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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1785

1 November 1996

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE: RE-ENACTMENT OF AGREEMENT FOR THE BOLAND

I, Tito Titus Mboweni, Minister of Labour, hereby—

- (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 1 November 1996 and for the period ending 28 February 1997, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and
- (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) (a), 2, 3 and 10, shall be binding, with effect from 1 November 1996 and for the period ending 28 February 1997, 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.

T. T. MBOWENI
Minister of Labour

SCHEDULE
INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY
(WESTERN PROVINCE)
AGREEMENT

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

Boland Meesterbouers en Verwante Bedrywe Vereniging

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

Building Workers' Union

South African Operative Masons' Society

South African Woodworkers' Union

Construction and Allied Workers' Union

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

being the parties to the Industrial Council for the Building Industry (Western Province),

to amend the Agreement published under Government Notice No. R. 2002 of 22 October 1993, as amended by Government Notices Nos. R. 1991 of 18 November 1994 and R. 1671 of 27 October 1995.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry—
- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
 - (b) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuils River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville), Somerset West [excluding that portion which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Strand and Malmesbury (excluding that portion which, prior to the publication of Government Notice No. 171 of 8 February 1957, fell within the Magisterial District of Bellville).
- (2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—
- (a) apply only to those classes of employees for whom wages are prescribed in this Agreement and to learner artisans;
 - (b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed hereunder;
 - (c) apply to trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed thereunder;
 - (d) apply to labour-only contractors, working partners and working directors;
 - (e) not apply to university students and graduates in building science and construction supervisors and other such person doing practical work as a part of their academic training;
 - (f) apply to foremen;
 - (g) not apply to employees in the electrical trades and to administrative staff.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 48 (1) of the Act and shall remain in force for the period ending 28 February 1997 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 5 (2), 17 (4) (b), 26, 28 (5) (c), 33 and 36 of the Agreement published under Government Notice No. R. 2002 of 22 October 1993 (hereinafter referred to as the "Former Agreement"), as further amended, extended or renewed from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5 (1), 7 to 17 (4) (a), 17 (4) (c) and (d), 17 (4) (e) to 25, 27 to 28 (5) (b), 28 (5) (d) to 29, 30, 31, 32, 34, 35 and 37 to 40 of the Former Agreement, as further amended, extended or renewed from time to time, shall apply to employers and employees.

5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

Delete the definition of "probationary general worker".

6. CLAUSE 13 OF THE FORMER AGREEMENT: HOURS OF WORK: ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (1) (e) (ii) (aa) substitute the expression "44 hours" for the expression "46 hours".

7. CLAUSE 16 OF THE FORMER AGREEMENT: WAGES

(1) Substitute the following for the table in subclause (1):

	<i>"Area A Cents per hour</i>	<i>Area B Cents per hour</i>
(a) General worker.....	5,64	4,89
(b) Hoist operator.....	5,88	5,09
(c) Power crane driver, floor sander, stone polisher and terrazzo worker	6,16	5,32
(d) Learner artisan:		
(i) Learner, Class 3 and learners in the second year registered under the former agree- ment	6,74	5,84
(ii) Learner, Class 2, and learners in the third year registered under the former agreement	7,84	6,79
(iii) Learner, Class 1, and learners in the fourth year registered under the former agreement	10,03	8,68
(e) Artisan's assistant/blocklayer	10,03	8,68
(f) Artisan	12,96	11,21
(g) Craftsman and foreman	14,58	12,61
	<i>R per week</i>	<i>R per week</i>
(h) Driver:		
(i) Over 6 m tons.....	323,20	279,54
(ii) 3-6 m tons	275,01	237,84
(iii) Other vehicles.....	238,96	206,68
(i) Security guard.....	233,20	201,69
	<i>Cents per hour</i>	<i>Cents per hour</i>
(j) Cleaner.....	3,95	3,42
(k) Apprentice:		
(i) First year	6,74	5,84
(ii) Second year	7,84	6,79
(iii) Third year	10,03	8,68
(l) Painter.....	n/a	10,09".

8. CLAUSE 28 OF THE FORMER AGREEMENT: HOLIDAY FUND, LEAVE PAY AND STABILISATION FUND

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

<i>"Class of employee</i>	<i>Area A Per week R</i>	<i>Area B Per week R</i>
Employees for whom wages are prescribed in—		
(i) clause 16 (1) (h) (iii) and (i)	14,20	12,30
(ii) clause 16 (1) (a).....	14,20	12,30
(iii) clause 16 (1) (b).....	14,80	12,80
(iv) clause 16 (1) (c).....	15,50	13,40
(v) clause 16 (1) (d) (i) and (k) (i).....	16,90	14,70
(vi) clause 16 (1) (d) (ii) and (k) (ii)	19,70	17,10
(vii) clause 16 (1) (d) (iii), (e) and (k) (iii)	25,20	21,80
(viii) clause 16 (1) (f).....	32,60	28,20
(ix) clause 16 (1) (g).....	36,70	31,70

<i>Class of employee</i>	<i>Area A</i>	<i>Area B</i>
	<i>Per week</i> R	<i>Per week</i> R
(x) clause 16 (1) (h) (i)	18,50	16,00
(xi) clause 16 (1) (h) (ii)	15,70	13,60
(xii) clause 16 (1) (j)	9,90	8,60
(xiii) clause 16 (1) (l)	n/a	25,40".

9. CLAUSE 29 OF THE FORMER AGREEMENT: PENSION FUND

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

<i>"Class of employee</i>	<i>Area A</i>	<i>Area B</i>
	<i>Per week</i> R	<i>Per week</i> R
Employees for whom wages are prescribed in—		
(i) clause 16 (1) (a), (h) (iii) and (i)	36,00	31,20
(ii) clause 16 (1) (b)	37,50	32,50
(iii) clause 16 (1) (c)	39,30	33,90
(iv) clause 16 (1) (d) (i) and (k) (i)	43,00	37,30
(v) clause 16 (1) (d) (ii) and (k) (ii)	50,00	43,30
(vi) clause 16 (1) (d) (iii), (e) and (k) (iii)	64,00	55,40
(vii) clause 16 (1) (f)	82,70	71,50
(viii) clause 16 (1) (g)	93,00	80,50
(ix) clause 16 (1) (h) (i)	46,90	40,50
(x) clause 16 (1) (h) (ii)	39,90	34,50
(xi) clause 16 (1) (l)	n/a	64,40".

10. CLAUSE 30 OF THE FORMER AGREEMENT: TRADE UNION SICK BENEFIT FUND DEDUCTIONS

Substitute the following for subclause (1):

"(1) Every employer shall, at the written request of an employee in his employ who is a member of any of the trade unions which are parties to the Agreement, deduct from the wages of each such employee of the undermentioned classes in respect of each pay-week the amounts specified hereunder:

<i>Class of employee</i>	<i>Per week</i>
Employees for whom wages are prescribed in—	
(i) clause 16 (1) (d), (e) and (k)	1,66
(ii) clause 16 (1) (g), (f) and (l)	2,22".

11. CLAUSE 31 OF THE FORMER AGREEMENT: SICK PAY FUND FOR THE BUILDING INDUSTRY

Substitute the following for the table in subclause (2) (a):

<i>"Class of employee</i>	<i>Per week</i>
Employees for whom wages are prescribed in—	
	R
(i) clause 16 (1) (a), (b), (c), (h) (ii) and (iii), (i) and (j)	2,94
(ii) clause 16 (1) (d) (i), (h) (i) and (k) (i)	3,24
(iii) clause 16 (1) (d) (ii) and (k) (ii)	6,05
(iv) clause 16 (1) (d) (iii), (e) and (k) (iii)	7,80
(v) clause 16 (1) (f), (g) and (l)	9,81".

Signed at Cape Town this 19th day of September 1996.

F. DU PREEZ

Vice-Chairman

P. L. LE ROUX

Member

J. J. KITSHOFF

Secretary

No. R. 1785

1 November 1996

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE: HERBEKRAGTIGING VAN OOREENKOMS VIR DIE BOLAND

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 November 1996 en vir die tydperk wat op 28 Februarie 1997 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 10, met ingang van 1 November 1996 en vir die tydperk wat op 28 Februarie 1997 eindig, bindend is vir alle ander werkgewers en werknemers as die 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 genoemde Ooreenkoms gespesifiseer.

T. T. MBOWENI**Minister van Arbeid****BYLAE****NYWERHEIDSRAAD VIR DIE BOUNYWERHEID
(WESTELIKE PROVINSIE)****OOREENKOMS**

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

Boland Meesterbouers en Verwante Bedrywe Vereniging

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

Building Workers' Union**South African Operative Masons' Society****South African Woodworkers' Union****Construction and Allied Workers' Union**

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Westelike Provinsie),

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2002 van 22 Oktober 1993, soos gewysig by Goewermentskennisgewings Nos. R. 1991 van 18 November 1994 en R. 1671 van 27 Oktober 1995.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is;
- (b) in die landdrostdistrikte Paarl, Wellington, Stellenbosch, Kuilsrivier (uitgesonderd enige gedeeltes van laasgenoemde twee distrikte wat voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het), Somerset-Wes [uitgesonderd die gedeelte wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het], Strand en Malmesbury (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 171 van 8 Februarie 1957 binne die landdrostdistrik Bellville geval het).

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

- (a) van toepassing op slegs die klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op leerlingambagsmanne;
- (b) van toepassing op vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens bepaal is;

- (c) van toepassing op kwekelinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens bepaal is;
- (d) van toepassing op slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs;
- (e) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-toesighouers en ander sodanige persone wat praktiese werk doen as deel van hul akademiese opleiding;
- (f) van toepassing op voormanne;
- (g) nie van toepassing nie op werknemers in die elektrotegniese ambagte en op administratiewe personeel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 28 Februarie 1997 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 5 (2), 17 (4) (b), 26, 28 (5) (c), 33 en 36 van die Ooreenkoms gepubliseer by Goewermenskennigsgewing R. 2002 van 22 Oktober 1993 (hierna die "Vorige Ooreenkoms" genoem) soos verder gewysig, verleng of hernieu van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot 5 (1), 7 tot 17 (4) (a), 17 (4) (c) en (d), 17 (4) (e) tot 25, 27 tot 28 (5) (b), 28 (5) (d) tot 29, 30, 31, 32, 34, 35 en 37 tot 40 van die Vorige Ooreenkoms, soos van tyd tot tyd verder gewysig, verleng of hernieu, is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 3 VAN DIE VORIGE OOREENKOMS: WOORDOMSKRYWING

Skrap die omskrywing "proef algemene werker".

6. KLOUSULE 13 VAN DIE VORIGE OOREENKOMS: WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYDWERK

In subklousule (1) (e) (ii) (aa), vervang die uitdrukking "46 uur" deur die uitdrukking "44 uur".

7. KLOUSULE 16 VAN DIE VORIGE OOREENKOMS: LONE

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

	<i>"Gebied A Sent per uur</i>	<i>Gebied B Sent per uur</i>
(a) Algemene werker	5,64	4,89
(b) Hyserbediener	5,88	5,09
(c) Kraghyskraandrywer, vloerskuurder, klippoleerder en terrazzowerker	6,16	5,32
(d) Leerlingambagsman:		
(i) Leerling klas 3 en leerlinge in die tweede jaar, geregistreer kragtens die vorige ooreenkoms	6,74	5,84
(ii) Leerling klas 2, en leerlinge in die derde jaar, geregistreer kragtens die vorige ooreenkoms	7,84	6,79
(iii) Leerling klas 1 en leerlinge in die vierde jaar, geregistreer kragtens die vorige ooreenkoms	10,03	8,68
(e) Ambagsman se assistent/bloklêer	10,03	8,68
(f) Ambagsman	12,96	11,21
(g) Vakman en voorman	14,58	12,61
	<i>R per week</i>	<i>R per week</i>
(h) Drywer:		
(i) Meer as 6 metrieke ton	323,20	279,54
(ii) 3–6 metrieke ton	275,01	237,84
(iii) Ander voertuie	238,96	206,68
(i) Veiligheidswag	233,20	201,69

	Gebied A	Gebied B
	Sent per uur	Sent per uur
(j) Skoonmaker	3,95	3,42
(k) Vakleerling:		
(i) Eerste jaar	6,74	5,84
(ii) Tweede jaar	7,84	6,79
(iii) Derde jaar	10,03	8,68
(l) Verwer	Nvt	10,09".

8. KLOUSULE 28 VAN DIE VORIGE OOREENKOMS: VAKANSIEFONDS, VERLOFBETALING EN STABILISASIEFONDS

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

	Gebied A	Gebied B
"Klas werknemer	Per week R	Per week R
Werknemers vir wie lone voorgeskryf word by—		
(i) klousule 16 (1) (h) (iii) en (i)	14,20	12,30
(ii) klousule 16 (1) (a)	14,20	12,30
(iii) klousule 16 (1) (b)	14,80	12,80
(iv) klousule 16 (1) (c)	15,50	13,40
(v) klousule 16 (1) (d) (i) en (k) (i)	16,90	14,70
(vi) klousule 16 (1) (d) (ii) en (k) (ii)	19,70	17,10
(vii) klousule 16 (1) (d) (iii), (e) en (k) (iii)	25,20	21,80
(viii) klousule 16 (1) (f)	32,60	28,20
(ix) klousule 16 (1) (g)	36,70	31,70
(x) klousule 16 (1) (h) (i)	18,50	16,00
(xi) klousule 16 (1) (h) (ii)	15,70	13,60
(xii) klousule 16 (1) (j)	9,90	8,60
(xiii) klousule 16 (1) (l)	Nvt	25,40".

9. KLOUSULE 29 VAN DIE VORIGE OOREENKOMS: PENSIOENFONDS

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

	Gebied A	Gebied B
"Klas werknemer	Per week R	Per week R
Werknemers vir wie lone voorgeskryf word by—		
(i) klousule 16 (1) (a), (h) (iii) en (i)	36,00	31,20
(ii) klousule 16 (1) (b)	37,50	32,50
(iii) klousule 16 (1) (c)	39,30	33,90
(iv) klousule 16 (1) (d) (i) en (k) (i)	43,00	37,30
(v) klousule 16 (1) (d) (ii) en (k) (ii)	50,00	43,30
(vi) klousule 16 (1) (d) (iii), (e) en (k) (iii)	64,00	55,40
(vii) klousule 16 (1) (f)	82,70	71,50
(viii) klousule 16 (1) (g)	93,00	80,50
(ix) klousule 16 (1) (h) (i)	46,90	40,50
(x) klousule 16 (1) (h) (ii)	39,90	34,50
(xi) klousule 16 (1) (l)	Nvt	64,40".

**10. KLOUSULE 30 VAN DIE VORIGE OOREENKOMS: AFTREKKING VIR
SIEKTEBYSTANDSFONDS VIR VAKVERENIGINGS**

Vervang subklousule (1) deur die volgende:

- “(1) Elke werkgewer moet op skriftelike versoek van ’n werknemer in sy diens wat ’n lid is van enige van die vakverenigings wat partye by die Ooreenkoms is, van die loon van elke sodanige werknemer van ondergenoemde klasse en ten opsigte van elke betaalweek die bedrae hieronder gemeld aftrek:

Klas werknemer	Per week
Werknemers vir wie lone voorgeskryf word by—	
(i) klousule 16 (1) (d), (e) en (k)	1,66
(ii) klousule 16 (1) (g), (f) en (l)	2,22”.

11. KLOUSULE 31 VAN DIE VORIGE OOREENKOMS: SIEKEFONDS VIR DIE BOUNYWERHEID

Vervang die tabel in subklousule (2) (a) deur die volgende:

“Klas werknemer	Per week
Werknemers vir wie lone voorgeskryf word by—	R
(i) klousule 16 (1) (a), (b), (c), (h) (ii) en (iii), (i) en (j)	2,94
(ii) klousule 16 (1) (d) (i), (h) (i) en (k) (i)	3,24
(iii) klousule 16 (1) (d) (ii) en (k) (ii)	6,05
(iv) klousule 16 (1) (d) (iii), (e) en (k) (iii)	7,80
(v) klousule 16 (1) (f), (g) en (l)	9,81”.

Op hede die 19de dag van September 1996 te Kaapstad onderteken.

F. DU PREEZ

Ondervoorsitter

P. L. LE ROUX

Lid

J. J. KITSHOFF

Sekretaris

No. R. 1786

1 November 1996

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, NORTH AND WEST BOLAND: AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, 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 1 November 1996 and for the period ending 8 June 1998, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 1 November 1996 and for the period ending 8 June 1998, 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.

T. T. MBOWENI

Minister of Labour

SCHEDULE**BUILDING INDUSTRIAL COUNCIL, NORTH AND WEST BOLAND MEDICAL AID FUND AGREEMENT**

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

Building Industries Association North Boland

and

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

being the parties to the Building Industrial Council, North and West Boland,

to amend the Agreement published under Government Notice No. R. 269 of 13 February 1987, as extended, amended or re-enacted by Government Notices Nos. R. 1817 of 28 August 1987, R. 2091 of 14 October 1988, R. 2522 of 17 November 1989, R. 2524 of 17 November 1989, R. 2359 and R. 2360 of 5 October 1990, R. 3144 of 20 December 1991, R. 3037 and R. 3038 of 30 October 1992, R. 1888 of 8 October 1993, R. 1998 of 22 October 1993, R. 2038 and R. 2039 of 25 November 1994, R. 1652 and R. 1653 of 27 October 1995 and R. 738 of 3 May 1996.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Building Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of Worcester, Vredenburg, Hopefield, Piketberg, Moorreesburg, Ceres, Tulbagh, Montagu, Robertson and Swellendam.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall apply only to employees for whom wages are prescribed in clause 17 (1) (a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n) and (o) of the Main Agreement.

CLAUSE 9: CONTRIBUTIONS

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

"(1) *Allowances:* (a) In addition to any other remuneration payable in terms of the Main Agreement, an employer shall pay to each member of the undermentioned categories of employees, in respect of every hour worked by such employee, the allowance specified hereunder, which amount shall cover payment of the employee's contribution to the Fund:

Category of employee	As from 1 November 1996			
	Area A	Area B	Area C	Area D
Employees for whom wages are prescribed in—	c	c	c	c
	Per hour	Per hour	Per hour	Per hour
(i) clause 17 (1) (a)	30	30	30	20
(ii) clause 17 (1) (b) and (m) (1)	38	38	38	26
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	41	41	41	29
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	47	47	47	33
(v) clause 17 (1) (e), (m) (4) and (n) (3)	52	52	52	37
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	59	59	59	42
(vii) clause 17 (1) (g)	66	66	66	47
(viii) clause 17 (1) (h)	75	75	75	53
(ix) clause 17 (1) (i)	84	—	75	—
(x) clause 17 (1) (j)	84	84	84	59
(xi) clause 17 (1) (k)	84	—	84	—
(xii) clause 17 (1) (l)	93	93	93	67".

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

"(2) *Contribution:* (a) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned categories of employees the contribution specified hereunder and pay such contribution, as the employee's contribution to the Fund, to the Council each week:

Category of employee	As from 1 November 1996			
	Area A	Area B	Area C	Area D
Employees for whom wages are prescribed in—	R Per week	R Per week	R Per week	R Per week
(i) clause 17 (1) (a)	12,60	12,60	12,60	8,40
(ii) clause 17 (1) (b) and (m) (1)	15,96	15,96	15,96	10,92
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	17,22	17,22	17,22	12,18
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	19,74	19,74	19,74	13,86
(v) clause 17 (1) (e), (m) (4) and (n) (3)	21,84	21,84	21,84	15,54
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	24,78	24,78	24,78	17,64
(vii) clause 17 (1) (g)	27,72	27,72	27,72	19,74
(viii) clause 17 (1) (h)	31,50	31,50	31,50	22,26
(ix) clause 17 (1) (i)	35,28	—	31,50	—
(x) clause 17 (1) (j)	35,28	35,28	35,28	24,78
(xi) clause 17 (1) (k)	35,28	—	35,28	—
(xii) clause 17 (1) (l)	39,06	39,06	39,06	28,14".

Signed on behalf of the parties on this 20th day of August 1996.

P. A. A. H. BOTHA

Chairman

D. E. SIMMONS

Vice-Chairman

N. J. KRUGER

Secretary

No. R. 1786

1 November 1996

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, NOORD- EN WES-BOLAND: WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, 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 1 November 1996 en vir die tydperk wat op 8 Junie 1998 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van 1 November 1996 en vir die tydperk wat op 8 Junie 1998 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.

T. T. MBOWENI

Minister van Arbeid

BYLAE**BOUNYWERHEIDSRAAD, NOORD- EN WES-BOLAND OOREENKOMS VIR DIE MEDIIESE HULPFONDS**

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

Building Industries Association North Boland

en

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

wat die partye is by die Bounywerheidsraad, Noord- en Wes-Boland,

tot wysiging van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 269 van 13 Februarie 1987, soos verleng, gewysig of herbekragtig by Goewermenskennisgewings Nos. R. 1817 van 28 Augustus 1987, R. 2091 van 14 Oktober 1988, R. 2522 van 17 November 1989, R. 2524 van 17 November 1989, R. 2359 en R. 2360 van 5 Oktober 1990, R. 3144 van 20 Desember 1991, R. 3037 en R. 3038 van 30 Oktober 1992, R. 1888 van 8 Oktober 1993, R. 1998 van 22 Oktober 1993, R. 2038 en R. 2039 van 25 November 1994, R. 1652 en R. 1653 van 27 Oktober 1995 en R. 738 van 3 Mei 1996.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakvereniging is;
- (b) in die landdrostdistrikte, Worcester, Vredenburg, Hopefield, Piketberg, Moorreesburg, Ceres, Tulbagh, Montagu, Robertson en Swellendam.

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone voorgeskryf word by klousule 17 (1) (a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n) en (o) van die Hofooreenkoms.

KLOUSULE 9: BYDRAES

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

"(1) *Toelae*: (a) Benewens ander besoldiging wat ingevolge die Hofooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van ondergenoemde kategorieë werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae betaal wat hieronder bepaal word, welke bedrag die betaling van die werknemers se bydrae tot die Fonds moet dek:

Kategorie werknemer	Vanaf 1 November 1996			
	Area A	Area B	Area C	Area D
Werknemers vir wie lone voorgeskryf word in—	c	c	c	c
	Per uur	Per uur	Per uur	Per uur
(i) klousule 17 (1) (a)	30	30	30	20
(ii) klousule 17 (1) (b) en (m) (1)	38	38	38	26
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	41	41	41	29
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	47	47	47	33
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	52	52	52	37
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	59	59	59	42
(vii) klousule 17 (1) (g)	66	66	66	47
(viii) klousule 17 (1) (h)	75	75	75	53
(ix) klousule 17 (1) (i)	84	—	75	—
(x) klousule 17 (1) (j)	84	84	84	59
(xi) klousule 17 (1) (k)	84	—	84	—
(xii) klousule 17 (1) (l)	93	93	93	67".

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

“(2) *Bydraes*: (a) Elke werkgewer moet op elke betaaldag die bydrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde kategorieë werknemers verskuldig is en sodanige bydrae, as die werknemers se bydrae tot die Fonds, elke week aan die Raad betaal:

Kategorie werknemer	Vanaf 1 November 1996			
	Area A	Area B	Area C	Area D
Werknemers vir wie lone voorgeskryf word in—	R Per week	R Per week	R Per week	R Per week
(i) klousule 17 (1) (a)	12,60	12,60	12,60	8,40
(ii) klousule 17 (1) (b) en (m) (1)	15,96	15,96	15,96	10,92
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	17,22	17,22	17,22	12,18
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	19,74	19,74	19,74	13,86
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	21,84	21,84	21,84	15,54
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	24,78	24,78	24,78	17,64
(vii) klousule 17 (1) (g)	27,72	27,72	27,72	19,74
(viii) klousule 17 (1) (h)	31,50	31,50	31,50	22,26
(ix) klousule 17 (1) (i)	35,28	—	31,50	—
(x) klousule 17 (1) (j)	35,28	35,28	35,28	24,78
(xi) klousule 17 (1) (k)	35,28	—	35,28	—
(xii) klousule 17 (1) (l)	39,06	39,06	39,06	28,14”.

Geteken namens die partye op hede die 20ste dag van Augustus 1996.

P. A. A. H. BOTHA

Voorsitter

D. E. SIMMONS

Vise-voorsitter

N. J. KRUGER

Sekretaris

No. R. 1787

1 November 1996

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, NORTH AND WEST BOLAND: AMENDMENT OF MAIN AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, 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 1 November 1996 and for the period ending 19 June 1998, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 9, shall be binding, with effect from 1 November 1996 and for the period ending 19 June 1998, 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.

T. T. MBOWENI

Minister of Labour

SCHEDULE
BUILDING INDUSTRIAL COUNCIL, NORTH AND WEST BOLAND
AGREEMENT

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

Building Industries Association North Boland

and

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

being the parties to the Building Industrial Council, North and West Boland,

to amend the Main Agreement published under Government Notice No. R. 805 of 9 June 1995 as amended and re-enacted by Government Notices Nos. R. 1651 of 27 October 1995 and R. 741 of 3 May 1996.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed—
 - (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers' organisations and the trade unions, respectively;
 - (b) in the Magisterial Districts of Ceres, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg and Worcester.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
 - (a) apply only to those classes of employees for whom wages are prescribed in the Agreement published under Government Notice No. R. 805 of 9 June 1995, as amended;
 - (b) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof;
 - (c) not apply to university students and graduates in building science and construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;
 - (d) not apply to general foremen;
 - (e) apply to labour-only contractors, working partners and working directors, principals and contractors.

2. CLAUSE 3: DEFINITIONS

- (1) Substitute the following for the definition of "building worker Class 3":

“**building worker Class 3**” means an employee duly approved and registered with the Council in terms of clause 6 and issued with the appropriate registration card, and who may perform only those facets of skilled work for which he is registered and as indicated on the registration card issued to him, and includes carpet and floor layers, glaziers, joinery machine operators and waterproofer;”.
- (2) Substitute the following for the definition of "building worker Class 2":

“**building worker Class 2**” means an employee duly approved and registered with the Council in terms of clause 6 and issued with the appropriate registration card, and who may perform only those facets of skilled work for which he is registered and as indicated on the registration card issued to him, and includes block-layers;”.

3. CLAUSE 6: REGISTRATION OF EMPLOYEES

- (1) Substitute the following for the subclause (2):
 - (2) *Registration of building workers Class 3 (including carpet and floor layers, glaziers, joinery machine operators and waterproofer):* Any person who has either—
 - (a) been registered as a carpet and floor layer, glazier, joinery machine operator or waterproofer in terms of the provisions of any previous Agreement of the Council; or
 - (b) completed a contract of traineeship in terms of clause 8 of this Agreement in the trades of carpet and floor layer, glazier, joinery machine operator or waterproofer and has passed a trade test approved recognised by the Council; or

- (c) been registered as a trainee building worker Class 3, in terms of clause 8, and has failed to qualify for registration as a trainee building worker Class 2;

shall apply to the Council, in such form as may be prescribed by the Council, to be registered as a building worker Class 3, and he shall be issued with the appropriate registration card: Provided that he may perform or be required to perform only those facets of skilled work that fall within the modules for which he has obtained a pass mark.”.

- (2) Substitute the following for subclause (3):

“(3) *Registration of building workers Class 2 (including blocklayers):* Any person who has either—

- (a) been registered as a blocklayer or artisan’s assistant painter in terms of the provisions of any previous Agreement of the Council; or
- (b) completed a contract of traineeship in terms of clause 8 of this Agreement in the trade of blocklayer, and has passed a trade test approved recognised by the Council; or
- (c) been registered as a trainee building worker Class 2, in terms of clause 8, and has failed to qualify for registration as a trainee building worker Class 1,

shall apply to the Council, in such form as may be prescribed by the Council, to be registered as a building worker Class 2, and he shall be issued with the appropriate registration card: Provided that he may perform or be required to perform only those facets of skilled work that fall within the modules for which he has obtained a pass mark.”.

4. CLAUSE 12: TRANSPORT, WALKING TIME AND LODGING ALLOWANCE

In subclause (1), substitute the expression “R9,16” for the expression “R8,33”.

5. CLAUSE 17: WAGES

Substitute the following for subclause (1):

- “(1) Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	Per hour	Per hour	Per hour	Per hour
(a) Cleaners	3,49	3,49	3,01	2,41
(b) (1) General workers, manufacturing workers, dumper drivers and hoist operators	4,45	4,45	3,81	3,05
	Per week	Per week	Per week	Per week
(2) Guards and security guards (full-time)	186,90	186,90	160,02	128,10
	Per hour	Per hour	Per hour	Per hour
(c) Building worker Class 4	4,87	4,87	4,22	3,44
(d) Building worker Class 3	5,49	5,49	4,75	3,87
(e) Building worker Class 2	6,17	6,17	5,34	4,35
(f) Building worker Class 1	6,94	6,94	6,01	4,90
(g) Artisan painters and roofers	7,81	7,81	6,76	5,51
(h) Artisans in all other trades	8,79	8,79	7,60	6,20
(i) Craftsmen grade 2 painters	9,89	—	7,60	—
(j) Craftsmen grade 1 painters and roofers	9,89	9,89	8,56	6,97
(k) Craftsmen grade 2 in all other crafts	10,35	—	8,56	—
(l) Craftsmen grade 1 in all other crafts	10,99	10,99	9,63	7,85

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R Per week	R Per week	R Per week	R Per week
(m) Drivers of motor vehicles and operators of power-driven plant who are required to be in possession of a—				
(1) Code 5–8 licence	186,90	186,90	160,02	128,10
(2) Code 10 licence	204,54	204,54	177,24	144,48
(3) Code 11 licence	230,58	230,58	199,50	162,54
(4) Code 13 licence	259,14	259,14	224,28	182,70
(5) Code 14 licence	291,48	291,48	252,42	205,80
	Per hour	Per hour	Per hour	Per hour
(n) (1) Trainee building worker Class 4	4,87	4,87	4,22	3,44
(2) Trainee building worker Class 3	5,49	5,49	4,75	3,87
(3) Trainee building worker Class 2	6,17	6,17	5,34	4,35
(4) Trainee building worker Class 1	6,94	6,94	6,01	4,90
(o) Apprentices	4,87	4,87	4,22	3,44

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981:

Provided further that the wages prescribed above for drivers/plant operators shall be payable if such employees have worked 42 normal working hours or more but not more than 46 normal working hours in any week. If such employees have, however, worked less than 42 normal working hours in any week, their wages for the respective week shall be calculated as follows: The above prescribed wages divided by 42 hours, multiplied by the actual number of normal working hours worked."

6. CLAUSE 24: HOLIDAY FUND AND LEAVE PAY AND STABILISATION FUND

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

"(1) *Holiday Fund*: In addition to any other remuneration payable in terms of this Agreement, an employer shall pay to each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder, which shall cover payment in respect of the annual leave period mentioned in clause 16 (1) (a):

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 17 (1) (a)	21	21	18	15
(ii) clause 17 (1) (b) and (m) (1)	27	27	23	19
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	30	30	26	21
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	34	34	29	24
(v) clause 17 (1) (e), (m) (4) and (n) (3)	38	38	33	27
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	42	42	37	30
(vii) clause 17 (1) (g)	48	48	41	34
(viii) clause 17 (1) (h)	54	54	47	38
(ix) clause 17 (1) (i)	61	—	47	—
(x) clause 17 (1) (j)	61	61	52	43
(xi) clause 17 (1) (k)	63	—	52	—
(xii) clause 17 (1) (l)	67	67	59	48".

(2) Substitute the following for subclause (3) (a):

"(3) *Contributions:* (a) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week:

Category of employee	As from 1 November 1996			
	Area A	Area B	Area C	Area D
Employees for whom wages are prescribed in—	R Per week	R Per week	R Per week	R Per week
(i) clause 17 (1) (a)	8,82	8,82	7,56	6,30
(ii) clause 17 (1) (b) and (m) (1)	11,34	11,34	9,66	7,98
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	12,60	12,60	10,92	8,82
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	14,28	14,28	12,18	10,08
(v) clause 17 (1) (e), (m) (4) and (n) (3)	15,96	15,96	13,86	11,34
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	17,64	17,64	15,54	12,60
(vii) clause 17 (1) (g)	20,16	20,16	17,22	14,28
(viii) clause 17 (1) (h)	22,68	22,68	19,74	15,96
(ix) clause 17 (1) (i)	25,62	—	19,74	—
(x) clause 17 (1) (j)	25,62	25,62	21,84	18,06
(xi) clause 17 (1) (k)	26,46	—	21,84	—
(xii) clause 17 (1) (l)	28,14	28,14	24,78	20,16".

(3) Substitute the following for subclause (3) (b):

"(b) *Stabilisation Fund:* (a) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week:

- (i) employees for whom wages are prescribed in clause 17 (1) (a), (b) and (m) (1): R1,65 per week;
- (ii) employees for whom wages are prescribed in clause 17 (1) (c), (d), (e), (f), (m), (2), (3), (4), (5), (n), (1), (2), (3), (4) and (o): R2,45 per week;
- (iii) employees for whom wages are prescribed in clause 17 (1) (g), (h), (i), (j), (k) and (l): R3,25 per week."

7. CLAUSE 25: PENSION OR LIKE FUND

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

"(1) *Allowances:* (a) In addition to any other remuneration payable in terms of the Agreement, an employer shall pay to each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder:

Category of employee	As from 1 November 1996			
	Area A	Area B	Area C	Area D
Employees for whom wages are prescribed in—	R Per hour	R Per hour	R Per hour	R Per hour
(i) clause 17 (1) (a)	52	52	45	24
(ii) clause 17 (1) (b) and (m) (1)	67	67	57	30
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	73	73	63	34
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	82	82	71	38
(v) clause 17 (1) (e), (m) (4) and (n) (3)	92	92	80	43
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	104	104	90	49
(vii) clause 17 (1) (g)	117	117	101	55
(viii) clause 17 (1) (h)	132	132	114	62
(ix) clause 17 (1) (i)	148	—	114	—
(x) clause 17 (1) (j)	148	148	128	69
(xi) clause 17 (1) (k)	148	—	128	—
(xii) clause 17 (1) (l)	165	165	144	78".

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

"(2) *Contributions:* (a) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week:

Category of employee	As from 1 November 1996			
	Area A	Area B	Area C	Area D
	R	R	R	R
Employees for whom wages are prescribed in—	Per week	Per week	Per week	Per week
(i) clause 17 (1) (a)	21,84	21,84	18,90	10,08
(ii) clause 17 (1) (b) and (m) (1)	28,14	28,14	23,94	12,60
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	30,66	30,66	26,46	14,28
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	34,44	34,44	29,82	15,96
(v) clause 17 (1) (e), (m) (4) and (n) (3)	38,64	38,64	33,60	18,06
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	43,68	43,68	37,80	20,58
(vii) clause 17 (1) (g)	49,14	49,14	42,42	23,10
(viii) clause 17 (1) (h)	55,44	55,44	47,88	26,04
(ix) clause 17 (1) (i)	62,16	—	47,88	—
(x) clause 17 (1) (j)	62,16	62,16	53,76	28,98
(xi) clause 17 (1) (k)	62,16	—	53,76	—
(xii) clause 17 (1) (l)	69,30	69,30	60,48	32,76".

8. CLAUSE 26: SICK BENEFIT DEDUCTION

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

"(1) Every employer shall, in respect of each employee in his employment who is a member of the trade union which is a party to the Agreement, deduct from the wages of each such employee for the purpose of a sick benefit fund the following amount:

- (i) employees for whom wages are prescribed in clause 17 (1) (c), (d), (e), (f), (m), (2), (3), (4), (5), (n), (1), (2), (3), (4) and (o): R1,66 per week;
- (ii) employees for whom wages are prescribed in clause 17 (1) (g), (h), (i), (k), and (l): R2,22 per week."

9. CLAUSE 27: TRADE UNION SUBSCRIPTIONS

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

"(a) Every employer shall, in respect of every employee in his employment who is a member of the trade union which is a party to the Agreement, deduct from the wages of each such employee for trade union subscription payable the following amount:

Category of employee	As from date of coming into operation of Agreement			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
Employees for whom wages are prescribed in—	Per week	Per week	Per week	Per week
(i) clause 17 (1) (a), (b), (m), (1)	1,95	1,95	1,95	1,95
(ii) clause 17 (1) (c), (d), (e), (f), (m) (2) (3) (4) (5) and (n) (1) (2) (3) (4) and (o)	2,90	2,90	2,90	2,90
(iii) clause 17, (1) (g), (h), (i), (j), (k) and (l)	3,85	3,85	3,85	3,85".

10. CLAUSE 28: SICK PAY FUND FOR THE BUILDING INDUSTRY

(1) Substitute the following for subclause (2) (a):

"(2) *Allowance:* (a) In addition to any other remuneration payable in terms of the Agreement, an employer shall pay each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder, which amount shall cover payment of the employee's contribution to the Fund:

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 17 (1) (a)	5	5	5	4
(ii) clause 17 (1) (b) and (m) (1)	7	7	6	5
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (0)	7	7	6	5
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	8	8	7	6
(v) clause 17 (1) (e), (m) (4) and (n) (3)	9	9	8	7
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	10	10	9	7
(vii) clause 17 (1) (g)	12	12	10	8
(viii) clause 17 (1) (h)	13	13	11	9
(ix) clause 17 (1) (i)	15	—	11	—
(x) clause 17 (1) (j)	15	15	13	10
(xi) clause 17 (1) (k)	15	—	13	—
(xii) clause 17 (1) (l)	16	16	14	12".

(2) Substitute the following for subclause (3) (a):

"(3) *Contributions:* (a) Every employer shall on each pay day deduct from the remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Fund each week:

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 17 (1) (a)	2,10	2,10	2,10	1,68
(ii) clause 17 (1) (b) and (m) (1)	2,94	2,94	2,52	2,10
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (0)	2,94	2,94	2,52	2,10
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	3,36	3,36	2,94	2,52
(v) clause 17 (1) (e), (m) (4) and (n) (3)	3,78	3,78	3,36	2,94
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	4,20	4,20	3,78	2,94
(vii) clause 17 (1) (g)	5,04	5,04	4,20	3,36
(viii) clause 17 (1) (h)	5,46	5,46	4,62	3,78
(ix) clause 17 (1) (i)	6,30	—	4,62	—
(x) clause 17 (1) (j)	6,30	6,30	5,46	4,20
(xi) clause 17 (1) (k)	6,30	—	5,46	—
(xii) clause 17 (1) (l)	6,72	6,72	5,88	5,04".

11. Insert the following new clause 28A after clause 28:

"28A. EXPENSES OF THE COUNCIL

(1) For the purpose of meeting the expenses of the Council pertaining to arbitration, mediation, conciliation and other functions and/or duties which the Council has to exercise in terms of its Dispute Resolution System and in the enforcement of the Council's Agreements, all employees to whom this Agreement applies shall pay the allowances and deduct contributions as set out in paragraphs (a) and (b).

- (a) *Allowances:* In addition to any other remuneration payable in terms of this Agreement, an employer shall pay each member of the undermentioned classes of employees, in respect of every hour worked by such employee, the allowance specified hereunder:

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in—	c Per hour	c Per hour	c Per hour	c Per hour
(i) clause 17 (1) (a)	3	3	3	2
(ii) clause 17 (1) (b) and (m) (1)	4	4	4	3
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	5	5	4	3
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	5	5	5	4
(v) clause 17 (1) (e), (m) (4) and (n) (3)	6	6	5	4
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	7	7	6	5
(vii) clause 17 (1) (g)	8	8	7	6
(viii) clause 17 (1) (h)	9	9	8	6
(ix) clause 17 (1) (i)	10	—	8	—
(x) clause 17 (1) (j)	10	10	9	7
(xi) clause 17 (1) (k)	10	—	9	—
(xii) clause 17 (1) (l)	11	11	10	8

- (b) *Contributions:* Every employer shall on each pay day deduct from any remuneration due every week to each member of the undermentioned classes of employees the contribution specified hereunder and pay such contribution to the Council each week:

Category of employee	As from 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in—	R Per week	R Per week	R Per week	R Per week
(i) clause 17 (1) (a)	1,26	1,26	1,26	0,84
(ii) clause 17 (1) (b) and (m) (1)	1,68	1,68	1,68	1,26
(iii) clause 17 (1) (c), (m) (2), (n) (1) and (o)	2,10	2,10	1,68	1,26
(iv) clause 17 (1) (d), (m) (3) and (n) (2)	2,10	2,10	2,10	1,68
(v) clause 17 (1) (e), (m) (4) and (n) (3)	2,52	2,52	2,10	1,68
(vi) clause 17 (1) (f), (m) (5) and (n) (4)	2,94	2,94	2,52	2,10
(vii) clause 17 (1) (g)	3,36	3,36	2,94	2,52
(viii) clause 17 (1) (h)	3,78	3,78	3,36	2,52
(ix) clause 17 (1) (i)	4,20	—	3,36	—
(x) clause 17 (1) (j)	4,20	4,20	3,78	2,94
(xi) clause 17 (1) (k)	4,20	—	3,78	—
(xii) clause 17 (1) (l)	4,62	4,62	4,20	3,36

- (c) The allowance and contribution referred to in paragraphs (a) and (b) shall be paid and deducted only where such employee has worked for 25 hours or more in any week for the same employer, and where an employee has been employed by two or more employers during the same week, the deduction for the week referred to in paragraph (b), shall be made by the employer by whom he was first employed for 25 hours or more.
- (d) The allowance referred to in paragraph (a) shall not be payable where such employee has worked for less than 25 hours in any week for the same employer, and shall be payable for not more than 42 hours in any week, irrespective of whether such time was worked at ordinary or overtime rates.

(2) (a) An employer shall in respect of the contributions deducted in terms of subclause (1) issue on every pay day to each such employee one stamp to the value of the amount so contributed, which stamp shall be legibly cancelled by the employer with his name and the date of issue.

(b) The stamps issued to each employee in terms of paragraph (a) shall be affixed by such employee in a contribution book to be obtained from the Secretary of the Council and retained by the employee.

(c) The Council may in its discretion combine the stamps and contribution books referred to in this clause with any other stamps and contribution books issued by the Council in respect of any other fund for which provision is made in this Agreement.

(d) The stamps referred to in paragraph (a) shall be purchased by the employer from the Council, and an adequate reserve thereof shall be maintained by the employer at all times: Provided that the employer may obtain a refund from the Council for the value of any unused stamps. Application for such refund shall be made not later than six months after the expiration of the year during which the said stamps were issued.

(3) The income derived from the contributions referred to in subclause (1) shall accrue to the general funds of the Council."

Signed on behalf of the parties this 20th day of August 1996.

P. A. A. H. BOTHA

Chairman

D. E. SIMMONS

Vice-Chairman

N. J. KRUGER

Secretary

No. R. 1787

1 November 1996

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, NOORD- EN WES-BOLAND: WYSIGING VAN HOOFOOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, 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 1 November 1996 en vir die tydperk wat op 19 Junie 1998 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) en 9, met ingang van 1 November 1996 en vir die tydperk wat op 19 Junie 1998 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.

T. T. MBOWENI

Minister van Arbeid

BYLAE

BOUNYWERHEIDSRAAD, NOORD- EN WES-BOLAND

OOREENKOMS

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

Building Industries Association North Boland

en

Bou Industrieë Assosiasie Wes-Boland

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

Building Workers' Union

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

wat die partye is by die Bounywerheidsraad, Noord- en Wes-Boland,

tot wysiging van die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 805 van 9 Junie 1995, soos gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 1651 van 27 Oktober 1995 en R. 741 van 3 Mei 1996.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet nagekom word—
- (a) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasies en die vakvereniging;
 - (b) in die landdrostdistrikte Ceres, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Tulbagh, Vredenburg, Swellendam en Worcester.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms—
- (a) van toepassing slegs op die klasse werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 805 van 9 Junie 1995, soos gewysig;
 - (b) van toepassing op vakleerlinge en kwekelinge slegs vir sover dit nie strydig is nie met die Wet op Mannekragopleiding, 1981, of met voorwaardes of 'n kennisgewing wat daarkragtens voorgeskryf of beteken is;
 - (c) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-toesighouers, konstruksieopmeters en ander sodanige persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
 - (d) nie van toepassing op algemene voormanne nie;
 - (e) van toepassing op slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.

2. KLOUSULE 3: WOORDOMSKRYWING

- (1) Vervang die woordomskrif van "bouwerker Klas 3" deur die volgende:
- " **'bouwerker Klas 3'** 'n werknemer behoorlik deur die Raad goedgekeur en ingevolge klousule 6 by die Raad geregistreer, aan wie die toepaslike registrasiekaart uitgereik is en wat geskoolde werk mag verrig slegs in die fasette van geskoolde werk waarvoor hy geregistreer is en soos aangedui op die registrasiekaart wat aan hom uitgereik is, en omvat glaswerkers, mat- en vloerlêers, skrynwerkmasjienoperateurs en waterdigters;"
- (2) Vervang die woordomskrif van "bouwerker Klas 2" deur die volgende:
- " **'bouwerker Klas 2'** 'n werknemer behoorlik deur die Raad goedgekeur en ingevolge klousule 6 by die Raad geregistreer en aan wie die toepaslike registrasiekaart uitgereik is, en wat geskoolde werk mag verrig slegs in die fasette van geskoolde werk waarvoor hy geregistreer is en soos aangedui op die registrasiekaart wat aan hom uitgereik is, en omvat bloklêers;"

3. KLOUSULE 6: REGISTRASIE VAN WERKNEMERS

- (1) Vervang subklousule (2) deur die volgende:
- "(2) *Registrasie van bouwerkers Klas 3 (met inbegrip van mat- en vloerlêers, glaswerkers, skrynwerkmasjienoperateurs en waterdigters):* Enige persoon wat—
- (a) óf geregistreer is as mat- en vloerlêer, glaswerker, skrynwerkmasjienoperator of waterdigter ingevolge die bepalings van enige vorige Ooreenkoms van die Raad;
 - (b) óf 'n kontrak van kwekelingskap ingevolge klousule 8 van hierdie Ooreenkoms in die ambag van mat- en vloerlêer, glaswerker, skrynwerkmasjienoperator of waterdigter voltooi het en 'n vakttoets, goedgekeur en erken deur die Raad, geslaag het;
 - (c) óf geregistreer is as 'n kwekelingbouwerker Klas 3, soos voorgeskryf in klousule 8, en wat nie geslaag het om te kwalifiseer vir registrasie as 'n kwekelingbouwerker Klas 2 nie;
- moet by die Raad aansoek doen, op die wyse deur die Raad voorgeskryf, om geregistreer te word as bouwerker Klas 3, en die toepaslike registrasiekaart moet aan hom uitgereik word: Met dien verstande dat hy net geskoolde werk mag verrig of dat daar net van hom vereis mag word om geskoolde werk te verrig in daardie fasette van geskoolde werk wat in die modules val waarin hy geslaag het."
- (2) Vervang subklousule (3) deur die volgende:
- "(3) *Registrasie van bouwerkers Klas 2 (met inbegrip van bloklêers):* Enige persoon wat—
- (a) óf geregistreer is as bloklêer of verwerambagsman se assistent ingevolge die bepalings van enige vorige Ooreenkoms van die Raad;
 - (b) óf 'n kontrak van kwekelingskap ingevolge klousule 8 van hierdie Ooreenkoms in die ambag van bloklêer voltooi het en 'n vakttoets, goedgekeur en erken deur die Raad, geslaag het;
 - (c) óf geregistreer is as 'n kwekelingbouwerker Klas 2, soos voorgeskryf in klousule 8, en wat nie geslaag het om te kwalifiseer vir registrasie as 'n kwekelingbouwerker Klas 1 nie,
- moet by die Raad aansoek doen op die wyse deur die Raad voorgeskryf om geregistreer te word as bouwerker Klas 2, en die toepaslike registrasiekaart moet aan hom uitgereik word: Met dien verstande dat hy net geskoolde werk mag verrig of dat daar net van hom vereis mag word om geskoolde werk te verrig in daardie fasette van geskoolde werk wat in die modules val waarin hy geslaag het."

4. KLOUSULE 12: VERVOER, LOOPTYD- EN LOSIESTOELAE

In subklousule (1), vervang die uitdrukking "R8,33" deur die uitdrukking "R9,16".

5. KLOUSULE 17: LONE

Vervang subklousule (1) deur die volgende:

- "(1) Behoudens die ander bepalings van hierdie klousule, mag geen loon wat laer is as die volgende deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	Per uur	Per uur	Per uur	Per uur
(a) Skoonmakers	3,49	3,49	3,01	2,41
(b) (1) Algemene werkers, vervaardigingswerkers, stortwadywers en hystoestelopers	4,45	4,45	3,81	3,05
	Per week	Per week	Per week	Per week
(2) Wagte en veiligheidswagte (voltyds)	186,90	186,90	160,02	128,10
	Per uur	Per uur	Per uur	Per uur
(c) Bouwerker Klas 4	4,87	4,87	4,22	3,44
(d) Bouwerker Klas 3	5,49	5,49	4,75	3,87
(e) Bouwerker Klas 2	6,17	6,17	5,34	4,35
(f) Bouwerker Klas 1	6,94	6,94	6,01	4,90
(g) Ambagsmandakwerkers en -verwers	7,81	7,81	6,76	5,51
(h) Ambagsmanne in alle ander ambagte	8,79	8,79	7,60	6,20
(i) Vakmanne Graad 2-verwers	9,89	—	7,60	—
(j) Vakmanne Graad 1 dakwerkers en -verwers	9,89	9,89	8,56	6,97
(k) Vakmanne Graad 2 in alle ander ambagte	10,35	—	8,56	—
(l) Vakmanne Graad 1 in alle ander ambagte	10,99	10,99	9,63	7,85
	Per week	Per week	Per week	Per week
(m) Voertuigdrywers en operateurs van kragaangedrewe masjinerie wat in besit moet wees van 'n—				
(1) Kode 5–8-lisensie	186,90	186,90	160,02	128,10
(2) Kode 10-lisensie	204,54	204,54	177,24	144,48
(3) Kode 11-lisensie	230,58	230,58	199,50	162,54
(4) Kode 13-lisensie	259,14	259,14	224,28	182,70
(5) Kode 14-lisensie	291,48	291,48	252,42	205,80
	Per uur	Per uur	Per uur	Per uur
(n) (1) Kwekelingbouwerker Klas 4	4,87	4,87	4,22	3,44
(2) Kwekelingbouwerker Klas 3	5,49	5,49	4,75	3,87
(3) Kwekelingbouwerker Klas 2	6,17	6,17	5,34	4,35
(4) Kwekelingbouwerker Klas 1	6,94	6,94	6,01	4,90
(o) Vakleerlinge	4,87	4,87	4,22	3,44

Met dien verstande dat voormelde lone nie minder mag wees nie as dié voorgeskryf ingevolge die Wet op Mannekrasopleiding, 1981:

Voorts met dien verstande dat die lone hierbo voorgeskryf vir drywers/masjienbedieners betaalbaar is indien sodanige werknemers 42 of meer gewone werkure maar hoogstens 46 gewone werkure in enige week gewerk het. Indien sodanige werknemers egter minder as 42 gewone werkure in enige week gewerk het, moet hul lone, vir die spesifieke week soos volg bereken word: Bogemelde voorgeskrewe lone gedeel deur 42 uur en vermenigvuldig met die werklike getal gewone aantal werkure gewerk."

6. KLOUSULE 24: VAKANSIEFONDS EN VERLOFBETALING EN STABILISASIEFONDS

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

“(1) *Vakansiefonds*: Benewens enige ander besoldiging wat ingevolge hierdie Ooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae hieronder gespesifiseer, betaal, wat voorsiening moet maak vir betaling ten opsigte van die jaarlikse verloftydperk in klousule 16 (1) (a) bedoel:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c	c	c	c
	Per uur	Per uur	Per uur	Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 17 (1) (a)	21	21	18	15
(ii) klousule 17 (1) (b) en (m) (1)	27	27	23	19
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	30	30	26	21
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	34	34	29	24
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	38	38	33	27
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	42	42	37	30
(vii) klousule 17 (1) (g)	48	48	41	34
(viii) klousule 17 (1) (h)	54	54	47	38
(ix) klousule 17 (1) (i)	61	—	47	—
(x) klousule 17 (1) (j)	61	61	52	43
(xi) klousule 17 (1) (k)	63	—	52	—
(xii) klousule 17 (1) (l)	67	67	59	48”.

(2) Vervang subklousule (3) (a) deur die volgende:

“(3) *Bydraes*: (a) Elke werkgewer moet op elke betaaldag die bedrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is, en sodanige bydrae elke week aan die Raad betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area A	Area B	Area C	Area D
	R	R	R	R
	Per week	Per week	Per week	Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 17 (1) (a)	8,82	8,82	7,56	6,30
(ii) klousule 17 (1) (b) en (m) (1)	11,34	11,34	9,66	7,98
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	12,60	12,60	10,92	8,82
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	14,28	14,28	12,18	10,08
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	15,96	15,96	13,86	11,34
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	17,64	17,64	15,54	12,60
(vii) klousule 17 (1) (g)	20,16	20,16	17,22	14,28
(viii) klousule 17 (1) (h)	22,68	22,68	19,74	15,96
(ix) klousule 17 (1) (i)	25,62	—	19,74	—
(x) klousule 17 (1) (j)	25,62	25,62	21,84	18,06
(xi) klousule 17 (1) (k)	26,46	—	21,84	—
(xii) klousule 17 (1) (l)	28,14	28,14	24,78	20,16”.

(3) Vervang subklousule (3) (b) deur die volgende:

"(b) *Stabilisasiefonds*: (a) Elke werkgewer moet op elke betaaldag die bydrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is, en sodanige bydrae elke week aan die Raad betaal:

- (i) werknemer vir wie lone voorgeskryf word in klousule 17 (1) (a), (b) en (m) (1): R1,65 per week;
- (ii) werknemers vir wie lone voorgeskryf word in klousule 17 (1) (c), (d), (e), (f), (m), (2), (3), (4), (5), (n), (1), (2), (3), (4) en (o): R2,45 per week;
- (iii) werknemers vir wie lone voorgeskryf word in klousule 17 (1) (g), (h), (i), (j), (k) en (l): R3,25 per week."

7. KLOUSULE 25: PENSIEN- OF SOORTGELYKE FONDSE

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

"(1) *Toelaes*: (a) Benewens enige ander besoldiging wat ingevolge die Ooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae hieronder gespesifiseer, betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area A	Area B	Area C	Area D
	R	R	R	R
Werknemers vir wie lone voorgeskryf word in—	Per uur	Per uur	Per uur	Per uur
(i) klousule 17 (1) (a)	52	52	45	24
(ii) klousule 17 (1) (b) en (m) (1)	67	67	57	30
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	73	73	63	34
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	82	82	71	38
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	92	92	80	43
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	104	104	90	49
(vii) klousule 17 (1) (g)	117	117	101	55
(viii) klousule 17 (1) (h)	132	132	114	62
(ix) klousule 17 (1) (i)	148	—	114	—
(x) klousule 17 (1) (j)	148	148	128	69
(xi) klousule 17 (1) (k)	148	—	128	—
(xii) klousule 17 (1) (l)	165	165	144	78".

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

"(2) *Bydraes*: (a) Elke werkgewer moet op elke betaaldag die bedrag hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is en sodanige bydrae elke week aan die Raad betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area A	Area B	Area C	Area D
	R	R	R	R
Werknemers vir wie lone voorgeskryf word in—	Per week	Per week	Per week	Per week
(i) klousule 17 (1) (a)	21,84	21,84	18,90	10,08
(ii) klousule 17 (1) (b) en (m) (1)	28,14	28,14	23,94	12,60
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	30,66	30,66	26,46	14,28
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	34,44	34,44	29,82	15,96
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	38,64	38,64	33,60	18,06
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	43,68	43,68	37,80	20,58
(vii) klousule 17 (1) (g)	49,14	49,14	42,42	23,10
(viii) klousule 17 (1) (h)	55,44	55,44	47,88	26,04
(ix) klousule 17 (1) (i)	62,16	—	47,88	—
(x) klousule 17 (1) (j)	62,16	62,16	53,76	28,98
(xi) klousule 17 (1) (k)	62,16	—	53,76	—
(xii) klousule 17 (1) (l)	69,30	69,30	60,48	32,76".

8. KLOUSULE 26: AFTREKKING VAN SIEKTEBYSTAND

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

"(1) Elke werkgewer moet, ten opsigte van elke werknemer in sy diens wat 'n lid is van die vakvereniging wat 'n party by die Ooreenkoms is die volgende bedrae van die loon van elke sodanige werknemer aftrek vir die doel van 'n siektebystandsfonds:

(i) Werknemers vir wie lone voorgeskryf word in klousule 17 (1) (c), (d), (e), (f), (m), (2), (3), (4), (5), (n) (1), (2), (3), (4) en (o): R1,66 per week;

(ii) werknemers vir wie lone voorgeskryf word in klousule 17 (1) (g), (h), (i), (k) en (l): R2,22 per week."

9. KLOUSULE 27: LEDEGELD VIR VAKVERENIGINGS

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

"(a) Elke werkgewer moet, ten opsigte van elke werknemer in sy diens wat lid is van die vakvereniging wat 'n party is by die Ooreenkoms, van die loon van elke sodanige werknemer die volgende bedrag aftrek wat as ledegeld aan die vakvereniging betaalbaar is:

Werknemerskategorie	Vanaf datum van inwerkingtreding van Ooreenkoms			
	Gebied 'A'	Gebied 'B'	Gebied 'C'	Gebied 'D'
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word by—				
(i) klousule 17 (1) (a), (b), (m), (1)	1,95	1,95	1,95	1,95
(ii) klousule 17 (1) (c), (d), (e), (f), (m) (2) (3) (4) (5) en (n) (1) (2) (3) (4) en (o)	2,90	2,90	2,90	2,90
(iii) klousule 17, (1) (g), (h), (i), (j), (k) and (l).....	3,85	3,85	3,85	3,85".

10. KLOUSULE 28: SIEKEFONDS VIR DIE BOUNYWERHEID

(1) Vervang subklousule (2) (a) deur die volgende:

"(2) *Toelaes:* (a) Benewens ander besoldiging wat ingevolge die Ooreenkoms betaalbaar is, moet 'n werkgewer elke lid van ondergenoemde klasse werknemers vir elke uur deur sodanige werknemer gewerk, die toelae betaal wat hieronder bepaal word en dié bedrag moet die betaling van dié werknemer se bydrae tot die Fonds dek:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c Per uur	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 17 (1) (a).....	5	5	5	4
(ii) klousule 17 (1) (b) en (m) (1)	7	7	6	5
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (0)	7	7	6	5
(iv) klousule 17 (1) (d), (m) (3) en (n) (2).....	8	8	7	6
(v) klousule 17 (1) (e), (m) (4) en (n) (3).....	9	9	8	7
(vi) klousule 17 (1) (f), (m) (5) en (n) (4).....	10	10	9	7
(vii) klousule 17 (1) (g).....	12	12	10	8
(viii) klousule 17 (1) (h).....	13	13	11	9
(ix) klousule 17 (1) (i).....	15	—	11	—
(x) klousule 17 (1) (j).....	15	15	13	10
(xi) klousule 17 (1) (k).....	15	—	13	—
(xii) klousule 17 (1) (l).....	16	16	14	12".

(2) Vervang subklousule (3) (a) deur die volgende:

"(3) *Bydraes:* (a) Elke werkgewer moet op elke betaaldag die bydrae hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is en sodanige bydrae elke week aan die Fonds betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	Per week	Per week	Per week	Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 17 (1) (a).....	2,10	2,10	2,10	1,68
(ii) klousule 17 (1) (b) en (m) (1)	2,94	2,94	2,52	2,10
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (0)	2,94	2,94	2,52	2,10
(iv) klousule 17 (1) (d), (m) (3) en (n) (2).....	3,36	3,36	2,94	2,52
(v) klousule 17 (1) (e), (m) (4) en (n) (3).....	3,78	3,78	3,36	2,94
(vi) klousule 17 (1) (f), (m) (5) en (n) (4).....	4,20	4,20	3,78	2,94
(vii) klousule 17 (1) (g).....	5,04	5,04	4,20	3,36
(viii) klousule 17 (1) (h).....	5,46	5,46	4,62	3,78
(ix) klousule 17 (1) (i).....	6,30	—	4,62	—
(x) klousule 17 (1) (j).....	6,30	6,30	5,46	4,20
(xi) klousule 17 (1) (k).....	6,30	—	5,46	—
(xii) klousule 17 (1) (l).....	6,72	6,72	5,88	5,04".

11. Voeg die volgende nuwe klousule 28A in na klousule 28:

"28A. UITGAWES VAN DIE RAAD

(1) Ter bestryding van die uitgawes van die Raad met betrekking tot arbitrasie, bemiddeling, versoening en ander funksies en/of pligte wat die Raad kragtens sy Geskilbeslegtingsstelsel en die toepassing van die Raad se Ooreenkomste moet uitvoer, moet alle werkgewers op wie hierdie Ooreenkoms van toepassing is, die volgende toelaes betaal en bydraes aftrek soos uiteengesit in paragawe (a) en (b):

- (a) *Toelaes*: Benewens enige ander besoldiging wat ingevolge hierdie Ooreenkoms betaalbaar is, moet 'n werkgewer aan elke lid van die ondergenoemde klasse werknemers, ten opsigte van elke uur deur sodanige werknemer gewerk, die toelae hieronder gespesifiseer, betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c	c	c	c
	Per uur	Per uur	Per uur	
Werknemers vir wie lone voorgeskryf word in—				
Per uur				
(i) klousule 17 (1) (a)	3	3	3	2
(ii) klousule 17 (1) (b) en (m) (1)	4	4	4	3
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	5	5	4	3
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	5	5	5	4
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	6	6	5	4
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	7	7	6	5
(vii) klousule 17 (1) (g)	8	8	7	6
(viii) klousule 17 (1) (h)	9	9	8	6
(ix) klousule 17 (1) (i)	10	—	8	—
(x) klousule 17 (1) (j)	10	10	9	7
(xi) klousule 17 (1) (k)	10	—	9	—
(xii) klousule 17 (1) (l)	11	11	10	8

- (b) *Bydraes*: Elke werkgewer moet op elke betaaldag die bedrag hieronder vermeld, aftrek van die besoldiging wat elke week aan elke lid van ondergenoemde klasse werknemers verskuldig is en sodanige bydrae elke week aan die Raad betaal:

Werknemerskategorie	Vanaf 1 November 1996			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Werknemers vir wie lone voorgeskryf word in—	R Per week	R Per week	R Per week	R Per week
(i) klousule 17 (1) (a)	1,26	1,26	1,26	0,84
(ii) klousule 17 (1) (b) en (m) (1)	1,68	1,68	1,68	1,26
(iii) klousule 17 (1) (c), (m) (2), (n) (1) en (o)	2,10	2,10	1,68	1,26
(iv) klousule 17 (1) (d), (m) (3) en (n) (2)	2,10	2,10	2,10	1,68
(v) klousule 17 (1) (e), (m) (4) en (n) (3)	2,52	2,52	2,10	1,68
(vi) klousule 17 (1) (f), (m) (5) en (n) (4)	2,94	2,94	2,52	2,10
(vii) klousule 17 (1) (g)	3,36	3,36	2,94	2,52
(viii) klousule 17 (1) (h)	3,78	3,78	3,36	2,52
(ix) klousule 17 (1) (i)	4,20	—	3,36	—
(x) klousule 17 (1) (j)	4,20	4,20	3,78	2,94
(xi) klousule 17 (1) (k)	4,20	—	3,78	—
(xii) klousule 17 (1) (l)	4,62	4,62	4,20	3,36

- (c) Die toelae en bydrae in paragrawe (a) en (b) bedoel, moet betaal en afgetrek word slegs indien 'n werknemer 25 uur of langer in enige week vir dieselfde werkgever gewerk het, en wanneer 'n werknemer by twee of meer werkgevers gedurende dieselfde week in diens was, moet die aftrekking in paragraaf (b) bedoel, gedoen word deur die werkgever by wie hy eerste gedurende daardie week 25 uur of langer in diens was.
- (d) Die toelae in paragraaf (a) bedoel is nie betaalbaar wanneer die werknemer vir minder as 25 uur in enige week by dieselfde werkgever in diens was nie, en is vir hoogstens 42 uur in enige week betaalbaar, ongeag of sodanige tyd teen gewone of oortydтарыewe gewerk was.

(2) (a) 'n Werkgever moet op elke betaaldag aan elke werknemer ten opsigte van wie 'n bydrae ingevolge subklousule (1) gemaak is, 'n seël ter waarde van die bydrae uitreik wat hy op leesbare wyse met sy naam en die datum van uitreiking moet rojeer.

(b) Die seëls wat ooreenkomstig paragraaf (a) aan elke werknemer uitgereik word, moet deur so 'n werknemer in 'n bydraeboek geplak word wat van die Sekretaris van die Raad verkry en deur die werknemer bewaar moet word.

(c) Die Raad kan na goeddunke die seëls en bydraeboeke in hierdie klousule bedoel, kombineer met ander seëls en bydraeboeke wat die Raad uitreik ten opsigte van ander fondse waarvoor daar in hierdie Ooreenkoms voorsiening gemaak word.

(d) Die werkgever moet die seëls in paragraaf (a) bedoel, van die Raad aankoop en te alle tye 'n toereikende reserwevoorraad daarvan hê: Met dien verstande dat 'n werkgever 'n terugbetaling van die waarde van ongebruikte seëls van die Raad kan verkry. Daar moet binne ses maande na verstryking van die jaar waarin genoemde seëls uitgereik is, aansoek om sodanige terugbetaling gedoen word.

(3) Die inkomste verkry deur die bydraes in paragraaf (1) bedoel, moet aan die algemene fondse van die Raad toeval.”.

Geteken namens die partye op hierdie 20ste dag van Augustus 1996.

P. A. A. H. BOTHA

Voorsitter

D. E. SIMMONS

Vise-Voorsitter

N. J. KRUGER

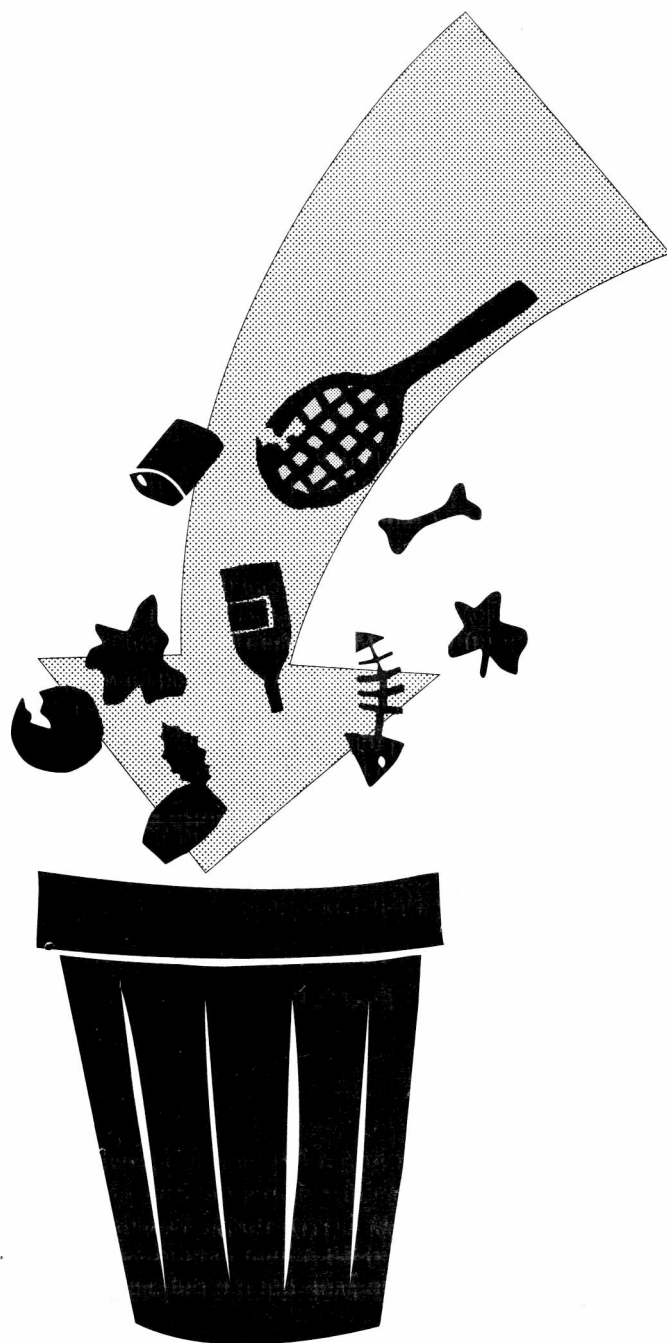
Sekretaris

Keep South Africa Clean



Throw trash where it belongs

Hou Suid-Afrika Skoon



Gooi rommel waar dit hoort

Save a drop — and save a million

Water conservation is very important to the community and industry to ensure their survival. So save water!



Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad



RECYCLE HERGEBRUIK



Department of Environmental Affairs
Departement van Omgewingsake



CONTENTS**INHOUD**

No.		Page No.	Gazette No.	No.		Bladsy No.	Koerant No.
GOVERNMENT NOTICES				GOEWERMENSKENNISGEWINGS			
Labour, Department of				Arbeid, Departement van			
<i>Government Notices</i>				<i>Goewermentskennisgewings</i>			
R. 1785	Labour Relations Act (28/1956): Building Industry, Western Province: Re-enactment of Agreement for the Boland	1	17551	R. 1785	Wet op Arbeidsverhoudinge (28/1956): Bounywerheid, Westelike Provinsie: Herbekragtiging van Ooreenkoms vir die Boland	5	17551
R. 1786	do.: Building Industry, North and West Boland: Amendment of Medical Aid Fund Agreement	8	17551	R. 1786	do.: Bounywerheid, Noord- en Wes-Boland: Wysiging van Mediesehulp-fondsooreenkoms	10	17551
R. 1787	do.: do.: Amendment of Main Agreement	12	17551	R. 1787	do.: do.: Wysiging van Hoofooreenkoms	20	17551