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OF
SOUTH AFRICA



REPUBLIEK
VAN
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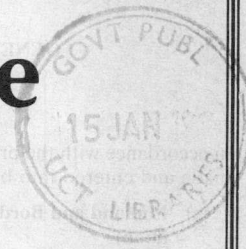
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CAPE TOWN, 4 JANUARY 1991

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[No. 12942

GOVERNMENT NOTICE

R.3051

4 January 1991

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH
AFRICA

AMENDMENT OF AGREEMENT FOR THE
GENERAL GOODS SECTION

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

- (a) in terms of section 48(1)(a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1991, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48(1)(b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1(1)(a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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 Amending Agreement.

ELI VAN DER MERWE LOUW
Minister of Manpower

GOEWERMENSKENNISGEWING

R.3051

4 Januarie 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN
SUID-AFRIKA

WYSIGING VAN OOREENKOMS VIR DIE SEKSIE
ALGEMENE GOEDERE

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

- (a) kragtens artikel 48(1)(a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms 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 die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1(1)(a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 die Wysigingsooreenkoms gespesifiseer.

ELI VAN DER MERWE LOUW
Minister van Mannekrag

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

GENERAL GOODS SECTION

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Western Cape Leather Industries Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;

and

- (d) Association of South African Manufacturers of Luggage, Handbags and General Goods

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

- (e) National Union of Leather Workers;

and

- (f) Transvaal Leather and Allied Trades Industrial Union

and

- (g) South African Clothing and Textile Workers' Union

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

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement for the General Goods Section published under Government Notice R.378 of 4 March 1988, as renewed and amended by Government Notices R.1621 of 12 August 1988 and R.2315 of 18 November 1988, R.571 of 31 March 1989 and R.1947 and R.1948 dated 17 August 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the General Goods Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed in the above Section of the Leather Industry, respectively;
- (b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay, on the operations set forth in paragraph (1) to (3) of the definition of "General Goods Section";
- (c) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices 1939 and 2067 of 10 September 1982 and 1 October 1982 respectively, fell within the Magisterial District of Inanda, on the operations set forth in paragraph (4)(a) of the definition of "General Goods Section" in clause 3 of the said Agreement, and in the Magisterial District of Wynberg, on the operations set forth in paragraph (4)(b) of the said definition;
- (d) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape, on the operations set forth in paragraph (5) of the definition of "General Goods Section" in clause 3 of the said Agreement.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE
LEERNYWERHEID VAN SUID-AFRIKA

SEKSIE ALGEMENE GOEDERE

OOREENKOMS

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Western Cape Leather Industries Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;

en

- (d) Association of South African Manufacturers of Luggage, Handbags and General Goods

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

- (e) National Union of Leather Workers;

en

- (f) Transvaal Leather and Allied Trades Industrial Union

en

- (g) South African Clothing and Textile Workers' Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms vir die Seksie Algemene Goedere, gepubliseer by Goewermentskennisgewing No. R.378 van 4 Maart 1988, soos hernieu en gewysig deur Goewermentskennisgewings Nos. R.1621 van 12 Augustus 1988, R.2315 van 18 November 1988, R.571 van 31 Maart 1989 en R.1947 en R.1948 gedateer 17 Augustus 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seksie Algemene Goedere van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke of daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere";
- (c) in die landdrostdistrikte Bellville, met inbegrip van daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Goodwood en Durban, met inbegrip van daardie gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, maar uitgesonderd daardie gedeelte van die landdrostdistrik Durban wat voor die publikasie van Goewermentskennisgewings Nos. 1939 en 2067 van onderskeidelik 10 September 1982 en 1 Oktober 1982 binne die landdrostdistrik Inanda geval het, in verband met die werksaamhede uiteengesit in paragraaf (4)(a) van die omskrywing "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms, en in die landdrostdistrik Wynberg, in verband met die werksaamhede uiteengesit in paragraaf (4)(b) van genoemde omskrywing;
- (d) in die landdrostdistrikte Bellville, met inbegrip van daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap, in verband met die werksaamhede uiteengesit in paragraaf (5) van die omskrywing "Seksie Algemene Goedere" in klousule 3 van genoemde Ooreenkoms.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in Annexure C of the Agreement published under Government Notice R.1796 of 3 September 1982, and to the employers of such employees.

2. CLAUSE 4—WAGES AND RATES

In sub-clause (7)(a), substitute the expression "25 July 1990" for the expression "22 May 1989."

3. CLAUSE 5—HOURS OF WORK

(1) In sub-clause (6)(a), substitute the expression "15 minutes" for the expression "10 minutes."

(2) In sub-clause (10) substitute the following for paragraph (b):
 "(b) Where a motor vehicle driver and his assistant are required by their employer to be away from home, an allowance of R50,00 shall be paid in respect of every night such employees spend away from home."

4. CLAUSE 8—HOLIDAYS, ANNUAL AND MATERNITY LEAVE

(1) In sub-clause (1), delete the words "the last working day" and substitute therefor the words "three days."

(2)(a) In sub-clause (7)(a), insert the words "1 May" after the words "Family Day."

(b) Insert the following new paragraph (b):

"(b) Notwithstanding paragraph (a), employees shall be entitled to one additional day's holiday per annum, the date of which shall be decided on by the Council, and such day shall be regarded as a paid holiday."

(c) Renumber the existing paragraphs (b), (c), (d), (e), (f) and (g) to read (c), (d), (e), (f), (g) and (h).

(3) In sub-clause (9)(a), delete the words "two-fifths of."

5. CLAUSE 10—TERMINATION OF EMPLOYMENT

In sub-clause (12), substitute the figure "60" for the figure "30."

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie minimum lone voorgeskryf word in Aanhangel C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R.1796 van 3 September 1982 en op die werkgewers van sodanige werknemers.

2. KLOUSULE 4—LONE EN LOONSKALE

In subklousule (7)(a), vervang die uitdrukking "22 Mei 1989" deur die uitdrukking "25 Julie 1990."

3. KLOUSULE 5—WERKSURE

In subklousule (6)(a), vervang die uitdrukking "10 minute" deur die uitdrukking "15 minute."

(2) In subklousule (10) vervang paragraaf (b) deur die volgende:
 "(b) Waar daar van 'n motorvoertuigbestuurder en sy assistent deur sy werkgever vereis word om van sy huis afwesig te wees, moet 'n toelaag van R50,00 betaal word t.o.v. elke nag wat sodanige werknemers van sy huis afwesig is."

4. KLOUSULE 8—VAKANSIEDAE, JAARLIKSE EN KRAAMVERLOF

(1) In subklousule (1), skrap die woorde "op die laaste werkdag" en vervang deur die woorde "drie dae."

(2)(a) In subklousule (7)(a), voeg die woorde "1 Mei" in na die woord "Familiëdag."

(b) Voeg die volgende paragraaf (b) in:

"(b) Ondanks paragraaf (a), is werknemers op een addisionele dag verlof per jaar geregtig, waarvan die datum deur die Nywerheidsraad bepaal word, en sodanige dag moet as 'n betaalde openbare feesdag beskou word."

(c) Hernommer die bestaande paragrawe (b), (c), (d), (e), (f) en (g) om te lui (c), (d), (e), (f), (g) en (h).

(3) In subklousule (9)(a), skrap die woorde "twee vyfdes van."

5. KLOUSULE 10—DIENSBEÏNDIGING

In subklousule (12), vervang die syfer "30" deur die syfer "60."

6. ANNEXURE C

(1) Substitute the following for clause 1:

"1. WAGE RATES

	Column A	Column B
	Per week	Per week
	R	R
(A) The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:		
(i) Boiler attendant.....	125,98	138,58
(ii) Driver of a motor vehicle authorised to carry or haul a payload of—		
(a) under 2 722 kg.....	125,98	138,58
(b) 2 722 kg.....	151,49	166,64
(c) over 2 722 kg but not exceeding 4 536 kg.....	181,81	199,99
(d) over 4 536 kg.....	212,15	233,37
(a) Fork-lift Driver.....	212,15	233,37
(iii) General worker.....	115,02	126,52
(iv) Grade F employee.....	115,02	126,52
(v) Night-watchman.....	125,98	138,58
(vi) Storeman and/or warehouseman, despatch clerk.....	151,49	166,64
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:		
(i) Foreman.....	242,37	266,61
(ii) Power guillotine operator.....		
(iii) Rotary cutting machine operator.....	212,15	233,37
(iv) Woodworking machine operator Class I.....		
(v) Cutter Class I.....	199,99	219,99
(vi) Corner stitching machine operator.....	181,81	199,99
(vii) Grade A employee.....	151,55	166,71
(viii) Grade B employee.....	140,77	154,85
(ix) Grade C employee.....	125,98	138,58
(x) Grade D employee.....		
(xi) Grade E employee.....	115,02	126,52
(xii) Grade G employee.....		
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:		
(i) Foreman.....	242,37	266,61
(ii) Cutter Class I.....	181,81	199,99
(iii) Saddler Class I.....		
(iv) Cutter Class II.....	160,60	176,66
(v) Saddler Class II.....		
(vi) Press cutter.....	151,49	166,64
(vii) Panel filler.....	125,98	138,58
(viii) Hand stitcher.....		
(ix) Strap cutting machine operator.....		
(x) Machinist.....	115,02	126,52
(xi) Skiver.....		
(xii) Creaser.....		
(xiii) Stainer.....		
(D) The following wage rates shall be paid to qualified employees engaged in the manufacture of harness etc.:		
(i) Foreman.....	242,37	266,61
(ii) Hand cutter.....	166,63	183,29
(iii) Press cutter.....	157,54	173,29
(iv) Prepare and finisher.....	145,47	160,02
(v) Machinist.....	137,67	151,44
(vi) Hand stitcher.....	125,98	138,58
(vii) Strap and cutting machine operator.....	115,02	126,52
(viii) Employees engaged in staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up.....	115,02	126,52

6. AANHANGSEL C

(1) Vervang klousule 1 deur die volgende:

"1. LOONSKALE

	Kolom A	Kolom B
	Per week	Per week
	R	R
(A) Onderstaande lone moet betaal word aan werknemers werksaam in die Seksie Algemene Goedere van die Nywerheid:		
(i) Ketelbediener.....	125,98	138,58
(ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—		
(a) minder as 2 722 kg.....	125,98	138,58
(b) 2 722 kg.....	151,49	166,64
(c) meer as 2 722 kg maar hoogstens 4 536 kg.....	181,81	199,99
(d) meer as 4 536 kg.....	212,15	233,37
(e) Vurkysdrywer.....	212,15	233,37
(iii) Algemene werker.....	115,02	126,52
(iv) Werknemer graad F.....	115,02	126,52
(v) Nagwag.....	125,98	138,58
(vi) Magasynmeester en/of pakhuisman, versendingsklerk.....	151,49	166,64
(B) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodigdhede vervaardig:		
(i) Voorman.....	242,37	266,61
(ii) Kragguillotinebediener.....		
(iii) Draaisnymasjienbediener.....	212,37	233,37
(iv) Houtwerkmasjienbediener klas I.....		
(v) Snyer klas I.....	199,99	219,99
(vi) Hoekstikmasjienbediener.....	181,81	199,99
(vii) Werknemer graad A.....	151,55	166,71
(viii) Werknemer graad B.....	140,77	154,85
(ix) Werknemer graad C.....	125,98	138,58
(x) Werknemer graad D.....		
(xi) Werknemer graad E.....	115,02	126,52
(xii) Werknemer graad G.....		
(C) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:		
(i) Voorman.....	242,37	266,61
(ii) Snyer klas I.....	181,81	199,99
(iii) Saalmaker klas I.....		
(iv) Snyer klas II.....	160,60	176,66
(v) Saalmaker klas II.....		
(vi) Perssnyer.....	151,49	166,64
(vii) Paneelvuller.....	125,98	138,58
(viii) Handstikker.....		
(ix) Leerbandsnymasjienbediener.....		
(x) Masjienwerker.....	115,02	126,52
(xi) Skawer.....		
(xii) Plooiemaker.....		
(xiii) Beitswerker.....		
(D) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie ens. vervaardig:		
(i) Voorman.....	242,37	266,61
(ii) Handsnyer.....	166,63	183,29
(iii) Perssnyer.....	157,54	173,29
(iv) Voorbereider en afwerker.....	145,47	160,02
(v) Masjienwerker.....	137,67	151,44
(vi) Handstikker.....	125,98	138,58
(vii) Leerbandsnymasjienbediener.....	115,02	126,52
(viii) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoenerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig.....	115,02	126,52

	Column A	Column B		Kolom A	Kolom B
	Per week	Per week		Per week	Per week
	R	R		R	R
(E) The following wage rates shall be paid to qualified employees engaged in the manufacture of braces etc.:			(E) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande ens., vervaardig:		
(i) Foreman	242,37	266,61	(i) Voorman	242,37	266,61
(ii) Press cutter	169,68	186,65	(ii) Perssnyer	169,68	186,65
(iii) Hand cutter	125,98	138,58	(iii) Handsnyer	125,98	138,58
(iv) Machinist	115,02	126,52	(iv) Masjienwerker	115,02	126,52
(v) Riveter			(v) Klinknaelwerker		
(vi) Skiver			(vi) Skawer		
(vii) Employees engaged on creasing and/or eyeletting and/or finishing			(vii) Werknemers wat plooi- en/of afwerkingswerk verrig en/of vetergate maak		
(F) The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:			(F) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:		
(i) Foreman	242,37	266,61	(i) Voorman	242,37	266,61
(ii) Hand cutter	169,68	186,65	(ii) Handsnyer	169,68	186,65
(iii) Press cutter	125,98	138,58	(iii) Perssnyer	125,98	138,58
(iv) Hand stitcher	115,02	126,52	(iv) Handstikker	115,02	126,52
(v) Machinist			(v) Masjienwerker		
(vi) Strap cutting machine operator			(vi) Leerbandsnymasjienbediener		
(vii) Riveter			(vii) Klinknaelwerker		
(viii) Skiver			(viii) Skawer		
(ix) Leather moulder			(ix) Leerfatsoeneerder		
(x) Employees engaged in eyeletting and/or creasing and/or attaching fittings and/or locks and/or ornaments and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting lining and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length	115,02	126,52	(x) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleer- en/of raamwerk aan beursies verrig en/of voerings insit en/of metaalverstywers insit en/of rande bewerk en/of vetters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of vetters volgens lengte sny	115,02	126,52
(xi) High frequency welding			(xi) Hoëfrekwensiesweiswerk		
(G) The following wage rates shall be paid to qualified employees engaged in the manufacture of trunks for Blacks in the province of the Transvaal: Provided that such wages shall be payable only in cases when the employer concerned has proved to the satisfaction of the Council that the article produced is a trunk for Blacks and that he holds a certificate from the Council to that effect. In all other cases, the wages specified in sub-clause (B) shall apply.			(G) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat koffers vir Swartes in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werkgewer die Raad oortuig het dat die artikel wat vervaardig word 'n koffer vir Swartes is en dat hy 'n sertifikaat met hierdie strekking van die Raad hou. In alle ander gevalle is die lone wat in subklousule (B) gespesifiseer word, van toepassing.		
The certificate referred to above may be withdrawn at any time by the Council giving one week's notice to the employer concerned.			Die sertifikaat hierbo bedoel, kan eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgewer te gee.		
(a) Qualified employees employed as—			(a) Gekwalifiseerde werknemers wat werksaam is as—		
(i) sawyer	131,32	144,45	(i) saers	131,32	144,45
(ii) fitters	118,91	130,80	(ii) monteurs	118,91	130,80
(iii) cutters	115,02	126,52	(iii) snyers	115,02	126,52
(iv) assemblers (known in the trade as 'carpenters') and pasters	115,02	126,52	(iv) inmekearsitters [in die bedryf bekend as 'carpenters' timmermans]] en plakkers	115,02	126,52
(b) (i) Foreman	242,37	266,61	(b) (i) Voorman	242,37	266,61
(ii) Riveting and/or nailing by machine	157,54	173,29	(ii) Klinknael- en/of spykmasjienwerkers	157,54	173,29
(iii) Machine moulding, wood joining by machine, sand-papering, spraying or grain-ing	128,26	141,09	(iii) Fatsoeneermasjienwerkers, houtlasmasjienwerkers, skuurmasjienwerkers spuit- of vlamskilderwerkers	128,26	141,09

	Column A	Column B		Kolom A	Kolom B
	Per week	Per week		Per week	Per week
	R	R		R	R
(H) The following wage rates shall be paid to learners, other than foreman, and other than those referred to in subclauses (A) and (I):			(H) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voor- manne, en uitgesonderd dié werknemers wat in subklousule (A) en (I) genoem word:		
During the first six months of experience	65,34	71,87	Gedurende die eerste ses maande ondervinding	65,34	71,87
During the second six months of experience	78,36	86,20	Gedurende die tweede ses maande ondervinding	78,36	86,20
During the third six months of experience	91,39	100,53	Gedurende die derde ses maande ondervinding	91,39	100,53
During the fourth six months of experience	110,98	122,08	Gedurende die vierde ses maande ondervinding	110,98	122,08
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.			Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nogtans geag moet word 12 maande ondervinding te hê.		
(I) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial District of Bellville, Goodwood and Durban:			(I) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrikte Bellville, Goodwood en Durban balle vervaardig:		
(i) Foreman	242,37	266,61	(i) Voorman	242,37	266,61
(ii) Cutter	169,68	186,65	(ii) Snyer	169,68	186,65
(iii) Panel machinist	151,49	166,64	(iii) Paneelmasjienwerker	151,49	166,64
(iv) Finisher, Grade I	122,04	134,24	(iv) Afwerker, graad I	122,04	134,24
(v) Finisher, Grade II			(v) Afwerker, graad II		
(vi) Mouthpiece machinist	115,02	126,52	(vi) Mondstukvaslymer	115,02	126,52
(vii) Boxer, Grade I			(vii) Naatwerker graad I		
(viii) Boxer, Grade II			(viii) Naatwerker, graad II		
(ix) Employees engaged in cutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length	115,02	126,52	(ix) Werknemers wat werksnywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengtes sny	115,02	126,52
(J) The following wage rates shall be paid to learners, other than foreman, engaged on the operations referred to in subclause (I):			(J) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voor- manne, wat die werksaamhede verrig wat in subklousule (I) vermeld word:		
During the first six months of experience	65,34	71,87	Gedurende die eerste ses maande ondervinding	65,34	71,87
During the second six months of experience	75,17	82,69	Gedurende die tweede ses maande ondervinding	75,17	82,69
During the third six months of experience	81,67	89,84	Gedurende die derde ses maande ondervinding	81,67	89,84
During the fourth six months of experience	88,18	97,00	Gedurende die vierde ses maande ondervinding	88,18	97,00
(K) The following wage rates shall be paid to qualified employees engaged in the manufacture of cricket and hockey balls in the Magisterial District of Wynberg:			(K) Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die landdrosdistrik Wynberg, krieketballe en hokkieballe vervaardig:		
(i) Foreman	242,37	266,61	(i) Voorman	242,37	266,61
(ii) Cutter, Grade I	151,55	166,71	(ii) Snyer, graad I	151,55	166,71
(iii) Puritan machinist	151,55	166,71	(iii) Puritan-masjienwerker	151,55	166,71
(iv) Hand closer	125,98	138,58	(iv) Handstikwerker	125,98	138,58
(v) Hand stitcher	125,98	138,58	(v) Handnaatwerker	125,98	138,58
(vi) Bonder, Grade I			(vi) Saambinder, graad I		
(vii) Fitter			(vii) Monteerder		
(viii) Core moulder	115,02	126,52	(viii) Kerngieter	115,02	126,52
(ix) Cup moulder			(ix) Kelkgieter		
(x) Cutter, Grade II			(x) Snyer, graad II		
(xi) Blocker, Grade I			(xi) Blokker, graad I		
(xii) Bonder, Grade II			(xii) Saambinder, graad II		

	Column A	Column B
	Per week	Per week
	R	R
(xiii) Employees engaged in spraying/buffing and/or stamping/embossing and/or blocking, Grade II, and/or lining and/or skiving and/or wetting and/or labelling and/or cleaning and/or dipping and/or glueing and/or squeezing and/or winding .	115,02	126,52
(L) The following wage rates shall be paid to learners, other than foremen, engaged on the operations referred to in subclause (K):		
During the first six months of experience	78,87	86,76
During the second six months of experience.....	94,64	104,10
During the third six months of experience	108,82	119,70

(2) PROPORTION AND RATIO OF EMPLOYEES.

In clause 2, substitute the following for subclauses (3), (4), (5) and (6):

“(3) *Harness*.—(a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R126,52 per week during the period ending 30 June 1991, not more than one employee may be employed at a wage of less than R126,52 per week during the period ending 30 June 1991: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) *Braces*.—For each employee receiving a wage of not less than R126,52 per week during the period ending 30 June 1991, not more than one employee may be employed at a wage of less than R126,52 per week during the period ending 30 June 1991: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) *Personal goods*.—For each employee receiving a wage of not less than R126,52 per week during the period ending 30 June 1991, not more than one employee may be employed at a wage of less than R126,52 per week during the period ending 30 June 1991: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) *Trunks for Blacks*.—For every three employees receiving a wage of not less than R126,52 per week during the period ending 30 June 1991, not more than one employee may be employed at a wage of less than R126,52 per week during the period ending 30 June 1991: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

Signed by the parties at Port Elizabeth on this 13th day of September 1990.

M T HOFFMANN,
Member of the Council

MRS E B HURTER,
Member of the Council

L M VAN LOGGERENBERG,
General Secretary of the Council

	Kolom A	Kolom B
	Per week	Per week
	R	R
(xiii) Werknemers wat sproeispuitswerk/wasprei- en waspoleringswerk en/of stampwerk/bosselering en/of fatsoeneringswerk, graad II en/of voeringwerk en/of afskilwerk en/of natmaakwerk en/of etikettering en/of skoonmaak en/of indompeling en/of lynwerk en/of perswerk en/of wikkelswerk verrig	115,02	126,52
(L) Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voor- manne, wat werksaamhede verrig wat in subklousule (K) bedoel word:		
Gedurende die eerste ses maande ondervinding:	78,87	86,76
Gedurende die tweede ses maande ondervinding:	94,64	104,10
Gedurende die derde ses maande ondervinding:	108,82	119,70

(2) GETALSVIRHOUDING VAN WERKNEMERS.

In klousule 2, vervang subklousule (3), (4), (5) en (6) deur die volgende:

“(3) *Tuie*.—(a) Daar moet minstens een voorman in elke bedryfsinrigting werksaam wees.

(b) Vir elke werknemer wat 'n loon ontvang van minstens R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 kan daar hoogstens een werknemer teen 'n loon van minder as R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(4) *Kruisbande*.—Vir elke werknemer wat 'n loon ontvang van minstens R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 kan daar hoogstens een werknemer teen 'n loon van minder as R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking genoem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(5) *Persoonlike goedere*.—Vir elke werknemer wat 'n loon ontvang van minstens R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 kan daar hoogstens een werknemer teen 'n loon van minder as R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

(6) *Koffers vir Swartes*.—Vir elke drie werknemer wat 'n loon ontvang van minstens R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 kan daar hoogstens een werknemer teen 'n loon van minder as R126,52 per week gedurende die tydperk eindigende 30 Junie 1991 in diens geneem word: Met dien verstande dat algemene werkers nie in aanmerking geneem moet word wanneer die getal sodanige werknemers wat in diens geneem mag word, vasgestel word nie.

Namens die partye op hede die 13ste dag van September 1990 te Port Elizabeth onderteken.

M T HOFFMANN,
Lid van die Raad

MEV E B HURTER,
Lid van die Raad

L M VAN LOGGERENBERG,
Hoofsekretaris van die Raad

R.3052

4 January 1991

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA

AMENDMENT OF AGREEMENT FOR THE HANDBAG SECTION

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

- (a) in terms of section 48(1)(a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1991, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and
- (b) in terms of section 48(1)(b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1(1)(a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 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 Amending Agreement.

ELI V.D. M. LOUW
Minister of Manpower

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

HANDBAG SECTION

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Western Cape Leather Industries Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association; and
 - (d) Association of South African Manufacturers of Luggage, Handbags and General goods
- (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (e) National Union of Leather Workers, and
 - (f) Transvaal Leather and Allied Trades Industrial Union

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

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement for the Handbag Section published under Government Notice R. 1794 of 3 September 1982, as renewed and amended by Government Notices R. 2480 and R. 2481 of 11

R.3052

4 Januarie 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA

WYSIGING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE

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

- (a) kragtens artikel 48(1)(a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms 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 die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1(1)(a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 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 die Wysigingsooreenkoms gespesifiseer.

ELI V.D. M. LOUW
Minister van Mannekrag

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

HANDSAKSEKSIE

OOREENKOMS

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Western Cape Leather Industries Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association; en
 - (d) Association of South African Manufacturers of Luggage, Handbags and General goods
- (hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die
- (e) National Union of Leather Workers, en
 - (f) Transvaal Leather and Allied Trades Industrial Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms vir die Handsakseksie, gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982, soos hiernieu en gewysig deur Goewermentskennisgewings Nos. R. 2480 en

November 1983, R. 2022 and R. 2023 of 14 September 1984, R. 2758 and R. 2760 of 13 December 1985, R. 2713 and R. 2714 of 24 December 1986, R. 1844 of 28 August 1987, R. 2609 of 20 November 1987, R. 1622 of 22 August 1988, R. 2314 of 18 November 1988, R. 572 of 31 March 1989 and R. 1949 and R. 1950 of 17 August 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Handbag Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed in the above Section of the Leather Industry, respectively;
- (b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay, on the operations set forth in paragraph (1)(b) and (c) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice R. 1794 of 3 September 1982, in so far as they relate to the said Section; and
- (c) in the Magisterial Districts of Bellville, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial Districts of Durban, Goodwood, Johannesburg and The Cape, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the said Agreement.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement published under Government Notice R. 1794 of 3 September 1982 and to the employers of such employees.

(3) Notwithstanding anything to the contrary contained herein, the terms of this Agreement shall not apply to travellers, salesmen and clerical employees other than despatch clerks.

2. CLAUSE 4—WAGES AND RATES

In sub-clause (7)(a), substitute the expression "25 July 1990" for the expression "22 May 1989".

3. CLAUSE 5—HOURS OF WORK

- (1) In sub-clause (6)(a) substitute the expression "15 minutes" for the expression "10 minutes."
- (2) In sub-clause (10) substitute the following for paragraph (b):
"(b) Where a motor vehicle driver and his assistant are required by their employer to be away from home, an allowance of R50,00 shall be paid in respect of every night such employees spend away from home."

4. CLAUSE 8—HOLIDAYS, ANNUAL AND MATERNITY LEAVE

- (1) In sub-clause (1), delete the words "the last working day" and substitute therefor the words "three days."
- (2)(a) In sub-clause (7)(a), insert the words "1 May" after the words "Family Day."
- (b) Insert the following new paragraph (b):
"(b) Notwithstanding paragraph (a), employees shall be entitled to one additional day's holiday per annum, the date of which shall be decided on by the Council, and such day shall be regarded as a paid public holiday."
- (c) Renumber the existing paragraphs (b), (c), (d), (e), (f) and (g) to read (c), (d), (e), (f), (g) and (h).
- (3) In sub-clause (9)(a), delete the words "two-fifths of."

5. CLAUSE 10—TERMINATION OF EMPLOYMENT

In sub-clause (12), substitute the figure "60" for the figure "30."

6. ANNEXURE C

Substitute the following for clause 1:

R. 2481 van 11 November 1983, R. 2022 en R. 2023 van 14 September 1984, R. 2758 en R. 2760 van 13 Desember 1985, R. 2713 en R. 2714 van 24 Desember 1986, R. 1844 van 28 Augustus 1987, R. 2609 van 20 November 1987, R. 1622 van 12 Augustus 1988, R. 2314 van 18 November 1988, R. 572 van 31 Maart 1989 en R. 1949 en R. 1950 van 17 Augustus 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Handsakseksie van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke of daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, in verband met die werksaamhede uiteengesit in paragraaf (1)(b) en (c) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982, vir sover hulle betrekking het op genoemde Seksie; en
- (c) in die landdrosdistrikte Bellville, Die Kaap, Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing No. 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, Goodwood en Johannesburg in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone voorgeskryf word in Aanhangel C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1794 van 3 September 1982 en op die werkgewers van sodanige werknemers.

(3) Ondanks andersluidende bepalings hierin, is hierdie Ooreenkoms nie op handelsreisigers, verkoopsmanne en klerke, uitgesonderd versendingsklerke, van toepassing nie.

2. KLOUSULE 4—LONE EN LOONSKALE

In subklousule (7)(a), vervang die uitdrukking "22 Mei 1989" deur die uitdrukking "25 Julie 1990."

3. KLOUSULE 5—WERKSURE

- (1) In subklousule (6)(a), vervang die uitdrukking "10 minute" deur die uitdrukking "15 minute."
- (2) In subklousule (10), vervang paragraaf (b) deur die volgende:
"(b) Waar daar van 'n motorvoertuigbestuurder en sy assistent deur sy werkgewer vereis word om van sy huis afwesig te wees, moet 'n toelaag van R50,00 betaal word t.o.v. elke nag wat sodanige werknemers van sy huis afwesig is."

4. KLOUSULE 8—VAKANSIEDAE, JAARLIKSE EN KRAAMVERLOF

- (1)(a) In subklousule (1) skrap die woorde "op die laaste werkdag" en vervang deur die woorde "drie dae."
- (b) Voeg die volgende nuwe paragraaf (b) in:
"(b) Ondanks paragraaf (a), is werknemers op een addisionele dag verlof per jaar geregtig, waarvan die datum deur die Nywerheidsraad bepaal word, en sodanige dag moet as 'n betaalde openbare feesdag beskou word."
- (c) Hernommer die bestaande paragrawe (b), (c), (d), (e), (f) en (g) om te lui (c), (d), (e), (f), (g) en (h).
- (2) In subklousule (7)(a), voeg die woorde "1 Mei" in na die woord "Familiedag."
- (3) In subklousule (9)(a), skrap die woorde "twee vyftes van."

5. KLOUSULE 10—DIENSBEEÏNDIGING

In subklousule (12) vervang die syfer "30" deur die syfer "60."

6. AANHANGSEL C

Vervang klousule 1 deur die volgende:

"1. WAGES

	Column A Per week	Column B Per week
	R	R
(a) Foreman	242,37	266,61
(b) Storeman	151,49	166,64
(c) Despatch clerk	151,49	166,64
(d) Packer	115,02	126,52
(e) Driver of a delivery vehicle, the unladen mass of which—		
(i) does not exceed 2 722 kg	125,98	138,58
(ii) exceeds 2 722 kg, but does not exceed 4 536 kg	181,81	199,99
(iii) exceeds 4 536 kg	212,15	233,37
(iv) Fork-lift Driver	212,15	233,37
(f) Night-watchman	125,98	138,58
(g) General workers	115,02	126,52
(h) Qualified employees:		
(i) Cutter, Class I	193,91	213,30
(ii) Cutter, Class II	145,47	160,02
(iii) Machinists engaged on all sewing machine operations	151,17	166,29
(iv) Skivers	115,02	126,52
(v) Handbag framers	145,47	160,02
(vi) Grade I employees	115,02	126,52
(vii) Grade II employees	115,02	126,52
(i) Learners employed in the categories for which wages are prescribed in (h) above:		
During the first six months of experience	67,94	74,73
During the second six months of experience	78,35	86,19
During the third six months of experience	88,18	97,00
During the fourth six months of experience	99,26	109,19"

Signed by the parties at Port Elizabeth on this 13th day of September 1990.

M T HOFFMANN,
Member of the Council

MRS E B HURTER,
Member of the Council

L M VAN LOGGERENBERG,
General Secretary of the Council

"1. LONE

	Kolom A Per week	Kolom B per week
	R	R
(a) Voorman	242,37	266,61
(b) Magasynmeester	151,49	166,64
(c) Versendingsklerk	151,49	166,64
(d) Verpakker	115,02	126,52
(e) Drywer van 'n afleveringsvoertuig waarvan die onbelaste massa—		
(i) hoogstens 2 722 kg is	125,98	138,58
(ii) meer as 2 722 kg maar hoogstens 4 536 kg is	181,81	199,99
(iii) meer as 4 536 kg is	212,15	233,37
(iv) Vurkhydrywer	212,15	233,37
(f) Nagwag	125,98	138,58
(g) Algemene werk	115,02	126,52
(h) Gekwalifiseerde werknemers:		
(i) Snyer klas I	193,91	213,30
(ii) Snyer Klas II	145,47	160,02
(iii) Masjienwerkers betrokke by alle naaimasjienwerksaamhede	151,17	166,29
(iv) Skawers	115,02	126,52
(v) Handsakraamwerkers	145,47	160,02
(vi) Werknemers graad I	115,02	126,52
(vii) Werknemers Graad II	115,02	126,52
(i) Leerlinge wat werksaam is in die klasse waarvoor lone in (h) hierbo voor- geskryf word:		
Gedurende die eerste ses maande ondervinding	67,94	74,73
Gedurende die tweede ses maande ondervinding	78,35	86,19
Gedurende die derde ses maande ondervinding	88,18	97,00
Gedurende die vierde ses maande ondervinding	99,26	109,19"

Namens die partye op hede die 13ste dag van September 1990 te Port Elizabeth onderteken.

M T HOFFMANN,
Lid van die Raad

MEV E B HURTER,
Lid van die Raad

L M VAN LOGGERENBERG,
Hoofsekretaris van die Raad

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