ontvlekter' 'n werknemer wat kolle en vlekke met die hand uit kledstof verwyder; (graad B)

'spinbuisorteerder' 'n werknemer wat leë spinbuise volgens die regte groottes en kleure sorteer; (graad C)

'loon' die bedrag ingevolge klousule 7 aan 'n werknemer betaalbaar vir sy gewone werke in klousule 4 voorgeskryf: Met dien verstande dat—

(i) indien 'n werkgewer 'n werknemer vir sodanige gewone werke gereeld 'n hoër bedrag betaal as die minimum loon voorgeskryf vir 'n werknemer van sy klas, dit sodanige hoër bedrag beteken; en

(ii) voorbehoudsbepaling (i) nie so uitgelê moet word nie dat dit betrekking het op, of insluit—

(aa) besoldiging wat 'n werknemer in diens op 'n grondslag in subklousule 7 (6) bedoel, ontvang benewens die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie; of

(ab) 'n nagskoftoelae betaalbaar ingevolge klousule 7 (7);

'aansporingsloon' alle betaling, uitgesonderd stukwerkbetalings, wat 'n werknemer benewens sy basiese loon kan ontvang;

'skeringmasjienediener' 'n werknemer wat 'n skeringmasjiene bedien en vir die flensroller verantwoordelik is; (graad B)

'skeringmasjienediener se assistent' 'n werknemer wat die skeringmasjienediener help deur tolle op die tolrakke te plaas en stukkende drade heel te maak; (graad C)

'skeringsetter' 'n werknemer wat verantwoordelik is vir die verwydering van 'n gebruikte flensrol van 'n weefgetou en vir die aanbring van 'n nuwe flensrol en vir die gereedmaak van die weefgetou vir produksie deur 'n wever; (graad A)

'aanhegter en Z-draaier' 'n werknemer wat die drade van 'n nuwe skering aan dié van 'n ou skering las; (graad B)

'afvalsorteerder' 'n werknemer wat afvalstowwe optel en dit in lang of kort vesellae en volgens kleur sorteer; (graad C)

'wewer' 'n werknemer wat 'n weefgetou bedien; (graad B)

'maintenance man' means an employee who, under supervision of an artisan, is engaged in making repairs or adjustments to machines in the factory or in the workshop, or who may be required to assist such artisan in other work in the workshop; (Grade A)

'maintenance man's assistant' means an employee who assists a maintenance man and may carry out work under his supervision; (Grade C)

'mender' means an employee engaged in mending defects in woven cloth; (Grade B)

'mender instructor' means an employee who teaches menders and who may assist menders in rectifying faults; (Grade A)

'mobile hoist operator' means an employee who is engaged in operating a mobile power-driven hoist used in the loading, unloading, moving or stacking of goods and who may in addition check oil, fuels and water levels with the necessary topping-up and cleaning of such vehicle;

'motor vehicle driver' means an employee engaged in driving on a public road any power-driven vehicle used for the conveyance of goods or employees, and for the purpose of this definition, "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

'night shift' means any period of work, other than overtime, the major portion of which falls between the hours of 20h00 and 08h00;

'piecework' means any system under which an employee's remuneration is based upon the quantity and output of work done;

'pinsetting checker' means an employee who is responsible for checking the work of pinsetters prior to the combs, fallers, porcupines or blades being returned to the machines and who may assist the foreman; (Grade A)

'pinsetter' means an employee who is engaged in removing worn or broken pins from combs, fallers, porcupines or blades and in replacing them with new pins; (Grade C)

'public holiday' means and includes New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and Day of Goodwill;

'security foreman' means an employee responsible for supervising the work of security guards;

'security guard' means an employee who under the supervision of a security foreman guards the factory gate or patrols the factory grounds;

'senior factory clerk' means an employee responsible for the correct organisation and maintenance of factory clerical routines;

'senior laboratory assistant' means an employee assisting the chemist and supervising the work of the laboratory; (Grade A)

'short-time' means a temporary reduction in the number of ordinary hours of work due to slackness of trade, shortage of raw materials, breakdown of plant or machinery caused by accident, vagaries of the weather or some other unforeseen emergency;

'spotter' means an employee who is engaged in removing spots and stains from cloth by hand; (Grade B)

'tube sorter' means an employee who sorts empty spinning tubes into correct sizes and colours; (Grade C)

'wage' means the amount of money payable to an employee in terms of clause 7 in respect of his ordinary hours of work prescribed in clause 4: Provided that—

(i) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than the minimum wage so prescribed for an employee of his class, it means such higher amount; and

(ii) proviso (i) shall not be construed so as to refer to or include—

(aa) any remuneration which an employee who is employed on any basis referred to in subclause 7 (6) receives over and above the amount which he would have received if he had not been employed on such a basis; or

(ab) any night shift allowance payable in terms of clause 7 (7);

'wage incentive' means any payment other than piece-work payments which an employee may receive in addition to his basic wage;

'warper' means an employee who is engaged in operating the warping machine, and who is responsible for the beam; (Grade B)

'warper's assistant' means an employee who assists the warper by putting bobbins on the creels and mending broken threads; (Grade C)

'warp setter' means an employee who is responsible for the removal of a used beam from a loom and for attaching a new beam and for preparing the loom for production by a weaver; (Grade A)

'warp tyer and twister' means an employee who is engaged in twisting the threads of a new warp on to those of an old warp; (Grade B)

'waste sorter' means an employee who is engaged in picking up waste material and sorting it into long or short laps and according to colour; (Grade C)

'weaver' means an employee who operates a weaving loom; (Grade B)

'weefvoorman se assistent' 'n werknemer wat die weefvoorman in sy toesighoudende pligte bystaan;

'Kamstoftekstielywerheid' die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir enigen van die volgende doeleindes:

(1) Die vervaardiging, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan, van wolklont en/of uitkamsels;

(2) die vervaardiging, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan, van kamwolgaring en/of kamwolstof;

(3) die vervaardiging, met inbegrip van alle werksaamhede wat met sodanige vervaardiging gepaard gaan, van kaard- en/of mengelgaring en/of kaardstof of mengelstof en/of neweprodukte van afval of andersins, maar omvat nie—

(a) die vervaardiging of afwerking hetsy in die geheel of in dele van komberse en/of kombersstof en/of reisdekens en/of sjaa's en/of bande, growwe seil, seil, seildoek of kafferbaai vir verkoop as sodanig nie;

(b) die vervaardiging van enige garing vir verkoop, of in kommissie, wat as 'n enkelgaring uit die volgende bestaan nie:

(i) In die geval van katoengaring, 8 000 m of minder op die kg;

(ii) in die geval van kaardwol- of mengelgaring, 5 000 m of minder op die kg;

(c) die vervaardiging van enige garing vir verkoop, of in kommissie, wat as 'n enkelgaring uit die volgende bestaan nie:

(i) In die geval van katoengaring, meer as 8 000 m op die kg;

(ii) in die geval van kaardwol- of mengelgaring, meer as 5 000 m op die kg;

tensy daar skriftelik bepaal is, as 'n voorwaarde van verkoop of die produksie in kommissie, dat sodanige garing nie gebruik mag word vir die vervaardiging van enigen van die artikels in paragraaf (a) vermeld nie;

(d) die vervaardiging vir verkoop, of in kommissie, van enige kleedstof wat in enigen van die artikels in paragraaf (a) vermeld, omskep kan word, tensy daar skriftelik as 'n voorwaarde van verkoop of die produksie op kommissie bepaal word dat sodanige kleedstof nie gebruik mag word vir die vervaardiging van enigen van die artikels in paragraaf (a) vermeld nie.

(2) By die klassifikasie van 'n werknemer vir die toepassing van hierdie Ooreenkoms word hy geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik in diens is."

3. KLOUSULE 7.—LONE EN ANDER VERDIENSTES EN BETALING VAN BESOLDIGING

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

"(1) (a) Behoudens paragraaf (b) van hierdie subklousule, mag geen werkgewer in die Nywerheid lone betaal en mag geen werknemer lone aanvaar teen 'n skaal wat laer is as dié wat in hierdie paragraaf voorgeskryf word nie, naamlik:

	Loon per week	
	In die landdrosdistrik Worcester	In alle ander gebiede
	Per week R	Per week R
Graad A—		
gedurende die eerste nege maande ondervinding daarna.....	40,00 55,00	40,00 55,00
Graad B—		
gedurende die eerste nege maande ondervinding daarna.....	33,00 35,00	35,00 38,00
Graad C—		
gedurende die eerste nege maande ondervinding daarna.....	32,00 33,50	33,00 35,40
Graad D—		
Ander Kategorieë	32,00	34,00
Assistent-fabrieksklerk.....	33,00	33,00
Fabrieksklerk—		
gedurende die eerste ses maande ondervinding	38,00	38,00
gedurende die tweede ses maande ondervinding daarna.....	43,00 48,00	43,00 48,00
Senior fabrieksklerk	65,00	65,00
Veiligheidsvoorman	70,00	70,00
Veiligheidswag	40,00	40,00
Bediener van mobiele hyser—		
gedurende die eerste nege maande ondervinding daarna.....	33,00 37,00	35,00 42,00
Motorvoertuigdrywer van voertuig waarvan die onbelaste massa—		
(a) hoogstens 4 500 kg is.....	65,00	65,00
(b) meer as 4 500 kg is	75,00	75,00

'weaving foreman's assistant' means an employee who assists the weaving foreman in supervisory duties; (Grade A)

'Worsted Textile Manufacturing Industry' means the Industry in which the employers and employees are associated for any of the following purposes:

(1) The manufacture, including all operations incidental to such manufacture, of worsted tops and/or noils;

(2) the manufacture, including all operations incidental to such manufacture, of worsted yarns and/or worsted fabrics;

(3) the manufacture, including all operations incidental to such manufacture, of woollen and/or mixed yarn and/or woollen or mixed cloth and/or by-products from wastes or otherwise, but shall not include—

(a) the manufacture or finishing, either wholly or in part, of blankets and/or blanketing and/or travelling rugs and/or shawls and/or tapes, webbing, canvas, duck or kaffir sheeting for sale as such;

(b) the manufacture of any yarn for sale, or on commission, which, as a single yarn, contains—

(i) in the case of cotton yarn, 8 000 m or less to the kg;

(ii) in the case of woollen or mixed yarn, 5 000 m or less to the kg;

(c) the manufacture of any yarn for sale, or on commission, which, as a single yarn, contains—

(i) in the case of cotton yarn, over 8 000 m to the kg;

(ii) in the case of woollen or mixed yarn, over 5 000 m to the kg;

unless it is stipulated in writing, as a condition of sale or the production on commission, that such yarn shall not be used in the manufacture of any of the articles specified in paragraph (a);

(d) the manufacture for sale, or on commission, of any fabric or cloth which is capable of being made into any of the articles specified in paragraph (a) unless it is stipulated, in writing, as a condition of sale or the production on commission that such fabric or cloth shall not be used for the manufacture of any of the articles specified in paragraph (a).

(2) In classifying an employee for the purposes of this Agreement, he shall be deemed to be in that class in which he is wholly or mainly employed."

3. CLAUSE 7.—WAGES AND OTHER EARNINGS AND PAYMENT OF REMUNERATION

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

"(1) (a) Subject to the provisions of paragraph (b) of this subclause, no employer in the Industry shall pay and no employee shall accept wages at rates lower than those prescribed in this paragraph, namely:

	Wages per week	
	In the Magisterial District of Worcester	In all other areas
	Per week R	Per week R
Grade A—		
during first nine months of experience	40,00	40,00
thereafter	55,00	55,00
Grade B—		
during first nine months of experience	33,00	35,00
thereafter	35,00	38,00
Grade C—		
during the first nine months of experience	32,00	33,00
thereafter	33,50	35,40
Grade D—		
Other categories	32,00	34,00
Assistant factory clerk.....	33,00	33,00
Factory clerk—		
during the first six months of experience	38,00	38,00
during second six months of experience	43,00	43,00
thereafter	48,00	48,00
Senior factory clerk	65,00	65,00
Security foreman	70,00	70,00
Security guard	40,00	40,00
Mobile hoist operator—		
during first nine months of experience	33,00	35,00
thereafter	37,00	42,00
Motor vehicle driver of vehicle, the unladen mass of which—		
(a) does not exceed 4 500 kg	65,00	65,00
(b) exceeds 4 500 kg.....	75,00	75,00

Onderbase se lône is soos volg:

Die minimum weekloon vir 'n onderbaas is 46 maal die uurloon ingevolge subklousule (5) hiervan bereken, wat voorgeskryf is vir die hoogste graad gekwalifiseerde werknemer oor wie hy toesig hou, plus 10%, en bereken tot op die naaste halfsent.

(b) As 'n werknemer onmiddellik voor 3 Augustus 1981 reeds 'n hoër loon ontvang as dié voorgeskryf, moet sodanige hoër loon met ingang van 3 Augustus 1981 verhoog word met die geldbedrag waarby die loon voorgeskryf vir 'n werknemer van sy klas kragtens hierdie klousule verhoog word."

4. KLOUSULE 10.—SIEKTEVERLOF EN SIEKEFONDS

Onder die opskrif "(A) Landdrosdistrik Worcester"—

(a) in subklousules (1) en (6), vervang "Hex River Textiles se Siektebystandsfonds" deur "Hextex-siektebystandsfonds";

(b) in subklousule (8)—

(i) in paragraaf (a) (v), vervang "R20" deur "R35";

(ii) in paragraaf (d), skrap die woord "hospitalisasie";

(iii) vervang paragraaf (e) deur die volgende:

"(e) Benewens die bystand in hierdie subklousule voorgeskryf, kan die bestuurskomitee na goedgekeurde betaling magtig, regstreeks of aan 'n werknemer, van die opnemingsgeld gevra by die werknemer se toelating tot 'n provinsiale hospitaal en 50% van die daaglikse koste deur 'n provinsiale hospitaal gevra."

(c) in subklousule (12), vervang "Maart" deur "Januarie";

(d) vervang subklousule (14) deur die volgende:

"(14) Die Fonds moet aan 'n lid ten opsigte van kunsgebitte deur hom verkry die volgende persentasies van die koste daarvan betaal:

In die geval van 'n lid wat wanneer hy die kunsgebitte verkry—

(a) minstens een jaar maar minder as drie jaar tot die Fonds bygedra het: 25%;

(b) drie jaar maar minder as ses jaar tot die Fonds bygedra het: 50%;

(c) ses jaar maar minder as 10 jaar tot die Fonds bygedra het: 75%;

(d) 10 jaar of langer tot die Fonds bygedra het: 100%;

Met dien verstande dat—

(i) die uitdrukking "kunsgebitte" nie die vassit van 'n kunstand aan 'n natuurlike wortel, wat gewoonweg 'n "kroon" genoem word, omvat nie;

(ii) 'n lid hoogstens by een geleentheid op bystand ooreenkomstig hierdie subklousule geregtig is;

(iii) bystand gebaseer word op hoogstens R120 vir 'n vol stel en R60 vir 'n halwe stel."

(e) in subklousule (15), vervang paragraaf (c) deur die volgende:

"(c) 50% betaal van die koste van lense deur 'n geregistreerde oogarts of geregistreerde gesigkundige voorgeskryf vir 'n lid wat minstens een jaar maar minder as drie jaar tot die Fonds bygedra het, 75% as hy minstens drie jaar maar minder as ses jaar bygedra het, en 100% as hy ses jaar en langer bygedra het, en daarbenewens 'n bedrag van hoogstens R15 vir die koste van brilrame aan 'n lid gelewer aan wie daar 'n betaling ten opsigte van lense gemaak is:

Met dien verstande dat—

(i) 'n werknemer nie binne twee jaar na enige vorige betaling wat daarkragtens gedoen is geregtig is op 'n tweede of latere betaling vir lense nie;

(ii) 'n werknemer geregtig is op betaling deur die fonds ten opsigte van slegs een brilraam;

(iii) die reg tot betaling ingevolge hierdie paragraaf daarvan afhang of die werknemer 'n rekening voorlê vir die lense of brilrame ten opsigte waarvan betaling geëis word;

(iv) 'n werknemer nie geregtig is op betaling ingevolge hierdie paragraaf voordat hy vir 'n tydperk van minstens 12 maande tot die fonds bygedra het nie."

Namens die partye op hede die 2de dag van Maart 1981 te Kaapstad onderteken.

W. J. E. WILSON, Voorsitter.

N. DANIELS, Ondervoorsitter.

J. D. F. COLINESE, Sekretaris.

The wages of chargehands shall be as follows:

The minimum weekly wage for a chargehand shall be 46 times the hourly rate calculated in terms of subclause (5) hereof prescribed for the highest grade qualified employee he supervises, plus 10%, and calculated to the nearest half cent.

(b) Should an employee immediately prior to 3 August 1981 already be in receipt of a wage higher than that prescribed, such higher wage shall as from 3 August 1981 be increased by the monetary amount by which the wage prescribed for an employee of his class is increased in terms of this clause."

4. CLAUSE 10.—SICK LEAVE AND SICK FUND

Under the heading "(A) Magisterial District of Worcester"—

(a) in subclauses (1) and (6), substitute "Hextex Sick Benefit Fund" for "Hex River Textiles Sick Benefit Fund";

(b) in subclause (8)—

(i) in paragraph (a) (v), substitute "R35" for "R20";

(ii) in paragraph (d), delete the word "hospitalisation";

(iii) substitute the following for paragraph (e):

"(e) In addition to the benefits prescribed in this subclause, the management committee may in its discretion authorise the payment direct or to an employee of the initial charge made on his admission to a provincial hospital and 50% of the daily charges made by a provincial hospital."

(c) in subclause (12), substitute "January" for "March";

(d) substitute the following for subclause (14):

"(14) The Fund shall pay to a member in respect of artificial dentures obtained by him the following percentages of such cost:

In the case of a member who at the time of the supply of such dentures—

(a) has contributed to the Fund for not less than one year but less than three years: 25%;

(b) has contributed to the Fund for three years but less than six years: 50%;

(c) has contributed to the Fund for six years but less than 10 years: 75%;

(d) has contributed to the Fund for 10 or more years: 100%;

Provided that—

(i) the term "artificial dentures" shall not include the fixing of an artificial tooth to a natural root normally referred to as a "crown";

(ii) a member shall not be entitled to a benefit in terms of this subclause on more than one occasion;

(iii) benefits shall be based on a maximum of R120 for a full set and R60 for a halfset."

(e) in subclause (15), substitute the following for paragraph (c):

"(c) pay 50% of the cost of lenses prescribed by a registered ophthalmologist or registered optometrist for a member who has contributed to the Fund for not less than one year but less than three years, 75% for not less than three years but less than six years, and 100% for six years and more, and in addition pay an amount not exceeding R15 towards the cost of spectacle frames supplied to a member to whom a payment has been made in respect of lenses:

Provided that—

(i) an employee shall not be entitled to a second or subsequent payment for lenses within two years of any previous payment made in terms thereof;

(ii) an employee shall be entitled to payment by the Fund in respect of only one spectacle frame;

(iii) the right to payment in terms of this paragraph shall be dependent upon the employee submitting an account for the lenses or spectacle frames in respect of which payment is claimed;

(iv) an employee shall not be entitled to payment in terms of this paragraph until he has contributed to the Fund for a period of not less than 12 months."

Signed at Cape Town on behalf of the parties this 2nd day of March 1981.

W. J. E. WILSON, Chairman.

N. DANIELS, Vice-Chairman.

J. D. F. COLINESE, Secretary.

INHOUD

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