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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

No. R. 2613

15 November 1985

BEDDEGOEDNYWERHEID, TRANSVAAL

VERBETERINGSKENNISGEWING

Onderstaande verbeterings aan Goewermenskennisgewings R. 2498 en R. 2499 wat in *Staatskoerant* 9998 van 8 November 1985 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks, vervang Goewermenskennisgewings R. 2498 en R. 2499 deur die volgende:
2. In die Engelse teks, vervang Goewermenskennisgewings R. 2498 en R. 2499 deur die volgende:

“No. R. 2498

8 November 1985

WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID, TRANSVAAL.—VER-
LENGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermenskennisgewings R. 1345 van 30 Junie 1981, R. 1817 van 27 Augustus 1982, R. 1452 van 1 Julie 1983, R. 1917 en R. 1918 van 2 September 1983 en R. 1016 van 10 Mei 1985, met 'n verdere tydperk wat op 30 Junie 1986 eindig.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER

No. R. 2613

15 November 1985

BEDDING MANUFACTURING INDUSTRY,
TRANSVAAL

CORRECTION NOTICE

The following corrections to Government Notices R. 2498 and R. 2499 appearing in *Government Gazette* 9998 of 8 November 1985, are published herewith for general information:

1. In the English text, substitute the following for Government Notices R. 2498 and R. 2499:
2. In the Afrikaans text, substitute the following for Government Notices R. 2498 and R. 2499:

“No. R. 2498

8 November 1985

LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY,
TRANSVAAL.—EXTENSION OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 1345 of 30 June 1981, R. 1817 of 27 August 1982, R. 1452 of 1 July 1983, R. 1917 and R. 1918 of 2 September 1983 and R. 1016 of 10 May 1985, by a further period ending 30 June 1986.

P. T. C. DU PLESSIS,
Minister of Manpower.

No. R. 2499

8 November 1985

WET OP ARBEIDSVERHOUDINGE, 1956

BEDDEGOEDNYWERHEID, TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, 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 1986 eindig, bindend is vir die werkgewersorganisasies 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 1986 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BEDDEGOEDNYWERHEID (TRANSVAAL)

OOREENKOMS

ooreenkomstig 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 Goewermenskennisgewing R. 1345 van 30 Junie 1981, soos gewysig by Goewermenskennisgewings R. 1817 van 27 Augustus 1982, R. 1452 van 1 Julie 1983, R. 1917 en R. 1918 van 2 September 1983 en R. 1016 van 10 Mei 1985, te wysig.

1. TOEPASSINGBESTEK 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.

No. R. 2499

8 November 1985

LABOUR RELATIONS ACT, 1956

BEDDING MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, 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 1986, 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 1986, 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.

P. T. C. DU PLESSIS,
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. 1345 of 30 June 1981 as amended by Government Notices R. 1817 of 27 August 1982 R. 1452 of 1 July 1983, R. 1917 and R. 1918 of 2 September 1983 and R. 1016 of 10 May 1985.

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.

HOOFSTUK I

2. KLOUSULE 4.—SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende:

“4. SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgewer mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig en geen werknemer mag werk onderneem of verrig, ten besoldiging al dan nie, gedurende die volgende tydperk nie:

Vanaf die aand van Vrydag, 13 Desember 1985, tot die heropeningstyd op die oggend van Donderdag, 9 Januarie 1986.”

3. KLOUSULE 13.—VAKANSIEBONUSFONDS

(1) Vervang subklousule (4) (c) deur die volgende:

“(4) (c) Indien die Raad 'n bedrag wat ingevolge hierdie klousule betaalbaar is, nie ontvang teen die 10de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is nie, moet die werkgewer op sodanige bedrag of op sodanige kleiner bedrag wat onbetaal bly rente, bereken teen twee persent of teen die heersende prima oortrekkingskoers van Barclays Bank, welke koers ook al die hoogste is, per maand of gedeelte daarvan betaal vanaf die 10de dag tot op die dag waarop die betaling werklik deur die Raad ontvang word: Met dien verstande dat die Raad na goedgekeurde betaling van die rente of 'n gedeelte daarvan kan kwytsteld.”

(2) In subklousule (10)—

- (a) vervang die uitdrukking “31 Maart” deur die uitdrukking “31 Oktober”; en
- (b) in paragraaf (b), vervang die uitdrukking “28 Februarie” deur die uitdrukking “30 September”.

4. HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

“HOOFSTUK II.—MINIMUM LONE

1. Loonverhogings

Onderstaande is die minimum weeklonë voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Werklike verdienste	Tydperk eindigende 30/6/86
Werknemers graad I wat R111,84 of meer per week verdien	Weekloon moet met R6,60 verhoog word.
Werknemers graad IA wat R106,56 of meer per week verdien	Weekloon moet met R6,60 verhoog word.
Werknemers graad II wat R100,22 of meer per week verdien	Weekloon moet met R6,60 verhoog word.
Werknemers graad III wat R87,89 of meer per week verdien	Weekloon moet met R6,60 verhoog word.
Werknemers graad IIIA wat R84,50 of meer per week verdien	Weekloon moet met R6,60 verhoog word.
Werknemers graad IV wat R73,02 of meer per week verdien	Weekloon moet met R6,60 verhoog word.

MINIMUM LONE

A. Onderhoud en herstel van masjiene

	Tydperk eindigende 30/6/86
	R
2. Werknemer graad I	R118,44
Onderhoudsmonteerwerk.	

CHAPTER I

2. CLAUSE 4.—CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

Substitute the following for clause 4:

“4. CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

No employer shall perform work or require or allow an employee to perform work and no employee shall undertake or perform work, whether for remuneration or not, during the following periods:

From the evening of Friday, 13 December 1985, to re-opening time on the morning of Thursday, 9 January 1986.”

3. CLAUSE 13.—HOLIDAY BONUS FUND

(1) Substitute the following for subclause (4) (c):

“(4) (c) Should any amount due in terms of this clause not be received by the Council by the 10th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount on such lesser amount as remains unpaid, calculated at the rate of two per cent or at the prevailing prime overdraft rate of Barclays Bank, whichever rate is the greatest, per month or part thereof from such 10th day until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest or part thereof.”

(2) In subclause (10)—

- (a) substitute the expression “31 October” for the expression “31 March”; and
- (b) in paragraph (b), substitute the expression “30 September” for the expression “28 February”.

4. CHAPTER II.—MINIMUM WAGES

Substitute the following for Chapter II:

“CHAPTER II.—MINIMUM WAGES

1. Wage increases

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed wage has to be increased in terms of this Agreement. Employees who are 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	For period ending 30/6/86
Grade I employees earning R111,84 per week or more	Weekly wage to be increased by R6,60.
Grade IA employees earning R106,56 per week or more	Weekly wage to be increased by R6,60.
Grade II employees earning R100,22 per week or more	Weekly wage to be increased by R6,60.
Grade III employees earning R87,89 per week or more	Weekly wage to be increased by R6,60.
Grade IIIA employees earning R84,50 per week or more	Weekly wage to be increased by R6,60.
Grade IV employees earning R73,02 per week or more	Weekly wage to be increased by R6,60.

MINIMUM WAGES

A. Machine maintenance and repairing

	For period ending 30/6/86
	R
2. Grade I employee	118,44
Maintenance fitting.	

	Tydperk eindigende 30/6/86 R		For period ending 30/6/86 R
B. Matrasmaak		B. Mattress making	
3. <i>Werknemer graad II</i>	106,82	3. <i>Grade II employee</i>	106,82
Werknemers in diens in een of meer van die werksaamhede wat in die Beddegoednywerheid uitgevoer word, uitgesonderd die werksaamhede in klousules 2 en 4 tot 9 bedoel: Met dien verstande dat ten opsigte van werksaamhede betreffende enige nuwe masjien wat ingevoer word en wat nie in klousules 4 tot en met 9 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.		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 2 and 4 to 9: Provided that in respect of the operations relating to any new machine introduced and not specified in clauses 4 to 9 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.	
4. <i>Werknemer graad IIIA</i>	91,10	4. <i>Grade IIIA employee</i>	91,10
Die matrasmaker bystaan in een of meer van die volgende werksaamhede:		Assisting mattress maker in one or more of the following operations:	
(1) 'n Vulmasjien bedien;		(1) Operating a filling machine;	
(2) rame vir deurstikmasjiene opstel;		(2) preparing frames for quilting machine;	
(3) kussinkies aan veereenhede heg;		(3) securing pads to spring units;	
(4) matrasrande aan veereenhede heg;		(4) securing mattress borders to spring units;	
(5) matraspaneel aan veereenhede heg (nie 'n bandsroom- of rolsoommasjien bedien nie);		(5) securing mattress panels to spring units (not operating tape edge machine or the roll edge machine);	
(6) vulsel op veereenhede stapel.		(6) laying out filling materials on spring units.	
C. Stoffering van raamveerbedbassis of ateljeerusbanke		C. Upholstering of box spring bed bases or studio couches	
5. <i>Werknemer graad II</i>	106,82	5. <i>Grade II employee</i>	106,82
Alle soorte basisse (veer- of vaste) stoffeer.		Upholstering all bases, spring or firm.	
D. Matrasnaaier		D. Mattress seamsters	
6. <i>Werknemer graad III</i>	94,49	6. <i>Grade III employees</i>	94,49
(1) Die naai van matrasslope;		(1) Sewing of mattress covers;	
(2) die uitsny van matrassbinneslope en/of dele van matrassbinneslope en/of oortreksels vir matrassbinneslope.		(2) cutting of mattress cases and/or parts of mattress cases and/or covers for mattress cases.	
E. Algemene werksaamhede		E. General operations	
7. <i>Werknemer graad IV</i>	79,62	7. <i>Grade IV employee</i>	79,62
(1) Heliese vere en/of ketting en/of hoepelyster wat uitsluitlik as stut vir 'n los stoelkussing moet dien, aanheg;		(1) Affixing helical springs and/or chains and/or hoop iron for the sole purpose of serving as a support for a loose cushion;	
(2) rubberstroke aanheg wat uitsluitlik as stut vir 'n los stoelkussing moet dien;		(2) affixing rubber strips for the sole purpose of serving as a support for a loose cushion;	
(3) heliese vere en/of ketting en/of sigsag- of nie-sakveerwerk aanheg en/of hoepelyster aan los matte en/of rugleunings van eetkamerstoele heg, maar uitgesonderd 'n veerrand aan rugleunings en/of matte en/of arms van rame bou;		(3) affixing a helical spring 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 diningroom chairs, but excluding the building of a spring edge on backs and/or seats and/or arms of frames;	
(4) sisal- en/of klapperhaarkussinkies aan veerkussingeenhede heg;		(4) securing sisal and/or coir pads to spring cushion units;	
(5) platforms sny vir die bedekking van heliese vere;		(5) cutting of platforms used for covering helical springs;	
(6) die arm- en/of rugleuning van ateljeerusbanke in posisie vasbout waar die verbindingspunte vooraf bepaal en/of gereed gemaak is deur boorwerk of andersins;		(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) bedveerrame vasbout en/of monter en/of inkam en/of vooraf geboorde gate ruim en/of suiwer maak;		(7) bolting and/or assembling and/or meshing of bedspring frames and/or enlarging and/or truing up drilled holes;	
(8) spoel vir alle tipes naaldmasjiene gereed maak;		(8) preparing spools for any type of needling machine;	
(9) deurgestikte rande volgens lengte sny;		(9) cutting quilted borders to length;	
(10) gaatjies in matrasrande pons;		(10) punching holes in mattress borders;	
(11) handvatsels en/of ventileerders aan matrasrande sit;		(11) fitting handles and/or ventilators to mattress borders;	
(12) 'n deurvlegmasjien opstel en/of bedien en/of werk daarmee verrig;		(12) setting up and/or operating an interlacing machine and/or performing work therewith;	
(13) kussinkies sny;		(13) cutting pads;	
(14) bedveerrame met die hand beits of vernis;		(14) staining and/or varnishing of bed spring frames by hand;	
(15) hingsels aansit;		(15) affixing lugs;	
(16) lussies aan naalde in 'n drukdeurstikmasjien hang;		(16) hanging loops on needles in compression tufting;	
(17) 'n doekspreimasjien laai en/of stoot en/of bedien of werk daarmee verrig;		(17) loading and/or wheeling and/or operating a cloth spreading machine or performing work therewith;	
(18) 'n pluus- en/of baaloopmaak- en/of baalbreek- en/of skuimkerfmasjien bedien en/of werk daarmee verrig;		(18) operating a teasing and/or bale opening and/or bale breaking and/or foam chipping machine and/or performing work therewith;	
(19) 'n oogmaakmasjien opstel en/of bedien en/of werk daarmee verrig;		(19) setting up and/or operating a loop making machine and/or performing work therewith;	
(20) lussies aan knope en/of klossies werk;		(20) attaching loops to buttons and/or tufts;	
(21) veereenhede aan bedrame heg, uitgesonderd 'n fondament vir 'n raamveer bou;		(21) attaching spring units to bed frames, excluding the building of a foundation for a box spring;	
(22) sisal- en/of klapperhaarkussinkies met die hand aan binneveereenhede vasheg;		(22) affixing of sisal and/or coir pads by hand to interior spring units;	
(23) stoelkussingootreksels en/of peule stop met vulsel, uitgesonderd met binnevere;		(23) filling cushion covers and/or bolsters with filling material other than spring interiors;	
(24) vulsel in touvorm losdraai;		(24) unwinding filling materials in rope form;	
(25) knope en/of klossies maak;		(25) making buttons and/or tufts;	

Tydperk
eindigende
30/6/86

R

For period
ending
30/6/86

R

- (26) die stoffeerder help deur oortreksel wat as stut vir 'n los stoelkussing dien, vas te hou;
- (27) die 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) skuimrubber volgens grootte sny;
- (32) rubberstroke sny;
- (33) skuimrubber aanmekaar heg;
- (34) skuimrubber aan materiaal heg slegs vir deurstikwerk;
- (35) massameting;
- (36) beddegoed uitmekaarhaal;
- (37) ketting en/of draad en/of hoepelyster en/of vierkantige en/of ruitvormige maasskakels sny;
- (38) rollers vir deurstikmasjiene gereed maak;
- (39) skuimrubber- en/of plastiekblokke in matrasslope 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 aflaa en met afleweringervoertuie 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 aflew of vervoer;
- (45) drank maak en/of bedien;
- (46) karton of voeringmateriaal aan bedbassis vashef;
- (47) los werknemer R2,00 per uur.

F. Diverse—Hulpwerkzaamhede

8. Werknemer graad IA.....	113,16
(1) Versendingsklerk;	
(2) stoorman;	
(3) tydopnemer;	
(4) sweiswerk, uitgesonderd puntsweiswerk.	
9. Werknemer graad III.....	94,49
(1) Opsigter;	
(2) wag;	
(3) puntsweiswerk;	
(4) T-moere vashef slegs deur middel van kramwerk.	

G. Voormanne, onderbase en toesighouers en onderbase Graad IV

(1) Voormanne en toesighouers.....	148,44
(2) Onderbase.....	138,44
(3) Onderbase Graad IV.....	89,62

H. Leerlinge

Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk I van hierdie Ooreenkoms, 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 uitgereik 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 voorgeskrewe loon vir werknemers graad I, graad II of graad III, na gelang van die geval.

I. Jeugdige Werknemers

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

- (26) assisting upholsterer in holding cover serving as a support for a loose cushion;
- (27) assisting the despatch clerk, storeman or time-keeper;
- (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;
- 02701 (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 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 R2,00 per hour.

F. Miscellaneous—Ancillary Occupations

8. Grade IA employee.....	113,16
(1) Despatch clerk;	
(2) storeman;	
(3) timekeeper;	
(4) welding, other than spotwelding.	
9. Grade III employee.....	94,49
(1) Caretaker;	
(2) watchman;	
(3) sportwelding;	
(4) affixing of "T" nuts by means of stapling only.	

G. Foremen, chargehands and supervisors and Grade IV chargehands

(1) Foremen and supervisors.....	148,44
(2) Chargehands.....	138,44
(3) Grade IV chargehands.....	89,62

H. Learners

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 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 or Grade II or Grade III employees, as the case may be.

I. Juvenile Employees

(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 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."

5. HOOFSTUK III, KLOUSULE B.—LOONSVERHOGENS EN MINIMUM LONE

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

“(1) Onderstaande is die minimum weklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepaling hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui.

Indeling	Tydperk eindigende 30/6/86
Drywer ingedeel onder (1) (a) (i) ..	Weekloon moet verhoog word met R6,60.
Drywer ingedeel onder (1) (a) (ii)	Weekloon moet verhoog word met R6,60.
Drywer ingedeel onder (1) (a) (iii)	Weekloon moet verhoog word met R6,60.
Drywer ingedeel onder (1) (a) (iv) en (b)	Weekloon moet verhoog word met R6,60.
Drywer ingedeel onder (1) (c)	Weekloon moet verhoog word met R6,60.

Loonvragte

Tydperk eindigende 30/6/86

R

(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 (6 000 lb)	87,82
(ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb)	92,07
(iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb)	96,91
(iv) meer as 6 350 kg (14 000 lb)	96,91
(b) Drywer van 'n stoomwa	96,91
(c) Drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor	79,62
(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 (6 000 lb)	17,94
(ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb)	18,83
(iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb)	19,82
(iv) meer as 6 350 kg (14 000 lb)	19,82
(e) Los drywer van 'n stoomwa	19,82
(f) Los drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor	16,29

Met dien verstande egter dat geen werknemer op grond van enige bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word as die wat hy ontvang het of wat hy geregtig sou wees om te ontvang in sy besondere pos op die datum waarop hierdie Ooreenkoms in werking tree nie.”

(2) Vervang subklousule (6) deur die volgende:

“(6) *Verblyfstoelae*.—'n Werkgewer moet, benewens ander besoldiging wat verskuldig is, aan sy werknemer wat tydens 'n reis onderneem vir die vervulling van sy pligte, van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is vir 'n tydperk van een of meer nagte, minstens die volgende verblyfstoelae betaal:

- Waar dit vir die werknemer nodig is om 'n aandete en bed te bekom: R6,50;
- waar dit vir die werknemer nodig is om 'n aandete, bed en ontbyt te bekom: R8,00;
- waar dit vir die werknemer nodig is om 'n bed, ontbyt, middag- en aandete te bekom: R9,50.”

Namens die partye op hede die 20ste dag van Augustus 1985 te Johannesburg onderteken.

I. LASAROW,
Voorsitter van die Raad.

M. LALARAM,
Ondervoorsitter van die Raad.

P. C. SMIT,
Sekretaris van die Raad.”

5. CHAPTER III, CLAUSE B.—WAGE INCREASES AND MINIMUM WAGES

(1) 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: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are 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 wage category:

Classification	For period ending 30/6/86
Driver classified under (1) (a) (i)...	Weekly wage to be increased by R6,60.
Driver classified under (1) (a) (ii)	Weekly wage to be increased by R6,60.
Driver classified under (1) (a) (iii)	Weekly wage to be increased by R6,60.
Driver classified under (1) (a) (iv) and (b)	Weekly wage to be increased by R6,60.
Driver classified under (1) (c)	Weekly wage to be increased by R6,60.

Pay-loads

For period ending 30/6/86
R

(a) Driver of a motor vehicle, other than a steam wagon, authorised to carry or haul a payload of—	
(i) under 2 722 kg (6 000 lb)	87,82
(ii) 2 722 kg (6 000 lb) and over, but not exceeding 4 536 kg (10 000 lb)	92,07
(iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb)	96,91
(iv) over 6 350 kg (14 000 lb)	96,91
(b) Driver of a steam wagon	96,91
(c) Driver of a fork lift, tractor, scooter, passenger car	79,62
(d) Casual driver of a 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 (6 000 lb)	17,94
(ii) 2 722 kg (6 000 lb) and over, but not exceeding 4 536 kg (10 000 lb)	18,83
(iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb)	19,82
(iv) over 6 350 kg (14 000 lb)	19,82
(e) Casual driver of a steam wagon	19,82
(f) Casual driver of a fork lift, tractor, scooter, passenger car	16,29

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 the date on which this Agreement comes into operation.”

(2) Substitute the following for subclause (6):

“(6) *Subsistence allowance*.—An employer shall, in addition to any other remuneration due, pay his employee who, on any journey undertaken in the performance of his duties, is absent from his place of residence and his employer's establishment for any period extending over one or more nights, a subsistence allowance of not less than—

- where it is necessary for the employee to obtain an evening meal and bed: R6,50;
- where it is necessary for the employee to obtain an evening meal, bed and breakfast: R8,00;
- where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: R9,50.”

Signed at Johannesburg, on behalf of the parties, this 20th day of August 1985.

I. LASAROW,
Chairman of the Council.

M. LALARAM,
Vice-Chairman of the Council.

P. C. SMIT,
Secretary of the Council.”

No. R. 2614

15 November 1985

MEUBELNYWERHEID, TRANSVAAL

VERBETERINGSKENNISGEWING

Onderstaande verbeterings aan Goewermentskennisgewings R. 2500 en R. 2501 wat in *Staatskoerant* 9998 van 8 November 1985 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks, vervang Goewermentskennisgewings R. 2500 en R. 2501 deur die volgende:
2. In die Engelse teks, vervang Goewermentskennisgewings R. 2500 en R. 2501 deur die volgende:

"No. R. 2500

8 November 1985

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, TRANSVAAL.—VERLENGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 1347 van 30 Junie 1981, R. 1819 van 27 Augustus 1982, R. 1453 van 1 Julie 1983, R. 1919 en R. 1920 van 2 September 1983 en R. 1026 van 10 Mei 1985, met 'n verdere tydperk wat op 30 Junie 1986 eindig.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

No. R. 2501

8 November 1985

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, 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 1986 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of 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

No. R. 2614

15 November 1985

FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL

CORRECTION NOTICE

The following corrections to Government Notices R. 2500 and R. 2501 appearing in *Government Gazette* 9998 of 8 November 1985, are published herewith for general information:

1. In the Afrikaans text, substitute the following for Government Notices R. 2500 and R. 2501:
2. In the English text, substitute the following for Government Notices R. 2500 and R. 2501:

"No. R. 2500

8 November 1985

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL.—EXTENSION OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 1347 of 30 June 1981, R. 1819 of 27 August 1982, R. 1453 of 1 July 1983, R. 1919 and R. 1920 of 2 September 1983 and R. 1026 of 10 May 1985, by a further period ending 30 June 1986.

P. T. C. DU PLESSIS,
Minister of Manpower.

No. R. 2501

8 November 1985

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, 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 1986, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or 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

op 30 Junie 1986 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, TRANSSVAAL

OOREENKOMS

ooreenkomstig 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

(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 Goewermetskennisgewing R. 1347 van 30 Junie 1981, soos gewysig en verleng by Goewermetskennisgewings R. 1819 van 27 Augustus 1982, R. 1453 van 1 Julie 1983, R. 1919 en R. 1920 van 2 September 1983 en R. 1026 van 10 Mei 1985, 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 werk-saam is;

(b) in die provinsie Transvaal en die landdrostdistrik Vryburg, soos dit op 24 Junie 1960 saamgestel was.

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

(a) slegs van toepassing op werknemers vir wie lone daarin voorgeskrif 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

(c) onderworpe aan die bepalings van die Vasstelling van die Nywerheidshof gedateer 30 Oktober 1984, in die saak tussen die Nywerheidsrade vir die Meubelnywerheid, Transvaal en Natal, en die Nywerheidsrade vir die Bounywerheid, Transvaal en Natal, en die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

HOOFSTUK 1

2. KLOUSULE 4.—SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Vervang klousule 4 deur die volgende:

"4. SLUITING VAN BEDRYFSINRIGTINGS VIR DIE JAARLIKSE VAKANSIESLUITING

Geen werkgewer mag werk verrig of van 'n werknemer vereis of hom toelaat om werk te verrig nie, en geen werknemer mag werk onderneem of verrig, teen besoldiging al dan nie, gedurende die volgende tydperk nie:

Vanaf die aand van Vrydag, 13 Desember 1985, tot die heropeningstyd op die oggend van Donderdag, 9 Januarie 1986."

3. KLOUSULE 13.—VAKANSIEBONUSFONDS

(1) Vervang subklousule (4) (c) deur die volgende:

"(4) (c) Indien die Raad 'n bedrag wat ingevolge hierdie klousule betaalbaar is, nie ontvang teen die 10de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is nie, moet die werkgewer op sodanige bedrag of op sodanige kleiner bedrag wat onbetaal bly rente, bereken teen twee persent of teen die heersende prima oortrekkingskoers van Barclays Bank, welke koers ook al die hoogste is per maand of gedeelte daarvan betaal vanaf die 10de dag tot op die dag waarop die Raad die betaling werklik ontvang. Met dien verstande dat die Raad na goed-dunke betaling van sodanige rente of 'n gedeelte daarvan kan kwytsteld."

(2) In subklousule (10)—

(a) vervang die uitdrukking "31 Maart" deur die uitdrukking "31 Oktober", en

(b) in paragraaf (b), vervang die uitdrukking "28 Februarie" deur die uitdrukking "30 September".

ending 30 June 1986, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

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' 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 Furniture Manufacturing Industry, Transvaal,

to amend the Agreement published under Government Notice R. 1347 of 30 June 1981, as amended and extended by Government Notices R. 1819 of 27 August 1982, R. 1453 of 1 July 1983, R. 1919 and R. 1920 of 2 September 1983 and R. 1026 of 10 May 1985.

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, respectively;

(b) in the Province of the Transvaal and in the Magisterial District of Vryburg, as it was constituted as at 24 June 1960.

(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

(c) be subject to the provisions of the Determination by the Industrial Court dated 30 October 1984, in the matter between the Industrial Councils for the Furniture Manufacturing Industry Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal and Natal, and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

CHAPTER 1

2. CLAUSE 4.—CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

Substitute the following for clause 4:

"4. CLOSING OF ESTABLISHMENTS FOR ANNUAL HOLIDAY SHUT-DOWN

No employer shall perform work or require or allow an employee to perform work and no employee shall undertake or perform work, whether for remuneration or not, during the following period:

From the evening of Friday, 13 December 1985, to re-opening time on the morning of Thursday, 9 January 1986."

3. CLAUSE 13.—HOLIDAY BONUS FUND

(1) Substitute the following for subclause (4) (c):

"(4) (c) Should any amount due in terms of this clause not be received by the Council by the 10th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of two per cent or at the prevailing prime overdraft rate of Barclays Bank, whichever rate is the greater, per month or part thereof from such 10th day until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest or part thereof."

(2) In subclause (10)—

(a) substitute the expression "31 October" for the expression "31 March".

(b) in paragraph (b), substitute the expression "30 September" for the expression "28 February".

4. HOOFSTUK II.—MINIMUM LONE

Vervang Hoofstuk II deur die volgende:

"HOOFSTUK II.—MINIMUM LONE**1. Loonsverhogings**

Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Werklike verdienste	Tydperk eindigende 30/6/86
Werknemers graad I wat R111,84 of meer per week verdien	Weekloon moet verhoog word met R6,60 per week
Werknemers graad II wat R106,56 of meer per week verdien	Weekloon moet verhoog word met R6,60 per week
Werknemers graad III wat R87,89 of meer per week verdien	Weekloon moet verhoog word met R6,60 per week
Werknemers graad IV wat R73,02 of meer per week verdien	Weekloon moet verhoog word met R6,60 per week

Tydperk
eindigende
30/6/86

R

2. Werknemer graad I 118,44

Werknemers in diens in een of meer van die werksaamhede wat in die Meubelnywerheid uitgevoer word, uitgesonderd die werknemers in klousules 3 tot 26 bedoel: Met dien verstande dat ten opsigte van die werksaamhede betreffende enige nuwe masjien wat ingevoer word en wat nie in klousule 3 tot en met klousule 26 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 wat met so 'n masjien uitgevoer word.

(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.)

A. Meubelmakery**3. Werknemer graad II 113,16**

- (1) Skaafwerk met die hand;
- (2) beitelwerk;
- (3) skraapwerk;
- (4) rasperwerk;
- (5) vylwerk;
- (6) speekskaafwerk;
- (7) saagwerk met die hand;
- (8) verstekke met die hand sny;
- (9) spykers en/of pannelspykers en/of kramme inslaan en/of inpons en/of inskiet.

4. Werknemer graad III 94,49

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

5. Werknemer graad IV 79,62

- (1) Proppe en/of splinters invoeg en die oorskiet verwyder;
- (2) alle vasboutwerk, met inbegrip van die vasbout van toebehore en die vasskroef van handvatsels in vooraf geboorde gate, uitgesonderd die monteer van meubels en/of meubeldele deur dit vas te bout en/of aanmekeer te sit, behalwe die werksaamhede in subklousule (3) bedoel;
- (3) vassit van die toebehore van stangsokke en/of slagplaatjies en/of beslae en/of sluitpenne;
- (4) los uitstekende spykers, penne en/of kramme wegpons: Met dien verstande dat dit slegs gedoen word deur persone wat met die hand skuurwerk verrig en sodanige items wat nie gepons is nie gedurende die skuurproses in die skuurafdeling vind;

4. CHAPTER II.—MINIMUM WAGES

Substitute the following for Chapter II:

"CHAPTER II.—MINIMUM WAGES**1. Wage increases**

The following shall be the minimum weekly wages prescribed for the respective classes of work enumerated hereunder: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. 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 wage category:

Actual earnings	For period ending 30/6/86
Grade I employees earning R111,84 per week or more	Weekly wage to be increased by R6,60 per week
Grade II employees earning R106,56 per week or more	Weekly wage to be increased by R6,60 per week
Grade III employees earning R87,89 per week or more	Weekly wage to be increased by R6,60 per week
Grade IV employees earning R73,02 per week or more	Weekly wage to be increased by R6,60 per week

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2. Grade I employee 118,44

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**3. Grade II employee 113,16**

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

4. Grade III employee 94,49

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

5. Grade IV employee 79,62

- (1) Inserting plugs and/or silvers 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;

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- (5) tappenne maak en/of spits maak;
- (6) soliede timmerhout buig;
- (7) enige soort gelymde blok vassit (nie vasskroef of vasspyker nie);
- (8) sokke vir rolwielietjies aanbring;
- (9) rolwielietjies en/of koepels en/of katelstyle, hangerboute en -plate aanbring;
- (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 vasgekroef 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 aanbring;
- (15) skroewe insit in gate wat vooraf geboor is, ter voorbereiding vir skroefwerk;
- (16) kartelkramme invoeg in die raamonteringsproses;
- (17) help met die aanmeekaarsit of montering van meubel dele wat vasgekramp of vasgeklamp moet word: Met dien verstande dat die getalsverhouding 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 loon 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 indompel;
- (19) slegs met die hand selfheg- en/of kleefstroke vassit ten einde bordkante te bedek;
- (20) moerbedekkings, beslagringe en/of skuifdoppe aanbring;
- (21) skroefboute in pootjies of pote insit;
- (22) proppe inslaan in gate wat vooraf geboor is om bevestigingswerk te bedek;
- (23) uitmerk volgens leipatroon, patroon of setmaat;
- (24) speëls deur middel van kleefband vasheg;
- (25) sierlyste in vooraf bereide groewe insit (nie op panele nie);
- (26) leigate vir bout, spykers, skroewe en/of plastiek invoegsels met die hand of handwerktuig boor.

B. Meubelmasjienwerk

6. *Werknemer graad II* 113,16
- Een of meer van ondergenoemde masjiene stel 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 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;
 - (5) kloofsaag;
 - (6) kopieerdraaibank;
 - (7) dwarssaag;
 - (8) bandsaag;
 - (9) vlakslyper;
 - (10) reguitrandskaafmasjiene;
 - (11) swawelstertmasjiene.
7. *Werknemer graad III* 94,49
- Een of meer van ondergenoemde masjiene stel 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 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) Uitsnysaag;
 - (2) boormasjiene;
 - (3) skanieruitholmasjiene;

- (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 of 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, 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 pre-made 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

6. *Grade II employee* 113,16
- 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 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) rip saw;
 - (6) copying lathe;
 - (7) cross-cut saw;
 - (8) bandsaw;
 - (9) surfacer;
 - (10) straight line edger;
 - (11) dovetailing machine.
7. *Grade III employee* 94,49
- 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;

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(4) tapinvoegmasjien; (5) bandskuurmasjien; (6) tapgatmasjien; (7) tromskuurmasjien; (8) guillotine; (9) tolskuur- of suiermasjien; (10) skyfskuur- en/of truskuurwentelmasjien; (11) bladklamp; (12) kantfineermasjien, insluitende slegs kantfineerwerk, af- werking en/of skuurwerk.		(4) dowel inserting machine; (5) belt-sandpapering machine; (6) mortice machine; (7) drum sanding machine; (8) guillotine; (9) bobbin sandpapering or reciprocating machine; (10) disc sanding and/or brushback, orbital sanders; (11) leafcramp; (12) edge veneering machine, including edge veneering, trimming and/or sanding operations only.	
8. <i>Werknemer graad IV</i>	79,62	8. <i>Grade IV employee</i>	79,62
Een of meer van ondergenoemde masjiene stel 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.)		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 machines 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) Draagbare skuurmasjien; (2) houtskroefdraadsny- en/of houtbinneskroefdraadsny- masjien; (3) tappersmasjien; (4) tapplatdrukmasjien (uitgesonderd klampwerk); (5) skuurpapierbande maak en/of aanmekeer heg vir band- skuurmasjien; (6) skuurpapierskywe maak en/of aanheg; (7) skuurpapier sny vir skuurmasjien; (8) skuurpapier aanbring op tolle en/of skuurmasjiene; (9) setmate met materiaal laai en ontlai ter voorbereiding vir masjinerie: Met dien verstande dat dié setmate nie gebruik word vir die klamp van meubeldele nie; (10) masjien vir die skuur van gedraaide dele; (11) masjiene en/of motorvoertuie smeer en/of olie.		(1) Portable machine sander; (2) wood threading and/or wood tapping machine; (3) dowel squeezing machine; (4) tenon squashing machine (other than cramping opera- tions); (5) making and/or joining sandpaper belts for belt-sandpaper- ing 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 prepara- tion 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. <i>Saagherstelwerk, instandhouding en herstel van masjiene</i>		C. <i>Saw doctoring, machine maintenance and machine repairing</i>	
9. <i>Werknemer graad III</i>	94,49	9. <i>Grade III employee</i>	94,49
Assistent vir die saaghersteller by die herstel van sae, bei- tels, lemme en messe, nie in sy permanente afwesigheid nie.		Assistant to the saw doctor in doctoring saws, cutters, blades and knives, not in his permanent absence.	
D. <i>Poleerafdeling</i>		D. <i>Polishing department</i>	
10. <i>Werknemer graad II</i>	113,16	10. <i>Grade II employee</i>	113,16
(1) Spuitverf van onderlaag; (2) 'n ontwerp produseer deur middel van 'n stensil en/of syskerm; (3) veroudering (behalwe met die hand).		(1) Spraying undercoating; (2) producing a design by means of a stencil and/or silk screen; (3) ageing (other than by hand).	
11. <i>Werknemer graad III</i>	94,49	11. <i>Grade III employee</i>	94,49
Veroudering met die hand.		Ageing by hand.	
12. <i>Werknemer graad IV</i>	79,62	12. <i>Grade IV employee</i>	79,62
(1) Kleuterversies en/of kleutertekeninge op meubels oor- druk; (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) beits en/of kleurstowwe meng; (5) gepoleerde oppervlakke met die hand of 'n masjien stroop; (6) gate en/of krake vul; (7) skuurwerk met die hand of draagbare masjien verrig; (8) was aansit, bleik, beits en olie; (9) opknepwerk 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 kleefoppervlakke versprei en die kleefstof vir vlokwool slegs vir die binnekante van laaie aansit; (13) metaalspuitverfwerk; (14) in emalje, verf of lakverniss doop; (15) oplossings deursig; (16) spuitapparaat skoonmaak;		(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) 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 or of plywood; (11) removing and replacing doors and/or fittings from arti- cles of furniture for the purpose of polishing and/or repairing; (12) spreading flock on adhesive surfaces and the application of the adhesive for flock for the insides of drawers only; (13) spraying metal; (14) dipping in enamel, paint or lacquer; (15) staining solutions; (16) cleaning spraying apparatus;	

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(17) vloei- of vloeistofmasjiene of soortgelyke masjinerie voer en/of ontlaa en/of bedien, maar uitgesonderd die stel daarvan;

(18) vernuwing met die hand of 'n masjiene en/of meganiese toestel en met 'n ander stof as 'n skuurpasta en/of skuurvloeistof;

(19) met die hand opvryf of skoon vee en/of was.

E. Stoffeerafdeling

13. *Werknemer graad II*..... 113,16

(1) 'n Fondamente vir kronkelvere maak en/of vasmaak met enige ander materiaal as hout- en/of metaallatte;

(2) vere en/of veereenhede aan fondamente bevestig;

(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 veerfondamente en/of veerbinnekant uitmaak vir gebruik in 'n binneveerkussing, binneveersitplek en/of binneveer-sitstoel.

14. *Werknemer graad III*..... 94,49

(1) Gimp en/of fraaiings 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 fraaiings;

(4) fondamente vir kronkelveereenhede maak en/of vasmaak met hout- en/of metaallatte;

(5) deurknoopwerk.

15. *Werknemer graad IV*..... 79,62

(1) Heliese vere en/of kettings 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 kettings 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 enige samestellende deel, maar uitgesonderd die vasryg en/of aanheg van goingsak en/of sisal en/of plaasvervangende materiaal vir goingsak 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 baalbreekmasjiene bedien en/of werk daarmee verrig;

(10) binneslope van kussings en/of oortreksels en/of peule met die hand of 'n masjiene 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 dergelike stowwe volgens grootte of vorm sny;

(18) skuimrubber en/of dergelike stowwe aan bedekkingsmateriaal vaslym slegs vir deurstikwerk;

(19) rubberstroke sny;

(20) skuimrubber en/of dergelike stowwe aanmekaar heg;

(21) stroke tekstiel- en/of sintetiese stof aan skuimrubber en/of dergelike stowwe vasheg, maar uitdruklik uitgesonderd die vasheg daaraan van oortrekmateriaal, nl. "Fly";

(22) grootmaatrolle stoffeermateriaal van alle soorte van selfkant tot selfkant met die hand opbreek en/of opsnij;

(23) karton in stoffeerseksie met die hand en/of 'n masjiene sny;

(24) skuimmaalmasjiene bedien;

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(17) feeding and/or off-loading and/or operating of flow-coater machines or similar plant, but excluding the setting up;

(18) riviving by hand or machine and/or mechanical application with a substance other than an abrasive paste and/or abrasive liquid;

(19) ragging or wiping and/or washing by hand.

E. Upholstery department

13. *Grade II employee*..... 113,16

(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 foundations;

(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, diningroom and/or kitchen chairs.

For the purposes of this clause, a spring unit means a 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.

14. *Grade III employee*..... 94,49

(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 a gimp and/or fringes;

(4) making and/or affixing foundations for coil spring units with wood and/or metal laths;

(5) tufting.

15. *Grade IV employee*..... 79,62

(1) Affixing helical springs and/or chains 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 substitutes to loose seats and/or backs for diningroom 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) 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, viz. "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 cardboard in upholstery section by hand and/or machine;

(24) operating foam mincing machine;

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(25) die snyer help om lae materiaalengte neer te lê; (26) reguitsny van stowwe met 'n handmasjien vir die onderkante of fondament bo-oor die vere (linne en goingsak); (27) patrone vir die rugleunings van stoele of rusbanke op alle 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 vasstik daarvan); (31) karton of voeringmateriaal aan kaal rame heg vir stoffeerwerk; (32) rugleunings van karton, kaliko of goingsak slegs aan gestoffeerde kopstukke heg.	(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 pattern 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 headboard only.
<i>F. Fineerafdeling</i>	<i>F. Veneer department</i>
16. <i>Werknemer graad III</i>..... 94,49 (1) Fineerlaswerk verrig, uitgesonderd op vlakskaaftasjien; (2) maak en/of invoeging van inlegsels (uitgesonderd die inlê van fineerwerk van artistieke ontwerp en vierendeling van fineerwerk); (3) rugkant- en nie-aanpasfineerwerk sny. 17. <i>Werknemer graad IV</i>..... 79,62 (1) Kantfineerwerk met die hand; (2) perse van enige soort 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 smeer; (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 hegspykers om gepers te word.	16. <i>Grade III employee</i>..... 94,49 (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. 17. <i>Grade IV employee</i>..... 79,62 (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 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.
<i>G. Meubelhoutsnayafdeling</i>	<i>G. Furniture carving department</i>
18. <i>Werknemer graad IV</i>..... 79,62 (1) Rasper-en/of vyl-en/of skraapwerk verrig (slegs houtsnay-werksaamhede); (2) stippelpenswerk verrig; (3) kraallyste aan borde vaslym en/of vasheg vir houtsnaywerk; (4) bestanddele vir vormwerk meng; (5) versiersels fatsoeneer (uitgesonderd die vassit daarvan).	18. <i>Grade IV employee</i>..... 79,62 (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).
<i>H. Verpakking van meubels</i>	<i>H. Furniture packing</i>
19. <i>Werknemer graad IV</i>..... 79,62 (1) Versterkende stroke hout aan voltooide meubels aanbring vir die doel van verpakking of vervoer; (2) verpakkingskrate en/of -kiste vir meubels en/of dele daarvan maak; (3) meubels en/of dele daarvan in goingsak 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.	19. <i>Grade IV employee</i>..... 79,62 (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 of furniture previously removed to facilitate their transportation and/or packing.
<i>I. Algemene werksaamhede</i>	<i>I. General operations</i>
20. <i>Werknemer graad IV</i>..... 79,62 (1) Rottangvlegwerk; (2) rottangsitplekke aanbring; (3) riempiewerk;	20. <i>Grade IV employee</i>..... 79,62 (1) Weaving of cane; (2) affixing cane seats; (3) riempie work;

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(4) 'n pluismasjien stel en/of bedien en/of werk daarmee verrig;

(5) kussings vir veereenhede maak en/of sny;

(6) werknemers in diens in verband met enigeen van die prosesse by die vervaardiging van veerbinnekante en/of die vervaardiging van hul samestellende dele;

(7) veervervaardigingsmasjiene stel en/of bedien;

(8) luidsprekerdoeke en bekledsel 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 metaalbuis en/of -vere en/of hoepelyster en/of draad en/of metaalstrok 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 preserving 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) droogoonde laai en/of ontlai en/of bedien;

(30) drankte berei en/of bedien;

(31) eet-en/of drinkgerei was;

(32) timmerhout vir preserving behandel;

(33) masjiendryfbande las;

(34) massameetwerk;

(35) meubels uitmekaarhaal;

(36) goedere dra en/of aandra;

(37) voertuie op en/of aflaa;

(38) 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 R2,00 per uur.

J. Stoffeernaaiers- en/of naaisterswerk

21. Werknemer graad III..... 94,49

(1) Meubeloortreksels stik;

(2) alle hegstukke vasstik en/of aanhaak;

(3) kussingslope en/of -oortreksels stik;

(4) donskombersoortreksels 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 diamant-knoopwerk.

K. Gordynwerk

22. Werknemer graad II..... 113,16

Gordyne met 'n roede of meetband pas en/of meet.

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(4) setting up and/or operating teasing machine and/or performing work therewith;

(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 carbinets;

(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 hoop iron;

(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) operation of 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 R2,00 per hour.

J. Upholstery seamsters' and/or seamstresses' work

21. Grade III employee..... 94,49

(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, fringes, braid and/or pleating;

(8) buttoning of loose cushions other than diamond buttoning.

K. Curtain making

22. Grade II employee..... 113,16

Fitting and/or measuring of curtains by rod or tape.

	Tydpers eindigende 30/6/86	
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23. <i>Werknemer graad III</i>	94,49	
(1) Gordyne stik en sny;		
(2) glijsteekwerk aan gordynkapagterkante en fraaiings.		
24. <i>Werknemer graad IV</i>	79,62	
(1) Strykwerk;		
(2) alle soorte gordynhakies insteek en/of aanstik;		
(3) afwerking van gordyne (slegs met die hand knoop waar blindesteek- masjien die werk voltooi het);		
(4) die kante van los gevoerde gordyne vasryg;		
(5) bandstroke aan gordyne werk;		
(6) assistent vir gordynpasser (slegs as die passer by is).		
<i>L. Diverse—Hulpwerkzaamhede</i>		
25. <i>Werknemer graad II</i>	113,16	
(1) Versendingsklerk;		
(2) stoorman;		
(3) tydopnemer;		
(4) sweiswerk, uitgesonderd puntsweiswerk;		
(5) sandstraling en branding.		
26. <i>Werknemer graad III</i>	94,49	
(1) Opsigter;		
(2) wag;		
(3) puntsweiser;		
(4) doeksweiswerk.		

M. Voormanne, onderbase, toesighouers en onderbase graad IV

(1) Voormanne en toesighouers	148,44
(2) Onderbase.....	138,44
(3) Onderbase graad IV	89,62

N. Leerlinge

Leerlinge gemagtig ingevolge klousule 29 (1) van Hoofstuk I van hierdie Ooreenkoms wat die werk van naaiers en/of naaisters onder werknemers graad III leer 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 loon per week betaal word:

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

van die minimum voorgeskrewe loontarief vir werknemers graad I, graad II of graad III, na gelang van die geval.

O. Jeugdige werknemers

(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*.—Die minimum loon wat in hierdie Ooreenkoms voorgeskryf word vir werknemers in diens in dieselfde klas werk.

5. HOOFSTUK III, KLOUSULE B.—LOONSVERHOIGINGS EN MINIMUM LONE

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

“(1) Onderstaande is die minimum weeklone voorgeskryf vir die onderskeie klasse werk hieronder opgesom: Met dien verstande dat die minimum voorgeskrewe loon by elke geleentheid ingevolge hierdie Ooreenkoms verhoog moet word. 'n Werknemer wat 'n hoër loon ontvang as die minimum voorgeskrewe loon vir die klas werk wat hy verrig, moet, ondanks andersluidende bepalings hierin vervat, 'n verhoging ontvang wat gelyk is aan die bedrag hieronder vir daardie loonkategorie aangedui:

Indeling	Tydpers eindigende 30/6/86
Drywer ingedeel onder (1) (a) (i) ..	Weekloon moet verhoog word met R6,60
Drywer ingedeel onder (1) (a) (ii) ..	Weekloon moet verhoog word met R6,60
Drywer ingedeel onder (1) (a) (iii) ..	Weekloon moet verhoog word met R6,60
Drywer ingedeel onder (1) (a) (iv) en (b) ..	Weekloon moet verhoog word met R6,60
Drywer ingedeel onder (1) (c)	Weekloon moet verhoog word met R6,60

	For period ending 30/6/86	
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23. <i>Grade III employee</i>	94,49	
(1) Sewing and cutting of curtains;		
(2) slip-stitching pelmet backs and fringes.		
24. <i>Grade IV employee</i>	79,62	
(1) Ironing;		
(2) inserting and/or stitching of all types of curtain hooks;		
(3) finishing off of curtains (only to tie knot by hand where blind stitch machine has completed the work);		
(4) tacking sides of loose-lined curtains;		
(5) taping out of curtains;		
(6) assistant to curtain fitter (only in the presence of the fitter).		
<i>L. Miscellaneous—Ancillary occupations</i>		
25. <i>Grade II employee</i>	113,16	
(1) Despatch clerk;		
(2) storeman;		
(3) time-keeper;		
(4) welding, other than spotwelding;		
(5) sandblasting and/or burning;		
26. <i>Grade III employee</i>	94,49	
(1) Caretaker;		
(2) watchman;		
(3) spotwelder;		
(4) welding of fabric.		

M. Foremen, chargehands, supervisors and Grade IV chargehands

(1) Foremen and supervisors	148,44
(2) Chargehands	138,44
(3) Grade IV chargehands	89,62

N. Learners

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 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.

O. Juvenile employees

(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.

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

(1) 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: Provided that on each occasion the minimum prescribed rate has to be increased in terms of this Agreement. Employees who are 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 the wage category:

Classification	For period ending 30/6/86
Driver classified under (1) (a) (i)...	Weekly wage to be increased by R6,60
Driver classified under (1) (a) (ii) ..	Weekly wage to be increased by R6,60
Driver classified under (1) (a) (iii) ..	Weekly wage to be increased by R6,60
Driver classified under (1) (a) (iv) ..	Weekly wage to be increased by R6,60
Driver classified under (1) (c)	Weekly wage to be increased by R6,60

Loonvragte	Tydsperk eindigende 30/6/86 R	Pay-loads	For period ending 30/6/86 R
(a) Drywer van 'n motorvoertuig, uitgesonderd 'n stoomwa, wat gelisensieer is om 'n loonvrag te dra of te trek van—		(a) Driver of motor vehicle, other than a steam wagon, authorised to carry or haul a pay-load of—	
(i) minder as 2 722 kg (6 000 lb).....	73,12	(i) under 2 722 kg (6 000 lb).....	73,12
(ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb).....	77,47	(ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb).....	77,47
(iii) meer as 4 536 kg (10 000 lb) maar hoogstens 6 350 kg (14 000 lb).....	82,31	(iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb).....	82,31
(iv) meer as 6 350 kg (14 000 lb).....	87,14	(iv) over 6 350 kg (14 000 lb).....	87,14
(b) Drywer van 'n stoomwa.....	87,14	(b) Driver of steam wagon.....	87,14
(c) Drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor.....	65,02	(c) Driver of fork lift, tractor, scooter, passenger car.....	65,02
(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—		(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) minder as 2 722 kg (6 000 lb).....	14,96	(i) under 2 722 kg (6 000 lb).....	14,96
(ii) 2 722 kg (6 000 lb) en meer, maar hoogstens 4 536 kg (10 000 lb).....	15,85	(ii) 2 722 kg (6 000 lb) and over but not exceeding 4 536 kg (10 000 lb).....	15,85
(iii) meer as 4 536 kg (10 000 lb), maar hoogstens 6 350 kg (14 000 lb).....	16,84	(iii) over 4 536 kg (10 000 lb), but not exceeding 6 350 kg (14 000 lb).....	16,84
(iv) meer as 6 350 kg (14 000 lb).....	17,78	(iv) over 6 350 kg (14 000 lb).....	17,78
(e) Los drywer van 'n stoomwa.....	17,78	(e) Casual driver of a steam wagon.....	17,78
(f) Los drywer van 'n vorkhefswa, trekker, bromponie, passasiersmotor.....	13,30	(f) Casual driver of fork lift, tractor, scooter, passenger car.....	13,30
Met dien verstande egter dat geen werknemer op grond van enige bepaling van hierdie klousules te eniger tyd 'n laer loon betaal mag word as die wat hy ontvang het of wat hy geregtig sou gewees het om te ontvang in sy besondere pos op die datum waarop hierdie Ooreenkoms in werking tree nie."		Provided, however, that no employee shall at any time, by reason of any provision of these clauses, be paid a wage of less than that which he received or would have been entitled to receive in his particular post as at the date on which this Agreement comes into operation."	
(2) Vervang subklousule (6) deur die volgende:		(2) Substitute the following for subclause (6):	
"(6) <i>Verblyfstoelae</i> .—'n Werkgewer moet, benewens ander besoldiging wat verskuldig is, aan sy werknemer wat tydens 'n reis onderneem vir die vervulling van sy pligte, van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is vir 'n tydperk van een of meer nagte, minstens die volgende verblyfstoelae betaal:		"(6) <i>Subsistence allowance</i> .—An employer shall, in addition to any other remuneration due, pay his employee who, on any journey undertaken in the performance of his duties, is absent from his place of residence and his employer's establishment for any period extending over one or more nights, a subsistence allowance of not less than—	
(a) Waar dit vir die werknemer nodig is om 'n aandete en bed te bekom: R6,50;		(a) where it is necessary for the employee to obtain an evening meal and bed: R6,50;	
(b) waar dit vir die werknemer nodig is om 'n aandete, bed en ontbyt te bekom: R8,00;		(b) where it is necessary for the employee to obtain an evening meal, bed and breakfast: R8,00;	
(c) waar dit vir die werknemer nodig is om 'n bed, ontbyt, middag- en aandete te bekom: R9,50."		(c) where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: R9,50."	
Namens die partye op hede die 20ste dag van Augustus 1985 te Johannesburg onderteken.		Signed at Johannesburg, on behalf of the parties, this 20th day of August 1985.	
S. M. LE ROUX, Voorsitter van die Raad.		S. M. LE ROUX, Chairman of the Council.	
I. LASAROW, Ondervoorzitter van die Raad.		I. LASAROW, Vice-Chairman of the Council.	
P. C. SMIT, Sekretaris van die Raad."		P. C. SMIT, Secretary of the Council."	

INHOUD

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Mannekrag, Departement van		
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