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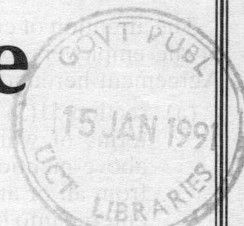
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[No. 12938

GOVERNMENT NOTICE

GOEWERMENSKENNISGEWING

DEPARTMENT OF MANPOWER

DEPARTEMENT VAN MANNEKRAG

R3046

4 January 1991

R.3046

4 Januarie 1991

LABOUR RELATIONS ACT, 1956

WET OP ARBEIDSVERHOUDINGE, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY— RE-ENACTMENT OF MAIN AGREEMENT

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID— HERBEKRAGTING VAN HOOFDOORENKOMS

I, ELI VAN DER MERWE LOUW, Minister of Manpower, hereby—

Ek, ELI VAN DER MERWE LOUW, Minister van Mannekrag, verklaar hierby—

- (a) in terms of section 48(1)(a) of the Labour Relations Act, 1956, declare that the provisions of the 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 1991, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of section 48(1)(b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1(1)(d), 2, 3 and 15, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1991, 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 said Agreement.

- (a) kragtens artikel 48(1)(a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms 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 1991 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en
- (b) kragtens artikel 48 (1)(b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1(1)(d), 2, 3, en 15, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 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 genoemde Ooreenkoms gespesifiseer.

ELI V.D. M. LOUW
Minister of Manpower

ELI V.D. M. LOUW
Minister van Mannekrag

NOTE

NATIONAL INDUSTRIAL COUNCIL FOR THE
IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRY

The attention of employers who are not members of any of the employers' organisations which are parties to the Agreement hereunder is drawn to—

- (a) section 51(3) of the Labour Relations Act 1956, in terms of which application may be made to the above-mentioned Industrial Council for exemption from all or any of the provisions of the agreement entered into by the parties to the Council and which is binding in terms of the said Act; and
- (b) section 51(6) of the said Act which provides that any person who feels aggrieved by any decision of the Council, may at any time appeal to the Minister of Manpower against such decision.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL,
ENGINEERING AND METALLURGICAL INDUSTRY

MAIN AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mineworkers' Union

OPMERKING

NASIONALE NYWERHEIDSRAAD VIR DIE
YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

Werkgewers wat nie lede is nie van enige van die werkgewersorganisasies wat partye by die Ooreenkoms hieronder is, se aandag word gevestig op—

- (a) artikel 51(3) van die Wet op Arbeidsverhoudinge, 1956, ingevolge waarvan aansoek by bogenoemde Nywerheidsraad gedoen kan word om vrystelling van almal of enige van die bepalings van die ooreenkoms wat deur die partye by die Raad aangegaan is en wat ingevolge die genoemde Wet bindend is; en
- (b) artikel 51(6) van genoemde Wet wat bepaal dat enige persoon wat veronreg voel deur enige beslissing van die Raad, te eniger tyd na die Minister van Mannekrag teen sodanige beslissing kan appelleer.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-,
INGENIEURS- EN METALLURGIESE NYWERHEID

HOOFOOREENKOMS

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
Sheetmetal Industries Association of South Africa
S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
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S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mineworkers' Union

National Union of Metalworkers of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and
Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers' Union of S.A.

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed—
 - (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;
 - (b) in the Provinces of the Transvaal and Natal by the section of the Industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;
 - (c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the Industry concerned with radio manufacture;
 - (d) by all employers and employees who are members of the employers' organisations and trade unions respectively.
- (2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—
 - (a) the installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;
 - (b) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;
 - (c) the manufacture of aluminium sheet and/or foil and inter-related operations;
 - (d) the installation and/or repair and/or maintenance of electrical lifts and escalators;
 - (e) the production of iron and/or steel and/or ferro-alloys;
 - (f) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part I of this Agreement in the Provinces of the Cape of Good Hope and the Orange Free State;
 - (g) the manufacture of tungsten carbide (hard metal);
 - (h) the assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;
 - (i) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;
 - (j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;
 - (k) the manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining;
 - (l) the undertaking of Union Steel Corporation of South Africa (Pty) Limited in the Magisterial District of Vereeniging, Transvaal;
 - (m) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;
 - (n) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;
 - (o) the undertaking of Alusaf (Pty) Ltd, in the Magisterial District of Lower Umfolozi;

National Union of Metalworkers of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and
Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
Steel, Engineering and Allied Workers' Union of S.A.

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet nagekom word—
 - (a) in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;
 - (b) in die provinsies Transvaal en Natal deur die afdeling van die Nywerheid betrokke by die installering, herstel en versiening van radio's, koelkaste en huishoudelike elektriese toestelle;
 - (c) in die landdrosdistrikte Die Kaap, Durban, Johannesburg, Oos-Londen, Pietersburg en Pinetown deur die afdeling van die Nywerheid betrokke by die vervaardiging van radio's;
 - (d) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms nie van toepassing nie op—
 - (a) die installering, herstel en versiening van radio's en huishoudelike elektriese toestelle in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;
 - (b) die vervaardiging, vir verkoop, van standaard snelnygereedskap gemaak van sneldraaistaal deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrosdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;
 - (c) die vervaardiging van aluminiumplaat en/of -foelie en werksaamhede wat in verband daarmee staan;
 - (d) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;
 - (e) die produksie van yster en/of staal en/of ysterlegerings;
 - (f) die installering, onderhoud en herstel van elektriese uitrusting soos bedoel in paragraaf (b) van die omskrywing "Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel I van hierdie Ooreenkoms in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;
 - (g) die vervaardiging van wolframkarbid (harde metaal);
 - (h) die monteer, versiening, installering, onderhoud en/of herstel van instrumente, uitrusting, masjiene, toestelle en apparaat, hetsy daar gebruik gemaak word van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of enige kombinasie van sodanige beginsels, wat in die eerste plek bedoel is vir gebruik in rekeningkunde en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;
 - (i) die Nywerheid vir die Vervaardiging van Hortjieblindes en Verwante Produkte in die provinsie Transvaal;
 - (j) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;
 - (k) die vervaardiging van loodgieters- en/of ingenieursgeelkoperware deur middel van swaartekragvormgiëting en/of drukvormgiëting en/of warmers en/of masjinerie;
 - (l) die onderneming van die firma Union Steel Corporation of South Africa (Pty) Limited in die landdrosdistrik Vereeniging, Transvaal;
 - (m) die Slotmakerybedryf in die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;
 - (n) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria.
 - (o) die onderneming van die firma Alusaf (Pty) Ltd in die landdrosdistrik Lower Umfolozi;

- (p) (i) the manufacture by mass production methods from sheet-metal of a gauge not exceeding 2 108 mm of—
 (aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products;
 (ab) bottle, jar and other container closures;
 (ac) plain or lithographed metal toys;
 (ad) plain or lithographed display tablets;

- (ii) the manufacture of plain or lithographed, rigid and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraph, "rigid tube" means a container.

(For the purposes of subparagraphs (i) and (ii), a "container" means a plain or lithographed article designed for the packing for transport or sale of products and capable of being closed by means of a lid or cap or any other type of closure.);

- (q) the manufacture from tinplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, and other lines manufactured principally from such tinplate.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

- (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and
 (b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder.

(4) Notwithstanding the limitation of the Agreement to the operations therein scheduled—

- (a) the provisions of the section relating to Leave pay, Additional Leave pay and Leave bonus of Part I of this Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that prescribed from time to time in the Agreement for Rate D employees, whether paid weekly or monthly, but excluding payment for overtime;
 (b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate I as prescribed from time to time in Part II of this Agreement.

For the purposes of this section, "employed in a manufacturing or production process" shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative personnel and/or those employees employed on non-production operations.

(5) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement, except in respect of working hours, which shall be a maximum of 48 hours per week.

- (6) The conditions of employment of employees employed on work for which the rate of pay is scheduled in the Agreement at Rate I, and work for which the rate of pay is scheduled in the Agreement at Rate I

shall be deemed to be employees and/or work, as the case may be, for which the rate of pay is scheduled in the Agreement at Rate H.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1991 or for such period as the Minister may determine.

3. SPECIAL PROVISIONS

The provisions contained in sections 23 and 28 of Part I of the Agreement published under Government Notice R.1329 of 27 June 1980, as amended, extended, renewed and re-enacted by Government Notices R.295 of 20 February 1981, R.879 and R.880 of 1 May 1981, R.1201 of 25 June 1982, R.45 of 14 January 1983, R.1293 of 24

- (p) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2 108 mm van—

- (aa) kommersiële, gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;
 (ab) deksels vir bottels, flesse en ander houers;
 (ac) gewone of gelitografeerde metaalspeelgoed;
 (ad) gewone of gelitografeerde vertoontablette;

- (ii) die vervaardiging van gewone of gelitografeerde, vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken "vaste buis" 'n houer.

(Vir die toepassing van subparagrafe (i) en (ii) beteken 'n "houer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop moet word en wat met 'n deksel of doppie of ander soort prop toegemaak kan word.);

- (q) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0,416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is.

(3) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—

- (a) vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en
 (b) kwekelinge wat opgelei word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens vasgestel.

(4) Ondanks die beperking van die Ooreenkoms tot die werksaamhede daarin gelys—

- (a) is die klousules aangaande Verlofbesoldiging, Addisionele Verlofbesoldiging en Verlofbonus in Deel I van hierdie Ooreenkoms van toepassing op alle werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan of meer is as dié wat in hierdie Ooreenkoms van tyd tot tyd voorgeskryf word vir Loon D-werknemers, hetsy weekliks of maandeliks besoldig, maar uitgesonderd betaling vir oortydwerk;
 (b) mag niemand wat regstreeks werksaam is in 'n vervaardigings- of produksieproses 'n loon ontvang wat minder is as die loon soos in Deel II van hierdie Ooreenkoms van tyd tot tyd vir 'n, Loon I-werknemer voorgeskryf nie.

Vir die toepassing van hierdie klousule is "werksaam in 'n vervaardigings- of produksieproses" van toepassing op werknemers wie se loonskale nie in hierdie Ooreenkoms gelys word nie maar wie se aktiwiteite regstreeks verwant is aan die skepping van ingenieursgoedere en/of dienste soos in die toepassingsbestek van hierdie Ooreenkoms omskryf. Hierdie bepaling is nie van toepassing op werk verrig deur administratiewe personeel en/of werknemers werksaam in nie-produktiewe werksaamhede nie.

(5) Die diensvoorwaardes van 'n wag word ooreenkomstig hierdie Ooreenkoms gereël, behalwe ten opsigte van werkure, wat hoogstens 48 uur per week is.

- (6) Die diensvoorwaardes van werknemers in diens op werk ten opsigte waarvan die loontarief in die Ooreenkoms gelys is teen Tarief I, en werk ten opsigte waarvan die loontarief in die Ooreenkoms gelys is teen Tarief I,

moet geag word werknemers en/of werk, na gelang van die geval, te wees waarvoor die loontarief in die Ooreenkoms gelys is teen Tarief H.

2. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag tot 30 Junie 1991 of die tydperk wat die Minister bepaal.

3. SPESIALE BEPALINGS

Klousules 23 en 28 van Deel I van die Ooreenkoms gepubliseer by Goewermentskennisgewing R.1329 van 27 Junie 1980, soos gewysig, verleng, hernieu en herbekragtig deur Goewermentskennisgewings R.295 van 20 Februarie 1981, R.879 en R.880 van 1 Mei 1981, R.1201 van 25 Junie 1982, R.45 van 14 Januarie 1983, R.1293 van 24 Junie

June 1983, R.1376 of 1 July 1983, R.2191 of 7 October 1983, R.922 of 11 May 1984, R.1329 of 29 June 1984, R.2092 of 21 September 1984, R.222 of 8 February 1985, R.1577 of 19 July 1985, R.997 of 23 May 1986, R.1744 of 22 August 1986, R.1567 of 14 July 1987, R.1568 of 17 July 1987, R.2455 of 30 October 1987, R.2545 of 13 December 1988, R.1327 of 23 June 1989, R.1328 of 23 June 1989, R.1431 of 30 June 1989 and R.2465 of 10 November 1989 (hereinafter referred to as the Former Agreement), as amended and re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in sections 3 to 22 inclusive, 24 to 27 inclusive, 29 to 37 inclusive, of Part I, and Part II of the Former Agreement (as amended and re-enacted from time to time) shall apply to employers and employees.

5. SECTION 3.—DEFINITIONS

(1) Insert the following between the definitions "Electrical Contracting Industry" and "Lift and Escalator Industry":
"law" shall include common law;

(2) In the definition of "Region B", substitute the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217; or Room 419, 4th Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London;" for the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;"

(3) In the definition of "Region E", delete the expression "... and includes the Magisterial Districts of Parys and Sasolburg, ..."

(4) In the definition of "Region F", delete the expression "... excluding the Magisterial Districts of Parys and Sasolburg, ..."

6. SECTION 4.—HOURS OF WORK

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

"(1) (a) With effect from the date of coming into operation of this Agreement up to the completion of the last complete payweek in June 1991, the ordinary hours of work for all employees shall not exceed 44 in any one week, subject to implementation at the employers' discretion of either of the special arrangements as detailed hereunder:

(i) All employees in the establishment shall work a maximum of 44 ordinary hours per week, plus one additional hour, which shall be regarded as special overtime and which shall be paid for at one and one-third times the hourly rate; or

(ii) all employees in the establishment shall, over a four-week cycle, be required to work 44 ordinary hours per week and four hours special overtime over the four-week cycle, subject to the following conditions:

— Each of the four weeks, during the four-week cycle, shall be paid for as if the employees concerned had worked 45 ordinary hours per week—this notwithstanding that only 44 hours had actually been worked; and

— the four hours special overtime shall be paid for at one-third times the hourly rate in respect of the pay-week within which such overtime is worked; and

— where an employee refuses or fails to work the special overtime hours, the employer may deduct the hours not worked from the amount due to the employee in the final week of the four-week cycle concerned; and

— the four hours special overtime shall not be utilised to convert a five day working week into a six working week arrangement.

(b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in Section 3.

(c) The special overtime, as detailed in (a)(i) and (ii) above and the compulsory overtime as detailed in (d) below shall not affect the provisions of this Agreement which

1983, R.1376 van 1 Julie 1983, R.2191 van 7 Oktober 1983, R.922 van 11 Mei 1984, R.1329 van 29 Junie 1984, R.2092 van 21 September 1984, R.222 van 8 Februarie 1985, R.1577 van 19 Julie 1985, R.997 van 23 Mei 1986, R.1744 van 22 Augustus 1986, R.1567 van 14 Julie 1987, R.1568 van 17 Julie 1987, R.2455 van 30 Oktober 1987, R.2545 van 13 Desember 1988, R.1327 van 23 Junie 1989, R.1328 van 23 Junie 1989, R.1431 van 30 Junie 1989 en R.2465 van 10 November 1989 (hierna die Vorige Ooreenkoms genoem), soos gewysig en herbekragtig van tyd tot tyd, is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Klousules 3 tot en met 22, 24 tot en met 27, 29 tot en met 37, van Deel I, en Deel II van die Vorige Ooreenkoms (soos van tyd tot tyd gewysig en herbekragtig) is van toepassing op werkgewers en werknemers.

5. KLOUSULE 3.—WOORDOMSKRYWING

(1) Voeg die volgende in tussen die omskrywings "Elektrotegniese Aannemingsnywerheid" en "Hyser- en Roltrapnywerheid":
"wet" omvat ook gemene reg;

(2) In die omskrywing van "Streek B", vervang die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217; of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos-Londen;"

(3) In die omskrywing van "Streek E", skrap die uitdrukking "... dog met inbegrip van die landdrostdistrikte Parys en Sasolburg, ..."

(4) In die omskrywing van "Streek F" skrap die uitdrukking "... met uitsondering van die landdrostdistrikte Parys en Sasolburg, ..."

6. KLOUSULE 4.—WERKURE

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

"(1) (a) Met ingang van die datum van inwerkingtreding van hierdie ooreenkoms tot en met die voltooiing van die laaste voltooide betaalweek in Junie 1991, is die gewone werkure van alle werknemers hoogstens 44 in 'n week, onderworpe aan die implementering, na goeddunke van die werkgewer, van die één of die ander van die volgende spesiale reëlings:

(i) Alle werknemers in die bedryfsinrigting moet 'n maksimum van 44 gewone werkure per week werk, plus een addisionele uur, wat beskou moet word as spesiale oortyd en waarvoor die werknemer betaal moet word teen een en een-derde van die uurloon; of

(ii) daar moet van alle werknemers in die bedryfsinrigting, oor 'n siklus van vier weke, vereis word om 44 gewone werkure per week te werk en vier ure spesiale oortyd oor die siklus van vier weke onderworpe aan die volgende bepalings:

— Vir elkeen van die vier weke, gedurende die siklus van vier weke, moet daar betaal word asof die betrokke werknemers 45 gewone werkure per week gewerk het, ondanks die feit dat slegs 44 ure werklik gewerk is; en

— vir die vier ure spesiale oortyd moet daar betaal word teen een derde maal die uurloon ten opsigte van die betaalweek waarin sodanige oortyd gewerk is; en

— indien 'n werknemer weier of in gebreke bly om die spesiale oortyd te werk, kan die werkgewer die ure wat nie gewerk is nie aftrek van die bedrag verskuldig aan die werknemer in die finale week van die betrokke siklus van vier weke; en

— die vier ure spesiale oortydwerk mag nie gebruik word om 'n werkweek van vyf dae om te skakel in 'n werkweek van ses dae nie.

(b) Die gewone ure per skof moet hoogstens ooreenstem met dié uiteengesit in die betrokke omskrywings van "dag-skof" en/of "nagskof" in klousule 3.

(c) Die spesiale oortyd, soos uiteengesit in (a)(i) en (ii) hierbo, en die verpligte oortyd soos uiteengesit in (d) hieronder moet nie die bepalings van hierdie Ooreenkoms

allow the voluntary working of up to 10 hours overtime per week without exemption from the Council.

- (d) In establishments which operate a three shift continuous process system and which includes up to a maximum of four hours overtime, including the one hour special overtime, in the normal working week, an employee shall be deemed to have agreed to regard such overtime as compulsory overtime if he accepts work or continues to work at such an establishment.
 - (e) Where an employer and his employees, in terms of the Agreement, observe the arrangement to dispense with the daily afternoon 10-minute rest interval to advance the normal finishing time on Fridays by one hour, this hour shall be regarded as special overtime and shall be paid for at one and one third times the hourly rate.
 - (f) All the provisions as detailed above shall not apply in respect of establishments which, at the time of the introduction of this Agreement, already observe an ordinary working week of 44 or less hours per week. The provisions of this section shall also not apply in respect of establishments which implement the short time provisions of this Agreement.
 - (g) Sub-clause (i)(b) of the proviso to Section 1(b) of Part II of the Agreement shall apply to establishments which have not implemented the provisions of this Section with effect from the first full payweek in October 1990."
- (2) In subsection (3) delete the expression "Subject to paragraph (a) hereof".
- (3) In subsection (3) delete paragraph (a).

7. SECTION 5.—OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

Substitute the following for subsection (1)(c):

"(1)(c) Where overtime is worked after the completion of the normal hours of a shift, the employee must be allowed a rest period of at least eight hours after completing the overtime before the next normal shift starts. Where the rest period extends into the next shift then the overlapping period into the shift shall be regarded as a paid period which the employee is not required to work."

8. SECTION 8.—PAYMENT OF EARNINGS

Substitute the following for the existing section 8, "Payment of earnings", and section 8bis "Special provisions for the payment of earnings":

"8. PAYMENT OF EARNINGS

(1)(a) Except as provided for in subsection (2), any amount due to an employee in terms of this Agreement shall be paid weekly, in cash, on Friday. Payment shall be made by not later than the ordinary stopping time, and shall include all payments due to the employee, calculated up to and including the shift completed on the preceding Tuesday of the same week: Provided that where employment terminates before the ordinary pay-day, all payments due to the employee in terms of this Agreement shall be paid to him on his employment so terminating.

(b) Every employee shall, on payment, be given a statement showing his total earnings, ordinary time and overtime payments, allowances, deductions and the number of shifts accrued towards holiday leave.

(2)(a) Notwithstanding the provisions of subsection (1)(a), an employer may, with the consent of or at the request of an employee, agree that any amount due to the employee in terms of this Agreement shall be paid fortnightly or monthly in cash or by cheque or to the credit of such employee with a bank, building society or registered deposit-receiving institution as nominated by the employee: Provided that where employment terminates before the ordinary pay-day applicable to such an employee, the employer shall pay all payments due to such an employee in terms of this Agreement—

- (i) upon his employment so terminating; or
- (ii) where the employer and employee concerned mutually agree to a termination of employment period longer than the period provided for in this Agreement, all payments due to the

raak wat toelaat dat werkers vrywillig tot 10 uur per week oortyd kan werk sonder vrystelling van die Raad nie.

- (d) In bedryfsinrigtings waar 'n aaneenlopende werksstelsel van drie skofte van toepassing is, wat oortyd tot 'n maksimum van vier ure insluit met inbegrip van die spesiale oortyd van een uur, in 'n gewone werkweek, moet daar geag word dat 'n werknemer ingestem het om sodanige oortyd te aanvaar as verpligte oortyd indien hy werk in sodanige bedryfsinrigting aanvaar of voortgaan om daar te werk.
 - (e) Waar 'n werkgever en sy werknemers, kragtens hierdie Ooreenkoms, die reëling handhaaf om weg te doen met die daaglikse middagruspouse van 10 minute ten einde die gewone uitskeityd op Vrydae met een uur te vervroeg, moet hierdie uur as spesiale oortyd geag word en moet daarvoor betaal word teen een en een derde maal die uurloon.
 - (f) Al die bepalings soos hierbo uiteengesit geld nie ten opsigte van bedryfsinrigtings wat, ten tye van die inwerkingtreding van hierdie Ooreenkoms, reeds 'n gewone werkweek van 44 of minder ure per week handhaaf nie. Die bepalings van hierdie klousule geld ook nie ten opsigte van bedryfsinrigtings wat die bepalings ten opsigte van korttyd van hierdie Ooreenkoms implementeer nie.
 - (g) Subklousule (i)(b) van die voorbehoudsbepaling tot subklousule 1(b) van Deel II van die Ooreenkoms sal van toepassing wees op bedryfsinrigtings wat nie die bepalings van hierdie klousule met ingang van die eerste volle betaalweek in Oktober 1990 geïmplementeer het nie."
- (2) In subklousule (3), skrap die uitdrukking "Behoudens paragraaf (a) hiervan,".
- (3) In subklousule (3) skrap paragraaf (a).

7. KLOUSULE 5.—OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAE

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

"(1)(c) Indien daar na voltooiing van die gewone werkure van 'n skof oortyd gewerk word, moet die werknemer 'n ruspouse van minstens agt uur toegelaat word na voltooiing van die oortyd gewerk, alvorens sy volgende gewone werkskof begin. Waar die rustydperk die volgende skof oorvleuel, moet sodanige oorvleuelende tydperk van die skof geag word 'n betaalde tydperk te wees waarin daar nie van die werknemer vereis word om te werk nie."

8. KLOUSULE 8.—BETALING VAN VERDIENSTE

Vervang klousules 8, "Betaling van Verdienste", en 8bis, "Spesiale bepalings vir die betaling van verdienste", deur die volgende:

"8. BETALING VAN VERDIENSTE

(1)(a) Behoudens subklousule (2), moet enige bedrag wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, weekliks, en wel op Vrydag, in kontant aan hom betaal word. Betaling moet voor of op die gewone uitskeityd geskied en moet alle geld insluit wat aan die werknemer verskuldig is en bereken is tot en met die skof wat op die vorige Dinsdag van dieselfde week voltooi is: Met dien verstande dat waar diens voor die gewone betaaldag eindig, alle geld wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is aan hom betaal moet word wanneer sy diens aldus eindig.

(b) Elke werknemer moet by betaling 'n staat gegee word wat sy totale verdienste, besoldiging vir gewone tyd en vir oortyd, toelaes en aftrekkings en opgehoopde skofte ten opsigte van vakansieverlof toon.

(2)(a) Ondanks subklousule 1(a) kan 'n werkgever, met die toestemming of op die versoek van 'n werknemer, toestem dat enige bedrag ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig tweewekliks of maandeliks in kontant of per tjek van hom betaal word of in die krediet van sodanige werknemer inbetaal word by 'n bank, bougenootskap of geregistreerde deposito-nemende instelling wat deur die werknemer benoem is: Met dien verstande dat indien die diens van 'n werknemer eindig voor die gewone betaaldag wat in sy geval van toepassing is, alle betalings wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is deur die werkgever betaal moet word—

- (i) by beëindiging van sy diens; of
- (ii) waar die werkgever en die betrokke werknemer onderling ooreenkom op 'n diensbeëindigingstydperk langer as dié waarvoor in hierdie Ooreenkoms voorsetting gemaak word alle betalings verskuldig aan die werknemer betaal moet word

employee shall be paid by not later than the last day of the termination of employment period agreed upon.

(b) An employer may, with the mutual consent of at least 75 per cent of his employees, agree that the provisions of this subsection shall apply to all employees in the establishment.

(c) Where, by mutual agreement, the method of payment of (an) employee or employees changes from weekly to monthly, the Council shall be deemed to have approved such agreement: Provided that—

- (i) all payments due to the employee/s in terms of this Agreement shall be payable to the employee/s by not later than two clear banking days before the last working day of each calendar month;
- (ii) the monthly remuneration of employee/s shall not be less than the amount the employee/s would have been entitled to, had such employee/s been paid weekly;
- (iii) employee salaries shall be increased by not less than the equivalent of any statutory increase payable in terms of any Council agreement from time to time;
- (iv) all other provisions of the Agreement shall continue to apply unless otherwise exempted;
- (v) all contributions payable in terms of any Council agreement applicable to such employee shall be maintained unless the employee/s or the establishment is legally exempted or excluded from payment of such contributions.

(d) Before applying the provisions of subsection (2)(b), the employer shall give to the employees concerned and to the Regional Council at least three months notice in advance of the introduction of monthly payment, specifying the manner in which payment of earnings will be made in the establishment.

(e) Any employee entering into employment in an establishment where the provisions of subsection (2)(b) apply, shall be deemed to have accepted such monthly payment as a condition of employment.

(f) Notwithstanding anything to the contrary contained in this Agreement, payment of leave pay and bonus may be made in accordance with the provisions of subsection (2) in the same manner as that by which payment of earnings is made.

(3) Except as otherwise provided in this Agreement, no deduction of any description, other than the following, may be made from the amount payable in terms of this Agreement to any employee:

- (a) For board or lodging or both in accordance with section 1(2) of Part II of this Agreement;
- (b) for canteen services where the deduction is authorised by stop order terminable by the employee at not more than 28 days' notice of termination of this agreement to this deduction;
- (c) where any employee is absent from work, including absence during any unpaid leave granted in extension of the paid leave provided for in this Agreement, a pro rata amount for the period of such absence;
- (d) with the written consent of the employee, deductions for sick benefit, insurance, pension and provident funds or contributions to recreation funds;
- (e) contributions to the funds of the Council;
- (f) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;
- (g) where an employer, due to clerical or accounting or administrative error, or miscalculation, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:
 - (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the wages or earnings from which it is deducted;
 - (ii) no such deduction shall be made from any leave pay or leave bonus payable under this Agreement either to the employee or to the Council;
 - (iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee prior to the time of the first deduction, and the Council within seven days of the first deduction of the circumstances under which the overpayment was made, the amount

voor of op die laaste dag van die ooreengekome diensbeëindigings tydperk.

(b) 'n Werkgewer kan, met die onderlinge goedkeuring van minstens 75 persent van sy werknemers, ooreenkom dat die bepalinge van hierdie subklousule van toepassing is op alle werknemers in die bedryfsinrigting.

(c) Waar, by onderlinge ooreenkoms, die betaalmetode van 'n werknemer of werknemers van weekliks na maandeliks verander word daar geag dat die Raad sodanige ooreenkoms goedgekeur het: Met dien verstande dat—

- (i) alle betalings verskuldig aan werknemers ingevolge hierdie Ooreenkoms betaalbaar is aan die werknemers nie later nie as twee volle dae waarop bankbesigheid bedryf word voor die laaste werkdag van elke kalendermaand;
- (ii) werknemers se maandelikse besoldiging nie minder is nie as die bedrag waartoe die werknemers geregtig sou gewees het indien sodanige werknemers weekliks betaal was;
- (iii) werknemers se besoldiging verhoog moet word met die minder nie, as 'n bedrag gelykstaande met enige statutêre verhoging betaalbaar ingevolge enige Ooreenkoms van die Raad van tyd tot tyd;
- (iv) alle ander bepalinge van die Ooreenkoms van toepassing bly tensy vrystelling andersins verleen word;
- (v) alle bydraes betaalbaar ingevolge 'n ooreenkoms van die Raad wat van toepassing is op sodanige werknemer gehandhaaf moet word tensy die werknemer(s) of die bedryfsinrigting wetlik vrygestel is of uitgesluit is van die betaling van sodanige bydraes.

(d) Voordat subklousule (2)(b) toegepas word, moet die werkgewer vooraf minstens drie maande kennis aan die betrokke werknemers en aan die Streekraad gee van die instelling van die maandelikse betaalmetode, en verduidelik op watter wyse die betaling van verdienste in die bedryfsinrigting gedoen sal word.

(e) Werknemer wat in diens geneem word by 'n bedryfsinrigting waar die bepalinge van subklousule (2)(b) van toepassing is, moet geag word sodanige maandelikse betaalmetode as 'n diensvoorwaarde te aanvaar het,

(f) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, kan verlofbesoldiging en verlofbonus betaal word ooreenkomste subklousule (2) op dieselfde manier as dié waarop die werknemer se verdienste aan hom betaal word.

(3) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, mag geen bedrag, van watter aard ook al, uitgesonderd die volgende, van die bedrag wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, afgetrek word nie:

- (a) Vir kos of inwoning, of albei, ooreenkomstig klousule 1(2) van Deel II van hierdie Ooreenkoms;
- (b) vir eethuisdienste, wanneer die aftrekking by aftrekorder gemagtig is en deur die werknemer beëindig kan word deur hoogstens 28 dae vooraf kennis te gee dat hy sy toestemming tot hierdie aftrekking intrek;
- (c) waar 'n werknemer van die werk afwesig is, en ook waar hy afwesig is met verlof sonder betaling wat verleen is ter verlenging van verlof met betaling waarvoor hierdie Ooreenkoms voorsiening maak, 'n bedrag in verhouding tot die duur van sodanige afwesigheid;
- (d) met die skriftelike toestemming van die werknemer, bedrae vir siektebystands-, versekerings-, pensioen- en voorsorgfondse of bydraes tot ontspanningsfondse;
- (e) bydraes tot die fondse van die Raad;
- (f) enige bedrag wat 'n werkgewer ingevolge 'n wet, ordonnansie of regsproses namens 'n werknemer moet betaal en wel betaal het;
- (g) waar 'n werkgewer, as gevolg van 'n klerklike of boekhou- of administratiewe fout of foutiewe berekening, aan 'n werknemer besoldiging betaal wat meer is as die bedrag wat regtens betaalbaar is, is die werkgewer daarop geregtig om die bedrag van die oorbetalings te verhaal deur bedrae van latere lone en/of verdienste af te trek behoudens onderstaande bepalinge:
 - (i) Sodanige bedrag kan van een of meer betalings van lone of verdienste afgetrek word, maar geen enkele aftrekking mag meer as 15 persent van die loon of verdienste waarvan dit afgetrek word, bedra nie;
 - (ii) sodanige bedrae mag nie van enige verlofbesoldiging of verlofbonus wat ingevolge hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is, afgetrek word nie;
 - (iii) geen sodanige bedrag of bedrae mag afgetrek word nie tensy die werkgewer die werknemer voor die eerste aftrekking en die Raad binne sewe dae na die eerste aftrekking skriftelik in kennis stel van die omstandighede waaronder die oorbetalings geskied het, die bedrag van

thereof, and the amount of the proposed deduction or deductions;

- (h) upon the written request of the employee, deductions required by him for the purpose of reducing his liability on a loan which has been made for the purchase or improvement of immovable property of the employee or the redemption of any loan to the employee against the security of such property, whether such property is held or to be held by the employee freehold or on leasehold, sectional title or otherwise: Provided that—

- (i) such property is occupied or will be occupied by the employee or a dependant of the employee;
- (ii) no deduction shall be made from any leave bonus or termination leave pay payable under the Agreement either to the employee or to the Council;
- (iii) no single deduction shall exceed 25 per cent of the earnings, before all other deductions, but excluding any payment for overtime;
- (iv) the loan creditor is the employer, a pension or provident fund acting in terms of its rules, a building society, any other organisation approved by the Council or any one or more of such persons or bodies acting jointly.

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

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

9. SECTION 9.—TERMINATION OF EMPLOYMENT DUE TO PREGNANCY

In the Annexure to section 9, “Limited Duration Contract of Employment for Substitute Temporary Employees”, in the Contract of Employment—

- (1) in the first line, substitute the expression “The employer . . .” for the expression “The Company . . .”;
- (2) in the fourth line of the first paragraph, substitute the expression “employer” for the expression “company”;
- (3) in the final line of subclause (ii) of the Contract, substitute the expression “. . . section 9(2)(ii)(b) of the Main Agreement” for the expression “. . . section 12bis (2)(ii)(b) of the Main Agreement”;
- (4) in the signature portion at the end of the Contract, substitute the expression “The Employer . . .” for the expression “The Company . . .”.

10. SECTION 11.—PAYMENT FOR PUBLIC HOLIDAYS

- (1) Substitute the following for the existing section 11:

“11. PAYMENT FOR PUBLIC HOLIDAYS

(1)(a) If an employee does not work on a public holiday which falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid at his ordinary hourly rate for the ordinary working hours of that day of the week. Notwithstanding the provisions of subsection (1)(a), whenever New Year’s Day falls on a Sunday, the Monday immediately following such Sunday shall be a public holiday.

(b) If an employee works on a public holiday which falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid for the number of hours payable in terms of subsection (1)(a) and shall, in addition, be paid at one and one third times the hourly rate for time worked up to the said number of hours. Thereafter he shall be paid two and a half times the hourly rate until the usual starting time next day.

(c) If an employee works on a public holiday which falls on a day which otherwise is not an ordinary working day for such an employee, he shall be paid an amount which shall be not less than the wage payable to such an employee in respect of the time which is ordinarily worked by him on a working day and shall, in addition, be paid at one and one third times the hourly rate for time worked up to the said number of hours. Thereafter he shall be paid two and a half times the hourly rate until the usual starting time next day.

(2) The provisions of subsection (1)(b) shall not apply in establishments working a two and three shift system in respect of

sodanige oorbetaling en die bedrag van die voorgestelde aftrekking of aftrekkings;

- (h) op die skriftelike versoek van die werknemer, bedrae wat hy nodig het om sy aanspreeklikheid te verminder op ’n lening wat aangegaan is vir die aankoop of verbetering van vaste eiendom van die werknemer of vir die delging van ’n lening aan die werknemer teen waarborg van sodanige eiendom, of sodanige eiendom nou as volle of gehuurde eiendom, deeltitel of andersins deur die werknemer gehou word of nie: Met dien verstande dat—

- (i) die werknemer of ’n afhanklike van die werknemer sodanige eiendom okkupeer of sal okkupeer;
- (ii) geen bedrag van enige verlofbonus of verlofbesoldiging by diensbeëindiging wat kragtens die Ooreenkoms aan of die werknemer of die Raad betaalbaar is, afgetrek mag word nie;
- (iii) geen enkel aftrekking meer mag wees as 25 persent van die verdienste vóór aftrekking van alle ander bedrae, uitgesonderd besoldiging vir oortydwerk;
- (iv) die leningkrediteur die werkgever is of ’n pensioen/of voorsorgfonds wat kragtens die reëls daarvan handel, ’n bougenootskap, enige ander organisasie deur die Raad goedgekeur of enige een of meer van sodanige persone of liggame wat gesamentlik handel.

(4) ’n Werkgever mag geen premie vir die opleiding van ’n werknemer vra of aanneem nie: Met dien verstande dat hierdie subklousule nie geld ten opsigte van opleidingskemas waartoe ’n werkgever regtens moet bydra nie.

(5) Waar werk in ’n bedryfsinrigting of op ’n plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die werkgever die loon van elke werknemer afsonderlik aan hom betaal.”.

9. KLOUSULE 9.—DIENSBEËINDIGING AS GEVOLG VAN SWANGERSKAP

In die Bylae van klousule 9, “Korttermyn dienskontrak vir Tydelike Plaasvervangerwerknemers”, in die “Dienskontrak”—

- (1) in die laaste twee reëls van subklousule (ii) van die kontrak, vervang die uitdrukking “. . . soos voorsien in klousule 12bis(2)(ii)(b) van die Hoof-ooreenkoms” deur die uitdrukking “. . . soos voorsien in klousule 9(2)(ii)(b) van die Hoof-ooreenkoms”;
- (2) in die Engelse teks—
 - (a) in die eerste reël,
 - (b) in die vierde reël van die eerste paragraaf,
 - (c) in die handtekeninggedeelte aan die einde van die Kontrak—
 vervang die uitdrukking “The Company”/“the company” deur die uitdrukking “The Employer”/“the employer”.

10. KLOUSULE 11.—BETALING VIR OPENBARE VAKANSIEDAE

- (1) Vervang die bestaande klousule 11 deur die volgende:

“11. BETALING VIR OPENBARE VAKANSIEDAE

(1)(a) Indien ’n werknemer nie op ’n openbare vakansiedag wat op ’n dag val wat vir hom andersins ’n gewone werkdag is, werk nie, moet hy teen sy gewone uurloon vir die gewone werkeure vir daardie dag van die week besoldig word. Ondanks subklousule (1)(a), wanneer Nuwejaarsdag op ’n Sondag val, is die Maandag wat onmiddellik na sodanige Sondag volg ’n openbare vakansiedag.

(b) Indien ’n werknemer op ’n openbare vakansiedag werk wat op ’n dag val wat vir hom andersins ’n gewone werkdag is, moet hy besoldig word vir die getal ure waarvoor besoldiging ingevolge subklousule (1)(a) betaal moet word. Daarbenewens moet hy een en een derde maal die uurloon betaal word vir tyd gewerk tot die genoemde getal ure, en daarna moet hy twee en ’n half maal die uurloon betaal word tot die gewone aanvangstyd die volgende dag.

(c) Indien ’n werknemer op ’n openbare vakansiedag werk wat op ’n dag val wat nie vir hom andersins ’n gewone werkdag is, moet hy ’n bedrag betaal word wat nie minder is nie as die loon wat aan hom betaalbaar is ten opsigte van die tyd wat gewoonlik deur hom op ’n werkdag gewerk word. Daarbenewens moet hy een en een derde maal die uurloon betaal word vir die tyd gewerk tot die genoemde getal ure, en daarna moet hy twee en ’n half maal die uurloon betaal word tot die gewone aanvangstyd die volgende dag.

(2) Subklousule (1)(b) is nie in bedryfsinrigtings waarin ’n tweeskof- en drieskofstelsel gewerk word, van toepassing nie ten

the hours worked on a public holiday which forms part of the normal shift: Provided that the normal shift immediately prior or subsequent to that on which such hours have been worked shall be regarded as the public holiday to which the provisions of this section shall apply.

(3) Notwithstanding the provisions of subsection (1)(a) an employee who is required by his employer to work the shift immediately preceding and/or following any public holiday and who absents himself from work on such shift or shifts shall not be paid for such holiday unless absent with the permission of his employer or on account of sickness or circumstances beyond his control, or the hours of the shift or shifts concerned have been worked in, in which event payment shall be made for the day as provided for in terms of this section.

(4) The provisions of subsection (3) shall not apply whenever an employee works on a public holiday.

(5) The provisions of subsection (3) shall not apply to a public holiday which falls within an employee's leave period as provided for in sections 12, 12bis or 13 of this Agreement. In all such instances the public holiday shall be paid for as provided for in subsection (1).

(6) The provisions of subsection (3) shall apply to a public holiday which falls on a day which would otherwise have been an ordinary working day for an employee. If a public holiday immediately precedes the leave period, the employee may only be required to work the day prior to such public holiday and if a public holiday immediately follows the leave period, the employee may only be required to work on the day following such public holiday.

(7) For the purposes of this section, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

(8) Any employee who is aggrieved by the application to him of any of the provisions of subsection (3) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeal in terms of this subsection shall be made to the Regional Council of the area concerned."

(2) Add the following new section 11(bis):

"11(bis) ADDITIONAL PAID HOLIDAY

Employers and employees in an establishment shall, within 6 weeks of publication of this Agreement, select any Sunday between date of publication and date of expiry of the Agreement as an additional holiday to which the provisions of Section 11 of this Agreement shall apply *mutatis mutandis*: Provided that parties to this Agreement shall observe Sunday, 16 June 1991, as such additional holiday."

11. SECTION 13.—ADDITIONAL LEAVE PAY

Substitute the following for the existing section:

"13. ADDITIONAL LEAVE

(1) Subject to subsection (3), an employee qualifying after the date of coming into operation of this Agreement for his fifth or subsequent consecutive paid leave deriving from continuous employment with the same employer as provided for in terms of section 12(3) of this Part of this Agreement shall, at that date and each year thereafter, whilst in the employ of the same employer, at the option of the employee, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof: Provided that by mutual arrangement between the employer and the employee—

- (a) the paid leave referred to in section 12(3) of this Part of this Agreement may be extended by an extra week; or
- (b) the extra week's paid leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such weeks' paid leave.

(2) Whenever the employer and the employee come to the arrangement provided for in subsection (1)(b) and the employee has qualified for three such extra weeks' paid leave (hereinafter referred to as "the accumulated paid leave"), the employer shall grant and the employee shall take the accumulated paid leave when

opsigte van die ure wat gewerk word op 'n openbare vakansiedag wat deel uitmaak van 'n gewone skof: Met dien verstande dat die gewone skof onmiddellik vóór of ná dié waarop sodanige ure gewerk is, geag moet word die openbare vakansiedag te wees waarop hierdie klousule van toepassing is.

(3) Ondanks subklousule (1)(a) moet 'n werknemer van wie sy werkgever vereis dat hy die skof onmiddellik voor en/of onmiddellik na 'n openbare vakansiedag moet werk en wat van die werk op sodanige skof of skofte wegbly, nie vir sodanige vakansiedag betaal word nie tensy hy afwesig is met die toestemming van sy werkgever of weens siekte of omstandighede buite sy beheer of tensy die ure van die betrokke skof of skofte ingewerk is, en in so 'n geval moet so 'n werknemer vir die dag betaal word soos in hierdie klousule bepaal.

(4) Subklousule (3) is nie van toepassing nie wanneer 'n werknemer op 'n openbare vakansiedag werk.

(5) Subklousule (3) is nie van toepassing nie ten opsigte van 'n openbare vakansiedag wat val binne die werknemer se verloftydperk soos bepaal in klousules 12, 12bis of 13 van hierdie Ooreenkoms. In al sulke gevalle moet besoldiging vir die openbare vakansiedag geskied soos in subklousule (1) bepaal.

(6) Subklousule (3) is van toepassing ten opsigte van 'n openbare vakansiedag wat op 'n dag val wat andersins 'n gewone werkdag vir die werknemer sou gewees het. Indien 'n openbare vakansiedag die verloftydperk onmiddellik voorafgaan, kan daar van die werknemer slegs vereis word om op die dag voor sodanige openbare vakansiedag te werk en indien 'n openbare vakansiedag onmiddellik na die verloftydperk volg, kan daar van die werknemer slegs vereis word om op die dag na sodanige openbare vakansiedag te werk.

(7) Vir die toepassing van hierdie klousule is die gewone uurloon van werknemers wat aansporingsbonuswerk verrig die uurloon wat vir die betrokke klas werk in hierdie Ooreenkoms gelys is.

(8) 'n Werknemer wat gegrief voel omdat subklousule (3) op hom toegepas is, kan by die Raad appél aanteken teen die beslissing wat op hom van toepassing gemaak is, en die Raad kan, na oorweging van die redes wat vir sodanige beslissing aangevoer word, daardie beslissing bekragtig of sodanige ander beslissing gee as wat na sy mening in sodanige geval gegee moes gewees het. Appélle ingevolge hierdie subklousule moet aan die Streekraad van die betrokke gebied gerig word."

(2) Voeg die volgende nuwe klousule 11(bis) in:

"11(bis). ADDISIONELE BETAALDE VAKANSIEDAG

Elke werkgever en sy werknemer sal binne 6 weke na publikasie van hierdie Ooreenkoms enige Sondag tussen die datum van publikasie van hierdie Ooreenkoms en die datum van verstryking van hierdie Ooreenkoms uitkies as 'n addisionele vakansiedag ten opsigte waarvan die bepaling van klousule 11 van hierdie Ooreenkoms *mutatis mutandis* van toepassing sal wees. Met dien verstande dat partye tot hierdie Ooreenkoms Sondag, 16 Junie 1991, as 'n addisionele vakansiedag sal nakom."

11. KLOUSULE 13.—ADDISIONELE VERLOFBESOLDIGING

Vervang die bestaande klousule deur die volgende:

"13. ADDISIONELE VERLOFBESOLDIGING

(1) Behoudens subklousule (3), is 'n werknemer wat na die inwerkingtreding van hierdie Ooreenkoms vir sy vyfde op daaropvolgende agtereenvolgende verlof met betaling kwalifiseer vanweë sy ononderbroke diens by dieselfde werkgever soos in klousule 12(3) van hierdie Deel van hierdie Ooreenkoms bepaal, op daardie datum en elke jaar daarna terwyl hy in diens van dieselfde werkgever bly, na die keuse van die werknemer, geregtig op 'n ekstra week verlof met besoldiging, wat toegestaan moet word soos dit die werkgever pas, of op die waarde-ekwivalent daarvan: Met dien verstande dat by wyse van onderlinge reëling tussen die werkgever en die werknemer—

- (a) die verlof met besoldiging wat in klousule 12(3) van hierdie Deel van hierdie Ooreenkoms bedoel word, met 'n ekstra week verleng kan word; of
- (b) die ekstra week verlof met besoldiging met ingang van die jaar waarin hy daarvoor kwalifiseer, uitgestel kan word en deur die werknemer opgehoop kan word totdat hy vir drie sodanige weke verlof met besoldiging kwalifiseer.

(2) Wanneer die werkgever en die werknemer tot die ooreenkoms geraak het soos in subklousule (1)(b) bepaal en die werknemer vir drie sodanige ekstra weke verlof met besoldiging (hierna "die opgehoopde verlof met besoldiging" genoem) gekwalifiseer het, moet die werkgever die opgehoopde verlof met besoldiging toestaan

he is given and takes the paid leave provided for in section 12(3) of this Part of this Agreement, unless, as may be, the employer and the employee agree to the accumulated paid leave being taken at a different time, in which case the employer shall enable the employee to take the accumulated paid leave in the period before he next qualifies for paid leave. Should the employee fail to take the accumulated paid leave within such period, the employer shall, upon the employee proceeding on the next paid leave in terms of section 12(3), pay out the equivalent value of the accumulated leave forthwith to the employee, whereupon his title thereto shall cease.

(3) Where an employee qualifying for his fifth paid leave in terms of subsection (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid leave, he shall be entitled to a proportion of the extra week's paid leave or the equivalent value thereof pro rata to the leave qualification completed with that employer in respect of the first paid leave. On qualification for any subsequent consecutive paid leave the provisions of subsections (1) and (2) shall *mutatis mutandis* apply.

(4) Upon the termination of the employment of an employee who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this section, he shall be paid for such extra leave as he has qualified for and not received: Provided that when the employment of such an employee terminates during his fifth or subsequent consecutive years of continuous employment with the same employer, he shall, according to whether the establishment works a six-day week or a five-day week, be paid for the additional leave pay pro rata to the number of shifts worked subject to the provisions of subsection (3) above."

12. SECTION 14.—LEAVE BONUS

(1) Substitute the following for the tables in subsection (1):

"(i)

A to H wage categories	Leave cycle with same employer		
	First leave cycle	Second leave cycle	Third or more leave cycle
	R	R	R
A and A1	1 445	1 612	1 852
AA First six months ..	1 241	1 384	1 591
Thereafter,	1 320	1 473	1 692
AB	1 165	1 300	1 493
B	1 101	1 228	1 411
C	1 042	1 162	1 335
D	1 001	1 116	1 283
DD	888	991	1 138
DDD	821	916	1 053
E	771	860	988
F	719	802	922
G	674	752	864
H, including watchman's work	636	709	815

en moet die werknemer dit neem wanneer die verlof met besoldiging wat in klousule 12(3) van hierdie Deel van hierdie Ooreenkoms bedoel word, toegestaan word en hy dit neem; tensy, soos wel mag gebeur, die werkgever en die werknemer ooreenkom dat die opgehoopte verlof met besoldiging op 'n ander tyd geneem word, in welke geval die werkgever die werknemer in staat moet stel om die opgehoopte verlof met besoldiging te neem in die tydperk voordat hy weer vir verlof met besoldiging kwalifiseer. Indien die werknemer versuim om die opgehoopte verlof met besoldiging binne sodanige tydperk te neem moet die werkgever, wanneer die werknemer weer met verlof met besoldiging gaan kragtens klousule 12(3), die waarde-ekwivalent van die opgehoopte verlof sonder versuim aan die werknemer uitbetaal, waarna sy reg daarop vervalt.

(3) Wanneer 'n werknemer wat vir sy vyfde verlof met besoldiging kwalifiseer ooreenkomstig subklousule (1), slegs 'n gedeelte van die kwalifiseertydperk vir die eerste verlof met besoldiging in die diens van die betrokke werkgever was, is hy geregtig op dié gedeelte van die ekstra week verlof met besoldiging of dié waarde-ekwivalent daarvan wat gelykstaande is met die verlofkwalifikasie wat hy ten opsigte van die eerste verlof met besoldiging by daardie werkgever verwerf het. Wanneer die werknemer vir 'n daaropvolgende agtereenvolgende verloftydperk met besoldiging kwalifiseer, is subklousules (1) en (2) *mutatis mutandis* van toepassing.

(4) By die beëindiging van die diens van 'n werknemer wat op die waarde-ekwivalent van die addisionele verlof met besoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, geregtig geword het maar dit nog nie ontvang het nie, moet hy betaal word vir sodanige ekstra verlof met besoldiging waarvoor hy gekwalifiseer het maar wat hy nie ontvang het nie: Met dien verstande dat waar die diens van sodanige werknemer beëindig word gedurende sy vyfde of daaropvolgende jare van ononderbroke diens by dieselfde werkgever, hy, na gelang daarvan of die bedryfsinrigting 'n week van ses dae of 'n week van vyf dae werk, vir die addisionele verlofbesoldiging betaal moet word pro-rata tot die aantal skofte gewerk, behoudens die bepalings van subklousule (3) hierbo."

12. KLOUSULE 14.—VERLOFBONUS

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

"(i)

Loonkategorieë A tot H	Verlofsiklus by dieselfde werkgever		
	Eerste verlofsiklus	Tweede verlofsiklus	Derde of latere verlofsiklus
	R	R	R
A en A1	1 445	1 612	1 852
AA Eerste ses maande	1 241	1 384	1 591
Daarna,	1 320	1 473	1 692
AB	1 165	1 300	1 493
B	1 101	1 228	1 411
C	1 042	1 162	1 335
D	1 001	1 116	1 283
DD	888	991	1 138
DDD	821	916	1 053
E	771	860	988
F	719	802	922
G	674	752	864
H, met inbegrip van wag se werk	636	709	815

(ii)

Schedule F wage categories	Leave cycle with same employer		
	First leave cycle	Second leave cycle	Third or more leave cycle
	R	R	R
Z.....	1 445	1 612	1 852
Y.....	1 100	1 227	1 409
IX.....	1 021	1 138	1 308
VIII.....	973	1 086	1 248
VII.....	922	1 028	1 181
VI.....	875	975	1 121
V.....	829	925	1 062
IV.....	783	874	1 004
III.....	747	833	957
II.....	712	794	912
I.....	681	760	873

(ii)

Bylae F-loonkategorieë	Verlofsiklus by dieselfde werkgever		
	Eerste verlofsiklus	Tweede verlofsiklus	Derde of latere verlofsiklus
	R	R	R
Z.....	1 445	1 612	1 852
Y.....	1 100	1 227	1 409
IX.....	1 021	1 138	1 308
VIII.....	973	1 086	1 248
VII.....	922	1 028	1 181
VI.....	875	975	1 121
V.....	829	925	1 062
IV.....	783	874	1 004
III.....	747	833	957
II.....	712	794	912
I.....	681	760	873

(iii)

Employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for Rate D employees or paid at a rate of not less than R1 283,10 per month, excluding payment for overtime	Leave cycle with same employer		
	First leave cycle	Second leave cycle	Third or more leave cycle
	R	R	R
Where the employee's wage rate does not exceed 949,5 c.p.h. .	1 241	1 383	1 591
Where the employee's wage rate is 950 c.p.h. or more	1 445	1 612	1 852

(iii)

Werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan dié wat in hierdie Ooreenkoms voorgeskryf word vir Loon D-werknemers of wat besoldig word teen minstens R1 283,10 per maand, uitgesonderd betaling vir oortydwerk	Verlofsiklus by dieselfde werkgever		
	Eerste verlofsiklus	Tweede verlofsiklus	Derde of latere verlofsiklus
	R	R	R
Waar die werknemer se loonskaal hoogstens 949,5 sent per uur is .	1 241	1 383	1 591
Waar die werknemer se loonskaal 950 sent per uur of meer is . .	1 445	1 612	1 852

(iv) Apprentices:

	R
First leave cycle	578
Second leave cycle.....	726
Third leave cycle.....	1 019
Fourth leave cycle	1 667

(iv) Vakleerlinge:

	R
Eerste verlofsiklus	578
Tweede verlofsiklus	726
Derde verlofsiklus	1 019
Vierde verlofsiklus.....	1 667

(v)

Category	Leave cycle with same employer		
	First leave cycle	Second leave cycle	Third or more leave cycle
	R	R	R
Driving of any vehicle authorised to carry a payload of up to and including 1 000 kg and driving of power operated forklift controlled from on board by the operator.....	732	816	937
Over 1 000 kg and up to 3 000 kg	751	838	963
Over 3 000 kg and up to 4 500 kg	861	960	1 103
Over 4 500 kg and up to 6 500 kg	902	1 006	1 156
Over 6 500 kg	916	1 021	1 173

(vi) Structural Engineering

Job Grade	Leave cycle with same employer			
	Minimum rate per hour	First leave cycle	Second leave cycle	Third or more leave cycle
	R	R	R	R
Category 5	9,50	1 445	1 612	1 852
Category 4	8,28	1 259	1 405	1 614
Category 3	6,77	1 030	1 149	1 320
Category 2	5,25	799	891	1 023
Category 1	4,18	636	709	815
Category 1(a)	3,76	572	638	733

13. SECTION 16.—ALLOWANCES

Substitute the following for section (A):

“(A) *Travelling and subsistence allowance*”—(1) This section makes provision for travelling and subsistence provisions and allowances in respect of the following categories or classes of employees:

(a) **Group A**

Employees who are occasionally required to work away from their usual place of work.

(b) **Group B**

“*Site work employees*”—A site work employee is an employee by reason of his employment is normally required to live away from his usual place of residence. For purposes of this section the place where the employee first presents himself for employment shall be regarded as his usual place of residence.

(c) **Group C**

The provisions of section 16 shall not apply in respect of the following categories of employees:

- Employees who are recruited, or who present themselves at a site for employment, at that specific site.
- Employees who by reason of their employment are normally required to work on various sites but are not required to live away from their usual place of residence.

(v)

Kategorie	Verlofsiklus by dieselfde werkgever		
	Eerste verlofsiklus	Tweede verlofsiklus	Derde of latere verlofsiklus
	R	R	R
Enige ander voertuig dryf wat gelisensieer is om 'n loonvrag van tot en met 1 000 kg te vervoer en 'n krag-aangedrewe vorkhefwa dryf wat beheer word vanaf die voertuig deur die operateur	732	816	937
Meer as 1 000 kg en tot en met 3 000 kg	751	838	963
Meer as 3 000 kg en tot en met 4 500 kg	861	960	1 103
Meer as 4 500 kg en tot en met 6 500 kg	902	1 006	1 156
Meer as 6 500 kg	916	1 021	1 173

(vi) Struktuuringenieurswese:

Loonkategorieë	Verlofsiklus by dieselfde werkgever			
	Minimum loon per uur	Eerste verlofsiklus	Tweede verlofsiklus	Derde of latere verlofsiklus
	R	R	R	R
Kategorie 5	9,50	1 445	1 612	1 852
Kategorie 4	8,28	1 259	1 405	1 614
Kategorie 3	6,77	1 030	1 149	1 320
Kategorie 2	5,25	799	891	1 023
Kategorie 1	4,18	636	709	815
Kategorie 1(a) ...	3,76	572	638	733

13. KLOUSULE 16.—TOELAE

Vervang seksie (A) deur die volgende:

“(A) *Reis- en verblyftoelae*”—(1) Hierdie seksie maak voorsiening vir reis- en verblyfbepalings en -toelae ten opsigte van die volgende kategorieë op klasse van werknemers:

(a) **Groep A**

Werknemers van wie daar vereis word om soms op 'n ander plek as die werknemer se gewone werkplek te werk.

(b) **Groep B**

“*Terreinwerkers*”—'n Terreinwerker is 'n werknemer wat as gevolg van sy werk normaalweg op 'n ander plek as sy gewone woonplek moet woon. Vir die doeleindes van hierdie seksie moet die plek waar die werknemer homself vir die eerste keer vir werk aanmeld, geag word sy gewone woonplek te wees.

(c) **Groep C**

Die bepalinge van klousule 16 is nie van toepassing ten opsigte van die volgende kategorieë werknemers nie:

- Werknemers wat gewerf word, of wat hulleself vir werk by 'n terrein aanmeld, by daardie spesifieke terrein.
- Werknemers van wie daar normaalweg, as gevolg van hulle werk, vereis word om op verskeie terreine te werk, maar van wie daar nie vereis word om weg van hul gewone woonplek te woon nie.

(2) Group A

This section applies to employees who are occasionally required to work away from their usual place of work.

- (a) Where an employee is required to work away from his usual working place, the employee shall be provided with transport conforming to applicable local Road ordinance requirements, at the employer's expense or be reimbursed by the employer for travelling expenses as mutually agreed between the employer and employee if the employer does not provide transport.
- (b) The employee shall be paid at his normal hourly rate for travelling during ordinary hours of work and at half his normal hourly rate outside the ordinary hours of work.
- (c) Where the employee is required to work or travel in excess of three hours of the commencement or of the completion of such employee's normal working hours the employer shall reimburse the employee for substantiated meal expenses incurred during this period of travelling.
- (d) Where overnight stay is required, the employer shall provide and pay for all accommodation and meals, but where accommodation only is provided the employer shall pay the subsistence allowance as set out in subsection 4 hereof for each night of overnight stay.

(3) Group B

This section applies to site work employees, i.e. employees who by reason of their employment are normally required to live away from their usual place of residence.

- (a) The employer shall provide the employee with transport conforming to applicable Road Ordinance requirements, at the employer's expense or if the employer does not provide transport to reimburse the employee for travelling expenses as mutually agreed between the employer and employee under the following circumstances:
 - (i) On transfer to site: From the place where the employee first presents himself for employment to the site.
 - (ii) On termination of employment: from the site to the railway station nearest the employee's usual place of residence. This shall not apply where the termination occurs within the first month of employment, provided such termination is not as a result of the completion of the work for which the employee was employed.
 - (iii) On annual leave: From the site to the railway station nearest to the employee's usual place of residence on proceeding on annual leave and return to the site following completion of the annual leave.
 - (iv) On transfer to a new site: From that site to a new site where the employee accepts employment at the new site.
- (b) The employer shall pay for meals whilst travelling in terms of (i) above. Bedding shall also be provided if overnight rail travel is necessary.
- (c) The employer shall provide accommodation and meals on site. Where accommodation is provided but no meals are supplied then the employee shall be entitled to the subsistence allowance set out in subsection 4 hereof.

(4) Subsistence allowance.—The subsistence allowance applicable to employees under section A and B is:

Grade	Allowance per day
Rates A to B	R20,00
Rates C to DDD	R18,00
Rates E to I	R12,00

Structural Engineering

—Categories 4 and 5	R20,00
—Category 3	R18,00
—Categories 1(a), 1 and 2	R12,00."

(2) Groep A

Hierdie seksie is van toepassing op werknemers van wie daar vereis word om soms op 'n ander plek as die werknemer se gewone werkplek te werk.

- (a) Waar daar van 'n werknemer vereis word om werk te verrig op 'n ander plek as sy gewone werkplek, moet die werknemer voorsien word van vervoer in ooreenstemming met die toepaslike plaaslike padordonnansievereistes, waarvan die koste betaal moet word deur die werkgever of die werknemer vergoed moet word vir vervoerkoste soos onderling ooreengekom tussen die werkgever en die werknemer indien die werkgever nie vervoer verskaf nie.
- (b) Waar daar van 'n werknemer vereis word om te reis gedurende die gewone werkure moet hy teen sy gewone uurloon besoldig word en buite die gewone werkure teen die helfte van sy gewone uurloon.
- (c) Waar daar van 'n werknemer vereis word om te werk of te reis binne 'n tydperk van meer as drie uur na die voltooiing van sodanige werknemer se gewone werkure, moet die werkgever die werknemer vergoed vir bewysde maaltyduitgawes aangegaan gedurende hierdie reistydperk.
- (d) Waar oornagverblyf nodig is, moet die werkgever alle inwoning en maaltye verskaf en daarvoor betaal, maar waar slegs inwoning verskaf word, moet die werkgever die verblyftoelae, soos uiteengesit in subseksie (4) hieronder betaal ten opsigte van elke nag se verblyf.

(3) Groep B

Hierdie seksie is van toepassing op terreinwerkers, d.w.s. werknemers wat as gevolg van hul werk normaalweg op 'n ander plek as hul gewone woonplek moet woon.

- (a) Die werkgever moet die werknemer voorsien van vervoer in ooreenstemming met die toepaslike plaaslike padordonnansievereistes, waarvan die koste betaal moet word deur die werkgever, of indien die werkgever nie vervoer verskaf nie moet die werknemer vergoed word vir vervoerontkoste soos onderling ooreengekom tussen die werkgever en die werknemer, onder die volgende omstandighede:
 - (i) Tydens oorplasings na die terrein: Vanaf die plek waar die werknemer hom die eerste keer vir werk aanmeld na die terrein.
 - (ii) Tydens beëindiging van diens: Vanaf die terrein na die spoorwegstasie naaste aan die werknemer se gewone woonplek. Hierdie bepaling geld nie waar die beëindiging binne die eerste maand van diens plaasvind nie, mits sodanige diensbeëindiging nie plaasvind as gevolg van die voltooiing van die werk waarvoor die werknemer in diens geneem is nie.
 - (iii) Tydens jaarlikse verlof: Vanaf die terrein na die spoorwegstasie naaste aan die werknemer se gewone woonplek wanneer hy met sy jaarlikse verlof gaan, en terug keer na die terrein aan die einde van sy jaarlikse verlof.
 - (iv) Tydens oorplasing na 'n nuwe terrein: Vanaf daardie terrein na 'n nuwe terrein waar 'n werknemer by 'n nuwe terrein diens aanvaar.
- (b) Die werkgever moet vir maaltye betaal wanneer die werknemer ingevolge (i) hierbo reis. Beddegoed moet ook verskaf word indien daar oornag per spoor gereis word.
- (c) Die werkgever moet huisvesting en maaltye op die terrien verskaf. Waar huisvesting beskikbaar gestel word maar geen maaltye verskaf word nie, is die werknemer geregtig op die verblyftoelae soos uiteengesit in subseksie (4) hiervan.

(4) Verblyftoelae.—Die verblyftoelae van toepassing op werknemers kragtens seksies A en B is:

Kategorie	Toelae per dag
Loon A tot B	R20,00
Loon C tot DDD	R18,00
Loon E tot I	R12,00

Struktuuringenieurswese

—Kategorieë 4 en 5	R20,00
—Kategorieë 3	R18,00
—Kategorieë 1(a), 1 en 2	R12,00."

14. SECTION 22.—EXEMPTIONS

(1) Substitute the following for the existing subsection (1):

“(1)(a) The Council may, in accordance with the provisions of section 51(3) of the Act, grant exemption from any or all of the provisions of this Agreement to any employer or employee.

(b) Applications for exemption shall be addressed to the Secretary of the Regional Council of the area concerned and shall be considered on merit.

(c) All wage exemption applications shall, on merit, be considered by the Council subject to the proviso that every application is supported by documentation indicating that the representative trade unions at the particular establishment were consulted prior to application being made and that written proof of the consultation is made available to the Council.”

15. SECTION 23.—EMPLOYMENT OF TRADE UNION LABOUR

Substitute the following for this section:

“23. EMPLOYMENT OF TRADE UNION LABOUR

(1)(a) Save as provided for in subsections (2) and (3), no employee who, at the date of coming into operation of this Agreement, is eligible for membership of a trade union which is a party to this Agreement—

- (i) and who is not a member of such trade union;
- (ii) and who does not become a member of such trade union within 90 days thereafter;
- (iii) and who does not become a member of such trade union from the date of entering employment, where such entering into employment takes place after publication of this Agreement; shall be employed by an employer who is a member of one of the employer organisations party to this Agreement.

(b) No employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the said employers' organisations.

(c) No employee, who at the date of coming into operation of this Agreement, was a member of a trade union which is a party to this Agreement shall be affected by the provisions of subsection (1)(a) where a change in employment takes place subsequent to the coming into operation of this Agreement:

Provided that this subsection shall be limited in its application to employees performing work scheduled in this Agreement at Rates A, A1, AA, AB, B, C and D and shall not apply to the manufacture and/or remanufacture of electric cable in Schedule F or to the manufacture of radios in Division D/32 of this Agreement.

(2) No employer in the Foundry Trade who is a member of an employers' organisation which is a party to this Agreement shall, [subject to the provisions of subsections (1)(a) and (c)], employ any person on any of the classes of work marked with an asterisk (*) in Wage Division D/6 (Foundry and/or Castings Division) who is eligible but not a member of the Iron Moulders' Society of South Africa and no person who is a member of the Iron Moulders' Society of South Africa shall work for an employer in the Foundry Trade who is not a member of one of the said employers' organisations.

(3) The provisions of this section shall not apply in respect of an immigrant who is eligible for membership of a trade union which is a party to the Agreement during the first year after the date of his entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first 90 days of his employment in the Industries refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(4) Apart from any person's rights in terms of section 51(10) of the Act, the Council may grant exemption from the provisions of subsections (1) and (2) for any good and sufficient reason and, further, the said subsections shall not apply to persons who, in the opinion of the Council, have been refused membership of a party to this Agreement without reasonable cause, and who have reported such refusal to the Council.”

16. SECTION 29.—INJURY ON DUTY ALLOWANCE

In subsection (1), in the third last line, insert the expression “of section 8(2)” after the expression “benefit provisions”.

17. SECTION 29bis.—INJURY ON DUTY—INSURANCE COVER FOR EMPLOYEES NOT COVERED BY WORKMEN'S COMPENSATION ACT

Substitute the following for this section:

14. KLOUSULE 22.—VRYSTELLINGS

Vervang subklousule (1) deur die volgende:

“(1)(a) Ooreenkomstig artikel 51(3) van die Wet, kan die Raad vrystelling van enigeen van of al die bepalings van hierdie Ooreenkoms aan 'n werkgewer of 'n werknemer verleen.

(b) Aansoek om vrystelling moet gerig word aan die sekretaris van die Streekraad van die betrokke gebied en sal op meriete oorweeg word.

(c) Alle aansoek om loonvrystelling sal op meriete deur die Raad oorweeg word onderworpe aan die voorwaarde dat elke aansoek vergesel word deur dokumentasie wat aandui dat die verteenwoordigende vakverenigings by die betrokke bedryfs-inrigting geraadpleeg is vóórdat aansoek gedoen is en dat skriftelike bewys van die raadpleging aan die Raad beskikbaar gestel word.”

15. KLOUSULE 23.—INDIENSMENING VAN VAKVERENIGINGARBEID

Vervang hierdie klousule deur die volgende:

“23. INDIENSMENING VAN VAKVERENIGINGARBEID

(1)(a) Behoudens subklousules (2) en (3), mag geen werknemer wat, op die datum van inwerkingtreding van hierdie Ooreenkoms, kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is—

- (i) en wat nie 'n lid van sodanige vakvereniging is nie;
- (ii) en wat nie binne 90 dae daarna 'n lid van sodanige vakvereniging word nie;
- (iii) en wat nie 'n lid van sodanige vakvereniging word vanaf die datum van indiensneming, waar sodanige indiensneming plaasvind na die datum van publikasie van hierdie Ooreenkoms;

deur 'n werkgewer wat lid is van een van die werkgewersorganisasies wat 'n party by hierdie Ooreenkoms is in diens geneem word nie.

(b) Geen werknemer wat lid van een van die vakverenigings is mag vir 'n werkgewer werk wat nie lid van een van die gemelde werkgewersorganisasies is nie.

(c) Geen werknemer wat op dié datum van inwerkingtreding van hierdie Ooreenkoms 'n lid was van 'n vakvereniging wat 'n party by hierdie Ooreenkoms is, mag geraak word deur subklousule (1)(a) indien daar 'n verandering ten opsigte van indiensneming plaasvind na die inwerkingtreding van hierdie Ooreenkoms nie: Met dien verstande dat die toepassing van hierdie subklousule beperk is tot werknemers wat werk verrig wat in hierdie Ooreenkoms onder Loon A, A1, AA, AB, B, C en D ingedeel is en dat dit nie op die vervaardiging en/of hervervaardiging van elektriese kables in Bylae F of op die vervaardiging van radio's in Afdeling D/32 van hierdie Ooreenkoms van toepassing is nie.

(2) Geen werkgewer in die Gieterijbedryf wat lid is van 'n werkgewersorganisasie wat 'n party by die Ooreenkoms is, [mag behoudens subklousules (1)(a) en (c)] iemand vir die klasse werk wat aldus met 'n sterretjie (*) in Loonafdeling D/6 (Afdeling vir Smelt-en/of Gieterwerk) gemerk is, in diens neem as so 'n persoon kwalifiseer vir lidmaatskap maar nie 'n lid van die Iron Moulders' Society of South Africa is nie, en niemand wat lid van die Iron Moulders' Society of South Africa is, mag werk vir 'n werkgewer in die Gieterijbedryf wat nie lid van een van die gemelde werkgewersorganisasies is nie.

(3) Hierdie klousule is nie van toepassing ten opsigte van 'n immigrant wat kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is, gedurende die eerste jaar na sy aankoms in die Republiek van Suid-Afrika nie: Met dien verstande dat as 'n immigrant te eniger tyd na sy eerste 90 dae diens in die Nywerhede 'n uitnodiging van die betrokke vakvereniging om aansoek om lidmaatskap daarvan te doen, van die hand gewys het, die bepalings van hierdie klousule onmiddellik in werking tree.

(4) Afgesien van enigiemand se regte kragtens artikel 51(10) van die Wet, kan die Raad vrystelling van die bepalings van subklousules (1) en (2) om 'n regsgeldige rede verleen, en genoemde subklousules is nie van toepassing nie op enigeen wat, na die mening van die Raad, sonder 'n grondige rede lidmaatskap van 'n party by hierdie Ooreenkoms gewier is en wat sodanige weiering aan die Raad gerapporteer het.”

16. KLOUSULE 29.—TOELAE VIR BESERING OP DIENS

In subklousule (1), in die derde laaste reël, voeg die uitdrukking “van klousule 8(2)” in na die uitdrukking “insake siektebystand”.

17. KLOUSULE 29bis.—DIENSBESERINGS—ASSURANSIEBEDEKKING VIR WERKNEMERS BUITE BESTEK VAN ONGEVALLEWET

Vervang hierdie klousule deur die volgende:

"29bis.—INJURY ON DUTY—INSURANCE COVER FOR EMPLOYEES NOT COVERED BY THE WORKMEN'S COMPENSATION ACT

(1) Every employer shall either arrange with the Workmen's Compensation Commissioner to extend and maintain the cover provided by the Workmen's Compensation Act to all his employees who fall within the provisions of this Agreement or, alternatively, take out and maintain an insurance policy to provide fixed benefits in respect of such employees who fall within the provisions of this Agreement whose earnings exceed the earnings ceiling of the Workmen's Compensation Act.

(2) For the purposes of this section 'fixed benefits' shall mean the following benefits in respect of injury or death arising out of and in the course of employment:

- A death benefit not less than that provided by the Workmen's Compensation Act;
- permanent disability benefits not less than that provided by the Workmen's Compensation Act;
- medical expenses of not less than R5 000 in respect of an injury;
- compensation benefits in respect of loss of earnings not less than provided by the Workmen's Compensation Act.

(3) Failure by an employer to comply with the provisions of subsection (1) shall result in the employer accepting the obligation to meet the 'fixed benefits' in respect of an injury or death arising out of and in the course of employment to such employee as specified under subsection (2)."

18. SECTION 37.—CASUAL LEAVE

Substitute the following for the existing section:

"37. SPECIAL PROVISIONS RELATING TO 21 MARCH 1991

Should an employee be absent from his normal shift on 21 March 1991 he shall not be entitled to payment for the shift and the employer shall not institute any disciplinary procedures against such an employee in respect of such absence."

PART II

19. SECTION 1.—WAGES AND/OR EARNINGS

Substitute the following for subsection (1):

"(1)(a) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(b) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

<i>Class of work</i>	<i>Amount per hour</i>
	<i>c</i>
Rate A and A1	129
Rate AA	129
Rate AA—employees with less than six months of continuous service at the above date	116
Rate AB	107
Rate B	95
Rate C	86
Rate D	85
Rate DD	84
Rate DDD	84
Rate E	78
Rate F	75

"29bis.—BESERINGS OP DIENS—ASSURANSIEDEKKING VIR WERKNEMERS BUITE DIE BESTEK VAN DIE ONGEVALLEWET

(1) Elke werkgever moet met die Ongevallekommissaris reël om die dekking wat deur genoemde Wet verskaf word, uit te brei en in stand te hou ten opsigte van al sy werknemers wat onderworpe is aan die bepalinge van hierdie Ooreenkoms, of anders, assuransiëpolis uitneem en in stand hou wat vasgestelde voordele verskaf ten opsigte van werknemers wat onderworpe is aan die bepalinge van hierdie Ooreenkoms maar wie se inkomste hoër is as die loonskaalperk van die Ongevallewet.

(2) Vir die toepassing van hierdie klousule beteken 'vasgestelde voordele' die volgende voordele ten opsigte van beserings of dood wat voortspruit uit indiensneming of voorkoms gedurende die dienstermyn van 'n werknemer:

- Sterftevoordele wat nie minder is nie as die voordele waarvoor daar in die Ongevallewet voorsiening gemaak word;
- permanente ongeskiktheidsvoordele wat nie minder is nie as dié voordele waarvoor daar in die Ongevallewet voorsiening gemaak word;
- mediese kostes van minstens R5 000 ten opsigte van enige besering;
- kompensasievoordele ten opsigte van verlies van verdienste wat nie minder is nie as dié voordele waarvoor daar in die Ongevallewet voorsiening gemaak word.

(3) Indien 'n werkgever versuim om te voldoen aan die bepalinge van subklousule (1) sal dit tot gevolg hê dat die werkgever die verpligting aanvaar om 'vasgestelde voordele' gestand te doen ten opsigte van 'n besering of dood wat voortspruit uit indiensneming of voorkom gedurende die dienstermyn van 'n werknemer soos uiteengesit in subklousule (2) hierbo."

18. KLOUSULE 37.—LOS VERLOF

Vervang klousule 37 deur die volgende:

"37. SPESIALE BEPALINGS TEN OPSIGTE VAN 21 MAART 1991

Indien 'n werknemer op 21 Maart 1991 van sy gewone skof afwesig is, is hy nie geregtig op betaling vir sodanige skof nie, en die werkgever mag geen dissiplinêre stappe teen sodanige werknemer ten opsigte van sodanige afwesigheid nie doen nie."

DEEL II

19. KLOUSULE 1.—LONE EN/OF VERDIENSTE

Vervang subklousule (1) deur die volgende:

"(1)(a) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word vir die klas werk waarvoor hy in diens geneem is, moet nog minstens sodanige hoër loon ontvang terwyl hy by dieselfde werkgever in diens is en terwyl hy dieselfde werk verrig of ander werk waarvoor 'n laer loon voorgeskryf word.

(b) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms by 'n werkgever in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgever is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

<i>Klas werk</i>	<i>Bedrag per uur</i>
	<i>c</i>
Loon A en A1	129
Loon AA	129
Loon AA—werknemers met minder as ses maande ononderbroke diens op bogenoemde datum	116
Loon AB	107
Loon B	95
Loon C	86
Loon D	85
Loon DD	84
Loon DDD	84
Loon E	78
Loon F	75

<i>Class of work</i>	<i>Amount per hour</i>
Rate G	70
Rate H	67
<i>Apprentices</i>	
First year	47
Second year	54
Third year	66
Fourth year	107

SCHEDULE G

	<i>Amount per hour c</i>
Job 155:	
First three months of experience	84
Second three months of experience	84
Job 166 (Vehicle driving):	
Driving of any vehicle authorised to carry a pay-load of up to and including 1 000 kg and forklift driving of power operated forklift controlled from on board by the operation	76
Over 1 000 kg and up to 3 000 kg	77
Over 3 000 kg and up to 4 500 kg	85
Over 4 500 kg and up to 6 500	86
Over 6 500 kg	87
Job 191 (a):	
First year of experience	92
Thereafter	94
Job 191 (b):	
First year of experience	84
Thereafter	83

(d) Structural engineering:

<i>Category</i>	<i>Amount per hour c</i>
5	129
4	105
3	90
2	74
1	67
1(a)	58

SCHEDULE D

	<i>Amount per hour c</i>
Division D/4	
Job 1:	
First six months' experience	66
Second six months' experience	84
Third six months' experience	84
Fourth six months' experience	84

Division D/12: Probationary periods and rates of pay therefor**RATE B****Newcomers:**

First two months	84
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RATE C**Newcomers:**

First two months	84
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RATE D**Newcomers:**

First two months	84
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Division D/19:**Job 32:**

First year of experience	120
Second year experience	128

<i>Klas werk</i>	<i>Bedrag per uur</i>
Loon G	70
Loon H	67
<i>Vakleerlinge</i>	
Eerste jaar	47
Tweede jaar	54
Derde jaar	66
Vierde jaar	107

BYLAE G

	<i>Bedrag per uur c</i>
Item 155:	
Eerste drie maande ondervinding	84
Tweede drie maande ondervinding	84
Item 166 (Voertuie dryf):	
Enige voertuig dryf wat gelisensieer is om 'n loonvrag van tot en met 1 000 kg te vervoer en 'n kragaaangedrewe vorkhyswa dryf wat beheer word vanaf die voertuig deur die operateur	76
Meer as 1 000 kg tot en met 3 000 kg	77
Meer as 3 000 kg tot en met 4 500 kg	85
Meer as 4 500 kg tot en met 6 500	86
Meer as 6 500 kg	87
Item 191(a):	
Eerste jaar ondervinding	92
Daarna	94

Item 191(b):

Eerste jaar ondervinding	84
Daarna	83

(d) Struktuuringenieurswese:

<i>Kategorië</i>	<i>Bedrag per uur c</i>
5	129
4	105
3	90
2	74
1	67
1(a)	58

BYLAE D

	<i>Bedrag per uur c</i>
Afdeling D/4	
Item 1:	
Eerste ses maande ondervinding	66
Tweede ses maande ondervinding	84
Derde ses maande ondervinding	84
Vierde ses maande ondervinding	84

Afdeling D/12: Proeftydperke en loontariewe daarvoor**LOON B****Nuwelinge:**

Eerste twee maande	84
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LOON C**Nuwelinge:**

Eerste twee maande	84
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LOON D**Nuwelinge:**

Eerste twee maande	84
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Afdeling D/19:**Item 32:**

Eerste jaar ondervinding	120
Tweede jaar ondervinding	128

Class of work	Amount per hour
Job 34:	
First six months' experience	68
Job 35:	
First six months' experience	68
Division D/22:	
Jobs 71 and 101 to 108 inclusive	84
Jobs 109 to 121 inclusive	70
Jobs 122 to 133 inclusive	62
Division D/23: Footnote to "Probationary periods and rates of pay therefor":	
RATE DDD	
Newcomers to Rate DDD	72
RATE E	
New comers to Rate E	61
Division D/24:	
Job 5	84

SCHEDULE E

Division E/2, Job 21:	
First six months' experience	99
Second six months' experience	109
Third six months' experience	114
Fourth six months' experience	120

SCHEDULE F

Group Z	129
Group Y	98
Group IX	92
Group VIII	88
Group VII	83
Group VI	79
Group V	75
Group IV	72
Group III	70
Group II	68
Group I	67

Provided that—

- (i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 July 1990:

(Provided that—

(a) Any employee to whom no increase or only a part of the prescribed increase was granted on or after 1 July 1990 shall be remunerated by the payment of an amount within 16 weeks after the date of the coming into operation of this Agreement on the basis stated below:

Amount per hour for the employee's class of work pre- scribed above	Less if any	Amount per hour of any increase granted to the employee on or after 1 July 1990
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 July 1990 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later.

(b) Any employee who continued to work 45 hours per week at his ordinary rate of pay for any period during the period from, and including, his first full payweek in October 1990 to the date of coming into force of the Agreement, shall be credited with 20 minutes additional time for each 45 hour week so paid in the determination of the amount to be paid in terms of sub-section (a) hereof).

- (ii) any employee who was engaged after 1 July 1990 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this

Klas werk	Bedrag per uur
Item 34:	
Eerste ses maande ondervinding	68
Item 35:	
Eerste ses maande ondervinding	68
Afdeling D/22:	
Items 71 en 101 tot en met 108	84
Items 109 tot en met 121	70
Items 122 tot en met 133	62

Afdeling D/23: Voetnota by "Proeftydperke en lone daarvoor":

LOON DDD

Nuwelinge by Loon DDD

72

LOON E

Nuwelinge by Loon E

61

Afdeling D/24:

Item 5

84

BYLAE E

Afdeling E/2, Item 21:

Eerste ses maande ondervinding

99

Tweede ses maande ondervinding

109

Derde ses maande ondervinding

114

Vierde ses maande ondervinding

120

BYLAE F

Groep Z	129
Groep Y	98
Groep IX	92
Groep VIII	88
Groep VII	83
Groep VI	79
Groep V	75
Groep IV	72
Groep III	70
Groep II	68
Groep I	67

Met dien verstande dat—

- (i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging of verhogings wat op of na 1 Julie 1990 aan sodanige werknemer toegestaan is;

(Met dien verstande dat—

(a) 'n werknemer aan wie geen verhoging of slegs 'n gedeelte van die voorgeskrewe verhoging op of na 1 Julie 1990 toegestaan was binne 16 weke vanaf die datum van inwerkingtrede van hierdie Ooreenkoms, 'n besoldiging moet ontvang soos volg bereken:

Bedrag per uur vir die werknemer se klas werk soos hierbo uiteengesit	Minus (waar van toepassing)	Bedrag per uur van enige verhoging toegestaan aan die werknemer op of na 1 Julie 1990
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Julie 1990 tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo voorgeskryf, betaal is of die datum van inwerkingtrede van hierdie Ooreenkoms, naamlik die laaste.

(b) Enige werknemer wat 45 uur per week gewerk het teen sy gewone uurloon gedurende enige periode bereken vanaf die begin van die eerste volle betaalweek ten opsigte waarvan hy in Oktober 1990 besoldig is tot die datum van inwerkingtrede van hierdie Ooreenkoms sal met 20 addisionele minute vir elke sodanige week gewerk gekrediteer word ten einde die bedrag betaalbaar ingevolge subklousule (9) hiervan te bepaal.)

- (ii) 'n werknemer wat na 1 Julie 1990 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas werk voorgeskryf is op die datum van

- Agreement shall not be entitled to be paid the additional amount specified in the subsection for his class of work;
- (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1990 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;
 - (iv) for the purposes of this Agreement the rate applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed on 'Incentive bonus work' in terms of section 10 of Part I of the Former Agreement;
 - (v) an employer who intends to grant general increases to all employees or all employees in a particular category of employees in excess of the guaranteed personal minimum increases provided for in this Agreement, shall consult the employees concerned; Provided that, in respect of employees who are members of a union, if the employer is a member of any of the employers organisations which are parties to the Agreement, the employer shall consult the trade unions concerned.

Where an employer, following such consultation, grants such increases over and above that provided for in this Agreement, the Industrial Council shall be notified of the increases granted.

(c)(i) The intention of the parties that negotiated the wage structure as detailed in the scheduled rates in this Agreement is that that wage structure shall by 1 July 1991 have been adjusted so as to reflect a more regular progression of differentials between the wage categories and thereby correct the anomalies that exist in the wage structure. The negotiations in this section shall be seen in this context.

(ii) Where negotiations at individual employer level are voluntarily entered into between an employer and the trade union/s to adjust the amount specified above with the object of correcting anomalies in the wage structure in that establishment such as referred to in (c)(i) the matter being negotiated shall not form part of this Agreement. Any agreement entered into by the parties that negotiated such wage adjustments shall be signed by the said parties and submitted to the relevant Regional Council for monitoring and administration. Any dispute arising from such negotiations not resolved at company level, shall be dealt with in accordance with the Council's dispute settlement procedures. Any interpretation of this clause shall be in accordance with the intention stated above."

20.—SCHEDULE G

(1) In Job 155, substitute the figures "596" and "628" for the figures "512" and "544" respectively.

(2) In Job 166, substitute the figures "481", "494", "566", "593", and "602" for the figures "405", "417", "507" and "515" respectively.

(3) Substitute the following for the existing Schedule G, Section (a)(ix):

"SCHEDULE G, Section (a)(ix)

ELECTROLYTIC FINISHING

For purpose of this technical schedule, electrolytic finishing shall include electroplating, anodising, hard chroming, vacuum casting, chemical and electrochemical brightening, lacquering and operations associated with these processes.

RATE B

1. Supervisory work (n.e.s.).

RATE C

1. The manufacturing and/or reconditioning of plating racks and frames including welding and/or brazing in jigs and/or fixtures or on parts so made as to obviate the need for a fixture.

RATE D

1. Removal and/or replacement of damaged clips and/or contacts on plating racks and/or baths.

inwerkingtreding van hierdie Ooreenkoms nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;

- (iii) 'n werkgever die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 1 Julie 1990 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, nie mag verminder nie, en aan 'n werknemer nie 'n loon teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie;

- (iv) vir die uitvoering van hierdie Ooreenkoms die loon wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing is op werknemers wat 'aansporingsbonuswerk' ingevolge klousule 10 van Deel I van die Vorige Ooreenkoms verrig;

- (v) 'n werkgever wat van voornemens is om algemene verhogings wat meer is as die gewaarborgde persoonlike minimum verhogings voorgeskryf in hierdie Ooreenkoms aan al sy werknemers of sy werknemers in 'n bepaalde kategorie van werknemers toe te staan, sal die werknemers betrokke raadpleeg: Met dien verstande dat die werkgever, indien hy 'n lid van 'n werkgeversorganisasie is wat 'n party tot hierdie Ooreenkoms is, ten opsigte van werknemers wat lede van 'n vakunie is, die betrokke vakunies sal raadpleeg.

Waar 'n werkgever, na sodanige oorlegpleging, verhogings toestaan wat hoër is as dié waarvoor in hierdie Ooreenkoms voorsiening gemaak word, moet die Nywerheidsraad van sodanige verhogings verwittig word.

(c)(i) Die bedoeling van die partye wat die loonstruktuur, soos in die lys van tariewe in hierdie Ooreenkoms uiteengesit, beding het, is dat dié loonstruktuur teen 1 Julie 1991 so aangepas moet wees dat dit 'n meer gereelde differensie opklimming tussen die loongroepe reflekteer om sodoende die onreëlmatighede wat in die loonstruktuur bestaan, reg te stel. Die onderhandelings in hierdie klousule bedoel, moet in hierdie konteks gesien word.

(ii) Wanneer onderhandelings op individuele werkgeversvlak vrywilliglik tussen 'n werkgever en die en die vakvereniging/vakverenigings aangekoop word om die bedrae soos hierbo genoem aan te pas met die doel om onreëlmatighede in die loonstruktuur in sodanige bedryfsinrigting reg te stel, soos bedoel in (c)(i), maak die saak waaroor onderhandel word nie deel van hierdie Ooreenkoms uit nie. Enige sodanige loonwysigingsooreenkoms deur die partye aangegaan moet deur hulle onderteken word en na die relevante Streekraad gestuur word vir monitoring en administrasie. Enige dispuut wat as gevolg van sodanige onderhandelings op fabrieksvlak nie bygelê kan word nie, moet ooreenkomstig die Raad se dispuutbeslegtingsprosedures gehanteer word. Enige vertolking van hierdie klousule moet in ooreenstemming wees met die bedoeling hierbo genoem."

20.—BYLAE G

(1) In item 155, vervang die syfers "512" en "544" deur onderskeidelik die syfers "596" en "628".

(2) In item 166, vervang die syfers "405", "417", "481", "507", en "515" deur onderskeidelik die syfers "481", "494", "566", "593" en "602".

(3) Vervang die bestaande Bylae G, Seksie (a)(ix) deur die volgende:

"BYLAE G, Seksie (a)(ix)

ELEKTROLITIESE AFWERKING

Vir doeleindes van hierdie tegniese bylae omvat elektrolitiese afwerking elektroplatering, anodisering, hardverchroming, vakuumneerslag, chemiese en elektro-chemiese verheldering, verlakkings en werksaamhede in verband met hierdie prosesse.

LOON B

1. Toesighoudende werk (n.e.v.).

LOON C

1. Die vervaardiging en/of vernuwing van plateerrakke en -ramme, met inbegrip van sweis en/of sweissoldeer in setmate en/of setklemme of op onderdele wat so vervaardig is dat die gebruik van 'n setklem nie nodig is nie.

LOON D

1. Verwydering en/of vervanging van beskadigde klemme en/of kontakte op plateerrakke en/of baddens.

RATE F

1. Qualified plating and/or anodising bath attendant. For purposes of the above, a qualified plating and/or anodising bath attendant is an employee who has a minimum period of two year's experience as a bath attendant.
The following operations are to be performed under the supervision of a Rate B supervisor.
2. Attending automatic in-line plating installation, and the loading and/or unloading of carriers and/or plating racks.

RATE G

1. Electrolytic stripping and/or cleaning of metal coatings prior to plating and/or replating.
2. Attending electroplating, anodising and dye colouring baths, the loading and/or unloading of the tanks and the use of permanently installed hoisting equipment, limited to power driven hoists, fixed or moved by hand or power, where necessary.
After two years' experience, these employees shall be considered qualified bath attendants, and paid at Rate F rates of pay.
3. Attending caustic cleaning baths, water rinsing baths, hot water sealant baths and chromate dip baths, scouring and/or scratch-brushing, the loading and/or unloading of the baths and the use of permanently installed hoisting equipment, limited to power-driven hoists, fixed or moved by hand or power, where necessary.
4. Operating barrel in-line plating bath, the loading and/or unloading of the barrels, and the use of permanently installed hoisting equipment, limited to power-driven hoists, fixed or moved by hand or power, where necessary.
5. Grinding and/or buffing and/or dressing and/or brushing and/or polishing by machine.
6. Vacuum coating of prepared articles.
7. Boiler attending.
8. Receipt of orders, writing up job cards and distributing to appropriate plating area.

RATE H

1. Chemical cleaning in tumbling barrel of small articles loaded and plated in bulk.
2. Operating mechanical cleaning machine prior to plating.
3. Making up in bulk electroplating and/or pickling and/or stripping and/or cleaning solutions from bulk products to specification.
4. Preparation of buffing mops with glue and abrasive grits.
5. Lacquering of plated articles by dipping and/or spraying.
6. Cleaning of plated articles prior to lacquering and/or despatch and the visual inspection of the plated article.
7. Loading and/or unloading of plating and/or anodising racks.
8. Application of masking tape to articles prior to plating and removal after plating.
9. Applying insulating coating to plating racks by dipping and/or by taping.
10. Removal of insulation coating from plating racks by chemical or mechanical means or by hand.
11. Scouring and/or scratch brushing.
12. Vat degreasing.
13. Writing and/or unwiring of articles prior to and after immersion in preparation for plating tanks.
14. Stripping plated coatings from reject articles.
15. General labouring."

(4) In Job 191 (a), substitute the figures "712" and "720" for the figures "620" and "626" respectively.

(5) In Job 191 (b), substitute the figures "618" and "658" for the figures "534" and "575" respectively.

(6) In section (d), "Structural engineering", substitute the following for the existing hourly wage rates as specified against the category headings "Instrumentation Work", "Rigging", "Mechanical and General Structural Work", "Electrical Work" and "Welding":

"Category"	Wage rate per hour
	R
5	9,50
4	8,28
3	6,77

LOON F

1. Gekwalifiseerde plateer- en/of anodiseerbaddediener. Vir die bogestelde doeleindes is 'n gekwalifiseerde plateer- en/of anodiseerbaddediener 'n werknemer met minstens twee jaar ondervinding as 'n baddediener.
Ondergenoemde werksaamhede moet verrig word onder die toesig van 'n Loon B-opsiener.
2. Bediening van outomatiese in-lyn-plateerinstallasie en die laai en/of ontlai van draers en/of plateerrakke.

LOON G

1. Elektrolitiese stroping en/of skoonmaak van metaalbedekkings voor platering en/of herplatering.
2. Bediening van elektroplateer-, anodiseer- en kleurstofbaddens, die laai en/of ontlai van die tenks en die gebruik van permanent-geïnstalleerde hysapparaat, beperk tot kragaangedrewe hysmasjiene, vaste installasies of installasies wat met die hand of krag verskuif kan word, waar nodig.
Na twee jaar ondervinding moet hierdie werknemers geag word gekwalifiseerde baddediensers te wees en betaal word teen Loon F-tariewe.
3. Bediening van bytmiddel-schoonmaakbaddens, waterspoelbaddens, warmwaterverseëlbadde, en chromaat-indompelingsbaddens, skraap- en/of skuurborsel, die laai en/of ontlai van die baddens en die gebruik van permanent-geïnstalleerde hysapparaat, beperk tot kragaangedrewe hysmasjiene, vaste installasies of installasies wat met die hand of krag verskuif kan word, waar nodig.
4. Bediening van in-lyn-plateervat, die laai en/of ontlai van die vate en die gebruik van permanent-geïnstalleerde hysapparaat, beperk tot kragaangedrewe hysmasjiene, vaste installasies of installasies wat met die hand of krag verskuif kan word, waar nodig.
5. Skuur en/of poets en/of afwerk en/of borsel en/of poleer deur middel van 'n masjien.
6. Vakuu laagbedekking van voorbereide artikels.
7. Stoomketels bedien.
8. Ontvang van bestellings, opskryf van werkkaarte en verspreiding na toepaslike plateringsgebied.

LOON H

1. Chemiese skoonmaak in poetstrommel van klein artikels wat in grootmaat gelaai en geplateer word.
2. Bediening van meganiese skoonmaakmasjiens voor platering.
3. Voorbereiding in grootmaat van elektroplateer- en/of byt- en/of afstroop- en/of skoonmaakoplossings uit produkte in grootmaat, volgens spesifikasie.
4. Voorbereiding van polyswiël met lym en grintskuurmiddel.
5. Verlakking van geplateerde artikels by wyse van indompeling en/of bespuiting.
6. Skoonmaak van geplateerde artikels voor verlakking en/of versending en die visuele inspeksie van die geplateerde artikel.
7. Plateer- en/of anodiseerrakke laai en/of ontlai.
8. Maskering aan artikel aanwend voor platering en dit daarna weer verwyder.
9. Isoleerbedekking aan plateerrakke aanwend deur indompeling en/of ontwikkeling.
10. Isoleerbedekking van plateerrakke verwyder wet chemiese of meganiese middels of met die hand.
11. Skuur- en/of krapborselwerk.
12. Vate ontvet.
13. Bedrading en/of ontdrading van artikels vóór en ná indompeling ter voorbereiding vir plateervate.
14. Geplateerde bedekkings van afgekeurde items afstroop.
15. Algemene arbeid."

(4) In item 191 (a), vervang die syfers "620", en "626" deur onderskeidelik die syfers "712", en "720".

(5) In item 191 (b), vervang die syfers "534", en "575" deur onderskeidelik die syfers "618", en "658".

(6) In seksie (d), "Struktuuringenieurswese", vervang die bestaande uurlikse loontariewe soos aangeteken teenoor die kategorie-opskrifte "Instrumentasiewerk", "Touwerk", "Meganiese en Algemene Struktuurwerk", "Elektriese Werk" en "Sweiswerk" deur die volgende:

"Kategorie"	Loonskaal per uur
	R
5	9,50
4	8,28
3	6,77

2	5,25
1	4,18
1 (a)	3,76."

21. SCHEDULE D

(1) In Division D/4, in Job 1, substitute the figures "430", "542", "614" and "641" for the figures "364", "458", "530" and "557" respectively.

(2) Substitute the following for the existing Division D/5:

"DIVISION D/5**PRESS KNIFE AND CUTTER AND FOOTWEAR TACK AND NAIL MANUFACTURING DIVISION****RATE A**

1. Forging and/or welding (n.e.s.)

RATE B

1. Supervisory work (n.e.s.)
2. Supervisory work, including setting up, in the manufacture of footwear tacks and nails:

First year's learnership	Rate D
Second year's learnership	Rate C
Thereafter	Rate B

RATE C

1. Supervisory work (Heat treatment)

First six months	Rate D
------------------------	--------

RATE D

1. Making and/or marking metal patterns and/or templets.
2. Milling and/or routing of steel to profile, by machine.
3. Final edging and/or sharpening to templets.
4. Final checking of knives to pattern.

RATE E

1. Brazing and/or silver soldering of knife steel at joints.
2. Sawing of knife steel.
3. Welding of knife steel and bracing steel (n.e.s.).
4. Pedestal and/or hand drilling to patterns for perforating tubes and/or prickers.
5. Jigging of plywood or other substance to pattern, and insertion of knife steel, punches and prickers into the jigged material.

RATE F

1. Random drilling of knife steel.
2. Surface grinding by machine to obtain a flat surface.
3. Making and/or marking metal patterns under supervision of a Rate D employee.

RATE G

1. Butt and/or spot and/or stitch welding by machine.
2. Bending knife steel to patterns and/or templets.
3. Grinding, sanding and/or filing of knife steel prior to final edging.
4. Marking and/or cutting of knife and/or bracing steel.
5. Operating tack and/or nail making machines.
6. Oxidizing of finished articles.
7. Punching of identifying symbols onto knives and/or cutters.
8. Insertion of prickers and/or perforating tubes by press.

RATE H

1. Application of protective paint coating.
2. Buffing and/or polishing.
3. Cleaning and/or pickling.
4. Furnace loading and/or unloading and/or stoking and/or quenching.
5. General labouring."

(3) Substitute the following for the existing Division D/7:

"DIVISION D/7**GATE AND/OR FENCE MANUFACTURING AND ERECTING DIVISION**

The following operations in the manufacturing and/or fabricating and/or erecting of wrought iron and/or wire and/or tubular gates and/or frames and/or fencing and/or domestic and/or garden railings and/or burglar-proofing and/or prison bars and/or wire screenings

2	5,25
1	4,18
1 (a)	3,76."

21. BYLAE D

(1) In Afdeling D/4, in item 1, vervang die syfers "364", "458", "530" en "557" deur onderskeidelik die syfers "430", "542", "614" en "641".

(2) Vervang die bestaande Afdeling D/5 deur die volgende:

"AFDELING D/5**AFDELING VIR DIE VERVAARDIGING VAN DRUKMESSE EN -SNYERS EN PLATKOPSPYKERTJIES EN SKOEN-SPYKERS VIR DIE SKOEISELNYWERHEID****LOON A**

1. Smee en/of sweis (n.e.v.)

LOON B

1. Toesigwerk (n.e.v.)
2. Toesigwerk, met inbegrip van opstel, by die vervaardiging van platkopspykertjies en skoenspykers vir die skoeiselnywerheid:

Eerste jaar leerlingskap	Loon D
Tweede jaar leerlingskap	Loon C
Daarna	Loon B

LOON C

1. Toesigwerk (Hittebehandeling)

Eerste ses maande	Loon D
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LOON D

1. Maak en/of merk van metaalmodelle en/of patrone.
2. Frees en/of verdieping van staal volgens profiel, met 'n masjien.
3. Finale afkanting en/of skerpmak volgens patrone.
4. Finale nagaan van messe volgens patrone.

LOON E

1. Sweissoldeer en/of silwersoldeer van messtaal by verbindings.
2. Saag van messtaal.
3. Sweis van messtaal en verspanstaal (n.e.v.).
4. Voetstuk- en/of handboor volgens patrone vir perforeerbuis en/of prikkers.
5. Set van laaghout of ander materie volgens patroon en invoeging van messtaal, ponse en prikkers in die gesette materiaal.

LOON F

1. Willekeurige boor van messtaal.
2. Oppervlak met 'n masjien slyp om 'n gelyke oppervlak te verkry.
3. Maak en/of merk van metaalmodelle onder toesig van 'n Loon D-werknemer.

LOON G

1. Stuk- en/of punt- en/of steekswis met 'n masjien.
2. Messtaal buig volgens modelle en/of patrone.
3. Messtaal slyp, tromskuur en/of vyl voor finale afkanting.
4. Mes- en/of verspanstaal maak en/of sny.
5. Platkopspykertjie- en/of spykermasjiene bedien.
6. Afgewerkte artikels oksideer.
7. Identifikasie-simbole op messe en/of snyers pons.
8. Prikkers en/of perforeerbuis met 'n pers invoeg.

LOON H

1. Beskermende verfdeklaag aanbring.
2. Poets en/of poleer.
3. Skoonmaak en/of skoonbyt.
4. Oonde laai en/of ontlaai en/of stook en/of blus.
5. Algemene arbeid."

(3) Vervang die bestaande Afdeling D/7 deur die volgende:

"AFDELING D/7**AFDELING VIR DIE VERVAARDIGING VAN HEKKE EN/OF OMHEININGS EN DIE OPRIGTING DAARVAN**

Die volgende werksaamhede by die vervaardiging en/of fabrisering en/of oprigting van smeeyster- en/of draad- en/of pyphekke en/of -rame en/of omheinings en/of huis- en/of tuinraliewerk en/of diefwering en/of tronkralies en/of draadskerms en/of tuinmeubels

and/or garden furniture and/or wash-line equipment and/or components and/or parts associated with the aforementioned articles.

Section (a)—Manufacturing of fencing, railings, gates, burglar-proofing and wash-line components

RATE B

1. Supervisory work where so appointed, including attending and setting continuous tube welding plant (maximum of 76 mm diameter and 2 mm wall thickness).

RATE C

1. Operating continuous tube welding plant, including roll changing (maximum of 76 mm diameter and 2 mm wall thickness).

RATE D

1. Down-hand ferrous welding and assembly, in or outside of jigs, including marking out and setting up, of fencing and burglar-proofing components, posts, stays, gates, window guards, security gates and wash-line equipment.

RATE E

1. Cutting, bending, drilling, punching, threading, tapping and forming of fencing and burglarproofing components, wash-line equipment, gate frames, scrolls, fencing posts and stays and the like.

RATE F

1. Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process).

RATE G

1. Automatic chain link and/or diamond mesh and/or barbed wire and/or crimping machine operating (including machine running adjustments when necessitated by the manufacturing process).

RATE I

1. Cleaning, painting, wiring and finishing-off of fencing, gates, burglar-proofing, wash-line equipment and components.
2. General labouring.

Section (b)—Erecting/Site work

Note.—For the purposes of this Section, employees only engaged on the following operations shall *not* form part of gate and/or fence erection and shall be regarded as being unscheduled:

Digging and/or filling holes and/or mixing and/or pouring concrete and/or bush clearing and/or loading and/or unloading and/or moving of materials.

RATE D

1. Team leader.
Responsible for setting-out work and supervising erecting team.

RATE DDD

1. Driver/Erector.

RATE I

1. Erectors of burglarproofing and/or fencing.

Section (c)—Miscellaneous manufacturing

Note.—Subject to the preamble to this Division, excluding gates, fence, railings, burglarproofing and wash-line manufacture.

RATE D

1. Galvanising (supervisory work).

RATE E

1. Repetition marking off material to given lengths for cutting purposes, using rule and/or tape measure and/or marking off material, under supervision of a Rate A to D employee.

en/of wasgoeddraaduitrusting en/of komponente en/of onderdele wat met voornoemde artikels in verband staan.

Seksie (a)—Vervaardiging van omheinings, relings, hekke, diefwering en wasgoeddraadkomponente

LOON B

1. Toesigwerk waar aldus aangestel, insluitende die bediening en instelling van 'n ononderbroke pypswaisinstallasie (maksimum deursnee 76 mm en maksimum wanddikte 2 mm).

LOON C

1. Bediening van ononderbroke pypswaisinstallasie, met inbegrip van metaalstrookrolplasing (maksimum deursnee 76 mm en wanddikte 2 mm).

LOON D

1. Onderhandystersweising en montering, binne of buite setmate, insluitende afmerk en opstel, van omheinings en diefwering-komponente, pale, stutte, hekke, vensterrame, sekuriteitshekke en wasgoeddraaduitrusting.

LOON E

1. Afsny, buig, boor, pons, draadsny, moerdraadsny en fatsoeneer van omheinings en diefweringkomponente, wasgoeddraaduitrusting, hekrame, krulwerk, omheiningspale en -stutte en so meer.

LOON F

1. 'n Kettingskakel- en/of ruitjesmaasmasjien bedien (met inbegrip van lopende regstelwerk wanneer vervaardigingsprosesse dit nodig maak).

LOON G

1. 'n Outomatiese kettingskakel- en/of ruitjesmaasmasjien en/of doringdraad- en/of riffelmasjien bedien (met inbegrip van lopende regstelwerk wanneer vervaardigingsprosesse dit nodig maak).

LOON I

1. Skoonmaak, verf, bedrading en afwerk van omheinings, hekke, diefwering, wasgoeddraaduitrusting en -komponente.
2. Algemene arbeid.

Seksie (b)—Oprigtings-/Terreinwerk

Opmerking.—Vir die doeleindes van hierdie Seksie maak werknemers wat slegs betrokke is by die volgende werksaamhede *nie* deel uit van hek- en/of omheiningsoprigtingswerk *nie* en word hulle beskou as ongelyste werknemers:

Graafwerk en/of opvul van gate en/of meng en/of gieting van beton en/of veldskoonmaak en/of oplaai en/of aflaai en/of verskuiwing van materiale.

LOON D

1. Spanleier.
Verantwoordelik vir die uitleg van werk en toesig oor oprigtingspan.

LOON DDD

1. Drywer/Oprigter.

LOON I

1. Oprigters van diefwering en/of omheinings.

Seksie (c)—Diverse vervaardiging

Opmerking.—Onderworpe aan die aanhef van hierdie Afdeling, uitgesonderd die vervaardiging van hekke, omheinings, traliewerk, diefwering en wasgoeddraaduitrusting.

LOON D

1. Galvanisering (toesigwerk).

LOON E

1. Herhalingsafmerk van materiaal volgens bepaalde lengtes vir afaagdoeleindes, met gebruikmaking van liniaal en/of meetband en/of afmerkmateriaal, onder toesig van 'n loon A- tot Loon D-werknemer.

2. Setting of stops on production cutting machines, using pre-cut bars and other materials and/or positively located holes and/or pre-marked bench and/or track.

RATE H

1. Bolting up of garden furniture and/or playground equipment.
2. Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh).
3. Hot dip coating and/or galvanising under supervision.
4. Making screens to size already drawn by a Rate B employee.
5. Operating crimping machine.
6. Operating straightening machine.
7. Operating wire butt welding machine.
8. Square and/or other mesh screen weaving on manual and/or treadle and/or power-operated machines.
9. Weaving square and/or other mesh screening by hand."

(4) In Division D/12, under the heading "Probationary periods and rates of pay therefor", substitute the figure "599" for the figure "515".

(5) DIVISION D/18**WIRE DRAWING AND/OR WORKING AND/OR WEAVING AND/OR FORMING MANUFACTURING DIVISION**

Insert the following operation under Rate I:

"RATE I

43. Stitching of pot scourers and/or final binding of pot scourers by methods other than stitching."

(6) In Division D/19—

- (a) in Job 32, substitute the figures "835" and "888" for the figures "715" and "760" respectively;
- (b) in jobs 34 and 35, substitute the figure "439" for the figure "371".

(7) In Division D/22—

- (a) in Jobs 71 and 101 to 105 inclusive, substitute the figure "628" for the figure "544";
- (b) in Jobs 106 to 108 inclusive, substitute the figure "542" for the figure "458";
- (c) in Jobs 109 to 121 inclusive, substitute the figure "445" for the figure "375";
- (d) in Jobs 122 to 133 inclusive, substitute the figure "419" for the figure "357".

(8) DIVISION D/22**SHEETMETAL MANUFACTURING DIVISION**

Insert the following operation under RATE D:

"RATE D

17. Operating turret punching machine to stops and/or templets (n.e.s.) (including setting)."

(9) Substitute the following for the existing Division D/23:

"DIVISION D/23**ELECTRONIC, RADIO COMMUNICATIONS AND/OR TELECOMMUNICATION MANUFACTURING DIVISION (INCLUDING ASSEMBLY AND/OR ERECTION)**

All operations in the assembly and/or erection in the manufacturing establishment and/or manufacture and/or re-manufacture and/or modification of telecommunication equipment and/or any other equipment employing the principles of electronics and/or radio and/or any components used in the electronics and/or radio industry, including, inter alia—

telephone, telegraph and data transmission equipment, including cellular telephones;
 HF, VHF, UHF, and micro wave radio communication equipment;
 automatic and manual telephone switching systems;
 land mobile radio equipment;
 supervisory and control systems;
 signalling systems;
 fault detection and alarm equipment;
 public address and paging systems;
 scientific, ultrasonic measuring and electro-medical equipment;
 navigation aids;
 mobile, marine, aircraft and broadcasting radio equipment;
 closed circuit television equipment;

2. Stel van stuiters aan produksiesnymasjiene, met gebruikmaking van vooraf gesaagde stawe en ander materiaal en/of gate met positiewe plasing en/of vooraf gemerkte bank en/of baan.

LOON H

1. Tuinmeubels en/of spelterreinuitrusting vasboud.
 2. Afvaldraad afsny en/of sluit en/of omklink (sifdraad en/of ruitjesmaas).
 3. Warmdompelbedekking en/of galvanisering onder toesig.
 4. Skerms maak volgens grootte wat alreeds deur 'n Loon B-werknemer geteken is.
 5. 'n Riffelmasjiene bedien.
 6. 'n Rigmasjiene bedien.
 7. 'n Draadstuiksweismasjiene bedien.
 8. Vierkantige en/of ander tipes maasskerms weef op hand- en/of trap- en/of kragmasjiene.
 9. Vierkantige en/of ander tipes maasskerms met die hand weef."
- (4) In Afdeling D/12, onder die opskrif "Proef tydperke en loontariewe daarvoor", vervang die syfer "515" deur die syfer "599".

AFDELING D/18**(5) AFDELING VIR DRAADTREK EN/OF -WERK EN/OF -WEEF EN/OF -VORM**

Voeg die volgende werksaamheid in onder Loon I:

"LOON I

43. Stik van potskuurders en/of finale binding van potskuurders deur middel van ander metodes as stikking."

(6) In Afdeling D/19—

- (a) in item 32, vervang die syfers "715", en "760" deur onderskeidelik die syfers "835", en "888";
- (b) in items 34 en 35, vervang die syfer "371" deur die syfer "439".

(7) In Afdeling D/22—

- (a) in items 71 en 101 tot en met 105, vervang die syfer "544" deur die syfer "628";
- (b) in items 106 tot en met 108, vervang die syfer "458", deur die syfer "542";
- (c) in items 109 tot en met 121, vervang die syfer "375" deur die syfer "445";
- (d) in items 122 tot en met 133, vervang die syfer "357" deur die syfer "419".

(8) AFDELING D/22**AFDELING VIR DIE VERVAARDIGING VAN PLAATMETAAL**

Voeg die volgende werksaamheid in onder Loon D:

"LOON D

17. Bediening van rewolwerponsmasjiene volgens stuiters en/of patrone (n.e.v.) (insluitende instelling)."

(9) Vervang die bestaande Afdeling D/23 deur die volgende:

"AFDELING D/23**AFDELING VIR DIE VERVAARDIGING VAN ELEKTRONIESE, RADIOKOMMUNIKASIE- EN/OF TELEKOMMUNIKASIE-UITRUSTING (INSLUITENDE MONTEERWERK EN/OF OPRIGTING)**

Alle werksaamhede by die montering en/of oprigting in die vervaardigingsbedryfsinrigting en/of vervaardiging en/of hervervaardiging en/of modifikasie van telekommunikasie-uitrusting en/of alle ander uitrusting wat gebruik maak van die beginsels van elektronika en/of radio en/of enige komponente wat in die elektronika- en/of radionywerheid gebruik word, insluitende, inter alia—

telefoon-, telegraaf- en data-oorsendingsuitrusting, insluitende sellulêre telefone;
 HF-, BHF- en UHF-mikrogolf-radiokommunikasie-uitrusting;
 outomatiese en hand-telefoonskakelstelsels;
 mobiele landradio-uitrusting;
 toesighoudende en kontrolestelsels;
 seinstelsels;
 foutopsporing- en alarmuitrusting;
 openbare luidsprekerstelsel en oproepstelsel;
 wetenskaplike, ultrasoniese meet- en elektromediese uitrusting;
 navigasiehulpmiddels;
 mobiele, marine-, lugvaart- en uitsaairadio-uitrusting;
 toekringtelevisie-uitrusting;
 sturingonderdrukking-uitrusting;

interference suppression equipment;
electrical and/or electronic test apparatus;
industrial electronic equipment;
computer equipment integral to communication and/or process control;
radar and allied equipment;
electronic distance measuring equipment;
modems;

but does not include the assembly and/or manufacture of domestic articles, i.e. car, home and portable radio's, television, tape recorders and gramophone equipment, loudspeakers, together with sub-assemblies made solely for the use in the aforementioned equipment by the manufacturers of that equipment.

For the purposes of this Division—

“electronics” means equipment where the primary circuits are based on the conductance of electricity through a vacuum, gas or semi-conductor;

“radio” means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor;

“re-manufacture” means the correction of faults in items of equipment returned to the original manufacturing establishment and processed on the normal production line.

RATE A

- | | | |
|---|-------------------------|---|
| 1. Telecommunication | electrician's work..... | } Rate per hour for work classified at Rate A in Table of Wage Rates. |
| 2. Telecommunication | mechanician's work..... | |
| 3. Calibrating of electrical instruments and/or dials and/or measuring equipment..... | | |

RATE AA

- | | |
|---|--|
| 1. Electrical functional testing and/or fault localising to schematic drawings and/or specifications (n.e.s.) | } Rate per hour for work classified at Rate AA in Table of Wage Rates. |
| 2. High potential functional testing and/or fault localising when performed by persons normally engaged in operative processes (n.e.s.) | |

RATE B

- | | |
|--|---|
| 1. Edge lapping of crystal blanks by hand, excluding calibration | } Rate per hour for work classified at Rate B in Table of Wage Rates. |
|--|---|

RATE C

- | | |
|--|---|
| 1. All wiring and/or cable forming operations (including the preparation of templets) involving reference to schematic drawings (n.e.s.) | } Rate per hour for work classified at Rate C in Table of Wage Rates. |
| 2. Cutting of raw quartz and/or crystal blanks by semi-automatic machine, including setting of angles to predetermined settings (n.e.s.) | |
| 3. Assembling of cabinets and/or frameworks where no fitting adjustments are required..... | |

RATE D

- | | |
|---|---|
| 1. Assembling (n.e.s.) where no fitting adjustments are required | } Rate per hour for work classified at Rate D in Table of Wage Rates. |
| 2. Mechanical and/or electrical checking of equipment involving predetermined electrical measurements and/or drawings prior to or where no functional testing is involved, excluding rectification or repairs of such equipment | |
| 3. Complete sequential adjustment of two-motion selectors to predetermined limits | |

elektriese en/of elektroniese toetsapparaat;
nywerheidselektroniese uitrusting;
rekenaaruitrusting wat 'n integrale deel is van kommunikasie- en/of verwerkingkontrole;
radar- en verwante uitrusting;
elektroniese afstandmeet-uitrusting;
modems;

maar uitgesonderd die montering en/of vervaardiging van die volgende artikels wat vir huishoudelike gebruik bedoel is, d.w.s. motor- huis- en draagbare radio's, televisiestelle, bandopnemers en grammofoonuitrusting, luidsprekers, tesame met subasestelle wat uitsluitlik gemaak is vir gebruik in die voornoemde uitrusting deur die vervaardigers van die uitrusting.

Vir die toepassing van hierdie Afdeling beteken—

“elektronika” uitrusting waar die primêre kringe gebaseer is op die konduktansie van elektrisiteit deur 'n vakuum-, gas- of halfgeleier;

“radio” uitrusting waar die primêre funksie is om inligting oor te send en/of te ontvang sonder die hulp van 'n fisiese geleier;

“hervervaardiging” die regstel van foute in uitrustingstukke wat teruggestuur word na die oorspronklike bedryfsinrigting waar dit vervaardig is en verwerk word op die normale produksielyn.

LOON A

- | | |
|---|---|
| 1. Werk van 'n telekommunikasie-elektrisiën | } Loon per uur vir werk ingedeel onder Loon A in Loontabel. |
| 2. Werk van 'n telekommunikasiemeganikus..... | |
| 3. Kalibrering van elektriese instrumente en/of wyserplate en/of meetuitrusting | |

LOON AA

- | | |
|--|--|
| 1. Elektriese werktoetsing en/of lokaliserings van foute volgens skematiese tekeninge en/of spesifikasies (n.e.v.) | } Loon per uur vir werk ingedeel onder Loon AA in Loontabel. |
| 2. Hoëpotensiaalwerktoetsing en/of lokaliserings van foute wanneer dit verrig word deur persone wat gewoonlik in diens is in bedieningsprosesse (n.e.v.) | |

LOON B

- | | |
|--|---|
| 1. Met die hand kante van ru-kristalle fynslyp, uitgesonderd kalibrering ... | } Loon per uur vir werk ingedeel onder Loon B in Loontabel. |
|--|---|

LOON C

- | | |
|--|---|
| 1. Alle bedradings- en/of kabelvormingswerkzaamhede (met inbegrip van die bereiding van patrone) wat verwysing na skematiese tekeninge vereis (n.e.v.) | } Loon per uur vir werk ingedeel onder Loon C in Loontabel. |
| 2. Sny van ru-kwarts en/of ru-kristalle met halfoutomatiese masjien, met inbegrip van die stel van hoeke volgens vooraf bepaalde stellings (n.e.v.) | |
| 3. Montering van kabinette en/of raamwerke waar geen pasmaakregstellings vereis word nie..... | |

LOON D

- | | |
|---|---|
| 1. Montering (n.e.v.) waar geen pasmaakregstellings nodig is nie | } Loon per uur vir werk ingedeel onder Loon D in Loontabel. |
| 2. Meganiese en/of elektriese nagaan van uitrusting wat vooraf bepaalde elektriese meting en/of sketse vereis voor werktoetsing of waar dit nie vereis word nie, uitgesonderd verbetering of herstelling van sodanige uitrusting .. | |
| 3. Volledige opeenvolgende regstelling van hefdraaikiesers volgens vooraf bepaalde grense | |

4. Hand contouring and checking of crystal blanks to pre-set limits of frequency.
5. Repetitive visual and/or electrical testing of system discs under stereomicroscope.
6. Semi-automatic lapping and/or polishing of crystal blanks to pre-determined frequency limits, including checking of frequency (n.e.s.)
7. Setting of stops on guillotine for cutting insulation only.
8. Setting of stops on tube and/or pipe bending machine.

Rate per hour for work classified at Rate D in Table of Wage Rates.

Rate DD

1. Testing and alignment of crystal filters against predetermined limits using printout results from automatic test equipment, alignment being achieved by suitable changes of components in filter.
2. Checking and/or adjusting of crystals and/or crystal blanks to predetermined limits of frequency by evaporation and/or by etching and/or by hand.
3. Checking the cutting angle and/or correction factor of raw quartz and/or crystal blanks to pre-determined limits during the process of manufacture.
4. Operating nibbling machines (n.e.s.) for batch and/or mass production on material 4 mm thickness or less.
5. Repetitive production lapping and/or checking of quartz crystal blanks to pre-determined limits of time and thickness, using pre-set gauges.
6. Repetitive visual checking of system discs by comparison under standard microscope.
7. Supervision of Rate DDD to E employees.
8. Assembly and/or modification of sample printed circuit boards to instructions and/or sketches and/or photographs and/or diagrams.

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

1. Adjustments to pre-determined limits of electrically and/or mechanically operated assemblies.
2. All operations in the making of cable forms without reference to drawings (n.e.s.).
3. Assembly to sample and/or instructions and/or pictorial sketches and/or planning cards of telephone assemblies and/or selector assemblies and/or teleprinter and/or capacitors (n.e.s.).
4. Bonding of wires from transistor dice contact areas to terminal posts by means of a jig under microscopic vision (n.e.s.).
5. Friction alloying and/or wafer bonding and/or ultrasonic bonding of dice to headers by means of a jig under microscopic vision (n.e.s.).
6. Micro welding and/or nail-head bonding and/or ultrasonic bonding of gold wire to transistor leads under microscopic vision (n.e.s.).

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

4. Met die hand kontoere bepaal en nasien van ru-kristalle volgens vooraf gestelde frekwensiegrense.
5. Herhalende visuele en/of elektriese toetsing van stelselskywe onder 'n stereomikroskoop.
6. Halfoutomatiese fynslyp en/of poleer van ru-kristalle volgens vooraf bepaalde frekwensiegrense, met inbegrip van die nagaan van frekwensie (n.e.v.).
7. Stel van stuiters aan guillotine slegs vir die afsny van isolering.
8. Stel van stuiters aan buis- en/of pyp-buigmasjien.

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

Loon DD

1. Toetsing en instelling van kristalfilters volgens vooraf bepaalde grense met gebruikmaking van drukstukresultate van outomatiese toetsuitrusting waarby die instelling verkry word by wyse van gepaste veranderinge in die komponente van die filter.
2. Nagaan en/of regstel van kristalle en/of ru-kristalle volgens vooraf bepaalde frekwensiegrense deur verdamping en/of deur te ets en/of met die hand.
3. Nagaan van die snyhoek en/of koreksiefaktor van ru-kwarts en/of rukristalle volgens vooraf bepaalde grense gedurende die vervaardigingsproses.
4. Bediening van 'n plaatsnemasjien (n.e.v.) vir lot- en/of massaproduksie op materiaal wat hoogstens 4 mm dik is.
5. Herhalingsproduksiefynslyp en/of -nagaan van ru-kwartskristalle volgens vooraf bepaalde tyd- en diktegrense met gebruikmaking van vooraf gestelde meters.
6. Herhalende visuele nagaan van stelselskywe deur vergelyking onder 'n standaardmikroskoop.
7. Toesigwerk oor 'n Loon DDD- tot Loon E-werknemer.
8. Montering en/of modifikasie van proefgedrukte kringborde volgens instruksies en/of sketse en/of foto's en/of diagramme.

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

1. Regstellings volgens vooraf bepaalde grense van samestelle wat elektries en/of meganies bedien word.
2. Alle werksaamhede by die vervaardiging van kabelvorms sonder om na tekeninge te verwys (n.e.v.).
3. Montering volgens monster en/of opdragte en/of prentsketse en/of plankaarte van telefoonsamestelle en/of kiesersamestelle en/of tele-drukker en/of kapasitors (n.e.v.).
4. Deurverbinding van drade van transistorblokkiekontakgebiede aan eindpenne deur middel van 'n setmaat, met gebruikmaking van 'n mikroskoop (n.e.v.).
5. Wrywingslegering en/of wafel-deurverbinding en/of ultrasoniese deurverbinding van blokkies aan bome deur middel van 'n setmaat, met gebruikmaking van 'n mikroskoop (n.e.v.).
6. Mikrosweiswerk en/of spykerkop-deurverbinding en/of ultrasoniese deurverbinding van gouddraad aan transistorleidings, met gebruikmaking van 'n mikroskoop (n.e.v.).

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

7. Operating engraving machine, including the changing of type but excluding tool setting
8. Repetition high potential insulation testing with foolproof testing instrument
9. Repetitive batch checking of equipments and/or subunits and/or components to running out lists and/or samples and/or planning cards and/or pictorial sketches and/or photographs, including buzzing
10. Repetitive batch mechanical and/or electrical checking and/or adjusting of equipments and/or subunits and/or components by comparison with fixed standards with pre-determined limits by means of comparators and/or deviation meters and/or special purpose test gear (n.e.s.)
11. Soldering by hand (n.e.s.)
12. Visual checking of crystal and/or crystal blanks during the manufacturing cycle
13. Winding on hand and/or semi-automatic machines to planning cards and/or sketches and/or diagram, including changing of self-locating mandrels and/or formers (n.e.s.)
14. Wiring to instructions and/or running out lists and/or planning cards and/or pictorial sketches and/or samples and/or audio aids and/or photographs of equipment racks and/or shelves and/or panel details and/or units, including soldering and/or wrapping of wires (n.e.s.)
15. Colouring of wires, using semi-automatic machines
16. Preparing of bobbins and/or formers, i.e. deburring, facing, painting and varnishing
17. Installation of radio communication equipment into vehicles under Rate A supervision
18. Wiring of radio shelters under Rate A supervision
19. Operating flow-solder machine, including checking of solder temperature and maintaining solder-bath levels
20. Preforming of the ends of electronic components to instructions and/or sketches on machines, including the cutting of the ends and the adjustment of the machines by means of a calibrated dial
21. Changing and/or replacing of components on printed circuit boards to specific instructions
22. Operating a resin dispensing unit, including the filling of pressure chambers, and adjusting pressure according to laid-down instructions. Checking of resin and hardner mixture by weighing on a gram scale and adjusting of dispensary unit. Filling of prepared ring core coils with resin and loading into vacuum chamber ..
23. Selection of marked dice under microscope
24. Mirror loading of dice, using vacuum pencil under microscope

Rate per hour for work
classified at Rate
DDD in Table of
Wage Rates.

7. Bediening van graveermasjien, met inbegrip van die verandering van setstel, maar uitgesonderd die stel van gereedskap
8. Herhalingstoets van hoëpotensiaal-isolering met onfeilbare toetsinstrument
9. Herhalingsnagaan van lotte uitrusting en/of subeenhede en/of komponente volgens uitlooppyste en/of monsters en/of plankaarte en/of prentsketse en/of foto's, met inbegrip van gladvryf
10. Herhalingsnagaan van lotte deur meganiese en/of elektriese metodes en/of regstelling van uitrusting en/of subeenhede en/of komponente deur dit te vergelyk met vaste standaarde met vooraf bepaalde grense deur middel van komparators en/of devi-asiemeters en/of eendoeltoetsuitrusting (n.e.v.)
11. Met die hand soldeer (n.e.v.)
12. Visuele nagaan van kristalle en/of ru-kristalle gedurende die vervaardigingsiklus
13. Op hand- en/of halfoutomatiese masjiene wikkel volgens plankaarte en/of sketse en/of diagramme, met inbegrip van die vervanging van selfstænddrewels en/of vormers (n.e.v.) ..
14. Bedrading volgens opdrag en/of uitlooppyste en/of plankaarte en/of prentsketse en/of monsters en/of oudiohulpmiddels en/of foto's van uitrustingsrame en/of -rakke en/of paneelbesonderhede en/of -eenhede, met inbegrip van drade soldeer en/of toedraai (n.e.v.)
15. Die kleuring van bedrading met gebruikmaking van halfoutomatiese masjiene
16. Voorbereiding van tolle en/of vormers, d.w.s. afbaarding, voorwerk, verf en vernis
17. Installering van radiokommunikasie-uitrusting in voertuie onder toesig van 'n Loon A-werknemer
18. Bedrading van radioskuilings onder toesig van 'n Loon A-werknemer ..
19. Bediening van 'n vloeisoldeermasjiene, met inbegrip van nagaan van soldeerseltemperatuur en onderhoud van soldeerselbadvlakke
20. Voervorming van die entverbinding van elektroniese komponente volgens instruksies en/of sketse, met masjiene, met inbegrip van die sny van die entverbinding en die regstelling van die masjiene deur middel van 'n gekalibreerde wyserplaat ...
21. Verandering en/of vervanging van komponente op gedrukte kringborde volgens instruksies
22. Bediening van 'n harstoedienings-eenheid, met inbegrip van die opvulling van drukkamers, en die regstelling van druk volgens neergelegde instruksies. Nagaan van hars- en verhardermengsel deur dit op 'n gramskaal te massameet en regstelling van die voorraadtoedienseenheid. Volmaak van voorbereide ringkernspoole met hars en dit in die vakuümkamer in laai.
23. Gemerkte blokkies uitsoek, met gebruikmaking van 'n mikroskoop ..
24. Spieëllaai van blokkies, met gebruikmaking van 'n vakuümpotlood onder 'n mikroskoop

Loon per uur vir werk
ingedeel onder Loon
DDD in Loontabel.

RATE E

1. Assembling and/or soldering of electrical components to mountings
2. Assembling and/or soldering and/or strapping of components to printed circuit boards, using samples and/or pre-marked boards
3. Marking of system discs by automatic machine where manual operations are limited to loading, aligning the disc and unloading, excluding setting up of machine
4. Production assembly and/or writing to samples and/or planning cards and/or audio aids in jigs and/or fixtures and/or self-locating parts, including soldering and/or wrapping of wires
5. Repetitive preparation of job description cards for cutting preformed cables to lengths
6. Slitting system discs on semi-automatic machine, excluding setting up of machine
7. Spotting and/or burnishing and/or wiring and/or sputtering and/or lining and/or edge cleaning and/or pasting and/or damping mass assembly and/or wire forming and/or corner dipping and/or mounting of crystal blanks by use of jigs and/or fixtures and/or machines
8. Strapping, including sleeving and/or soldering
9. Visual checking and/or touching up of printed circuit boards during the process of manufacture
10. Wiring of relay bars and/or frames and/or terminal blocks to instructions and/or running out lists and/or samples and/or audio aids, including wrapping of wires
11. Touching-up of paintwork on main and/or sub-assemblies
12. Transferring of data to EPROMS, using automatic programmable apparatus
13. Winding of ring core coils by hand, including tinning of wire-ends and fitting into casings and cutting wires to length

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

1. Cutting and/or trimming of components, using jigs, by power saw and/or hand press
2. Cutting of printed circuit boards to marks
3. Laying and binding of cable forms from prepared running out lists on prepared cable form boards not exceeding 1 m x 1,25 m
4. Loading of components into, and unloading from, automatic test gear
5. Mirror loading of dice, using vacuum pencil, excluding use of a microscope
6. Operating coding machines and/or press and/or fixtures, including change of type
7. Pen writing to samples and/or instructions and/or pictorial sketches and/or photographs

Rate per hour for work classified at Rate F in Table of Wage Rates

LOON E

1. Elektriese komponente aan montasies monteer en/of vassoldeer
2. Komponente aan gedrukte kringborde monteer en/of vassoldeer en/of vasbind, met gebruikmaking van monsters en/of vooraf gemerkte borde
3. Stelselskywe met 'n outomatiese masjien merk waar die handbediening beperk is tot die oplaai, in lyn stel en aflaai van die skryf, uitgesonderd die opstel van die masjien
4. Produksiemontering en/of -bedrading volgens monsters en/of plankaarte en/of oudiohulpmiddels in setmate en/of setklemme en/of selfstandonderdele, met inbegrip van drade soldeer en/of toedraai
5. Herhalingsvoorbereiding van werkbekrywingskaarte vir die afsny volgens lengtes van vooraf gevormde kables
6. Splyting van stelselskywe op 'n half-outomatiese masjien, uitgesonderd die opstel van die masjien
7. Stip en/of bruineer en/of bedrading en/of verstuiwing en/of uitvoer en/of kante skoonmaak en/of vasplak en/of montering van dempmassa en/of draadvorming en/of hoeke inloop en/of montering van ru-kristalle, met gebruikmaking van setmate en/of setklemme en/of masjiene
8. Koppeling, met inbegrip van voerings insit en soldering
9. Visuele nagaan en/of opknapping van gedrukte kringborde gedurende die vervaardigingsproses
10. Bedrading van relêstawe en/of relêkaste en/of aansluitblokke volgens opdragte en/of uitloopyste en/of monsters en/of oudiohulpmiddels, met inbegrip van die toedraai van drade
11. Opknapping van verfwerk op hoof- en/of subsamestelle
12. Oordrag van data na EPROMS, met gebruikmaking van outomatiese programmeerbare toerusting
13. Wikkeling van ringkermspoel met die hand, met inbegrip van vertinning van draadente en die passing in omhulsels en die afsny van drade volgens lengtes

Loon per uur vir werk ingedeel onder loon E in Loontabel.

LOON F

1. Komponente met 'n kragsaag en/of handpers sny en/of afwerk, met gebruikmaking van setmate
2. Gedrukte kringborde volgens merke sny
3. Kabelvorms van vooraf bereide uitloopyste op voorbereide kabelvormborde van hoogstens 1 m x 1,25 m lê en bind
4. Komponente in outomatiese toetsuitrusting laai en daaruit haal
5. Spieëllaai van blokkies, met gebruikmaking van 'n vakuumpotlood maar nie van 'n mikroskoop nie
6. Bediening van kodeermasjiene en/of pers en/of setklemme, met inbegrip van die verandering van setsel
7. Penskrifwerk volgens monsters en/of opdragte en/of prentsketse en/of foto's

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

8. Repetition production machining of bar and/or tube on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter)
9. Repetition production winding by machine of prepared bobbins to pre-determined number of turns, using round wire, including changing of bobbins (maximum length of bobbin 150 mm)
10. Selection of components and/or piece parts into work trays as per selection lists
11. Separating and/or breaking of system discs, excluding setting of machine. .
12. Washing and/or cleaning and/or packing of wafers/blanks
13. Operating of a semi-automatic transfer printing machine, including the preparation and mixing of printing ink
14. Operating a semi-automatic wire cutting and stripping machine, including the changing of wire lengths by operating of pre-set dials and removal and affixing of pre-set dies for differing wire diameters.

Rate per hour for work
classified at Rate F in
Table of Wage Rates.

RATE G

1. Coding and/or silk screening to samples and/or instructions and/or pictorial sketches and/or photographs ...
2. Dip and/or flow soldering of printed circuit boards
3. Dipping and/or impregnation in insulating medium and/or enamel and/or paint and/or varnish and/or wax and/or resins
4. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing, where the work is operated upon with pre-set dies (excluding setting of dies)
5. Hand bending and/or forming to jigs and/or formers and/or stops
6. Operating nibbling machine to templates and/or stops and/or marks (plate not exceeding 4 mm in thickness)
7. Operating power saw and/or band saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops)
8. Repetition crimping of terminals ...
9. Repetition cutting and/or slicing of raw quartz and/or crystal blanks on fully automatic machines, where the work cycle is confined to loading and/or unloading of work piece ...
10. Repetition drilling to pre-marked pops and/or dimples and/or jigs and/or fixtures and/or stops, including countersinking and/or reaming by non-adjustable reamers, excluding radial drill
11. Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies .

Rate per hour for work
classified at Rate G in
Table of Wage Rates.

8. Herhalingsproduksiemasjinering van stawe en/of pype op rewolwerdraaibanke volgens stuiters waar die werkstuk vasgehou word deur toestelle wat dit nit nodig maak om dit te sentreer of in lyn te bring nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid is beperk tot 'n masjien met 'n nominale binnediameter van hoogstens 52 mm).
9. Herhalingsproduksiewikkeling met 'n masjien van voorbereide tolle volgens 'n vooraf bepaalde getal wikkels, met gebruikmaking van ronde draad, met inbegrip van die omruil van tolle (maksimum lengte van tol 150 mm)
10. Uitsoek van komponente en/of stukonderdele in werkbakke volgens uitsoeklyste
11. Stelselskywe van mekaar skei en/of verbreek, uitgesonderd die masjien opstel
12. Wafels/blindestukke was en/of skoonmaak en/of verpak
13. Bediening van 'n halfoutomatiese oordragdrukmasjien, met inbegrip van die voorbereiding en meng van drukink
14. Bediening van 'n halfoutomatiese draadsny- en -afstroopmasjien, met inbegrip van die verandering van draadlengtes deur die bediening van voorafgestelde wyserplate en die verwydering en vasheg van vooraf gestelde stempels vir drade van verskillende deursnee.

Loon per uur vir werk
ingedeel onder Loon
F in Loontabel.

LOON G

1. Kodering en/of syskermwerk volgens monsters en/of opdragte en/of prentsketse en/of foto's
2. Indoop- en/of vloeisoldeer van gedrukte kringborde
3. In isoleringsmiddel en/of emalje en/of verf en/of vernis en/of was en/of harse doop en/of impregneer
4. Skroef- en/of trap- en/of handperswerk en/of inkeping en/of kragperswerk waar daar aan die werk gewerk word met vooraf gestelde stempels (uitgesonderd die stel van stempels)
5. Met die hand buig en/of vorm volgens setmate en/of vormers en/of stuiters
6. Bediening van plaatsnymasjien volgens patrone en/of stuiters en/of merke (plaat met 'n dikte van hoogstens 4 mm)
7. Bediening van krag- en/of bandsaag vir herhalingsafsaag volgens stuiters en/of lengtemeters (uitgesonderd die stel van stuiters)
8. Herhalingskartel van aansluiters ...
9. Herhalingsaag en/of -sny van ru-kwarts en/of ru-kristalle op volkome outomatiese masjiene waar die werksiklus beperk is tot die laai en ontlai van werkstukke
10. Herhalingsboor volgens vooraf gemerkte kornaalmerke en/of boormerke en/of setmate en/of setklemme en/of stuiters, met inbegrip van versink en/of ruim met nie-verstelbare ruimers, uitgesonderd radiaalboor
11. Herhalende warm- en/of kouduitsny en/of deurboor met 'n pers, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels ..

Loon per uur vir werk
ingedeel onder Loon
G in Loontabel.

12. Repetition machine punching to jigs and/or stops and/or gauges and/or marks
13. Repetition marking to templets and/or jigs
14. Repetition preparation of coil bobbins, including the application of shunt windings
15. Repetition production assembly in jigs and/or fixtures and/or of self-locating parts from stock where no fitting or adjustment is required, but including deburring
16. Repetition production tinning and/or soldering of crystal cans
17. Repetition spot and/or seam and/or projection and/or stud and/or butt and/or flash welding
18. Repetition tinning of coil bobbin terminals
19. Repetitive batch checking of piece parts and/or components by means of pre-set fixed guages under supervision
20. Riveting not exceeding 10 mm diameter rivets and/or eyeletting
21. Routine air leak testing
22. Spraying of enamel and/or paint and/or insulating medium and/or anti-corrosive coatings, under supervision, other than blending
23. Sticking and/or insticking of raw quartz and/or stacking and/or bonding of crystal blanks to carriers prior to and/or after subsequent machining
24. Stripping and/or etching of crystal blanks during the process of manufacture
25. Washing and/or cleaning and/or coating and/or exposing and/or developing and/or etching of printed circuit boards and/or blanks

Rate per hour for work
classified at Rate G in
Table of Wage Rates.

RATE H

1. Application of insulating medium (n.e.s.)
2. Repetition cutting and pre-forming sets of wire to jigs and/or fixtures
3. Repetition stripping of insulated wire and/or cable by pre-set tools
4. Attending electroplating bath under instruction of a Rate A employee
5. Attending oven
6. Compound filling
7. Despatch packing
8. Dipping and/or impregnating in insulating medium and/or enamel and/or paint
9. Dip tinning in solder pot
10. Metal buffing and/or polishing and/or finishing
11. Metal cleaning by pickling and/or degreasing
12. Metal coating by dipping
13. Rethreading and/or retapping by hand
14. Sand and/or blasting

Rate per hour for work
classified at Rate H in
Table of Wage Rates.

12. Herhalingsmasjienponswerk volgens setmate en/of stuiters en/of meters en/of merke
13. Herhalingsafmerk volgens patrone en/of setmate
14. Herhalingsvoorbereiding van spoeltolle, met inbegrip van die aanbring van omtakwikkelings
15. Herhalingsproduksiemontoring in setmate en/of setklemme en/of van selfstandonderdele uit voorraad waar geen pasmaak of regstelling vereis word nie, maar met inbegrip van afbaard
16. Herhalingsproduksievertinning en/of -soldering van kristalkanne
17. Herhalingspunt- en/of -naat- en/of -projeksie- en/of -tapbout- en/of -stuik- en/of flitssweising
18. Herhalingsvertinning van spoeltol-aansluiters
19. Herhalingslotnagaan van stukonderdele en/of komponente deur middel van vooraf gestelde vaste meters, onder toesig
20. Klinkwerk met klinknaels waarvan die diameter hoogstens 10 mm is en/of ogies maak
21. Roetine-luglekttoetsing
22. Bespuiting van emalje- en/of verf- en/of isoleermiddel- en/of roeswerende lae, onder toesig, uitgesonderd vermenging
23. Ru-kwarts vassit en/of losmaak en/of ru-kristalle stapel en/of verbind aan draers voor en na daaropvolgende masjinerie
24. Ru-kristalle gedurende die vervaardigingsproses afstroop en/of ets
25. Gedrukte kringborde en/of ru-stukke was en/of skoonmaak en/of bedek en/of blootstel en/of ontwikkel en/of ets

Loon per uur vir werk
ingedeel onder Loon
G in Loontabel.

LOON H

1. Aanbring van isoleermiddel (n.e.v.)
2. Herhalingsny en -voorming van stelle draad volgens setmate en/of setklemme
3. Herhalingsafstroop van geïsoleerde draad en/of kabel met vooraf gestelde gereedskap
4. Elektroplateringsbad versorg onder aanwysing van 'n Loon A-werknemer
5. Oondversorging
6. Met mengsel vul
7. Versendingsverpakking
8. In isoleermiddel en/of emalje en/of verf doop en/of impregneer
9. Vertin deur in soldeerpot te doop
10. Metaal poets en/of poleer en/of afwerk
11. Metaal skoonmaak deur skoonbyt en/of ontvetting
12. Metaal bedek deur in te doop
13. Skroefdraad en/of moerdraad met die hand sny
14. Sand- en/of haelstraling

Loon per uur vir werk
ingedeel onder Loon
H in Loontabel.

TRAINING PERIODS AND RATES OF PAY THEREFOR

(Applicable to operations scheduled in this Division only)

(Not applicable to machining operations and setting up)

Class of work	Experience			
	First four months (rate per hour)	Second four months (rate per hour)	Third four months (rate per hour)	Thereafter
Rate AA:				
Newcomers	D	C	B	AA
From Rate B	B	AA	AA	AA
Rate B:				
Newcomers	D	D	C	B
From Rate C	C	B	B	B
From Rate D	D	C	C	B
Rate C:				
Newcomers	DD	DD	D	C
From Rate D	D	C	C	C
Rate D:				
Newcomers	DDD	DD	DD	D
From Rate DD	DD	D	D	D
Rate DD:				
Newcomers	DDD	DDD	DD	DD
From Rate DDD	DDD	DD	DD	DD

Note:

RATE DDD:

Newcomers to Rate DDD shall be paid not less than 455 cents per hour for the first four months and thereafter at Rate DDD.

RATE E:

Newcomers to Rate E shall be paid not less than 410 cents per hour for the first four months, and thereafter at Rate E."

OPLEIDINGSTYDPERKE EN LONE DAARVOOR

(Van toepassing op werksaamhede wat slegs in hierdie Afdeling gelys is)

(Nie van toepassing op masjieneringswerksaamhede en opstel nie)

Klas werk	Ondervinding			
	Eerste vier maande (loon per uur)	Tweede vier maande (loon per uur)	Derde vier maande (loon per uur)	Daarna
Loon AA:				
Nuwelinge	D	C	B	AA
Vanaf Loon B	B	AA	AA	AA
Loon B:				
Nuwelinge	D	D	C	B
Vanaf Loon C	C	B	B	B
Vanaf Loon D	D	C	C	B
Loon C:				
Nuwelinge	DD	DD	D	C
Vanaf Loon D	D	C	C	C
Loon D:				
Nuwelinge	DDD	DD	DD	D
Vanaf Loon DD	DD	D	D	D
Loon DD:				
Nuwelinge	DDD	DDD	DD	DD
Vanaf Loon DDD	DDD	DD	DD	DD

Opmerking:

LOON DDD:

Nuwelinge by Loon DDD moet gedurende die eerste vier maande minstens 455 sent per uur betaal word, en daarna teen Loon DDD.

LOON E:

Nuwelinge by Loon E moet gedurende die eerste vier maande minstens 410 sent per uur betaal word, en daarna teen Loon E."

(10) In Division D/24, in Job 5, substitute the figure "627" for the figure "543";

(11) Substitute the following for the existing Division D/26:

"DIVISION D/26"

ELEVATOR AND/OR ESCALATOR MANUFACTURING DIVISION

The following operations in the manufacture and/or assembly of elevators and/or escalators:

RATE A

- | | |
|---|---|
| 1. Assembly requiring fitting adjustments | } Rate per hour for work classified at Rate A in Table of Wage Rates. |
| 2. Electrical fitting (n.e.s.) | |

RATE AA

- | | |
|---|--|
| 1. All wiring operations involving reference to wiring diagrams | } Rate per hour for work classified at Rate AA in Table of Wage Rates. |
| 2. Electrical functional testing, including earth potential testing and/or fault localising to schematic drawings and/or specifications | |

RATE B

- | | |
|--|---|
| 1. Visual checking of signal fixture equipment to drawings and/or specifications (excluding electrical functional testing) | } Rate per hour for work classified at Rate B in Table of Wage Rates. |
|--|---|

RATE C

- | | |
|---|---|
| 1. Assembling of cabs from pre-formed sheet metal components (non-electrical) where no fitting is required but repetitive adjustment is necessary, and a rule, scribe and square are used for aligning purposes only, including tack and/or spot welding (n.e.s.) | } Rate per hour for work classified at Rate C in Table of Wage Rates. |
| 2. Straightening or flattening (n.e.s.) | |

RATE D

- | | |
|--|---|
| 1. Drilling and/or countersinking and/or reaming and/or spot facing (n.e.s.), including the use of adjustable reamers, provided they are pre-set by a Rate A or Rate AA employee (including sharpening drills) | } Rate per hour for work classified at Rate D in Table of Wage Rates. |
| 2. Operating semi-automatic argon arc welding machine | |
| 3. Press operating (n.e.s.), including the fixing and/or removal of dies where there is positive location | |
| 4. Repetitive electrical assembly work on cabs (n.e.s.), where no fitting is required, including connecting up and/or pulling through of cables and/or wires | |
| 5. Wood machining for platforms and/or shaft templates under supervision of a Rate A employee | |

RATE DD

- | | |
|--|--|
| 1. Final assembly of capacitor and/or resistor and/or relay units, including the wiring and soldering to connections | } Rate per hour for work classified at Rate DD in Table of Wage Rates. |
| 2. Operating mechanical bevelling machine, excluding setting of cutters. | |

(10) In Afdeling D/24, in item 5, vervang die syfer "543" deur die syfer "627";

(11) Vervang die bestaande Afdeling D/26 deur die volgende:

"AFDELING D/26"

AFDELING VIR DIE VERVAARDIGING VAN HYSERS EN/OF ROLTRAPPE

Die volgende werksaamhede by die vervaardiging en/of montering van hysers en/of roltrappe:

LOON A

- | | |
|--|---|
| 1. Monteerwerk wat stelwerk aan toebehore vereis | } Loon per uur vir werk ingedeel onder Loon A in Loontabel. |
| 2. Elektrotegniese monterwerk (n.e.v.) | |

LOON AA

- | | |
|---|--|
| 1. Alle bedradingswerk waarby raadpleging van bedradingsdiagramme betrokke is | } Loon per uur vir werk ingedeel onder Loon AA in Loontabel. |
| 2. Elektrotegniese funksietoetswerk, met inbegrip van aardpotensiaaltoetsing, en/of foutopsporingswerk volgens skematiese tekeninge en/of spesifikasies | |

LOON B

- | | |
|---|---|
| 1. Visuele nagaanwerk aan seintoebere volgens tekeninge en/of spesifikasies (uitgesonderd elektrotegniese funksietoetswerk) | } Loon per uur vir werk ingedeel onder Loon B in Loontabel. |
|---|---|

LOON C

- | | |
|--|---|
| 1. Montering van kajuite uit vooraf gefatsoeneerde plaatmetaalkomponente (nie elektrotegniese werk nie) waar geen ander paswerk nodig is nie maar herhaalde regstellings nodig is, en 'n liniaal, kraspen en winkelhaak slegs vir die rigdoeleindes gebruik word, met inbegrip van heg- en/of puntsweiswerk (n.e.v.) | } Loon per uur vir werk ingedeel onder Loon C in Loontabel. |
| 2. Rig- en/of pletwerk (n.e.s.) | |

LOON D

- | | |
|---|---|
| 1. Boor en/of versink- en/of ruimwerk en/of puntvlakking (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers, mits hulle vooraf deur 'n Loon A- of Loon AA-werknemer gestel is (met inbegrip van die skerpmaak van bore) | } Loon per uur vir werk ingedeel onder Loon D in Loontabel. |
| 2. Bediening van halfoutomatiese argonboogswemasjiens | |
| 3. Bediening van 'n pers (n.e.v.) met inbegrip van die aanbring en/of verwydering van stempels op positief geplaaste plekke | |
| 4. Herhalende elektrotegniese monterwerk aan kajuite (n.e.v.) waar geen paswerk nodig is nie, met inbegrip van die aansluit en/of deurtrek van kables en/of drade | |
| 5. Houtmasjienswerk vir platforms en/of skagpatrone onder toesig van 'n Loon A-werknemer | |

LOON DD

- | | |
|--|--|
| 1. Die finale montering van kapasitor- en/of weerstands- en/of relêenhede, met inbegrip van bedrading daarvan en soldeerwerk aan aansluitpunte | } Loon per uur vir werk ingedeel onder Loon DD in Loontabel. |
| 2. Bediening van meganiese afskuinsmasjiens, uitgesonderd die stel van die snyers | |

RATE DDD

1. Functional testing of relays and/or switches
2. Repetition of electrical checking and/or adjusting of sub-units and/or components by comparison with fixed standards with pre-determined limits by means of special-purpose test gear and/or fixed gauges and/or samples and/or checking of fixtures
3. Operating engraving machine, including the changing of type, but excluding tool setting
4. Forming of wiring-harness for hoist-ways, including fitting of plugs to wire ends, using schedule for determining of wire lengths

Rate per hour for work
classified at Rate
DDD in Table of
Wage Rates.

RATE E

1. Assembly of components and/or piece parts into unit boxes to samples and/or specimens prepared by a Rate A employee
2. Mechanical connections in units of preformed and/or prepared wires to pre-determined points and running-out lists (n.e.s.)
3. Repetition wiring of control panels where the terminal connections are numbered and the sequence of wiring operations is performed to a schedule
4. Repetition wiring to specimens, prepared by a Rate A employee
5. Assembling of electrical components to mountings
6. Strapping of components to printed circuit boards, using samples and/or pre-marked boards including soldering

Rate per hour for work
classified at Rate E in
Table of Wage Rates.

RATE F

1. Repetition production machining of bar and/or tube on capstan lathes to stops, where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to machines not exceeding a 52 mm nominal bore diameter)

Rate per hour for work
classified at Rate F in
Table of Wage Rates.

RATE G

1. Application of sealing compounds and/or adhesives
2. Application of sound-deadening materials and/or insulating medium under supervision of a Rate A to D employee
3. Assembling of self-locating parts pre-manufactured and taken from stock, where no fitting or adjustment is required or reference to sketches and/or drawings, but including deburring
4. Assembling sub-panel components into controller panels to sketches under supervision
5. Repetition crimping of terminals and/or stripping of wires (including eyeletting)

Rate per hour for work
classified at Rate G in
Table of Wage Rates

LOON DDD

1. Funktionele toetswerk aan relés en/of skakelaars
2. Herhalende elektroniese nagaan en/of regstellings aan subeenhede en/of komponente deur dit te vergelyk met vaste standaarde wat vooraf bepaalde perke het, deur middel van eendoeltoets-uitrusting en/of vaste meters en/of monsters en/of nagaan van hegstukke
3. Bediening van graveermasjien, met inbegrip van die verandering van setstel maar uitgesonderd gereedskap stel
4. Vorming van 'n bedradingsharnas vir hyserskagte, met inbegrip van die aansit van kontakproppe aan draad-eindpunte, met gebruikmaking van 'n lys vir die vasstelling van draadlengtes

Loon per uur vir werk
ingedeel onder Loon
DDD in Loontabel.

LOON E

1. Montering van komponente en/of stukdele en eenheidskaste volgens monsters en/of voorbeelde wat deur 'n Loon A-werknemer voorberei is
2. Meganiese aansluitings in eenhede van vooraf gevormde en/of voorbereide drade volgens vooraf bepaalde punte en werklyste (n.e.v.)
3. Herhalingsbedrading van kontrolepaneel waar die eindaansluitings genommer is en die volgorde van die bedradingswerk volgens 'n lys geskied
4. Herhalingsbedrading van stukke deur 'n Loon-A werknemer voorberei
5. Montering van elektriese komponente aan montasies
6. Stropverbinding van komponente aan gedrukte kringborde, met gebruikmaking van monsters, en/of vooraf gemerkte borde, met inbegrip van soldering

Loon per uur vir werk
ingedeel onder Loon
E in Loontabel.

LOON F

1. Herhalingsproduksiemasjienwerk aan stawe en/of buise op 'n rewolwerdraaibank volgens stuiters, waar die werkstuk gehou word deur toestel wat nie gesentreer of in lyn gebring hoef te word nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid word beperk tot masjiene met 'n nominale binnediameter van hoogstens 52 mm)

Loon per uur vir werk
ingedeel onder Loon
F in Loontabel.

LOON G

1. Aanwending van verseëlmengsels en/of kleefstof
2. Aanwending van geluiddempende materiaal en/of isoleermiddel onder toesig van 'n Loon A- tot Loon D-werknemer
3. Montering van selfstanddele wat vooraf vervaardig en uit voorraad geneem is, waar geen pas- of stelwerk of raadpleging van sketse en/of tekening vereis word nie, maar met inbegrip van afbaarding
4. Montering van subpaneelkomponente in kontrolepaneel en volgens sketse, onder toesig
5. Herhalingsriffelwerk aan eindpunt en/of afstroping van drade (met inbegrip van die aanbring van ogies)

Loon per uur vir werk
ingedeel onder Loon
G in Loontabel.

6. Repetition cutting and/or pre-forming sets of wires to jigs and/or fixtures and/or templates and/or length gauges
7. Repetition hot and/or cold blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies
8. Repetition operating pressbrake and/or folding machine to stops and/or jigs and/or length gauges, where the stroke is not controlled and material does not exceed 4 mm in thickness (excluding setting up)
9. Repetition soft soldering on indicator panel lights
10. Reshaping and/or straightening of components damaged or distorted in production, excluding panel work
11. Rough straightening of guidrails and/or bars by hand and/or machine, excluding the use of rule and/or straight edge
12. Operating fully automatic NC punching machine, excluding setting of stops
13. Silk screening to samples and/or pictorial sketches and/or photographs
14. Repetition drilling to pre-marked pops and/or dimples and/or jigs and/or fixtures and/or stops, including counter-sinking and/or reaming by non-adjustable reamers, excluding radial drilling machine
15. Repetition machine punching to jigs and/or stops and/or gauges and/or marks, including changing of blanking tool
16. Sand and/or shot and/or hydro and/or grit blasting

Rate per hour for work
classified at Rate G in
Table of Wage Rates.

6. Herhalende afsny en/of vooraf vorming van stelle drade volgens setmate en/of setklemme en/of patrone en/of lengtemeters
7. Herhalende warm en/of koue afdigtingswerk en/of deursteeekwerk op 'n pers, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels
8. Herhalingsbediening van persrem en/of voumasjien volgens stuiters en/of setmate en/of lengtemeters, waar die slag nie beheer word nie en die materiaal hoogstens 4 mm dik is (uitgesonderd die opstel daarvan)
9. Herhalende sagsoldeerwerk aan indikatorpaneeligte
10. Herfatsoenering en/of reguitmaak van komponente wat in die produksieproses beskadig of verwring is, uitgesonderd paneelwerk
11. Ru-regbuigwerk aan leirelings en/of stawe met die hand en/of 'n masjien, uitgesonderd die gebruik van 'n liniaal en/of 'n reihout
12. Bediening van 'n ten volle outomatiese numeries beheerde ponsmasjien, uitgesonderd die stel van stuiters
13. Syskermdruk volgens monsters en/of prentskette en/of foto's
14. Herhalingsboorwerk volgens vooraf gemerkte ponsmerke en/of boormerke en/of setmate en/of setklemme en/of stuiters, met inbegrip van versink- en/of ruimwerk met nie-verstelbare ruimers, uitgesonderd radiaalboormasjien
15. Herhalingsmasjienponsing volgens setmate en/of stuiters en/of meetinstrumente en/of afmerkings, met inbegrip van die verandering van toetsinstrument
16. Sand- en/of hael- en/of hidro- en/of grintstraling

Loon per uur vir werk
ingedeel onder Loon
G in Loontabel.

RATE H

1. Metal buffing and/or polishing
2. Applying transfers
3. Bonderising and/or preparing for painting and/or soldering and/or brazing
4. Packing of manufactured articles for despatch or sale
5. Pouring of liquid plastic into moulds and pre-engraved plates
6. Stencilling and/or marking and/or colour marking and/or labelling
7. Wet rubbing
8. General labouring

Rate per hour for work
classified at Rate H in
table of Wage Rates.

LOON H

1. Metaalpoets en/of -polering
2. Oordruksels aanbring
3. Aanbring van bindmiddels en/of voorbereiding vir verf- en/of soldeer- en/of sweissoldeerwerk
4. Verpakking van vervaardigde artikels vir versending of verkoop
5. Vloeibare plastiek in vorms en op vooraf gegraveerde plate giet
6. Sjabloneer en/of merk en/of kleurmerk en/of etiketteer
7. Nat vryfwerk
8. Algemene arbeid

Loon per uur vir werk
ingedeel onder Loon
H in Loontabel.

22. SCHEDULE E

In Division E/2, in Job 21 substitute the figures "741", "780", "807", "833" and "868" for the figures "642", "671", "693", "713" and "739" respectively.

23. SCHEDULE F

In Schedule F—

- (1) in Group Z, substitute the figure "9,50" for the figure "8,31";
- (2) in Group Y, substitute the figure "7,23" for the figure "6,25";
- (3) in Group IX, substitute the figure "6,71" for the figure "5,79";
- (4) in Group VIII, substitute the figure "6,40" for the figure "5,52";
- (5) in Group VII, substitute the figure "6,06" for the figure "5,23";
- (6) in Group VI, substitute the figure "5,75" for the figure "4,96";
- (7) in Group V, substitute the figure "5,45" for the figure "4,70";
- (8) in Group IV, substitute the figure "5,15" for the figure "4,43";
- (9) in Group III, substitute the figure "4,91" for the figure "4,21";
- (10) in Group II, substitute the figure "4,68" for the figure "4,00";
- (11) in Group I, substitute the figure "4,48" for the figure "3,81".

22. BYLAE E

In Afdeling E/2, in item 21 vervang die syfers "642", "671", "693", "713" en "739" deur onderskeidelik die syfers "741", "780", "807", "833" en "868".

23. BYLAE F

In Bylae F—

- (1) in Groep Z, vervang die syfer "8,31" vir die syfer "9,50";
- (2) in Groep Y, vervang die syfer "6,25" vir die syfer "7,23";
- (3) in Groep IX, vervang die syfer "5,79" vir die syfer "6,71";
- (4) in Groep VIII, vervang die syfer "5,52" vir die syfer "6,40";
- (5) in Groep VII, vervang die syfer "5,23" vir die syfer "6,06";
- (6) in Groep VI, vervang die syfer "4,96" vir die syfer "5,75";
- (7) in Groep V, vervang die syfer "4,70" vir die syfer "5,45";
- (8) in Groep IV, vervang die syfer "4,43" vir die syfer "5,15";
- (9) in Groep III, vervang die syfer "4,21" vir die syfer "4,91";
- (10) in Groep II, vervang die syfer "4,00" vir die syfer "4,68";
- (11) in Groep I, vervang die syfer "3,81" vir die syfer "4,48".

24. SECTION 2.—TABLE OF WAGE RATES

Substitute the following for the existing table:

"Wage rates applicable throughout this Agreement (n.e.s.):

	<i>Rate per hour</i>
	R
Rates A and A1	9,50
Rate AA	8,68
Employees with less than six months continuous employment with the same employer	8,16
Rate AB	7,66
Rate B	7,24
Rate C	6,85
Rate D	6,58
Rate DD	5,84
Rate DDD	5,40
Rate E	5,07
Rate F	4,73
Rate G	4,43
Rate H	4,18
<i>Apprentices</i>	
First year	3,80
Second year	4,28
Third year	5,23
Fourth year	8,55"

Signed at Johannesburg, for and on behalf of the parties, this
eleventh day of September 1990.W. P. COETZEE,
ChairmanJ. W. NELSON,
MemberA. O. DE JAGER,
General Secretary.**25. ANNEXURE****1. PROCEDURE FOR NEGOTIATIONS BETWEEN PARTIES TO
THE COUNCIL AND THE RESOLUTION OF DISPUTES ARISING
OUT OF SUCH NEGOTIATIONS.**

Substitute the following for subsection (1)(c):

"(1)(c) Where a party makes a counter offer or proposal, at the first negotiating meeting, in response to an initial proposal, such counter offer or proposal shall be detailed in writing within seven days of the meeting. The written response to be directed to the Council for distribution to the parties to the negotiation."

24. KLOUSULE 2.—LOONTABEL

Vervang die bestaande tabel deur die volgende:

"Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

	<i>Loon per uur</i>
	R
Loon A en A1	9,50
Loon AA	8,68
Werknemers met minder as ses maande ononder- broke diens by dieselfde werkgewer	8,16
Loon AB	7,66
Loon B	7,24
Loon C	6,85
Loon D	6,58
Loon DD	5,84
Loon DDD	5,40
Loon E	5,07
Loon F	4,73
Loon G	4,43
Loon H	4,18

Vakleerlinge

Eerste jaar	3,80
Tweede jaar	4,28
Derde jaar	5,23
Vierde jaar	8,55"

Namens die partye op hede die elfde dag van September 1990 te
Johannesburg onderteken.W. P. COETZEE,
VoorsitterJ. W. NELSON,
LidA. O. DE JAGER,
Hoofsekretaris**25. BYLAAG****1. ONDERHANDELINGSPROSEDURES TUSSEN RAADSPARTYE
EN BESLEGTINGSPROSEDURES WAAR DISPUTE VOORT-
SPRUIT UIT SODANIGE ONDERHANDELINGE.**

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

"(1)(c) Waar 'n party by die eerste onderhandelingsvergadering 'n teen aanbod of voorstel maak, in reaksie op 'n aanvanklike voorstel, moet sodanige teenaanbod of voorstel skriftelik uiteengesit word binne sewe dae vanaf die datum van die vergadering. Die skriftelike antwoord moet aan die Raad gestuur word vir verspreiding aan die partye by die onderhandelings."

24. KI. OUSLE 1 - LOONTABEL

Verlang die bestaande tabel deur die volgende
"I" and van toepassing oral in hierdie Oorsake (1.5.1)

Loon	per uur
1.00	1.00
1.10	1.10
1.20	1.20
1.30	1.30
1.40	1.40
1.50	1.50
1.60	1.60
1.70	1.70
1.80	1.80
1.90	1.90
2.00	2.00
2.10	2.10
2.20	2.20
2.30	2.30
2.40	2.40
2.50	2.50
2.60	2.60
2.70	2.70
2.80	2.80
2.90	2.90
3.00	3.00
3.10	3.10
3.20	3.20
3.30	3.30
3.40	3.40
3.50	3.50
3.60	3.60
3.70	3.70
3.80	3.80
3.90	3.90
4.00	4.00
4.10	4.10
4.20	4.20
4.30	4.30
4.40	4.40
4.50	4.50
4.60	4.60
4.70	4.70
4.80	4.80
4.90	4.90
5.00	5.00
5.10	5.10
5.20	5.20
5.30	5.30
5.40	5.40
5.50	5.50
5.60	5.60
5.70	5.70
5.80	5.80
5.90	5.90
6.00	6.00
6.10	6.10
6.20	6.20
6.30	6.30
6.40	6.40
6.50	6.50
6.60	6.60
6.70	6.70
6.80	6.80
6.90	6.90
7.00	7.00
7.10	7.10
7.20	7.20
7.30	7.30
7.40	7.40
7.50	7.50
7.60	7.60
7.70	7.70
7.80	7.80
7.90	7.90
8.00	8.00
8.10	8.10
8.20	8.20
8.30	8.30
8.40	8.40
8.50	8.50
8.60	8.60
8.70	8.70
8.80	8.80
8.90	8.90
9.00	9.00
9.10	9.10
9.20	9.20
9.30	9.30
9.40	9.40
9.50	9.50
9.60	9.60
9.70	9.70
9.80	9.80
9.90	9.90
10.00	10.00

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24. SECTION 2 - TABLE OF WAGE RATES

Substitute the following for the existing table:
Wage rates applicable throughout this Agreement (1.5.1)

Rate per hour	Rate per hour
1.00	1.00
1.10	1.10
1.20	1.20
1.30	1.30
1.40	1.40
1.50	1.50
1.60	1.60
1.70	1.70
1.80	1.80
1.90	1.90
2.00	2.00
2.10	2.10
2.20	2.20
2.30	2.30
2.40	2.40
2.50	2.50
2.60	2.60
2.70	2.70
2.80	2.80
2.90	2.90
3.00	3.00
3.10	3.10
3.20	3.20
3.30	3.30
3.40	3.40
3.50	3.50
3.60	3.60
3.70	3.70
3.80	3.80
3.90	3.90
4.00	4.00
4.10	4.10
4.20	4.20
4.30	4.30
4.40	4.40
4.50	4.50
4.60	4.60
4.70	4.70
4.80	4.80
4.90	4.90
5.00	5.00
5.10	5.10
5.20	5.20
5.30	5.30
5.40	5.40
5.50	5.50
5.60	5.60
5.70	5.70
5.80	5.80
5.90	5.90
6.00	6.00
6.10	6.10
6.20	6.20
6.30	6.30
6.40	6.40
6.50	6.50
6.60	6.60
6.70	6.70
6.80	6.80
6.90	6.90
7.00	7.00
7.10	7.10
7.20	7.20
7.30	7.30
7.40	7.40
7.50	7.50
7.60	7.60
7.70	7.70
7.80	7.80
7.90	7.90
8.00	8.00
8.10	8.10
8.20	8.20
8.30	8.30
8.40	8.40
8.50	8.50
8.60	8.60
8.70	8.70
8.80	8.80
8.90	8.90
9.00	9.00
9.10	9.10
9.20	9.20
9.30	9.30
9.40	9.40
9.50	9.50
9.60	9.60
9.70	9.70
9.80	9.80
9.90	9.90
10.00	10.00

INHOUD

No.	Bladsy
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GOEWERMENKENSIGGEWING

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