

SCHEDULE

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

ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES' MEDICAL AID FUND

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
 Automotive Parts Production Engineers' Association
 Border Engineering Industries 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
 Iron and Steel Producers' Association of South Africa
 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
 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. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' 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

Engineering and Allied Workers' Union
 Engineering, Industrial and Mining Workers' Union of South Africa

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTERSTAAL-, INGENIEURS- EN METALLURGISE NYWERHEID

MEDIESE HULPFONDS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
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 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

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

Engineering and Allied Workers' Union
 Engineering, Industrial and Mining Workers' Union of South Africa

**Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers'
Union**
**S.A. Boilermakers', Iron and Steel Workers', Ship-
builders' and Welders' Society**

(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,

to amend the Agreement published under Government Notice No. R. 1002 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as amended by Government Notices Nos. R. 2234 of 24 October 1986, R. 1796 of 21 August 1987, R. 785 of 22 April 1988, R. 377 of 3 March 1989, R. 2833 of 22 December 1989, R. 2877 of 29 December 1989 and R. 1876 of 10 August 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.

(2) The terms of this Agreement shall not apply to—

(a) employees whilst they are participating in the Metal Industries Medical Aid Fund in force for the time being;

(b) an employer and his employees who were participants with the employer in any scheme providing medical benefits which was in existence prior to 7 February 1975 (and in which the employer of those employees was on the said date a participant) and to which the employer concerned contributed not less than 50c per week for each employee who was a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and his employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 50c for each such employee for week.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subsection.

2. GENERAL PROVISIONS

Substitute the following for section 3 of the Re-enacting Agreement:

"The provisions contained in sections 3 to 18, inclusive of the Agreement published under Government Notice No. R. 296 of 15 February 1980, as amended, extended and re-enacted by Government Notices Nos. R. 1344 of 27 June 1980, R. 887 of 1 May 1981, R. 1209 of 25 June 1982, R. 1381 of 1 July 1983, R. 470 of 9 March 1984, R. 1885 of 31 August 1984, R. 229 of 8 February 1985 and R. 2057 of 13 September 1985 (as amended by section 3 of the Re-enacting Agreement, sections 3 and 4 of the Agreement published under Government Notice R. 2234 of 24 October 1986, sections 3 and 4 of the Agreement published under Government Notice No. R. 1796 of 21 August 1987, sections 3 to 7 of the Agreement published under Government Notice No. R. 785 of 22 April 1988, sections 3 to 5 of the

**Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers'
Union**
**S.A. Boilermakers', Iron and Steel Workers', Ship-
builders' and Welders' Society**

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 1002 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig deur Goewermentskennisgewings Nos. R. 2234 van 24 Oktober 1986, R. 1796 van 21 Augustus 1987, R. 785 van 22 April 1988, R. 377 van 3 Maart 1989, R. 2833 van 22 Desember 1989, R. 2877 van 29 Desember 1989 en R. 1876 van 10 Augustus 1990, te wysig.

1. TOEPASSINGBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknelmers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op—

(a) werknelmers terwyl hulle deelnehmers is in die Mediese Hulpfonds vir die Metaalnywerhede wat vir die combliek van krag is;

(b) 'n werkewer en sy werknelmers wat saam met die werkewer deelnemers was in 'n skema wat mediese voordele verskaf en wat bestaan het voor 7 Februarie 1975 (en waarin die werkewer van dié werknelmers op genoemde datum 'n deelnemer was) en waartoe die betrokke werkewer weekliks minstens 50c bygedra het ten opsigte van elke werknelmer wat lid was van die skema en andersins deur hierdie Ooreenkoms gedek word, terwyl sodanige skema in werking bly en genoemde werkewer en sy werknelmers voortgaan om deelnemers in die skema te wees en die werkewer voortgaan om 'n bydrae van minstens 50c per week ten opsigte van elke sodanige werknelmer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknelmers ten opsigte van werknelmers wat nie gedek word deur 'n fonds of skema wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. ALGEMENE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Klousules 3 tot en met 18 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 296 van 15 Februarie 1980, soos gewysig, verleng en herbekragtig deur Goewermentskennisgewings Nos. R. 1344 van 27 Junie 1980, R. 887 van 1 Mei 1981, R. 1209 van 25 Junie 1982, R. 1381 van 1 Julie 1983, R. 470 van 9 Maart 1984, R. 1885 van 31 Augustus 1984, R. 229 van 8 Februarie 1985 en R. 2057 van 13 September 1985 (soos gewysig deur klousule 3 van die Herbekragtigingsooreenkoms, klousules 3 en 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2234 van 24 Oktober 1986, klousules 3 en 4 van Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1796 van 21 Augustus 1987, klousules 3 tot 7 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 785 van 22 April 1988, klousules 3 tot 5 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 377 van 3 Maart 1989, klousules 3

Agreement published under Government Notice No. R. 377 of 3 March 1989, sections 3 and 4 of the Agreement published under Government Notice No. R. 2832 of 22 December 1989, extended by Government Notice No. R. 2877 of 29 December 1989, sections 3 to 5 of the Agreement published under Government Notice No. R. 1876 of 10 August 1990 and sections 3 and 4 hereunder), shall apply to employers and employees.”.

3. SECTION 3.—DEFINITIONS

In the definition of “Region B” amend the postal and physical addresses of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council) to read: “... P.O. Box 13162, VINCENT, 5217, or Room 419, 4th Floor, XDC Building, 19 Manchester Road, CHISELHURST, 5247;”.

4. SECTION 8.—CONTRIBUTIONS

In subsection (1), substitute the expression “R2,50 per week” for expression “R2,00 per week”.

Signed at Johannesburg, for and on behalf of the parties, this 7th day of September 1990.

C. J. M. PRINSLOO,
Chairman.

W. P. COETZEE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.”.

en 4 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2832 van 22 Desember 1989, verleng deur Goewermentskennisgewing No. R. 2877 van 29 Desember 1989, klosules 3 tot 5 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1876 van 10 Augustus 1990 en klosules 3 en 4 hieronder), is van toepassing op werkgewers en werkneemers.”.

3. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van “Streek B”, wysig die pos- en die fisiese adresse van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad) om te lui “... Posbus 13162, VINCENT, 5217, of Kamer 419, 4de Verdieping, XDC-gebou, Manchesterweg 19, CHISELHURST, 5247;”.

4. KLOUSULE 8.—BYDRAES

In subklosule (1), vervang die uitdrukking “R2,00 per week” deur die uitdrukking “R2,50 per week”.

Namens die partye op hede die 7de dag van September 1990 te Johannesburg onderteken.

C. J. M. PRINSLOO,
Voorsitter.

W. P. COETZEE,
Ondervorsitter.

A. O. DE JAGER,
Hoofsekretaris”.

CONTENTS

No.	Page No.	Gazette No.
GOVERNMENT NOTICE		
Manpower, Department of Government Notice		
96 Labour Relations Act (28/1956): Iron, Steel, Engineering and Metallurgical Industries: Amendment of Engineering and Allied Industries Employees' Medical Aid Fund Agreement.....	1	12979

INHOUD

No.	Bladsy No.	Koerant No.
GOEWERMENTSKENNISGEWING		
Mannekrag, Departement van Goewermentskennisgewing		
R. 96 Wet op Arbeidsverhoudinge (28/1956): Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Mediese Hulpfondsooreenkoms vir Werknemers in die Ingenieurs- en Aanverwante Nywerhede.....	1	12979