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All Proclamations, Government and General Notices published for the first time, are indicated by a * in the left-hand upper corner.

Alle Proklamasies, Goewerments- en Algemene Kennisgewings wat vir die eerste maal gepubliseer word, is in die linker bohoek met 'n * gemerk.

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 2646.] [12 October 1951.
INDUSTRIAL CONCILIATION ACT, 1937.

MEAT TRADE, EAST LONDON.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby—

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Meat Trade, shall be binding from the second Monday after the date of publication of this notice and for the period ending one year from the said second Monday, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation or that trade union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in clauses 3 to 16 (1) (inclusive), 17 and 20 to 22 (inclusive) of the said Agreement shall be binding from the second Monday after the date of publication of this notice, and for the period ending one year from the said second Monday, upon the other employers and employees engaged or employed in the said trade in the Magisterial District of East London; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Magisterial District of East London and from the second Monday after the date of publication of this notice and for the period ending one year from the said second Monday, the provisions contained in clauses 3 to 16 (1) (inclusive), 17 and 20 to 22 (inclusive) of the said Agreement shall *mutatis mutandis* apply in respect of such persons employed in the said trade as are not included in the definition of the expression "employee" contained in section *one* of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

GOEWERMENTSKENNISGEWING.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 2646.] [12 Oktober 1951
NYWERHEID-VERSOENINGSWET, 1937.

VLEISBEDRYF, OOS-LONDEN.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid verklaar hierby—

- (a) kragtens subartikel (1) van artikel *agt-en-veert* van die Nywerheid-versoeningswet, 1937, dat die bepalings van die Ooreenkoms wat in die Bylae hiertoe verskyn en op die Vleisbedryf betrekking het, vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig een jaar vanaf die genoemde tweede Maandag bindend is op die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasie of daardie vereniging;
- (b) kragtens subartikel (2) van artikel *agt-en-veert* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 16 (1), 17 en 20 tot en met 22 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig een jaar vanaf die genoemde tweede Maandag bindend is op die ander werkgewers en werknemers betrokke by of in diens in genoemde bedryf in die magistraatsdistrik Oos-Londen; en
- (c) kragtens subartikel (4) van artikel *agt-en-veert* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 16 (1), 17 en 20 tot en met 22 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig een jaar vanaf die genoemde tweede Maandag in die magistraatsdistrik Oos-Londen *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde bedryf, wat nie by die woorde omskrywing van die uitdrukking „werknemer” vervat in artikel *een* van die genoemde Wet ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE MEAT TRADE,
EAST LONDON.

AGREEMENT.

in accordance with the provisions of the Industrial Conciliation Act, No. 36 of 1937, made and entered into by and between—

The East London and District Master Butchers' Association hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and

The East London Meat Trade Union

(hereinafter referred to as the "employees" or the trade union"), of the other part, being parties of the Industrial Council for the Meat Trade, East London.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed within the Magisterial District of East London by all employers who are members of the employer's organisation and who are engaged in the Meat Trade, and by all employees who are members of the trade union and who are employed in that trade and for whom minimum wages are prescribed in this Agreement.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of section forty-eight of the Act, and shall remain in force for twelve months or for such period as may be determined by him.

3. DEFINITIONS.

Any terms used in this Agreement, which are defined in the Act, shall have the same meanings as in the Act. Any reference to an Act shall include any amendments thereto, and unless the contrary intension appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, No. 36 of 1937;

"establishment" means any place in which the Meat Trade is carried on;

"first blockman" means a qualified blockman in charge of a retail butcher's shop in which one or more other qualified blockmen are employed;

"qualified blockman" means an employee other than a casual blockman, a blockman's assistant, or a labourer, who cuts up meat or serves customers in any retail butcher's shop, and who may, in addition, do any other work necessary in a butcher's shop and who has had not less than five years' experience;

"unqualified blockman" means an employee who has had less than five years' experience in the Meat Trade, and who is engaged in learning the work of a blockman;

"blockman's assistant" means an employee, other than an unqualified blockman or a labourer, who, under the supervision of a qualified blockman, assists such blockman in cutting up meat for sale, making sausages, mincing and/or pumping meat, and who may serve non-European customers;

"clerical employee" means an employee who is wholly or mainly engaged in any form of clerical work and includes a cashier, telephone operator, bookkeeper;

"clerical employee, qualified," means a male clerical employee who has had not less than seven years' experience, or a female clerical employee who has had not less than five years' experience, as the case may be;

"casual blockman" means an employee who is employed on the work of a blockman for not more than three days in any one week;

"casual employee" means an employee, other than a blockman, who is employed by a particular employer for not more than three days in any one week;

"shop assistant" shall mean a person who assembles and parcels orders, records quantities and/or weights of goods, weighs goods for delivery, weighs and sells smallgoods and cutting and/or slicing and selling of cooked and/or processed meat;

"Council" means the Industrial Council for the Meat Trade (East London) registered in terms of section nineteen of the Industrial Conciliation Act, 1937;

"Secretary" means the Secretary of the Industrial Council for the Meat Trade, East London;

"head slaughterman" means a slaughterman in charge of one or more slaughtermen;

"slaughterman" means an employee engaged in killing and/or bleeding livestock and in flaying and/or dressing carcasses;

"slaughterman's assistant" means an employee who, under the supervision of a slaughterman, assists the slaughterman in flaying and/or dressing carcasses and who may kill sheep and calves;

"small-goodsman and/or bacon curer" means an employee other than a labourer engaged in making sausages, polonies, black puddings, brawn or any meat product intended for human consumption and/or cooking or preserving meat and/or curing bacon;

"small-goodsman and/or bacon curer, qualified," means a small-goodsman and/or bacon curer who has had not less than five years' experience;

BYLAE.

NYWERHEIDSRAAD VIR DIE VLEISBEDRYF,
OOS-LONDEN.

OOREENKOMS

ingevoelge die bepalings van die Nywerheids-versoeningswet, No. 36 van 1937, gesluit deur en aangegaan tussen die

East London and District Master Butcher's Association (hierna genoem „die werkgewers" of „die werkgewersorganisasie"), aan die een kant, en die

East London Meat Trade Union

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

wat die partye is by die Nywerheidsraad vir die Vleisbedryf (Oos-Londen).

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die magistraats-distrik Oos-Londen nagekom word deur alle werkgewers wat lede is van die werkgewersorganisasie en wat in die vleisbedryf is en deur alle werknemers, wat lede van die vakvereniging is en in daardie bedryf in diens is en vir wie in hierdie Ooreenkoms minimum lone voorgeskryf word.

2. TERMYN VAN TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werknig op 'n datum wat die Minister van Arbeid ingevolge artikel agt-en-veertig van die Wet mag bepaal en bly van krag vir twaalf maande of vir 'n tydperk wat hy mag vasstel.

3. WOORDBEPALING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en wat in die Wet bepaal is, het dieselfde betekenis as in die Wet. Alle verwysings na 'n Wet sluit alle wysigings daarvan in en behalwe waar blykbaar die teenoorgestelde bedoel word, sluit woorde wat die manlike geslag aandui ook vrouens in, en voorts, tensy dit in stryd is met die samehang beteken—

„Wet", die Nywerheids-versoeningswet, No. 36 van 1937;

„inrigting", enige plek waar die vleisbedryf uitgeoefen word;

„eerste blokman", 'n gekwalifiseerde blokman in beheer van 'n kleinhandel-slaghuis waarin een of meer ander gekwalifiseerde blokmanne in diens is;

„gekwalfiseerde blokman", 'n werknemer, behalwe 'n los blokman, 'n blokman'sassistent of 'n arbeider wat vleis opsnay en klante in 'n kleinhandel-slaghuis bedien en wat daarby enige ander nodige werk in 'n slaghuis kan doen en met minstens vyf jaar ervaring;

„on gekwalifiseerde blokman", 'n werknemer met minder as vyf jaar ervaring in die vleisbedryf, en wat in diens is om die werk van 'n blokman te leer;

„blokman'sassistent", 'n werknemer, behalwe 'n on gekwalifiseerde blokman, of 'n arbeider, wat ander toesig van 'n gekwalifiseerde blokman sodanige blokman behulpsaam is met vleis opsnay vir verkoop, wors maak, vleis maal en/of pomp, en wat nie-blanke klante kan bedien;

„klerklike werknemer", 'n werknemer wat uitsluitlik of hoofsaaklik enige soort klerklike werk verrig en sluit 'n kassier, telefonis en boekhouer in;

„klerklike werknemer, gekwalifiseer", 'n manlike klerklike werknemer met minstens sewe jaar ervaring, of, na gelang van die geval 'n vroulike klerklike werknemer met minstens vyf jaar ervaring;

„los blokman", 'n werknemer wat vir hoogstens drie dae in enige week as 'n blokman werksaam is;

„los werknemer", 'n werknemer, behalwe 'n blokman, wat vir hoogstens drie dae in enige week by 'n bepaalde werkgewer in diens is;

„winkelbediende", 'n persoon wat bestelling bymekaarmaak en toedraai, aantekening hou van die hoeveelhede en/of gewigte van goedere, goedere vir aflewering afweeg, klein-goedere afweeg en verkoop en gekookte en/of behandelde vleis opsnay en/of dunsny en verkoop;

„Raad", die „Industrial Council for the Meat Trade (East London)" geregistreer ingevolge artikel negentien van die Nywerheids-versoeningswet, 1937;

„sekreteris", die sekretaris van die „Industrial Council for the Meat Trade (East London)";

„hoofslagter", 'n slagter in beheer van een of meer ander slagters;

„slagter", 'n werknemer wat lewende hawe doodmaak en/of bloedlaat en karkasse oopsny en/of dresseer;

„slagterassistent", 'n werknemer wat onder toesig van 'n slagter, die slagter behulpsaam is by karkasse oopsny en/of dresseer en wat skape en kalwers kan doodmaak;

„kleingoodere- en/of spekbereier", 'n werknemer, behalwe 'n arbeider, wat wors, polonte, bloedwors, sult, of enige vleis-produk bestem vir menslike verbruik maak en/of vleis kook of verduursaam en/of spek berei;

„gekwalfiseerde kleingoodere- en/of spekbereier", 'n kleingoodere- en/of spekbereier met minstens vyf jaar ervaring;

"small-goodsman and/or bacon curer, unqualified," means a small-goodsman and/or bacon curer who has had less than five years' experience;

"experience" means the total length of all periods of employment an employee has had in one or more occupations in the Meat Trade, both before and subsequent to the date of commencement of this Agreement, and includes any period or periods, not exceeding in all one month during any period of twelve (12) consecutive months during which an employee has been absent from work due to causes beyond the employee's control;

"hourly wage" means —

- (1) the daily wage divided by 8 in respect of employees for whom wages are prescribed in section 4 (c);
- (2) the weekly wage divided by—
 - (a) 46 in respect of employees for whom wages are prescribed in section 4 (a), (d) and (h);
 - (b) 48 in respect of employees for whom wages are prescribed in section 4 (g);
 - (c) 49 in respect of employees for whom wages are prescribed in section 4 (e); or
- (3) the monthly wage divided by 200 in respect of employees for whom wages are prescribed in section 4 (b) and (f);

"labourer" means an employee exclusively employed in one or more of the following occupations:—

- (a) Cleaning of a shop;
- (b) the delivery of orders made up by a blockman;
- (c) the collection of orders from customers beyond the shop;
- (d) sawing up soup meat;
- (e) cleaning and chopping of bones;
- (f) cutting up and melting of fat for dripping;
- (g) cleaning and grinding tools;
- (h) plucking and dressing of poultry;
- (i) pumping meat;
- (j) mincing of meat;
- (k) skinning and cleaning of game and calves;
- (l) cutting up meat for the manufacture of small goods;

"Meat Trade" means—

- (a) without in any way limiting the ordinary meaning of the expression, the handling of meat, whether by wholesale or retail, including the preparation of meat products if normally associated with the retail or wholesale butchery business and including occupation and operations incidental thereto if so associated. For the purpose of this definition meat includes fish and poultry;
- (b) the slaughtering of livestock and the preservation or preparation for sale of the carcasses or any portion thereof;

"livestock" means any bull, bullock, cow, heifer, steer, calf, sheep, lamb, goat, pig or other quadruped intended for human consumption;

"motor vehicle driver" means an employee wholly or mainly engaged in driving a motor vehicle used for the conveyance of goods, including livestock;

"East London" means the Magisterial District of East London.

4. WAGES.

No employer shall pay and no employee shall accept wages lower than the following:—

	Per Week.
	£ s. d.
(.) First blockman	7 2 6
Blockman, qualified	6 2 6
Small-goodsman and/or bacon curer (qualified)	6 2 6

	Per Month.
	£ s. d.
(b) (i) Clerical employee (qualified male)	26 10 0
(ii) Clerical employee (unqualified male)—	
during first year of experience	7 0 0
during second year of experience	10 0 0
during third year of experience	13 5 0
during fourth year of experience	16 10 0
during fifth year of experience	20 0 0
during sixth year of experience	23 10 0
during seventh year of experience	25 0 0

(c) Casual blockman: £1. 2s. 6d. per day or part thereof.

Casual employee: Pro rata amount for the actual period worked by him at the prescribed rate applicable to the class of work he performs.

„ongekwalifiseerde kleingoedere- en/of spekbereier”, 'n klein-goedere- en/of spekbereier met minder as vyf jaar ervaring; „ervaring”, die totale duur van alle dienstydperke van 'n werknemer in een of meer beroepe in die vleisbedryf, beide voor en na die datum waarop hierdie Ooreenkoms in werking getree het en sluit in enige tydperk of tydperke wat tesame nie meer as een maand gedurende enige tydperk van twaalf (12) agtereenvolgende maande is nie, waarin 'n werknemer van werk afwesig was weens oorsake wat buite die werknemer se beheer val;

„uurloon”—

- (1) die dagloon gedeel deur 8 ten opsigte van werknemers vir wie in artikel 4 (c) lone voorgeskryf word;
- (2) die weekloon gedeel deur—
 - (a) 46 ten opsigte van werknemers vir wie in artikel 4 (a), (d) en (h) lone voorgeskryf word;
 - (b) 48 in die geval van werknemers vir wie in artikel 4 (g) lone voorgeskryf word;
 - (c) 49 in die geval van werknemers vir wie in artikel 4 (e) lone voorgeskryf word;
- (3) die maandloon gedeel deur 200 in die geval van werknemers vir wie in artikel 4 (b) en (f) lone voorgeskryf word;

„arbeider”, 'n werknemer wat uitsluitlik een of meer van die volgende werksaamhede verrig:—

- (a) Winkel skoonmaak;
- (b) bestellings wat deur 'n blokman gereed gemaak is aflower;
- (c) bestellings van klante wat buite die winkel versamel;
- (d) sopvleis opsaag;
- (e) bene skoonmaak en ophak;
- (f) vet vir braaivet opsny en smelt;
- (g) gereedskap skoonmaak en skerpmaak;
- (h) pluimvee pluk en skoonmaak;
- (i) vleis pomp;
- (j) vleis maal;
- (k) wild en kalwers afslag en skoonmaak;
- (l) vleis opsny vir die vervaardiging van kleingoedere.

„vleisbedryf”—

- (a) sonder om die gewone betekenis van die uitdrukking op enige wyse te beperk, hantering van vleis, hetsy vir die groot- of kleinhandel, met inbegrip, van die bereiding van vleisprodukte as dit onder gewone omstandighede met die kleinhandel- of groothandelslaghuisbesigheid saamgaan en met inbegrip van die beroepe en werksaamhede wat daaraan verbonde is as dit alduur daarmee saamgaan. Vir die toepassing van hierdie woord: lepaling, word by vleis, vis en pluimvee ingesluit;
- (b) die slag van lewende hawe en die verduursaming of bereiding vir verkoop van die karkasse en enige gedeeltes daarvan;

„lewende hawe”, enige bul, jong bul, koei, vers, jong os, kalf, skaap, lam, bok, vark, of ander viervoetige dier bestem vir menslike verbruik;

„motovoertuigbestuurder”, 'n werknemer wat uitsluitlik hoofsaaklik 'n motorvoertuig bestuur wat gebruik word vir die vervoer van goedere met inbegrip van lewende hawe;

„Oos-Londen”, die magistraatsdistrik Oos-Londen.

4. LONE.

Geen laer lone as die onderstaande, mag deur 'n werkgewer betaal of deur 'n werknemer aangeneem word nie.

	Per week.
	£ s. d.
(a) Eerste blokman	7 2 6
Blokman, gekwalifiseer	6 2 6
Kleingoederebereier en/of spekbereier, gekwalifiseer	6 2 6
	Per maand
	£ s. d.
(b) (i) Klerklike werknemer (manlik, gekwalifiseer)	26 10 0
(ii) Klerklike werknemer (manlik, ongekwalifiseer)—	
gedurende eerste jaar ervaring	7 0 0
gedurende tweede jaar ervaring	10 0 0
gedurende derde jaar ervaring	13 5 0
gedurende vierde jaar ervaring	16 10 0
gedurende vyfde jaar ervaring	20 0 0
gedurende sesde jaar ervaring	23 10 0
gedurende sewende jaar ervaring	25 0 0

(c) Los blokman: £1. 2s. 6d. per dag of gedeelte van 'n dag.

Los werknemer: 'n eweredige bedrag vir die werklike tydperk deur hom gewerk teen die voorgeskrewe skaal wat op die klas werk wat deur hom verrig word van toepassing is.

(d) Unqualified blockman and/or small-goodsman and/or bacon curer—

	Per Week.
	£ s. d.
during first year of experience	2 10 0
during second year of experience	3 5 0
during third year of experience	3 15 0
during fourth year of experience	4 5 0
during fifth year of experience	5 5 0

(e) Labourer (18 years old and over) 1 7 6
Labourer (under 18 years old) 0 18 6

(f) (i) Clerical employee (female), qualified 14 10 0
(ii) Clerical employee (female), unqualified—

	Per Month.
	£ s. d.
during first year of experience	7 0 0
during second year of experience	8 0 0
during third year of experience	9 10 0
during fourth year of experience	11 10 0
during fifth year of experience	13 10 0

(g) Motor vehicle drivers 3 0 0
Driver of animal-drawn vehicle 1 5 0

(h) Head slaughterman 5 10 0
Slaughterman 4 5 0
Slaughterman's assistant 1 12 6
Blockman's assistant 1 10 0

(i) Shop assistant 2 15 0

(j) in addition to the wages payable to an employee in terms of this section, an employer shall on each pay-day pay to such employee a cost of living allowance not less than that laid down in War Measure No. 43 of 1942, as amended from time to time.

5. PAYMENT OF WAGES AND RATES.

(1) Wages, overtime rates and other remuneration shall be paid in cash weekly on Saturdays to employees who are employed by the week, or monthly to employees who are paid on a monthly basis, or on termination of employment in the case of a casual employees or other employees, if this should take place before the ordinary pay-day of such employees.

(2) No employee shall be required as part of contract of his employment to board or lodge with his employer or at any place nominated by his employer or to purchase any goods from his employer. An employee who agrees to accept board or lodging, or both, from his employer shall not be required or allowed to pay more per week than:—

	For Board and Lodging.	For Board only.	For Lodging only.
	s. d.	s. d.	s. d.
Labourer.....	5 0	3 0	2 0
All other employees.....	15 0	10 0	5 0

(3) Subject to the provisions in section 16, no fines or deductions of any kind shall be made from amounts due to any employees as wages or payment for overtime, provided that—

(a) where an employee absents himself from work, a pro rata amount may be deducted for the period of such absence;

(b) an employer may deduct from such amounts, in the case of an employee who agrees to board and/or lodge with him, an amount not exceeding the amount provided for in sub-section (2) of this section;

(c) where an employer is compelled by any law or ordinance or legal process to make payment for or on behalf of an employee, any such amount so paid may be deducted.

(4) Where the business of an employer does not necessitate the employment of a full-time lorry driver, the employer shall be permitted to pay an employee at the prescribed rate for the time actually worked on the lorry. The balance of such employee's time shall be paid for at the rate prevailing for the class of work he performs.

(5) An employer may, if he so desires, apply to the Council for exemption from section 7 (1) (iii), 8 (2) and 9 (1) of this Agreement in respect of a first blockman and/or small-goodsman defined in section 3, provided that such employee be in receipt of a salary of not less than £480 per annum.

6. PROPORTION OR RATIO OF EMPLOYEES.

(1) Slaughterman and slaughterman's assistant.—An employer shall not employ a slaughterman's assistant unless he has in his employ a slaughterman and for each slaughterman employed not more than three slaughterman's assistants may be employed.

(d) Ongekwalfiseerde blokman, en/of kleingoedere en/of spekbercier—

	Per week.
	£ s. d.
gedurende eerste jaar ervaring	2 10 0
gedurende tweede jaar ervaring	3 5 0
gedurende derde jaar ervaring	3 15 0
gedurende vierde jaar ervaring	4 5 0
gedurende vyfde jaar ervaring	5 5 0

(e) A 'eider (18 jaar oud en ouer) 1 7 6
Arbeider (onder 18 jaar) 0 18 6

(f) (i) Gekwalfiseerde klerklike werknemer (vroulik) 14 10 0
(ii) Ongekwalfiseerde klerklike werknemer (vroulik)—

	Per week.
	£ s. d.
gedurende eerste jaar ervaring	7 0 0
gedurende tweede jaar ervaring	8 0 0
gedurende derde jaar ervaring	9 10 0
gedurende vierde jaar ervaring	11 10 0
gedurende vyfde jaar ervaring	13 10 0

(g) Motorvoertuigbestuurder 3 0 0
Drywer van diervoertuig 1 5 0

(h) Hoofslagter 5 10 0
Slagter 4 5 0
Slagt-assistent 1 12 6
Blokman'sassistent 1 10 0

(i) Winkelbediende 2 15 0

(j) Bo en behalwe die loon wat ingevolge hierdie artikel aan 'n werknemer betaalbaar is, moet 'n werkgever op elke betaaldag aan sodanige werknemer 'n lewenskostetoelae betaal van minstens die bedrag wat vasgestel is in Oorlogsmaatregel No. 43 van 1942, soos van tyd tot tyd gewysig.

5. BETALING VAN LONE EN LOONSKALE.

(1) Lone, oortydloonskale en ander besoldiging moet weekliks op Saterdag kontant betaal word aan werknemers wat by die week in diens is, of maandeliks aan werknemers wat op 'n maandelikse basis betaal word, of by diensbeëindiging in die geval van los werknemers of ander werknemers, indien dit voor die gewone betaaldag van sodanige werknemers plaasvind.

(2) Geen werknemer kan verplig word om as deel van sy dienskontrak by die werkgever, of by 'n plek deur sy werkgever aangewys, te eet of in te woon of goedere van sy werkgever te koop nie. 'n Werknemer wat instem om kos of inwoning of beide kos en inwoning van sy werkgever aan te neem, kan nie verplig of toegelaat word om meer per week te betaal nie as—

	Vir kos en huisvesting.	Vir kos alleen.	Virhuisvesting alleen.
	s. d.	s. d.	s. d.
Arbeider.....	5 0	3 0	2 0
Alle ander werknemers...	15 0	10 0	5 0

(3) Onderworpe aan die bepalings van artikel 16, kan van die bedrae wat aan 'n werknemer vir lone en oortyd verskuldig is geen boetes gehef, of kortings van enige aard afgetrek word nie, met dien verstande dat—

(a) waar 'n werknemer van die werk wegbly, 'n bedrag in verhouding tot sodanige afwesigheid kan afgetrek word;

(b) in die geval van 'n werknemer, wat instem om van die werkgever kos en /of huisvesting aan te neem, 'n werkgever van sodanige bedrae 'n bedrag kan aftrek wat nie die bedrag, soos in subartikel (2) van hierdie artikel bepaal, te bowe gaan nie;

(c) waar 'n werkgever kragtens enige Wet, Ordonnansie of regsgeeding verplig is om vir of ten behoeve van 'n werknemer 'n betaling te doen, enige sodanige bedrag wat aldus betaal is, afgetrek kan word.

(4) Waar die besigheid van 'n werkgever nie die indiensneming van 'n voltydse motorvragwagbestuurder noodsaak nie, word die werkgever toegelaat om 'n werknemer te betaal teen die voorgeskrewe loonskaal vir die tyd werklik op die motorvragwagwerk. Vir die res van sodanige werknemer se tyd moet betaal word teen die heersende loon vir die soort werk wat hy verrig.

(5) 'n Werkgever kan, indien hy aldus verkies, by die Raad om vrystelling van artikel 7 (1) (iii) en artikels 8 (2) en 9 (1) van hierdie Ooreenkoms aansoek doen ten opsigte van 'n eerste blokman en/of kleingoedebereier soos omskryf in artikel 3; met dien verstande dat sodanige werknemer 'n salaris van minstens £480 per jaar ontvang.

6. GETALLEVERHOUDING VAN WERKNEMERS.

(1) Slagter en slagtersassistent.—'n Werkgever mag nie 'n slagtersassistent in diens neem nie tensy daar 'n slagter by hom in diens is en vir elke slagter wat in diens is, mag hoogstens drie slagtersassistenten in diens geneem word.

(2) *Blockman*.—An employer shall not employ an unqualified blockman unless he has in his employ a qualified blockman, and for each qualified blockman employed not more than one unqualified blockman may be employed.

(3) For the purpose of this clause an employer who is wholly or mainly engaged in performing the duties of a slaughterman or a blockman or in connection with his establishment may be deemed to be a slaughterman or a blockman as the case may be: Provided that—

- (i) he satisfies the Council that by reason of his practical knowledge of the trade, he is competent to perform the work of a qualified blockman or a qualified slaughterman, as the case may be; and
- (ii) he obtains from the Council a certificate signed by the Secretary and the Chairman of the Council, authorising him to reckon himself a qualified blockman or a qualified slaughterman, for the purpose of this section, in respect of a specified shop or abattoir, as the case may be.

(4) Where an employer carries on the retail meat trade in more than one shop or the slaughtering of livestock in more than one abattoir, such employer shall not, for the purpose of this section, be reckoned as a qualified blockman or a qualified slaughterman in respect of more than one shop or one abattoir, as the case may be.

(5) An employer shall not employ more than one shop assistant in any one shop.

7. HOURS OF WORK.

(1) *Ordinary hours of work*.—The ordinary hours of work of an employee shall not exceed—

- (a) in the case of an employee employed in or in connection with the meat trade, other than a casual employee—
 - (i) a motor vehicle driver, forty-eight in a week of six working days and eight on any one day;
 - (ii) a labourer, forty-nine in a week or six working days, ten on Friday and eight on any other days of the week;
 - (iii) all other employees employed in or in connection with a retail butcher shop, forty-six in a week of six working days, seven and a half on three days, six and a half on one day, eight on one day and nine on one day;
 - (iv) all other employees other than those employed in or in connection with a retail butcher shop, forty-six hours per week, provided that not more than ten hours are worked on any one day;

(b) in the case of a casual employee, eight hours on any one day: Provided that—

- (i) where an employee in a retail butcher's shop is required to attend a customer after the completion of the ordinary hours of work referred to in paragraphs (a) (iii) and (b) the said ordinary hours of work may be exceeded by not more than fifteen minutes and such excess shall not be reckoned as part of the ordinary hours of work or overtime;
- (ii) where on any one day an employee employed in or in connection with an establishment, other than a retail butcher's shop, or a motor vehicle driver employed in connection with a retail butcher's shop, is required to work less than eight hours on one day in every week, the limit of eight hours prescribed in paragraph (a) (i) may on the remaining days of the week be exceeded by not more than one hour if by such extension the weekly limitation of forty-eight hours is not exceeded.

(2) An employer shall not require his employee, other than an employee employed on a Saturday morning in or in connection with a retail butcher's shop, to work for more than five hours continuously without an interval of not less than one hour: Provided further than an employee who is required to work for two or more periods broken by intervals of less than one hour, the said periods of work totalling more than five hours shall be deemed to have been employed for more than five hours continuously.

(3) Save as provided in sub-clause (2), all hours of work shall be consecutive.

(4) No employer shall employ his employees later than 1 p.m. on—

- (a) Saturdays.
- (b) No employee in regular employment with an employer in the meat trade shall be permitted to work for a second employer in the trade outside the hours he is called upon to work in terms of this section for his original employer without the written consent of the Council.

8. TIME SHEETS, ATTENDANCE AND WAGE REGISTERS.

(1) Every employer shall keep exhibited in a conspicuous place within his shop a "time sheet" showing the time to be worked daily by every employee for the ensuing week.

(2) Every employee other than a labourer shall each day enter in a time register, which his employer shall provide, the time he starts work and the time he finally ceases work for the day, together with the particulars as to the time he ceases work for his meal hours and the time he resumes work thereafter and the commencing and finishing times of any other periods during the day during which he was not employed. An employee shall initial every entry made in such register.

(2) *Blokman*.—'n Werkgewer mag nie 'n ongekwalfiseerde blokman in diens neem nie tensy daar 'n gekwalfiseerde blokman by hom in diens is en vir elke gekwalfiseerde blokman wat in diens is, mag hoogstens een ongekwalfiseerde blokman in diens geneem word.

(3) Vir die toepassing van hierdie klousule kan 'n werkgewer wat uitsluitlik of hoofsaaklik die werk van 'n slagter of 'n blokman in of in verband met sy inrigting verrig, na gelang van die geval, as 'n slagter of blokman, beskou word, met dien verstande dat—

- (i) hy die Raad oortuig dat hy weens sy praktiese kennis van die vak bevoeg is om na gelang van die geval, die werk van 'n gekwalfiseerde blokman, of gekwalfiseerde slagter, te doen; en
- (ii) hy van die Raad 'n sertifikaat verkry, geteken deur die Sekretaris en die Voorsitter van die Raad, wat hom magtig om homself, na gelang van die geval, as 'n gekwalfiseerde blokman, of 'n gekwalfiseerde slagter, vir die toepassing van hierdie artikel ten opsigte van 'n bepaalde slaghuus of slagpaal, te beskou.

(4) Waar 'n werkgewer die kleinhandel-vleisbedryf in meer as een slaghuus, of die slag van lewende hawe in meer as een slagpaal uitoefen, kan sodanige werkgewer vir die toepassing van hierdie artikel nie, na gelang van die geval, ten opsigte van meer as een slaghuus of een slagpaal as 'n gekwalfiseerde blokman of gekwalfiseerde slagter gereken word nie.

(5) 'n Werkgewer mag nie meer as een winkelbediende in 'n winkel in diens hê nie.

7. WERKURE.

(1) *Gewone werkure*.—Die gewone werkure van 'n werknemer mag hoogstens onderstaande wees—

- (a) in die geval van 'n werknemer, behalwe 'n los werknemer, wat in of in verband met 'n kleinhandel-slaghuus in diens is—
 - (i) 'n motorvoertuigbestuurder, agt-en-veertig in 'n sesdaagse werkweek en agt op enige dag;
 - (ii) 'n arbeider, nege-en-veertig in 'n sesdaagse werkweek, tien op Vrydag en agt op enige ander dag van die week;
 - (iii) alle ander werknemers in diens in of in verband met 'n kleinhandel-slaghuus, ses-en-veertig in 'n sesdaagse werkweek, sewe-en-n-half op drie dae, ses-en-n-half op een dag, agt op een dag en nege op een dag;
 - (iv) alle ander werknemers as dié in diens in of in verband met 'n kleinhandel-slaghuus, ses-en-veertig per week, met dien verstande dat nie meer as tien uur op enige dag gewerk word nie;

(b) in die geval van 'n los werknemer agt uur op enige dag; met dien verstande dat—

- (i) as van 'n werknemer in 'n kleinhandel-slaghuus vereis word om 'n klant te bedien na voltooiing van die gewone werkure wat in paragrawe (a) (iii) en (b) voorgeskryf word, die genoemde gewone werkure met hoogstens vyftien minute oorskry mag word en sodanige verlenging nie as deel van die gewone werkure of oortyd beskou mag word nie;
- (ii) as op enige dag van 'n werknemer in diens in of in verband met 'n inrigting, behalwe 'n kleinhandel-slaghuus, of van 'n motorvoertuigbestuurder in diens in verband met 'n kleinhandel-slaghuus, vereis word, om op een dag in elke week minder as agt uur te werk die beperking van agt uur wat by paragraaf (a) (i) voorgeskryf word op die ander dae van die week met hoogstens een uur oorskry mag word, indien die weeklikse beperking van agt-en-veertig uur nie deur sodanige verlenging oorskry word nie.

(2) 'n Werkgewer kan nie van sy werknemer, behalwe 'n werknemer wat op 'n Saterdagmôre in of in verband met 'n kleinhandel-slaghuus in diens is, vereis om vir langer as vyf uur onafgebroke te werk sonder pouse van minstens een uur nie; voorts met dien verstande dat in die geval van 'n werknemer van wie vereis word om twee of meer tydperke wat deur pouses van minder as een uur onderbreek word, te werk, dit beskou moet word dat hy meer as vyf uur onafgebroke gewerk het as die genoemde werktydperke tesame meer as vyf uur bedra.

(3) Behalwe, soos bepaal by subklousule (2) moet alle werkure opeenvolgend wees.

(4) (a) Geen werkgewer mag sy werknemers na 1 nm. op Saterdag laat werk nie.

(b) Geen werknemer in die gereelde diens van 'n werkgewer in die vleisbedryf kan, sonder skriftelike toestemming van die Raad, toegestaan word om buite die ure wat hy ingevolge hierdie artikel vir sy oorspronklike werkgewer moet werk, by 'n tweede werkgewer in die bedryf te werk nie.

8. TYDSTATE, DIENS- EN LOONREGISTERS.

(1) Elke werkgewer moet op 'n opvallende plek in sy slaghuus 'n "tydstaat" vertoon, waarop die tyd aangetoon word wat daaglik deur elke werknemer vir die daaropvolgende week gewerk moet word.

(2) Elke werknemer, behalwe 'n arbeider, moet elke dag in 'n tydregister, wat sy werkgewer moet verskaf, aantekene hoe laat hy begin werk en hoe laat hy ophou vir die dag, tesame met besonderhede wat betref die tyd wat hy diens staak om te eet en hoe laat hy daarna weer begin werk, en die begin- en ophoudtyd van enige ander tydperke wat hy gedurende die dag nie gewerk het nie. 'n Werknemer moet elke aantekening in sodanige register gemaak, parafeer.

9. OVERTIME.

(1) Overtime, that is, time worked outside the specified hours in sub-section (1) of section 7 of this Agreement, may not be worked except with the written permission of the Council being first obtained.

(2) Payment for overtime shall be at the rate of one and a half times the hourly wage for each hour or part of an hour so worked.

(3) No employee shall be required to work overtime without his consent.

(4) In cases of emergency, the Secretary of the Council may, subject to confirmation by the Council, issue the permission referred to in sub-section (1) of this section.

(5) No permission shall be given to work overtime exceeding two hours on any one day or six hours in any one week, or eighty hours in any one year.

10. HOLIDAYS AND PAYMENTS.

(1) Each employee shall be entitled to leave on full pay on all public holidays, provided that when two public holidays fall on successive days an employer may require an employee to work for not more than three hours on the second day above referred to, between the hours of 6 a.m. and 9 a.m. and shall pay such employee at the rate of one and a half times his hourly wage for each hour or part of an hour so worked.

(2) Each employee for whom wages are prescribed in section 4 (a), (b), (d), (f) and (i) shall be given in each year of his service with the same employer three consecutive week's leave of absence on full pay and each employee for whom wages are prescribed in section 4 (e), (g) and (h) shall be given in each year of his service with the same employer two consecutive week's leave of absence on full pay, provided that, should any public holiday fall within the period of leave granted, such holiday shall be added to the said period of leave of absence on full pay. The employer shall fix the time when such leave shall be taken, but if an employer shall not have granted to an employee his period of leave at an earlier date, such leave shall be given and taken so as to commence within one month after the termination of a year's service, but this leave shall not run concurrently with any period of compulsory training under the Defence Act. The employer shall pay his employee his wages for the holiday period before such employee goes on leave.

(3) (a) When the service of an employee, for whom wages are prescribed in section 4 (a), (b), (d), (f) and (i), is terminated before the completion of a year's service, but after the completion of one month's service, the employer shall for and in lieu of leave, pay to the employee for each completed week of service in the uncompleted year three fifty-seconds of a week's pay at the rate which the employee was receiving when such service terminated. In the case of a monthly paid employee "week's pay" shall be deemed to be monthly rate divided by four and one-third.

(b) When the service of an employee, for whom wages are prescribed in section 4 (e), (g) and (h), is terminated before the completion of a year's service, but after the completion of one month's service, the employer shall for and in lieu of leave, pay to the employee for each completed week of service in the uncompleted year one twenty-six of a week's pay at the rate which the employee was receiving when such service terminated. In the case of a monthly paid employee "week's pay" shall be deemed to be the monthly rate divided by four and one-third.

(4) For the purpose of the preceding sub-sections, an employee's year of service shall be deemed to be the period of twelve months which ends on or after the date of the commencement of this Agreement and in which he has not received such leave on full pay.

(5) Every employer shall notify the Secretary prior to any of his employees going on leave.

(6) No employee while on leave shall perform any work in the trade.

(7) For the purpose of this section "service" shall be deemed to include any period or periods during which an employee is—

- (a) absent on leave in terms of sub-section (2);
- (b) required to undergo peace training under the South Africa Defence Act, 1912;
- (c) absent from work on the instructions or at the request of his employer;

amounting in the aggregate to not more than eight weeks in any year.

(8) (a) Where the service of an employee, for whom wages are prescribed in section 4 (a), (b), (d), (f) and (i), is terminated after the completion of one year's service, but before annual leave has been granted in terms of sub-section (2), the employer shall upon such termination pay to the employee in lieu of such leave one-quarter of a week's pay in respect of each month of such service at the rate the employee was receiving when his service was terminated. For the purpose of this sub-section a "week's pay" in the case of a monthly paid employee shall be deemed to be the monthly rate divided by four and one-third.

(b) Where the service of an employee, for whom wages are prescribed in section 4 (e), (g) and (h), is terminated after the completion of one year's service, but before annual leave has been granted in terms of sub-section (2), the employer shall upon such termination pay to the employee in lieu of leave one-sixth of a week's pay in respect of each month of such service at the rate the employee was receiving when his service was terminated. For the purpose of this sub-section a "week's pay" in the case of a monthly paid employee shall be deemed to be monthly rate divided by four and one-third.

9. OORTYD.

(1) Oortyd, dit wil sê, tyd buite die ure gewerk soos voorgeskryf in subartikel (1) van artikel 7 van hierdie Ooreenkoms, mag nie gewerk word alvorens skriftelike toestemming van die Raad verkry is nie.

(2) Oortydbetaling moet teen anderhalfmaal die uurloon, vir elke uur of gedeelte van 'n uur aldus gewerk, bereken word.

(3) Van geen werknemer kan geëis word om sonder sy toestemming oortyd te werk nie.

(4) In dringende gevalle, kan die Sekretaris van die Raad, onderworpe aan bekragtiging deur die Raad, die toestemming verleen waarna in subartikel (1) van hierdie artikel verwys word.

(5) Geen toestemming mag verleen word om meer as twee uur oortyd op enige dag, of ses uur in enige week, of tagtig uur in enige jaar te werk nie.

10. VERLOF EN BETALING.

(1) Alle werknemers is op alle openbare vakansiedae tot verlof met volle betaling geregtig; met dien verstande dat wanneer twee publieke vakansiedae op agtereenvolgende dae val, 'n werkgewer van 'n werknemer kan eis om op die tweede dag hierbo genoem vir hoogstens drie uur te werk, tussen die ure 6 vm. en 9 vm., en sodanige werknemer teen anderhalfmaal sy uurloon vir elke uur of gedeelte van 'n uur aldus gewerk, moet betaal.

(2) Elke werknemer, vir wie in artikel 4 (a), (b), (d), (f) en (i) lone voorgeskryf is, moet in elke diensjaar by dieselfde werkgewer, drie agtereenvolgende weke verlof met volle betaling toegestaan word, en elke werknemer vir wie in artikel 4 (e), (g) en (h) lone voorgeskryf is, moet in elke diensjaar by dieselfde werkgewer, twee opeenvolgende weke afwesighedsverlof met volle betaling toegestaan word; met dien verstande dat as enige openbare vakansiedag binne die verloftydperk val wat toegestaan is, sodanige vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk met volle betaling. Die werkgewer moet die tyd vasstel wanneer sodanige verlof geneem word, maar indien 'n werkgewer nie aan 'n werknemer sy verlof op 'n vroeër datum toegestaan het nie, moet sodanige verlof toegestaan word om te begin binne een maand na die voltooiing van 'n jaar diens, maar hierdie verlof mag nie saamval met enige tydperk van verpligte opleiding ingevolge die Verdedigingswet nie. Die werkgewer moet die werknemer sy loon vir die verloftydperk betaal voordat so'n werknemer op verlof gaan.

(3) (a) Wanneer die diens van 'n werknemer vir wie in artikel 4 (a), (b), (d), (f) en (i) lone voorgeskryf word, beëindig word voor die voltooiing van die diensjaar, maar na die voltooiing van een maand diens, moet die werkgewer vir en in plaas van verlof, vir elke voltooiide week diens in die onvoltooiide diensjaar, drie twee-en-vyftigstes van sy weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by die beëindiging van sodanige diens. In die geval van 'n werknemer wat maandeliks betaal word, word „weekloon” beskou as die maandelikse loon-skaal, gedeel deur vier-en-eenderde.

(b) Wanneer die diens van 'n werknemer vir wie in artikel 4 (e), (g) en (h) lone voorgeskryf word, beëindig word voor die voltooiing van een diensjaar, maar na die voltooiing van een maand diens, moet die werkgewer vir en in plaas van verlof, vir elke voltooiide week diens in die onvoltooiide diensjaar, een ses-en-twentigste van sy weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by die beëindiging van sodanige diens. In die geval van 'n werknemer wat maandeliks betaal word, word weekloon beskou as die maandelikse loonskaal gedeel deur vier-en-eenderde.

(4) Vir die toepassing van die vooraafgaande subartikel moet 'n werknemer se diensjaar beskou word as die tydperk van twaalf maande wat eindig op of na die datum waarop hierdie Ooreenkoms in werking tree en gedurende welke tydperk hom nie sodanige verlof met volle betaling toegestaan is nie.

(5) Elke werkgewer moet die sekretaris vooraf in kennis stel as daar van sy werknemers met verlof gaan.

(6) Geen werknemer mag gedurende sy verlof werk in die bedryf verrig nie.

(7) Vir die toepassing van hierdie artikel word dit beskou dat „diens” enige tydperk of tydperke insluit wanneer 'n werknemer—

- (a) ingevolge subartikel (2) met verlof afwesig is;
- (b) van hom vereis word om ingevolge die Zuid Afrika Verdedigings Wet, 1912, vredesopleiding te ondergaan;
- (c) op bevel of versoek van sy werkgewer van werk afwesig is;

wat in die geheel in enige jaar hoogstens agt weke mag beloop.

(8) (a) Wanneer die diens van 'n werknemer vir wie in artikel 4 (a), (b), (d), (f) en (i) lone voorgeskryf word, beëindig word na die voltooiing van een jaar diens, maar voordat jaarlikse verlof kragtens subartikel (2) toegestaan is, moet die werkgewer by sodanige beëindiging vir en in plaas van verlof vir elke maand van sodanige diens, eenkwart van 'n weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by beëindiging van sy diens. Vir die doeleindes van hierdie subartikel, word dit beskou dat 'n „weekloon” in die geval van 'n werknemer wat maandeliks betaal word, die maandloon gedeel deur vier-en-eenderde is.

(b) Wanneer die diens van 'n werknemer vir wie in artikel 4 (e), (g) en (h) lone voorgeskryf word, beëindig word na die voltooiing van een jaar diens, maar voordat jaarlikse verlof kragtens subartikel (2) toegestaan is, moet die werkgewer by sodanige beëindiging vir en in plaas van verlof vir elke maand van sodanige diens, een-sesde van 'n weekloon aan die werknemer betaal teen die skaal wat die werknemer ontvang het by beëindiging van sy diens. Vir die doeleindes van hierdie subartikel, word dit beskou dat 'n „weekloon” in die geval van 'n werknemer wat maandeliks betaal word, die maandloon gedeel deur vier-en-eenderde is.

11. CERTIFICATE OF SERVICE.

(1) Every employer shall issue free of charge a certificate of service showing the name and address, nature of occupation, period of service and wages paid to each of his employees at the time he leaves such employer's service.

(2) No employer shall engage any person unless such person produces a certificate issued in terms of sub-section (1) of this section or a certificate issued by the Secretary of the Council indicating the length of employment, which certificate shall be granted upon application.

(3) Notwithstanding anything contained in sub-section (1) and (2) of this section, if there is any doubt regarding the qualifications of an employee, a committee consisting of two employers and two employees, appointed by the Council, shall determine the qualifications of such employee, whether he had gained experience within or outside the Magisterial District of East London.

(4) Where an employer finds that an employee, after completing five year's service, is not sufficiently qualified as a blockman, or is not capable of performing all the duties of a blockman, such employer may ask the Council to decide on such employee's qualifications.

12. TERMINATION OF EMPLOYMENT.

(1) Not less than one week's notice, or one month's notice, in the case of a weekly or monthly paid employee, respectively, to take effect from the usual pay day, shall be given by the employer or the employee to terminate the contract of service, provided that this shall not affect—

- (a) the right of an employer or an employee to terminate the contract of service without notice for any good cause recognised by law as sufficient;
- (b) any agreement between an employer and an employee providing for a longer period of notice than one week, or one month, as the case may be, and providing further, that an employer may in lieu of the period of notice, pay an employee wages at the rate prescribed for his classes of work.

(2) Notwithstanding anything contained in sub-section (1) of this section, one week's notice in the case of a labourer shall take effect from the day it is given.

13. PREMIUMS.

No premiums shall be charged or accepted by any employer for the training of an employee.

14. EXISTING CONTRACTS.

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement.

15. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of this Agreement for any good or sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of sub-section (1) of this section, the conditions subject to which such exemption is granted and the period during which such exemption shall operate, provided that the Council may, if it deems fit, after one week's notice, in writing, has been given to the person concerned, withdraw an exemption, whether or not the period for which the exemption was granted has expired.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this section, a licence of exemption signed by him, setting out—

- (a) the full name of the person concerned;
 - (b) the provisions of the Agreement from which exemption is granted;
 - (c) the conditions fixed in accordance with the provisions of sub-section (2) of this section, subject to which such exemption is granted; and
 - (d) the period during which the exemption shall operate;
- (4) The Secretary of the Council shall—
- (a) number consecutively all licences issued;
 - (b) retain a copy of each licence issued; and
 - (c) where an exemption is granted to an employee, forward a copy of the licence to the employer concerned, and a further copy to the Divisional Inspector, Department of Labour, East London.

16. COUNCIL FUNDS.

(1) The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:—

- (a) Every employer shall in respect of each business he owns or conducts, pay to the Council an annual contribution of £1. 1s., such sum shall become due on the date of commencement of this Agreement, or the date on which he enters the Meat Trade, whichever is the later, and shall be paid within two weeks of the date due.

11. DIENSSERTIFIKAAT.

(1) Elke werkgewer moet aan elkeen van sy werknemers wat uit sy diens tree, kosteloos 'n dienssertifikaat uitreik, wat die werknemer se naam en adres, aard van werk, dienstyd en loon wat aan elkeen van sy werknemers betaal is toe hy sy werkgewer se diens verlaat het, aantoon.

(2) Geen werkgewer mag 'n persoon in diens neem nie, tensy sodanige persoon 'n sertifikaat vertoon wat uitgereik is ingevolge subartikel (1) van hierdie artikel, of 'n sertifikaat uitgereik deur die Sekretaris van die Raad, waarop sodanige persoon se vorige dienstydperk vermeld word; sodanige sertifikaat moet op aansoek uitgereik word.

(3) Ondanks enigiets in subartikel (1) en (2) van hierdie artikel vervat, kan 'n komitee van twee werkgewers en twee werknemers wat deur die Raad aangestel is, die kwalifikasies van sodanige werknemer vasstel indien daar twyfel bestaan ten opsigte van die kwalifikasies van sodanige werknemer of hy ervaring binne of buite die magistraatsdistrik Oos-Londen opgedoen het.

(4) Waar 'n werkgewer vind dat 'n werknemer na voltooiing van vyf jaar diens nie genoegsaam gekwalifiseer is vir 'n blokman nie, of nie bekwaam is om al die pligte van 'n blokman te verrig nie, kan sodanige werkgewer die Raad vra oor sodanige werknemer se kwalifikasies te beslis.

12. DIENSBEÏNDIGING.

(1) Die werkgewer, of die werknemer moet minstens een week opsegging, of een maand opsegging vir beëindiging van die dienskontrak onderskeidelik in die geval van 'n weekliks betaalde of maandeliks betaalde werknemer gee, welke opsegging ingaan op die gewone betaaldag; met dien verstande dat dit nie—

- (a) op die reg van 'n werkgewer of werknemer om sonder diensopsegging die dienskontrak te beëindig om enige goeie rede wat wetlik as voldoende erken word;
- (b) op enige ooreenkoms tussen 'n werkgewer en 'n werknemer, waarby, na gelang van die geval, vir 'n langer tydperk van diensopsegging as een week of een maand voorsiening gemaak word, en voorts met dien verstande dat 'n werkgewer 'n werknemer lone teen die loonskaal soos voorgeskryf vir sy soort werk, kan betaal in plaas van diensopsegging te gee;

inbreuk maak nie.

(2) Ondanks enigiets in subartikel (1) van hierdie artikel vervat, gaan in die geval van 'n arbeider een week se diensopsegging in op die dag waarop dit gegee word.

13. PREMIES.

Geen premie vir die opleiding van 'n werknemer mag deur 'n werkgewer gevorder of aangeneem word nie.

14. BESTAANDE KONTRAKTE.

Enige dienskontrak, wat van krag is op die aanvangsdatum van hierdie Ooreenkoms, of wat na sodanige datum aangegaan word, is onderworpe aan die bepalinge van hierdie Ooreenkoms.

15. VRYSTELLINGS.

(1) Die Raad kan van enigeen van die bepalinge van hierdie Ooreenkoms vrystelling verleen om enige goeie en voldoende rede.

(2) Die Raad moet ten opsigte van enige persoon aan wie kragtens die bepalinge van subartikel (1) van hierdie artikel, vrystelling verleen word, die voorwaardes waarop en die tydperk waarvoor sodanige vrystelling verleen word, vasstel; met dien verstande dat die Raad, na goeddunke, en nadat aan die betrokke persoon een week skriftelik kennis gegee is, enige vrystelling kan herroep, op die tydperk, waarvoor vrystelling verleen was, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling verleen word, ooreenkomstig die bepalinge van hierdie artikel 'n vrystellingsertifikaat deur hom onderteken uitreik, waarin vermeld word—

- (a) die volle naam van die betrokke persoon;
 - (b) die bepalinge van die Ooreenkoms waarvan vrystelling verleen word;
 - (c) die voorwaardes vasgestel ooreenkomstig die bepalinge van subartikel (2) van hierdie artikel, waarop sodanige vrystelling toegestaan word; en
 - (d) die tydperk waarvoor die vrystelling geldig is.
- (4) Die Sekretaris van die Raad moet—
- (a) alle uitgereikte sertifikate in volgorde nommer;
 - (b) 'n afskrif van elke uitgereikte sertifikaat behou; en
 - (c) waar aan 'n werknemer vrystelling verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer en ook 'n verdere afskrif aan die Afdelingsinspekteur, Departement van Arbeid, Oos-Londen, stuur.

16. FONDSE VAN DIE RAAD.

(1) Die Raad se fondse, waarvoor die Raad die beskikkingsreg het, word as volg verkry:—

- (a) Elke werkgewer moet ten opsigte van elke besigheid wat hy besit of drywe aan die Raad 'n jaarlikse bydrae van £1. 1s. stuur; sodanige bedrag is verskuldig op die dag waarop hierdie Ooreenkoms in werking tree, of op die datum waarop hy in die vleisbedryf begin, wat ook al die jongste datums mag wees, en moet binne twee weke na die verskuldigde datum betaal word.

- (b) One shilling per month shall be deducted by each employer from the wages of each of his employees for whom minimum wages exceeding twenty (20) shillings per week have been prescribed in this Agreement.

The total amount so deducted shall be forwarded by the employer to the Secretary of the Council in the form prescribed in Annexure A, not later than the tenth day of each month following the month in respect of which such payments are due.

(2) Every employer shall deduct from the wages of each of his employees affected by this Agreement, and who are members of the East London Meat Trade Union, the amount of subscriptions payable by such employees to the union and shall forward, with the form prescribed in Annexure A, the amount thus deducted to the Secretary of the Council, P.O. Box 610, East London, not later than the tenth day of each month.

17. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

(1) (a) Every employer in the Meat Trade, who has not already done so in pursuance of the previous Agreement, shall within one month from the date on which this Agreement comes into operation, and every employer entering the Trade after that date shall, within one month from the date of commencement of operation by him, forward to the Secretary of the Council—

- (i) the full name of his business;
- (ii) his business address;
- (iii) the full name of each employee, the capacity in which he is employed and the wages paid.

(b) Where the employer is in partnership, information in accordance with paragraph (a) of this sub-section shall be furnished in respect of each partner. In the event of a dissolution of partnership taking place, the fact must be notified in writing, within one month of the date thereof to the Secretary.

(c) Every employer shall forward to the Secretary of the Council a notification of any change in the particulars he is required to furnish in terms of this sub-section within fourteen days of the date upon which such change takes effect.

(2) The Secretary of the Council shall maintain a register of all employers, partnerships and employees referred to in sub-section (1) of this section.

18. AGENTS.

(1) The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of every employer and employee to permit such agents to institute such inquiries and to examine such books and/or documents as may be necessary for this purpose.

(2) If, in the opinion of an agent, any employer or employee has failed to comply with the provisions of this Agreement, such agent may by notice in writing setting forth in which respect the employer or employee has, in his opinion, failed to comply with the provisions of this Agreement, require such employer or employee to give a written explanation thereof to the Secretary of the Council within 14 days.

19. ORGANISATION.

(1) No employer, being a member of the employer's organisation, shall employ an employee who is not a member of the trade union, and no employee, who is a member of the trade union, shall accept employment with an employer who is not a member of the employer's organisation; provided that this section shall not apply to—

- (a) labourers, motor vehicle drivers, clerical employees and employees for whom wages are not prescribed in this Agreement; or
- (b) employers and employees to whom, in the opinion of the Council, membership has been refused without reasonable cause and the applicant has reported such refusal to the Council within seven days thereof.

Provided further that this clause shall not apply to the employment in the industry of any employee who, in the opinion of the Minister, has good cause for objecting to becoming or remaining a member of the union.

(2) Proof of membership of the trade union shall be the production of a membership card showing that the person named therein is not more than three months in arrear with his subscription.

(3) A person duly authorised by the trade union and the Council in writing may enter any establishment at a time convenient to the employer for the purpose of—

- (a) interviewing employees on trade union matters;
- (b) enrolling new members;
- (c) distributing notices issued by the trade union;
- (d) collecting members' subscriptions to the trade union.

(4) The authorised person or persons shall notify the employer or his representative of his or her intention to visit the shop.

- (b) Een sjieling per maand moet deur elke werkgewer afgetrek word van die loon van elkeen van sy werknemers wies se minimum loon, wat in hierdie Ooreenkoms voorgeskryf is, twintig (20) sjielings per week te bowe gaan.

Die totale bedrag, aldus afgetrek, moet in die vorm voorgeskryf in Aanhangsel A, deur die werkgewer aan die Sekretaris van die Raad gestuur word nie later as die 10de dag van elke maand wat volg op die maand ten opsigte waarvan sodanige betalings verskuldig is nie.

(2) Elke werkgewer moet van die lone van elk van sy werknemers wat deur hierdie Ooreenkoms geraak word en wat lede is van die „East London Meat Trade Union”, die bedrag aan ledegedelde deur sodanige werknemers aan die vakvereniging betaalbaar aftrek en moet die bedrag aldus afgetrek tesame met die vorm voorgeskryf in Aanhangsel A aan die Sekretaris van die Raad, Posbus 610, Oos-Londen stuur, voor of op die 10de dag van elke maand.

17. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

(1) (a) Elke werkgewer in die vleisbedryf wat dit nie alreeds gedoen het ter nakoming van 'n vorige Ooreenkoms nie, moet binne een maand vanaf die datum waarop hierdie Ooreenkoms in werknig tree, en elke werknemer wat na daardie datum in die vleisbedryf begin, moet binne een maand van die datum waarop hy werksaamhede aanvaar, die Sekretaris van die Raad verwittig van—

- (i) die volle naam van sy besigheid;
- (ii) sy besigheidsadres;
- (iii) die volle naam van elke werknemer, die aard van sy werk en sy loon.

(b) Waar die werkgewer 'n vennootskap is, moet ten opsigte van elke vennoot die inligting ooreenkomstig paragraaf (a) van hierdie subartikel verskaf word. Ingeval 'n vennootskap onbind word, moet die Sekretaris, binne een maand na die datum van sodanige ontbinding, skriftelik daarvan verwittig word.

(c) Elke werkgewer moet die Sekretaris van die Raad in kennis stel van enige verandering van werknemers binne veertien dae na die datum van sodanige verandering.

(2) Die Sekretaris van die Raad moet 'n register hou van al die werkgewers, vennootskappe en werknemers wat in subartikel (1) van hierdie artikel genoem word.

18. AGENTE.

(1) Die Raad kan een of meer bepaalde persone as agente aanstel om by die toepassing van die bepalinge van hierdie Ooreenkoms behulpsaam te wees. Elke werkgewer en werknemer is verplig om sodanige agente toe te laat om sodanige ondersoek in te stel en sodanige boeke en/of stukke te ondersoek soos vir hierdie doel nodig mag wees.

(2) Indien enige werkgewer of werknemer na die mening van 'n agent versuim het om die bepalinge van hierdie Ooreenkoms na te kom, mag sodanige agent, deur skriftelike kennisgewing met vermelding van die opsig waarin die werkgewer of werknemer volgens sy mening in gebreke gebly het om die bepalinge van hierdie Ooreenkoms na te kom, van sodanige werkgewer of werknemer eis om binne 14 dae 'n skriftelike verduideliking daarvan aan die Sekretaris van die Raad te gee.

19. ORGANISASIE.

(1) Geen werkgewer wat 'n lid is van die werkgewersorganisasie mag 'n werknemer in diens neem wat nie 'n lid is van die vakvereniging nie, en geen werknemer wat 'n lid is van die vakvereniging, mag in die diens tree van 'n werkgewer wat nie 'n lid is van die werkgewersorganisasie nie, met dien verstande dat hierdie artikel nie van toepassing is nie op—

- (a) arbeiders, motorvoertuigbestuurders, klerklike werknemers en werknemers vir wie daar nie in hierdie Ooreenkoms lone voorgeskryf word nie, of
- (b) werkgewers en werknemers aan wie daar volgens die mening van die Raad, lidmaatskap sonder redelike gronde geweier is en as die applikant so'n weiering binne sewe dae daarna by die Raad aangemeld het.

Voorts met dien verstande dat hierdie klousule nie van toepassing is nie op die werk van 'n werknemer in die Nywerheid, wat volgens die mening van die Minister, goeie gronde het om beswaar te maak om 'n lid te word of 'n lid te bly van die vereniging.

(2) Bewys van lidmaatskap van die vakvereniging is die toon van 'n lidmaatskapkaart wat aandui dat die persoon daarin genoem, se ledegedel vir nie langer as drie maande agterstallig is nie.

(3) Engeen behoorlik skriftelik daartoe deur die vakvereniging en die Raad gemagtig is, kan 'n inrigting op 'n tydstip wat vir die werkgewer gerieflik is, binnegaan met die doel om—

- (a) werknemers in verband met aangeleenthede van die vakvereniging te spreek;
- (b) nuwe lede te werf;
- (c) kennisgewings wat deur die vakvereniging uitgereik is, te versprei; en
- (d) om ledegedel vir die vakvereniging van lede in te vorder.

(4) Die gemagtigde persoon of persone moet die werkgewer of sy verteenwoordiger in kennis stel van sy of haar voorneme om die winkel te besoek.

(5) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Union of South Africa; provided that if any immigrant has at any time after the first three months of commencement of his employment in the Industry refused any invitation from the trade union concerned to become a member of it, the provisions of this section shall immediately come into operation.

20. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in his establishment in a conspicuous place, readily accessible to his employees a legible copy of this Agreement in both official languages and in the form prescribed in the regulations under the Act.

21. EMPLOYMENT OF MINORS.

No employer shall employ any person under the age of fifteen years.

22. APPLICATION OF FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

(1) Notwithstanding anything to the contrary contained in this Agreement, the hours of work, overtime and holiday provisions contained in sections *nineteen, twenty and twenty-one* of the Factories, Machinery and Building Work Act, 1941, shall apply to employees employed in or in connection with a factory as defined in the Factories, Machinery and Building Work Act, 1941, in so far as the provisions of the Agreement are less favourable.

(2) The minimum wages prescribed in section 4 of this Agreement shall be paid to the employees referred to in sub-section (1) in respect of the hours of work prescribed in the Factories, Machinery and Building Work Act, 1941, and the hourly wage of such employees shall, notwithstanding anything to the contrary in this Agreement, be determined by dividing the weekly rates prescribed for the employees concerned by 46. For the purpose of this sub-section, the weekly rates of the employees for whom monthly rates are prescribed in the Agreement shall be such monthly rates divided by four and one-third, and the hourly rate of employees for whom daily wages are prescribed, shall be such daily wage divided by eight.

Signed at East London, on behalf of the parties, the 1st day of May, 1951.

J. STEFFENS,
Chairman of the Council.

J. SEIDERER,
Vice-chairman of the Council.

J. A. NICHOLAS,
Secretary of the Council.

ANNEXURE A.

INDUSTRIAL COUNCIL FOR THE MEAT TRADE (EAST LONDON).

To the Secretary,
Industrial Council for the Meat Trade,
P.O. Box 610,
East London.

Dear Sir,
Please find contributions amounting to £ _____
as detailed below, for the period ending _____ 19 ____
Address _____ Name _____

Name of Employee.	Occupation.	Contributions to Council Funds for Month of	Employees' Subscriptions to Union Funds for Month of

(5) Die bepalings van hierdie artikel in nie van toepassing op 'n immigrant gedurende die eerste jaar na die datum waarop hy die nie van Suid-Afrika binnegekom het nie, met dien verstande dat, as 'n immigrant te eniger tyd na die eerste drie maande van sy diens in die Nywerheid, uitnodigings deur die betrokke vakvereniging om 'n lid daarvan te word, van die hand gewys het, die bepalings van hierdie artikel onmiddellik in werking tree.

20. TENTOONSTELLING VAN OOREENKOMS.

Elke werkgever moet 'n leesbare afskrif van hierdie Ooreenkoms in albei amptelike tale en in die vorm wat in die regulasies ingevolge die Wet voorgeskryf word, op 'n opvallende plek in sy inrigting wat maklik toeganklik vir sy werknemers is, aanplak en dit daar aangeplak hou.

21. IN DIENS HÊ VAN MINDERJARIGES.

Geen werkgever mag 'n persoon onder vyftien jaar in diens hê nie.

22. TOEPASSING VAN WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

(1) Ondanks andersluidende bepalings in hierdie Ooreenkoms vervat, is die werkure-, oortyd- en verlofbepalings van artikels *negentien, twintig en een-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, van toepassing op werknemers in diens of in verband met 'n fabriek soos bepaal in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, vir sover die bepalings van die Ooreenkoms minder gunstig is.

(2) Die minimum lone voorgeskryf in artikel 4 van hierdie Ooreenkoms moet aan die werknemers wat genoem word in sub-artikel (1) ten opsigte van die werkure voorgeskryf in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, betaal word, en die uurloon van sodanige werknemers, word, ondanks enige teenstrydige bepaling in hierdie Ooreenkoms, bepaal deur die weekloon soos voorgeskryf vir die betrokke werknemers, deur 46 te deel. Vir die toepassing van hierdie subartikel, is die weekloon van werknemers vir wie maandlone in hierdie Ooreenkoms voorgeskryf word, daardie maandlone gedeel deur vier en een-derde, en is die uurloon van werknemers vir wie daglone voorgeskryf word, sodanige daglone gedeel deur 8.

Namens die partye, hede, die 1ste dag van Mei 1951, op Oos-Londen onderteken.

J. STEFFENS,
Voorsitter van die Raad.

J. SEIDERER,
Ondervoorsitter van die Raad.

J. A. NICHOLAS,
Sekretaris van die Raad.

AANHANGSEL A.

NYWERHEIDSRAAD VIR DIE VLEISBEDRYF (OOS-LONDON).

Die Sekretaris,
Nywerheidsraad vir die Vleisbedryf,
Posbus 610,
Oos-Londen.

Meneer,
Ingeslote vind u bydraes ten bedrae van £ _____
waarvan die besonderhede hieronder aangegee word, vir die tydperk wat eindig _____ 19 ____
Adres _____ Naam _____

Naam van werknemer.	Beroep.	Bydraes aan Raadsfondse vir die maand.	Ledegelde van werknemers aan vakverenigingsfondse vir die maand

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