



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

REGULASIEKOERANT No. 3466

REGULATION GAZETTE No. 3466

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No. 8354

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

No. R. 1817

27 Augustus 1982

WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID, TRANSVAAL.—
WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1983 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1983 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BEDDEGOEDNYWERHEID
(TRANSVAAL)

OOREENKOMS

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

Bedding Manufacturers' Association of the Transvaal

231—A

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER

No. R. 1817

27 August 1982

LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY,
TRANSVAAL.—AMENDMENT OF MAIN
AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1983, 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; and

(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) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1983, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BEDDING MANUFACTURING
INDUSTRY (TRANSVAAL)

AGREEMENT

in accordance with the provisions of the labour Relations Act, 1956, made and entered into by and between the

Bedding Manufacturers' Association of the Transvaal

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

National Union of Furniture and Allied Workers of South Africa (hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Beddegoednywerheid (Transvaal),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1345 van 30 Junie 1981, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Beddegoednywerheid, Transvaal, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en betrokke is by die Beddegoednywerheid, Transvaal, en deur alle werknemers wat lede is van die vakvereniging en werksaam is in genoemde Nywerheid;

(b) in die provinsie Transvaal.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

2. HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

"HOOFSTUK II.—MINIMUM LONE.

Loonsverhogings

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom; met ingang van 6 September 1982: Met dien verstande dat 'n werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, ondanks andersluidende bepalings hierin vervat, 'n verhoging moet ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Werklike verdienste	Tydperk beginnende 6/9/82
Werknemers graad I wat R85,84 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad IA wat R80,56 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad II wat R74,22 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad III wat R61,84 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad IIIA wat R58,50 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad IV wat R47,02 of meer per week verdien	Weekloon moet verhoog word met R10.

MINIMUM LONE

A. INSTANDHOUDING EN HERSTEL VAN MASJIENE

1. *Werknemer graad I: R95,84*

Instandhoudingsmonteerwerk.

B. MATRASMAAK

2. *Werknemer graad II: R84,22*

Werknemers in diens in een of meer van die werksaamhede wat in die Beddegoednywerheid uitgevoer word, uitgesonderd die werksaamhede bedoel in klousules 1 en 3 tot 8: Met dien verstande dat ten opsigte van werksaamhede betreffende 'n nuwe masjien wat ingevoer word en wat nie in klousules 3 tot en met 8 gespesifiseer word nie, werknemers vir sodanige werksaamhede betaal moet word teen die minimum lone in hierdie klousule voorgeskryf tot tyd en wyl die Raad die loonskaal vasstel vir die werksaamhede met so 'n masjien uitgevoer.

3. *Werknemer graad IIIA: R68,50.*

Die matrasmaker bystaan in een of meer van die volgende werksaamhede:

- (1) 'n Vulmasjien bedien;
- (2) rame vir deurstikmasjiene opstel;
- (3) kussinkies aan veereenhede heg;
- (4) matrassrande aan veereenhede heg;
- (5) matrasspaneel aan veereenhede heg (nie 'n bandsom- of rolsoom-masjien bedien nie);
- (6) vulsel op veereenhede stapel.

C. STOFFERING VAN RAAMVEER-, BEDBASIS- OF ATELJEERUSBANKE

4. *Werknemer graad II: R84,22.*

Alle soorte basisse (veer- of vaste) stoffeer.

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

National Union of Furniture and Allied Workers of South Africa (hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Bedding Manufacturing Industry (Transvaal),

to amend the Agreement published under Government Notice R. 1345 of 30 June 1981.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Bedding Manufacturing Industry, Transvaal—

(a) by all employers who are members of the employers' organisation and are engaged in the Bedding Manufacturing Industry, Transvaal, and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the Province of the Transvaal.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

2. CHAPTER II.—MINIMUM WAGES

Substitute the following for Chapter II:

"CHAPTER II.—MINIMUM WAGES.

Wage increases

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder, with effect from 6 September 1982: Provided that an employee who is in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

Actual earnings	Period commencing 6/9/82
Grade I employees earning R85,84 per week or more	Weekly wage to be increased by R10.
Grade IA employees earning R80,56 per week or more	Weekly wage to be increased by R10.
Grade II employees earning R74,22 per week or more	Weekly wage to be increased by R10.
Grade III employees earning R61,84 per week or more	Weekly wage to be increased by R10.
Grade IIIA employees earning R58,50 per week or more	Weekly wage to be increased by R10.
Grade IV employees earning R47,02 per week or more.	Weekly wage to be increased by R10.

MINIMUM WAGES

A. MACHINE MAINTENANCE AND REPAIRING

1. *Grade I employee: R95,84.*

Maintenance fitting.

B. MATTRESS MAKING

2. *Grade II employee: R84,22.*

Employees employed in any or all of the operations performed in the Bedding Manufacturing Industry, with the exception of the operations referred to in clauses 1 and 3 to 8: Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 3 to 8 inclusive, employees shall be paid for such operations at the minimum wage prescribed in this clause until such time as the Council determines the wage rate for the operations performed on such machine.

3. *Grade IIIA employee: R68,50.*

Assisting mattress maker in one or more of the following operations:

- (1) Operating a filling machine;
- (2) preparing frames for quilting machine;
- (3) securing pads to spring units;
- (4) securing mattress borders to spring units;
- (5) securing mattress panels to spring units (not operating tape edge machine or the roll edge machine);
- (6) laying out filling materials on spring units.

C. UPHOLSTERY OF BOX SPRING, BED BASES OR STUDIO COUCHES

4. *Grade II employee: R84,22.*

Upholstering all bases, spring or firm.

D. MATRASNAAISTER

5. *Werknemer graad III: R71,84.*

- (1) Matraslope stik;
- (2) matrasbinneslope en/of dele van matrasbinneslope en/of oortreksels vir matrasbinneslope uitsny.

E. ALGEMENE WERKSAAMHEDE

6. *Werknemer graad IV: R57,02.*

- (1) Heliese vere en/of ketting en/of hoepelyster aan heg wat uitsluitlik as stut vir 'n los stoelkussing moet dien;
- (2) rubberstroke aan heg wat uitsluitlik as stut vir 'n los stoelkussing moet dien;
- (3) heliese vere en/of ketting en/of sigsag- of nie saktipeveerwerk aan heg en/of hoepelyster aan los sitplekke en/of rugleunings van eetkamerstoel heg, maar uitgesonderd 'n veerrand aan rugleunings en/of sitplekke en/of arms van rame bou;
- (4) sisal- en/of klapperhaarkussinkies aan veerkussingeenhede heg;
- (5) platforms sny vir die bedekking van heliese vere;
- (6) die arm- en/of rugleunings van ateljeerusbanke in posisie vasbout waar die verbindingspunte vooraf bepaal en/of gereed gemaak is deur boorwerk of andersins;
- (7) bedveerrame vasbout en/of monteer en/of inkam en/of vooraf geboorde gate ruim en/of suiwer maak;
- (8) spoel vir alle tipe naaldmasjiene gereed maak;
- (9) deurgestikte rande volgens lengte sny;
- (10) gaatjies in matrasrande pons;
- (11) handvatsels en/of ventileerders aan matrasrande sit;
- (12) 'n deurvlegmasjien opstel en/of bedien en/of werk daarmee verrig;
- (13) kussinkies sny;
- (14) bedveerrame met die hand beits en/of vernis;
- (15) hingsels aansit;
- (16) lusse aan naalde in 'n drukdeurstikmasjien hang;
- (17) 'n doekspreimasjien laai en/of stoot en/of bedien of werk daarmee verrig;
- (18) 'n pluis- en/of baaloopmaak- en/of baalbreek- en/of skiumkerfmasjien bedien en/of werk daarmee verrig;
- (19) 'n lusmaakmasjien opstel en/of bedien en/of werk daarmee verrig;
- (20) lusse aan knope en/of klossies werk;
- (21) veereenhede aan bedrame heg, uitgesonderd 'n fondament vir 'n raamveer bou;
- (22) sisal- en/of klapperhaarkussinkies met die hand aan binneveereenhede heg;
- (23) stoelkussingoortreksels en/of peule stop met vulsel, uitgesonderd met binnevere;
- (24) vulsel in touvorm losdraai;
- (25) knope en/of klossies maak;
- (26) die stoffeerder help deur oortreksel vas te hou wat dien as stut vir 'n los stoelkussing;
- (27) 'n versendingsklerk, stoorman of tydopnemer bystaan;
- (28) bandversiering en/of kraallyste maak;
- (29) klaar gesnyde materiaal sorteer nadat dit by die grootmaat uitgesny is;
- (30) klaargemaakte stoelkussings vir aflewering nagaan en/of gereed maak;
- (31) skiumrubber volgens grootte sny;
- (32) rubberstroke sny;
- (33) skiumrubber aanmekeer heg;
- (34) skiumrubber aan materiaal heg slegs vir deurstikwerk;
- (35) massameting;
- (36) beddegoed uitmekeerhaal;
- (37) ketting en/of draad en/of hoepelyster en/of vierkantige en/of ruitvormige maasskakels sny;
- (38) rollers vir deurstikmasjiene gereed maak;
- (39) skiumrubber- en/of plastiekblokke in matraslope insit;
- (40) artikels in karton, papier, plastiek of soortgelyke materiaal toedraai en verpak;
- (41) persele, voertuie, masjinerie, implemente, gereedskap, werktuie en ander artikels skoonmaak;
- (42) voertuie op- of aflaai en op afleweringvoertuie help;
- (43) artikels dra, verskuif, opstapel of uitpak;
- (44) boodskappe, briewe of ander artikels te voet of per fiets, driewiel of ander hand- of voertuig aflewer of vervoer;
- (45) drank maak en/of bedien;
- (46) karton of voeringmateriaal aan bedbassisse heg;
- (47) los werknemer (R1,32 per uur).

D. MATTRESS SEAMSTERS

5. *Grade III employee: R71,84.*

- (1) Sewing of mattress covers;
- (2) cutting of mattress cases and/or parts of mattress cases and/or covers for mattress cases.

E. GENERAL OPERATIONS

6. *Grade IV employee: R57,02.*

- (1) Affixing helical springs and/or chain and/or hoop iron for the sole purpose of serving as a support for a loose cushion;
- (2) affixing rubber strips for the sole purpose of serving as a support for a loose cushion;
- (3) affixing helical springs, and/or chain and/or zig-zag or no-sag type of springing and/or affixing hoop iron to loose seats and/or backs for dining-room chairs, but excluding the building of a spring edge on backs and/or seats and/or arms of frames;
- (4) securing sisal and/or coir pads to spring cushion units;
- (5) cutting of platforms used for covering helical springs;
- (6) bolting in position arms and/or backs of studio couches where the points of conjunction have been predetermined and/or prepared by means of drilling or otherwise;
- (7) bolting and/or assembling and/or meshing of bedspring frames and/or enlarging and/or truing up pre-drilled holes;
- (8) preparing spools for any type of needling machine;
- (9) cutting quilted borders to length;
- (10) punching holes in mattress borders;
- (11) fitting handles and/or ventilators to mattress borders;
- (12) setting up and/or operating an interlacing machine and/or performing work therewith;
- (13) cutting pads;
- (14) staining and/or varnishing of bed spring frames by hand;
- (15) affixing lugs;
- (16) hanging loops on needles in compression tufting;
- (17) loading and/or wheeling and/or operating a cloth spreading machine or performing work therewith;
- (18) operating a teasing and/or bale opening and/or bale breaking machine and/or foam chipping machine and/or performing work therewith;
- (19) setting up and/or operating a loop making machine and/or performing work therewith;
- (20) attaching loops to buttons and/or tufts;
- (21) attaching spring units to bed frames, excluding the building of a foundation for a box spring;
- (22) affixing of sisal and/or coir pads by hand to interior spring units;
- (23) filling cushion covers and/or bolsters with filling material, other than spring interiors;
- (24) unwinding filling materials in rope form;
- (25) making buttins and/or tufts;
- (26) assisting upholsterer in holding cover serving as a support for a loose cushion;
- (27) assisting the despatch clerk, storeman or timekeeper;
- (28) making banding and/or beading;
- (29) sorting of ready-cut materials after bulk cutting;
- (30) regulating and/or preparing completed cushions for delivery;
- (31) cutting foam rubber to size;
- (32) cutting rubber strips;
- (33) joining together foam rubber;
- (34) affixing foam rubber to material for quilting purposes only;
- (35) mass-measuring;
- (36) stripping of bedding;
- (37) cutting chain and/or wire and/or hoop iron and/or square and/or diamond mesh links;
- (38) preparing rollers for quilting machines;
- (39) inserting of foam rubber and/or plastic blocks into mattress cases;
- (40) wrapping and packing of articles in cardboard, paper, plastic or similar materials;
- (41) cleaning premises, vehicles, machinery, implements, tools, utensils and other articles;
- (42) loading or unloading vehicles and assisting on delivery vehicles;
- (43) carrying, moving, stacking or unpacking articles;
- (44) delivering or conveying messages, letters or other articles on foot or by means of a bicycle, tricycle or other hand or foot-propelled vehicle;
- (45) making and/or serving beverages;
- (46) affixing of cardboard or lining materials to bed bases;
- (47) casual employee (R1,32 per hour).

F. DIVERSE.—HULPWERKSAAMHEDE

7. *Werknemer graad IA: R90,56.*

- (1) Versendingsklerk;
- (2) stoomman;
- (3) tydopnemer;
- (4) sweiswerk, uitgesonderd puntsweiswerk.

8. *Werknemer graad III: R71,84.*

- (1) Opsigter;
- (2) wag;
- (3) puntsweiswerk;
- (4) T-moere vasheg slegs deur middel van kramwerk;
- (5) PVC- en/of soortgelyke stowwe sweis.

G. VOORMANNE, ONDERBASE, TOESIGHOUERS EN ONDERBASE GRAAD IV

9. (1) Voormanne en toesighouers.....	R125,84
(2) Onderbase.....	R115,84
(3) Onderbase graad IV.....	R 67,02

H. LEERLINGE

10. Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk I van hierdie Ooreenkomst, wat die werk van naaiers en/of naaisters onder werknemer graad III leer en leerlinge onder werknemer graad I en/of graad II moet, ondanks die minimum loon wat gespesifiseer word op die sertifikaat wat ingevolge klousule 29 (3) en (4) van Hoofstuk I deur die Raad uitge-reik word, minstens die volgende loon per week betaal word:

- Gedurende eerste ses maande van leertyd: 80 persent;
 gedurende tweede ses maande van leertyd: 85 persent;
 gedurende derde ses maande van leertyd: 90 persent;
 gedurende vierde ses maande van leertyd: 95 persent;

van die minimum voorgeskrywe loon vir werknemers graad I, graad II of graad III, na gelang van die geval.

I. JEUGDIGE WERKNEMERS

11. (1) Jeugdige manlike werknemers in 'n ambag of deel van 'n ambag aangewys kragtens die Wet op Mannekrasopleiding, 1981, moet gedurende die gemagtigde proeftyd minstens die lone betaal word wat kragtens genoemde Wet voorgeskryf word.

(2) *Alle ander jeugdige.*—Alle ander jeugdige moet die minimum loon betaal word wat in hierdie Ooreenkomst voorgeskryf word vir werknemers in diens in dieselfde klas werk."

3. HOOFSTUK III, KLOUSULE B.—LOONSVERHOEGINGS EN MINIMUM LONE

Vervang subklousule (1) van klousule B deur die volgende:

"(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom, met ingang van 6 September 1982: Met dien verstande dat 'n werknemer wat 'n hoër loon ontvang as die minimum voorgeskrywe loon vir die klas werk wat hy verrig, ondanks andersluidende bepaling hierin vervat, 'n verhoging moet ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Indeling	Tydsperk beginnende 6/9/82
Drywer ingedeel onder (1) (a) (i) ...	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (ii)...	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (iii)	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (iv) en (b)	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (c).....	Weekloon moet verhoog word met R10.

Loonvragte

(a) Drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om 'n loonvrag te dra of te trek van—

- (i) minder as 2 722 kg: R65,12;
- (ii) 2 722 kg en meer, maar hoogstens 4 536 kg: R69,47;
- (iii) meer as 4 536 kg, maar hoogstens 6 350 kg: R74,31; of
- (iv) meer as 6 350 kg: R79,14.

(b) Drywer van 'n stoomwa: R79,14.

(c) Drywer van 'n vrachtwagen, trekker, bromponie, passasiersmotor: 57,02.

(d) Los drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om (vir 'n tydperk van nege uur of minder as nege uur per dag) 'n loonvrag te dra of te trek van—

- (i) minder as 2 722 kg: R13,22;
- (ii) 2 722 kg en meer, maar hoogstens 4 536 kg: R14,03;
- (iii) meer as 4 536 kg, maar hoogstens 6 350 kg: R15,16; of
- (iv) meer as 6 350 kg: R16,14.

F. MISCELLANEOUS.—ANCILLARY OCCUPATIONS

7. *Grade IA employee: R90,56.*

- (1) Despatch clerk;
- (2) storeman;
- (3) timekeeper;
- (4) welding, other than spotwelding.

8. *Grade III employee: R71,84.*

- (1) Caretaker;
- (2) watchman;
- (3) spotwelding;
- (4) affixing of "T" nuts by means of stapling only;
- (5) welding of PVC and/or similar substances.

G. FOREMEN, CHARGEHANDS AND SUPERVISORS AND GRADE IV CHARGEHANDS

9. (1) Foremen supervisors.....	R125,84
(2) Chargehands.....	R115,84
(3) Grade IV chargehands.....	R67,02

H. LEARNERS

10. Learners authorised in terms of clause 29 (1) of Chapter I of this Agreement, employed in learning seamstresses' and/or seamstresses' work under Grade III and learners under Grade I and/or Grade II shall, notwithstanding the minimum wage specified on the certificate issued by the Council in terms of clause 29 (3) and (4) of Chapter I, be paid not less per week than the following wage:

- During the first six months of learnership: 80 per cent;
 during the second six months of learnership: 85 per cent;
 during the third six months of learnership: 90 per cent;
 during the fourth six months of learnership: 95 per cent;

of the minimum prescribed rate for Grade I, Grade II or Grade III employees, as the case may be.

I. JUVENILE EMPLOYEES

11. (1) Juvenile male employees engaged in a trade or part of a trade designated under the Manpower Training Act, 1981, during the authorised probationary period, shall be paid not less than the wages prescribed in terms of the provisions of the said Act.

(2) *All other juveniles.*—All other juveniles shall be paid the minimum wage prescribed in this Agreement for employees employed on the same class of work."

3. CHAPTER III, CLAUSE B.—WAGE INCREASE AND MINIMUM WAGES

Substitute the following for subclause (1) of clause B:

"(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder with effect from 6 September 1982. Provided that an employee who is in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that wage category:

Classification	Period commencing 6/9/82
Driver classified under (1) (a) (i)...	Weekly wage to be increased by R10.
Driver classified under (1) (a) (ii)	Weekly wage to be increased by R10.
Driver classified under (1) (a) (iii)	Weekly wage to be increased by R10.
Driver classified under (1) (a) (iv) and (b)	Weekly wage to be increased by R10.
Driver classified under (1) (c).....	Weekly wage to be increased by R10.

Pay-loads

(a) Driver of motor vehicle other than a steam wagon, authorised to carry or haul a pay-load of—

- (i) under 2 722 kg: R65,12;
- (ii) 2 722 kg and over but not exceeding 4 536 kg: R69,47;
- (iii) over 4 536 kg but not exceeding 6 350 kg: R74,31;
- (iv) over 6 350 kg: R79,14.

(b) Driver of a steam wagon: R79,14.

(c) Driver of a fork lift, tractor, scooter, passenger car: R57,02.

(d) Casual driver of motor vehicle other than a steam wagon, authorised to carry or haul a payload of (for any period of nine hours or less per day)—

- (i) under 2 722 kg: R13,22;
- (ii) 2 722 kg and over but not exceeding 4 536 kg: R14,03;
- (iii) over 4 536 kg but not exceeding 6 350 kg: R15,16; or
- (iv) over 6 350 kg: R16,14.

(e) Los drywer van 'n stoomwa: R16,14.

(f) Los drywer van 'n vrkhuyswa, trekker, bromponie, passasiersmotor: R11,12:

Met dien verstande egter dat geen werknemer op grond van bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word nie as dié wat hy ontvang het of wat hy geregtig sou wees om te ontvang in sy besondere pos op 6 September 1982."

Hierdie Wysigingsooreenkoms is namens die partye op hede die 20ste dag van April 1982 te Johannesburg onderteken.

I. LASAROW, Voorsitter van die Raad.

A. J. M. GROENEWALD, Ondervoorsitter van die Raad.

P. C. SMIT, Sekretaris van die Raad.

No. R. 1818

27 Augustus 1982

WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID, TRANSVAAL.—WYSIGING VAN BYSTANDSFONDSE-OOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE BEDDEGOEDNYWERHEID, TRANSVAAL

OOREENKOMS

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

Bedding Manufacturers' Association of the Transvaal

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

National Union of Furniture and Allied Workers of South Africa (hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Beddegoednywerheid, Transvaal,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 366 van 27 Februarie 1981, soos gewysig en verleng by Goewermentskennisgewings R. 2365 van 30 Oktober 1981, R. 2678 van 4 Desember 1981 en R. 986 van 21 Mei 1982, te wysig.

(e) Casual driver of a steam wagon: R16,14.

(f) Casual driver of a fork lift, tractor, scooter, passenger car: R11,12:

Provided, however, that no employee shall at any time, by reason of any provision of these clauses, be paid a wage less than that which he received or would have been entitled to receive in his particular post as at 6 September 1982."

This Amending Agreement signed on behalf of the parties in Johannesburg this 20th day of April 1982.

I. LASAROW, Chairman of the Council.

A. J. M. GROENEWALD, Vice-Chairman of the Council.

P. C. SMIT, Secretary of the Council.

No. R. 1818

27 August 1982

LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF BENEFIT FUNDS AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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 Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BEDDING MANUFACTURING INDUSTRY, TRANSVAAL

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Bedding Manufacturers' Association of the Transvaal

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

National Union of Furniture and Allied Workers of South Africa (hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Bedding Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice R. 366 of 27 February 1981, as amended and extended by Government Notices R. 2365 of 30 October 1981, R. 2678 of 4 December 1981 and R. 986 of 21 May 1982.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Beddegoednywerheid, Transvaal, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en betrokke is by die Beddegoednywerheid, Transvaal, en deur alle werknemers wat lede is van die vakvereniging en werksaam is in genoemde Nywerheid;

(b) in die provinsie Transvaal.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms, van toepassing slegs op werknemers, uitgesonderd los werknemers, vir wie lone in die Hoofdooreenkoms voorgeskryf word.

2. HOOFSTUK II, KLOUSULE 4.—BYDRAES

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

“(a) Behoudens paragraaf (b) hiervan, moet elke werkgewer op die eerste betaaldag na 6 September 1982 en daarna op elke betaaldag van elke Fondsweek, van die gewone loon van elke lid en leerling in sy diens 5 persent van die gewone loon, plus R1,68 aftrek en by die bedrae aldus afgetrek moet die werkgewer 'n gelyke bedrag voeg.”.

3. HOOFSTUK III, KLOUSULE 7.—LEDEGELD

Vervang klousule 7 deur die volgende:

“7. Ledegeld.

(1) Ledegeld deur verpligte lede betaal, moet kragtens klousule 4 (5) van Hoofstuk II aan die Genootskap oorgedra word uit die bydraes in klousule 4 (1) (a) van Hoofstuk II van hierdie Ooreenkoms bepaal, en wel soos volg:

Lede en leerlinge wat op 6 September 1982 lede van die Fonds was, R3 per week, synde R1,50 van die bydraes van die lid en R1,50 van die bydraes van die werkgewer.

(2) Ledegeld van ander lede as verpligte lede is R3 per week, maandeliks vooruitbetaalbaar aan die sekretaris van die Genootskap.”.

Hierdie Wysigingsooreenkoms is namens die partye op hede die 20ste dag van April 1982 te Johannesburg onderteken.

I. LASAROW, Voorsitter van die Raad.

A. J. M. GROENEWALD, Ondervoorsitter van die Raad.

P. C. SMIT, Sekretaris van die Raad.

No. R. 1819

27 Augustus 1982

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1983 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; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1983 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Bedding Manufacturing Industry, Transvaal—

(a) by all employers who are members of the employers' organisation and are engaged in the Bedding Manufacturing Industry, Transvaal, and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the Province of the Transvaal.

(2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall apply only to employees, other than casual employees, for whom wages are prescribed in the Main Agreement.

2. CHAPTER II, CLAUSE 4.—CONTRIBUTIONS

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

“(a) Subject to the provisions of paragraph (b) hereof, every employer shall on the first pay-day after 6 September 1982 and thereafter on every pay-day of each Fund week, deduct from the ordinary wages of each and every member and learner in his employ 5 per cent of the ordinary wage, plus R1,68, and to the amounts so deducted the employer shall add a similar amount.”.

3. CHAPTER III, CLAUSE 7.—SUBSCRIPTIONS

Substitute the following for clause 7:

“7. Subscriptions.

(1) Subscriptions by compulsory members shall be diverted in terms of clause 4 (5) of Chapter II to the Society from the contributions provided for in clause 4 (1) (a) of Chapter II as follows:

Members and learners who were members of the Fund on 6 September 1982, R3 per week made up of R1,50 from the contributions of the member and R1,50 from the contributions of the employer.

(2) Subscriptions by other than compulsory members shall be R3 per week, payable monthly in advance to the Secretary of the Society.”.

This Amending Agreement signed on behalf of the parties in Johannesburg this 20th day of April 1982.

I. LASAROW, Chairman of the Council.

A. J. M. GROENEWALD, Vice-Chairman of the Council.

P. C. SMIT, Secretary of the Council.

No. R. 1819

27 August 1982

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1983, 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; and

(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) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1983, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID,
TRANSSVAAL

OOREENKOMS

ingevoel die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aange-
gaan tussen die

Transvaal Furniture and Upholstery Manufacturers' Association
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan
die een kant, en die

National Union of Furniture and Allied Workers of South Africa
(hierna die "werknemers" of die "vakvereniging" genoem), aan die
ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid,
Transvaal,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1347
van 30 Junie 1981 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Transvaal,
nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is
en deur alle werknemers wat lede van die vakvereniging is en wat
onderskeidelik by die Meubelnywerheid betrokke of daarin werksaam is;

(b) in die provinsie Transvaal en die landdrostrik Vryburg;

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers vir wie lone daarin voorge-
skryf word en op die werkgewers van dié werknemers;

(b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is
nie met die Wet op Mannekragopleiding, 1981, of met 'n regulasie
gemaak of kontrak aangegaan ingevolge genoemde Wet;

en is dit onderworpe aan Hoofstuk V van die Vastelling deur die
Nywerheidshof, gedateer 1 September 1978 in die saak tussen die
Nywerheidsrade vir die Meubelnywerheid, Transvaal en Natal, en die
Nywerheidsrade vir die Bounywerheid, Transvaal, Durban en Pietermar-
itzburg en Noordelike Gebiede.

2. HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

"HOOFSTUK II.—MINIMUM LONE

Loonverhogings

Onderstaande is die minimum weeklone voorgeskrif vir die onderskeie
klasse werk hieronder opgesom met ingang van 6 September 1982: Met
dien verstande dat 'n werknemer wat 'n hoër loon ontvang as die minimum
voorgeskrewe loon vir die klas werk wat hy verrig, ondanks andersluidende
bepalings hierin vervat, 'n verhoging moet ontvang wat gelyk is aan
die bedrag hieronder vir daardie loonkategorie aangedui:

Werklike dienste	Tydpersk beginnende 6/9/82
Werknemers graad I wat R85,84 of meer per week verdien	Weekloon met verhoog word met R10.
Werknemers graad II wat R80,56 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad III wat R61,89 of meer per week verdien	Weekloon moet verhoog word met R10.
Werknemers graad IV wat R47,02 of meer per week verdien	Weekloon moet verhoog word met R10.

1. *Werknemer graad I: R95,84.*

Werknemers in diens in een of meer van die werksaamhede wat in die
Meubelnywerheid uitgevoer word, uitgesonderd die werknemers bedoel in
klousules 3 tot 26: Met dien verstande dat ten opsigte van die werksaam-
hede betreffende 'n nuwe masjien wat ingevoer word en wat nie in klou-
sules 3 tot en met 26 gespesifiseer word nie, werknemers vir sodanige
werksaamhede betaal moet word teen die minimum loon in hierdie klou-
sule voorgeskrif tot tyd en wyl die Raad die loonskaal vasstel vir die
werksaamhede wat met so 'n masjien uitgevoer word.

(Die loon wat betaal word, moet bepaal word volgens die aard van die
werk wat op sodanige masjien verrig word en nie volgens die tipe masjien
wat gebruik word nie.)

Die aard van die werk wat op 'n masjien verrig word terwyl dit aan die
gang is, is die beslissende faktor by die bepaling van die tipe masjien.)

A. MEUBELMAKERY

2. *Werknemer graad II: R90,56.*

- (1) Skaafwerk met die hand;
- (2) beitelwerk;
- (3) skraapwerk;
- (4) rasperwerk;
- (5) vylwerk;

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING
INDUSTRY, TRANSSVAAL

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made
and entered into by and between the

Transvaal Furniture and Upholstery Manufacturers' Association
(hereinafter referred to as the "employers" or the "employers' organisa-
tion"), of the one part, and the

National Union of Furniture and Allied Workers of South Africa
(hereinafter referred to as the "employees" or the "trade union"), of the
other part,

being the parties to the Industrial Council for the Furniture Manufacturing
Industry, Transvaal,

to amend the Agreement published under Government Notice R. 1347 of
30 June 1981.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Furniture
Manufacturing Industry, Transvaal—

(a) by all employers who are members of the employers' organisation
and by all employees who are members of the trade union, who are
engaged or employed in the Furniture Manufacturing Industry, respect-
ively;

(b) in the Province of the Transvaal and in the Magisterial District of
Vryburg.

(2) Notwithstanding the provisions of subclause (1), the provisions of
this Agreement shall—

(a) apply only to employees for whom wages are prescribed therein,
and to the employers of such employees;

(b) apply to apprentices in so far as they are not inconsistent with the
provisions of the Manpower Training Act, 1981, or any regulation made
thereunder or contract entered into in terms of the said Act;

and shall be subject to the provisions of Chapter V of the Determination by
the Industrial Court, dated 1 September 1978, in the matter between the
Industrial Councils for the Furniture Manufacturing Industry, Transvaal
and Natal, and the Industrial Councils for the Building Industries,
Transvaal, Durban and Pietermaritzburg and Northern Areas.

2. CHAPTER II.—MINIMUM WAGES

Substitute the following for Chapter II:

"CHAPTER II.—MINIMUM WAGES

Wage increases

The following shall be the minimum weekly wages prescribed for the
respective classes of work enumerated hereunder with effect from 6 Sep-
tember 1982: Provided that an employee who is in receipt of a wage in
excess of the minimum prescribed rate for the class of work performed by
him shall, notwithstanding anything to the contrary herein contained,
receive an increment equivalent to the amount shown hereunder for that
category of employment:

Actual earnings	Period commencing 6/9/82
Grade I employees earning R85,84 per week or more	Weekly wage to be increased by R10.
Grade II employees earning R80,56 per week or more	Weekly wage to be increased by R10.
Grade III employees earning R61,89 per week or more	Weekly wage to be increased by R10.
Grade IV employees earning R47,02 per week or more	Weekly wage to be increased by R10.

1. *Grade I employee: R95,84.*

Employees employed in any or all of the operations performed in the
Furniture Manufacturing Industry, with the exception of the employees
referred to in clauses 3 to 26: Provided that in respect of the operations
relating to any new machine introduced and not specified in clauses 3 to 26
inclusive, employees shall be paid for such operations at the minimum
wage prescribed in this clause until such time as the Council determines the
wage rate for the operations performed on such machine.

(Payment of wages shall be determined by reference to the nature of work
performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be
the deciding factor in determining the type of the machine.)

A. FURNITURE MAKING

2. *Grade II employee: R90,56.*

- (1) Planing by hand;
- (2) chiselling;
- (3) scraping;
- (4) rasping;
- (5) filing;

- (6) speekskaaferk;
- (7) saagwerk met die hand;
- (8) verstekke met die hand sny;
- (9) spykers en/of paneelspykers en/of kramme inslaan en/of inpons en/of inskiet.

3. *Werknemer graad III: R71,89.*

- (1) Glas in rame vassit (uitgesonderd skroefwerk);
- (2) verstekke van profielwerk met die guillotine sny;
- (3) laaie se onderkante vaskram.

4. *Werknemer graad IV: R57,02.*

- (1) Proppe en/of splinters invoeg en die oorskiet verwyder;
- (2) alle vasboutwerk, met inbegrip van die vasbout van toebehoere en die vasskroef van handvatsels in vooraf geboorde gate, uitgesonderd die montering van meubels en/of meubelonderdele deur dit vas te bout en/of aanmekeer te sit, behalwe die werksaamhede in subklousule (3) genoem;
- (3) die toebehoere van stangskroef en/of slagplaatjies en/of beslae en/of sluitpenne vassit;
- (4) los uitstekende spykers, penne en/of kramme wegpons: Met dien verstande dat dit gedoen word slegs deur persone wat met die hand skuurwerk verrig en sodanige items wat nie gepons is nie gedurende die skuurproses in die skuurafdeling vind;
- (5) tappenne maak en/of spits maak;
- (6) soliede timmerhout buig;
- (7) enige soort gelymde blok vassit (nie vasgeskroef of vasgespyker nie);
- (8) sokke vir rolwieleetjies vassit;
- (9) rolwieleetjies en/of koepels en/of katelstyle, hangerboute en -plate vassit;
- (10) hoekblokke in stoele inslaan en/of vassit (slegs van die tipe bekend as 'Kitchen Bentwood', 'Globe', 'Standard', 'Sturdy' en 'Super'): Met dien verstande dat sodanige hoekblokke nie vasgespyker, vasgepen of vasgeskroef word nie;
- (11) soliede timmerhout in 'n sagmaakmengsel indompel;
- (12) lym meng en/of massameet en/of berei;
- (13) tappenne inslaan;
- (14) lym en/of lymverhardingsmiddels aanwend;
- (15) skroewe insit in gate wat vooraf geboor is, ter voorbereiding vir skroefwerk;
- (16) kartelkramme invoeg in die raammonteringsproses;
- (17) help met die aanmekearsit of montering van meubelonderdele wat vasgekramp of vasgeklamp moet word: Met dien verstande dat die getelsverhouding van sodanige assistente tot werknemers wat die lone ontvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word en wat kramp- of klampwerk doen, hoogstens vier tot een mag wees en dat sodanige assistente in die afwesigheid van voornoemde werknemer wat die lone ontvang wat in klousule 2 van hierdie Hoofstuk voorgeskryf word, nie geag word assistente te wees nie: Voorts met dien verstande dat die assistente nie toegelaat mag word om gate te boor nie;
- (18) glas in vooraf gemaakte groewe laat sak;
- (19) selfheg- en/of kleefstroke slegs met die hand vassit ten einde bordkante te bedek;
- (20) moerdoppies, beslagringe en/of skuifdoppe vassit;
- (21) skroefboute in pootjies of pote insit;
- (22) proppe inslaan in gate wat vooraf geboor is om bevestigingswerk te bedek;
- (23) volgens patroonplaat, patroon of setmaat uitmerk;
- (24) spieëls deur middel van kleefband vasheg;
- (25) sierkraallyste in vooraf bereide groewe insit (nie op panele nie);
- (26) leigate vir bonte, spykers, skroewe en/of plastiekinoegsels met die hand of handwerktuig boor.

B. MEUBELMASJINWERK

5. *Werknemer graad II: R90,56.*

Een of meer van ondergenoemde masjiene opstel en/of bedien en/of daarmee verrig:

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjiene wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjiene terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjiene.)

- (1) Dikteskaafmasjiene (alle skaafwerk behalwe reiskaaferk);
- (2) skaaflysmasjiene met vier en/of vyf beitels;
- (3) outomatiese kopieermasjiene of kopieerdraaibank;
- (4) meersny-en-sneewerkmasjiene;

- (6) spokeshaving;
- (7) sawing by hand;
- (8) cutting mitres by hand;
- (9) knocking and/or punching and/or shooting in nails and/or panel pins and/or staples.

3. *Grade III employee: R71,89.*

- (1) Securing glass in frames (other than screwing operations);
- (2) cutting mitres of moulded beadings by guillotine;
- (3) stapling of drawer bottoms.

4. *Grade IV employee: R57,02.*

- (1) Inserting plugs and/or slivers and removing excess;
- (2) all bolting, including the bolting of fittings and screwing of handles into pre-drilled holes, excluding the assembling of furniture and/or furniture parts by means of bolting and/or fitting, other than the operations referred to in subclause (3);
- (3) affixing fittings of rod sockets and/or striking plates and/or escutcheons and/or self studs;
- (4) punching away any protruding nails, pins and/or staples: Provided that this is done only by hand-sandpaperers finding such unpunched items during the sandpapering process in the sandpapering section;
- (5) making and/or pointing of dowels;
- (6) bending solid timber;
- (7) affixing of any kind of glue block (not screwed or nailed down);
- (8) affixing sockets for casters;
- (9) affixing of casters and/or domes and/or bed irons, hanger bolts and plates;
- (10) knocking in and/or securing of corner blocks to chairs (only the type known as 'Kitchen bentwood', 'Globe', 'Standard', 'Sturdy' and 'Super'): Provided that such corner blocks shall not be nailed, pinned or screwed;
- (11) dipping of solid timber into softening solution;
- (12) mixing and/or mass-measuring and/or preparing glue;
- (13) knocking in dowels;
- (14) applying glue and/or glue hardeners;
- (15) inserting screws into pre-bored holes preparatory to screwing;
- (16) inserting corrugated fasteners in the process of assembling frames;
- (17) assisting in the putting together or assembling of furniture parts which are to be cramped or clamped: Provided that the ratio of such assistants to employees in receipt of wages prescribed in clause 2 of this Chapter, who are engaged in cramping or clamping, shall not exceed four to one and that such assistants shall not be deemed to be assistants in the absence of the aforementioned employee who is in receipt of the wage prescribed in clause 2 of this Chapter: Provided further that the assistants shall not be permitted to bore holes;
- (18) dropping glass into premade grooves;
- (19) affixing by hand only of selfretaining and/or gummed strips for the purpose of covering board edges;
- (20) affixing of nut covers, ferrules and/or glides;
- (21) inserting of screw bolts into stumps or legs;
- (22) knocking in of plugs into pre-bored holes to cover any fixing devices;
- (23) marking out by template, pattern or jigs;
- (24) attaching mirrors by means of adhesive tape;
- (25) inserting ornamental beading into prepared grooves (not on panels);
- (26) drilling guide holes for bolts, nails, screws and/or plastic inserts by hand or hand tool.

B. FURNITURE MACHINING

5. *Grade II employee: R90,56.*

Setting up and/or operating and/or performing work with any one or more of the following machines:

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Thicknesser (any planing other than jointing-planing);
- (2) four and/or five cutter planer moulder machine;
- (3) automatic copying machine or copy lathe;
- (4) multiple cutter carving machine;

- (5) kloofsaag;
- (6) kopieerdraaibank;
- (7) dwarssaag;
- (8) bandsaag;
- (9) vlakslyper;
- (10) reguitrandskaafmasjien;
- (11) swawelstertmasjien.

6. *Werknemer graad III: R71,89.*

Een of meer van ondergenoemde masjiene opstel en/of bedien en/of werk daarmee verrig:

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjien wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjien terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjien.)

- (1) Uitsnysaag;
- (2) boormasjien;
- (3) skarnieruitholmasjien;
- (4) tapinvoegmasjien;
- (5) bandskuurmasjien;
- (6) tapgatmasjien;
- (7) tromskuurmasjien;
- (8) guillotine;
- (9) tolskuur- of suiermasjien;
- (10) skyfskuur- en/of truskuur-wentelmasjien;
- (11) bladklamp;
- (12) kantfineermasjien, insluitende slegs kantfineerwerk, afwerking en/of skuurwerk.

7. *Werknemer graad IV: R57,02.*

Een of meer van ondergenoemde masjiene opstel en/of bedien en/of werk daarmee verrig:

(Die loon wat betaal word, moet bepaal word volgens die aard van die werk wat op sodanige masjiene verrig word en nie volgens die tipe masjien wat gebruik word nie.)

Die aard van die werk wat verrig word op 'n masjien terwyl dit aan die gang is, is die beslissende faktor by die bepaling van die tipe masjien.)

- (1) Draagbare skuurmasjien;
- (2) houtskroef- en/of -moerdraadsnymasjien;
- (3) tappenpersmasjien;
- (4) tapplatdrukmasjien (uitgesonderd klampwerk);
- (5) skuurpapierbande maak en/of aanmekeer heg vir bandskuurmasjien;
- (6) skuurpapierskywe maak en/of aanheg;
- (7) skuurpapier vir skuurmasjien sny;
- (8) skuurpapier op tolle en/of skuurmasjiene aanbring;
- (9) setmate met materiaal laai en ontlai ter voorbereiding vir masjinerig: Met dien verstande dat dié setmate nie gebruik word vir die kramp van meubeldele nie;
- (10) masjien vir die skuur van gedraaide dele;
- (11) masjiene en/of motorvoertuie smeer en/of olie.

C. SAAGHERSTELWERK, INSTANDHOUDING EN HERSTEL VAN MASJIENE

8. *Werknemer graad III: R71,89.*

Assistent vir die saaghersteller by die herstel van sae, beitels, lemme en messe, nie in sy permanente afwesigheid nie.

D. POLEERAFDELING

9. *Werknemer graad II: R90,56.*

- (1) Spuitverf van onderlaag;
- (2) 'n ontwerp produseer deur middel van 'n stensil en/of syskerm;
- (3) veroudering (behalwe met die hand).

10. *Werknemer graad III: R71,89.*

Veroudering met die hand.

11. *Werknemer graad IV: R57,02.*

- (1) Kleuterversies en/of kleutertekeninge op meubels oordruk;
- (2) 'n ontwerp produseer deur middel van 'n oordruk;
- (3) met 'n skuurpasta en/of skuurvloeistof vryf deur middel van 'n masjien en/of meganiese toestel;
- (4) beitse en/of kleurstowwe meng;
- (5) gepoleerde oppervlakke met die hand of 'n masjien stroop;

- (5) rip saw;
- (6) copying lathe;
- (7) cross-cut saw;
- (8) bandsaw;
- (9) surfer;
- (10) straight line edger;
- (11) dovetailing machine.

6. *Grade III employee: R71,89.*

Setting up and/or operating and/or performing work with any one or more of the following machines:

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Jig saw;
- (2) boring machine;
- (3) hinge recessing machine;
- (4) dowel inserting machine;
- (5) beltsandpapering machine;
- (6) mortice machine;
- (7) drum sanding machine;
- (8) guillotine;
- (9) bobbin sandpapering or reciprocating machine;
- (10) disc sanding and/or brushback, orbital sander;
- (11) leafcramp;
- (12) edge veneering machine, including edge veneering, trimming and/or sanding operations only.

7. *Grade IV employee: R57,02.*

Setting up and/or operating and/or performing work with any one or more of the following machines:

(Payment of wages shall be determined by reference to the nature of work performed on such machines without reference to the type of machine used.)

The nature of work performed on a machine whilst in operation shall be the deciding factor in determining the type of the machine.)

- (1) Portable machine sander;
- (2) wood threading and/or wood tapping machine;
- (3) dowel squeezing machine;
- (4) tenon squashing machine (other than cramping operations);
- (5) making and/or joining sandpaper belts for belt-sandpapering machine;
- (6) making and/or affixing discs of sandpaper;
- (7) cutting sandpaper for sandpapering machine;
- (8) affixing sandpaper to bobbins and/or sanding machines;
- (9) the loading and unloading of jigs with material in preparation for machining: Provided that such jigs are not used for cramping of furniture parts;
- (10) machine for sanding turned parts;
- (11) greasing and/or oiling machines and/or motor vehicles.

C. SAW DOCTORING, MACHINE MAINTENANCE AND MACHINE REPAIRING

8. *Grade III employee: R71,89.*

Assitant to the saw doctor in doctoring saws, cutters, blades and knives, not in his permanent absence.

D. POLISHING DEPARTMENT

9. *Grade II employee: R90,56.*

- (1) Spraying undercoating;
- (2) producing a design by means of a stencil and/or silk screen;
- (3) ageing (other than by hand).

10. *Grade III employee: R71,89.*

Ageing by hand.

11. *Grade IV employee: R57,02.*

- (1) Transferring nursery rhymes and/or nursery characters on to furniture;
- (2) producing a design by means of a transfer;
- (3) rubbing with an abrasive paste and/or abrasive liquid by machine and/or mechanical appliance;
- (4) mixing stains and/or colouring materials;
- (5) stripping of polished surface by hand or machine;

- (6) gate en/of krake vul;
- (7) skuurwerk met die hand of 'n draagbare masjien verrig;
- (8) was aansit, bleik, beits en olie;
- (9) opknappwerk by die op- en/of aflaaiplek;
- (10) die rande van lamelbord of laaghout verf en/of invul;
- (11) deure en/of toebehore van meubelstukke verwyder en terugplaas om dit te poleer en/of te herstel;
- (12) vlokwool op klêfoppervlakke versprei en die klêfstof vir vlokwool slegs vir die binnekante van laaie aansit;
- (13) metaalspuitverfwerk;
- (14) in emalje, verf of lakvernis indompel;
- (15) oplossings deursyg;
- (16) spuitapparaat skoonmaak;
- (17) vloebestrykmasjiene of soortgelyke toestelle voer en/of ontlaa en/of bedien, maar uitgesonderd die opstel daarvan;
- (18) met 'n ander stof as 'n skuurpasta en/of skuurvloei-stof vernuwingswerk met die hand of 'n masjien en/of meganiese toestel;
- (19) met die hand opvryf of skoon vee en/of was.

E. STOFFEERAFDELING

12. *Werknemer graad II: R90,56.*

- (1) 'n Fondament vir kronkelvere maak en/of vassit met enige ander materiaal as hout- en/of metaallatte;
- (2) Vere en/of veereenhede aan fondamente vasmaak;
- (3) vere in posisie vaswoel;
- (4) raamveer-, bedbasis- of ateljeerusbanke stoffeer;
- (5) kopplanke stoffeer, uitgesonderd diamantknope aanwerk;
- (6) los stoele, eetkamer- en/of kombuisstoele stoffeer.

Vir die toepassing van hierdie klousule beteken 'n veereenheid 'n onafhanklike montering van kronkelvere of aaneenlopende vere wat so inmekaar gevleg, aanmekaar geheg of so gemaak is dat dit 'n veerfondament en/of veerbinnekant uitmaak vir gebruik in 'n binneveerkussing, binneveersitplek en/of binneveersitstoel.

13. *Werknemer graad III: R71,89.*

- (1) Gimp en/of fraiings vasryg en/of vaskram;
- (2) knope aanwerk behalwe aan los kussings (uitgesonderd diamantknope aanwerk);
- (3) afmerk ter voorbereiding vir die vasheg van gimp en/of fraiings;
- (4) fondamente vir kronkelveereenhede maak en/of vassit met hout- en/of metaallatte;
- (5) deurnooptwerk.

14. *Werknemer graad IV: R57,02.*

- (1) Heliese vere en/of ketting en/of hoepelyster aanheg wat uitsluitlik as ondersteuning vir los stoelkussings moet dien;
- (2) rubberstroke aanheg wat uitsluitlik as ondersteuning vir los stoelkussings moet dien;
- (3) heliese vere en/of ketting en/of sigsag- of nie-sakveerwerk aan rame vir stoffeerwerk aanheg;
- (4) hoepelyster en/of touweefsel en/of plaasvervangende materiaal vir touweefsel aan los sitplekke en/of rugleunings vir eetkamerstoele aanheg;
- (5) die hervering van veerkante met die sigsag- en/of nie-saktipe vere aan rame vir stoffeerwerk, met inbegrip van die aanheg van onderdele, maar uitgesonderd die vasryg en/of aanheg van goiing en/of sisal en/of plaasvervangende materiaal vir goiing of sisal;
- (6) laaghout en/of geperste bord aan los sitplekke en rugleunings van stoele vasspyker en/of met hegspykers vasslaan vir stoffeerwerk;
- (7) kussinkies aan los veerkussingeenhede heg;
- (8) platforms sny vir die bedekking van heliese vere;
- (9) 'n pluus- en/of baaloopmaak- en/of baalbreekmasjien bedien en/of werk daarmee verrig;
- (10) binneslope van kussings en/of oortreksels en/of peule met die hand of 'n masjien stop;
- (11) vulsel in touvorm losdraai;
- (12) knope en/of klossies maak;
- (13) die stoffeerder help deur oortreksel vas te hou;
- (14) bandversier- en/of kraallyswerk maak;
- (15) klaar gesnyde materiaal sorteer nadat dit by die grootmaat uitgesny is;
- (16) klaargemaakte stoelkussings vir aflewering nagaan en/of gereed maak;
- (17) skuimrubber en/of dergelyke stowwe volgens grootte of vorm sny;

- (6) filling in holes and/or crevices;
- (7) sandpapering by hand or portable machine;
- (8) waxing, bleaching, staining and oiling;
- (9) touching up at the point of loading and/or off-loading;
- (10) painting and/or filling in of edges of laminated board of plywood;
- (11) removing and replacing doors and/or fittings from articles of furniture for the purpose of polishing and/or repairing;
- (12) spreading flock on adhesive surface and the application of the adhesive for flock for the inside of drawers only;
- (13) spraying metal;
- (14) dipping in enamel, paint or lacquer;
- (15) straining solutions;
- (16) cleaning spraying apparatus;
- (17) feeding and/or off-loading and/or operating of flowcoater machines or similar plant but excluding the setting up;
- (18) reviving by hand or machine and/or mechanical appliance with a substance other than an abrasive paste and/or abrasive liquid;
- (19) ragging or wiping and/or washing by hand.

E. UPHOLSTERY DEPARTMENT

12. *Grade II employee: R90,56.*

- (1) Making and/or affixing a foundation for coil springs with any material other than wooden and/or metal laths;
- (2) securing springs and/or spring units to foundation;
- (3) lashing springs in position;
- (4) upholstering box spring, bed base or studio couches;
- (5) upholstering headboards other than diamond buttoning;
- (6) upholstering occasional chairs, dining-room and/or kitchen chairs.

For the purposes of this clause, a spring unit means an independent assembly of coil or continuous springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an innerspring cushion, seat and/or seating device.

13. *Grade III employee: R71,89.*

- (1) Tacking and/or stapling gimp and/or fringes;
- (2) buttoning, excluding buttoning of loose cushions (other than diamond buttoning);
- (3) marking off preparatory to the securing of gimp and/or fringes;
- (4) making and/or affixing foundations for coil spring units with wood and/or metal laths;
- (5) tufting.

14. *Grade IV employee: R57,02.*

- (1) Affixing helical springs and/or chain and/or hoop iron for the sole purpose of serving as a support for loose cushions;
- (2) affixing rubber strips for the sole purpose of serving as a support for loose cushions;
- (3) affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery;
- (4) affixing hoop iron and/or webbing and/or webbing substitute to loose seats and/or backs for dining-room chairs;
- (5) the springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal;
- (6) nailing and/or tacking plywood and/or compressed board to loose seats and backs of chairs for upholstery;
- (7) securing pads to unaffixed spring cushion units;
- (8) cutting of platforms used for covering helical springs;
- (9) operating a teasing and/or bale opening and/or bale breaking machine and/or performing any work therewith;
- (10) filling of cushion cases and/or slips and/or bolsters by hand or machine;
- (11) unwinding filling materials in rope form;
- (12) making buttons and/or tufts;
- (13) assisting upholsterer in holding cover;
- (14) making banding and/or beading;
- (15) sorting of ready-cut materials after bulk cutting;
- (16) regulating and/or preparing completed cushions for delivery;
- (17) cutting foam rubber and/or similar substances to size or shape;

- (18) skuimrubber en/of dergelike stowwe aan bedekkingsmateriaal vaslym slegs vir deurstikwerk;
- (19) rubberstroke sny;
- (20) skuimrubber en/of dergelike stowwe aanmekeer heg;
- (21) tekstiel- en/of sintetiese stroke aan skuimrubber en/of dergelike stowwe vasheg, maar uitdruklik nie die vasheg daaraan van oortrekmateriaal, nl. 'Fly', nie;
- (22) grootmaatrole stoffeermateriaal van allerlei soorte van selfkant tot selfkant met die hand opbreek en/of opsnij;
- (23) karton in die stoffeerseksie met die hand en/of 'n masjien sny;
- (24) 'n skuimnaalmasjien bedien;
- (25) die snyer help om lae materiaalengtes neer te lê;
- (26) stowwe met 'n handmasjien reguit sny vir die onderkante of fondamente bo-oor vere (linne en goiing);
- (27) patrone vir die reugleunings van stoele of rusbanke op allerlei stowwe aftrek (herhalend);
- (28) onderkante van gestoffeerde artikels vasryg;
- (29) meubels stroop vir herstelwerk;
- (30) rubber of rubbersurrogate aan kaal rame heg vir stoffeerwerk (uitgesonderd die vaswerk, vaskram of vasryg daarvan);
- (31) karton of voeringmateriaal aan kaal rame heg vir stoffeerwerk;
- (32) reugleunings van karton, kaliko of goingsak slegs aan gestoffeerde kopstukke heg.

F. FINEERAFDELING

- 15. *Werknemer graad III: R71,89.*
 - (1) Fineerlaswerk verrig, uitgesonderd op vlakskaaftasjien;
 - (2) inlegsels maak en/of invoeg (uitgesonderd die inlê van fineerwerk van artistieke ontwerp en vierdeling van fineerwerk);
 - (3) rugkant- en nie-pasfineerwerk sny.
- 16. *Werknemer graad IV: R57,02.*
 - (1) Kantfineerwerk met die hand;
 - (2) perse van alle soorte bedien en/of versorg en/of laai en/of ontlai;
 - (3) gom en/of lym en/of band en/of papier afwas en/of verwyder;
 - (4) dele opstapel ná perswerk;
 - (5) gom en gomverharders aanstryk en/of aansmeer;
 - (6) oortollige fineer afwerk nadat dit vasgelym is (met 'n handwerktuig);
 - (7) laswerk sonder bande met 'n masjien;
 - (8) fineerhout en/of laaghout en/of hardbord in posisie vasmaak met bande en/of kramme en/of hegpsykers om gepers te word.

G. MEUBELHOUTSNY-AFDELING

- 17. *Werknemer graad IV: R57,02.*
 - (1) Rasper- en/of vyl- en/of skraapwerk verrig (slegs houtsnijwerkzaamhede);
 - (2) stippelpenswerk verrig;
 - (3) kraallyste aan borde vaslym en/of vasheg vir houtsnijwerk;
 - (4) bestanddele vir vormwerk meng;
 - (5) versiersels fatsoeneer (uitgesonderd die vassit daarvan).

H. VERPAKKING VAN MEUBELS

- 18. *Werknemer graad IV: R57,02.*
 - (1) Versterkende stroke hout aan voltooiende meubels aanbring vir die doel van verpakking of vervoer;
 - (2) verpakingskrate en/of -kiste vir meubels en/of dele daarvan maak;
 - (3) meubels en/of dele daarvan in goiing verpak;
 - (4) meubels en/of dele daarvan in kartondose en/of kartonhouers en/of plastiekvelle verpak;
 - (5) kartondose en/of kartonhouers toemaak;
 - (6) meubels en/of dele daarvan in papier en/of karton en/of plastiekvelle toedraai;
 - (7) toebehore en/of dele van meubelstukke verwyder om vervoer en/of verpakking te vergemaklik;
 - (8) toebehore en/of dele van meubelstukke wat vooraf verwyder is om die vervoer en/of verpakking daarvan te vergemaklik, terugsit.

I. ALGEMENE WERKSAAMHEDE

- 19. *Werknemer graad IV: R57,02.*
 - (1) Rottangvlegwerk;
 - (2) rottangsitplekke aanbring;
 - (3) riempiewerk;
 - (4) 'n pluismasjien opstel en/of bedien en/of werk daarmee verrig;

- (18) glueing of foam rubber and/or similar substances to covering material for quilting only;
- (19) cutting rubber strips;
- (20) joining together foam rubber and/or similar substances;
- (21) affixing textile and/or synthetic strips to foam rubber and/or similar substances, but expressly excluding the affixing of covering material thereto, namely 'Fly';
- (22) breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge;
- (23) cutting carboard in upholstery section by hand and/or machine;
- (24) operating foam mincing machine;
- (25) assisting cutter in putting down layers of lengths of cloth;
- (26) straight cutting of materials by hand machine for bottoms or underseating over springs (linen and hessian);
- (27) marking out patterns for chair or settee backs on all materials (repetitive marking);
- (28) tacking on bottoms of upholstered articles;
- (29) stripping of furniture for recovering;
- (30) affixing of rubber or substitutes to bare frames for upholstery (excluding the sewing, stapling or tacking thereof);
- (31) affixing of cardboard or lining materials to bare frames for upholstery;
- (32) affixing of cardboard, calico or hessian backs to upholstered headboards only.

F. VENEER DEPARTMENT

- 15. *Grade III employee: R71,89.*
 - (1) Jointing veneer, other than on surface planer;
 - (2) making and/or inserting inlays (excluding inlaying of veneers with an artistic design and quartering veneers);
 - (3) cutting backing and non-match veneers.
- 16. *Grade IV employee: R57,02.*
 - (1) Edge veneering by hand;
 - (2) operating presses and/or attending and/or loading and/or unloading of presses of any kind;
 - (3) washing off and/or removing gum and/or glue and/or tapes and/or paper;
 - (4) stacking parts after pressing;
 - (5) applying parts after pressing;
 - (5) applying and/or spreading glue and glue hardeners;
 - (6) trimming away excess veneer after affixing of veneer (by hand tool);
 - (7) tapeless jointing by machine;
 - (8) taping and/or stapling and/or tacking veneers and/or plywood and/or hardboard into position for pressing.

G. FURNITURE CARVING DEPARTMENT

- 17. *Grade IV employee: R57,02.*
 - (1) Rasping and/or filing and/or scraping (operations in carving only);
 - (2) stipple punching;
 - (3) glueing and/or affixing beading to board for carving;
 - (4) mixing ingredients for moulding;
 - (5) making moulded embellishments (excluding the affixing thereof).

H. FURNITURE PACKING

- 18. *Grade IV employee: R57,02.*
 - (1) Affixing strengthening woodstrips to completed furniture for the purpose of packing or transporting;
 - (2) making packing crates and/or cases for furniture and/or parts thereof;
 - (3) packing furniture and/or furniture parts in hessian;
 - (4) packing furniture and/or furniture parts in cartons and/or cardboard containers and/or plastic sheeting;
 - (5) closing cartons and/or cardboard containers;
 - (6) wrapping furniture and/or furniture parts in paper and/or cardboard and/or plastic sheeting;
 - (7) removing fittings and/or parts from articles of furniture to facilitate transportation and/or packing;
 - (8) replacing fittings and/or parts previously removed to facilitate their transportation and/or packing.

I. GENERAL OPERATIONS

- 19. *Grade IV employee: R57,02.*
 - (1) Weaving of cane;
 - (2) affixing cane seats;
 - (3) riempie work;
 - (4) setting up and/or operating teasing machine and/or performing work therewith;

- (5) kussinkies vir veereenhede maak en/of sny;
- (6) werknemers in diens in verband met enige van die prosesse by die vervaardiging van veerbinnekanale en/of die vervaardiging van hul onderdele;
- (7) veervervaardigingsmasjiene opstel en/of bedien;
- (8) luidsprekerdoek en bekleeëls aan relings, deure, panele en borde vir radiokabinette aanbring;
- (9) oortollige lym van meubels of dele daarvan verwyder;
- (10) metaalstawe en/of skarniere en/of metaalbuise en/of -vere en/of hoepelyster en/of draad en/of metaalstroke sny;
- (11) skroefdraad in ysterboute en/of -stawe sny en/of dit vasklink;
- (12) hoepelyster reguit maak;
- (13) gate in metaal pons;
- (14) metaalstawe skoonmaak;
- (15) metaaldele buig, boor en/of monteer;
- (16) vere baal;
- (17) vere vir preservering in 'n oplossing dompel;
- (18) stofsakke van skuurmasjiene skoonmaak;
- (19) vulmateriaal ontbaal en/of uitklop;
- (20) vulmateriaal met die hand uitpluis;
- (21) persele skoonmaak en/of uitvee;
- (22) masjinerie en/of uitrusting en/of gereedskap en/of werktuie en/of saaglemme skoonmaak;
- (23) materiaal op- en/of aflaa;
- (24) goedere met 'n stootkar vervoer;
- (25) goedere met 'n trapfiets vervoer;
- (26) gemeganiseerde hanteringsuitrusting bedien;
- (27) grondstowwe uitpak;
- (28) stoomketels en/of verbranders en/of oonde bedien;
- (29) drooggoonde laai en/of ontlai en/of bedien;
- (30) drankte berei en/of bedien;
- (31) eet- en/of drinkgerei was;
- (32) timmerhout vir preservering behandel;
- (33) masjiendryfbande las;
- (34) massameetwerk;
- (35) meubels uitmekaarhaal;
- (36) goedere dra en/of aandra;
- (37) voertuie op- en/of aflaa;
- (38) 'n masjienwerker help met die hantering van grondstowwe voor en na masjienwerk;
- (39) assistent vir versendingsklerk, stoomman of tydopnemer;
- (40) afwitwerk;
- (41) knope maak;
- (42) boodskappe en/of briewe aflewer;
- (43) met 'n borsel skoonmaak;
- (44) los werknemer (R1,32 per uur).

J. STOFFEERNAAIERS- EN/OF -NAAISTERSWERK

- 20. *Werknemer graad III: R71,89.*
- (1) Meubeloortreksels stik;
- (2) (alle) hegstukke vasstik en/of aanhaal;
- (3) kussingslope en/of -oortreksels stik;
- (4) donskombensoortreksels maak en/of stik;
- (5) omboorsels maak;
- (6) glipsteekwerk en/of gimp en/of fraiings en/of materiaal stik;
- (7) gimp, fraiings, galon en/of plooiwerk afmerk en/of vassit;
- (8) knope aan los kussings aanwerk, uitgesonderd diamantknoopwerk.

K. GORDYNWERK

- 21. *Werknemer graad II: R90,56.*
Gordyne met 'n roede of meetband pas en/of meet.
- 22. *Werknemer graad III: R71,89.*
- (1) Gordyne stik en sny;
- (2) glipsteekwerk aan gordynkapagterkant en fraiings.
- 23. *Werknemer graad IV: R57,02.*
- (1) Strykwerk;
- (2) alle soorte gordynhakies insteek en/of aanstik;
- (3) gordyne afwerk (slegs met die hand knoop waar die blindsteek-masjien die werk voltooi het);

- (5) making and/or cutting pads for spring units;
- (6) employees employed in connection with any of the processes in the construction of spring interiors and/or the manufacture of their component parts;
- (7) setting up and/or operating springmaking machines;
- (8) affixing speaker cloths and fabrics to rails, doors, panels and boards for radio cabinets;
- (9) removing excess glue spread on furniture or parts thereof;
- (10) cutting metal rods and/or hinges and/or metal tubes and/or metal springs and/or hoop iron and/or wire and/or metal strips;
- (11) riveting and/or making threads on iron bolts and/or rods;
- (12) straightening hoopiron;
- (13) punching holes in metal;
- (14) cleaning metal rods;
- (15) bending, drilling and/or assembling metal parts;
- (16) baling springs;
- (17) dipping springs into a solution for the purpose of preservation;
- (18) cleaning sandpapering machine dustbags;
- (19) unbaling and/or beating filling material;
- (20) teasing filling materials by hand;
- (21) cleaning and/or sweeping premises;
- (22) cleaning machinery and/or plants and/or tools and/or utensils and/or saw blades;
- (23) loading and/or unloading materials;
- (24) transporting goods by handcart;
- (25) transporting goods by pedal cycle;
- (26) operating mechanised handling equipment;
- (27) unpacking raw materials;
- (28) attending boilers and/or incinerators and/or ovens;
- (29) loading and/or unloading and/or attending kilns;
- (30) making and/or serving beverages;
- (31) washing up eating and/or drinking utensils;
- (32) treating of timber for preservation;
- (33) joining machine driving belts;
- (34) mass-measuring;
- (35) stripping furniture;
- (36) fetching and/or carrying;
- (37) loading and/or unloading vehicles;
- (38) assisting machinist in handling raw materials before and after machining;
- (39) assistant to despatch clerk, storeman or timekeeper;
- (40) limewashing;
- (41) making of buttons;
- (42) delivering messages and/or letters;
- (43) cleaning with a brush;
- (44) casual employees (R1,32 per hour).

J. UPHOLSTERY SEAMSTERS' AND/OR SEAMSTRESSES' WORK

- 20. *Grade III employee: R71,89.*
- (1) Sewing of furniture covers;
- (2) sewing on and/or hooking on of any attachments;
- (3) sewing of cushion cases and/or cushion slips;
- (4) making and/or sewing of quilted covers;
- (5) making piping;
- (6) slip-stitching and/or sewing gimp and/or fringes and/or materials;
- (7) marking off and/or affixing gimp, finges, braid and/or pleating;
- (8) buttoning of loose cushions other than diamond buttoning.

K. CURTAIN MAKING

- 21. *Grade II employee: R90,56.*
Fitting and/or measuring of curtains by rod or tape.
- 22. *Grade III employee: R71,89.*
- (1) Sewing and cutting of curtains;
- (2) slip-stitching pelmet backs and fringes.
- 23. *Grade IV employee: R57,02.*
- (1) Ironing;
- (2) inserting and/or stitching of all types of curtain hooks;
- (3) finishing off of curtain (only to tie knot by hand where blind-stitch machine has completed the work);

- (4) die kante van los gevoerde gordyne vasryg;
- (5) bandstroke aan gordyne werk;
- (6) assistent vir gordynpasser (slegs as die passer by is).

L. DIVERSE—HULPWERKSAAMHEDE

24. *Werknemer graad II: R90,56.*

- (1) Versendingsklerk;
- (2) stoomman;
- (3) tydopnemer;
- (4) sweiswerk, uitgesonderd puntsweiswerk;
- (5) sandstraling en/of branding.

25. *Werknemer graad III: R71,89.*

- (1) Opsigter;
- (2) wag;
- (3) puntsweiser;
- (4) doeksweiswerk.

M. VOORMANNE, ONDERBASE, TOESIGHOUERS EN
ONDERBASE GRAAD IV

26. (1) Voormanne en toesighouers	R125,84
(2) Onderbase.....	R115,84
(3) Onderbase graad IV	R67,02

N. LEERLINGE

27. Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk I van hierdie Ooreenkoms, wat die werk leer van naaiers en/of naaisters onder werknemers graad III, en leerlinge onder werknemers graad I en/of graad II moet, ondanks die minimum loon wat gespesifiseer word op die sertifikaat wat ingevolge klousule 29 (3) en (4) van Hoofstuk I deur die Raad uitgereik word, minstens die volgende lone per week betaal word:

Gedurende die eerste ses maande van die leertyd: 80 persent;
gedurende die tweede ses maande van die leertyd: 85 persent;
gedurende die derde ses maande van die leertyd: 90 persent;
gedurende die vierde ses maande van die leertyd: 95 persent;
van die minimum voorgeskrewe loon vir werknemers graad I, graad II of graad III, na gelang van die geval.

O. JEUGDIGE WERKNEMERS

28. (1) Jeugdige manlike werknemers in 'n ambag of deel van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet gedurende die gemagtigde proeftyd minstens die lone betaal word wat kragtens genoemde Wet voorgeskryf word.

(2) *Alle ander jeugdiges.*—Die minimum loon wat in hierdie Ooreenkoms voorgeskryf word vir werknemers in diens in dieselfde klas werk."

3. HOOFSTUK III, KLOUSULE B.—LOONSVERHOOGINGS EN
MINIMUM LONE

Vervang subklousule (1) van klousule B deur die volgende:

"(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom met ingang van 6 September 1982: Met dien verstande dat 'n werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, ondanks andersluidende bepalings hierin vervat, 'n verhoging moet ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Inleiding	Tydpersk beginnende 6/9/82
Drywer ingedeel onder (1) (a) (i) ..	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (ii) ..	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (iii) ..	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (a) (iv) en (b) ..	Weekloon moet verhoog word met R10.
Drywer ingedeel onder (1) (c)	Weekloon moet verhoog word met R10.

Loonvragte

(a) Drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om 'n loonvrag te dra of te trek van—

- (i) minder as 2 722 kg: R65,12;
- (ii) 2 722 kg en meer, maar hoogstens 4 536 kg: R69,47;
- (iii) meer as 4 536 kg, maar hoogstens 6 350 kg: R74,31;
- (iv) meer as 6 350 kg: R79,14.

(b) Drywer van 'n stoomwa: R79,14.

(c) Drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor: R57,02.

- (4) tacking sides of loose lined curtains;
- (5) taping out of curtains;
- (6) assistant to curtain fitter (only in the presence of the fitter).

L. MISCELLANEOUS—ANCILLARY OCCUPATIONS

24. *Grade II employee: R90,56.*

- (1) Despatch clerk;
- (2) storeman;
- (3) timekeeper;
- (4) welding, other than spotwelding;
- (5) sand blasting and/or burning.

25. *Grade III employee: R71,89.*

- (1) Caretaker;
- (2) watchman;
- (3) spotwelder;
- (4) welding of fabric.

M. FOREMEN, CHARGEHANDS, SUPERVISORS AND
GRADE IV CHARGEHANDS

26. (1) Foremen and supervisors.....	R125,84
(2) Chargehands.....	R115,84
(3) Grade IV chargehands.....	R67,02

N. LEARNERS

27. Learners authorised in terms of clause 29 (1) of Chapter I of this Agreement employed in learning seamsters' and/or seamstresses' work under Grade III employees and learners under Grade I and/or Grade II employees shall, notwithstanding the minimum wage specified on the certificate issued by the Council in terms of clause 29 (3) and (4) of Chapter I, be paid not less per week than the following wages;

During the first six months of learnership: 80 per cent;
during the second six months of learnership: 85 per cent;
during the third six months of learnership: 90 per cent;
during the fourth six months of learnership: 95 per cent;
of the minimum prescribed rate for Grade I, Grade II or Grade III employees, as the case may be.

O. JUVENILE EMPLOYEES

28. (1) Juvenile male employees engaged in a trade or part of a trade designated under the Manpower Training Act, 1981, during the authorised probationary period, shall be paid not less than the wages prescribed in terms of the provisions of the said Act.

(2) *All other juveniles.*—The minimum wage prescribed in this Agreement for employees employed on the same class of work."

3. CHAPTER III, CLAUSE B.—WAGE INCREASE AND
MINIMUM WAGES

Substitute the following for subclause (1) of clause B:

"(1) The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder with effect from 6 September 1982: Provided that an employee who is in receipt of a wage in excess of the minimum prescribed wage for the class of work performed by him shall, notwithstanding anything to the contrary herein contained, receive an increment equivalent to the amount shown hereunder for that category of work.

Classification	Period commencing 6/9/82
Driver classified under (1) (a) (i)...	Weekly wage to be increased by R10.
Driver classified under (1) (a) (ii) ..	Weekly wage to be increased by R10.
Driver classified under (1) (a) (iii) ..	Weekly wage to be increased by R10.
Driver classified under (1) (a) (iv) and (b) ..	Weekly wage to be increased by R10.
Driver classified under (1) (c)	Weekly wage to be increased by R10.

Pay-loads

(a) Driver of motor vehicle other than a steam wagon, authorised to carry or haul a pay-load of—

- (i) under 2 722 kg: R65,12;
- (ii) 2 722 kg and over but not exceeding 4 536 kg: R69,47;
- (iii) over 4 536 kg, but not exceeding 6 350 kg: R74,31;
- (iv) over 6 350 kg: R79,14.

(b) Driver of a steam wagon: R79,14.

(c) Driver of a fork lift, tractor, scooter, passenger car: R57,02.

(d) Los drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om (vir 'n tydperk van nege uur of minder per dag) 'n loonvrag te dra of te trek van—

- (i) minder as 2 722 kg: R13,22;
- (ii) 2 722 kg en meer, maar hoogstens 4 536 kg: R14,03;
- (iii) meer as 4 536 kg, maar hoogstens 6 350 kg: R15,16;
- (iv) meer as 6 350 kg: R16,14.

(e) Los drywer van 'n stoomwa: R16,14.

(f) Los drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor: R11,12.

Met dien verstande egter dat geen werknemer op grond van 'n bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word nie as dié wat hy ontvang het of wat hy geregtig sou gewees het om te ontvang in sy besondere pos op 6 September 1982."

Hierdie Ooreenkoms is namens die partye op hede die 20ste dag van April 1982 te Johannesburg onderteken.

I. R. MYERS, Voorsitter van die Raad.

A. J. M. GROENEWALD, Ondervoorsitter van die Raad.

P. C. SMIT, Sekretaris van die Raad.

No. R. 1820

27 Augustus 1982

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, TRANSVAAL.—WYSIGING VAN BYSTANDSFONDSE-OOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1982 eindig, bindend is vir die werkgewers-organisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 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 in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE MEUBELNYWERHEID, TRANSVAAL

OOREENKOMS

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

Transvaal Furniture and Upholstery Manufacturers' Association (hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

National Union of Furniture and Allied Workers of South Africa

(d) Casual driver of motor vehicle other than a steam wagon, authorised to carry or haul a pay-load of (for any period of nine hours or less per day)—

- (i) under 2 722 kg: R13,22;
- (ii) 2 722 kg and over but not exceeding 4 536 kg: R14,03;
- (iii) over 4 536 kg, but not exceeding 6 350 kg: R15,16;
- (iv) over 6 350 kg: R16,14.

(e) Casual driver of a steam wagon: R16,14.

(f) Casual driver of a fork lift, tractor, scooter, passenger car: R11,12:

Provided, however, that no employee shall at any time by reason of any provision of these clauses be paid a wage less than that which he received or would have been entitled to receive in his particular post as at 6 September 1982."

This Agreement signed on behalf of the parties at Johannesburg this 20th day of April 1982.

I. R. MYERS, Chairman of the Council.

A. J. M. GROENEWALD, Vice-Chairman of the Council.

P. C. SMIT, Secretary of the Council.

No. R. 1820

27 August 1982

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF BENEFIT FUNDS AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 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 Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Transvaal Furniture and Upholstery Manufacturers' Association (hereinafter referred to as the "employers" or the "employers' organisation"), on the one part, and the

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Transvaal,

om die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 363 van 27 Februarie 1981, soos gewysig en verleng by Goewermenskennisgewings R. 2364 van 30 Oktober 1981, R. 2674 van 4 Desember 1981 en R. 987 van 21 Mei 1982, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Meubelnywerheid, Transvaal, nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;

(2) in die provinsie Transvaal en die landdrosdistrik Vryburg.

2. HOOFSTUK II, KLOUSULE 4.—BYDRAES

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

"(a) Behoudens paragraaf (b), moet elke werkgewer op die eerste betaaldag na 6 September 1982 en daarna op elke betaaldag van elke Fondswaek, van die gewone loon van elke lid in sy diens, insluitende vakleerlinge en leerlinge, 5 persent van die gewone loon plus R1,68 aftrek, en by die bedrae aldus afgetrek moet die werkgewer 'n gelyke bedrag voeg."

3. HOOFSTUK III, KLOUSULE 7.—LEDEGELD

Vervang klausule 7 deur die volgende:

"7. LEDEGELD

(1) Ledegeld deur verpligte lede betaal, moet kragtens klausule 4 (5) van Hoofstuk II aan die Genootskap oorgedra word uit die bydraes in klausule 4 (1) (a) van Hoofstuk II van hierdie Ooreenkoms bepaal; en wel soos volg:

Lede, vakleerlinge en leerlinge wat op 6 September 1982 lede van die Fonds was, R3,00 per week, synde R1,50 van die lid se bydraes en R1,50 van die werkgewer se bydraes.

(2) Ledegeld van ander lede as verpligte lede is R3,00 per week maandeliks vooruitbetaalbaar aan die Sekretaris van die Genootskap."

Hierdie Wysigingsooreenkoms is namens die partye op hede die 20ste dag van April 1982 te Johannesburg onderteken.

I. R. MYERS, Voorsitter van die Raad.

A. J. M. GROENEWALD, Ondervoorsitter van die Raad.

P. C. SMIT, Sekretaris van die Raad.

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice R. 363 of 27 February 1981, as amended and extended by Government Notices R. 2364 of 30 October 1981, R. 2674 of 4 December 1981 and R. 987 of 21 May 1982.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, Transvaal—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed in the Furniture Manufacturing Industry respectively;

(2) in the Province of the Transvaal and in the Magisterial District of Vryburg.

2. CHAPTER II, CLAUSE 4.—CONTRIBUTIONS

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

"(a) Subject to the provisions of paragraph (b), every employer shall on the first pay-day after 6 September 1982 and thereafter on every pay-day of each Fund week, deduct from the ordinary wage of each and every member, including apprentices and learners, in his employ, 5 per cent of the ordinary wage plus R1,68, and to the amounts so deducted, the employer shall add a similar amount."

3. CHAPTER III, CLAUSE 7.—SUBSCRIPTIONS

Substitute the following for clause 7:

"7. SUBSCRIPTIONS.

(1) Subscriptions by compulsory members shall be diverted in terms of clause 4 (5) of Chapter II to the Society from the contributions provided for in clause 4 (1) (a) of Chapter II as follows:

Members, apprentices and learners who were members of the Fund at 6 September 1982, R3,00 per week made up of R1,50 from the contributions of the member and R1,50 from the contributions of the employer.

(2) Subscriptions by other than compulsory members shall be R3,00 per week, payable monthly in advance to the Secretary of the Society."

This Amending Agreement signed on behalf of the parties in Johannesburg this 20th day of April 1982.

I. R. MYERS, Chairman of the Council.

A. J. M. GROENEWALD, Vice-Chairman of the Council.

P. C. SMIT, Secretary of the Council.

INHOUD

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Mannekrag, Departement van			
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