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UNIE VAN SUID-AFRIKA
UNION OF SOUTH AFRICA

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

GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

✱ No. 1830.] [28 September 1956.

NYWERHEID-VERSOENINGSWET, 1937.

DRUK- EN NUUSBLADNYWERHEID.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby—

(*a*) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae hierby verskyn en op die Druk- en Nuusbladnywerheid betrekking het, van die 1ste dag van Oktober 1956 af en vir die tydperk wat op die 30ste dag van Junie 1959 eindig, bindend is vir die werkgewersorganisasies en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vereniging is;

(*b*) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat van die 1ste dag van Oktober 1956 af en vir die tydperk wat op 30 Junie 1959 eindig—

(i) die bepalings in klousules 1, 2, 4 tot en met 18, 24, 25 (2) (*b*) tot en met 25 (15), 27 tot en met met 45, 51 tot en met 60, 62 tot en met 65, 67 en 68 van genoemde Ooreenkoms vervat, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die Unie van Suid-Afrika; en

(ii) die bepalings vervat in klousules 46 tot en met 50 van genoemde Ooreenkoms bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die magistraatsdistrikte Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Kempton Park, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vanderbijlpark, Vereeniging, Die Kaap, Wynberg, Simonstad, Bellville, Durban, Pinetown, Port Elizabeth, Oos-Londen, Bloemfontein, Kimberley en Pietermaritzburg; en

(*c*) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat van die 1ste dag van Oktober 1956 af en vir die tydperk wat op 30 Junie 1959 eindig—

(i) die bepalings in klousules 1, 2, 4 tot en met 18 (1), 18 (7), 18 (9), 24, 25 (3) tot en met 25 (15), 30 tot en met 45, 51 tot en met 60, 63 tot en met 65, 67 en 68 van genoemde Ooreenkoms vervat, in die Unie van Suid-Afrika; en

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

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

✱ No. 1830.] [28 September 1956.

INDUSTRIAL CONCILIATION ACT, 1937.

PRINTING AND NEWSPAPER INDUSTRY.

I, JOHANNES DE KLERK, 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 Printing and Newspaper Industry shall be binding from the 1st day of October, 1956 and for the period ending the 30th day of June, 1959, upon the employers' organisations and trade union which entered into the said Agreement and upon the employers and employees who are members of those organisations or that union;

(*b*) in terms of sub-section (2) of section *forty-eight* of the said Act declare that from the 1st day of October, 1956, and for the period ending the 30th June, 1959—

(i) the provisions contained in clauses 1, 2, 4 to 18 (inclusive), 24, 25 (2) (*b*) to 25 (15) (inclusive), 27 to 45 (inclusive), 51 to 60 (inclusive), 62 to 65 (inclusive), 67 and 68 of the said Agreement shall be binding upon the other employers and employees engaged or employed in the said industry in the Union of South Africa; and

(ii) the provisions contained in clauses 46 to 50 (inclusive) of the said Agreement shall be binding upon the other employers and employees engaged or employed in the said industry in the Magisterial Districts of Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Kempton Park, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vanderbijlpark, Vereeniging, The Cape, Wynberg, Simonstown, Bellville, Durban, Pinetown, Port Elizabeth, East London, Bloemfontein, Kimberley and Pietermaritzburg; and

(*c*) in terms of sub-section (4) of section *forty-eight* of the said Act declare that from the 1st day of October, 1956, and for the period ending the 30th June, 1959—

(i) the provisions contained in clauses 1, 2, 4 to 18 (1) (inclusive), 18 (7), 18 (9), 24, 25 (3) to 25 (15) (inclusive), 30 to 45 (inclusive), 51 to 60 (inclusive), 63 to 65 (inclusive), 67 and 68 of the said Agreement shall in the Union of South Africa; and

(ii) die bepalings in klousules 46 tot en met 50 van genoemde Ooreenkoms vervat, in die magistraatsdistrikte Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Kempton Park, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vanderbijlpark, Vereeniging, Die Kaap, Wynberg, Simonstad, Bellville, Durban, Pinetown, Port Elizabeth, Oos-Londen, Bloemfontein, Kimberley en Pietermaritzburg;

tis mutandis van toepassing is ten opsigte van ne in genoemde nywerheid wat nie by die woordrywing van die uitdrukking „werknemer", vervat in el *een* van genoemde Wet, ingesluit is nie.

J. DE KLERK,
Minister van Arbeid.

BYLAE.

ONALE NYWERHEIDSRAAD VIR DIE DRUK- EN NUUSBLADNYWERHEID VAN SUID-AFRIKA.

OOREENKOMS

gaan ingevolge die bepalings van die Nywerheid-versoenings-937, deur en tussen die—

Federation of Master Printers of South Africa

en die

Newspaper Press Union of South Africa

der die „werkgewersorganisasies" genoem), aan die een n die

South African Typographical Union

der die „vakvereniging" genoem), aan die ander kant,

partye is by die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika.

1. INDELING VAN OOREENKOMS.

Hierdie Ooreenkoms word soos volg in tien hoofstukke ingedeel:—

Hoofstuk 1.
Woordomskrywings en algemene bepalings: Klousules 2 tot 5.

Hoofstuk 2.
Bepalings van toepassing op alle afdelings van die nywerheid, uitgesonderd die dupliseerafdeling: Klousules 6 tot 29.

Hoofstuk 3.
Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling riffelbord en riffelbordhouers: Klousules 30 tot 32.

Hoofstuk 4.
Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling veselhouers: Klousule 33 en 34.

Hoofstuk 5.
Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling papiersakke: Klousules 35 tot 38.

Hoofstuk 6.
Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling buigsame houers: Klousules 39 tot 41.

Hoofstuk 7.
Spesiale bepalings van toepassing op werkgewers en werknemers in die afdeling syskerms: Klousules 42 tot 45.

Hoofstuk 8.
Bepalings betreffende lone, werkure en verlof, van toepassing op arbeiders in alle afdelings van die Nywerheid, die dupliseerafdeling uitgeslote: Klousules 46 tot 50.

Hoofstuk 9.
Bepalings van toepassing op werkgewers en werknemers in die dupliseerafdeling: Klousules 51 tot 62.

Hoofstuk 10.
Vrystellings en diverse bepalings: Klousules 63 tot 68.

HOOFSTUK 1.

2. WOORDOMSKRYWINGS.

Tensy die teenoorgestelde blykbaar bedoel word, het alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Nywerheidversoeningswet, 1937, omskryf is, dieselfde betekenis as in dié Wet, en enige verwysing na 'n wet sluit enige wysiging daarvan in, en woorde wat die manlike geslag aandui, sluit ook vrouens in; voorts, tensy dit strydig met die samehang is, beteken—

„agent", iemand deur die Raad aangestel om namens die Raad inspeksies te hou, en om oor die algemeen te help om uitvoering te gee aan die bepalings van ooreenkomste wat aangegaan word deur die partye by die Raad;

(ii) the provisions contained in clauses 46 to 50 (inclusive) of the said Agreement shall in the Magisterial Districts of Pretoria, Johannesburg, Benoni, Brakpan, Boksburg, Germiston, Roodepoort, Randfontein, Kempton Park, Krugersdorp, Heidelberg (Transvaal), Nigel, Springs, Delmas, Vanderbijlpark, Vereeniging, The Cape, Wynberg, Simonstown, Bellville, Durban, Pinetown, Port Elizabeth, East London, Bloemfontein, Kimberley and Pietermaritzburg;

apply *mutatis mutandis* in respect of such persons in the said industry as are not included in the definition of the expression "employee" contained in section *one* of the said Act.

J. DE KLERK,
Minister of Labour.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL OF THE PRINTING AND NEWSPAPER INDUSTRY OF SOUTH AFRICA.

AGREEMENT

entered into in accordance with the provisions of the Industrial Conciliation Act 1937, by and between

The Federation of Master Printers of South Africa
and the
Newspaper Press Union of South Africa

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

The South African Typographical Union

(hereinafter referred to as the "trade union"), of the other part, being the parties to the National Industrial Council of the Printing and Newspaper Industry of South Africa.

1. DIVISION OF AGREEMENT.

This Agreement is divided into ten chapters as follows:—

Chapter 1.
Definitions and general provisions: Sections 2 to 5.

Chapter 2.
Provisions applicable to all sections of the Industry, other than the Duplicating Section: Sections 6 to 29.

Chapter 3.
Special provisions applicable to employers and employees engaged in the Corrugated Board and Container Section: Sections 30 to 32.

Chapter 4.
Special provisions applicable to employers and employees engaged in the Fibre Container Section: Sections 33 and 34.

Chapter 5.
Special provisions applicable to employers and employees engaged in the Paper Sacks Section: Sections 35 to 38.

Chapter 6.
Special provisions applicable to employers and employees engaged in the Flexible Packaging Section: Sections 39 to 41.

Chapter 7.
Special provisions applicable to employers and employees engaged in the Silk Screen Section: Sections 42 to 45.

Chapter 8.
Provisions regarding wages, hours of work and holidays applicable in respect of labourers in all sections of the Industry, other than the Duplicating Section: Sections 46 to 50.

Chapter 9.
Provisions applicable to employers and employees engaged in the Duplicating Section: Sections 51 to 62.

Chapter 10.
Exemptions and miscellaneous: Sections 63 to 68.

CHAPTER 1.

2. DEFINITIONS.

Unless the contrary intention appears, any expression used in this Agreement, which is defined in the Industrial Conciliation Act, 1937, shall have the same meaning as in that Act and any reference to an Act includes any amendment thereof; words importing the masculine gender include females; further unless inconsistent with the context—

"agent" means a person appointed by the Council to carry out inspections and generally assist in giving effect to the terms of any Agreement entered into by the parties to the Council;

„vakleerling", 'n werknemer gebonde deur 'n skriftelike vakleerlingskapkontrak, geregistreer ingevolge die Wet op Vakleerlinge, 1944, of 'n minderjarige in diens in 'n aangewese ambag met die skriftelike toestemming van die Registrateur van Vakleerlinge;

„loswerknemer", 'n werknemer wat minder as een werkweek in diens is;

„Kapel", 'n groep werknemers wat as 'n Kapel saamgestel is ingevolge die bepalings van die konstitusie van die vakvereniging;

„afdeling riffelbord en riffelbordhouers", dié afdeling van die nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging van riffelbord en/of geriffelde houers en/of geriffelde produkte van riffelkarton en/of -papier en/of soortgelyke materiaal;

„Raad", die Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika, geregistreer ingevolge die Nywerheid-versoeningswet;

„aangewese ambag", 'n ambag aangewys ingevolge die Wet op Vakleerlinge, 1944;

„duplisering", enige metode waarby werk met meganiese middels gedupliseer word, uitgesonderd met 'n tikmasjien en die gebruik van adresmasjiene, wat nie elders omskryf word nie, en sluit o.a. in die sny of bereiding van wasvelle vir gebruik in dupliseermasjiene deur middel van 'n tikmasjien of andersins, die maak van hoofkopieë deur middel van tikmasjiene of andersins en alle prosesse of werksaamhede wat hoort by die voortbring van gedupliseerde werk;

„dupliseerafdeling", dié afdeling van die nywerheid waarin werkgewers en werknemers geassosieer is vir die doel om werk te dupliseer;

„koevertponser", 'n werknemer wat koevertvorms van enige soort materiaal uitpons, hetsy dit bedruk is of nie;

„inrigting" of „drukkery", 'n plek waar die Druk- en Nuusbladnywerheid uitgeoefen word;

„Uitvoerende Komitee" die Uitvoerende Komitee wat ingevolge die bepalings van die konstitusie van die Raad aangestel is;

„ondervinding", 'n dienstermyn bereken sonder inagneming van enige kort- of oortyddiens gedurende dié diens gewerk; met dien verstande egter dat enige tydperk van siekte, gestaaf deur 'n bevredigende doktersertifikaat, ingeval dit deur die werkgewer vereis word, tot en met 'n totaal van 30 volle werkdae in elke jaar diens by dieselfde werkgewer, as 'n tydperk van diens gereken moet word;

„afdeling veselhouers", dié afdeling van die nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging, uitsluitlik of hoofsaaklik, uit bordpapier of vesel, van spiraalgedraaide. gedraaide, mono- en geperste papierhouers;

„afdeling buigsame houers", dié afdeling van die nywerheid waarin werkgewers en werknemers geassosieer is vir die produksie van houers soos omskryf in klousule 39 van hierdie Ooreenkoms;

„voorman", 'n werknemer wat belas is met die toesig oor 'n inrigting of 'n afdeling daarvan, wat werk aan werknemers onder sy beheer uitdeel, asook toesig hou oor die uitvoering daarvan in die inrigting of afdeling en tug handhaaf, en teenoor die werkgewer in die algemeen verantwoordelik is vir die doeltreffendheid van die inrigting of afdeling;

„bedienaar van vrugtepapiermasjien", 'n werknemer wat die nodige stelwerk doen aan die meganisme van of masjiene bedien wat gebruik word om papier te lewer waarin vrugte toegedraai word, hetsy dit bedruk is of nie;

„algemene assistent", 'n werknemer wat nie elders genoem word nie. Hierdie klas werknemer sluit o.a. in drukkersassistente, bindersassistente en kopiehouers, maar sluit nie werknemers in wie se werk nie regstreeks te doen het met die werklike produksie of afwerk van drukwerk of ander artikels wat deur die betrokke inrigting gelewer word nie;

„inrigting se halwe vakansiedag", Saterdagnamiddag, behalwe in inrigtings waar dit deur 'n ander namiddag (uitgesonderd Sondag) in die werkweek vervang word;

„Nywerheid", die druk- en nuusbladnywerheid;

„intagliodrukwerk", wat fotogravurereproduksie insluit, die metode van reproduksie deur meganiese middels waarby prente, ontwerpe of ander merke gereproduseer word in die vorm van 'n versonke beeld op die drukoppervlakte, en dié beeld word dan oorgedra op die papier of ander materiaal wat bedruk moet word;

„Gesamentlike Raad", 'n gesamentlike raad saamgestel ingevolge die konstitusie van die Raad;

„vakman", (*a*) 'n persoon wat 'n vakleerlingskaptermyn in 'n ambag in die nywerheid gedien het ooreenkomstig die bepalings van die Wet op Vakleerlinge, of ooreenkomstig 'n skriftelike kontrak wat deur die Staande Komitee goedgekeur is; of (*b*) 'n persoon wat 'n Gesamentlike Raad of die Staande Komitee oortuig het van sy bevoegdheid in die vak waarop hy aanspraak maak, en wat in besit is van 'n skriftelike sertifikaat te dien effekte; of (*c*) 'n persoon, uitgesonderd 'n vakleerling in die laaste jaar van sy leertyd, wat in besit is van 'n graad I-lidmaatskapkaartjie van die vakvereniging; of (*d*) 'n drukkerswerktuigkundige;

„arbeider" [en dié klas werknemer sluit sowel fabrieksarbeiders as ongeskoolde arbeiders in, met lg. klas beperk tot die werk genoem in punte (*cc*) tot en met (*kk*) van hierdie woord-

"apprentice" means an employee who is bound by a written contract of apprenticeship, registered in terms of the Apprenticeship Act, 1944, or a minor employed in a designated trade with the written consent of the Registrar of Apprenticeship;

"casual employee" means an employee engaged for a period of less than one working week;

"Chapel" means a group of employees in any establishment constituted as a Chapel in terms of the Constitution of the Trade Union;

"Corrugated Board and Container Section" means that section of the Industry in which employers and employees are associated in the manufacture of corrugated board and/or corrugated containers and/or other corrugated products from corrugated cardboard and/or paper and/or any like material;

"Council" means the National Industrial Council of the Printing and Newspaper Industry of South Africa registered in terms of the Industrial Conciliation Act;

"designated trade" means a trade designated in terms of the Apprenticeship Act, 1944;

"duplicating" means any method of reproduction by mechanical means, other than typewriting and the operation of addressing machines, not elsewhere defined, and includes, *inter alia*, the cutting or preparation of stencils for use on duplicating machines by means of a typewriter or otherwise, the making of master copies by means of a typewriter or otherwise and all processes or operations incidental to the production of duplicated matter;

"Duplicating Section" means that section of the Industry in which employers and employees are associated for the purpose of doing duplicating;

"envelope puncher" means an employee employed upon the punching of envelope blanks from any material, whether printed or not;

"establishment" or "house" means any place in which any activity falling within the definition of the Industry is carried on;

"Executive Committee" means the Executive Committee appointed in accordance with the provisions of the Constitutions of the Council;

"experience" means a period of employment calculated without making any adjustment in respect of any short time or overtime worked during such period, provided, however, that any period of illness, supported by a satisfactory medical certificate where such is demanded by the employer, up to a total of thirty full working days in each year of service with the same employer shall be regarded as a period of employment;

"Fibre Container Section" means that section of the Industry in which employers and employees are associated in the manufacture wholly or mainly from paper board or fibre of spirally wound, convolute, mono and/or pressed paper containers;

"Flexible Packaging Section" means that section of the Industry in which employers and employees are associated in the production of packaging as defined in Section 39 of this Agreement,

"foreman" means an employee placed in charge of an establishment, or department thereof, who gives out work to employees under his control, and supervises its passage through the establishment or department, and maintains discipline and generally is responsible to the employer for the efficiency of the establishment or department;

"fruit wrapper machine operative" means an employee who makes the necessary adjustments to the mechanism or operates or supervises the operation of machines utilised for the production of fruit wrappers whether plain or printed;

"general assistant" means an employee not elsewhere defined. This class of employee includes, *inter alia*, printers' assistants, binders' assistants and copyholders, but does not include employees whose work is not directly connected with the actual production or finishing of the printed matter or other articles produced by the establishment concerned;

"house half-holiday" means Saturday afternoon, except in establishments where another afternoon in the working week (other than Sunday) is substituted therefor;

"Industry" means the Printing and Newspaper Industry;

"intaglio printing," which includes photogravure reproduction, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are in the form of a sunken image on the printing surface, which image is transferred to the paper or other material to be printed;

"Joint Board" means a Joint Board established in terms of the Constitution of the Council;

"journeyman" means (*a*) a person who has served an apprenticeship to a trade in the Industry in accordance with the provisions of the Apprenticeship Act, or in accordance with a written contract which was approved by the Standing Committee; or (*b*) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence at the trade claimed and holds a written certificate to that effect; or (*c*) a person, other than an apprentice in the last year of apprenticeship, who holds a Grade I membership card of the Trade Union; or (*d*) a printers' mechanic;

"labourer" [which class of employee includes both factory labourers and unskilled labourers—the latter class being restricted to the operations mentioned in items (*cc*) to (*kk*), inclusive, of this definition] in all sections of the Industry,

omskrywing], in alle afdelings van die nywerheid, 'n werknemer wat uitsluitlik een of meer van ondergenoemde werksaamhede uitvoer:—

(*a*) Masjiene skoonmaak, met inbegrip van spasiebande, dompelaars en matryse op setmasjiene, implemente of gereedskap;
(*b*) masjiene olie of smeer;
(*c*) ou rollers of rollerkomposisie opsny;
(*d*) versameluitrusting laai of lintjies of snuisterye aan groete- of dergelike kaartjies bind of toutjies deur ogies ryg;
(*e*) rollers in drukperse neerlaat of uithaal, maar hulle nie stel nie;
(*f*) afvalpapier baal deur dit met 'n kragbaalpers te doen;
(*g*) opmaaktafels of inkskywe skoonmaak, maar nie setsel of ander materiaal van opmaaktafels opruim of daarop sorteer nie;
(*h*) galeie of vorms met setsel optel en versit;
(*i*) stawe in metaalpotte insit;
(*j*) masjiensetsel ingooi om weer gesmelt te word of stereotipe- of setmasjienmetaal smelt of dit in stafies giet;
(*k*) afvalstukke afstroop van rolle papier of ander materiaal;
(*l*) rolle papier of ander materiaal onder toesig van 'n vakman of vakleerling kloof of heroprol of weer opdraai;
(*m*) stereoplate na rolperse dra of plate of masjiene sit of afhaal, maar hulle nie op hulle plek sit of opsluit nie;
(*n*) rolle papier of ander materiaal op rolperse in posisie hys of remming van rolle onder toesig van 'n vakman of vakleerling reguleer;
(*o*) ink dra of ink in inkbuise op rolperse ingooi, maar nie die inktoevoer reguleer nie;
(*p*) vakmanne help met die deurryg van die papierstrook of velle op rolperse laat teruglop op slap loop of dit oor vormer trek of help om papierstroke wat met die hand gespan is, of syaanleg op rolperse onder toesig van 'n vakman of 'n vakleerling, te stel;
(*q*) rolle papier of ander materiaal omruil of op rolperse las;
(*r*) enigeen of meer van die volgende werksaamhede in die papiersakafdeling:—
  (i) rolle papier op buismasjiene sit of sakbuise van buismasjiene afhaal;
  (ii) voerders van boomplakmasjiene laai of sakke van sodanige masjiene afhaal; of
  (iii) sakke van klappe of moue voorsien, bandjies tussen toegestikte sakke afknip, sakke sorteer of verpak;
(*s*) strokies gegomde papier vasheg aan stroke papier reeds gesny ten einde groot koeverte te maak;
(*t*) geëtste plate skoonmaak of afvalmetaal opbreek of houtvoetstukke skoonmaak;
(*u*) ou emulsie afskrop of glasplate skoonmaak of etsbaddens leeg- of skoonmaak;
(*v*) toesig hou oor die afdruk van negatiewe op voorbereide sink- of koperplate; met dien verstande dat die negatief en plaat deur 'n vakman of vakleerling in die raam geplaas en ná beligting daaruit verwyder word;
(*w*) sink- of koperplate poleer of skoonmaak voordat hulle bedek word, maar hulle nie greineer nie;
(*x*) die fisiese meng van chemikalieë nadat die bestanddele deur 'n vakman, vakleerling of leerling-papiersakmasjienbediener afgemeet is.
(*y*) enigeen of meer van die volgende werksaamhede in die afdeling buigsame houers:—
  (i) Sakke van toutjies voorsien, drasakke vou, handvatsels vir drasakke maak of insteek; kartonstrokies in drasakke vaslym of insteek;
  (ii) sakke, met inbegrip van drasakke, heelmaak; sakke, met inbegrip van drasakke, van bandjies voorsien of verpak;
  (iii) kartonne of riffelhouers uit platstukke vir doeleindes van verpakking oprig, waspapierrolle in kartonne plaas, kartonne in kiste verpak, waspapierrolle verpak;
  (iv) papier vou of oprol, buigsame stereo's afstroop of wasbaddens weer volmaak; of
  (v) kerns op die aste van kloofmasjiene sit of gekloofde of weer opgedraaide rolle van kloofmasjiene afhaal;
(*z*) houers in die afdeling riffelbord of riffelbordhouers baal of gegomde bande aan die bome van riffelbordhouers vaslym om hulle te voltooi;
(*aa*) aanbreek of deksels maak in verband met die vervaardiging van kartonne en kartondose;
(*bb*) enigeen of meer van die volgende werksaamhede in die afdeling veselhouers:—
  (i) deksels maak;
  (ii) koppies inmekaarpak;
  (iii) melkbottelskywe in omhulsels toemaak;
  (iv) inmekaargepakte koppies of omhulde melkbottelskywe verpak;

other than the Silk Screen and Duplicating Sections, means an employee who is employed exclusively upon one or more of the following operations:—

(*a*) cleaning machinery, including space bands, plungers and matrices on typesetting machines, or implements;
(*b*) oiling or greasing machines;
(*c*) cutting up of old rollers or roller composition or casting of rollers;
(*d*) loading collating equipment or sticking or tying ribbons or trinkets onto greetings or similar cards or threading string through eyelets;
(*e*) lifiting or dropping rollers on printing machines, but not setting them;
(*f*) baling waste paper when done by means of a power operated baling machine;
(*g*) cleaning imposing surfaces or ink slabs, but not the clearing or sorting of type or other material on the imposing surface;
(*h*) lifting and moving galleys or formes with type;
(*i*) placing ingots in metal pots;
(*j*) dumping machine set matter for remelting or melting stereotype or typesetting machine metal or moulding same into ingots;
(*k*) stripping waste off reels of paper or other material;
(*l*) slitting or rewinding reels of paper or other material under the supervision of a journeyman or an apprentice;
(*m*) carrying stereo plates to rotary machines or lifting plates on or off the machine, but not fixing them into position nor locking same;
(*n*) hoisting reels of paper or other material into position on rotary machines or placing brakes on brake wheels under the supervision of a journeyman or an apprentice;
(*o*) carrying ink or pouring it into ink ducts on rotary machines, but not regulation the supply of ink;
(*p*) assisting journeymen in webbing or backing or slacking out sheets on rotary machines or pulling same to former or assisting to adjust manually operated web tension or sidelay on rotary machines under the supervision of a journeyman or an apprentice;
(*q*) chaning reels of paper or other materials or pasting up on rotary machines;
(*r*) any one or more of the following operations in the Paper Sacks Section:—
  (i) Preparing or putting reels of paper on tubing machines or taking sack tubes off tubing machines;
  (ii) loading feeders of bottom pasting machines or taking sacks off such machines; or
  (iii) valving or sleeving sacks, cutting tape between sewn sacks, sorting or packing sacks;
(*s*) affixing strips of gummed paper to sections of paper already cut in order to produce large envelopes;
(*t*) cleaning of etched plates or cutting scrap metal or cleaning wood mounts;
(*u*) scrubbing off old emulsion or cleaning glass plates or draining or cleaning etching baths;
(*v*) attending to exposing of negatives onto prepared zinc or copper plates; provided that the negative and plate are placed into and removed from the frame after exposure by a journeyman or an apprentice;
(*w*) polishing or cleaning zinc or copper plates prior to coating, but not graining same;
(*x*) physical mixing of chemicals after the ingredients have been measured out by a journeyman, an apprentice or a learner paper sack machine operator;
(*y*) any one or more of the following operations in the Flexible Packaging Section:—
  (i) Stringing bags by hand, folding carrier bags, making or inserting handles for carrier bags, glueing or inserting cardboard strips into carrier bags;
  (ii) repairing bags, including carrier bags, stacking, banding or packing bags, including carrier bags;
  (iii) erecting cartons or corrugated containers from the flat for the purpose of packing, placing waxed paper rolls in cartons, packing cartons in cases, packing waxed reels;
  (iv) folding or banding paper, stripping flexible stereos or replenishing wax troughs; or
  (v) placing cores on the shafts of slitting machines or removing slit or rewound reels from slitting machines;
(*z*) baling of containers in the Corrugated Board and Container Section or affixing gummed tape to the bottoms of corrugated containers in order to complete them;
(*aa*) breaking out or lidding in connection with carton and cardboard box manufacture;
(*bb*) any one or more of the following operations in the Fibre Container Section:—
  (i) Lidding;
  (ii) nesting of cups;
  (iii) sleeving of milk bottle discs, or
  (iv) packing of nested cups or sleeved milk bottle discs;

(*cc*) goedere dra, verskuif, opstawel of uitpak, met inbegrip van 'n goederehyser bedien;

(*dd*) persele, werkbanke, gereedskap, inktafels (maar nie inktafels aan masjiene nie), voertuie of diere skoonmaak;

(*ee*) kaste, bale, dromme of ander pakkette oop- of toemaak;

(*ff*) kaste, bale, dromme of ander pakkette brandmerk, merk, sjabioneer of klaar geadresseerde etikette daaraan heg;

(*gg*) briewe, boodskappe of goedere te voet of met 'n fiets, driewiel of handvoertuig aflewer of bymekaarmaak;

(*hh*) op voertuie help met die insameling of aflewering van goedere, of voertuie laai of aflaai;

(*ii*) afvalpapier baal wanneer dit gedoen word met 'n handbaalpers;

(*jj*) rantsoene vir Naturelle kook, tee of dergelike dranke maak; of

(*kk*) vuur maak of vure aan die gang hou of afval of as verwyder;

„ leerling-degelpersdrukker ", 'n werknemer wat met die skriftelike toestemming van die Staande Komitee geleer word hoe om op degelperse toe te stel en hulle te bedien;

„ boekdrukwerk ", die reproduksiemetode met meganiese middels waarby die letters, prente, ontwerpe of ander merke wat geproduseer moet word, in reliëf op die drukoppervlakte staan, en òf regstreeks òf deur middel van rubberdrukwerk (oorset) oorgebring word op die papier of ander materiaal waarop gedruk moet word;

„ litobediener ", 'n werknemer wat as sodanig deur die Raad geregistreer is en wat 'n litografiese drukmasjien bedien wat in staat is om 'n vel van hoogstens 15 duim by 20 duim te ontvang en te bedruk;

„ handsnymasjien ", 'n snymasjien wat uitsluitlik ontwerp is om met die hand gewerk te word;

„ meganiese middels ", die gebruik van instrumente of masjiene wat gebruik word om krag oor te bring of om die aanwending daarvan te verander;

„ monotipegieter ", 'n werknemer, uitgesonderd 'n vakman of 'n vakleerling, wat een van ondergenoemde werksaamhede verrig:—

(*a*) gietmasjiene bedien, met inbegrip van monotipegieters en supergieters en Elrod-reël- en lynstaafgietmasjiene onder toesig van 'n vakman of vakleerling met inbegrip van metaal in metaalpotte sit of die temperatuur daarvan reguleer; geperforeerde rolle op die masjien sit; toesig hou oor die produk van die masjien, terwyl dit loop, of dit reguit maak; watertoevoer na gietvorm reguleer; galeisetsel en gietwerk van die masjien aftel of galeie daarop terugsit; matryse, matryskaste, gietvorms en gewone wiggies omruil; gietwerk volgens grootte rangskik;

(*b*) setsel of ander materiaal wat gegiet is deur die masjien wat hy bedien, in die kaste uitsit vir handsetwerk;

(*c*) gietmasjiene olie of skoonmaak;

(*d*) pompinrigtings uitmekaarhaal of inmekaarsit maar slegs om dit skoon te maak; of

(*e*) 'n vakman of vakleerling help met die uitmekaarhaal of inmekaarsit van gietmasjiene;

„ meerkleurige masjien ", 'n masjien wat toegerus is met twee of meer inkbuise en wat gewoonlik gebruik word om meer as een kleur te druk met elke deurgang van die papier of ander materiaal deur die masjien terwyl gedruk word;

„ papiersakafdeling ", daardie afdeling van die Nywerheid waarin werkgewers en werknemers geassosieer is vir die doel om papiersakke te vervaardig;

„ perfekteermasjien ", 'n masjien wat aan weerskante van die papier of ander materiaal druk voordat die vel uit die masjien kom;

„ stukwerk ", 'n stelsel waarvolgens 'n werknemer se verdienste gebaseer word op hoeveelheid of omvang van gedane werk;

„ planografiese drukwerk ", wat litografiese drukwerk insluit, die metode van reproduksie met meganiese middels waarby die letters, prente, ontwerpe of ander tekens wat gereproduseer moet word, òf regstreeks òf met oorsetdrukwerk op die papier of ander materiaal waarop gedruk moet word, van 'n planografiese beeld op die drukoppervlakte oorgebrnig word;

„ degelpersdrukker ", 'n werknemer wat as sodanig by die Raad geregistreer is en wat op degelperse toestel, met inbegrip van die opsluit van vorms in die vormraam, en wat degelperse bedien of toesig daaroor hou;

„ drukkerswerktuigkundige ", (*a*) iemand wat 'n vakleerlingskap as sodanig in die Nywerheid gedien het ingevolge die Wet op Vakleerlinge; of (*b*) iemand wat 'n Gesamentlike Raad of die Staande Komitee oortuig het van sy bevoegdheid, d.w.s. die vermoë om masjiene wat in die Nywerheid gebruik word, uitmekaar te haal, te herstel en in stand te hou en wat 'n skriftelike sertifikaat te dien effekte besit, of (*c*) iemand wat, nadat hy 'n vakleerlingskap in die ingenieursnywerheid gedien het, bewys het, deur minstens 12 maande in die Nywerheid te dien, dat hy in staat is om 'n betrekking daarin met sukses te vul;

(*cc*) carrying, moving, stacking or unpacking goods, including operating a goods lift;

(*dd*) cleaning premises, work-benches, tools, ink slabs, other than ink slabs on machines, vehicles or animals;

(*ee*) opening or closing boxes, bales, drums or other packages;

(*ff*) branding, marking, stenciling or affixing ready addressed labels to boxes, bales, drums or other packages;

(*gg*) delivering or collecting letters, messages or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle;

(*hh*) assisting on vehicles used for the collection or delivery of goods or loading or unloading vehicles;

(*ii*) baling waste paper when done by means of a manually operated baling machine;

(*jj*) cooking rations for Natives, making tea or similar beverages; or

(*kk*) making or maintaining fires or removing refuse or ashes;

" learner platen pressman " means an employee who with the written permission of the Standing Committee is being taught how to make ready on and operate platen machines;

" letterpress printing " means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are in relief on the printing surface and are transferred either direct or by offset to the paper or other material to be printed;

" litho operative " means an employee, who is registered as such by the Council, and who operates a lithographic printing machine capable of receiving and delivering a sheet not larger than 15 inches by 20 inches;

" manually operated cutting machine " means a cutting machine designed solely for manual operation;

" mechanical means " means the use of any instrument or machine employed to transmit force, or to modify its application;

" Monotype caster attendant " means an employee, other than a journeyman or an apprentice, who is employed upon one or more of the following operations:—

(*a*) Attending caster machines, including Monotype casters and super casters and Elrod slug and rule casters, under the supervision of a journeyman or an apprentice, including supplying metal to metal pot or regulating the temperature thereof; regulating water supply to mould; placing the perforated rolls onto the machine; attending to or straightening-up the product of the machine while running; lifting galleys of type and cast matter off the machine or replacing galleys thereon; changing matrices, matrix cases, moulds and normal wedges; sizing-up; or lining-up;

(*b*) laying out of type or other material for hand-setting, cast by machine on which he is in attendance, in the cases;

(*c*) oiling or cleaning of casting machines;

(*d*) dismantling or assembling pump bodies for the purpose of cleaning only; or

(*e*) assisting a journeyman or an apprentice with the dismantling or assembling of casting machines;

" multi-colour machine " means a machine which is equipped with two or more ink-ducts and which is normally used for printing more than one colour at one passage of the paper or other material to be printed through the machine;

" night work " means work performed on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 7 a.m. on the next, but does not include the work for the production of newspapers mentioned in section 13 (1) (*d*) of this Agreement;

" operator-mechanic " means a journeyman who operates a typesetting machine (other than a Typograph composing machine in an establishment in Areas B and C) and whose duty it is to maintain one or more typesetting machines in running order;

" Paper Sacks Section " means that section of the Industry in which employers and employees are associated for the purpose of manufacturing paper sacks;

" perfecting machine " means a machine which prints on both sides of the paper or other material to be printed before the sheet is delivered from the machine;

" piece-work " means any system by which an employee's earnings are based on quantity or output of work done;

" planographic printing," which includes lithographic printing, means the method of reproduction by mechanical means, whereby the letters, pictures, designs or other marks to be reproduced are transferred, either direct or by offset, to the paper or other material to be printed from a planographic image on the printing surface;

" platen pressman " means an employee, who is registered as such by the Council, and who makes ready on, including locking up formes in the machine chase, and operates or supervises the operation of platen machines;

" printers' mechanic " means (*a*) a person who has served an apprenticeship as such in the Industry in accordance with the Apprenticeship Act; or (*b*) a person who has proved to the satisfaction of a Joint Board or the Standing Committee his competence, i.e. the ability to assemble, dis-assemble, repair and maintain machinery used in the Industry, and who holds a written certificate to that effect; or (*c*) a person who, having served an apprenticeship in the Engineering Industry has proved, by serving at least 12 months in the Industry his capacity to hold a job therein;

„druk- en nuusbladnywerheid", sonder om die algemeen herkende betekenis daarvan te beperk, die nywerheid, bedryf of onderneming waarin werkgewers en werknemers geassosieer is vir die produksie van drukwerk van watter aard ook al en sluit verder o.a. die volgende in:—

(*a*) Ondergenoemde ambagte (saam met die bedrywighede wat daarby hoort) hetsy genoemde ambagte, bedrywe en of werksaamhede afsonderlik, gesamentlik, met of apart van drukwerk beoefen word of nie, nl.:—

Set, proeflees, stereotipeer- en elektrotipeerwerk, setselgietwerk, prosesgravure- en fotogravurewerk, drukmasjienbediening, druk- en litografiese kunsdrukwerk, litografie, drukkerspakhuiswerk, drukkersingenieurswerk, graveer- en stempelsny, boekbind-, linieer-, sny- en syskermdrukwerk, duplisering, ink meng as dit onderneem word deur werkgewers wat die werksaamhede genoem in paragrawe (*a*), (*b*) en (*c*), uitvoer;

(*b*) die vervaardiging (met inbegrip van enige proses wat ook al by die vervaardiging) van—

(i) skryfbehoeftes, rubberstempels, koeverte, papierkardoese, papiersakke, melkbottelskywe, eierdoosvullers, rolle toiletpapier, gegomde papier, kartondosies;

(ii) geriffelde karton uit papier en/of 'n samestelling van papier en/of dergelike materiaal waarvan papier en/of 'n samestelling van papier 'n bestanddeel is;

(iii) enige soort houer (met of sonder metaaldele) uit veselstof en/of karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of 'n dergelike materiaal waarvan veselstof en/of karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is, maar met uitsluiting van die vervaardiging hoofsaaklik uit veselstof van koffers, dokumentetasse, sakke en alle dergelike houers wat bestem is om persoonlike artikels, sportuitrusting, gereedskap en dokumente te bevat;

(iv) enige artikel wat ook al uit karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of enige dergelike materiaal waarvan karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is; met dien verstande dat hierdie subparagraaf (iv) alleen op werkgewers en werknemers wat deur paragrawe (*a*), (*b*), (*c*) en (*d*) van hierdie woordomskrywing gedek word, van toepassing is;

(*c*) die druk op papier, gegomde papier, band, gegomde band, tin of ander metale, weefstof, goiing (of ander materiale), kartonhouers, of ander artikels in paragraaf (*b*) genoem;

(*d*) die heelmaak van kartondose, eierdoosvullers, houers, of ander artikels soos hierbo in (*b*) bedoel;

„kwartaal", die driemaandelikse termyne wat op die eerste dag van Januarie, April, Julie en Oktober begin;

„kwartobinder", 'n werknemer ten opsigte van wie daar 'n geldige sertifikaat van sy registrasie as 'n kwartobinder bestaan, geteken deur die plaaslike tak se sekretaris van die vakvereniging, die sekretaris van die plaaslike Gesamentlike Raad of die sekretaris namens die Staande Komitee.

„gereelde werknemer", 'n werknemer wat vir minstens vier werkweke by dieselfde werkgewer in diens was, hetsy korttyd gedurende daardie tydvak in swang was of nie;

„besoldiging", betaling gedoen of verskuldig aan 'n persoon wat op watter wyse ook al uit diens voorspruit;

„kleinhandelprysindekssyfer", die beswaarde gemiddelde indekssyfer betreffende voedsel, brandstof, ligte, huur en diverse, vir die nege vernaamste gebiede in die Unie van Suid-Afrika soos bereken, die gemiddelde daarvoor elke kwartaal verkry, met tien vermenigvuldig en van tyd tot tyd deur die Direkteur van Sensus en Statistiek in die *Staatskoerant* gepubliseer;

„rotasie- of rolpers", 'n masjien waarin die papier deur 'n draaiende silinder van 'n rol gevoer word teen 'n draaiende drukvlak waarvan die afdruk geneem word, maar met uitsondering van toiletpapier-masjiene met drukinrigtings; ook nie masjiene wat gebruik word in die vervaardiging van houers genoem in klousule 41 van die Ooreenkoms nie;

„sekretaris", die sekretaris van die Raad;

„kort tyd", die tyd werklik deur 'n werknemer in 'n inrigting gewerk, wanneer dié tyd tot minder as die gewone werkure in hierdie Ooreenkoms bepaal, verminder is;

„syskermdrukwerk", die drukproses deur middel waarvan, hetsy met die hand of meganies, 'n kleurstof met 'n roller gestoot word dwarsdeur 'n sjabloon geheg aan 'n skerm van sy of ander materiaal;

„syskermafdeling", dié afdeling van die nywerheid waarin werkgewers en werknemers geassosieer is vir doel om syskermdrukwerk uit te voer;

„platsetter", 'n algemene assistent wat 'n vrystelling van die bepalings van klousule 25 (3) van hierdie Ooreenkoms besit om in diens geneem te word in die set en verspreiding van die plat-nuussetsel van koerante;

„Staande Komitee", die staande komitee aangestel ingevolge die bepalings van die konstitusie van die Raad;

"Printing and Newspaper Industry," without in any way limiting the generally accepted meaning thereof, means that industry, trade or undertaking in which employers and employees are associated in the production of printed matter of any nature whatsoever, and furthermore includes, *inter alia*—

(*a*) the following trades (together with the occupations and operations incidental thereto) whether or not the said trades, occupations and/or operations are carried on separately or collectively or in conjunction with printing or apart from printing, viz.—

Composing, proof-reading, stereotyping and electrotyping, typecasting, process engraving, photogravure, letterpress machine minding, printing and lithographic artistry, lithography, printers' warehousing, printers' engineering, engraving and die stamping, bookbinding, ruling, cutting, silk screen process printing, duplicating, inkmixing [if undertaken by employers engaged in the operations referred to in paragraphs (*a*), (*b*) and (*c*)];

(*b*) the manufacture (including any process whatsoever in the course of manufacturing) of—

(i) stationery, rubber stamps, envelopes, paper bags, paper sacks, milk bottle discs, egg-box fillers, toilet rolls, gummed paper, cardboard boxes;

(ii) corrugated cardboard from paper and/or any compound of paper and/or any like material a constituent part of which is paper and/or any compound of paper;

(iii) any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper, and/or any compound of paper, but excluding the manufacture mainly from fibre of trunks, attache case, bags and all similar containers designed to hold personal effects, sporting kit tools and documents;

(iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is cardboard and/or paper and/or any compound of paper; provided that this clause (iv) shall only apply to employers and employees covered by clauses (*a*), (*b*), (*c*) and (*d*) of this definition;

(*c*) the printing on paper, gummed paper, tape, gummed tape, tin or other metals, cloth, hessian (or other materials), cardboard containers or other articles referred to in paragraph (*b*);

(*d*) the repairing of cardboard boxes, egg-box filler, containers or such other articles as are contemplated by (*b*) above;

"quarter" means the three-monthly periods commencing on the first day of January, April, July and October;

"quarter binder" means an employee in respect of whom a valid certificate of his registration as a quarter binder, signed by the Local Branch Secretary of the Trade Union, Secretary of the Local Joint Board or the Secretary on behalf of the Standing Committee, is in existence;

"regular employee" means an employee who has been employed by the same employer for a period of not less than four working weeks, whether or not short time has been in operation during that period;

„remuneration" means any payment made or owing to any person which arises in any manner whatsoever out of employment;

"retail price index number" means the weighted average index number, relating to food, fuel, light, rent and sundries, for the nine principal areas in the Union of South Africa as assessed and published by the Director of Census and Statistics in the *Government Gazette* from time to time, multiplied by ten and averaged over each quarter;

"rotary machine" means a machine in which the paper or other material to be printed is carried from a reel by a rotating cylinder against a rotating printing surface from which the impression is taken, but does not include toilet-roll machines with printing attachments nor machines used in the production of packaging mentioned in section 41 of this Agreement;

"Secretary" means the Secretary of the Council;

"short time" means the time actually worked by an employee in an establishment when such time has been reduced to less than the ordinary hours of work specified in this Agreement;

"silk screen process printing" means the method of printing, whether by manual or mechanical means, whereby the pigment is forced by means of a squeegee through a stencil attached to a screen made of silk or other material;

"Silk Screen Section" means that section of the Industry in which employers and employees are associated for the purpose of doing silk screen process printing;

"solid typesetter" means a general assistant, in respect of whom an exemption from the provisions of section 25 (3) of this Agreement has been issued authorising the employment of such employee upon the setting and distribution of solid news matter for newspapers;

"Standing Committee" means the Standing Committee appointed in accordance with the provisions of the Constitution of the Council;

„taakwerk", 'n werkstelsel wat vereis dat 'n bepaalde hoeveelheid werk binne 'n bepaalde tyd deur 'n werknemer voltooi moet word;

„setmasjienbediener", 'n vakman-lettersetter in diens vir die bediening van enige soort setmasjien, met inbegrip van monotipetoetsborde, maar sluit nie bedieners van tipograafsetmasjiene in wat in diens is in gebiede B en C nie, ook nie bedienerwerktuigkundiges van monotipegietmasjiene nie;

„werkweek", die gebruiklike betaalwerk van 'n inrigting;

3. GELDIGHEIDSDUUR.

(1) Hierdie Ooreenkoms tree in werking op sodanige datum as wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Nywerheidversoeningswet, 1937, bepaal en bly van krag tot 30 Junie 1959 of vir sodanige tydperk as wat hy kan vasstel.

4. BESTEK VAN TOEPASSING.

Die bepalings van hierdie Ooreenkoms is dwarsdeur die Unie van Suid-Afrika van toepassing en moet nagekom word deur alle lede van die werkgewersorganisasies en deur alle lede van die vakvereniging wat in die Nywerheid, soos omskryf in diens is. Met uitsondering van artikels 6 (3) is die bepalings van hierdie Ooreenkoms slegs van toepassing op daardie werknemers vir wie loonskale voorgeskryf word; met dien verstande egter dat al hierdie bepalings wat met die bepalings van die Wet op Vakleerlinge, 1944, verenigbaar is, of voorwaardes wat daarkragtens vasgestel word, op vakleerlinge en minderjariges van toepassing is; en met dien verstande verder—

(*a*) dat slegs klousules 6 (1) (*e*), 7 en 16 van toepassing is ten opsigte van werkgewers vir wie lone by klousule 6 (1) (*e*) voorgeskryf word; en

(*b*) dat slegs klousules 1 tot en met 4 en 51 en met 62 van toepassing is ten opsigte van werkgewers en werknemers wat in die dupliseerafdeling werk.

5. GEBIEDSVERDELING VAN DIE UNIE.

Vir die toepassing van hierdie Ooreenkoms word die Unie van Suid-Afrika soos volg in agt gebiede ingedeel:—

Gebied B.—Die Provinsie Kaap die Goeie Hoop met uitsondering van die gebiede in gebiede C, D, E en F genoem.

Gebied C.—Die munisipale gebiede van Aliwal-Noord en Burgersdorp en die magistraatsdistrikte Barberton, Barkly-Oos, Cradock, Dordrecht, Mosselbaai, Riversdal, George, Jansenville, Molteno en Steynsburg.

Gebied D.—Die munisipale gebiede van Grahamstad, King William's Town, Malmesbury, Queenstown en Worcester, en die magistraatsdistrikte Caledon, Ceres, Heidelberg (Kaap), Paarl, Robertson, Somerset-Wes, Stellenbosch, Swellendam, Die Starnd, Tulbagh, Umtata en Willington.

Gebied E.—Magistraatsdistrikte Bellville, die Kaap, Oos-Londen, Port Elizabeth, Simonstad, Uitenhage en Wynberg; Provinsie Natal, met uitsondering van die magistraatsdistrikte Durban en Pinetown; Provinsie Oranje-Vrystaat, met uitsondering van die magistraatsdistrikte Bloemfontein en Kroonstad; Provinsie Transvaal met uitsondering van die magistraatsdistrikte Barberton, Benoni, Brakpan, Boksburg, Germiston, Groblersdal, Heidelberg, Nigel, Vereeniging, Johannesburg, Klerksdorp, Randfontein, Krugersdorp, Middelburg, Pietersburg, Potchefstroom, Pretoria, Bronkhorstspruit, Roodepoort, Springs, Delmas, Standerton, Ventersdorp, Kempton Park en Vanderbijlpark.

Gebied F.—Magistraatsdistrikte Barkly-Wes, Groblersdal, Hay, Herbert, Kimberley, Klerksdorp, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton, Ventersdorp en Kroonstad.

Gebied G.—Magistraatsdistrikte Durban en Pinetown.

Gebied Ga.—Magistraatsdistrik Bloemfontein.

Gebied H.—Magistraatsdistrikte Benoni, Brakpan, Boksburg, Germiston, Heidelberg (Transvaal), Johannesburg, Randfontein, Krugersdorp, Nigel, Pretoria, Bronkhorstspruit, Roodepoort, Springs, Delmas, Vereeniging, Kempton Park en Vanderbijlpark.

HOOFSTUK 2.

BEPALINGS VAN TOEPASSING OP ALLE AFDELINGS VAN DIE NYWERHEID, UITGESONDERD DIE DUPLISEERAFDELING.

6. LOONSKALE.

(1) Onderworpe aan die bepalings van klousule 7 van die Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem lone betaal en mag geen werknemer lone aanneem wat minder is as ondergenoemde weekloonskale vir die betrokke gebied nie:—

(*a*) Voormanne, uitgesonderd voormanne in die syskermafadeling:—

Voormanne op dagwerk.....	Tabel 1, Skaal 2.
Voormanne op nagwerk, uitgesonderd nagwerk op nuusblaaie	Tabel 1, Skaal 6.
Voormanne op nagwerk op nuusblaaie..	Table 2, Skaal 2.

(*b*) Vakmanne:—

(i) Vakmanne nie elders genoem nie op dagwerk	Tabel 1, Skaal 1.
Vakmanne nie elders genoem nie, op nagwerk, uitgesonderd nagwerk op nuusblaaie	Tabel 1, Skaal 5.
Vakmanne nie elders genoem nie, op nagwerk op nuusblaaie	Tabel 2, Skaal 1.

"task-work" means any system of work which requires the completion by an employee of a definite amount of work in a specified time;

"typesetting machine operator" means a journeyman compositor employed upon the operation of any class of typesetting machine, including Monotype keyboards, but does not include operators of Typograph composing machines employed in Areas B and C nor Monotype caster minder mechanics;

"working week" means the customary pay-week of an establishment.

3. PERIOD OF OPERATION.

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Industrial Conciliation Act, 1937, and shall remain in force until the 30th June, 1959 or for such period as may be determined by him.

4. SCOPE OF APPLICATION.

The provisions of this Agreement shall apply throughout the Union of South Africa and shall be observed by all members of the employers' organisations and by all members of the trade union, who are employed in the industry, as defined. With the exception of section 6 (3) the terms of this Agreement shall apply only in respect of those employees for whom wage rates are prescribed; provided, however, that all such provisions, as are not inconsistent with the terms of the Apprenticeship Act, 1944, or any conditions fixed thereunder, shall apply in respect of apprentices and minors; and provided further—

(*a*) that only sections 6 (1) (*e*), 7 and 16 shall apply in respect of those employees for whom wage rates are prescribed by section 6 (1) (*e*); and

(*b*) that only sections 1 to 4 (inclusive) and 51 to 62 (inclusive) shall be applicable to employers and employees who are engaged in the Duplicating Section.

5. DIVISION OF UNION INTO AREAS.

For the purposes of this Agreement the Union of South Africa is divided into eight areas as follows:—

Area B.—The Province of the Cape of Good Hope, excluding those areas specified in Areas C, D, E and F.

Area C.—The municipal areas of Aliwal North and Burghersdorp and the Magisterial Districts of Barberton, Barkly East, Cradock, Dordrecht, George, Jansenville, Molteno, Mossel Bay, Riversdale and Steynsburg.

Area D.—The municipal areas of Grahamstown, King William's Town, Malmesbury, Queenstown and Worcester, and the Magisterial Districts of Caledon, Ceres, Heidelberg (Cape), Paarl, Robertson, Somerset West, Stellenbosch, Strand, Swellendam, Tulbagh, Umtata and Wellington.

Area E.—Magisterial Districts of Bellville, the Cape, East London, Port Elizabeth, Simonstown, Uitenhage and Wynberg; Province of Natal, excluding Magisterial Districts of Durban and Pinetown; Province of the Orange Free State, excluding Magisterial Districts of Bloemfontein and Kroonstad; Province of the Transvaal, excluding Magisterial Districts of Barberton, Benoni, Boksburg, Brakpan, Bronkhorstspruit, Delmas, Germiston, Groblersdal, Heidelberg, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nigel, Pietersburg, Potchefstroom Pretoria, Randfontein, Roodepoort, Springs, Standerton, Vanderbijlpark, Ventersdorp and Vereeniging.

Area F.—Magisterial Districts of Barkly West, Groblersdal, Hay, Herbert, Kimberley, Klerksdorp, Kroonstad, Middelburg (Transvaal), Pietersburg, Potchefstroom, Standerton and Ventersdorp.

Area G.—Magisterial Districts of Durban and Pinetown.

Area Ga.—Magisterial District of Bloemfontein.

Area H.—Magisterial Districts of Benoni, Boksburg, Bronkhorstspruit, Brakpan, Delmas, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.

CHAPTER 2.

PROVISIONS APPLICABLE TO ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

6. WAGE RATES.

(1) Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

(*a*) Foremen other than foremen in the Silk Screen section:—

Foremen on day work.....	Table 1, Scale 2.
Foremen on night work, other than night work on newspapers	Table 1, Scale 6.
Foremen on night work on newspapers..	Table 2, Scale 2.

(*b*) Journeymen:—

(i) Journeymen not elsewhere specified employed on day work	Table 1, Scale 1.
Journeymen not elsewhere specified employed on night work other than night work on newspapers	Table 1, Scale 5.
Journeymen not elsewhere specified employed on night work on newspapers	Table 2, Scale 1.

(ii) Masjienbedieners (houers maak) op dagwerk op sakmasjiene (uitgesonderd papiersakmasjiene sonder drukinrigtings, of met drukinrigtings wat buigsame stereo's en anilieninksoorte of -kleurmiddels gebruik), roldrukperse of buigsame filmomvormmasjiene — Tabel 1, Skaal 2.
Setmasjienbedieners op dagwerk..... — Tabel 1, Skaal 3.
Masjienbedieners (houers maak) op nagwerk op sakmasjiene (uitgesonderd papiersakmasjiene sonder drukinrigtings, of met drukinrigtings wat buigsame stereo's en anilieninksoorte of -kleurmiddels gebruik), roldrukperse of ander buigsame filmomvormmasjiene — Tabel 1, Skaal 6.
Setmasjienbedieners op nagwerk, uitgesonderd nagwerk op nuusblaaie — Tabel 1, Skaal 6.
Setmasjienbedieners op nagwerk op op nuusblaaie — Tabel 2, Skaal 2.

(iii) Bedienerwerktuigkundiges op dagwerk — Tabel 1, Skaal 4.
Bedienerwerktuigkundiges op nagwerk, uitgesonderd nagwerk op nuusblaaie — Tabel 1, Skaal 7.
Bedienerwerktuigkundiges op nagwerk op nuusblaaie — Tabel 2, Skaal 3.

(iv) Litograwe by oorsetmasjiene wat in staat is om velle groter as 35 duim by 22½ duim te druk, met minstens ses maande ondervinding van sulke masjiene:—
Dagwerk..... — Tabel 1, Skaal 2.
Nagwerk..... — Tabel 1, Skaal 6.

(v) Vakmanne wat tweekleur- of perfekteermasjiene bedien, met minstens ses maande ondervinding van sulke masjiene:
Dagwerk..... — Tabel 1, Skaal 2.
Nagwerk, uitgesonderd nagwerk op nuusblaaie — Tabel 1, Skaal 6.
Nagwerk op nuusblaaie..... — Tabel 2, Skaal 2.

(vi) Vakmanne in diens vir die werking van of toesig oor rolperse gebruik vir die druk van nuusblaaie en tydskrifte:—
Dagwerk..... — Tabel 1, Skaal 2.
Nagwerk, uitgesonderd nagwerk op nuusblaaie — Tabel 1, Skaal 6.
Nagwerk op nuusblaaie..... — Tabel 2, Skaal 2.

(c) (i) Bedieners van vrugtepapiermasjiene... — Tabel 3.
(ii) Degelpersdrukkers en litobedieners... — Tabel 4.
(iii) Leerling-degelpersdrukkers volgens ondervinding soos bepaal deur staande komitee — Tabel 5.
(iv) Monotipegieters volgens hul ondervinding in die Nywerheid — Tabel 6.
(v) Kwartobinders volgens hul ondervinding as sodanig — Tabel 7.
(vi) Bedieners van handsnymasjiene—hoogste tarief vir mans — Tabel 7.
(vii) Platsetters ooreenkomstig ondervinding in die Nywerheid — Tabelle 8 en 9.
(viii) Algemene helpers volgens hul ondervinding in die Nywerheid — Tabel 8.

(d) Koevertponsers volgens hul ondervinding as sodanig — Tabel 10.

(e) Bestuurders van motorvoertuie, bedoel vir die vervoer van goedere — Tabel 11.

(2) Los werknemers moet minstens 'n volle dag se loon betaal word vir elke dag waarop hulle verplig word om te werk, en daarbenewens moet hulle teen oortydskale betaal word vir alle werk gedoen na die gewone sluitingstyd van die betrokke inrigting; met dien verstande egter dat hierdie bepaling betreffende die betaling van minstens 'n volle dag se loon nie van toepassing is as minder as 'n volle dag deur 'n los werknemer, om rede van sy eie versuim, gewerk word nie. Daarbenewens is die bepalings van hierdie subklousule nie van toepassing in die geval van middagkoerantinrigtings of ten opsigte van die indiensneming van los arbeiders nie.

(3) Werknemers in diens in die Nywerheid in ambagte aangewys kragtens die Wet op Vakleerlinge vir wie lone voorgeskryf word in loonreëlingsmaatreëls wat van toepassing is op 'n ander nywerheid, ambag of bedryf, en vir wie geen lone in hierdie Ooreenkoms voorgeskryf word nie, moet minstens die loon betaal word wat vir die klas werknemer in sodanige loonreëlingsmaatreël voorgeskryf word; met dien verstande dat as die lone in die gebied in meer as een loonreëlingsmaatreël voorgeskryf word, die hoogste van die lone betaal moet word.

(4) Ten einde die loon vas te stel wat betaalbaar is aan 'n werknemer van 'n klas wie se loonskale van ondervinding afhang, moet die totale ondervinding van die werknemer in die Nywerheid bereken word—ongeag die inrigting waar die ondervinding opgedoen is.

(5) Ten einde 'n werknemer se uurloon vas te stel, moet die weekloon wat aan die werknemer op daardie tydstip betaalbaar was, teen 'n skaal van minstens die minimum loon wat by hierdie Ooreenkoms voorgeskryf word, deur 40 verdeel word. Ten einde die dagloon te bepaal moet die weekloon wat op daardie tydstip aan die werknemer betaalbaar is, wat teen 'n skaal is van minstens

(ii) Machine Minders (Packaging) employed on day work on bag machines (other than paper bag machines without printing attachments, or with printing attachments using flexible stereos and aniline inks or dyes), rotary printing machines or other flexible film converter machines — Table 1, Scale 2.
Typesetting Machine Operators employed on day work — Table 1, Scale 3.
Machine Minders (Packaging) employed on night work on bag machines (other than paper bag machines without printing attachments, or with printing attachments using flexible stereos and aniline inks or dyes), rotary printing machines or other flexible film converter machines — Table 1, Scale 6.
Typesetting Machine Operators employed on night work other than night work on newspapers — Table 1, Scale 6.
Typesetting Machine Operators employed on night work on newspapers — Table 2, Scale 2.

(iii) Operator-mechanics employed on day work — Table 1, Scale 4.
Operator-mechanics employed on night work other than night work on newspapers — Table 1, Scale 7.
Operator-mechanics employed on night work on newspapers — Table 2, Scale 3.

(iv) Lithographers employed on offset machines capable of printing on a sheet larger than 35 inches by 22½ inches, who have had not less than six months' experience on such machines:—
Day work..... — Table 1, Scale 2.
Night work..... — Table 1, Scale 6.

(v) Journeymen operating two-colour or perfecting machines, who have had not less than six months' experience on such machines:—
Day work..... — Table 1, Scale 2.
Night work, other than night work on newspapers — Table 1. Scale 6.
Night work on newspapers..... — Table 2, Scale 2.

(vi) Journeymen employed on the operation or supervision of rotary machines utilised for the production of newspapers and magazines:—
Day work..... — Table 1, Scale 2.
Night work, other than night work — Table 1, Scale 6.
Night work on newspapers..... — Table 2, Scale 2.

(c) (i) Fruit Wrapper Machine Operatives... — Table 3.
(ii) Platen Pressmen and Litho Operatives — Table 4.
(iii) Learner Platen Pressmen according to their experience as assessed by the Standing Committee — Table 5.
(iv) Monotype Caster Attendants in accordance with their experience in the Industry — Table 6.
(v) Quarter Binders in accordance with their experience as such — Table 7.
(vi) Operators of Manually Operated Cutting Machines—highest rate for males in — Table 7.
(vii) Solid Typesetters in accordance with their experience in the Industry — Tables 8 and 9.
(viii) General Assistants in accordance with their experience in the Industry — Table 8.

(d) Envelope Punchers in accordance with their experience as such — Table 10.

(e) Driver of motor vehicles, designed for the conveyance of goods — Table 11.

(2) Casual employees shall be paid not less than a full day's wages for each day upon which they are required to work, and shall in addition be paid at overtime rates for all work done after the normal closing time of the establishment concerned; provided however, that this provision relating to the payment of not less than a full day's wages shall not apply where less than a full day is worked by a casual employee because of his own default. In addition the provisions of this sub-section shall not apply in the case of afternoon newspaper establishments nor in respect of the employment of casual labourers.

(3) Employees employed in the Industry in trades designated under the Apprenticeship Act for whom wages are prescribed in a wage regulating instrument applicable to some other industry, trade or occupation, and for whom wages are not prescribed in this Agreement, shall be paid not less than the wages prescribed for the class of employee concerned in such wage regulating instrument; provided that whenever in any area such wages are prescribed in more than one wage regulating instrument, the higher of such wages shall be paid.

(4) In order to ascertain the wage payable to an employee of a class whose wage rates are dependent upon experience, the total experience of the employee in the Industry—irrespective of the establishment where such experience was granted—shall be reckoned.

(5) In order to ascertain an employee's hourly wage rate, the weekly wage payable to that employee at the time, being at a rate not less than the minimum prescribed in this Agreement, shall be divided by 40. In order to ascertain a day's pay the weekly wage payable to the employee concerned at the time,

die minimum loon wat by hierdie Ooreenkoms voorgeskryf word deur 5 verdeel word in die geval van 'n inrigting wat 5 dae of 5 nagte per week werk, 5½ in die geval van 'n inrigting wat 5½ dae of 5½ nagte per week werk en 6 in die geval van 'n inrigting wat 6 nagte per week werk.

TABEL 1.

DAGWERK.

Gebied.	Vakmanne nie elders genoem.	Voormanne, oorsetlito, tweekleurperfekteer-en rolpersbedieners; masjienbedieners (houers) in diens by sekere masjiene.	L.M.-bedieners.	Bedienerwerktuigkundiges.
	Skaal 1.	Skaal 2.	Skaal 3.	Skaal 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	12 4 3	13 6 9	13 10 0	14 15 0
C.....	12 13 9	13 17 3	14 0 9	15 6 9
D.....	13 5 9	14 10 3	14 14 3	16 1 9
E.....	13 11 0	14 16 0	15 0 3	16 8 3
F.....	13 16 6	15 2 3	15 6 6	16 15 3
G.....	14 5 3	15 11 9	15 16 6	17 6 3
Ga....	14 3 3	15 9 6	15 14 3	17 3 9
H.....	14 10 0	15 17 0	16 1 9	17 12 0

NAGWERK.

(Uitgesonderd nagwerk op nuusblaaie).

Gebied.	Vakmanne nie elders genoem.	Voormanne, L.M.-bedieners, oorsetlito, tweekleurperfekteer- en rolpersbedieners; masjienbedieners (houers) in diens by sekere masjiene.	Bedienerwerktuigkundiges.
	Skaal 5.	Skaal 6.	Skaal 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	13 14 0	14 19 6	16 7 6
C.....	14 5 0	15 11 6	17 0 9
D.....	14 18 9	16 6 9	17 17 6
E.....	15 5 0	16 13 6	18 4 9
F.....	15 11 3	17 0 6	18 12 6
G.....	16 1 6	17 11 9	19 5 0
Ga.....	15 19 3	17 9 3	19 2 3
H.....	16 7 0	17 17 9	19 11 6

TABEL 2.

Weeklone betaalbaar aan vakmanne op nagwerk op nuusblaaie.

Gebied.	Vakmanne nie elders genoem.	Voormanne, L.M.-bedieners, tweekleurperfekteer- en rolpersbedieners.	Bedienerwerktuigkundiges.
	Skaal 1.	Skaal 2.	Skaal 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	14 1 0	15 7 0	16 15 9
C.....	14 12 9	16 0 0	17 10 0
D.....	15 7 0	16 15 9	18 7 3
E.....	15 13 3	17 2 6	18 14 9
F.....	16 0 0	17 10 0	19 3 0
G.....	16 10 6	18 1 6	19 15 9
Ga.....	16 8 0	17 18 9	19 12 9
H.....	16 16 3	18 8 0	20 2 9

TABEL 3.

Weeklone betaalbaar aan bedieners van vrugtepapiermasjiene.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B.....	8 14 6	9 8 6
C.....	8 18 9	9 13 9
D.....	9 16 0	10 13 6
E.....	10 12 0	11 11 6
F.....	10 17 9	11 18 3
G.....	10 17 9	11 18 3
Ga.....	11 10 0	12 12 6
H.....	13 0 0	14 7 0

being at a rate not less than the minimum prescribed in this Agreement, shall be divided by five in the case of a 5-day or 5-night week establishment, 5½ in the case of a 5½-day or 5½-night week establishment and six in the case of a 6-night week establishment.

TABLE 1.

DAY WORK.

Area.	Journeymen not elsewhere specified.	Foremen; Offset Litho, Two-colour Perfecting and Rotary Machine Minders; Machine Minders (Packaging) employed on certain machines.	T.M. Operators.	Operator Mechanics.
	Scale 1.	Scale 2.	Scale 3.	Scale 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	12 4 3	13 6 9	13 10 0	14 15 0
C.....	12 13 9	13 17 3	14 0 9	15 6 9
D.....	13 5 9	14 10 3	14 14 3	16 1 9
E.....	13 11 0	14 16 0	15 0 3	16 8 3
F.....	13 16 6	15 2 3	15 6 6	16 15 3
G.....	14 5 3	15 11 9	15 16 6	17 6 3
Ga....	14 3 3	15 9 6	15 14 3	17 3 9
H.....	14 10 0	15 17 0	16 1 9	17 12 0

NIGHT WORK.

(excluding Night Work on Newspapers).

Area.	Journeymen not elsewhere specified.	Foremen; T.M. Operators; Offset Litho; Two-colour Perfecting and Rotary Machine Minders; Machine Minders (Packaging) employed on certain machines.	Operator Mechanics.
	Scale 5.	Scale 6.	Scale 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	13 14 0	14 19 6	16 7 6
C.....	14 5 0	15 11 6	17 0 9
D.....	14 18 9	16 6 9	17 17 6
E.....	15 5 0	16 13 6	18 4 9
F.....	15 11 3	17 0 6	18 12 6
G.....	16 1 6	17 11 9	19 5 0
Ga.....	15 19 3	17 9 3	19 2 3
H.....	16 7 0	17 17 9	19 11 6

TABLE 2.

Weekly Wages payable to Journeymen on Night Work on Newspapers.

Area.	Journeymen not elsewhere specified.	Foreman, T.M. Operators, Two-colour Perfecting and Rotary Machine Minders.	Operator Machanics.
	Scale 1.	Scale 2.	Scale 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	14 1 0	15 7 0	16 15 9
C.....	14 12 9	16 0 0	17 10 0
D.....	15 7 0	16 15 9	18 7 3
E.....	15 13 3	17 2 6	18 14 9
F.....	16 0 0	17 10 0	19 3 0
G.....	16 10 6	18 1 6	19 15 9
Ga.....	16 8 0	17 18 9	19 12 9
H.....	16 16 3	18 8 0	20 2 9

TABLE 3.

Weekly Wages payable to Fruit Wrapper Machine Operatives.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B.....	8 14 6	9 8 6
C.....	8 18 9	9 13 9
D.....	9 16 0	10 13 6
E.....	10 12 0	11 11 6
F.....	10 17 9	11 18 3
G.....	10 17 9	11 18 3
Ga.....	11 10 0	12 12 6
H.....	13 0 0	14 7 0

TABEL 4.

Weeklone betaalbaar aan degelpersdrukkers en litobedieners.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B	7 6 0	7 16 6
C	7 9 6	8 0 9
D	8 4 0	8 17 3
E	8 17 3	9 12 3
F	9 2 0	9 18 0
G	9 2 0	9 18 0
Ga	9 12 3	10 9 9
H	10 17 3	11 18 6

As degelpersdrukkers ooreenkomstig klousule 25 (7) (*d*) (ii) in diens is, moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 4.

Weekly Wages payable to Platen Pressmen and Litho Operatives.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B	7 6 0	7 16 6
C	7 9 6	8 0 9
D	8 4 0	8 17 3
E	8 17 3	9 12 3
F	9 2 0	9 18 0
G	9 2 0	9 18 0
Ga	9 12 3	10 9 9
H	10 17 3	11 18 6

When employed in terms of Section 25 (7) (*d*) (ii) Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table

TABEL 5.

Weeklone betaalbaar aan leerling-degelpersdrukkers volgens hul ondervinding van die soort werk, soos deur die Staande Komitee bepaal.

Gebied.	Dagwerk.			Nagwerk.		
	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 5 3	4 17 6	6 0 9	4 14 0	5 7 0	6 11 0
C	4 8 9	5 2 0	6 4 6	4 18 3	5 11 3	6 14 9
D	5 6 9	5 19 6	7 2 0	5 16 6	6 9 6	7 12 9
E	5 9 0	6 4 0	7 5 9	5 19 0	6 14 3	7 16 9
F	5 14 0	6 6 6	7 13 6	6 4 3	6 16 6	8 5 3
G	5 9 0	6 4 0	7 13 6	5 19 0	6 14 3	8 5 3
Ga	5 18 9	6 19 0	8 6 3	6 9 6	7 9 9	9 0 6
H	6 9 0	7 7 6	8 9 3	6 19 6	7 19 0	9 3 9

As leerlingdegelpersdrukkers in diens is ooreenkomstig klousule 25 (7) (*d*) (ii), moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 5.

Weekly Wages payable to Learner Platen Pressmen according to their experience on such work as assessed by the Standing Committee.

Area.	Day Work.			Night Work.		
	First six months.	Second and Third Six Months.	Fourth and Fifth Six Months.	First six Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 5 3	4 17 6	6 0 9	4 14 0	5 7 0	6 11 0
C	4 8 9	5 2 0	6 4 6	4 18 3	5 11 3	6 14 9
D	5 6 9	5 19 6	7 2 0	5 16 6	6 9 6	7 12 9
E	5 9 0	6 4 0	7 5 9	5 19 0	6 14 3	7 16 9
F	5 14 0	6 6 6	7 13 6	6 4 3	6 16 6	8 5 3
G	5 9 0	6 4 0	7 13 6	5 19 0	6 14 3	8 5 3
Ga	5 18 9	6 19 0	8 6 3	6 9 6	7 9 9	9 0 6
H	6 9 0	7 7 6	8 9 3	6 19 6	7 19 0	9 3 9

When employed in terms of section 25 (7) (*d*) (ii) Learner Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 6.

Weeklone betaalbaar aan monotipegieterbediendes volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 7 3	4 13 0	4 17 0	5 5 6	5 9 9	5 18 9	6 2 9	7 1 9	7 11 9	7 13 3
C	4 11 6	4 17 0	5 1 6	5 9 9	5 17 3	6 4 3	6 6 6	7 5 3	7 15 3	7 16 9
D	5 2 6	5 15 3	5 19 9	6 8 3	6 14 6	7 1 0	7 5 0	7 17 9	8 11 0	8 12 6
E	5 5 6	5 17 3	6 3 6	6 12 0	6 17 6	7 4 6	7 9 0	8 4 9	9 5 6	9 7 0
F	5 9 9	6 2 0	6 7 3	6 14 6	6 19 6	7 9 0	7 18 3	8 12 9	9 10 9	9 12 3
G	5 5 6	5 17 3	6 3 6	6 12 0	6 19 6	7 9 0	7 18 3	8 12 9	9 10 9	9 12 3
Ga	5 9 9	6 7 9	6 18 0	7 7 6	7 16 9	8 5 3	8 13 3	9 6 6	10 2 0	10 3 6
H (Mans)	6 0 6	6 18 0	7 6 0	7 16 9	8 3 9	8 13 3	8 15 9	8 18 9	10 10 0	11 11 0
H (Vrouens)	6 0 6	6 18 0	7 6 0	7 16 9	8 3 9	8 13 3	8 15 9	9 4 0	9 9 3	9 9 3

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 18 3	5 2 0	5 7 9	5 15 0	6 1 0	6 8 9	6 13 3	7 12 6	8 4 6	8 6 0
C	5 2 0	5 6 3	5 12 3	5 19 6	6 8 9	6 14 6	6 17 0	7 16 0	8 9 0	8 10 6
D	5 13 6	6 4 9	6 11 9	6 18 0	7 7 0	7 11 3	7 16 0	8 10 6	9 7 0	9 8 6
E	5 17 6	6 7 3	6 15 3	7 3 0	7 9 6	7 15 6	8 0 6	8 18 9	10 3 6	10 5 0
F	6 1 3	6 12 9	6 19 6	7 5 6	7 11 3	8 0 6	8 10 6	9 7 6	10 9 9	10 11 3
G	5 17 6	6 7 3	6 15 3	7 3 0	7 11 3	8 0 6	8 10 6	9 7 6	10 9 9	10 11 3
Ga	6 1 3	6 18 0	7 9 9	7 19 0	8 10 6	8 18 9	9 7 6	10 3 9	11 2 9	11 4 3
H (Mans)	6 12 9	7 8 3	7 19 0	8 9 0	8 18 9	9 7 6	9 11 0	9 14 9	11 11 9	12 16 0
H (Vrouens)										

TABLE 6.

Weekly Wages payable to Monotype Caster Attendants in accordance with their experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 7 3	4 13 0	4 17 0	5 5 6	5 9 9	5 18 9	6 2 9	7 1 9	7 11 9	7 13 3
C	4 11 6	4 17 0	5 1 6	5 9 9	5 17 3	6 4 3	6 6 6	7 5 3	7 15 3	7 16 9
D	5 2 6	5 15 3	5 19 9	6 8 3	6 14 6	7 1 0	7 5 0	7 17 9	8 11 0	8 12 6
E	5 5 6	5 17 3	6 3 6	6 12 0	6 17 6	7 4 6	7 9 0	8 4 9	9 5 6	9 7 0
F	5 9 9	6 2 0	6 7 3	6 14 6	6 19 6	7 9 0	7 18 3	8 12 9	9 10 9	9 12 3
G	5 5 6	5 17 3	6 3 6	6 12 0	6 19 6	7 9 0	7 18 3	8 12 9	9 10 9	9 12 3
Ga	5 9 9	6 7 9	6 18 0	7 7 6	7 16 9	8 5 3	8 13 3	9 6 6	10 2 0	10 3 6
H (Males)	6 0 6	6 18 0	7 6 0	7 16 9	8 3 9	8 13 3	8 15 9	8 18 9	10 10 0	11 11 0
H (Females)	6 0 6	6 18 0	7 6 0	7 16 9	8 3 9	8 13 3	8 15 9	9 4 0	9 9 3	9 9 3

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Moths.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 18 3	5 2 0	5 7 9	5 15 0	6 1 0	6 8 9	6 13 3	7 12 6	8 4 6	8 6 0
C	5 2 0	5 6 3	5 12 3	5 19 6	6 8 9	6 14 6	6 17 0	7 16 0	8 9 0	8 10 6
D	5 13 6	6 4 9	6 11 9	6 18 0	7 7 0	7 11 3	7 16 0	8 10 6	9 7 0	9 8 6
E	5 17 6	6 7 3	6 15 3	7 3 0	7 9 6	7 15 6	8 0 6	8 18 9	10 3 6	10 5 0
F	6 1 3	6 12 9	6 19 6	7 5 6	7 11 3	8 0 6	8 10 6	9 7 6	10 9 9	10 11 3
G	5 17 6	6 7 3	6 15 3	7 3 0	7 11 3	8 0 6	8 10 6	9 7 6	10 9 9	10 11 3
Ga	6 1 3	6 18 0	7 9 9	7 19 0	8 10 6	8 18 9	9 7 6	10 3 9	11 2 9	11 4 3
H	6 12 9	7 8 3	7 19 0	8 9 0	8 18 9	9 7 6	9 11 0	9 14 9	11 11 9	12 16 0

TABEL 7.

Weeklone betaalbaar aan kwartbinders volgens hul ondervinding as sodanig.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B en C (Vrouens)	6 12 6	7 10 3	7 10 3	7 4 9	8 1 9	8 1 9
B en C (Mans)	7 13 3	8 7 0	8 8 6	8 5 0	9 1 3	9 2 9
D (Vrouens)	7 0 6	7 16 9	7 16 9	7 12 9	8 9 6	8 9 6
D (Mans)	7 19 9	8 15 9	8 17 3	8 12 9	9 10 9	9 12 3
E (Vrouens)	7 4 3	7 16 9	7 16 9	7 16 9	8 9 6	8 9 6
E (Mans)	7 19 9	8 15 9	8 17 3	8 12 9	9 10 9	9 12 3
F (Vrouens)	7 12 0	8 4 0	8 4 0	8 5 3	8 17 6	8 17 6
F (Mans)	8 6 6	9 0 6	9 2 0	9 0 9	9 16 6	9 18 0
G (Vrouens)	7 12 0	8 4 0	8 4 0	8 5 3	8 17 6	8 17 6
G (Mans)	8 6 6	9 0 6	9 2 0	9 0 9	9 16 6	9 18 0
Ga (Vrouens)	8 4 9	8 16 6	8 16 6	9 0 6	9 12 3	9 12 3
Ga (Mans)	8 19 0	9 10 9	9 12 3	9 15 0	10 8 3	10 9 9
H(Vrouens)	8 7 9	8 16 6	8 19 0	9 3 9	9 12 3	9 15 0
H(Mans)	8 19 0	9 18 0	10 17 3	9 15 0	10 16 6	11 18 6

Die hoogste lone in hierdie tabel vir mans gespesifiseer, is betaalbaar aan bedieners van handsnymasjiene, ongeag hul geslag.

TABLE 7.

Weekly Wages payable to Quarter Binders according to their experience as such.

Area.	Day Work.			Night Work.		
	First year.	Second year.	Thereafter.	First year.	Second year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B and C (Females)	6 12 6	7 10 3	7 10 3	7 4 9	8 1 9	8 1 9
B and C (Males)	7 13 3	8 7 0	8 8 6	8 5 0	9 1 3	9 2 9
D (Females)	7 0 6	7 16 9	7 16 9	7 12 9	8 9 6	8 9 6
D (Males)	7 19 9	8 15 9	8 17 3	8 12 9	9 10 9	9 12 3
E (Females)	7 4 3	7 16 9	7 16 9	7 16 9	8 9 6	8 9 6
E (Males)	7 19 9	8 15 9	8 17 3	8 12 9	9 10 9	9 12 3
F (Females)	7 12 0	8 4 0	8 4 0	8 5 3	8 17 6	8 17 6
F (Males)	8 6 6	9 0 6	9 2 0	9 0 9	9 16 6	9 18 0
G (Females)	7 12 0	8 4 0	8 4 0	8 5 3	8 17 6	8 17 6
G (Males)	8 6 6	9 0 6	9 2 0	9 0 9	9 16 6	9 18 0
Ga (Females)	8 4 9	8 16 6	8 16 6	9 0 6	9 12 3	9 12 3
Ga (Males)	8 19 0	9 10 9	9 12 3	9 15 0	10 8 3	10 9 9
H (Females)	8 7 9	8 16 6	8 19 0	9 3 9	9 12 3	9 15 0
H (Males)	8 19 0	9 18 0	10 17 3	9 15 0	10 16 6	11 18 6

The highest rate of wages specified in this table for males shall be payable to operatives of manually operated cutting machines irrespective of sex.

TABEL 8.

Weeklone betaalbaar aan algemene assistente en platsetters gedurende die eerste vier jaar ondervinding.

Dagwerk.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 2 0	4 5 3	4 10 3	4 17 6	5 3 6	5 10 3	5 16 6	6 0 9
C	4 5 3	4 8 9	4 14 9	5 2 0	5 10 3	5 16 3	6 0 0	6 4 6
D	4 16 0	5 6 9	5 13 6	5 19 6	6 8 0	6 12 0	6 18 3	7 2 0
E	5 0 0	5 9 0	5 17 0	6 4 0	6 10 6	6 15 9	7 2 0	7 5 9
F	5 2 9	5 14 0	6 0 3	6 6 6	6 12 6	7 0 6	7 10 6	7 13 6
G	5 0 0	5 9 0	5 17 0	6 4 0	6 12 0	7 0 6	7 10 6	7 13 6
Ga	5 2 9	5 18 9	6 10 6	6 19 0	7 9 0	7 15 3	8 4 0	8 6 3
H	5 14 0	6 9 0	6 19 0	7 7 6	7 15 3	8 2 6	8 6 3	8 9 3

Nagwerk.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 10 6	4 14 0	4 19 9	5 7 0	5 12 9	6 0 6	6 6 6	6 11 0
C	4 14 0	4 18 3	5 4 6	5 11 3	6 0 6	6 6 0	6 9 9	6 14 9
D	5 5 6	5 16 6	6 3 6	6 9 6	6 18 0	7 2 6	7 8 9	7 12 9
E	5 9 3	5 19 0	6 6 9	6 14 3	7 0 9	7 6 9	7 12 9	7 16 9
F	5 12 3	6 4 3	6 11 0	6 16 6	7 2 6	7 11 3	8 2 0	8 5 3
G	5 16 3	5 19 0	6 6 9	6 14 3	7 2 6	7 11 3	8 2 0	8 5 3
Ga	5 12 3	6 9 6	7 1 0	7 9 9	8 0 6	8 8 0	8 17 6	9 0 6
H	6 4 3	6 19 6	7 9 9	7 19 0	8 8 0	8 16 0	9 0 6	9 3 9

* Slegs algemene assistente. Kyk Tabel 9 vir vervolg van skale vir platsetters.

TABLE 8.

Weekly Wages payable to General Assistants and to Solid Typesetters during their first four years of experience.

Daywork.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 2 0	4 5 3	4 10 3	4 17 6	5 3 6	5 10 3	5 16 6	6 0 9
C	4 5 3	4 8 9	4 14 9	5 2 0	5 10 3	5 16 3	6 0 0	6 4 6
D	4 16 0	5 6 9	5 13 6	5 19 6	6 8 0	6 12 0	6 18 3	7 2 0
E	5 0 0	5 9 0	5 17 0	6 4 0	6 10 6	6 15 9	7 2 0	7 5 9
F	5 2 9	5 14 0	6 0 3	6 6 6	6 12 6	7 0 6	7 10 6	7 13 6
G	5 0 0	5 9 0	5 17 0	6 4 0	6 12 0	7 0 6	7 10 6	7 13 6
Ga	5 2 9	5 18 9	6 10 6	6 19 0	7 9 0	7 15 3	8 4 0	8 6 3
H	5 14 0	6 9 0	6 19 0	7 7 6	7 15 3	8 2 6	8 6 3	8 9 3

NIGHT WORK.

Area.	First six months.	Second six months.	Third six months.	Fourth six months.	Fifth six months.	Sixth six months.	Fourth year.	After four years.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 10 6	4 14 0	4 19 9	5 7 0	5 12 9	6 0 6	6 6 6	6 11 0
C	4 14 0	4 18 3	5 4 6	5 11 3	6 0 6	6 6 0	6 9 9	6 14 9
D	5 5 6	5 16 6	6 3 6	6 9 6	6 18 0	7 2 6	7 8 9	7 12 9
E	5 9 3	5 19 0	6 6 9	6 14 3	7 0 9	7 6 9	7 12 9	7 16 9
F	5 12 3	6 4 3	6 11 0	6 16 6	7 2 6	7 11 3	8 2 0	8 5 3
G	5 16 3	5 19 0	6 6 9	6 14 3	7 2 6	7 11 3	8 2 0	8 5 3
Ga	5 12 3	6 9 6	7 1 0	7 9 9	8 0 6	8 8 0	8 17 6	9 0 6
H	6 4 3	6 19 6	7 9 9	7 19 0	8 8 0	8 16 0	9 0 6	9 3 9

* General Assistants only. For continuation of scales for Solid Typesetters see Table 9.

TABEL 9.

Weekloon betaalbaar aan platsetters na vier jaar ondervinding.

DAGWERK.

Gebied.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.
B	6 13 0	7 4 9	7 6 3
C	6 16 9	7 8 0	7 9 6
D	9 9 0	8 2 6	8 4 0
E	7 15 3	8 15 9	8 17 3
F	8 2 6	9 0 6	9 2 0
G	8 2 6	9 0 6	9 2 0
Ga	8 15 0	9 10 9	9 12 3
H (Mans)	8 8 0	9 18 0	10 17 3
H (Vrouens)	8 14 3	8 19 0	8 19 0

NAGWERK.

Gebied.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.
B	7 5 3	7 15 3	7 16 9
C	7 8 9	7 19 3	8 0 9
D	8 2 0	8 15 9	8 17 3
E	8 9 6	9 10 9	9 12 3
F	8 17 6	9 16 6	9 18 0
G	8 17 6	9 16 6	9 18 0
Ga	9 12 3	10 8 3	10 9 9
H (Mans)	9 4 0	10 16 6	11 18 6
H (Vrouens)	9 9 3	9 15 0	9 15 0

TABLE 9.

Weekly Wages payable to Solid Typesetters after four years of experience.

DAY WORK.

Area.	Fifth year.	Sixth year.	After six years.
	£ s. d.	£ s. d.	£ s. d.
B	6 13 0	7 4 9	7 6 3
C	6 16 9	7 8 0	7 9 6
D	7 9 0	8 2 6	8 4 0
E	7 15 3	8 15 9	8 17 3
F	8 2 6	9 0 6	9 2 0
G	8 2 6	9 0 6	9 2 0
Ga	8 15 0	9 10 9	9 12 3
H (Males)	8 8 0	9 18 0	10 17 3
H (Females)	8 14 3	8 19 0	8 19 0

NIGHT WORK.

Area.	Fifth year.	Sixth year.	After six years.
	£ s. d.	£ s. d.	£ s. d.
B	7 5 3	7 15 3	7 16 9
C	7 8 9	7 19 3	8 0 9
D	8 2 0	8 15 9	8 17 3
E	8 9 6	9 10 9	9 12 3
F	8 17 6	9 16 6	9 18 0
G	8 17 6	9 16 6	9 18 0
Ga	9 12 3	10 8 3	10 9 9
H (Males)	9 4 0	10 16 6	11 18 6
H (Females)	9 9 3	9 15 0	9 15 0

TABEL 10.

Weeklone aan koevertponsers betaalbaar volgens hul ondervinding as sodanig.

DAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E	7 4 3	8 2 9	8 17 3
F	7 12 0	8 8 9	9 2 0
G	7 12 0	8 8 9	9 2 0
Ga	8 4 9	8 19 9	9 12 3
H	8 7 6	9 13 6	10 17 3

NAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E	7 16 9	8 16 0	9 12 6
F	8 5 3	9 3 0	9 18 3
G	8 5 3	9 3 0	9 18 0
Ga	9 0 6	9 15 9	10 9 0
H	9 3 6	10 11 6	11 18 9

TABLE 10.

Weekly Wages payable to Envelope Punchers according to their experience as such.

DAY WORK.

Area.	First year.	Second year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E	7 4 3	8 2 9	8 17 3
F	7 12 0	8 8 9	9 2 0
G	7 12 0	8 8 9	9 2 0
Ga	8 4 9	8 19 9	9 12 3
H	8 7 6	9 13 6	10 17 3

NIGHT WORK.

Area.	First year.	Second year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E	7 16 9	8 16 0	9 12 6
F	8 5 3	9 3 0	9 18 3
G	8 5 3	9 3 0	9 18 0
Ga	9 0 6	9 15 9	10 9 0
H	9 3 6	10 11 6	11 18 9

TABEL 11.

Weeklone betaalbaar aan motorvoertuigbestuurders.

Gebied.	Minder as 1 ton.	1 ton en meer maar minder as 3 ton.	3 ton.	Oor 3 ton maar hoogstens. 5 ton.	Oor 5 ton maar hoogstens. 7 ton.	Oor 7 ton.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G	8 9 0	9 2 0	—	9 19 6	10 19 6	—
H	8 9 0	9 2 0	9 5 6	9 14 6	10 9 6	11 11 0

Sleepwaens, 2s. 6d. per dag of 'n maksimum van 10s. per week.

Gebied.	Met loonvrag van 16,001 lb. en meer.	Met loonvrag van 12,001 lb. tot 16,000 lb.	Met loonvrag van 10,001 lb. tot 12,000 lb.	Met loonvrag van 8,001 lb. tot 10,000 lb.	Met loonvrag van 6,001 lb. tot 8,000 lb.	Alle ander voertuie met loonvrag van minder as 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.....	11 11 0	10 19 6	9 19 6	9 8 0	9 2 0	8 9 0

Sleepwaens, 12s. 6d. per week ten opsigte van elke sleepwa.

TABLE 11.

Weekly Wages payable to Drivers of Motor Vehicles.

Area.	Less than 1 Ton.	1 Ton and over but less than 3 Tons.	3 Tons.	Over 3 Tons but not more than 5 Tons.	Over 5 Tons but not exceeding 7 Tons.	Over 7 Tons.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G.....	8 9 0	9 2 0	—	9 19 6	10 19 6	—
H.....	8 9 0	9 2 0	9 5 6	9 14 6	10 9 6	11 11 0

Trailers, 2s. 6d. per diem or maximum of 10s. per week.

Area.	With Payload of 16,001 lb. and over.	With Payload of 12,001 lb. to 16,000 lb.	With Payload of 10,000 lb. to 12,000 lb.	With Payload of 8,001 lb. to 10,000 lb.	With Payload of 6,001 lb. to 8,000 lb.	All other Vehicles with a Payload of less than 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.....	11 11 0	10 19 6	9 19 6	9 8 0	9 2 0	8 9 0

Trailers, 12s. 6d. per week in respect of each trailer.

7. OUTOMATIESE AANPASSING VAN LOONSKALE EN ONVERMINDERBARE MINIMUM LOONSKALE.

1. (*a*) Die minimum loonskale wat in Tabelle 1 tot 29 en klousule 47 (1) (*a*) gespesifiseer word, is betaalbaar terwyl die kleinhandelprysindekssyfer op 2038 staan—hierdie syfer word as die huidige basis aanvaar— of binne 19 punte van daardie basis af, en, met die oog op die bepalings van dié klousule, word dit beskou dat dit die lewenskostetoelae insluit.

(*b*) Vir elke 20 punte waarmee die kleinhandelprysindekssyfer bo die basis van 2038 of enige toekomstige basis kan styg, moet die loonskale gespesifiseer in Tabelle 1 tot 29 en klousule 47 (1) (*a*) verhoog word ooreenkomstig die volgende prosedure. So-ook moet sodanige loonskale soos volg verminder word vir elke 20 punte waarmee die kleinhandelprysindekssyfer benede die basis van 2038 of enige toekomstige basis kan daal. Enige toekomstige basis moet bepaal word deur eenhede van 20 punte by die basis van 2038 te tel of dit daarvan af te trek, en die loonskale betaalbaar op enige toekomstige tydstip ingevolge die bepalings hiervan is steeds betaalbaar terwyl die kleinhandelprysindekssyfer binne 19 punte van die basis af is wat die betaling van daardie skale regverdig:—

(i) Loonskale uiteengesit in:—

	Vermeerdering of vermindering na gelang van die geval.
	s. d.
Tabel 1, Skaal 1 en Tabel 20.....	2 6
Tabel 1, Skale 3 en 5.....	2 9
Tabel 2, Skaal 1.....	2 9

(ii) Die aangepaste minimum loonskale betaalbaar ingevolge kleusule 6 gelees tesame met Skale 2, 4, 6 en 7 van Tabel 1 en Skale 2 en 3 van Tabel 2 moet as volg tot die naaste 3d. bereken word:—

Tabel 1, Skaal 2.

Lone betaalbaar ingevolge Skaal 1 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

Tabel 1, Skaal 4.

Lone betaalbaar ingevolge Skaal 3 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

Tabel 1, Skaal 6.

Lone betaalbaar ingevolge Skaal 5 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

Tabel 1, Skaal 7.

Lone betaalbaar ingevolge Skaal 6 van Tabel 1, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

7. AUTOMATIC ADJUSTMENT OF WAGE RATES AND IRREDUCIBLE MINIMUM WAGE RATES.

1. (*a*) The minimum wage rates specified in Tables 1 to 29 and section 47 (1) (*a*) shall be payable whilst the retail price index number remains at 2038—that figure being taken as the present basis—or within 19 points of that basis, and in view of the provisions of this section shall be deemed to be inclusive of cost of living allowance.

(*b*) For each 20 points by which the retail price index number may rise above the basis of 2038 or any future basis the wage rates specified in Tables 1 to 29 and section 47 (1) (*a*) shall be increased in accordance with the following procedure. Similarly for each 20 points by which such retail price index number may fall below the basis of 2038 or any future basis such wage rates shall be decreased as detailed below. Any future basis shall be determined by adding or deducting units of 20 points to or from the basis of 2038 and the wage rates payable at any future time in accordance with the provisions hereof shall continue to be payable whilst the retail price index number is within 19 points of the basis justifying the payment of those rates:—

(i) Rates set out in—

	Amount of Increase or Decrease as the case may be
	s. d.
Table 1, Scale 1 and Table 20.....	2 6
Table 1, Scales 3 and 5.....	2 9
Table 2, Sclae 1.....	2 9

(ii) The adjusted minimum wage rates payable in terms of section 6 read with Scales 2, 4, 6 and 7 of Table 1 and Scales 2 and 3 of Table 2 shall be calculated to the nearest threepence in the following manner:—

Table 1, Scale 2.

Rates payable in terms of Scale 1 of Table 1, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

Table 1, Scale 4.

Rates payable in terms of Scale 3 of Table 1, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

Table 1, Scale 6.

Rates payable in terms of Scale 5 of Table 1, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

Table 1, Scale 7.

Rates payable in terms of Scale 6 of Table 1, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

Tabel 2, Skaal 2.
Lone betaalbaar ingevolge Skaal 1 van Tabel 2, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

Tabel 2, Skaal 3.
Lone betaalbaar ingevolge Skaal 2 van Tabel 2, nadat dit kragtens hierdie klousule aangepas is, min £1, plus 10 persent van die bedrae aldus bereken en £1.

(iii) Die bedrae waarby loonskale van Tabelle 3 tot 19, 21 tot 29 en klousule 47 (1) (*a*) ingevolge die bepalings van hierdie klousule vermeerder of verminder moet word, is soos volg:—

TABEL 3.

	s. d.
DAGWERK	2 6
NAGWERK	2 9

TABEL 4.

	s. d.
DAGWERK	2 0
NAGWERK	2 0

Table 2, Scale 2.
Rates payable in terms of Scale 1 of Table 2, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

Table 2, Scale 3.
Rates payable in terms of Scale 2 of Table 2, after having been adjusted in terms of this section, less £1, plus 10 per cent of the amounts thus ascertained and £1.

(iii) The amounts by which the wage rates set out in Tables 3 to 19, 21 to 29 and section 47 (1) (*a*) shall be increased or decreased in accordance with the provisions of this section shall be as follows:—

TABLE 3.

	s. d.
DAY WORK	2 6
NIGHT WORK	2 9

TABLE 4.

	s. d.
DAY WORK	2 0
NIGHT WORK	2 0

TABEL 5.

DAGWERK.			NAGWERK.		
Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.
s. d. 0 9	s. d. 1 0	s. d. 1 6	s. d. 0 9	s. d. 1 0	s. d. 1 6

TABLE 5.

DAY WORK.			NIGHT WORK.		
First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.	First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.
s. d. 0 9	s. d. 1 0	s. d. 1 6	s. d. 0 9	s. d. 1 0	s. d. 1 6

TABEL 6.
DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABEL 6.
(*Vrouens-gebied—H.*)
DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABEL 6.
NAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 2 0	s. d. 2 3

TABLE 6.
DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABLE 6.
(*Females—Area H.*)
DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABLE 6.
NIGHT WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 2 0	s. d. 2 3

TABEL 7.
(*Mans.*)

DAGWERK.			NAGWERK.		
Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
s. d. 1 6	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABEL 7.
(*Vrouens.*)

DAGWERK.			NAGWERK.		
Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABLE 7.
(*Males.*)

DAY WORK.			NIGHT WORK.		
First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
s. d. 1 6	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABLE 7.
(*Females.*)

DAY WORK.			NIGHT WORK.		
First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
s. d. 1 3	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABEL 8.
DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6

NAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6

TABLE 8.

DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6

NIGHT WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 6

TABEL 9.

DAGWERK.			NAGWERK.		
Vyfde jaar.	Sesde jaar.	Na ses jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

Tabel 9 (*Vrouens—gebied „ H "*).

DAGWERK.			NAGWERK.		
Vyfde jaar.	Sesde jaar	Na ses jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABLE 9.

DAY WORK.			NIGHT WORK.		
Fifth Year.	Sixth Year.	After Six Years.	Fifth Year.	Sixth Year.	After six Years.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABLE 9.

(*Females—Area H.*)

DAY WORK.			NIGHT WORK.		
Fifth Year.	Sixth Year.	After Six Years.	Fifth Year.	Sixth Year.	After Six Years.
s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6

TABEL 10.

DAGWERK.			NAGWERK.		
Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABLE 10.

DAY WORK.			NIGHT WORK.		
First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABEL 11.

Gebied.	Minder as 1 ton.	1 ton en meer maar minder as 3 ton.	3 ton.	Oor 3 ton maar hoogstens 5 ton.	Oor 5 ton maar hoogstens 7 ton.	Oor 7 ton.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
G en H.....	1 3	1 6	1 6	1 9	1 9	2 0

Gebied.	Met loonvrag van 16,001 lb. en oor.	Met loonvrag van 12,001 tot 16,000 lb.	Met loonvrag van 10,001 tot 12,000 lb.	Met loonvrag van 8,001 tot 10,000 lb.	Met loonvrag van 6,001 tot 8,000 lb.	Alle ander voertuie met 'n loonvrag van minder as 6,001 lb.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
E.....	2 0	1 9	1 9	1 6	1 6	1 3

TABLE 11.

Area.	Less than 1 Ton.	1 Ton and Over but Less than 3 Tons.	3 Tons.	Over 3 Tons but not more than 5 Tons.	Over 5 Tons but not Exceeding 7 Tons.	Over 7 Tons.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
G and H.....	1 3	1 6	1 6	1 9	1 9	2 0

Area.	With Pay Load of 16,001 lb. and Over.	With Pay Load of 12,001 to 16,000 lb.	With Pay Load of 10,001 to 12,000 lb.	With Pay Load of 8,001 to 10,000 lb.	With Pay Load of 6,001 to 8,000 lb.	All Other Vehicles with a Pay Load of Less than 6,001 lb.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
E.....	2 0	1 9	1 9	1 6	1 6	1 3

TABEL 12.

Dagwerk..... 1s. 9d. Nagwerk..... 1s. 9d.

TABLE 12.

Day Work..... 1s. 9d. Night Work..... 1s. 9d.

TABEL 13.

DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
0 9	0 9	1 0	1 0	1 3	1 3	1 6	1 6

NAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
0 9	0 9	1 0	1 0	1 3	1 3	1 6	1 6

TABLE 13.

DAY WORK.

First six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
0 9	0 9	1 0	1 0	1 3	1 3	1 6	1 6

NIGHT WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
0 9	0 9	1 0	1 0	1 3	1 3	1 6	1 6

TABEL 14.

Dagwerk.			Nagwerk.		
Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 9	s. d. 1 9

TABEL 15.

Dagwerk.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
s. d. 0 9	s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0

Nagwerk.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3

TABEL 16.

Dagwerk.			Nagwerk.		
Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABEL 17.

	s. d.
Dagwerk	1 3
Nagwerk	1 6

TABELLE 18 EN 19.

Dagwerk.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
s. d. 0 9	s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0

Nagwerk.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3

TABEL 21.

Dagwerk ..... 1s. 9d.

TABEL 22.

Dagwerk.

	s. d.
Toesig oor of bediening van een masjien	1 3
Toesig oor of bediening van twee masjiene	2 0

TABEL 23.

Dagwerk ..... 1s. 6d.

TABEL 24.

Dagwerk.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Sewende ses maande.
s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 9

TABLE 14.

Day Work.			Night Work.		
First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 6	s. d. 1 9	s. d. 1 9

TABLE 15.

Day Work.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
s. d. 0 9	s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0

Night Work.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3

TABLE 16.

Day Work.			Night Work.		
First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
s. d. 1 3	s. d. 1 9	s. d. 2 0	s. d. 1 6	s. d. 1 9	s. d. 2 0

TABLE 17.

	s. d.
Day Work	1 3
Night Work	1 6

TABLES 18 AND 19.

Day Work.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
s. d. 0 9	s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0

Night Work.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
s. d. 0 9	s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3

TABEL 21.

	s. d.
Day Work	1 9

TABLE 22.

Day Work.

	s. d.
Supervising or Operating one machine	1 3
Supervising or Operating two machines	2 0

TABLE 23.

Day Work ..... 1s. 6d.

TABLE 24.

Day Work.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 6	s. d. 1 9

TABEL 25.

DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Daarna.
s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3

TABEL 26.

DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde en sewende ses maande.	Daarna.
s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 9

TABEL 27.

DAGWERK.

Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3

TABEL 28.

DAGWERK.

Eerste jaar.	*Tweede jaar.*
6d.	6d.

TABEL 29.

DAGWERK.

Eerste jaar ondervinding.	Tweede jaar ondervinding.	Derde jaar ondervinding.	Daarna.
6d.	6d.	9d.	9d.

KLOUSULE 47 (1) (*a*).

Eerste jaar ondervinding.	Tweede jaar ondervinding.	Na twee jaar ondervinding.
6d.	6d.	6d.

(iv) Ondanks die bepalings van paragraaf (iii) hiervan moet alle verminderings wat geregverdig word deur 'n daling in die kleinhandelprysindekssyfer tot onderkant die syfer 1918, soos volg wees:—

TABELLE 3 TOT 19 EN 21 TOT 29.

Weekloonskaal betaalbaar op die tydstip wanneer aanpassing nodig is.	*Vermindering.* s. d.
30s. of minder	1 0
Oor 30s. maar hoogstens 40s.	1 3
Oor 40s. maar hoogstens 50s.	1 6
Oor 50s. maar hoogstens 60s.	1 9
Oor 60s. maar hoogstens 70s.	2 0
Oor 70s.	2 3

KLOUSULE 47 (1) (*a*).

Weekloon betaalbaar wanneer aanpassings nodig is.	*Vermindering.* s. d.
40s.	1 3
Oor 40s.	1 6

met dien verstande, egter, dat indien die kleinhandelprysindekssyfer tot onderkant die syfer 1918 daal met 'n daaruitspruitende vermindering ingevolge hierdie paragraaf, van die loonskale uiteengesit in tabelle 3 tot 19, 21 tot 29 en klousule 47 (1) (*a*) hiervan, en later styg met 'n daaruitspruitende vermeerdering van die genoemde loonskale ingevolge klousule 7 (1) (*b*) hiervan, en dan weer daal, verminderings wat deur sodanige daling geregverdig word, op dieselfde skale toegepas moet word as dié waarmee die genoemde loonskale vermeerder is.

TABLE 25.

DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Thereafter.
s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3

TABLE 26.

DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth and Seventh Six Months.	Thereafter.
s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 9

TABLE 27.

DAY WORK.

First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
s. d. 0 9	s. d. 1 0	s. d. 1 0	s. d. 1 0	s. d. 1 3	s. d. 1 3	s. d. 1 3	s. d. 1 3

TABLE 28.

DAY WORK.

First Year.	*Second Year.*
6d.	6d.

TABLE 29.

DAY WORK.

First Year of Experience.	Second Year of Experience.	Third Year of Experience.	Thereafter.
6d.	6d.	9d.	9d.

SECTION 47 (1) (*a*).

First Year of Experience.	Second Year of Experience.	After two Years' Experience.
6d.	6d.	6d.

(iv) Notwithstanding the provisions of paragraph (iii) hereof, all decreases justified by a fall in the retail price index number below the figure of 1918 shall be as follows:—

TABLES 3 TO 19 AND 21 TO 29.

Weekly Wage Rate Payable at Time when Adjustment is Necessary.	*Amount of Decrease.* s. d.
30s. or less	1 0
Over 30s. but not exceeding 40s.	1 3
Over 40s. but not exceeding 50s.	1 6
Over 50s. but not exceeding 60s.	1 9
Over 60s. but not exceeding 70s.	2 0
Over 70s.	2 3

SECTION 47 (1) (*a*).

Weekly Wage Payable at Time when Adjustment is Necessary.	*Amount of Decrease.* s. d.
40s.	1 3
Over 40s.	1 6

provided, however, that should the retail price index number fall below the figure 1918, with resultant decrease in terms of this paragraph of the wage rates set out in Tables 3 to 19 and 21 to 29 and section 47 (1) (*a*) hereof, and subsequently rise with resultant increase of the said rates in terms of section 7 (1) (*b*) hereof, and then again fall, decreases justified by any such fall shall be applied at the same rates as those by which the said wage rates were increased.

(*c*) Al die aanpassings genoem in hierdie klousule word van krag op die eerste dag van die tweede maand af wat volg op die kwartaal ten opsigte waarvan die kleinhandelprysindekssyfer bereken is.

(2) Ondanks enigiets vervat in subklousule (1) hiervan, moet die loonskale wat betaalbaar is ingevolge klousules 6, 31, 34, 36, 40, 43 en 47 (1) (*a*) van hierdie Ooreenkoms, nie minder wees as die skale wat in die volgende tabelle uiteengesit word nie:—

TABEL 1.

DAGWERK.

Gebied.	Vakmanne nie elders genoem. Skaal 1.	Voormanne, oorsetlito, tweekleurperfekteer- en rolpersbedieners; masjienbedieners (houers) in diens op sekere masjiene. Skaal 2.	L.M.-bedieners. Skaal 3.	Bedienerwerktuigkundiges. Skaal 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	8 8 9	9 5 9	9 9 0	10 8 0
C.....	8 19 9	9 17 9	10 1 3	11 1 6
D.....	9 13 6	10 12 9	10 16 9	11 18 6
E.....	10 0 0	11 0 0	11 4 0	12 6 6
F.....	10 5 9	11 6 3	11 10 6	12 13 6
G.....	10 16 0	11 17 6	12 2 0	13 6 3
Ga....	10 13 6	11 14 9	11 19 0	13 3 0
H.....	11 1 6	12 3 9	12 8 0	13 12 9

NAGWERK.

(Uitgesonderd nagwerk op nuusblaaie.)

Gebied.	Vakmanne nie elders genoem. Skaal 5.	Voormanne, L.M.-bedieners, oorsetlito, tweekleurperfekteer- en rolpersbedieners; masjienbedieners (houers) in diens op sekere masjiene. Skaal 6.	Bedienerwerktuigkundiges. Skaal 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	9 14 0	10 13 6	11 14 9
C.....	10 6 9	11 7 6	12 10 3
D.....	11 2 6	12 4 9	13 9 3
E.....	11 10 0	12 13 0	13 18 3
F.....	11 16 6	13 0 3	14 6 3
G.....	12 8 6	13 13 3	15 0 6
Ga.....	12 5 6	13 10 0	14 17 0
H.....	12 14 9	14 0 3	15 8 3

TABEL 2.

Weeklone betaalbaar aan vakmanne op nagwerk op nuusblaaie.

Gebied.	Vakmanne nie elders genoem. Skaal 1.	Voormanne, L.M.-bedieners, tweekleurperfekteer- en rolpersbedieners. Skaal 2.	Bedienerwerktuigkundiges. Skaal 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	10 2 6	11 2 9	12 5 0
C.....	10 15 9	11 17 3	13 1 0
D.....	11 12 3	12 15 6	14 1 0
E.....	12 0 0	13 4 0	14 10 6
F.....	12 7 0	13 11 9	14 19 0
G.....	12 19 3	14 5 3	15 13 9
Ga.....	12 16 3	14 2 0	15 10 3
H.....	13 5 9	14 12 3	16 1 6

TABEL 3.

Weeklone betaalbaar aan bedieners van vrugtepapiermasjiene.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B.....	8 5 3	9 7 3
C.....	8 16 3	9 19 6
D.....	9 9 9	10 14 9
E.....	9 15 6	11 1 9
F.....	10 1 9	11 8 6
G.....	10 11 6	12 0 0
Ga.....	10 9 3	11 17 6
H.....	10 17 0	12 6 0

(*c*) All the adjustments mentioned in this section shall become operative on the first day of the second month following the quarter in respect of which the retail price index number has been calculated.

(2) Notwithstanding anything contained in sub-section (1) hereof, the wage rates payable in terms of sections 6, 31, 34, 36, 40, 43 and 47 (1) (*a*) of this Agreement shall not be less than the rates set out in the following tables:—

TABLE 1.

DAY WORK.

Area.	Journeymen not elsewhere specified. Scale 1.	Foremen; Offset Litho, Two-colour Perfecting and Rotary Machine Minders; Machine Minders (Packaging) Employed on Certain Machines. Scale 2.	T.M. Operators. Scale 3.	Operator Mechanics. Scale 4.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	8 8 9	9 5 9	9 9 0	10 8 0
C.....	8 19 9	9 17 9	10 1 3	11 1 6
D.....	9 13 6	10 12 9	10 16 9	11 18 6
E.....	10 0 0	11 0 0	11 4 0	12 6 6
F.....	10 5 9	11 6 3	11 10 6	12 13 6
G.....	10 16 0	11 17 6	12 2 0	13 6 3
Ga....	10 13 6	11 14 9	11 19 0	13 3 0
H.....	11 1 6	12 3 9	12 8 0	13 12 9

NIGHT WORK.

(Excluding Night Work on Newspapers.)

Area.	Journeymen not elsewhere specified. Scale 5.	Foremen; T.M. Operators; Offset Litho; Two-colour Perfecting and Rotary Machine Minders; Machine Minders (Packaging) Employed on Certain Machines. Scale 6.	Operator Mechanics. Scale 7.
	£ s. d.	£ s. d.	£ s. d.
B.....	9 14 0	10 13 6	11 14 9
C.....	10 6 9	11 7 6	12 10 3
D.....	11 2 6	12 4 9	13 9 3
E.....	11 10 0	12 13 0	13 18 3
F.....	11 16 6	13 0 3	14 6 3
G.....	12 8 6	13 13 3	15 0 6
Ga.....	12 5 6	13 10 0	14 17 0
H.....	12 14 9	14 0 3	15 8 3

TABLE 2.

Weekly Wages Payable to Journeymen on Night Work on Newspapers.

Area.	Journeymen not elsewhere specified. Scale 1.	Foremen; T.M. Operators; Two-colour Perfecting and Rotary Machine Minders. Scale 2.	Operator Mechanics. Scale 3.
	£ s. d.	£ s. d.	£ s. d.
B.....	10 2 6	11 2 9	12 5 0
C.....	10 15 9	11 17 3	13 1 0
D.....	11 12 3	12 15 6	14 1 0
E.....	12 0 0	13 4 0	14 10 6
F.....	12 7 0	13 11 9	14 19 0
G.....	12 19 3	14 5 3	15 13 9
Ga.....	12 16 3	14 2 0	15 10 3
H.....	13 5 9	14 12 3	16 1 6

TABLE 3.

Weekly Wages Payable to Fruit Wrapper Machine Operatives.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B.....	8 5 3	9 7 3
C.....	8 16 3	9 19 6
D.....	9 9 9	10 14 9
E.....	9 15 6	11 1 9
F.....	10 1 9	11 8 6
G.....	10 11 6	12 0 0
Ga.....	10 9 3	11 17 6
H.....	10 17 0	12 6 0

TABEL 4.

Weeklone betaalbaar aan degelpersdrukkers en litobedieners.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B	6 10 9	7 9 6
C	6 19 3	7 19 3
D	7 10 0	8 11 3
E	7 14 9	8 16 9
F	7 19 6	9 2 3
G	8 7 3	9 11 6
Ga	8 5 6	9 9 6
H	8 11 9	9 16 3

As degelpersdrukkers ooreenkomstig klousule 25 (7) (*d*) (ii) in diens is, moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 4.

Weekly Wages Payable to Platen Pressmen and Litho Operatives.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B	6 10 9	7 9 6
C	6 19 3	7 19 3
D	7 10 0	8 11 3
E	7 14 9	8 16 9
F	7 19 6	9 2 3
G	8 7 3	9 11 6
Ga	8 5 6	9 9 6
H	8 11 9	9 16 3

When employed in terms of section 25 (7) (*d*) (ii) Platen Pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 5.

Weeklone betaalbaar aan leerling-degelpersdrukkers volgens hul ondervinding van die soort werk, soos deur die Staande Komitee bepaal.

Gebied.	Dagwerk.			Nagwerk.		
	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.	Eerste ses maande.	Tweede en derde ses maande.	Vierde en vyfde ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 19 9	3 15 0	4 11 3	3 9 0	4 4 6	5 3 9
C	3 3 9	4 0 0	4 17 3	3 13 3	4 10 0	5 10 9
D	3 8 9	4 6 0	5 4 3	3 19 0	4 17 0	5 19 0
E	3 10 9	4 8 9	5 7 9	4 1 9	5 0 0	6 2 9
F	3 13 0	4 11 9	5 11 3	4 4 3	5 3 0	6 6 9
G	3 16 9	4 16 0	5 16 9	4 8 3	5 8 0	6 13 0
Ga	3 16 0	4 15 3	5 15 3	4 7 6	5 7 0	6 11 9
H	3 18 6	4 18 6	5 19 6	4 10 6	5 11 0	6 16 6

As leerling-degelpersdrukkers in diens is ooreenkomstig klousule 25 (7) (*d*) (ii), moet hulle minstens 10 persent meer betaal word as die lone in hierdie tabel gespesifiseer.

TABLE 5.

Weekly Wages payable to Learner Platen Pressmen according to their Experience on such work as assessed by the Standing Committee.

Area.	Day Work.			Night Work.		
	First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.	First Six Months.	Second and Third Six Months.	Fourth and Fifth Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 19 9	3 15 0	4 11 3	3 9 0	4 4 6	5 3 9
C	3 3 9	4 0 0	4 17 3	3 13 3	4 10 0	5 10 9
D	3 8 9	4 6 0	5 4 3	3 19 0	4 17 0	5 19 0
E	3 10 9	4 8 9	5 7 9	4 1 9	5 0 0	6 2 9
F	3 13 0	4 11 9	5 11 3	4 4 3	5 3 0	6 6 9
G	3 16 9	4 16 0	5 16 9	4 8 3	5 8 0	6 13 0
Ga	3 16 0	4 15 3	5 15 3	4 7 6	5 7 0	6 11 9
H	3 18 6	4 18 6	5 19 6	4 10 6	5 11 0	6 16 6

When employed in terms of section 25 (7) (*d*) (ii) learner platen pressmen shall be paid at least 10 per cent more than the wages specified in this table.

TABEL 6.

Weeklone betaalbaar aan mönotipegietmasjienbedieners volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 13 3	3 6 9	3 13 3	4 2 0	4 7 9	4 14 6	4 17 3	4 19 6	6 5 9	7 2 6
C	2 16 9	3 11 0	3 18 3	4 7 0	4 13 6	5 0 9	5 3 3	5 6 0	6 14 0	7 11 9
D	3 1 0	3 16 6	4 4 3	4 13 9	5 0 9	5 8 6	5 11 3	5 14 3	7 4 0	8 3 6
E	3 3 0	3 18 9	4 6 9	4 17 0	5 3 9	5 11 9	5 14 9	5 17 6	7 8 9	8 8 6
F	3 5 0	4 1 3	4 9 6	4 19 9	5 7 0	5 15 3	5 18 6	6 1 3	7 13 3	8 14 0
G	3 8 3	4 5 6	4 14 0	5 4 9	5 12 6	6 1 0	6 4 3	6 7 3	8 0 9	9 2 6
Ga	3 7 3	4 4 3	4 12 9	5 3 6	5 11 0	5 19 6	6 2 9	6 6 0	7 19 3	9 0 6
H	3 9 9	4 7 6	4 16 3	5 7 3	5 15 0	6 4 0	6 7 3	6 10 6	8 5 0	9 7 3

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 2 0	3 15 6	4 3 6	4 12 3	4 19 0	5 6 9	5 9 6	5 13 6	7 2 6	8 3 0
C	3 6 3	4 0 6	4 8 9	4 18 3	5 5 6	5 13 6	5 16 9	6 1 0	7 11 9	8 13 9
D	3 11 3	4 6 9	4 15 9	5 5 9	5 13 6	6 2 6	6 5 9	6 10 3	8 3 6	9 7 0
E	3 13 6	4 9 9	4 19 0	5 9 3	5 17 0	6 6 3	6 9 9	6 14 3	8 8 9	9 13 0
F	3 16 0	4 12 3	5 1 9	5 12 6	6 0 9	6 10 3	6 14 0	6 18 6	8 14 3	9 19 0
G	3 19 9	4 17 0	5 7 0	5 18 3	6 6 9	6 16 9	7 0 6	7 5 6	9 2 9	10 9 0
Ga	3 18 9	4 16 0	5 5 9	5 17 0	6 5 9	6 15 6	6 19 3	7 4 0	9 0 9	10 6 9
H	4 1 9	4 19 6	5 9 6	6 1 0	6 10 0	7 0 3	7 4 0	7 9 3	9 7 6	10 14 3

TABLE 6.

Weekly Wages payable to Monotype Caster Attendants in accordance with their Experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 13 3	3 6 9	3 13 3	4 2 0	4 7 9	4 14 6	4 17 3	4 19 6	6 5 9	7 2 6
C	2 16 9	3 11 0	3 18 3	4 7 0	4 13 6	5 0 9	5 3 3	5 6 0	6 14 0	7 11 9
D	3 1 0	3 16 6	4 4 3	4 13 9	5 0 9	5 8 6	5 11 3	5 14 3	7 4 0	8 3 6
E	3 3 0	3 18 9	4 6 9	4 17 0	5 3 9	5 11 9	5 14 9	5 17 6	7 8 9	8 8 6
F	3 5 0	4 1 3	4 9 6	4 19 9	5 7 0	5 15 3	5 18 6	6 1 3	7 13 3	8 14 0
G	3 8 3	4 5 6	4 14 0	5 4 9	5 12 6	6 1 0	6 4 3	6 7 3	8 0 9	9 2 6
Ga	3 7 3	4 4 3	4 12 9	5 3 6	5 11 0	5 19 6	6 2 9	6 6 0	7 19 3	9 0 6
H	3 9 9	4 7 6	4 16 3	5 7 3	5 15 0	6 4 0	6 7 3	6 10 6	8 5 0	9 7 3

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 2 0	3 15 6	4 3 6	4 12 3	4 19 0	5 6 9	5 9 6	5 13 6	7 2 6	8 3 0
C	3 6 3	4 0 6	4 8 9	4 18 3	5 5 6	5 13 6	5 16 9	6 1 0	7 11 9	8 13 9
D	3 11 3	4 6 9	4 15 9	5 5 9	5 13 6	6 2 6	6 5 9	6 10 3	8 3 6	9 7 0
E	3 13 6	4 9 9	4 19 0	5 9 3	5 17 0	6 6 3	6 9 9	6 14 3	8 8 9	9 13 0
F	3 16 0	4 12 3	5 1 9	5 12 6	6 0 9	6 10 3	6 14 0	6 18 6	8 14 3	9 19 0
G	3 19 9	4 17 0	5 7 0	5 18 3	6 6 9	6 16 9	7 0 6	7 5 6	9 2 9	10 9 0
Ga	3 18 9	4 16 0	5 5 9	5 17 0	6 5 9	6 15 6	6 19 3	7 4 0	9 0 9	10 6 9
H	4 1 9	4 19 6	5 9 6	6 1 0	6 10 0	7 0 3	7 4 0	7 9 3	9 7 6	10 14 3

TABEL 7.

Weeklone betaalbaar aan kwartobinders volgens hul ondervinding as sodanig.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 19 6	5 14 9	6 10 9	5 13 6	6 11 0	7 9 6
C	5 6 0	6 2 3	6 19 3	6 1 0	6 19 6	7 19 3
D	5 14 3	6 11 9	7 10 0	6 10 3	7 10 0	8 11 3
E	5 17 6	6 15 9	7 14 9	6 14 3	7 15 0	8 16 9
F	6 1 3	7 0 0	7 19 6	6 18 6	7 19 9	9 2 3
G	6 7 3	7 7 0	8 7 3	7 5 6	8 8 0	9 11 6
Ga	6 6 0	7 5 3	8 5 6	7 4 0	8 6 3	9 9 6
H	6 10 6	7 10 9	8 11 9	7 9 3	8 12 3	9 16 3

TABLE 7.

Weekly Wages payable to Quarter Binders according to their Experience as such.

Area.	DAY WORK.			NIGHT WORK.		
	First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 19 6	5 14 9	6 10 9	5 13 6	6 11 0	7 9 6
C	5 6 0	6 2 3	6 19 3	6 1 0	6 19 6	7 19 3
D	5 14 3	6 11 9	7 10 0	6 10 3	7 10 0	8 11 3
E	5 17 6	6 15 9	7 14 9	6 14 3	7 15 0	8 16 9
F	6 1 3	7 0 0	7 19 6	6 18 6	7 19 9	9 2 3
G	6 7 3	7 7 0	8 7 3	7 5 6	8 8 0	9 11 6
Ga	6 6 0	7 5 3	8 5 6	7 4 0	8 6 3	9 9 6
H	6 10 6	7 10 9	8 11 9	7 9 3	8 12 3	9 16 3

TABEL 8.

Weeklone betaalbaar aan algemene assistente en platsetters gedurende hul eerste vier jaar ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

* Slegs algemene assistente. Sien tabel 9 vir vervolg van skale vir platsetters.

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 16 3	3 9 0	3 16 9	4 4 6	4 11 3	4 18 0	5 1 0	5 3 9
C	3 0 0	3 13 3	4 1 9	4 10 0	4 17 3	5 4 3	5 7 6	5 10 9
D	3 4 6	3 19 0	4 8 0	4 17 0	5 4 9	5 12 6	5 15 6	5 19 0
E	3 6 9	4 1 9	4 10 9	5 0 0	5 8 0	5 15 9	5 19 3	6 2 9
F	3 8 9	4 4 3	4 13 6	5 3 0	5 11 3	5 19 6	6 3 0	6 6 9
G	3 12 3	4 8 3	4 18 3	5 8 0	5 17 0	6 5 9	6 9 6	6 13 0
Ga	3 11 3	4 7 6	4 17 3	5 7 0	5 15 6	6 4 3	6 8 0	6 11 9
H	3 14 0	4 10 6	5 0 9	5 11 0	6 0 0	6 8 9	6 12 6	6 16 6

* Slegs algemene assistente. Sien tabel 9 vir vervolg van skale vir platsetters.

TABLE 8.

Weekly Wages payable to General Assistants and to Solid Typesetters during their First Four Years of Experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

* General assistants only. Four continuation of scales for solid typesetters see Table 9.

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.*
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 16 3	3 9 0	3 16 9	4 4 6	4 11 3	4 18 0	5 1 0	5 3 9
C	3 0 0	3 13 3	4 1 9	4 10 0	4 17 3	5 4 3	5 7 6	5 10 9
D	3 4 6	3 19 0	4 8 0	4 17 0	5 4 9	5 12 6	5 15 6	5 19 0
E	3 6 9	4 1 9	4 10 9	5 0 0	5 8 0	5 15 9	5 19 3	6 2 9
F	3 8 9	4 4 3	4 13 6	5 3 0	5 11 3	5 19 6	6 3 0	6 6 9
G	3 12 3	4 8 3	4 18 3	5 8 0	5 17 0	6 5 0	6 9 6	6 13 0
Ga	3 11 3	4 7 6	4 17 3	5 7 0	5 15 6	6 4 3	6 8 0	6 11 9
H	3 14 0	4 10 6	5 0 9	5 11 0	6 0 0	6 8 9	6 12 6	6 16 6

* General assistants only. For continuation of scales for solid typesetters see Table 9.

TABEL 9.

Weeklone betaalbaar aan platsetters na vier jaar ondervinding.

Gebied.	Dagwerk.			Nagwerk.		
	Vyfde jaar.	Sesde jaar.	Na ses jaar.	Vyfde jaar.	Sesde jaar.	Na ses jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 11 3	5 14 9	6 10 9	5 3 9	6 11 0	7 9 6
C	4 17 3	6 2 3	6 19 3	5 10 9	6 19 6	7 19 3
D	5 4 3	6 11 9	7 10 0	5 19 0	7 10 0	8 11 3
E	5 7 9	6 15 9	7 14 9	6 2 9	7 15 0	8 16 9
F	5 11 3	7 0 0	7 19 6	6 6 9	7 19 9	9 2 3
G	5 16 9	7 7 0	8 7 3	6 13 0	8 8 0	9 11 6
Ga	5 15 3	7 5 3	8 5 6	6 11 9	8 6 3	9 9 6
H	5 19 6	7 10 9	8 11 9	6 16 6	8 12 3	9 16 3

TABLE 9.

Weekly Wages payable to Solid Typesetters after Four Years of Experience.

Area.	Day Work.			Night Work.		
	Fifth Year.	Sixth Year.	After Six Years.	Fifth Year.	Sixth Year.	After Six Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 11 3	5 14 9	6 10 9	5 3 9	6 11 0	7 9 6
C	4 17 3	6 2 3	6 19 3	5 10 9	6 19 6	7 19 3
D	5 4 3	6 11 9	7 10 0	5 19 0	7 10 0	8 11 3
E	5 7 9	6 15 9	7 14 9	6 2 9	7 15 0	8 16 9
F	5 11 3	7 0 0	7 19 6	6 6 9	7 19 9	9 2 3
G	5 16 9	7 7 0	8 7 3	6 13 0	8 8 0	9 11 6
Ga	5 15 3	7 5 3	8 5 6	6 11 9	8 6 3	9 9 6
H	5 19 6	7 10 9	8 11 9	6 16 6	8 12 3	9 16 3

TABEL 10.

Weeklone betaalbaar aan koevertponsers volgens hul ondervinding as sodanig.

Gebied.	Dagwerk.			Nagwerk.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E	5 7 9	6 11 9	7 14 9	6 2 9	7 10 3	8 16 9
F	5 11 3	6 16 0	7 19 6	6 6 9	7 15 3	9 2 3
G	5 16 9	7 2 6	8 7 3	6 13 0	8 3 0	9 11 6
Ga	5 15 3	7 1 0	8 5 6	6 11 9	8 1 3	9 9 6
H	5 19 6	7 6 0	8 11 9	6 16 6	8 7 0	9 16 3

TABLE 10.

Weekly Wages payable to Envelope Punchers according to their Experience as such.

Area.	Day Work.			Night Work.		
	First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E	5 7 9	6 11 9	7 14 9	6 2 9	7 10 3	8 16 9
F	5 11 3	6 16 0	7 19 6	6 6 9	7 15 3	9 2 3
G	5 16 9	7 2 6	8 7 3	6 13 0	8 3 0	9 11 6
Ga	5 15 3	7 1 0	8 5 6	6 11 9	8 1 3	9 9 6
H	5 19 6	7 6 0	8 11 9	6 16 6	8 7 0	9 16 3

TABEL 11.

Weeklone betaalbaar aan motorvoertuigbestuurders.

Gebied.	Minder as 1 ton.	1 ton en meer maar minder as 3 ton.	3 ton.	Oor 3 ton maar hoogstens 5 ton.	Oor 5 ton maar hoogstens 7 ton.	Oor 7 ton.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G	5 17 6	6 10 6	—	7 3 6	7 19 9	—
H	6 0 9	6 14 0	6 18 3	7 7 3	8 4 0	9 7 3

Sleepwaens, 2s. 6d. per dag of 'n maksimum van 10s. per week.

Gebied.	Met loonvrag van 16,001 lb. en meer.	Met loonvrag van 12,001 lb. tot 16,000 lb.	Met loonvrag van 10,001 lb. tot 12,000 lb.	Met loonvrag van 8,001 lb. tot 10,000 lb.	Met loonvrag van 6,001 lb. tot 8,000 lb.	Alle ander voertuie met loonvrag van minder as 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E	9 7 3	8 15 9	7 12 9	7 1 3	6 14 3	6 1 0

Sleepwaens, 12s. 6d. per week ten opsigte van elke sleepwa.

TABLE 11.

Weekly Wages payable to Drivers of Motor Vehicles.

Area.	Less than 1 Ton.	1 Ton and Over but less than 3 Tons.	3 Tons.	Over 3 Tons but not More than 5 Tons.	Over 5 Tons but not Exceeding 7 Tons.	Over 7 Tons.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
G	5 17 6	6 10 6	—	7 3 6	7 19 9	—
H	6 0 9	6 14 0	6 18 3	7 7 3	8 4 0	9 7 3

Trailers, 2s. 6d. per diem or maximum of 10s. per week.

Area.	With Pay Load of 16,001 lb. and Over.	With Pay Load of 12,001 lb. to 16,000 lb.	With Pay Load of 10,001 lb. to 12,000 lb.	With Pay Load of 8,001 lb. to 10,000 lb.	With Pay Load of 6,001 lb. to 8,000 lb.	All Other Vehicles with a Pay Load of Less than 6,001 lb.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E	9 7 3	8 15 9	7 12 9	7 1 3	6 14 3	6 1 0

Trailers 12s. 6d. per week in respect of each trailer.

TABEL 12.

Weeklone betaalbaar aan bedieners van eenplaat-riffelmasjiene.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B	5 15 6	6 8 3
C	6 3 0	6 16 6
D	6 12 6	7 7 0
E	6 16 6	7 11 6
F	7 1 0	7 16 6
G	7 7 9	8 4 3
Ga	7 6 3	8 2 6
H	7 11 6	8 8 3

TABLE 12.

Weekly Wages Payable to Operators of Single-faced Corrugating Machines.

Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.
B	5 15 6	6 8 3
C	6 3 0	6 16 6
D	6 12 6	7 7 0
E	6 16 6	7 11 6
F	7 1 0	7 16 6
G	7 7 9	8 4 3
Ga	7 6 3	8 2 6
H	7 11 6	8 8 3

TABEL 13.

Weeklone betaalbaar aan assistente, afdeling riffelbord en riffelhouers, volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	4 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 16 3	3 9 0	3 16 9	4 4 6	4 11 3	4 18 0	5 1 0	5 3 9
C	3 0 0	3 13 3	4 1 9	4 10 0	4 17 3	5 4 3	5 7 6	5 10 9
D	3 4 6	3 19 0	4 8 0	4 17 0	5 4 9	5 12 6	5 15 6	5 19 0
E	3 6 9	4 1 9	4 10 9	5 0 0	5 8 0	5 15 9	5 19 3	6 2 9
F	3 8 9	4 4 3	4 13 6	5 3 0	5 11 3	5 19 6	6 3 0	6 6 9
G	3 12 3	4 8 3	4 18 3	5 8 0	5 17 0	6 5 9	6 9 6	6 13 0
Ga	3 11 3	4 7 6	4 17 3	5 7 0	5 15 6	6 4 3	6 8 0	6 11 9
H	3 14 0	4 10 6	5 0 9	5 11 0	6 0 0	6 8 9	6 12 6	6 16 6

TABLE 13.

Weekly Wages payable to Corrugated Board and Container Assistants in accordance with their Experience.

DAY WORK.

Area.	First six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

NIGHT WORK.

Area.	First six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 16 3	3 9 0	3 16 9	4 4 6	4 11 3	4 18 0	5 1 0	5 3 9
C	3 0 0	3 13 3	4 1 9	4 10 0	4 17 3	5 4 3	5 7 6	5 10 9
D	3 4 6	3 19 0	4 8 0	4 17 0	5 4 9	5 12 6	5 15 6	5 19 0
E	3 6 9	4 1 9	4 10 9	5 0 0	5 8 0	5 15 9	5 19 3	6 2 9
F	3 8 9	4 4 3	4 13 6	5 3 0	5 11 3	5 19 6	6 3 0	6 6 9
G	3 12 3	4 8 3	4 18 3	5 8 0	5 17 0	6 5 9	6 9 6	6 13 0
Ga	3 11 3	4 7 6	4 17 3	5 7 0	5 15 6	6 4 3	6 8 0	6 11 9
H	3 14 0	4 10 6	5 0 9	5 11 0	6 0 0	6 8 9	6 12 6	6 16 6

TABEL 14.

Weeklone betaalbaar aan masjienstellers volgens hul ondervinding.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Alle gebiede	6 10 6	7 3 0	7 3 0	7 9 3	8 3 3	8 3 3

TABLE 14.

Weekly Wages payable to Machine Adjusters in accordance with their Experience.

Area.	DAY WORK.			NIGHT WORK.		
	First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All Areas	6 10 6	7 3 0	7 3 0	7 9 3	8 3 3	8 3 3

TABEL 15.

Weeklone aan assistente, veselhouers, volgens hul ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABLE 15.

Weekly Wages payable to Fibre Container Assistants in accordance with their Experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H.....	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H.....	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABEL 16.

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding as sodanig.

Gebied.	DAGWERK.			NAGWERK.		
	Eerste jaar.	Tweede jaar.	Daarna.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.....	5 7 9	6 11 9	7 14 9	6 2 9	7 10 3	8 16 9
F.....	5 11 3	6 16 0	7 19 6	6 6 9	7 15 3	9 2 3
G.....	5 16 9	7 2 6	8 7 3	6 13 0	8 3 0	9 11 6
Ga.....	5 15 3	7 1 0	8 5 6	6 11 9	8 1 3	9 9 6
H.....	5 19 6	7 6 0	8 11 9	6 16 6	8 7 0	9 16 3

TABLE 16.

Weekly Wages payable to Learner Paper Sack Machine Operators according to their experience as such.

Area.	DAY WORK.			NIGHT WORK.		
	First Year.	Second Year.	Thereafter.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
E.....	5 7 9	6 11 9	7 14 9	6 2 9	7 10 3	8 16 9
F.....	5 11 3	6 16 0	7 19 6	6 6 9	7 15 3	9 2 3
G.....	5 16 9	7 2 6	8 7 3	6 13 0	8 3 0	9 11 6
Ga.....	5 15 3	7 1 0	8 5 6	6 11 9	8 1 3	9 9 6
H.....	5 19 6	7 6 0	8 11 9	6 16 6	8 7 0	9 16 3

TABEL 17.

Weeklone betaalbaar aan naaimasjien-assistentwerktuigkundiges.

Gebied.	Dagwerk.	Nagwerk.	Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
B.....	4 11 3	5 3 9	F.....	5 11 3	6 6 9
C.....	4 17 3	5 10 9	G.....	5 16 9	6 13 0
D.....	5 4 3	5 19 0	Ga.....	5 15 3	6 11 9
E.....	5 7 9	6 2 9	H.....	5 19 6	6 11 6

TABLF 17.

Weekly Wages payable to Sewing Machine Assistant Mechanics.

Area.	Day Work.	Night Work.	Area.	Day Work.	Night Work.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
B.....	4 11 3	5 3 9	F.....	5 11 3	6 6 9
C.....	4 17 3	5 10 9	G.....	5 16 9	6 13 0
D.....	5 4 3	5 19 0	Ga.....	5 15 3	6 11 9
E.....	5 7 9	6 2 9	H.....	5 19 6	6 16 6

TABEL 18.

Weeklone betaalbaar aan assistente, papiersakvervaardiging, volgens hul ondervinding in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H.....	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H.....	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABLE 18.

Weekly Wages payable to Paper Sack Machine Assistants according to their experience in the Industry.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H.....	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H.....	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABEL 19.

Weeklone betaalbaar aan houerassistente volgens hul ondervinding in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H.....	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H.....	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABLE 19.

Weekly Wages payable to Packaging Assistants according to their experience in the Industry.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	2 13 9	3 1 9	3 7 9	3 16 9	4 0 9	4 3 9
H.....	2 19 9	3 8 9	3 15 3	4 5 0	4 9 9	4 12 9

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	3 2 0	3 11 3	3 17 0	4 7 6	4 10 9	4 15 6
H.....	3 8 9	3 19 0	4 5 6	4 17 0	5 0 9	5 5 9

TABEL 20.

Kunstenaars (uitgesonderd skeppende kunstenaars).

DAGWERK.

Gebied.	£ s. d.
B	8 8 9
C	8 19 9
D	9 13 6
E	10 0 0
F	10 5 9
G	10 16 0
Ga	10 13 6
H	11 1 6

TABEL 21.

Voormanne.

DAGWERK.

Gebied.	£ s. d.
B	6 4 9
C	6 13 0
D	7 3 3
E	7 7 9
F	7 12 6
G	7 19 9
Ga	7 18 3
H	8 4 0

TABEL 22.

Skermmasjienbedieners.

DAGWERK.

Alle gebiede.	£ s. d.
Toesig oor een masjien hou of dit bedien	5 19 6
Toesig oor twee masjiene hou of hulle bedien	8 11 9

TABEL 23.

Opsigters.

DAGWERK.

Gebied.	£ s. d.
B	5 7 3
C	5 14 3
D	6 2 9
E	6 6 9
F	6 10 9
G	6 17 3
Ga	6 15 9
H	7 0 6

TABLE 20.

Artists (other than Creative Artists).

DAY WORK.

Area.	£ s. d.
B	8 8 9
C	8 19 9
D	9 13 6
E	10 0 0
F	10 5 9
G	10 16 0
Ga	10 13 6
H	11 1 6

TABLE 21.

Foremen.

DAY WORK.

Area.	£ s. d.
B	6 4 9
C	6 13 0
D	7 3 3
E	7 7 9
F	7 12 6
G	7 19 9
Ga	7 18 3
H	8 4 0

TABLE 22.

Screen Machine Minders.

DAY WORK.

All Areas.	£ s. d.
Supervising or operating one machine	5 19 6
Supervising or operating two machines	8 11 9

TABLE 23.

Supervisors.

DAY WORK.

Area.	£ s. d.
B	5 7 3
C	5 14 3
D	6 2 9
E	6 6 9
F	6 10 9
G	6 17 3
Ga	6 15 9
H	7 0 6

TABEL 24.

Junior kunstenaars (uitgesonderd skeppende kunstenaars).

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Sewende ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3	4 16 3	5 12 3
C	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3	5 2 3	5 19 6
D	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3	5 10 6	6 8 9
E	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9	5 13 9	6 12 9
F	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3	5 17 3	6 16 9
G	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9	6 3 0	7 3 6
Ga	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3	6 2 0	7 2 0
H	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6	6 6 3	7 7 3

TABLE 24.

Junior Artists (other than Creative Artists).

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3	4 16 3	5 12 3
C	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3	5 2 3	5 19 6
D	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3	5 10 6	6 8 9
E	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9	5 13 9	6 12 9
F	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3	5 17 3	6 16 9
G	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9	6 3 0	7 3 6
Ga	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3	6 2 0	7 2 0
H	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6	6 6 3	7 7 3

TABEL 25.

Patroonsnymasjiene.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

TABLE 25.

Cutawl Operators.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3
C	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

TABEL 26.

Sjabloonsnyers of -makers.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde en sewende ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3	5 12 3
C	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3	5 19 6
D	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3	6 8 9
E	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9	6 12 9
F	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3	6 16 9
G	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9	7 3 6
Ga	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3	7 2 0
H	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6	7 7 3

TABLE 26.

Stencil Cutters or Makers.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months	Sixth Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	4 11 3	5 12 3
C	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3	5 19 6
D	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3	6 8 9
E	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9	6 12 9
F	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3	6 16 9
G	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9	7 3 6
Ga	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3	7 2 0
H	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6	7 7 3

TABEL 27.

Skermbereiders (met die hand).

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	3 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	5 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

TABLE 27.

Screen Preparers (Manual).

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 9 0	2 19 9	3 7 6	3 15 0	4 0 3	4 6 9	4 8 6	3 11 3
C	2 12 0	3 3 9	3 12 0	4 0 0	4 5 6	4 12 6	4 14 3	4 17 3
D	2 16 0	3 8 9	3 17 3	4 6 0	4 12 0	4 19 9	5 1 6	5 4 3
E	2 17 9	3 10 9	4 0 0	4 8 9	4 15 0	4 2 9	5 4 9	5 7 9
F	2 19 9	3 13 0	4 2 3	4 11 9	4 17 9	5 6 0	5 8 0	5 11 3
G	3 2 9	3 16 9	4 6 3	4 16 0	5 2 9	5 11 3	5 13 3	5 16 9
Ga	3 1 9	3 16 0	4 5 6	4 15 3	5 1 6	5 10 0	5 12 3	5 15 3
H	3 4 0	3 18 6	4 8 6	4 18 6	5 5 3	5 14 3	5 16 3	5 19 6

TABEL 28.

Syskermproefleerlinge.

DAGWERK.

Gebied—	*Eerste jaar.* £ s. d.	*Tweede jaar.* £ s. d.
B	1 7 0	2 1 6
C	1 7 9	2 2 6
D	1 9 3	2 4 9
E	1 12 0	2 8 9
F	1 12 9	2 10 3
G	1 13 0	2 10 9
Ga	1 13 3	2 11 3
H	1 13 9	2 12 3

TABEL 29.

Skermwerkers.

DAGWERK.

Alle gebiede—	£ s. d.
Gedurende 1e jaar ondervinding	2 12 0
Gedurende 2e jaar ondervinding	2 14 3
Gedurende 3e jaar ondervinding	2 15 6
Daarna	2 17 6

'n Skermwerker onder 18 jaar kan 8s. per week minder as die genoemde skale betaal word.

KLOUSULE 47 (1) (*a*).

DAGWERK.

Arbeider, 18 jaar of ouer, in diens in enige afdeling van die Nywerheid, uitgesonderd in die syskerm- en dupliseerafdeling:—

	£ s. d.
Gedurende 1e jaar ondervinding	2 9 9
Gedurende 2e jaar ondervinding	2 11 0
Na 2 jaar ondervinding	2 13 3

(3) Indien die kleinhandelprysindekssyfer benede die syfer daal waarop die onverminderbare minimum loonskaal, in subklousule (2) hiervan uiteengesit, gebaseer word, en later styg, word geen verhoging van krag nie totdat die kleinhandelprysindeks 'n syfer bereik wat 20 punte bo daardie syfer is.

(4) Alle verwysings in klousule 6 na aparte loonskale vir vroulike werknemers moet beskou word asof dit uit hierdie Ooreenkoms verwyder is van die datum af waarop, ooreenkomstig die bepalings van subklousules (1) en (2) hiervan, die loonskale betaalbaar aan manlike en vroulike werknemers van die betrokke klas, dieselfde is.

8. DIFFERENSIËLE LONE EN GETALLEVERHOUDING.

(1) (*a*) 'n Werkgewer moet 'n werknemer, wat as gevolg van 'n noodgeval of om enige ander rede, werk verrig wat hy ingevolge die bepalings van hierdie Ooreenkoms nie gekwalifiseer is om te verrig nie, of wat deur 'n ander klas werknemer verrig behoort te word, vir die hele dag waarop sodanige werk verrig word, betaal teen die loonskale hierintevore voorgeskryf as betaalbaar aan die werknemer wat gekwalifiseer of geregtig is om genoemde soort werk te verrig.

(*b*) 'n Werkgewer moet 'n werknemer, wat werk verrig wat gewoonlik deur 'n ander klas werknemer verrig word, en waarvoor in hierdie Ooreenkoms hoër lone as wat sodanige eersgenoemde werknemer gewoonlik ontvang, voorgeskryf is, vir die hele dag waarop sodanige werk verrig word, betaal teen die hoër loon en wat vir genoemde klas werknemer voorgeskryf is.

OPMERKING.—Die betaling van lone aan 'n werknemer teen 'n hoër tarief as dié waarop hy onder gewone omstandighede geregtig sou gewees het om te ontvang, stel 'n werkgewer nie vry om die bepalings van klousules 25, 32, 37, 41 en 45 van hierdie Ooreenkoms te verontagsaam nie.

(2) (*a*) Aan een uit elke vyf of gedeelte van vyf van ondergenoemde klasse werknemers in diens in 'n inrigting in 'n besondere gebied moet die hoogste lone voorgeskryf vir die betrokke klas werknemer in dié gebied betaal word:—

Algemene assistente, veselhouerassistente, papiersakassistente; assistente by riffelbord en riffelhouers (hand).

TABLE 28.

Silk Screen Probationers.

DAY WORK.

Area—	*First Year.* £ s. d.	*Second Year.* £ s. d.
B	1 7 0	2 1 6
C	1 7 9	2 2 6
D	1 9 3	2 4 9
E	1 12 0	2 8 9
F	1 12 9	2 10 3
G	1 13 0	2 10 9
Ga	1 13 3	2 11 3
H	1 13 9	2 12 3

TABLE 29.

Screen Workers.

DAY WORK.

All Areas—	£ s. d.
During the first year of experience	2 12 0
During the second year of experience	2 14 3
During the third year of experience	2 15 6
Thereafter	2 17 6

A screen worker under the age of 18 years may be paid 8s. per week less than the rates stated.

SECTION 47 (1) (*a*).

DAY WORK.

Labourer of the age of 18 years or over employed in any section of the Industry other than the Silk Screen and Duplicating Sections:—

	£ s. d.
During the first year of experience	2 9 9
During the second year of experience	2 11 0
After two years' experience	2 13 3

(3) Should the retail price index number fall below the figure upon which the irreducible minimum wage rates set out in subsection (2) hereof are based and subsequently rise, no increase shall become effective until the retail price index number reaches a figure 20 points above that figure.

(4) All reference in section 6 to separate wage rates for female employees shall be deemed to be deleted from this Agreement as from the date upon which in accordance with the provisions of sub-sections (1) and (2) hereof, the wage rates payable to male and female employees of the class concerned are the same.

8. DIFFERENTIAL RATES AND RATIO.

(1) (*a*) An employer shall pay an employee who, through an emergency or any other cause, performs work which by virtue of the provisions of this Agreement he is not qualified to perform, or which should be performed by another class of employee, the rate of wages, for the whole day on which such work is performed, which is prescribed to be payable hereinbefore to the employee qualified or entitled to perform the said class of work.

(*b*) An employer shall pay an employee who performs work usually performed by another class of employee for which wages are prescribed by this Agreement in excess of the wages which such former employee ordinarily receives, the higher rate of wages for the whole day during which such work is performed.

NOTE.—The payment of wages to an employee at a higher rate than he would ordinarily be entitled to receive does not permit an employer to ignore the provisions of sections 25, 32, 37, 41 and 45 of this Agreement.

(2) (*a*) One in every five or portion of five of each of the following classes of employees, employed in any establishment in any particular area, shall be paid at not less than the highest rate of wages prescribed for the class of employee concerned in that area—

general assistants; fibre container assistants; paper-sack machine assistants; packaging assistants; corrugated board and container assistants and screen preparers (manual);

Met dien verstande dat algemene assistente ten opsigte van wie vrystellings uitgereik is om sulke werknemers te magtig om die werk van vakmanne of degelpersmanne te verrig, nie beskou moet word as algemene assistente vir die doeleindes van hierdie subklousule nie. Platsetters moet egter ingesluit word by die berekening van die getalleverhouding.

(*b*) Minstens een uit elke drie werknemers wat uitsluitlik in diens is by toestelwerk en by die bediening van of toesig hou oor degelperse moet betaal word teen minstens die loonskaal wat in die betrokke gebied vir degelpersdrukkers voorgeskryf word.

9. VAKLEERLINGE EN MINDERJARIGES.

(1) Benewens die loon wat aan 'n vakleerling ingevolge die bepalings van sy leerkontrak betaalbaar is, moet 'n lewenskostetoelae van minstens onderstaande weekskaal deur sy werkgewer aan hom betaal word:—

provided that general assistants in respect of whom exemptions have been issued, authorising such employees to do the work of journeymen, litho operatives or platen pressman, shall not be regarded as general assistants for the purposes of this sub-section. In determining the ratio solid typesetters shall be included, however.

(*b*) Not less than one in every three employees employed solely on making ready on and operating or supervising the operation of platen machines shall be paid at not less than the rate of wages prescribed for platen pressmen in the area concerned.

9. APPRENTICES AND MINORS.

(1) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship, a cost of living allowance at not less than the following weekly rates shall be paid to him by his employer:—

(*a*) Vakleerlinge wie se kontrakte op of voor 30 Junie 1953 geregistreer is:—

Sesjaarkontrak.

Gebied.	Eerste jaar.	Tweede jaar.	Derde jaar.	Vierde jaar.	Vyfde jaar.	Sesde jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 10 6	2 10 6	3 3 6	3 5 0	3 18 0	4 9 6
C	2 10 6	2 10 6	3 3 6	3 16 6	4 9 6	5 1 0
D	2 12 6	2 12 6	3 6 0	3 19 6	4 13 0	5 5 0
E	2 12 6	3 4 6	3 18 0	3 19 6	4 13 0	5 17 0
F	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0	5 17 0
G en Ga	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0	5 17 0
H	3 4 6	3 4 6	4 10 0	5 3 6	5 17 0	5 17 0

Vyfjaarkontrak.

Gebied.	Eerste jaar.	Tweede jaar.	Derde jaar.	Vierde jaar.	Vyfde jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 10 6	2 10 6	3 3 6	3 16 6	4 9 6
C	2 10 6	2 10 6	3 3 6	4 8 0	5 1 0
D	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0
E	2 12 6	3 4 6	3 18 0	4 11 6	5 17 0
F	2 12 6	3 4 6	3 18 0	5 3 6	5 17 0
G en Ga	2 12 6	3 4 6	3 18 0	5 3 6	5 17 0
H	3 4 6	3 4 6	4 10 0	5 15 6	5 17 0

(*b*) Alle ander vakleerlinge:—

Gebied.	Eerste jaar.	Tweede jaar.	Derde jaar.	Vierde jaar.	Vyfde jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	1 14 4	1 14 9	2 8 3	2 17 7	3 0 0
C	1 13 6	1 13 4	2 8 4	3 8 11	3 9 7
D	1 16 7	2 7 4	3 2 8	3 13 8	3 14 11
E	1 16 6	2 9 0	3 3 3	3 13 6	4 6 9
F	1 17 0	2 8 2	3 5 11	4 7 4	4 9 2
G en Ga	1 16 3	2 8 11	3 4 1	4 7 1	4 8 4
H	2 8 1	2 8 3	3 18 4	5 3 7	4 10 9

(*a*) Apprentices whose contracts were registered on or before the 30th June, 1953:—

Six-Year Contract.

Area.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.	Sixth Year.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 10 6	2 10 6	3 3 6	3 5 0	3 18 0	4 9 6
C	2 10 6	2 10 6	3 3 6	3 16 6	4 9 6	5 1 0
D	2 12 6	2 12 6	3 6 0	3 19 6	4 13 0	5 5 0
E	2 12 6	3 4 6	3 18 0	3 19 6	4 13 0	5 17 0
F	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0	5 17 0
G and Ga	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0	5 17 0
H	3 4 6	3 4 6	4 10 0	5 3 6	5 17 0	5 17 0

Five-Year Contract.

Area.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	2 10 6	2 10 6	3 3 6	3 16 6	4 9 6
C	2 10 6	2 10 6	3 3 6	4 8 0	5 1 0
D	2 12 6	3 4 6	3 18 0	4 11 6	5 5 0
E	2 12 6	3 4 6	3 18 0	4 11 6	5 17 0
F	2 12 6	3 4 6	3 18 0	5 3 6	5 17 0
G and Ga	2 12 6	3 4 6	3 18 0	5 3 6	5 17 0
H	3 4 6	3 4 6	4 10 0	5 15 6	5 17 0

(*b*) All other apprentices:—

Area.	First Year.	Second Year.	Third Year.	Fourth Year.	Fifth Year.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.....	1 14 4	1 14 9	2 8 3	2 17 7	3 0 0
C.....	1 13 6	1 13 4	2 8 4	3 8 11	3 9 7
D.....	1 16 7	2 7 4	3 2 8	3 13 8	3 14 11
E.....	1 16 6	2 9 0	3 3 3	3 13 6	4 6 9
F.....	1 17 0	2 8 2	3 5 11	4 7 4	4 9 2
G and Ga.....	1 16 3	2 8 11	3 4 1	4 7 1	4 8 4
H.....	2 8 1	2 8 3	3 18 4	5 3 7	4 10 9

Enige tydperk van kwytskelding van die gewone leertyd, toegestaan ten opsigte van 'n vakleerling, moet vir die toepassing van hierdie subklousule beskou word as 'n leertyd wat deur daardie vakleerling gedien is.

Die lewenskostetoelaes betaalbaar ingevolge paragrawe (*a*) en (*b*) van hierdie subklousule moet vermeerder of verminder word ooreenkomstig die prosedure soos volg uiteengesit in klousule 7 (1) van hierdie Ooreenkoms:—

	s.	d.
Eerste jaar van kontrak met bedrae van	0	9
Tweede jaar van kontrak met bedrae van	0	9
Derde jaar van kontrak met bedrae van	1	0
Vierde jaar van kontrak met bedrae van	1	3
Vyfde jaar van kontrak met bedrae van	1	6
Sesde jaar van kontrak met bedrae van	1	6

(2) Benewens die loon betaalbaar aan 'n vakleerling ingevolge die bepalings van sy leerlingkontrak en die lewenskostetoelae genoem in subklousule (1), moet 'n werkgewer wat 'n vakleerling op nagwerk in diens het, sodanige vakleerling 'n bedrag van 10 persent van sy totale weeklikse besoldiging betaal as hy smoutwerk doen of 15 persent van sy totale weeklikse besoldiging as hy in diens is vir die druk van 'n nuusblad.

(3) By voltooiing van sy leerlingkontrak word die betrokke werknemer 'n vakman en sy diens by die werkgewer by wie hy sy vakleerlingskap gedien het, mag nie deur enigeen van die partye beëindig word nie (behalwe om redes wat die summiere kansellering van die dienskontrak regverdig) totdat hy 'n tydperk van minstens agt weke vir die betrokke werknemer as 'n vakman gewerk het teen die loon betaalbaar aan 'n vakman. Ingeval korttyd in sy afdeling ten tyde van die voltooiing van sy kontrak gewerk word, moet bogenoemde tydperk tot die volle agt weke verleng word. Indien 'n vakleerling in 'n kwalifiseertoets slaag, en dit geag word dat sy vakleerlingkontrak beëindig is deur verloop van tyd, word so 'n vakleerling 'n vakman, maar sy diens by die werkgewer by wie sy leertyd gedien is, mag nie deur enige party beëindig word nie (behalwe om redes wat die summiere kansellering van die dienskontrak regverdig) tot na die datum wat oorspronklik op die vakleerlingkontrak aangedui is as die datum waarop die kontrak beëindig word.

(4) 'n Werkgewer kan van 'n vakman vereis om, as deel van sy gewone werk, onderrig te gee, en dié werknemer moet vakleerlinge in dieselfde aangewese ambag as dié waarvoor die vakman by die werkgewer in diens is, onderrig om die betrokke vakleerlinge in hulle ambag te bekwaam. Die werkgewer is verplig om sulke vakmanne voldoende geleentheid en tyd vir die onderrig te gee. Die werkgewer mag nie vir die opleiding van 'n werknemer 'n premie bereken of aanneem nie.

(5) 'n Werkgewer mag nie 'n vakleerling, uitgesonderd 'n vakleerling in die laaste jaar van sy vakleerlingskap, verplig of toelaat om oortyd te werk nie behalwe onder die toesig van 'n vakman in dieselfde ambag as dié waarin die vakleerling onder kontrak is en moet in dieselfde afdelings van die betrokke inrigting werk waar die vakleerling werk.

(6) 'n Werkgewer mag niemand onder die ouderdom van 16 jaar in 'n tegniese of meganiese hoedanigheid in die Nywerheid in diens hê nie.

10. Stukwerk en aansporingskemas.

(1) Stukwerk en taakwerk mag nie deur werkgewers uitgegee of deur werknemers uitgevoer word nie. Die bepalings van hierdie subklousule kan nie só vertolk word dat dit die reg van die werkgewer sal raak om die hoeveelheid werk by enige tyd gedoen, te meet nie; met dien verstande egter dat enige sodanige meting deur die werkgewer saam met 'n verteenwoordiger van die betrokke Kapel gedoen moet word.

(2) Ondanks enigiets in subklousule (1) van hierdie klousule of klousule 25 (4) (*c*) mag 'n werkgewer 'n gesamentlike produksiekomitee bestaande uit verteenwoordigers van die bestuur en lede deur die betrokke Kapel in die lewe roep met die doel om verkwistende produksiemetodes uit te skakel en koste in sy inrigting te verminder. As so 'n komitee 'n skema wil invoer wat aansporing vir verhoogde produksie beoog, moet so 'n skema vir goedkeuring aan die Staande Komitee voorgelê word, ná verwysing na die gesamentlike eresekretarisse van die Raad, voordat dit in werking gestel word.

Any period of remission from the normal period of apprenticeship granted in respect of an apprentice shall for the purposes of this sub-section be deemed to be a period of apprenticeship served by that apprentice.

The cost of living allowances payable in terms of paragraphs (*a*) and (*b*) of this sub-section shall be increased or decreased in accordance with the procedure set out in section 7 (1) of this Agreement as follows:—

	s.	d.
First year of contract by amounts of	0	9
Second year of contract by amounts of	0	9
Third year of contract by amounts of	1	0
Fourth year of contract by amounts of	1	3
Fifth year of contract by amounts of	1	6
Sixth year of contract by amounts of	1	6

(2) In addition to the wage payable to an apprentice in terms of his contract of apprenticeship and the cost of living allowance mentioned in sub-section (1), an employer, who employs an apprentice on night work, shall pay to such apprentice an amount of 10 per cent of his total weekly remuneration, if employed on jobbing work, or 15 per cent of his total weekly remuneration, if employed on the production of a newspaper.

(3) Upon completion of the period of his contract of apprenticeship the employee concerned becomes a journeyman, and his employment by the employer with whom his apprenticeship has been served may not be terminated by either party (except for reasons justifying summary cancellation of the contract of employment) until he has worked for a minimum period of eight weeks for the employer concerned as a journeyman at the wages payable to journeymen. In case short time is being worked in his department at the time of completion of his contract, the above period shall be extended to the equivalent of eight full weeks. Should an apprentice pass a qualifying trade test and his contract of apprenticeship be deemed in consequence in terms of the Apprenticeship Act to have been terminated by effluxion of time, such an employee becomes a journeyman, but his employment by the employer with whom his apprenticeship has been served may not be terminated by either party (except for reasons justifying summary cancellation of the contract of employment) until after the date originally shown in the contract of apprenticeship as the date of termination of the contract.

(4) An employer may require a journeyman as part of his ordinary duties to instruct, and such employee shall so instruct, any apprentices in the same designated trade as such journeyman in the employment of such employer, so as to render such apprentices proficient in their trade. It shall be the duty of the employer to provide adequate facilities and time for such journeyman to give such training. No premium shall be charged or accepted by an employer for the training of an employee.

(5) An employer shall not require or permit an apprentice, other than an apprentice in his last year of apprenticeship, to work overtime except under the supervision of a journeyman in the same trade as that in which the apprentice is indentured, and who is employed in the same department of the establishment concerned as the apprentice.

(6) An employer shall not employ any person under the age of 16 years in a technical or mechanical capacity in the Industry.

10. Piece-work and Incentive Schemes.

(1) The giving out by employers and the performance by employees of piece-work and task work is prohibited. The provisions of this sub-section shall not be so construed as to affect the right of an employer to measure the output of work produced at any time, provided, however, that any such measuring shall be done by the employer jointly with a representative of the Chapel concerned.

(2) Notwithstanding anything contained in sub-section (1) of this section or section 25 (4) (*c*), it shall be permissible for any employer to set up a joint production committee, consisting of representatives of the management and members appointed by the Chapel concerned, in order to eliminate wasteful methods of production and reduce costs in his establishment. Should any such committee desire to introduce any scheme which provides an incentive to improve production, such scheme shall be submitted for approval by the Standing Committee, after reference to the Joint Honorary Secretaries of the Council, before being put into operation.

11. Betaling van besoldiging.

(1) *Werknemers, uitgesonderd los werknemers.*—Besoldiging is verskuldig en moet weekliks op of voor die gewone sluitingstyd op die betaaldag van die betrokke firma betaal word.

(2) *Los werknemers.*—'n Los werknemer moet sy besoldiging by diensbeëindiging betaal word, of op die betaaldag van die betrokke firma, na gelang van die vroegste datum.

(3) 'n Werkgewer moet seker maak dat die bedrag wat aan elke werknemer verskuldig is, aan die werknemer oorhandig word in 'n verseëlde koevert waarop geskryf staan—

(*a*) die datum waarop die betaling gedoen word;
(*b*) die naam van die werknemer;
(*c*) die bedrag verskuldig vir gewone tyd;
(*d*) die bedrag verskuldig vir oortyd;
(*e*) gemagtigde aftrekkings (as daar is);
(*f*) die netto bedrag verskuldig.

Die bepalings van hierdie subklousule is nie van toepassing waar ander reëlings, deur die Staande Komitee goedgekeur, deur 'n werkgewer getref is nie.

(4) Geen aftrekking of korting van watter aard ook al, behalwe onderstaande, kan van die besoldiging wat aan 'n werknemer verskuldig is, gedoen word nie:—

(*a*) As 'n werknemer op ander dae as betaalde vakansiedae wat kragtens klousules 14 en 50 van hierdie Ooreenkoms genoem word, van die werk afwesig is, 'n *pro rata* bedrag vir die tydperk van afwesigheid aftrek.

(*b*) Enige bedrag deur die werknemer aan die Mediese Hulpfonds van die Raad verskuldig, met dien verstande dat 'n versoek om die bedrag onder bespreking (in 'n ronde bedrag of met paaiemente) af te trek, deur die vakvereniging aan die werkgewer gerig is.

(*c*) Met die skriftelike toestemming van die werknemer, aftrekkings vir verlof-, siekte- of pensioenfondse, assuransiepremies, spaarfondse, terugbetaling van lenings deur sy werkgewer, bydraes tot die fonds van 'n vakvereniging of mediese hulpvereniging geregistreer by die staande komitee kragtens klousule 18 (4) hiervan, of enige ander aftrekkings skriftelik goedgekeur deur die vakvereniging se plaaslike takseretaris.

(*d*) Bydraes betaalbaar deur die wernemer aan die fondse van die Raad.

(*e*) Enige bedrag deur 'n werkgewer betaal wat by wet verplig is om betaling namens 'n werknemer te doen.

(5) 'n Werkgewer mag geen vergoeding vir diens behalwe geld gee nie, en 'n werknemer mag geen ander vergoeding aanneem nie.

12. Werkure.

(1) Die gewone werkure van werknemers wat deur hoofstukke 2, 3, 4, 5, 6 en 7 van hierdie Ooreenkoms gedek word, is 40 uur per week en die lone wat daarin bepaal word, moet beskou word as die minimum betaling vir die gewone werkure en vir 'n oorskryding van 40 uur per week moet 'n loon in ooreenstemming met die bepalings van klousule 13 van hierdie Ooreenkoms betaal word.

(2) 'n Werkgewer moet die weeklikse werkure van werknemers op dagwerk in sy inrigting so reël dat nie op enige dag voor 7 vm. en nie na 6 nm. op vyf dae, en nie na 12-uur middag op een dag in enige week gewerk word nie; met dien verstande dat in die geval van koerantkantore waar nie 'n vryafmiddag per week gegee kan word nie, met die Kapel gereël kan word om die vryafmiddag deur net soveel vrye tyd of een hele vryafdag per 14 dae te vervang; en verder met dien verstande dat die normale werkure, met uitsondering van etenstye, op enige dag nie 8½ oorskry nie, behalwe in inrigtings waar die werk van die normale week binne vyf dae voltooi word en in dié geval mag die normale werkdag nie 9 uur te bowe gaan nie.

(3) 'n Werkgewer moet die werkure op alle dae waarop die werktyd meer as vyf uur is, so reël dat 'n pouse van minstens een uur tussen die ure 12-uur middag en 2 nm. toegestaan kan word en geen werknemer mag vir 'n ononderbroke tydperk van meer as vyf uur sonder 'n pouse van minstens een uur werk nie, en geen werkgewer kan dit van hom eis nie; met dien verstande dat vir hierdie doel, werk wat met pouses van minder as een uur onderbreek word as ondonderbroke beskou moet word. 'n Werkgewer kan nie van 'n vroulike werknemer vereis of haar toelaat om tussen 6 nm. en 6 vm. of na 1 nm. op meer as vyf dae in enige kalenderweek te werk nie.

(4) Werknemers wat werk op 'n gereelde skof waarvan 'n gedeelte tussen die ure 6 nm. op een dag en 7 vm. op die volgende val, moet as nagwerkers geklassifiseer word. Van nagwerkers wat op oggendnuusblaaie werk, kan vereis word om Sondagaande as gedeelte van hul gereelde skof te werk. In gevalle waarin die aard van die werk wat in 'n inrigting verig word, vereis dat bepaalde werknemers 'n skof moet werk wat van die gewone dag- of nagskof verskil, kan die Staande Komitee 'n werkrooster vir die betrokke werknemers magtig. Vroulike werknemers mag nie nagwerk verrig nie.

(5) Ingenieurs en ander werknemers wat onderhoudwerk verrig, en wie se diens dit vir hulle noodsaaklik maak om op Sondag te werk, kan ooreenkomstig 'n vrystellingsertifikaat deur die plaaslike Gesamentlike Raad, of waar geen Gesamentlike Raad bestaan nie, deur die Staande Komitee gemagtig word om op Sondag vir 'n getal ure, wat in die vrystellingsertifikaat bepaal word, teen normale loonskale te werk; en ure wat op Sondag bo die aldus vasgestelde ure gewerk word, moet beskou word dat dit onder die bepalings van klousule 13 van hierdie Ooreenkoms val.

11. Payment of Remuneration.

(1) *Employees other than Casual Employees.*—Remuneration shall become due and be paid weekly not later than the normal closing time on the pay-day of the firm concerned.

(2) *Casual Employees.*—A casual employee shall be paid his remuneration forthwith on termination of his employment or on the pay-day of the firm concerned, whichever is the earlier.

(3) An employer shall ensure that the amount due to each employee is handed over to that employee in a sealed envelope which indicates—

(*a*) the date on which the payment is made;
(*b*) the name of the employee;
(*c*) the amount due for ordinary time;
(*d*) the amount due for overtime;
(*e*) authorised deductions, if any; and
(*f*) the net amount due.

The provisions of this sub-section shall not apply where alternative arrangements approved by the Standing Committee have been made by an employer.

(4) No deduction or set-off of any description, other than the following, shall be made or allowed from the remuneration due to an employee:—

(*a*) Where an employee is absent from work on days other than paid holidays provided under sections 14 and 50 of this Agreement, a *pro rata* amount for the period of such absence.

(*b*) Any amount due by an employee to the Medical Aid Fund of the Council, provided that a request to deduct the amount in question (whether in a lump sum or by instalments) has been addressed to the employer by the Trade Union.

(*c*) With the written consent of the employee, deductions for holiday, sick or pension funds, insurance premiums, savings schemes, repayment of loans by his employer, contributions to the funds of a trade union or medical aid society registered by the Standing Committee in terms of section 18 (4) hereof, or any other deduction approved of by the Local Branch Secretary of the Trade Union in writing.

(*d*) Contributions payable by the employee to the funds of the Council.

(*e*) Any amount paid by an employer compelled by legal process to make payment on behalf of an employee.

(5) An employer shall not give, and an employee shall not accept, any consideration for employment other than money.

12. Hours of Work.

(1) The ordinary hours of work of employees covered by the terms of Chapters 2, 3, 4, 5, 6 and 7 of this Agreement shall be 40 hours per week and the wage rates specified therein shall be regarded as the minimum payment for such ordinary hours of work. Any time worked in excess of 40 hours per week shall be paid for in accordance with the provisions of Section 13 of this Agreement.

(2) An employer shall arrange the weekly working hours of employees on day work in his establishment to commence not earlier than 7 a.m. on any day and to finish not later than 6 p.m. on five days, and not later than 12 noon on one day in any one week; provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off or one whole day per fortnight, may be substituted for one afternoon off by arrangement with the Chapel; and provided further, that the normal working hours, excluding meal times, in any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed nine hours.

(3) An employer shall arrange the working hours on all days on which the working time exceeds five hours so as to allow for a break of at least one hour between the hours of 12 noon and 2 p.m. No employee may work, nor may an employer ask an employee to work, for a continuous period of more than five hours without a break of at least one hour; provided that, for this purpose work interrupted by breaks of less than one hour shall be deemed to be continuous. An employer shall not require or permit a female employee to work between 6 o'clock p.m. and 6 o'clock a.m., or after 1 o'clock p.m. on more than five days in any calendar week.

(4) Employees who perform work on a regular shift, any portion of which falls between the hours of 6 p.m. on one day and 7 a.m. on the next, shall be classed as night workers. Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorise a schedule of working hours for the employees concerned.

(5) Engineers and other employees on maintenance, whose duties require that they should work on Sundays, may be authorised by an exemption certificate issued by the Local Joint Board or where no Joint Board exists, by the Standing Committee, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours worked on Sunday in excess of the hours so stipulated shall be treated as falling within the terms of section 13 of this Agreement.

(6) In 'n inrigting waar daar 'n Kapèl is, moet 'n werkgewer wat van enigeen van sy werknemers vereis om korttyd te werk, die metode van toepassing daarvan met die Kapèl reël. Die werkgewer moet die werknemers minstens 12 werkure vooraf kennis gee wanneer van hul verlang word om korttyd te werk, 'n Werkgewer moet aan enige werknemer wat in enige werkweek korttyd werk, minstens 24 uur se loon betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder as agt uur tussen die beëindiging van een dag of nag se werk en die begin van 'n ander deur dieselfde werknemer verstryk nie. Dit belet nie werk in 'n spesiale noodgeval nie.

(8) 'n Werkgewer wat van voorneme is om 'n werknemer op nagwerk in diens te neem, uitgesonderd met die doel om 'n nuusblad uit te gee, moet die betrokke Gesamentlike Raad of die Staande Komitee, waar daar geen Gesamentlike Raad is nie, van sy voorneme in kennis stel.

(9) 'n Werknemer wat deur sy werkgewer aangesê word om na 'n ander plek as sy gewone werkplek te gaan in verband met die oprig of instandhou van masjinerie, moet vir die tyd wat in beslag geneem word deur die heen- of terugreis, betaal word teen minstens sy gewone besoldiging kragtens klousule 6 (5) van hierdie Ooreenkoms vir alle reistyd wat binne sy gewone werkure val en teen minstens die helfte van die besoldiging betaalbaar vir gewone tyd bereken kragtens klousule 6 (5) van hierdie Ooreenkoms vir reistyd wat buite sy gewone werkure val; met dien verstande egter dat so 'n werknemer vir hoogstens 12 uur in elke 24 uur of gedeelte daarvan van die aanvang van sy reis op betaling geregtig is; en met dien verstande dat indien hy gewerk het op die dag waarop die reis begin, hy vir die dag, met inbegrip van betaling vir die werk wat hy op dié dag gedoen het, geregtig is tot hoogstens die besoldiging vir 12 gewone ure kragtens klousule 6 (5) van die Ooreenkoms. Vir die toepassing van hierdie subklousule word Sondag, die inrigting se halwe vakansiedag of enige ander dag waarop die betrokke werknemer nie gewoonlik werk nie, as 'n gewone werkdag beskou.

(10) Vir die toepassing van hierdie Ooreenkoms bepaal die dag waarop 'n skof begin, die dag waarop die skof gewerk word en alle tyd op die skof gewerk, met inbegrip van alle tyd oor die gewone ure van die skof, moet beskou word as tyd op dieselfde dag gewerk.

(11) Die bepalings van hierdie klousule is nie van toepassing op arbeiders nie.

13. Oortyd.

(1) Behoudens die beperkings op oortyd deur subklousules (2) en (3) hiervan opgelê, moet alle ure wat bo die in subklousule (1) van klousule 12 van hierdie Ooreenkoms voorgeskrewe ure gewerk word, as oortyd beskou word en onderworpe wees aan die bepalings soos hieronder uiteengesit. Werkgewers moet vir oortyddiens teen die volgende skale betaal en werknemers mag nie minder as dié skale aanneem nie:—

(*a*) Vir die eerste ses uur oortyd of gedeelte daarvan in 'n werkweek, 1⅓ maal die gewone loon; vir die daaropvolgende vier uur oortyd of gedeelte daarvan in die week 1½ maal die gewone loon; en vir verdere oortyd in die week gewerk dubbel die gewone loon; met dien verstande dat die bepalings van hierdie paragraaf gewysig kan word ingevolge paragraaf (*d*) van hierdie subklousule. Vir die toepassing van hierdie paragraaf word tyd op die inrigting se halwe vakansiedag en op Sondag gewerk, nie ingesluit nie.

(*b*) Behoudens die bepalings van paragrawe (*c*) en (*d*) moet vir oortyd, wat 'n werknemer op 'n vryafdag bo vier uur werk, teen dubbel die tydloon betaal word, maar dit mag nie vir die doel van die berekening van oortyd, betaalbaar ingevolge paragraaf (*a*), by die totale weeklikse ure ingesluit word nie.

(*c*) Vir tyd wat op 'n inrigting se halwe vakansiedag bo die gewone getal ure op daardie dag gewerk word en vir tyd wat op Sondag gewerk word, moet teen dubbel die gewone loon betaal word. Dit is nie op tyd (hetsy gewone werkure of oortyd) gewerk in verband met die druk van aandnuusblaaie, van toepassing nie. Nagwerkers in diens by oggendnuusblaaie is alleen vir tyd op Sondag gewerk op die gewone oortydlone geregtig; met dien verstande dat—

(i) alle tyd deur sulke werknemers gewerk van die voltooiing van die skof op Vrydae—gewone en oortyd—tot die gewone begintyd van hul skof op Sondag, betaal moet word teen twee maal die gewone loon;

(ii) behoudens die bepalings van paragraaf (*a*) van hierdie subklousule, hierdie werknemers nie die reg het op dubbele tyd vir tyd gewerk voor die gewone begintyd van enige ander skof nie; en

(iii) die werknemers wat 'n week van vyf nagte werk en wat op hulle vryafdag werk, behalwe dié genoem in paragraaf (i) van hierdie voorbehoud, betaal moet word teen die skale genoem in paragraaf (*a*) van hierdie subklousule vir die eerste vier uur gewerk en teen dubbele tyd vir alle verdere tyd op die dag gewerk.

(*d*) In gevalle waar die vaste personeel van werknemers op Saterdag of Sondag werk in verband met die druk van laat Saterdagaand- en Sondagkoerante, moet die ekstra oortydloon wat aan die betrokke werknemers betaalbaar is, ondanks enige ander bedoeling hierin vervat, by onderlinge ooreenkoms tussen die werkgewer en die plaaslike tak van die vakvereniging vasgestel word, met die reg van beroep op die betrokke Gesamentlike Raad en/of na die Staande Komitee.

(6) In an establishment where a Chapel exists an employer who requires any of his employees to work short time shall arrange the method of application of same with the Chapel. The employer shall give the employees at least 12 working hours' notice when required to work short time. An employer shall pay to any employee working short time not less than 24 hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit work in a special emergency.

(8) An employer who proposes to employ an employee on night work, other than for the production of a newspaper, shall advise the Joint Board concerned or the Standing Committee, where no such Joint Board exists, of his intention to do so.

(9) An employee required by his employer to proceed to a place, other than his normal place of employment, for the purpose of work in connection with the erection or maintenance of machinery shall, in respect of time taken up by travelling to or from any such place, be paid at a rate not less than the remuneration payable for ordinary time calculated in terms of section 6 (5) of this Agreement for all such travelling time as falls within his ordinary hours of work and at not less than half the remuneration payable for ordinary time calculated in terms of section 6 (5) of this Agreement, for such travelling time as falls outside his ordinary hours of work; provided, however, that the employee concerned shall not be entitled to payment for more than 12 hours in each cycle of 24 hours, or portion thereof, reckoned from the time the journey commenced; and provided further that if the employee concerned worked on the day the journey commenced, the maximum payment to which he shall be entitled for that day, inclusive of the remuneration due to him for the work performed on that day, shall be the remuneration payable for 12 hours' ordinary time calculated in terms of section 6 (5) of this Agreement. For the purposes of this sub-section, Sunday, the house half-holiday or any other day on which the employee concerned does not normally work shall be regarded as an ordinary working day.

(10) For the purposes of this Agreement, the day of the commencement of a shift shall determine the day on which that shift is worked and all time worked on that shift, including any time in excess of the normal hours of the shift, shall be deemed to have been worked on the same day.

(11) The provisions of this section shall not apply in respect of labourers.

13. Overtime.

(1) Subject to the restrictions on overtime imposed by subsections (2) and (3) hereof, all hours in excess of the hours prescribed in sub-section (1) of section 12 of this Agreement, shall be regarded as overtime and subject to the provisions hereinafter stated. Employers shall pay for overtime at the following rates and employees shall not accept less than such rates:—

(*a*) Time and one-third for the first six hours' overtime or part thereof in any one working week; time and one-half for the next four hours' overtime or part thereof in such week; and double time for any further overtime worked in such week; provided that the provisions of this paragraph may be modified in terms of paragraph (*d*) of this sub-section. Time worked on the house half-holiday and on Sunday shall not be included for the purposes of this paragraph.

(*b*) Subject to the provisions of paragraphs (*c*) and (*d*), time worked by an employee on any day in excess of four hours beyond the normal hours of his shift shall be paid for at double time, but shall not be included in the total weekly hours for the purpose of calculating overtime payable in terms of paragraph (*a*).

(*c*) Time worked on the day of the house half-holiday in excess of the usual number of hours worked on that day and time worked on Sunday shall be paid for at double time. This shall not apply to time worked (either normal time or overtime) on the production of evening newspapers. Night workers engaged on morning newspapers shall be entitled to ordinary overtime rates only for overtime worked on Sundays, provided, however—

(i) That all time worked by such employees from the completion of their Friday shift—normal time and overtime—until the normal starting time of their Sunday shift shall be paid for at double time;

(ii) That subject to the provisions of paragraph (*a*) of this sub-section, such employees shall not be entitled to double time for time worked before the normal starting time of any other shift; and

(iii) That such employees working a 5-night week, who work on their day off other than that mentioned in paragraph (i) of this poviso, shall be paid at the rates mentioned in paragraph (*a*) of this sub-section for the first four hours worked and at double time for all further time worked on such day.

(*d*) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the excess overtime rates payable to the employees concerned shall, notwithstanding anything to the contrary hereinbefore contained, be mutually agreed upon between the employer and the local branch of the Trade Union, with the right to appeal to the Joint Board concerned and/or to the Standing Committee.

(*e*) In inrigtings waar die weeklikse werkure, voorgeskryf by klousule 12 (1) van hierdie Ooreenkoms, in vyf dae (nl. van Maandag tot en met Vrydag) voltooi word, moet vir tyd op Saterdag tot 12-uur smiddags gewerk, ooreenkomstig paragrawe (*a*) en (*b*) van hierdie subklousule, en na 12-uur smiddags, teen dubbel die gewone loon betaal word.

(*f*) Vir die toepassing van hierdie klousule word elke week afsonderlik beskou; met dien verstande dat tyd wat 'n werknemer verloor weens siekte, of op versoek of met die toestemming van die werkgewer, nie ingewerk behoef te word voordat oortydloon bereken word nie.

(*g*) Vir die toepassing van hierdie klousule word oortydlone bereken ooreenkomstig klousule 6 (5) teen die skaal waarop die werknemer gewoonlik betaal word.

(2) 'n Werkgewer kan nie 'n werknemer verplig of langer toelaat om in 'n week altesaam oortyd te werk nie as—

(*a*) 10 uur; of

(*b*) 'n getal ure (wat meer as 10 mag wees) deur die plaaslike Gesamentlike Raad, of die Staande Kom tee as daar geen Gesamentlike Raad bestaan nie, vasgestel deur skriftelike kennisgewing aan die werkgewer met vermelding van die werknemer of klas werknemer ten opsigte van wie die kennisgewing van toepassing is, en die termyn waarvoor en die voorwaardes waarop dit geldig is.

(3) 'n Werkgewer kan nie 'n vroulike werknemer verplig of toelaat om oortyd soos volg te werk nie:—

(*a*) Langer as twee uur op 'n dag; met dien verstande dat hierdie bepaling nie van toepassing is op oortyd gewerk op Saterdagoggend in inrigtings waar vyf dae per week gewerk word;

(*b*) op meer as drie opeenvolgende dae;

(*c*) op meer as 60 dae in 'n jaar;

(*d*) na beëindiging van haar daaglikse werkure, langer as een uur op 'n dag nie, tensy hy—

(i) dié werknemer voor 12-uur middag daarvan in kennis gestel het; of

(ii) aan dié werknemer 'n toereikende ete verskaf het voor sy met oortyd moet begin; of

(iii) dié werknemer betyds 'n toelae van 3s. (drie sjielings) betaal het om haar in staat te stel om ete te neem voordat met oortyd begin word.

(4) (*a*) Voormanne wie se werk dit is om toesig oor ander werknemers te hou terwyl hulle oortyd werk, kan van die bepalings van hierdie klousule vrygestel word deur 'n sertifikaat uitgereik deur die plaaslik Gesamentlike Raad, of as daar geen Gesamentlike Raad bestaan nie, deur die Staande Komitee, waarin 'n weekloon bepaal word wat deur die owerheid wat dit uitgereik het, as voldoende beskou word om die vrygestelde persoon te vergoed vir enige oortyd wat hy moontlik sal werk.

(*b*) 'n Werkgewer mag nie 'n werknemer ten opsigte van wie so 'n vrystelling verleen is, verplig of toelaat om werk wat binne die bestek van enige aangewese ambag in die nywerheid val, ná gewone werkure te doen en geen werknemer mag dit doen nie, tensy vakmanne in die betrokke afdeling ook terselfdertyd werk.

(*c*) Die werknemer ten opsigte van wie 'n vrystelling, genoem in paragraaf (*a*) van hiedie subklousule, toegestaan is, het reg op twee maande siekteverlof met volle betaling gedurende elke kalenderjaar.

(5) Die bepalings van hierdie klousule is nie op arbeiders van toepassing nie.

14. Verlof.

(1) Die bepalings hierin vervat, is nie bedoel om die getal betaalde verlofdae, wat voor die datum van hierdie Ooreenkoms bo die getal, hierin vasgestel, aan 'n werknemer toegestaan is, te verminder nie.

(2) *Minimum jaarlikse verlof en spesiale vakansiedae.*—(*a*) *Algemeen.*—'n Werkgewer moet, ooreenkomstig die bepalings van hierdie klousule, aan sy werknemer minstens drie weke betaalde vakansieverlof in elke jaar en vier spesiale vakansiedae, nl. Nuwejaarsdag, Goeie Vrydag, Geloftedag en Kersdag, toegestaan, en eis dat sy werknemer, wat verplig is om dit te neem, dit ook neem. Die gewone jaarlikse verlof loop eweredig ten opsigte van elke kalenderjaar op. Die spesiale vakansiedae loop op ten opsigte van die werkweek waarin hulle val; met dien verstande dat die werknemer in die diens van die werkgewer en op diens is op die dag voor en na die spesiale vakansiedag. Die vereiste dat die werknemer die dag voor en na die spesiale vakansiedag op diens moet wees, is nie van toepassing in gevalle van siekte wat deur 'n bevredigende mediese sertifikaat, indien dit deur die werkgewer vereis word, gestaaf word nie, of waar die werknemer weens jaarlikse verlof of andersins, met die toestemming van sy werkgewer, afwesig is.

(*b*) *Nagwerkers op nuusblaaie.*—'n Nagwerker op 'n nuusblad wat normaalweg gewone tyd op meer as vyf nagte per week werk, moet toegelaat en verplig word en die werknemer moet een week se betaalde vakansieverlof elke jaar neem bo en behalwe die minimum verlof genoem in paragraaf (*a*) hiervan.

(3) *Hoe en wanneer jaarlikse verlof geneem moet word.*—(*a*) Onderworpe aan die bepaling van subklousule (12) hiervan, moet jaarlikse verlof gedurende die kalenderjaar waarin dié verlof verskuldig is, toegestaan en geneem word, en as die betrokke werknemer by die nywerheid in dié jaar aangesluit het, moet dit in verhouding wees met die tyd wat hy die jaar in diens was. Waar dit ook al moontlik is, moet die tyd waarin die verlof geneem moet word, onderling deur werkgewer en werknemer gereël word,

(*e*) In establishments where the weekly working hours prescribed in section 12 (1) of this Agreement are completed in five days (that is from Monday to Friday, inclusive) time worked on Saturdays until 12 noon shall be paid for in terms of paragraphs (*a*) and (*b*) of this sub-section, and after 12 noon at double time.

(*f*) For the purposes of this section each week shall stand on its own; provided that time lost by an employee through illness or at the request or by permission of the employer shall not be required to be made up before overtime is calculated.

(*g*) For the purposes of this section, overtime rates shall be calculated in terms of section 6 (5) on the rate at which the employee is ordinarily paid.

(2) An employer shall not require or permit an employee to work overtime for a total period exceeding in any one week—

(*a*) ten hours; or

(*b*) a number of hours (which may exceed ten) fixed by the local Joint Board, or the Standing Committee where no Joint Board exists, by notice in writing to the employer specifying the employee, or class of employee, in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.

(3) An employer shall not require or permit a female employee to work overtime—

(*a*) for more than two hours on any one day; provided however, that this provision shall not apply in respect of overtime worked on Saturday mornings in establishments where a five-day week is in operation;

(*b*) on more than three consecutive days;

(*c*) on more than 60 days in any year;

(*d*) after the completion of her daily working hours for more than one hour on any day unless he has—

(i) given notice thereof to such employee before midday; or

(ii) provided such employee with an adequate meal before she has to commence overtime; or

(iii) paid such employee an allowance of 3s. (three shillings) in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(4) (*a*) Foremen whose duties require them to supervise other employees while they are employed on overtime may be exempted from the provisions of this section by a certificate issued by the Standing Committee, specifying a weekly wage considered to be sufficient to compensate the exempted person for any overtime he is likely to perform.

(*b*) An employer shall not require or permit an employee in respect of whom such an exemption has been granted to perform, and no such employee shall perform, work falling within the scope of any designated trade in the Industry after normal working hours, unless journeymen in the department concerned are also working at the time.

(*c*) An employee in respect of whom an exemption mentioned in paragraph (*a*) of this sub-section has been granted shall be entitled to at least two months' sick leave on full pay during each calendar year.

(5) The provisions of this section shall not apply in respect of labourers.

14. Holidays.

(1) The provisions herein contained are not intended to reduce the number of paid holidays received by an employee prior to the date of this Agreement in excess of the number provided hereunder.

(2) *Minimum Annual Leave and Special Holidays.*—(*a*) *General.*—An employer shall allow and require each of his employees to take, and an employee shall take, in accordance with the provisions of this section, a minimum of three weeks' paid holiday leave during each year, and in addition four special paid holidays, namely New Year's Day, Good Friday, the Day of the Covenant and Christmas Day. The ordinary annual holiday leave shall accrue proportionately in respect of employment during the calendar year. The special holidays accrue in respect of the working week in which they fall, provided that the employee is in the employ of the employer and on duty the day prior to and also subsequent to the special holiday. The requirement that the employee shall be on duty on the day prior to and also subsequent to the special holiday shall not apply in cases of illness, supported by a satisfactory medical certificate if such is requested by the employer, or where the employee is absent, whether on annual leave or otherwise, with the permission of his employer.

(*b*) *Night Workers on Newspapers.*—A night worker on a newspaper, who normally works ordinary time on more than five nights per week, shall be allowed and required to take and such employee shall take one week's paid holiday leave during each year in addition to the minimum leave mentioned in paragraph (*a*) hereof.

(3) *When and How Annual Leave shall be Taken.*—(*a*) Subject to the provisions of sub-section 12 hereof, annual holiday leave shall be granted and taken so as to commence not later than the end of the calendar year for which such leave is due and if the employee concerned entered the Industry during that year, it shall be proportionate to the period served during such year. The period during which such leave is to be taken shall, wherever possible, be arranged mutually between the employer

maar andersins moet dit vir die gerief van die werkgewer toegestaan en geneem word wat onder hierdie omstandighede die nodige reëlings deur tussenkoms van die Kapel moet tref, of waar daar geen Kapel bestaan nie, deur tussenkoms van die betrokke Gesamentlike Raad of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie. As die tydperk wanneer verlof geneem sal word, vasgestel is kragtens die bepalings van hierdie subklousule, mag geen verandering in sodanige reëlings gemaak word nie behalwe deur onderlinge toestemming van die betrokke werkgewer en werknemer.

(*b*) Jaarlikse verlof moet in 'n deurlopende tyd toegestaan en geneem word; met dien verstande egter dat, onderworpe aan die toestemming van die betrokke werknemer en die toestemming van die betrokke Gesamenlike Raad, of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie, die verlof in twee tydwerke van een week en twee weke of twee weke en een week geneem kan word. Die bestuur van 'n inrigting wat vir die tyd sluit waarin die Kers- en Nuwejaarsvakansie val, mag van hierdie bepaling gebruik maak.

(*c*) Ondanks die bepalings van paragraaf (*b*) hievan mag jaarlikse verlof met 'n maksimum van 'n week in enige kalenderjaar oploop wanneer die toestemming van die betrokke werkgewer en werknemer en die goedkeuring van die betrokke Gesamentlike Raad of die Staande Komitee waar daar nie 'n Gesamentlike Raad is nie, verkry is; met dien verstande egter dat nie meer as ses weke verlof so mag oploop nie. Opgeloopte verlof moet in 'n ononderbroke tydperk geneem word; met dien verstande egter dat die betrokke Gesamentlike Raad of die Staande Kom tee waar daar nie 'n Gesamentlike Raad is nie, die neem van sodanige verlof op 'n ander manier kan magtig.

(*d*) In alle gevalle waarin die neem van 'n gedeelte van die jaarlikse verlof wat aan 'n werknemer verskuldig is, uitgestel word of as sodanige verlof opgeloop het ooreenkomstig die bepalings van paragrawe (*b*) en (*c*) hiervan, moet die betrokke werkgewer aan die sekretaris van die plaaslike tak van die vakvereniging, wanneer die betrokke werknemer die eerste gedeelte van sy verlof neem, die bedrag stuur wat aan die werknemer ten opsigte van sy uitgestelde of opgeloopte verlof verskuldig is. Hierdie bedrag moet aan die betrokke werknemer deur die vakvereniging betaal word wanneer die uitgestelde of opgeloopte verlof geneem word. Indien 'n werknemer wat 'n gedeelte van sy verlof uitgestel of laat oploop het kragtens die bepalings van paragrawe (*b*) en (*c*) hiervan, van werk verander, moet die plaaslike taksekretaris van die vakvereniging die werknemer se nuwe werkgewer van die toedrag van sake ten opsigte hiervan in kennis stel.

(4) *Berekening van jaarlikse verlof:* —

(1) Enige tydperk waarin 'n werknemer—

(*a*) met betaalde verlof afwesig is; of
(*b*) afwesig is van sy werk op las of op versoek van sy werkgewer; of
(*c*) van die werk afwesig is as gevolg van 'n besering opgedoen terwyl hy gewerk het;
(*d*) van die werk afwesig is as gevolg van siekte; of
(*e*) verplig is om opleiding mee te maak kragtens die Zuid Afrika Verdedigings Wet, 1912;

moet vir die toepassing van subklousules (2), (8) en (10) hiervan as diens beskou word; met dien verstande dat—

(i) die bepalings van paragrawe (*c*) en (*d*) nie van toepassing is nie ten opsigte van 'n tyd van afwesigheid as die werknemer versuim, na 'n versoek om so 'n sertifikaat deur die werkgewer, om aan die werkgewer 'n sertifikaat van 'n mediese praktisyn voor te lê ten effekte wat hy deur sy besering of siekte verhinder was om sy werk te doen;

(ii) die bepalings van paragraaf (*d*) nie van toepassing is nie ten opsigte van 'n tydperk waarin die betrokke werknemer bystand ontvang het van die gesondheidsfonds van die Raad, ook nie ten opsigte van die gedeelte van 'n totale afwesigheid van langer as vier maande in 'n kalendarjaar diens nie. By die berekening van totale tydperke van afwesigheid moet niks minder as een volle dag ingesluit word nie.

(2) 'n Werkgewer wat aftrekkings wil doen van die jaarlikse verloftyd wat gewoonlik toegestaan word, moet volledige besonderhede daarvan aan die Staande Komitee deur die Gesamentlike Raad vir die betrokke gebied (as daar een is) voorlê. Geen sodanige aftrekking kan gedoen word nie tensy en totdat die Staande Komitee die voorgestelde aftrekking goedgekeur het.

(5) *Betaling van verlofbesoldiging.*—Werkgewers moet die lone wat ten opsigte van jaarlikse verlof aan die werknemer verskuldig is, en bereken is teen die skaal van die gereelde lone wat aan hom betaal word onmiddellik voor dat hy met verlof gaan, aan hom betaal voordat hy met verlof gaan. As betaling per tjek gedoen word, moet dit aan die betrokke werknemer oorhandig word en hy moet in staat gestel word om die tjek op die laaste werkdag voordat hy met verlof gaan, te wissel.

(6) *Spesiale bepalings—Kaapstad en plattelandse koerantkantore.*—In die munisipale gebied van Kaapstad, kan reëlings tussen die Kapèl en die werkgewer getref word dat werknemers een week verlof en die res as gewone of wetlike vakansiedae kan neem, en daarvoor betaal word, in plaas van die jaarlikse verlof voorgeskryf by subklousule (2) van hierdie klousule te neem. In plattelandse koerantkantore kan spesiale gevalle van ongerief wat

and employee concerned, but shall otherwise be granted and taken at the convenience of the employer, who, under such circumstances, shall make the necessary arrangements through the Chapel, or, where no Chapel is functioning, through the Joint Board concerned or the Standing Committee where no such Joint Board exists. Where the period during which leave is to be taken has been fixed in accordance with the provisions of this sub-section, no alteration in such arrangements shall be made except by mutual consent of the employer and employee concerned.

(*b*) Annual leave shall be granted and taken in an unbroken period; provided, however, that subject to the consent of the employee concerned and the approval of the Joint Board concerned, or the Standing Committee where no such Joint Board exists, having been obtained, such leave may be taken in two periods of one week and two weeks or two weeks and one week. The Management of an establishment which closes over the period during which the Christmas and New Year holidays fall may avail itself of this provision.

(*c*) Notwithstanding the provisions of paragraph (*b*) hereof, subject to the consent of the employer and employee concerned and the approval of the Joint Board concerned, or the Standing Committee where no such Joint Board exists, having been obtained, annual leave not exceeding one week in any calendar year may be accumulated, provided, however, that not more than six weeks leave may be so accumulated. Accumulated leave shall be taken in an unbroken period, provided, however, that the Joint Board concerned or the Standing Committee where no such Joint Board exists, may authorise the taking of such leave in some other manner.

(*d*) In all cases where the taking of a portion of annual leave is postponed, or such leave is accumulated, in accordance with the provisions of paragraphs (*b*) and (*c*) hereof, the employer concerned shall forward to the local Branch Secretary of the Trade Union, at the time when the employee in question takes the first portion of his leave, the amount due to such employee in respect of the period of postponed or accumulated leave. Such amount shall be paid to the employee by the Trade Union when the postponed or accumulated leave is taken. Should an employee, who has postponed or accumulated a portion of his leave in accordance with the provisions of paragraphs (*b*) and (*c*) hereof, change his employment, the local Branch Secretary of the Trade Union shall advise the employee's new employer of the position in this regard.

(4) *Calculation of Annual Leave.*

(1) Any period during which an employee—

(*a*) is absent on paid leave; or
(*b*) is absent from work on the instructions or at the request of his employer; or
(*c*) is absent from work as a result of an injury sustained while working; or
(*d*) is absent from work owing to illness; or
(*e*) is required to undergo training under the South Africa Defence Act, 1912;

shall be deemed to be employment for the purposes of sub-sections (2), (8) and (10) hereof; provided that—

(i) the provisions of paragraphs (*c*) and (*d*) shall not apply in respect of any period of absence if the employee fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practioner that he was prevented by his injury or by illness from doing his work;

(ii) the provisions of paragraph (*d*) shall not apply in respect of any period during which the employee concerned has received benefits from the Health Maintenance Fund of the Council nor in respect of that portion of any total period of absence during any calendar year of employment which is in excess of four months. When calculating any total period of absence no period of absence of less than one full day shall be included.

(2) An employer who proposes to make any deduction from the period of annual leave normally granted shall submit full details of the matter to the Standing Committee through the Joint Board for the area concerned, if any. No such deduction may be made unless and until the Standing Committee has approved of the proposed deduction.

(5) *Payment of Leave Pay.*—The amount due in respect of annual leave shall be calculated at the rate of the regular wage being paid to the employee concerned immediately before he proceeds on leave and shall be paid to him before he proceeds on such leave. Where payment is made by cheque facilities shall be granted to the employee concerned to enable him to cash the cheque on the last working day before he proceeds on leave.

(6) *Special Provisions—Cape Town and Country Newspaper Offices.*—In the Municipal Area of Cape Town arrangements may be made between the Chapel and employer for employees to take one week's holiday and the balance in ordinary or statutory holidays, and be paid therefor, in lieu of the annual holiday leave provided in sub-section (2) of this section. In country newspaper

betref die neem van jaarlikse verlof, deur die Staande Komitee behandel word wat toestemming kan verleen om 'n deel van die jaarlikse vakansieverlof te neem op ander wetlike vakansiedae as die vier wat in subartikel (2) van hierdie artikel genoem word, of op ander gerieflike dae soos gereël kan word.

(7) *Bepalings betreffende verlof wat vooruit toegestaan word.*—Ingeval 'n werkgewer na goeddunke 'n werknemer toelaat om sy jaarlikse verlof, genoem in subklousule (2) hiervan, te neem voordat die volle termyn van die verlof verskuldig is en die diens van sodanige werknemer by die betrokke werkgewer voor 31 Desember van daardie jaar beëindig word, moet daar as volg opgetree word ten opsigte van enige oortollige verlofbetalings:—

(*a*) Enige sodanige werknemer wat vrywillig sy diens verlaat, of ontslaan word om redes wat ontslag regverdig, is aanspreeklik vir die terugbetaling aan sy werkgewer van die bedrag gelykstaande met oorverlof wat aan hom toegestaan is.

(*b*) 'n Werknemer van wie die diens buite sy toedoen beëindig word, behoef nie ten opsigte van enige oorverlofbetaling wat hy ontvang het, enige bedrag terug te betaal of gratis te werk nie; met dien verstande dat, wanneer hy 'n nuwe betrekking kry, die vorige werkgewer geregtig sal wees om van die volgende werkgewer van die betrokke werknemer 'n bedrag wat gelykstaande is met dié gedeelte van verlofbetaling wat aan die werknemer betaal is asook seëlbydraes ten opsigte van die verloftyd waarvoor die nuwe werkgewer verantwoordelik word, te eis en te ontvang. Hierdie bedrag moet voor of op 31 Desember van die jaar waarin die verlof opgeloop het, of by diensbeëindiging van die betrokke werknemer indien sodanige beëindiging voor die einde van sodanige jaar plaasvind, aan die vorige werkgewer betaal word.

(*c*) Wanneer van 'n werkgewer ingevolge paragraaf (*b*) van hierdie subklousule deur die vorige werkgewer van een van sy werknemers geëis word om verlofbetaling ten opsigte van 'n verloftyd wat toegestaan en geneem is voordat dit opgeloop het, terug te betaal, moet die bedrag van die terugbetaling wat aan die werkgewer terugbetaal moet word, teen die loonskaal wees wat deur die vorige werkgewer aan die werknemer betaal is toe die betrokke verlof toegestaan en geneem is.

(8) *Beëindiging van diens voordat verlof geneem is.*—(*a*) As 'n werknemer die diens van 'n werkgewer verlaat voordat die verlof toegestaan is wat hom vir die kalenderjaar toekom, moet die betrokke werkgewer onmiddellik by beëindiging van die diens van daardie werknemer aan die plaaslike taksekretaris van vakvereniging die bedrag betaal wat ten opsigte van die eweredige verlof ingevolge subklousules (2) en (3) opgeloop het. Hierdie bedrag moet bereken word teen 3/49stes van die loon wat aan die werknemer betaal is toe sy diens beëindig is vir elke week gewerk, en dit moet aan die werknemer deur die vakvereniging betaal word wanneer hy sy verlof neem; met dien verstande egter dat die verskuldigde bedrag ten opsigte van werknemers van die klas genoem in subklousule (2) (*b*) hiervan, bereken moet word teen 1/12de van die loon wat aan die werknemer betaal is, toe sy diens geëindig het, vir elke week diens. Vir dele van weke moet na verhouding betaal word. Wanneer die werknemer sy diens verlaat, moet die betrokke werkgewer die werknemer se bydraeboekie, ingevolge klousule 18 (8) (*b*) uitgereik, onmiddellik ten opsigte van die eweredige verlof stempel.

(*b*) Indien die dienstyd oor 'n tydperk van vier weke of langer strek, word dit beskou dat die werknemer in gereelde diens is en op verlofbetaling vir die hele tydperk geregtig is, selfs al het hy gedurende 'n deel van daardie tydperk nie voltyds gewerk nie.

(9) *Opgawe van werknemers aan wie geen verlof toegestaan is nie.*—Voor of op 15 Januarie van elke jaar moet 'n werkgewer aan die betrokke Gesamentlike Raad, of die Staande Komitee waar daar nie 'n Gesamentlike Raad bestaan nie, 'n opgawe stuur van sy werknemers wat nie verlof gedurende die vorige jaar geneem het nie.

(10) *Spesiale vakansiedae.*—Soos gemeld in subklousule (2) hiervan moet aan werknemers vir Nuwejaarsdag, Goeie Vrydag, Geloftedag en Kersdag 'n vakansiedag met betaling toegestaan word; met dien verstande dat 'n werkgewer, deur daarvan 'n week vooruit aan die Kapèl kennis gee, Tweede Kersdag in plaas van Nuwejaarsdag en Paasmaandag in plaas van Goeie Vrydag mag stel, en in dié geval is die bepalings van hierdie subartikel betreffende Nuwejaarsdag en Goeie Vrydag van krag ten opsigte van die vervangende dae. Net so mag Geloftedag deur enige werkdag vervang word, met dien verstande dat sodanige dag na genoemde vakansiedag en binne dieselfde kalenderjaar val. Aan 'n werknemer wat op Nuwejaarsdag, Goeie Vrydag, Geloftedag of Kersdag moet werk, moet vir die hele dag dubbel die gewone loon betaal word en in die geval van Kersdag moet daar boonop nog 'n ander dag vakansie met betaling gegee word. Vir alle tye wat daar op enigeen van die genoemde spesiale vakansiedae meer as die gewone aantal ure op die betrokke skof gewerk word, moet dubbel die gewone loon betaal word. Ingeval enigeen van die bogenoemde spesiale betaalde vakansiedae op 'n Sondag val, moet die volgende dag beskou word as die betaalde vakansiedag; met dien verstande dat die Staande Komitee in die geval van oggendkoerante vrystelling van hierdie bepaling kan verleen. As enigeen van bogenoemde spesiale betaalde vakansiedae op 'n Saterdag val, moet werknemers wat 'n vyfdaagse week werk en nie op die Saterdag hoef te werk nie, 'n volle dag se loon ten opsigte van die vakansie betaal of nog 'n volle dag vakansie met verlof toegestaan word.

offices special cases of hardship in respect of taking annual leave may be dealt with by the Standing Committee, which may grant permission for a portion of the annual holiday leave to be taken on statutory holidays other than the four mentioned in sub-section (2) of this section, or on such other convenient days as may be arranged.

(7) *Provisions regarding Leave Granted in Advance.*—Where an employer permits an employee to take the annual leave referred to in sub-section (2) hereof at a time prior to the full leave period having accrued and the employment of such employee with the employer concerned is terminated before the 31st December of that year, the question of any excess holiday leave pay shall be dealt with as follows:—

(*a*) Any such employee who voluntarily leaves his employment or is dismissed for reasons justifying summary dismissal shall refund to his employer forthwith on termination of his employment the sum equivalent to any excess holiday pay he may have been given.

(*b*) An employee whose employment is terminated through no fault of his own shall not be liable to make any refund or perform any gratuitous service in repayment of any excess holiday pay he may have received; provided, however, that on his obtaining new employment the previous employer shall be entitled to claim and receive from the next employer of the employee concerned the sum equivalent to that portion of the holiday leave paid to the employee and stamp contributions in respect of the leave period for which the new employer becomes liable. This amount shall be paid to the previous employer on or before the 31st December of the year during which the leave accrued, or on the termination of the employment of the employee with the employer concerned if such termination takes place before the end of such year.

(*c*) When in terms of paragraph (*b*) of this sub-section, an employer is called upon by the previous employer of one of his employees to refund holiday pay in respect of a period of leave, which was granted and taken before such leave accrued, the amount of the refund payable by such employer shall be at the rate of wages paid by the previous employer to such employee when the leave in question was granted and taken.

(8) *Termination of Employment Before Leave Taken.*—(*a*) Should an employee leave the service of an employer before having ben granted the holiday leave accruing to him for the calendar year, the employer concerned shall forthwith on the termination of the employment of that employee pay to the local Branch Secretary of the Trade Union the amount due in respect of the proportionate holiday leave accrued in terms of sub-sections (2) and (3). Such amount shall be calculated at the rate of 3/49ths of the wage being paid to the employee when his employment was terminated for each week of employment and shall be paid to the employee by the trade union when he takes his leave; provided, however, that in respect of employees of the class mentioned in sub-section (2) (*b*) hereof, the amount due shall be calculated at the rate of 1/12th of the wage being paid to the employee when his employment was terminated for each week of employment. Broken weeks shall be paid for in proportion. The employer concerned shall also at the time the employee leaves his service forthwith stamp the contribution book, issued in respect of such employee in terms of section 18 (8) (*b*) for the proportionate period of holiday leave accrued.

(*b*) When the term of employment extends over a period of four weeks or more, the employee shall be regarded as regularly employed, and be entitled to holiday leave pay for the whole period, even if during a portion of that period he was not employed on full time.

(9) *Return of Employees Not Granted Leave.*—On or before the 15th January of each year, an employer shall submit to the Joint Board concerned, or the Standing Committee where no such Joint Board exists, a return of his employees who did not take their annual leave during the preceding year.

(10) *Special Holidays.*—As stated in sub-section (2) hereof employees shall receive a paid holiday for New Year's Day, Good Friday, the Day of the Covenant and Christmas Day; provided that Boxing Day may be substituted for New Year's Day and Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday, by the employer giving notice to the Chapel one week in advance, in which case the provisions of this sub-section relating to New Year's Day and Good Friday shall apply in respect of the substituted days. Similarly any working day may be substituted for the Day of the Covenant, provided that such day is subsequent to such holiday and within the same calendar year. An employee required to work on New Year's Day, Good Friday, the Day of the Covenant or Christmas Day shall be paid for the whole day at double time and, in the case of Christmas Day, shall, in addition, be given another day's holiday with pay. All time worked on any of the special holidays mentioned in excess of the number of hours usually worked on the relative shift shall be paid for at double time. Should any of the above-mentioned special paid holidays fall on a Sunday, the following day shall be regarded as the paid holiday; provided that the Standing Committee may grant exemptions from this provision in the case of morning newspapers. If any of the above-mentioned special paid holidays falls on a Saturday, employees who work a five-day week and are not required to work on such Saturday shall be paid a full day's pay in respect of such holiday or be granted another full day's holiday with pay.

(11) *Wetlike vakansiedae, uitgesonderd spesiale vakansiedae.*—Vir werk wat gedoen word op wetlike vakansiedae, uitgesonderd die betaalde vakansiedae genoem in subklousule (2), moet teen die gewone skale betaal word. 'n Werkgewer wat voornemens is om sy inrigting of 'n gedeelte daarvan op 'n wetlike vakansiedag te sluit, moet die betrokke werkenemers minstens 12 werkure vooraf daarvan in kennis stel. As 'n werkgewer, nadat hy dié kennis gegee het, eis dat 'n werknemer op dié dag moet werk, moet hy die werknemer vir so 'n dag 1½-dag se loon betaal; met dien verstande egter dat hierdie bepaling nie van toepassing is as die werkgewer die betrokke werknemer minstens een volle dag vooraf kennis van sy verandering van voorneme gee nie.

(12) *Persone wat werkloos is, word nie verplig om verlof te neem nie.*—'n Werknemer wat vir 'n ononderbroke tydperk van minstens vier weke gedurende 'n kalenderjaar werkloos was of afwesig van sy werk weens siekte, mag nie verplig word om die jaarlikse verlof te neem wat aan hom ten opsigte van daardie jaar verskuldig is nie. Ingeval so 'n werknemer verkies om nie sy jaarlikse verlof te neem nie, moet die betrokke werkgewer die bedrag verskuldig ten opsigte van die eweredige vakansieverlof wat kragtens subklousule (2) opgeloop het, aan of voor die einde van die betrokke kalenderjaar aan die plaaslike taksekretaris van die vakvereniging betaal. Dié bedrag moet bereken word teen 3/49stes van die loon wat aan die einde van dié jaar aan die werknemer vir elke week gewerk betaal word, en moet deur die vakvereniging aan die werknemer oorbetaal word as betaling in plaas van die opgeloopte vakansieverlof; met dien verstande egter dat die bepalings van hierdie subklousule nie in die munisipale gebied van Kaapstad van toepassing is in gevalle waarin die betrokke werknemer in diens is by 'n firma waar spesiale reëlings kragtens subklousule (6) tussen die Kapèl en die betrokke werkgewer getref is nie.

(13) Die bepalings van hierdie klousule is nie op arbeiders van toepassing nie.

15. DAAGLIKSE TYDREGISTERS.

(1) 'n Werknemer moet sy werknemers, uitgesonderd vakleerlinge en arbeiders, verplig, en sulke werknemers moet aan dié opdrag voldoen, om daaglikse tydstate, soos in onderstaande voorbeeld aangetoon, wat deur die werkgewer verstrek moet word, en wat die soort werk gedoen en die ure wat elke afsonderlike werk vereis het, aantoon, by hom in te dien; met dien verstande egter dat die bepalings van hierdie subklousule nie van toepassing is nie op die inrigtings of afdelings van inrigtings wat uitsluitlik besig is met die druk van nuusblaaie en voorsien is van voldoende of doelmatige tydklokke. Van hierdie daaglikse tydstate moet 'n werkgewer die tyd- en loonregister inboek, en hy moet die daaglikse tydstate vir ten minste drie jaar vir ondersoek beskikbaar hou.

(11) *Statutory Holidays Other than Special Holidays.*—Work on statutory holidays other than the special holidays mentioned in sub-section (2) shall be paid for at ordinary rates. An employer who intends to close his establishment, or any portion thereof, on a statutory holiday shall give the employees affected not less than twelve working hours' notice of such fact. Should an employer, after having given such notice, require an employee to work on such day, he shall pay such employee at least one and a half days' pay in respect thereof; provided, however, that this provision shall not apply if the employer gives the employee concerned not less than one clear working day's notice of his change of intention.

(12) *Person Who Has been Unemployed Not Compelled To Take Leave.*—An employee who has been unemployed, or absent from work because of illness, for a continuous period of not less than four weeks during a calendar year shall not be compelled to take the annual leave due to him in respect of such year. Should such an employee elect not to take his annual leave, the employer concerned shall pay the amount due in respect of the proportionate holiday leave accrued in terms of sub-section (2) to the Local Branch Secretary of the Trade Union not later than the end of the calendar year concerned. Such amount shall be calculated at the rate of 3/49ths of the wage being paid to the employee at the end of such year for each week worked, and shall be passed on by the Trade Union to the employee as a payment in lieu of the holiday leave accrued; provided, however, that the provisions of this sub-section shall not apply in the municipal area of Cape Town in cases where the employee in question is employed by a firm where special arrangements have been made in terms of sub-section (6) between the Chapel and the employer concerned.

(13) The provisions of this section shall not apply in respect of labourers.

15. DAILY TIME SHEETS.

(1) An employer shall require his employees, other than apprentices and labourers, to submit daily, and such employees shall so submit to their employer, time sheets, as per the following specimen, which shall be furnished by the employer, showing the class of work performed and the hours spent upon each seperate job, provided, however, that the provisions of this sub-section shall not apply in respect of those establishments or sections of establishments, which are engaged solely on the production of newspapers and are equipped with adequate time clocks. The employer shall post the Time and Wages Register, from such daily time sheets or from clock cards and shall retain them for inspection for at least three years.

DAAGLIKSE TYDSTAAT.

Naam van werknemer..... Datum.....19....

Werk No.	Naam en beskrywing van werk.	Soort werk.	Tyd begin.	Tyd geneem.	Opmerkings.

Ek verklaar dat ek op bogenoemde datum by die.....-drukkersmaatskappy in diens was en die tye soos hierbo vermeld gewerk het.

Handtekening van werknemer.....

Datum.....19....

(2) 'n Werknemer moet sy vakleerling opdrag gee, en vakleerlinge moet die opdrag uitvoer, om 'n daaglikse register in onderstaande vorm in tweevoud in te vul betreffende alle werk gedoen, asook van tyd aan tegniese onderwys bestee:—

Datum.	Werk No.	Naam van klant.	Beskrywing van werk en werk gedoen.	Tyd.	
				Gewone.	Oortyd.
			Handtekening van vakleerling.		
			Tyd aan tegniese studies bestee..... / Firma se tyd. / Eie tyd.		
			By tegniese kollege..		
			Korrespondensiekursus.....		

'n Vakleerling moet een kopie van hierdie register iedere dag aan die voorman van sy afdeling oorhandig en die duplikaat gedurende sy leeftyd bewaar. Hierdie duplikate moet deur vakleerlinge getoon word wanneer 'n beampte van die Raad of die Nasionale Drukkers-vakleerlingkomitee dit vir ondersoek wil sien.

DAILY TIME SHEET.

Name of Employee..... Date.....195...

Job No.	Name and Description of Job.	Kind of Work.	Time Started.	Time Taken.	Remarks.

I hereby declare that on the above date I was employed by the.....Printing Co., and performed work as indicated for the periods shown above.

Signature of Employee.....

(2) An employer shall require all apprentices in his employ to complete in duplicate, and apprentices shall so complete, a daily record, which shall be furnished by the employer, in the following form of all work done and also time spent on technical education:—

Date.	Job. No.	Name of Customer.	Description of Job and Work Done.			Time.	
						Ordinary.	Overtime.
			Signature of Apprentice.				
			Time spent on Technical Studies.	Firm's Time	Own Time		
			At Technical College				
			Correspondence Course.....				

An apprentice shall hand one copy of such record to the foreman of his department every day and shall retain the duplicate copies during the period of his apprenticeship. Such duplicate copies shall be produced by an apprentice for inspection upon demand by an official of the Council or the National Printing Apprenticeship Committee.

16. WERWING VAN WERKNEMERS EN DIENSSERTIFIKATE.

(1) Geen werkgewer mag 'n werknemer van 'n klas gedek deur die bepalings van hierdie Ooreenkoms in diens neem nie, tensy en totdat so 'n persoon die werkgewer voorsien het van 'n sertifikaat geteken deur 'n geregistreerde mediese praktisyn ten effekte dat hy nie aan 'n besmetlike of aansteeklike siekte ly nie; met dien verstande egter dat die bepalings van hierdie subklousule nie van toepassing is ten opsigte van 'n werknemer wat alreeds 'n lid van die vakvereniging is of wat elders in diens was in die nywerheid onmiddellik voor die laaste indiensneming nie en ook nie wanneer 'n los werknemer in diens is vir 'n tydperk van hoogstens ses agtereenvolgende werkdae nie.

(2) Ten einde die lone te kan vasstel wat aan werknemers van wie die lone op die duur van hul ondervinding gebaseer is betaal moet word en vir die doelstellings van die Gesamentlike Werkloosheidsfonds, en die Voorsieningsfonds, moet elke werkgewer aan elke werknemer wanneer hy die werkgewer se diens verlaat, 'n dienssertifikaat gratis uitreik en 'n afskrif van die sertifikaat aan die plaaslike sekretaris van die betrokke tak van die vakvereniging stuur; die sertikaat moet die werknemer se naam voluit, adres, ambag en die loon wat betaal is, aantoon, asook die datums waarop hy by die werkgewer in en uit diens getree het en die rede waarom sy diens beëindig is.

17. BEËINDIGING VAN DIENSKONTRAK.

(1) 'n Weeklikse werknemer of sy werkgewer moet minstens een werkweek diensopsegging gee en as die nodige vrystelling verkry is om sy betaling op 'n maandelikse basis te magtig, moet 'n maandelikse werknemer of sy werkgewer minstens een kalendermaand kennis gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer raak om die dienskontrak sonder kennisgewing te beëindig om 'n rede wat by wet as voldoende erken word nie; en voorts met dien verstande dat dergelike kennisgewings van diensbeëindigings skriftelik moet wees.

(2) Die werkgewer van 'n werknemer wat weens siekte ongeskik is vir werk, mag nie om daardie rede die werknemer se dienskontrak beëindig nie; met dien verstande egter dat indien die werknemer se afwesigheid by die werk 'n tydperk van vier maande oorskry, die dienskontrak van daardie werknemer deur die werkgewer beëindig kan word met gepaste kennisgewing van sy voorneme om die kontrak te beëindig. Ingeval 'n werknemer 'n tydperk van tronkstaf uitdien, òf burgerlik òf krimineel, word dit beskou dat sy dienskontrak sonder kennisgewing beëindig is.

16. RECRUITMENT OF EMPLOYEES AND CERTIFICATES OF EMPLOYMENT.

(1) No employer shall engage an employee of a class covered by the terms of this Agreement unless and until such person has furnished such employer with a certificate signed by a registered medical practitioner to the effect that such person is not suffering from any infectious or contagious disease; provided, however, that the provisions of this sub-section shall not apply in respect of an employee, who is already a member of the trade union or was employed elsewhere in the Industry immediately before being engaged, nor when a casual labourer is engaged for a period not exceeding six consecutive working days.

(2) For the purpose of determining the wages payable to employees whose wages are based on the length of their experience, and for the purpose of the Joint Unemployment and Provident Funds, every employer shall issue a certificate of employment free of charge to an employee of this class at the time when he leaves such employer's service, and forward a duplicate copy of such certificate to the Local Branch Secretary of the Union; the certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer and the reason for the termination of employment.

17. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) A weekly employee or his employer shall give not less than one working week's notice and, where the necessary exemption to authorise his payment on a monthly basis has been obtained, a monthly employee or his employer shall give not less than one calendar month's notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognised by law as sufficient; and provided further that all such notices of termination of employment shall be in writing.

(2) The employer of an employee, who is unable to work because of illness, shall not for that reason terminate that employee's contract of employment; provided, however, that if the employee's absence from work exceeds a period of four months the contract of employment of that employee may be terminated by the employer giving the employee due notice of his intention to terminate the contract. Should an employee serve a period of imprisonment, either civil or criminal, his contract of employment shall be deemed to have been terminated without notice.

(3) Die diensopsegging genoem in subklousule (1) mag nie saamval met en mag diensopsegging nie gegee word gedurende die werknemer se afwesigheid met verlof of afwesigheid weens siekte nie; met dien verstande dat die tydperk van afwesigheid weens siekte, nie meer as vier maande is nie.

(4) 'n Werkgewer moet sy werknemer dwarsdeur die hele diensopseggingstyd van werk voorsien, of in plaas daarvan moet hy die werknemer 'n bedrag betaal van minstens—

(*a*) as hy 'n weeklikse werker is, die weeklikse besoldiging wat die werknemer onmiddellik voor die datum van die diensopsegging ontvang het;

(*b*) as hy 'n maandelikse werker is, besoldiging teen die skaal wat hy onmiddellik voor die datum van die diensopsegging ontvang het.

(5) Die diensopsegging genoem in subklousule (1) moet so gegee word dat dit van krag word—

(*a*) in die geval van 'n weeklikse werknemer, op die laaste dag van die werkweek van die inrigting;

(*b*) in die geval van 'n maandelikse werknemer, op die eerste van die maand.

(6) Die bepalings van hierdie klousule is slegs op gereelde werknemers van toepassing.

18. BYDRAES.

(1) *Algemene Fonds.*—Tot die algemene fonds van die Raad moet elke werkgewer 11d. (elf pennies) per week bydra vir elke werknemer in sy diens vir wie lone voorgeskryf word in klousule 6 (1) (*a*) en (*b*) en tabel 20 van klousule 43 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die laaste jaar van hul leertyd; 7d. (sewe pennies) per week vir elke werknemer vir wie lone voorgeskryf word in klousules 6 (1) (*c*) of (*d*), 31, 34, 36, 40 en tabelle 21 tot 29 van klousule 43 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die jare voor hul laaste leerjaar; en 2d. (twee pennies) per week vir elke arbeider in diens in die magistraatsdistrikte genoem in klousule 46 van hierdie Ooreenkoms.

(2) *Gesamentlike Werkloosheidsfonds.*—Tot die gesamentlike werkloosheidsfonds van die Raad moet elke werknemer 4s. 1d. (vier sjielings en een pennie) per week bydra ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousule 6 (1) (*a*) en (*b*) en tabel 20 van klousule 43 van hierdie Ooreenkoms; 1s. 7d. (een sjieling en sewe pennies) per week ten opsigte van vakleerlinge in hul laaste leerjaar; en 5d. (vyf pennies) per week vir elke werknemer by hom in diens wat lid van die vakvereniging is en vir wie lone voorgeskryf word in klousules 6 (1) (*c*) of (d), 31, 34, 36, 40, en tabelle 21 tot 29 van klousule 43 van hierdie Ooreenkoms, en vir vakleerlinge gedurende die jare voor hul laaste leerjaar.

(3) *Voorsorgsfonds.*—Elke werkgewer moet 5s. (vyf sjielings) per week tot die voorsorgsfonds van die Raad bydra ten opsigte van elke werknemer by hom in diens wat lid is van die vakvereniging en vir wie lone voorgeskryf word in klousule 6 (1) (*a*) en (*b*) en Tabel 20 van klousule 43 van hierdie Ooreenkoms, en 2s. 6d. (twee sjielings en ses pennies) per week ten opsigte van elke werknemer by hom in diens wat lid van die vakvereniging is, twee jaar of meer ondervinding in die nywerheid gehad het en vir wie lone voorgeskryf word in klousules 6 (1) (*c*), 31, 34, 36, 40 en tabelle 21 tot 29 van klousule 43 van hierdie Ooreenkoms.

(4) *Mediese hulpfonds.*—Elke werkgewer moet tot die mediese hulpfonds van die Raad 5s. (vyf sjielings) per week bydra ten opsigte van elke werknemer in diens by hom wat lid van die vakvereniging is en vir wie lone in klousule 6 (1) (*a*) en (*b*) en tabel 20 van klousule 43 van hierdie Ooreenkoms voorgeskryf is; en 'n soortgelyke bedrag per week ten opsigte van elke werknemer wat by die werkgewer in diens is, wat lid van die vakvereniging is, twee jaar of meer ondervinding in die nywerheid het en vir wie lone voorgeskryf word in klousules 6 (1) (*c*) of (*d*), 31, 34, 36, 40 en Tabelle 21 tot 29 van klousule 43 van hierdie Ooreenkoms; en 'n soortgelyke bedrag per week ten opsigte van elke vakleerling wat by hom in diens is, wat 'n lid is van die vakverenigings en twee jaar of meer ondervinding in die nywerheid het. Die bydraes genoem in hierdie subklousule is nie betaalbaar nie ten opsigte van werknemers van die genoemde klas wat lede van mediese hulpverenigings of dergelike organisasies is wat die Staande Komitee na goeddunke vir hierdie doel geregistreer het; en die 2s. 6d. (twee sjielings en ses pennies) per week genoem in subklousule (6) hiervan mag nie van die lone van sulke werknemers afgetrek word nie.

(5) *Gebiede B en C.*—Ondanks die bepalings van subklousules (1), (2), (3) en (4) is die totale bydraes wat deur 'n werkgewer in gebiede B en C betaalbaar is ten opsigte van elke werknemer vir wie lone voorgeskryf word in klousule 6 (1) (*a*) en (*b*) en tabel 20 van klousule 43 van hierdie Ooreenkoms, 8s. 6d. (agt sjielings en ses pennies) per week. Hierdie bydraes bestaan uit bydraes tot die Algemene Fonds, 7d. (sewe pennies), die Gesamentlike Werkloosheidsfonds, 5d. (vyf pennies); die Voorsorgsfonds, 2s. 6d. (twee sjielings en ses pennies) en die Mediese Hulpfonds, 5s. (vyf sjielings).

(3) The notice referred to in sub-section (1) shall not run concurrently with nor shall notice be given during the employee's absence on leave or because of illness; provided that the period of absence because of illness does not exceed four months.

(4) An employer shall provide his employee with work during the whole period of such notice or in lieu thereof shall pay such employee an amount not less than—

(*a*) if a weekly employee, the weekly remuneration which the employee was receiving immediately prior to the date of such notice;

(*b*) if a monthly employee, remuneration at the rate which the employee was receiving immediately prior to the date of such notice.

(5) The notice referred to in sub-section (1) shall be so given as to take effect from—

(*a*) in the case of a weekly employee, the last day of the working week of the establishment;

(*b*) in the case of a monthly employee, the first of the month.

(6) The provisions of this section shall apply in respect of regular employees only.

18. CONTRIBUTIONS.

(1) *General Fund.*—Every employer shall contribute to the General Fund of the Council 11d. (elevenpence) per week for each employee employed by him for whom wages are prescribed in section 6 (1) (*a*) and (*b*) and Table 20 of section 43 of this Agreement and for apprentices during the last year of their apprenticeship; 7d. (sevenpence) per week for each employee for whom wages are prescribed in sections 6 (1) (*c*) or (*d*), 31, 34, 36, 40 and Tables 21 to 29 of section 43 of this Agreement, and for apprentices during the years preceding their last year of apprenticeship; and 2d. (twopence) per week for each labourer employed in the magisterial districts mentioned in section 46 of this Agreement.

(2) *Joint Unemployment Fund.*—Every employer shall contribute to the Joint Unemployment Fund of the Council the sum of 4s. 1d. (four shillings and one penny) per week in respect of each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in section 6 (1) (*a*) and (*b*) and Table 20 of section 43 of this Agreement; 1s. 7d. (one shilling and sevenpence) per week in respect of apprentices in the last year of their apprenticeship; and 5d. (fivepence) per week for each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in sections 6 (1) (*c*) or (*d*), 31, 34, 36, 40 and Tables 21 to 29 of section 43 of this Agreement and for apprentices during years preceding their last year of apprenticeship.

(3) *Provident Fund.*—Every employer shall contribute to the Provident Fund of the Council the sum of 5s. (five shillings) per week in respect of each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in section 6 (1) (*a*) and (*b*) and Table 20 of section 43 of this Agreement, and 2s. 6d. (two shillings and sixpence) per week in respect of each employee employed by him who is a member of the Trade Union, has had two years' or more experience in the Industry and for whom wages are prescribed in sections 6 (1) (*c*) or (*d*), 31, 34, 36, 40 and Tables 21 to 29 of section 43 of this Agreement.

(4) *Medical Aid Fund.*—Every employer shall contribute to the Medical Aid Fund of the Council the sum of 5s. (five shillings) per week in respect of each employee employed by him who is a member of the Trade Union and for whom wages are prescribed in section 6 (1) (*a*) and (*b*) and Table 20 of Section 43 of this Agreement; and a similar amount per week in respect of each employee employed by him who is a member of the Trade Union, has had two years' or more experience in the Industry, and for whom wages are prescribed in sections 6 (1) (*c*) or (*d*), 31, 34, 36, 40 and Tables 21 to 29 of section 43 of this Agreement; and a similar amount per week in respect of each apprentice employed by him, who is a member of the Trade Union and has had two years or more experience in the Industry. The contributions mentioned in this sub-section shall not be payable in respect of employees of the classes mentioned, who are members of medical aid societies or similar organisations, which the Standing Committee, in its discretion, has registered for this purpose; and the deduction of 2s. 6d. (two shillings and sixpence) per week mentioned in sub-section (6) hereof may not be made from the wages of such employees.

(5) *Areas B and C.*—Notwithstanding the provisions of sub-sections (1), (2), (3) and (4) the total contributions payable by an employer in Areas B and C in respect of each employee for whom wage rates are prescribed in section 6 (1) (*a*) and (*b*) and Table 20 of section 43 of this Agreement shall be 8s. 6d. (eight shillings and sixpence) per week. Such contributions shall be in respect of the General Fund 7d. (sevenpence), the Joint Unemployment Fund 5d. (fivepence), the Provident Fund 2s. 6d. (two shillings and sixpence) and the Medical Aid Fund 5s. (five shillings).

(6) *Aftrekkings.*—Ondergenoemde aftrekkings van die lone van genoemde klasse werknemers kan deur hulle werkgewers gedoen word:—

Klas werknemer.	*Aftrekkings.*
Werknemers wat lede van die vakvereniging is, in diens in alle gebiede, uitgesonderd B en C, vir wie lone voorgeskryf word in klousule 6 (1) (*a*) en (*b*) en tabel 20 van klousule 43 van hierdie Ooreenkoms.	4s. 6d. per week wat die werknemer se bydrae van 2s. 6d. per week tot die Mediese Hulpvereniging is en 2s. per week tot die Algemene en Gesamentlike Werkloosheidsfondse.
Alle ander werknemers wat lede van die vakvereniging is en 2 jaar of meer ondervinding in die Nywerheid het.	2s. 6d. per week wat die werknemer se bydrae tot die Mediese Hulpfonds is.

(7) (*a*) As 'n werknemer 20 of meer uur gedurende 'n week gewerk het moet volle bydraes ten opsigte van die week betaal word. As 'n werknemer minder as 20 uur gedurende 'n week gewerk het, is geen bydraes betaalbaar ten opsigte van daardie week nie.

(*b*) Volle bydraes moet betaal word ten opsigte van enige tydperk waarin 'n werknemer met betaalde verlof is; met dien verstande egter dat geen bydraes betaalbaar is as die werknemer se afwesigheid die gevolg is van siekte of beserings wat in 'n ongeluk opgedoen is nie.

(8) (*a*) Ten einde die betaling te vergemaklik van alle bydraes wat ooreenkomstig hierdie klousule deur werkgewers betaalbaar is, moet betaling geskied deur seëls van die sekretaris van die Raad by sy adres te koop, seëls wat vir die doel verskaf word en aan individuele werkgewers of lede van die vakvereniging op magtiging van die plaaslike beampte van die vakvereniging verkoop moet word.

(*b*) Die Raad moet elke werknemer voorsien van 'n bydraeboekie vir die doel om seëls daarin te plak wat die bedrag van die bydraes tot die fonds dek.

(*c*) Elke werkgewer moet weekliks binne sewe dae van die gewone betaaldag van sy inrigting 'n seël in die bydraeboekie van elkeen van sy werknemers plak wat die bedrag aandui van die gesamentlike weeklikse bydraes van sowel werkgewer as werknemer.

(*d*) Bydraeboekies kan deur die werkgewer gehou word, maar bly die eiendom van die Raad en is te eniger tyd onderworpe aan ondersoek deur persone wat deur die Staande Komitee aangestel of daartoe gemagtig is. By diensbeëindiging van 'n werknemer moet die betrokke werkgewer die bydraeboekie van die werknemer onmiddellik aan die plaaslike tak van die vakvereniging stuur. Aan die einde van elke kalenderjaar moet die bydraeboekie van elke werknemer vir dié jaar deur die werkgewer aan die plaaslike tak van die vakvereniging gestuur word om die Taksekretaris van die vakvereniging op of voor 31 Januarie van die volgende jaar te bereik.

(*e*) Die werknemer se bydraeboekie dien as kwitansie vir bydraes tot die fonds en verleen, tesame met die werkgewer se dienssertifikaat, die werknemer die reg om bystand van die fonds te eis. Ingeval 'n bydraeboekie soek raak, is 'n werknemer teen betaling van die bedrag van 2s. 6d. op 'n nuwe boekie geregtig.

(*f*) Dit is 'n lidmaatskapvoorwaarde van die fonds dat geen werknemerlid daarop geregtig is om enige deel van die bystand aan hom uit die fonds verskuldig, oor te maak of te beswaar nie.

(9) Bydraes aan die Algemene Fonds ten opsigte van werknemers wat nie lede van die vakvereniging is nie, moet maandeliks en binne 30 dae nadat dit opgeloop het, deur die werkgewer aan die Sekretaris van die Raad by sy adres betaal word.

19. GESAMENTLIKE WERKLOOSHEIDSFONDS.

Die Gesamentlike Werkloosheidsfonds wat deur die partye by die Raad gestig is vir die doel om werkloosheids- en siektevoordele te verskaf, word hierby voortgesit. Voordele moet aan werknemers wat daarop geregtig is, ooreenkomstig die bepalings betreffende die fonds soos dit in die Konstitusie van die Raad vervat is, betaal word.

20. VOORSORGSFONDS.

Die Voorsorgsfonds wat deur die partye by die Raad gestig is met die doel om aftredingstoelaes en sterftetoekennings te verskaf, word hierby voortgesit. Betaling van sulke toelaes en toekennings moet gedoen word aan die persone wat daarop geregtig is ooreenkomstig die regulasies betreffende die fonds en in ooreenstemming met die bepalings in verband daarmee in die Konstitusie van die Raad.

21. BEHUISINGSFONDS.

(1) 'n Behuisingsfonds deur die partye by die Raad ingestel met die doel om lede van die vakvereniging te help om woonhuise te bekom, word hierby voortgesit.

(2) Onderworpe aan die algemene doelstelling in subklousule (1) hiervan genoem, moet die geld van die Behuisingsfonds na die uitsluitlike en absolute goeddunke van die Staande Komitee beheer word, en hierdie Komitee mag—

(*a*) geld van dié Fonds voorskiet aan lede van die vakvereniging teen dié rentekoers en onderworpe aan dié voorwaardes wat van tyd tot tyd deur die genoemde Komitee bepaal kan word;

(6) *Deductions.*—The following deductions from the wages of the classes of employees stated may be made by their employers:—

Class of Employee.	*Deductions.*
Employees, who are members of the Trade Union, employed in all areas except B and C, for whom wages are prescribed in Section 6 (1) (*a*) and (*b*) and Table 20 of Section 43 of this Agreement.	4s. 6d. per week, being the employee's contribution of 2s. 6d. per week to the Medical Aid Fund and 2s. per week to the Joint Unemployment and General Funds.
All other employees, who are members of the Trade Union and who have had two years or more experience in the Industry.	2s. 6d. per week, being the employee's contribution to the Medical Aid Fund.

(7) (*a*) Where an employee has worked for 20 hours or more during any week, full contributions shall be paid in respect of that week. Should an employee have worked for less than 20 hours during any week no contributions are payable in respect of that week.

(*b*) Full contributions shall be paid in respect of any period during which an employee is on paid leave; provided, however, that no contributions are payable where the employee's absence is due to illness or because of injuries sustained in an accident.

(8) (*a*) In order to facilitate the payment of all contributions payable by employers in accordance with tht provisions of this section, payment shall be effected by purchasing from the Secretary of the Council, at his address, stamps provided for the purpose which shall be sold on requisition to individual employers or members of the Trade Union on authority from the local official of the Trade Union.

(*b*) The Council shall provide for each employee a contribution book for the purpose of affixing stamps covering the amount of the contributions to the funds.

(*c*) Each employer shall affix weekly, within seven days of the customary pay day of his establishment, in the contribution book of each of his employees a stamp representing the amount of the joint weekly contributions of both employer and employee.

(*d*) Contribution books may be kept by the employer, but shall remain the property of the Council, and shall be subject to inspection at any time by persons appointed or authorised by the Standing Committee. On the termination of employment of an employee the employer concerned shall immediately forward the contribution book of such employee to the local branch of the Trade Union. At the end of each calendar year, the contribution book of each employee for such year shall be forwarded by the employer to the local branch of the Trade Union so as to reach the Branch Secretary of the Trade Union not later than the 31st January of the following year.

(*e*) The employee's contribution book shall constitute the receipt for contributions to the funds and, together with the employer's certificate of employment, shall establish the employee's right to claim benefits. In the event of a contribution book being lost a new book may be obtained upon payment of the sum of 2s. 6d.

(*f*) It is a condition of membership of the funds that no employee member shall be entitled to assign or charge any of the benefit due to him from the funds.

(9) Contributions to the General Fund in respect of employees who are not members of the Trade Union shall be paid monthly by the employer to the Secretary of the Council at his address not later than 30 days after accrual.

19 JOINT UNEMPLOYMENT FUND.

The Joint Unemployment Fund established by the parties to the Council for the purpose of providing unemployment and sickness benefits is hereby continued. Benefits shall be paid to employees entitled thereto in accordance with the provisions relating to such fund contained in the Constitution of the Council.

20. PROVIDENT FUND.

The Provident Fund established by the parties to the Council for the purpose of providing retirement allowances and mortality grants is hereby continued. Payment of such allowances and grants shall be made to the persons entitled thereto, in terms of the regulations relating to such fund and in accordance with the provisions in connection therewith contained in the Constitution of the Council.

21. HOUSING FUND.

(1) The Housing Fund established by the parties to the Council for the purpose of assisting members of the Trade Union to acquire dwelling-houses is hereby continued.

(2) Subject to the general purpose mentioned in sub-section (1) hereof, the funds of the Housing Fund shall be administered in the sole and absolute discretion of the Standing Committee, which Committee may—

(*a*) advance moneys from such fund to members of the Trade Union at such rate of interest and subject to such conditions as may be decided upon by the said Committee from time to time;

(*b*) geld van dié Fonds by bouverenigings stort en sodanige gestorte geld of ander bates van die Fonds as kollaterale waarborg vir voorskotte wat deur bougenootskappe aan lede van die vakvereniging gemaak word, sedeer, toewys, oordra, verpand en beswaar.

(*c*) geld ingevorder en nie onmiddellik vir die doelstelling van die Behuisingsfonds nodig nie, in dié sekuriteit of by dié persone en op dié wyse belê as wat hy na sy uitsluitlike en absolute goeddunke raadsaam ag; en

(*d*) aan een werkgewer-verteenwoordiger en een werknemer-verteenwoordiger in die Komitee die plig delegeer om alle nodige aansoeke om vaste deposito, oordragakte, borgtog of ander dokument te teken wat nodig is in verband met enige transaksie deur hom goedgekeur.

(3) Alle bedrae in die kredit van die Behuisingsfondsrekening in die boeke van die Raad, wat na die mening van die Uitvoerende Komitee nie langer vir die doelstelling van die Behuisingsfonds nodig is nie, moet van tyd tot tyd na goeddunke van dié Komitee op die Gesamentlike Werkloosheidsfonds oorgedra word.

22. MEDIESE HULPFONDS.

(1) Die Mediese Hulpfonds deur die partye by die Raad ingestel vir die doel om lede van die vakvereniging te help met die betaling van onkoste deur hulle aangegaan, hetsy ten opsigte van hulleself of hul *bona fide* afhanklikes, in gevalle van siekte of ongelukke, vir mediese, snykundige, hospitaal- en verplegingsdienste en enige ander behandeling waaroor die Uitvoerende Komitee van tyd tot tyd kan ooreenkom, word hierby voortgesit.

(2) Onderworpe aan die algemene instruksies van die Raad word die fonds beheer en geadministreer deur die Beherende liggaam van die vakvereniging.

(3) Die Uitvoerende Komitee het die bevoegdheid om reëls te maak en te wysig wat die betaalbare voordele aandui, die voorwaardes waaronder sulke voordele betaal moet word asook bepalings betreffende die administrasie van die Fonds. 'n Eksemplaar van alle dergelike reëls en alle wysigings daarvan moet by die Sekretaris van Arbeid ingedien word. Die Uitvoerende Komitee het ook die bevoegdheid om alle reëlings te tref wat hy nodig vind aangaande die betaling uit die Fonds van administrasiekoste.

(4) Alle geld wat ingevorder en nie onmiddellik vir die doelstellings van die Fonds nodig is nie moet by sodanige persone en op so 'n wyse belê word as wat die Staande Komitee na goeddunke nodig ag.

(5) Onderworpe aan die bepalings van subklousules (1), (2) en (3) hiervan kan die Beherende Raad van die vakvereniging na goeddunke—

(*a*) die betaling van eise teen die Fonds magtig kragtens die reëls genoem in subklousule (3) hiervan of aan beamptes van die vakvereniging wat deur hom benoem word, die reg delegeer om die betaling van sulke eise te magtig;

(*b*) namens die Fonds die gelde van mediese praktisyns waarborg tot die bedrag toegelaat deur die reëls genoem in subklousule (3) hiervan; en

(*c*) beamptes van die vakvereniging wat deur hom benoem word, magtig om tjeks te teken op enige bankrekening wat geopen word vir die doelstellings van die Fonds asook alle ander dokumente wat deur die bankiers vereis word vir die doel om so 'n rekening te open of te bestuur.

(6) Ingeval hierdie Ooreenkoms verval weens verloop van tyd of om enige ander rede moet die Fonds steeds geadministreer word deur die Beherende Raad van die vakvereniging totdat dit gelikwideer is of deur die Raad oorgeplaas is na 'n ander fonds wat ingestel is ten voordele van sommige of al die lede van die vakvereniging wat in die Nywerheid in diens is.

(7) Ingeval die Raad ontbind word of ophou om sy werk te doen, moet die Fonds gelikwideer word. Na betaling van alle eise en ander bedrae, met inbegrip van likwidasiekoste, aan die Fonds verskuldig, moet enige balans wat hy in sy krediet het, soos volg verdeel word:—

(*a*) Vyftig persent van die balans moet aan die werkgewersorganisasies betaal word; en

(*b*) vyftig persent van die balans moet aan die vakvereniging betaal word.

Die lede en beamptes van die Raad, Uitvoerende en Staande Komitees en Beherende Raad van die vakvereniging is nie aanspreeklik vir die skulde en verpligtings van die Fonds nie en hierby word hulle deur die Fonds gevrywaar teen alle uitgawes aangegaan by of in verband met die *bona fide* uitvoering van hulle pligte.

23. VAKVERENIGINGLIDMAATSKAP.

(1) Die werkgewers moet met die werknemers saamwerk vir die handhawing van die tug van die vakvereniging. Ingeval 'n werknemer wat lid van die vakvereniging is, weier om 'n straf deur die vereniging opgelê, te ondergaan, moet die saak behandel word deur die betrokke Gesamentlike Raad, wat van die betrokke werkgewer kan eis om die werknemer, wat in gebreke is, te ontslaan indien die straf nie nagekom word nie.

(2) Geen werkgewer wat lid van een of albei werkgewersorganisasies is, mag 'n werknemer, vir wie lone voorgeskryf word by klousules 6 (1) (*a*), (*b*), (*c*) of (*d*), 31, 34, 36, 40 of 43 van hierdie Ooreenkoms, in diens neem of hou nie tensy dié persoon 'n lid van die vakvereniging is of 'n voorlopige lidmaatskapskaart of werkspermit van die vakvereniging besit.

(*b*) deposit moneys from such fund with building societies and cede, assign, transfer, pledge and encumber moneys so deposited or other assets of the Fund as collateral security for advances made by building societies to members of the Trade Union;

(*c*) invest moneys collected and not immediately required for the purposes of the Housing Fund in such securities or with such persons and in such manner as it may in its sole and absolute discretion consider expedient; and

(*d*) delegate to one employer representative and one employee representative on the Committee the duty of signing any necessary application for fixed deposit, deed of cession, suretyship or other document required in connection with any transaction approved by it.

(3) All amounts standing to the credit of the Housing Fund Account in the books of the Council, which, in the opinion of the Executive Committee, are no longer required for the purposes of the Housing Fund shall at the discretion of that Committee, be transferred from time to time to the Joint Unemployment Fund.

22. MEDICAL AID FUND.

(1) The Medical Aid Fund established by the parties to the Council for the purpose of assisting members of the Trade Union with the payment of expenses incurred by them, whether in respect of themselves or their bona fide dependants, in cases of sickness or accident, for medical, surgical, hospital and nursing attention and such other treatment as may be decided upon from time to time by the Executive Committee is hereby continued.

(2) Subject to the general directions of the Council the fund shall be controlled and administered by the Governing Board of the Trade Union.

(3) The Executive Committee shall have the power to make and amend rules specifying the benefits payable, the conditions under which such benefits shall be paid and provisions relating to the administration of the fund. A copy of all such rules and any amendments thereof shall be lodged with the Secretary for Labour. The Executive Committee shall also have the power to make such arrangements as it may deem fit regarding the payment from the fund of expenses of administration.

(4) All moneys collected and not immediately required for the purposes of the fund shall be invested with such persons and in such manner as the Standing Committee in its discretion may consider expedient.

(5) Subject to the provisions of sub-sections (1), (2) and (3) hereof, the Governing Board of the Trade Union may in its discretion—

(*a*) authorise the payment of claims on the fund in terms of the rules mentioned in sub-section (3) hereof or delegate to officers of the Trade Union nominated by it the duty of authorising the payment of such claims;

(*b*) guarantee on behalf of the fund the fees of medical practitioners to the extent permitted by the rules mentioned in sub-section (3) hereof; and

(*c*) authorise officers of the Trade Union nominated by it to sign cheques on any banking account opened for the purposes of the fund as well as such other documents as may be required by the bankers for the purposes of the opening or operation of any such account.

(6) In the event of the expiry of this Agreement by effluxion of time or for any other cause, the fund shall continue to be administered by the Governing Board of the Trade Union until it be either liquidated or transferred by the Council to some other fund constituted for the benefit of some or all of the members of the Trade Union employed in the Industry.

(7) In the event of the dissolution of the Council, or should it cease to function, the fund shall be liquidated. After payment of all claims and other amounts, including liquidation expenses, due by the fund, any balance standing to its credit shall be distributed as follows:—

(*a*) Fifty per cent of such balance shall be paid to the employers' organisations; and

(*b*) fifty per cent of such balance shall be paid to the Trade Union.

(8) The members and officials of the Council, Executive and Standing Committees and Governing Board of the Trade Union shall not be liable for the debts and liabilities of the fund and shall be, and they are hereby, indemnified by the fund against all losses and expenses incurred by them in or about the bona fide discharge of their duties.

23. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employees in maintaining the discipline of the Trade Union. Where any employee who is a member of the Trade Union is in default under a penalty imposed by the Trade Union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) No employer, who is a member of either or both of the employers' organisations, shall engage or employ an employee for whom wages are prescribed by sections 6 (1) (*a*), (*b*), (*c*) or (*d*), 31, 34, 36, 40 or 43 of this Agreement, unless such person is a member of the Trade Union or holds a provisional membership card or a working card of the Trade Union.

(3) Lede van die vakvereniging mag nie in diens tree by werkgewers wat nie lede van een van die werkgewersorganisasies is, of wat deur hul organisasie geskors is nie.

(4) Voormanne wat nie hul ambag beoefen nie, maar uitsluitlik as opsieners in diens is, ressorteer onder geen bepaling van hierdie klousule nie. Van voormanne wat lede van die vakvereniging is, word nie vereis om vergaderings van die vakvereniging by te woon nie en hulle word nie vir bywoning van sulke vergaderings beboet nie.

(5) Die bepalings van subklousules (2) en (3) hiervan is nie van toepassing nie op—

(*a*) lede van die vakvereniging wat buite die Nywerheid in diens is; of

(*b*) 'n werkgewer wat lid van die werkgewersorganisasies is, in verband met die voortgesette diens van dié werknemers wat op 31 Desember 1941 deur die Raad vrygestel is van lidmaatskap van die vakvereniging; of

(*c*) 'n werknemer wat lid van die vakvereniging is, in verband met sy voortgesette diens by 'n werkgewer wat op 31 Desember 1941 nie lid van die werkgewersorganisasies was nie;

(*d*) persone in diens in die syskermafdeling van die Nywerheid op 1 Januarie 1953, wat nie lede van die vakvereniging kan word nie.

24. OPLEIDING VAN VAKMANSETTERS AS MASJIENSETTERS.

(1) Werkgewers wat geriewe beskikbaar maak vir die opleiding van vakleerlinge op setmasjiene, moet ook aan gekose vakmansetters die geleentheid gee om (in die werknemer se eie tyd) op die masjien te oefen, en die koste van bediening moet deur sodanige werknemers gedra word. Werk, wat gedurende die opleidingstydperk geset word, mag nie gebruik word nie.

(2) Wanneer hierdie vakmansetters 'n snelheid van meer as 5,000 ens per uur bereik het, moet aan hulle die eerste kans gegee word om vir 'n termyn van drie maande voltyds op die masjiene te werk en gedurende daardie termyn moet die minimum loon vir vakmansetters aan hulle betaal word. Na voltooiing van die opleidingstermyn van drie maande word hulle as gekwalifiseerde masjiensetters beskou.

(3) Die werkgewer moet in oorleg met die voorman en die Kapel bepaal of lettersetters vir opleiding op setmasjiene in aanmerking kan kom of nie.

(4) Hierdie klousule mag nie so toegepas word dat dit in stryd is met klousule 25 (4) (*a*) en (*b*) van hierdie Ooreenkoms wat voorsiening maak vir die opleiding van vakmanne op setmasjiene geheel en al op koste van die werkgewer nie.

25. WERKREGLEMENT.

Die werkreglement hieronder uiteengesit moet nagekom word deur en is bindend vir sowel werkgewers as werknemers in die Nywerheid.

(1) *Verknoeide werk.*—(*a*) 'n Werkgewer kan nie van 'n werknemer eis om vir verknoeide of beskadigde werk te betaal nie, en 'n werknemer mag nie daarvoor betaal of 'n ooreenkoms aangaan om daarvoor te betaal nie; ewemin is 'n werknemer aanspreeklik om vir materiaal of masjinerie wat in die gewone loop van werk beskadig word, te betaal nie. Waar 'n werkgewer van mening is dat knoeiwerk of skade die gevolg van nalatigheid aan die kant van die werknemer is, mag hy die saak aan beide die plaaslike werkgewersorganisasie en die taksekretaris van die Vakvereniging rapporteer met die doel om ondersoek in te stel. Hierna moet die saak aan die betrokke Gesamentlike Raad gerapporteer word en die Raad mag die Staande Komitee aanbeveel watter stappe hulle moet doen.

(*b*) Wanneer 'n werknemer erken dat die werk verknoei is as gevolg van sy nalatigheid, kan die werkgewer, ondanks die bepalings van subklousule (1) van klousule 13, maar onderworpe aan die bepalings van subklousule (2) daarvan, die werknemer verplig om die betrokke werk weer te doen buite sy gewone werkure en moet hy hom vir die tyd aan sodanige werk bestee, teen die gewone loonskaal betaal. Daar moet geen ag geslaan word op sodanige tyd vir die berekening van oortydskale betaalbaar ingevolge die bepalings van subklousule (1) van klousule 13 hiervan nie. Indien so 'n geval sou voorkom, moet die betrokke werkgewer onmiddellik die omstandighede aan die betrokke Gesamentlike Raad of die Staande Komitee, waar daar nie 'n Gesamentlike Raad is nie, rapporteer. As die Gesamentlike Raad of Staande Komitee nie tevrede is dat die werk verknoei is as gevolg van die werknemer se nalatigheid nie, mag hulle 'n beroep doen op die werkgewer om aan die werknemer sodanige bykomende besoldiging te betaal as wat aan hom betaal sou gewees het as die tyd wat hy bestee het om die werk oor te doen, as oortyd beskou is; en sodanige bykomende besoldiging moet dan deur die werkgewer betaal word. Die bepalings van hierdie paragraaf is nie van toepassing op vakleerlinge nie, uitgesonderd vakleerlinge in die laaste jaar van hulle vakleerlingskap.

(2) *Tegniese onderwys.*—(*a*) Geen werkgewer mag op sy persele aan iemand anders as vakleerlinge of vakmanlede van die vakvereniging tegniese onderwys of opleiding in 'n ambag, aangewys ingevolge die Wet op Vakleerlinge, gee nie, en geen werknemers, uitgesonderd die genoemde, mag tegniese onderwys of opleiding ontvang nie, maar dit belet geen lid van die administratiewe personeel van 'n inrigting om vir prysberekening en die tegniek van doeltreffende bestuur opgelei te word nie.

(*b*) Geen produk van 'n tegniese klas mag deur 'n werkgewer oorgeneem of gebruik word nie, en dié werk mag ook nie in mededinging met werk van private ondernemings gebring word nie.

(3) Members of the Trade Union shall not accept employment with employers who are not members of one of the employers' organisations or who are under suspension by their organisation.

(4) Foremen who do not work at their trade but are employed in a purely supervisory capacity shall be excluded from all the provisions of this section; provided that such foremen who are members of the Trade Union shall not be required to attend meetings of the Trade Union or be penalised for non-attendance at such meetings.

(5) The provisions of sub-sections (2) and (3) hereof shall not apply to—

(*a*) members of the Trade Union who are employed outside the Industry; or

(*b*) an employer who is a member of the employers' organisations, in relation to the continued employment of such employees, who, at 31st December, 1941, were exempted from membership of the Trade Union by the Council; or

(*c*) an employee, who is a member of the Trade Union, in relation to his continued employment by an employer who, at the 31st December, 1941, was not a member of the employers' organisations; or

(*d*) persons employed in the Silk Screen Section of the Industry on the 1st January, 1953, who are not eligible for membership of the Trade Union.

24. TRAINING OF JOURNEYMEN COMPOSITORS AS TYPESETTING MACHINE OPERATORS.

(1) Employers providing facilities for training apprentices on typesetting machines shall also allow selected journeymen compositors opportunities (in the employee's own time) for training on machines, the cost of attendance being borne by such employees. Matter set during the period of training shall not be used.

(2) When such journeymen compositors have attained a speed of over 5,000 ens per hour they shall be given the first opportunity to work full time on the machines for a period of three months, during which they shall be paid not less than the minimum wages for journeymen. Upon the completion of the three months' period of training, they shall be regarded as qualified typesetting machine operators.

(3) The question of eligibility of compositors for training on typesetting machines shall be determined by the employer in consultation with the foreman and the Chapel.

(4) This section shall not be applied so as to conflict with section 25 (4) (*a*) and (*b*) of this Agreement which provides for journeymen to be trained upon typesetting machines entirely at the employer's expense.

25. WORKING RULES.

The working rules hereinafter set forth shall be observed by and be binding on both employers and employees in the Industry.

(1) *Spoiled Work.*—(*a*) An employer shall not require an employee to pay and no employee shall pay for spoiled or damaged work, nor shall an employee be liable to pay for material or apparatus damaged in the ordinary course of business. Where an employer considers that spoilage or damage is due to negligence on the part of the employee he may report the matter to both the local Employers' Organisation and the Branch Secretary of the Trade Union for the purpose of enquiry, after which the matter shall be reported to the Joint Board concerned which may recommend to the Standing Committee on what action should be taken.

(*b*) When an employee admits that the work was spoiled because of his negligence, he may, notwithstanding the provisions of sub-section (1) of section 13, but subject to the provisions of sub-section (2) thereof, be required by his employer to do the work involved again outside ordinary hours of work and shall be paid in respect of time spent on such work at his normal rate of wages. No regard shall be had to such time for the purposes of calculating overtime rates payable in terms of sub-section (1) of section 13 hereof. Should any such instance arise the employer concerned shall immediately report the circumstances to the Joint Board concerned or the Standing Committee where no such Joint Board exists. If the Joint Board or Standing Committee is not satisfied that the work was spoiled because of the employee's negligence, it may call upon the employer to pay the employee such additional remuneration as would have been paid to him if the time spent on doing the work again had been regarded as overtime; and such additional remuneration shall then be paid by the employer. The provisions of this paragraph shall not apply in respect of apprentices, other than apprentices in their last year of apprenticeship.

(2) *Technical Education.*—(*a*) No employer shall provide on his premises to other than apprentices or journeymen members of the Trade Union technical education or instruction in a trade designated under the Apprenticeship Act, and no employees other than those specified may so receive technical education or instruction, but this shall not debar any person on the administrative staff of an establishment from receiving instruction in costing and the technicalities of efficient management.

(*b*) No product of any technical class shall be taken over or used by any employer, nor shall such product be placed in competition with the products of private enterprise.

(3) *Setwerk.*—(*a*) Geen werkgewer mag enige ander persoon as 'n vakmansetter of vakleerlingsetter werk wat onder die woordomskrywing van „set" in hierdie subklousule val, laat verrig nie. Geen ander werknemer as 'n vakmansetter of vakleerlingsetter mag sulke werk doen nie. 'n Vakman of vakleerling in die ambagte van setwerk (met inbegrip van masjienbediening) of masjienbediening (met inbegrip van setwerk), wat in gebied B of C werk, word vir die doel van hierdie paragraaf as 'n vakman- of vakleerlingsetter beskou.

„Set" beteken werk uitsluitlik of gedeeltelik met 'n setmasjien gedoen en/of die set of rangskikking van setsel (met inbegrip van die produk van set- en gietmasjiene), blokke, plate en/of ander nodige materiaal vir druk- of embosseerwerk of die maak van rubberstempels daarvan (met inbegrip van setsel vir die Gammeter Multigraph en soortgelyke drukmasjiene) en/of die verspreiding van die materiaal na gebruik en sluit die stel en voorbereiding van vorms in (hetsy van hout of metaal) wat by die sny en/of plooi van veselstof en/of karton (geriffel of andersins) en/of papier en/of enige samestelling van papier en/of enige dergelike materiaal waarvan veselstof en/of karton en/of papier, en/of enige samestelling van papier 'n deel uitmaak, vir die vervaardiging van kartonne en kartonhouers gebruik word.

(*b*) Algemene helpers kan in diens geneem word vir die toedraai van setsel om gebêre te word; uitsoek van staande setsel; proewe van platsetsel in galeivorm met die hand trek, en/of masjiensetsel opbreek om weer gesmelt te word, en as hulle so in diens is, moet hulle minstens teen die volgende skale betaal word:—

As werknemer minder as een jaar ondervinding van dié werk gehad het: Skaal vir betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms vir vierde jaar ondervinding.

As werknemer een jaar of meer ondervinding met dié werk gehad het: Hoogste skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(4) *Bediening van set- en gietmasjiene.*—(*a*) Vakmansetters moet, wanneer hulle tydelik diens doen by setmasjiene, betaal word vir alle tyd met die masjien gewerk teen minstens die uurloon van toepassing of bedieners van setmasjiene, bereken kragtens klousule 6 (5) van hierdie Ooreenkoms, met dien verstande egter dat as 'n setter langer as 20 uur in een werkweek met 'n setmasjien werk, hy betaal moet word teen die skaal van toepassing op bedieners van setmasjiene vir die hele week. Bedieners van die setmasjiene wat tydelik handsetwerk doen, moet betaal word teen die skaal van toepassing op bedieners van setmasjiene.

(*b*) Vakmansetters is by oorplasing van hand- na masjiensetwerk, met die doel om laasgenoemde te leer, geregtig op 12 maande opleiding, en gedurende dié termyn moet hulle teen die minimum loon vir vakmansetters betaal word.

(*c*) 'n Werkgewer kan nie van 'n masjiensetter vereis om 'n bepaalde hoeveelheid werk te lewer nie en geen stelsel van bonusse, of ander betalings, wat oorhaastig of oordrewe wedywering aanmoedig, mag tussen 'n werkgewer en 'n werknemer aanvaar word nie.

(*d*) Onderworpe aan paragraaf (*e*) hiervan mag geen bediener van 'n setmasjien deur 'n werkgewer verplig word om die werk van 'n werktuigkundige of arbeider te doen nie, met dien verstande egter dat hierdie subklousule nie so vertolk moet word dat dit 'n bediener verbied om werktuigkundige hulp in geval van nood te verleen nie en voorts met dien verstande dat die bepalings van hierdie subklousule nie van toepassing is op bedieners van tipograafsetmasjiene in diens in Gebiede B en C nie.

(*e*) In inrigtings waar sewe of meer setmasjiene gebruik word moet 'n voltydse drukkerswerktuigkundige in diens wees. In inrigtings waar geen werktuigkundige in diens is nie moet een bediener van setmasjiene, op dag- of nagskof, na gelang van die geval, aangestel en as 'n bediener-werktuigkundige besoldig word. Die bepalings van hierdie subklousule is nie van toepassing ten opsigte van tipograafsetmasjiene in inrigtings in Gebiede B en C nie.

(*f*) De werk van 'n monotipegieterwerktuigkundige sluit nie net dié van 'n monotipegieterbediener in nie maar ook die uitmekaarhaal en inmekaarsit van gietvorms, penblokke skoonmaak, alle meganiese verstellings doen en die vervanging van geslyte onderdele, algemene onderhoud van en die uitmekaarhaal en oprig van die masjiene. Hy moet kennis dra van die rangskikking van die kas en die verskillende lettergroottes. Tensy anders in hierdie Ooreenkoms gemeld, mag 'n werknemer wat nie in so 'n klas val nie, nie verplig of toegelaat word om dié werk te doen nie.

(*g*) Behalwe vir die doel om die pligte uit te voer wat genoem word in die woordomskrywing van dié klas werknemer, kan 'n bediener van 'n monotipegietmasjien nie deur sy werkgewer verplig of toegelaat word om werktuigkundige verstellings of herstelwerk op setmasjinerie uit te voer nie.

(*h*) Behalwe in noodgevalle mag 'n bediener van 'n monotipegietmasjien nie deur sy werkgewer verplig of toegelaat word om met meer as twee gietmasjiene te werk nie. Ingeval so 'n werknemer met meer as twee masjiene werk, moet hy ekstra besoldiging betaal word teen £1 per week vir elke dag of gedeelte van 'n dag waarop hy met meer as twee masjiene gewerk het.

(*i*) Terwyl 'n bediener van 'n monoptipegietmasjien met gietmasjiene werk, moet hy onder toesig staan van 'n vakman of 'n vakleerling.

(3) *Composing.*—(*a*) An employer shall not require or permit any person other than a journeyman compositor or compositor apprentice to do work which falls within the definition of composing in this sub-section. No employee other than a journeyman compositor or compositor apprentice shall perform any such work. A journeyman or apprentice in the trades of composing (including machine minding) or machine minding (including composing), when employed in Area B or C, shall for the purposes of this paragraph be deemed to be a journey man or apprentice compositor.

"Composing" means work which enbraces in whole or in part the operation of typesetting machines, and/or the setting arranging of type (including the product of typesetting and typecasting machines), blocks, plates and/or other necessary materials into a position for printing or embossing or making of rubber stamps therefrom (including type for the Gammeter Multigraph and similar printing machines) and/or the distribution of such material after use and shall include the setting and preparation of formes, whether of wood or metal base used for cutting and/or creasing fibre and/or cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituant part of which is fibre and/or cardboard and/or paper and/or any compound of paper for the manufacture of cartons and containers.

(*b*) General assistants may be employed upon wrapping up of type for storage purposes; looking out standing matter; pulling proofs by hand of solid matter in galley form; and/or breaking up machine set matter for remelting; and, if so employed, shall be paid at not less than the following rates:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(4) *Typesetting and Typecasting Machine Operating.*—(*a*) Journeyman compositors when employed temporarily on typesetting machines shall be paid for all time worked on the machine at not less than the hourly rate applicable to typesetting machine operators, calculated in terms of section 6 (5) of this Agreement; provided, however, that if a compositor is employed on a typesetting machine for more than 20 hours in one working week, he shall be paid at the rate applicable to typesetting machine operators for the whole of that week. Typesetting machine operators employed temporarily on hand composing shall be paid at the rate applicable to typesetting machine operators.

(*b*) Journeymen compositors, when transferred from hand composing for the purpose of learning typesetting machine operating, shall be entitled to 12 months' tuition, during which period they shall be paid not less than the minimum rate of wages for journeymen compositors.

(*c*) No typesetting machine operator shall be required by an employer to produce a fixed amount of work, and no system of bonus or other payments which offer inducements to undue competition shall be agreed upon between an employer and employee.

(*d*) Subject to the provisions of paragraph (*e*) hereof, no typesetting machine operator shall be required by an employer to do mechanic's or labourer's work; provided, however, that this subsection shall not be so construed as to prohibit an operator from affording mechanical assistance in an emergency; and provided further that the provisions of this sub-section shall not apply in respect of operators of Typograph composing machines employed in Areas B and C.

(*e*) In establishments where seven or more typesetting machines are in use a full-time printers' mechanic shall be employed. In establishments where no mechanic is employed at least one typesetting machine operator on day or night shift as the case may be, shall be appointed and paid as an operator-mechanic. The provisions of this sub-section shall not apply in respect of Typograph composing machines in establishments in Area B and C.

(*f*) The duties of a Monotype caster minder mechanic include not only those of a Monotype caster attendant but also the dismantling and assembling of moulds, cleaning pin blocks, the making of all mechanical adjustments and the replacement of worn parts, general maintenance and the dismantling and erection of the machines. He shall have knowledge of the lay-out of the case and the different type sizes. Unless otherwise stated in this Agreement an employee who is not of such a class shall not be required or permitted to perform such work.

(*g*) Except for the purpose of carrying out the duties mentioned in the definition of that class of employee, a Monotype caster attendant shall not be required or permitted by his employer to make any mechanical adjustments or repairs to any typecasting machinery.

(*h*) Except in cases of emergency a Monotype caster attendant shall not be required or permitted by his employer to be in attendance on more than two casting machines. Should such an employee be in attendance on more than two machines, he shall be paid additional remuneration for each day or portion of a day on which he was in attendance on more than two machines, at the rate of £1 per week.

(*i*) While in attendance on casting machines, a Monotype caster attendant shall be under the supervision of a journeyman or an apprentice.

(*j*) Waar daar 2, 3 of 4 monotipegietmasjiene is, moet 'n vakman-bedienerwerktuigkundige van monotipegietmasjiene in diens wees. Vir elke bykomende 4 masjiene (of gedeelte daarvan) bo 4 moet 'n bykomende vakmanbedienerwerktuigkundige van monotipegietmasjiene of vakleerling in daardie ambag, in diens wees. Onderworpe aan die bepalings van paragraaf (*h*) moet geen werknemer, met inbegrip van bedienerwerktuigkundiges van monotipegietmasjiene of vakleerlinge in daardie ambag, toegelaat word om by meer as twee gietmasjiene te help nie.

(*k*) In enkel installasies van hoogstens een komposisiegieter, kan die toetsbordbediener as werktuigkundige optree. In inrigtings waar daar net een supergietmasjien is en geen toetsbord nie, kan 'n monotipegietersbediener die masjien bedien onder die toesig van 'n vakman-bedienerwerktuigkundige van monotipegietmasjiene, drukkerswerktuigkundige of 'n vakman wat aan setwerk verbonde is. In sulke gevalle moet die werkgewer die plaaslike Gesamentlike Raad onmiddellik in kennis stel van die naam van die vakman wat vir dié toesighoudende pligte gekies is, of waar daar geen Gesamentlike Raad met regsbevoegdheid is nie, moet hy die Staande Komitee in kennis stel. Nieteenstaande die bepalings van hierdie subklousule is dit nie nodig vir 'n werkgewer om die vakman wat vir gemelde toesig aangewys is gedurende die afwesigheid van die vakman van sy werk vir hoogstens 4 weke, te vervang nie.

(*l*) Waar dit ook al moontlik is, moet werknemers wat tans in diens is as monotipegietersassistente, die eerste die beste geleentheid deur die betrokke bestuur gegee word om vakmanstatus te verkry voordat aansoek gedoen word om 'n vakleerling aan te stel.

(5) *Proeflees.*—(*a*) 'n Werkgewer mag nie 'n werknemer toelaat om die betrekking van proefleser te beklee en geen werknemer mag die betrekking beklee nie, tensy hy 'n vakman-proefleser is, 'n vakleerling in die ambag of 'n vakmansetter. In inrigtings waar geen vaste proefleser in diens is nie, mag 'n werkgewer nie toelaat dat proewe gelees word deur 'n ander werknemer as 'n vakmansetter of die persoon wat vir die inrigting of afdeling verantwoordelik is en geen ander werknemer mag proewe aldus lees nie.

(*b*) 'n Werkgewer moet seker maak dat slegs werknemers wat betaal word teen minstens die skale voorgeskryf in Tabel 8, as gereëlde kopiehouers in diens is.

(6) *Stereotipie.*—'n Werkgewer mag nie 'n ander persoon as 'n vakmanstereotipeur of vakleerling in die ambag stereotipie te werk stel om matryse te berei, matryshouers te maak, plate te giet of af te werk of om skaaf- of uitholmasjiene te bedien nie en geen werknemer wat nie as sodanig gekwalifiseer is mag sodanige werk verrig nie. 'n Werkgewer mag niemand behalwe 'n vakmanstereotipeur, setter of masjienbediener, toelaat om monteurwerk van plate en stereo's te verrig nie en geen werknemer wat nie aldus gekwalifiseer is nie, mag sodanige werk verrig nie.

(7) *Boekdrukwerk.*—(*a*) Vir die toepassing van hierdie subklouse beteken—

„ vakleerling", 'n vakleerling in die ambag boekdrukmasjienbediening, setwerk (met inbegrip van masjienbediening) of masjienbediening (met inbegrip van setwerk) of as die werk gedoen word in verband met kartonhouervervaardiging, 'n vakleerling in die ambag kartonhouervervaardiging;

„ silindermasjien" 'n drukeprs waarin die papier of ander materiaal waarop gedruk moet word, deur 'n draaiende silinder gevoer word teen 'n plat drukoppervlakte waarvan die afdruk geneem word;

„ boekdrukpers" sluit nie so 'n masjien in nie terwyl dit gebruik word vir die produksie van vrugtepapier, hetsy onbedruk of bedruk;

„ masjienebdiener", 'n vakmanboekdrukmasjienbediener, of as die werk gedoen word in verband met kartonhouervervaardiging, 'n vakman-kartonhouervervaardiger, of as sodanige werknemer in Gebied B of C werk, 'n vakman in die ambagte setwerk (met inbegrip van masjienbediening) of masjienbediening (met inbegrip van setwerk);

„ degelpers" 'n drukpers waarin die papier of ander materiaal waarop gedruk moet word plat gevoer word teen 'n plat drukoppervlakte waarvan die afdruk geneem word.

(*b*) 'n Werkgewer mag geen ander persoon as 'n masjienbediener of 'n vakleerling toelaat om toe te stel nie, ook nie om die inktoevoer te reguleer, peilers om te ruil, die drukking te verander, of enige ander verstelling van die meganisme van 'n drukpers te doen nie, met dien verstande egter dat genoemde werk deur 'n degelpersdrukker of leerling degelpersdrukker gedoen mag word wanneer die betrokke masjien 'n degelpers is. Geen ander werknemer mag die werk doen nie.

(*c*) 'n Werkgewer mag nie toelaat dat met 'n silindermasjien gewerk word nie behalwe onder toesig van 'n masjienbediener of 'n vakleerling, ook mag hy nie toelaat dat met 'n degelpers gewerk word nie behalwe onder toesig van 'n masjienbediener, vakleerling, degelpersdrukker of leerlingdegelpersdrukker.

(*d*) (i) 'n Werkgewer mag nie 'n masjienbediener, vakleerling, degelpersdrukker of leerling degelpersdrukker toelaat om toesig te hou oor of met meer as 4 degelperse te werk nie.

(ii) As 'n degelpersdrukker of 'n leerling-degelpersdrukker toesig hou oor werk met 'n outomatiese degelpers wat in staat is om 'n vel te druk wat groter as 10 duim by 15 duim is, moet hy betaal word teen minstens 10 persent meer as die skaal voorgeskryf in Tabelle 4 of 5 van hierdie Ooreenkoms. Geen werknemer mag verplig word om toesig te hou oor of met meer as 3 sulke masjiene tegelykertyd te werk nie.

(*j*) Where there are two, three or four Monotype casting machines installed, a journeyman Monotype caster minder mechanic shall be employed. For each additional four machines (or part thereof) above four an additional journeyman Monotype caster minder mechanic or apprentice to that trade shall be employed. Subject to the provisions of paragraph (*h*), no employee, including Monotype caster minder mechanics or apprentices to that trade, shall be allowed to be in attendance on more than two casting machines.

(*k*) In single installations of not more than one composition caster, the keyboard operator may act as the mechanic. In establishments where there is only one super caster, and no keyboard is installed, a Monotype caster attendant may operate the machine under the supervision of a journeyman Monotype caster minder mechanic, printers' mechanic or a journeyman connected with typesetting. In such cases the employer shall notify the Local Joint Board, forthwith, of the name of the journeyman selected for such supervisory duties, or where no Joint Board has jurisdiction, he shall notify the Standing Committee. Notwithstanding the provisions of this sub-secton it shall not be necessary for an employer to replace the journeyman selected for the supervisory duties mentioned during the absence of such journeyman from work for any period not exceeding four weeks.

(*l*) Wherever possible, employees employed as Monotype caster attendants shall be given the first opportunity by the management concerned to attain journeyman status before application is made for authority to engage an apprentice.

(5) *Proof-reading.*—(*a*) An employer shall not permit any employee to occupy and no employee shall so occupy the position of proof-reader unless he is a journeyman proof-reader, an apprentice to that trade or a journeyman compositor. In establishments where no permanent proof-reader is employed, an employer shall not permit proofs to be read by any employee other than a journeyman compositor or the person in charge of the establishment or department, and no other employee may so read proofs.

(*b*) An employer shall ensure that only employees paid at not less than the rates prescribed by Table 8, are employed on regular copyholding.

(6) *Stereotyping.*—An employer shall not permit any person other than a journeyman stereotyper or an apprentice to the trade of stereotyping to prepare flongs, make matrices, cast or trim plates, or operate planing or routing machines, and no employee not so qualified may do such work. An employer shall not permit any person other than a journeyman stereotyper, compositor or machine minder to do mounting of plates and stereos and no employee not so qualified may do such work.

(7) *Letterpresss Printing.*—(*a*) For the purposes of this subsection:—

"apprentice" means an apprentice to the trade of letterpress machine minding, composing (including machine minding) or machine minding (including composing) or where the work being done is in connection with carton manufacture an apprentice to the trade of carton making;

"cylinder machine" means a letterpress printing machine in which the paper or other material to be printed is carried by a rotating cylinder against a flat printing surface from which the impression is taken;

"letterpress printing machine" does not include such a machine while it is being utilised for the production of fruit wrappers, whether plain or printed;

"machine minder" means a journeyman letterpress machine minder, or where the work being done is in connection with carton manufacture a journeyman carton maker or when such employee is employed in Area B or C, a journeyman in the trades of composing (including machine minding) or machine minding (including composing);

"platen machine" means a letterpress printing machine in which the paper or other material to be printed is carried in a flat position against a flat printing surface from which the impression is taken.

(*b*) An employer shall not permit any person other than a machine minder or an apprentice to make ready, regulate the supply of ink, change gauges, alter the impression or make any other adjustment to the mechanism of any letterpress printing machine; provided, however, that the operations mentioned may be performed by a platen pressman or a learner platen pressman when the machine concerned is a platen machine. No other employee shall perform such work.

(*c*) An employer shall not permit any cylinder machine to be operated except under the supervision of a machine minder or an apprentice and shall similarly not permit any platen machine to be operated except under the supervision of a machine minder, apprentice, platen pressman or learner platen pressman.

(*d*) (i) An employer shall not permit a machine minder, apprentice, platen pressman or learner platen pressman to supervise or operate more than four platen machines.

(ii) Where a platen pressman or a learner platen pressman supervises or operates an automatic platen machine which is capable of printing on a sheet larger than 10 inches by 15 inches he shall be paid at a rate not less than 10 per cent more than the rate of wages prescribed by Table 4 or Table 5 of this Agreement. No employee shall be required to supervise or operate more than three such machines at any one time.

(iii) 'n Werkgewer mag nie 'n masjienbediener of 'n vakleerling toelaat om toesig te hou oor of met meer as onderstaande te werk nie:—

(*a*) Drie vertikale Miehle-, Auto Elka-, Kelly-, Meteor- of ander klein silindermasjiene wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk; of

(*b*) twee silindermasjiene groter as dié genoem in paragraaf (*a*) en tot en met dié wat in staat is om op 'n vel te druk van hoogstens 25 duim by 40 duim; of

(*c*) een silindermasjien wat in staat is om op 'n vel groter as 25 duim by 40 duim te druk.

(iv) Geen werknemer mag toesig hou of werk met 'n masjien of masjiene waarvan die getal groter is as dié in hierdie subklousule genoem nie.

(*e*) Algemene assistente wat minstens ondergenoemde skale betaal word, kan gebruik word om te help om strookspanning en syaanleg op rolperse onder instruksie van 'n vakman te stel:—

As werknemer minder as een jaar ondervinding van sulke werk gehad het: Skaal vir betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms vir vierde jaar ondervinding.

As werknemer een jaar of meer ondervinding van sulke werk gehad het: Hoogste skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(8) *Boekbindwerk.*—(*a*) Behalwe soos bepaal in paragrawe (*c*) en (*d*) hiervan mag 'n werkgewer niemand anders as 'n vakmanboekbinder of 'n vakleerling in die ambag boekbindwerk toelaat om die volgende werk te doen nie en mag geen werknemer dit doen nie:—

(i) Ingevoude werk met inbegrip van bande, lidmaatskapkaartjies en seisoenkaartjies.

(ii) Randkleurwerk, vergulding, marmerwerk (trog en oordruk).

(iii) Afwerk, blokwerk (goud, foelie of blind) met inbegrip van inlegwerk.

(iv) Sny, skutblaaie maak, indekswerk en landkaarte monteer; met dien verstande egter dat as rolsny- of splitsmasjiene gebruik word in verband met boekbind, toesig oor hulle gehou kan word en met hulle gewerk kan word deur algemene assistente wat betaal word teen die hoogste skale vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms. 'n Vakman moet hierdie masjiene verstel en stel.

(v) Losbladgrootboeke, oordragomslae en boekbande maak.

(vi) Bediening van en toesig oor masjiene wat boekbande maak, rugge rondmaak en rugge maak, blokke sny en boekbande omsit.

(vii) Toesig oor en verstel van Sheridan- of dergelike versamelmasjiene; met dien verstande egter dat 'n drukkerswerktuigkundige of 'n vakleerling in daardie ambag ook sulke masjiene kan stel en toesig oor hulle kan hou.

(*b*) 'n Werkgewer mag niemand anders as 'n vakmanboekbinder, drukkerswerktuigkundige, 'n vakleerling in hierdie ambagte of 'n vakman, wat 'n leertyd in 'n toepaslike ambag in 'n ander nywerheid gedien het en betaal word teen minstens die minimum skaal voorgeskryf in Skaal 1 van Tabel 1 van hierdie Ooreenkoms, toelaat om werk te doen in verband met die vervaardiging van losbladwerk nie. Geen ander werknemer mag die werk doen nie.

(*c*) Die aansit van goudblokletters op leer of plastiese stiffies in losbladwerk, mag deur algemene assistente gedoen word.

(*d*) *Bind van skryfbehoeftes: Vervaardiging in massa.*—Onderstaande bepalings is van toepassing in verband met die bind van skryfbehoeftes wat in voorraad geplaas word vir herverkoping en werk vir Uniale of Provinsiale onderwysinrigtings van die Staat of bestellings vir minstens 200:—

(i) Manlike kwartobinders kan toegelaat word om alle werk (met uitsondering fan snywerk, blokwerk, leeretikette aansit en marmering) te doen in verband met vlak en/of ingevoude kwarto- en halfgebonde werk tot en met 10 boeke klein mediaan in bestellings van minstens een dosyn boeke (eenders in alle opsigte) vir voorraad; en

(ii) vroulike kwartobinders kan toegelaat word om alle werk (met uitsondering van snywerk, blokwerk, leeretikette aansit en marmering) te doen in verband met vlak en/of ingevoude kwarto- of halfgebonde werk tot en met 5 boeke folioformaat in bestellings van minstens een dosyn boeke (eenders in alle opsigte) vir voorraad; met dien verstande dat—

vir elke drie of minder kwartobinders een vakmanboekbinder in diens moet wees vir 'n werksaamheid in verband met die besondere taak. Lineerders, snyers en vakleerlinge moet by die berekening van die getalverhouding van vakmanne in diens ingevolge hierdie paragraaf buite rekening gelaat word; en

die toepassing van hierdie paragraaf nie die ontslag van vakmanne meebring nie.

(*e*) *Bind van boekdrukwerk.*—Kwartobinders moet toegelaat word om alle werk te doen (behalwe sny, goudblokwerk, stempelwerk, marmerwerk en handindekswerk in verband met ingevoude werk, met insluiting van boeke, almanakke en reklamekaarte, ingevou of andersins, en gedrukte linneomslae (met inbegrip van lidmaatskapkaartjies en seisoenkaartjies); met dien verstande dat—

(i) in die geval van boeke die bestelling vir minstens 200 is;

(ii) een vakmanboekbinder in diens is vir 'n werk wat in verband staan met die besondere werk vir elke drie of gedeelte van drie kwartobinders wat vir die werk in diens is. By die berekening van die getalleverhouding moet linieerders, snyers en vakleerlinge nie ingesluit word nie;

(iii) die toepassing van hierdie paragraaf nie die ontslag van vakmanne meebring nie.

(iii) An employer shall not permit a machine minder or an apprentice to supervise or operate more than—

(*a*) three Vertical Miehle, Auto Elka, Kelly, Meteor, or other small cylinder machines capable of printing on a sheet not larger than 15 inches by 20 inches; or

(*b*) two cylinder machines of a size larger than that mentioned in paragraph (*a*) and up to and including those capable of printing on a sheet not larger than 25 inches by 50 inches; or

(*c*) one cylinder machine capable of printing on a sheet larger than 25 inches by 40 inches.

(iv) No employee shall so supervise or operate a machine or machines in excess of the number mentioned in this sub-section.

(*e*) General assistants paid at not less than the following rates may be employed upon assisting to adjust web tension and side-lay on rotary machines under the instruction of a journeyman:—

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(8) *Bookbinding.*—(*a*) Except as is provided in paragraphs (*c*) and (*d*) hereof, an employer shall not permit any person other than a journeyman bookbinder or an apprentice to the trade of bookbinding to perform, and no other employee shall perform, the following work:—

(i) Turned-in work, including cases, membership cards and season tickets.

(ii) Edge colouring, gilding, or marbling (trough and transfer).

(iii) Finishing, blocking (gold, foil or blind) including laying-on.

(iv) Cutting, making end-papers, indexing and map mounting; provided, however, that rotary cutting or slitting machines, when used in connection with bookbinding, may be supervised and operated by general assistants paid at the highest rate of wages for the area concerned mentioned in Table 8 of this Agreement. The adjustment and setting of such machines shall be done by a journeyman.

(v) Making of loose-leaf ledgers, transfer binders and covers.

(vi) The operation and supervision of case-making, rounding and backing, pad-cutting and casing-in machines.

(vii) The supervision and adjustment of Sheridan and similar collating machines; provided, however, that the supervision and adjustment of such machines may also be done by a printers' mechanic or an apprentice to that trade.

(*b*) An employer shall not permit any person other than a journeyman bookbinder, a printers' mechanic, an apprentice to those trades or an artisan, who has served an apprenticeship in an appropriate trade in some other industry and is paid at not less than the minimum rate prescribed by Scale 1 of Table 1 of this Agreement, to perform work in connection with the manufacture of loose-leaf mechanisms. No other employee shall perform such work.

(*c*) The affixing of gold blocked leather or plastic tabs in loose leaf work may be performed by general assistants.

(*d*) *Stationery Binding: Manufacture in bulk.*—The following provisions shall apply in connection with stationery binding of items to be placed in stock for resale, work for Government educational institutions, Union or Provincial or orders for not less than 200:—

(i) Male quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including 10 quires demy folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and

(ii) female quarter binders may be permitted to do all work (with the exception of cutting, blocking, leather labelling and marbling) in connection with flush and/or turned-in quarter and half-bound work up to and including five quires foolscap folio; provided that the order is for not less than one dozen books (identical in every detail) for stock; and provided further that—

one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three quarter binders employed on the job. In computing the ratio of journeymen, rulers, cutters and apprentices shall not be included; and

there shall be no displacement of journeymen as a result of the operation of this paragraph.

(*e*) *Letterpress Binding.*—Quarter binders shall be permitted to perform all work (except cutting, gold blocking, tooling, marbling and hand indexing) in connection with turned-in work, including books, calendars and show cards, turned-in or otherwise and letterpress cloth cases (including membership cards and season tickets); provided that—

(i) in the case of books, the order is for a quantity of not less than 200;

(ii) one journeyman bookbinder is employed on some operation connected with the particular job for each three or portion of three-quarter binders employed on the job. In computing the ratio, rulers, cutters and apprentices shall not be included;

(iii) there shall be no displacement of journeymen as the result of the operation of this paragraph.

(*f*) Oorgetrekte gelykgesnyde bandwerk kan gedoen word deur 'n kwartobinder met die hulp van twee algemene assistente; met dien verstande dat so 'n kwartobinder betaal word teen minstens die hoogste skaal genoem in tabel 7 van hierdie Ooreenkoms vir dagwerk of nagwerk, na gelang van die geval.

(*g*) Kwartgebonde gelykgesnyde werk, nie ingevou, kan gedoen word deur algemene assistente; met dien verstande dat 'n werkgewer minstens een uit drie van die assistente, aldus in diens, die loon moet betaal wat in tabel 8 van hierdie Ooreenkoms voorgeskryf word vir 'n werknemer na vier jaar ondervinding.

(9) *Linieerwerk.*—(*a*) Vir die toepassing van hierdie subklousule beteken—

„ eenweg-linieermasjien ", 'n masjien wat slegs in een rigting linieer;

„ deurloopwerk ", werk waar die lyne sonder onderbreking van een kant van die papier of karton na die teenoorgestelde kant loop;

„ ligter ", 'n meganiese toestel aan die linieermasjien waarmee penne of skywe op enige gegewe punt gelig of laat val word sodat 'n patroon gemaak word waarin die lyne op 'n ander plek as die verste rand of rande van die papier of karton begin of eindig;

„ tweeweg-tweekantlinieermasjien ", 'n masjien wat lyne dwars en in die lengte aan weerskante van die papier of karton trek, òf met penne, skywe òf rubbersterio.

(*b*) 'n Werkgewer mag niemand anders as 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk toelaat om op 'n linieermasjien toe te stel nie, die inktoevoer te reguleer of enige ander verstelling van die meganisme te doen nie. Geen ander werknemer mag die werk doen nie.

(*c*) 'n Werkgewer mag nie toelaat dat met 'n linieermasjien gewerk word nie behalwe onder toesig van 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk.

(*d*) 'n Werkgewer mag nie 'n vakmanlinieerder of 'n vakleerling in die ambag linieerwerk toelaat om toesig te hou oor of met meer as ondergenoemde te werk nie as—

(i) een linieermasjien met 'n ligter daarop;

(ii) een penlineermasjien;

(iii) twee eenweg-een- of tweekantlinieermasjiene uitgesonderd penlinieermasjiene wanneer die masjiene gebruik word op deurloopwerk; of

(iv) een tweeweg-een- of tweekantlinieermasjien, met dien verstande egter dat as die betrokke werk deurloopwerk is, die Staande Komitee vrystelling kan verleen aan die betrokke vakman of vakleerling om toesig te hou oor of te werk met een bykomende eenweg-linieermasjien as die betrokke masjiene nie penlinieermasjiene is nie.

(*e*) Geen werknemer mag meer masjiene bedien of toesig hou oor 'n getal wat meer is as dié genoem in paragraaf (*d*) van hierdie subklousule nie.

(10) *Snywerk.*—'n Werkgewer mag niemand anders as 'n vakmansnyer, -boekbinder of -linieerder of 'n vakleerling in hierdie ambagte toelaat om meer as een valmessnymasjien te bedien nie. Geen ander werknemer mag die werk doen nie. Vir die toepassing van hierdie subklousule sluit „ valmessnymasjien " nie snymasjiene in wat uitsluitlik met die hand gewerk word nie.

(11) *Intaglio-drukwerk, planografiese drukwerk en prosesgravurewerk.*

(*a*) *Fotogravure.*

(i) 'n Werkgewer mag geen ander werknemer as 'n vakman in die ambag Fotogravure of 'n vakleerling in dié ambag toelaat om geskoolde werk in fotogravure-reproduksie te verrig nie.

(ii) „ Fotogravure-reproduksie " beteken kamerabediening, met inbegrip van herhaalwerk, die bywerk van negatiewe en positiewe, oplegging, gevoeligmaking en druk van koolsypapier, oorbring op koperplaat of -silinder, ontwikkeling, ets, graveer- en fynetswerk, en wanneer nodig, silinderskuur- en -poleer en koperafsetwerk. Al hierdie soorte werk moet vir die doeleindes van paragraaf (i) as geskoolde werk beskou word.

(iii) Silinderskuur- en -poleerwerk mag deur 'n vakman of vakleerling in die ambag van drukkerswerktuigkunde verrig word.

(iv) 'n Werkgewer mag nie 'n werknemer, uitgesonderd 'n vakman, in die ambagte fotogravure, litografie of drukpersbediening, of 'n vakleerling vir een van hierdie bedrywe ingeboek, toelaat om fotogravuredrukmasjiene te bedien nie; met dien verstande egter dat as die werk in verband met kartonhouervervaardiging gedoen word, die masjiene bedien mag word deur 'n vakman of 'n vakleerling in die ambag kartonhouervervaardiging. Geen ander werknemer mag die werk doen nie.

(*b*) *Foto-litografie.*

(i) 'n Werkgewer mag geen ander werknemer as 'n vakmanfotolitograaf of 'n vakleerling in dié ambag toelaat om geskoolde werk in foto-litografie te doen nie.

(ii) „ Foto-litografie " beteken die maak van lyn- en halftintnegatiewe en -positiewe vir afdruk op lito-plate. Hierdie proses sluit in kleurafskeiding in aaneenlopende tinte, halftint en lyn, watter metode ook al nodig is; die bediening van herhaalwerkmasjiene om veelvoudige negatiewe en positiewe te maak, asook om die vervaardiging van litomasjienplate te bespoedig òf met die hand òf meganies; bedekking, ontwikkeling

(*f*) Drawn-on cover cut-flush work may be performed by a quarter binder assisted by two general assistants; provided that such quarter binder is paid at not less than the highest rate mentioned in Table 7 of this Agreement for day work or night work, as the case may be.

(*g*) Quarter-bound flush work, not turned-in, may be performed by general assistants; provided that an employer shall pay at least one in five of the assistants so employed the wages prescribed in Table 8 of this Agreement for an employee after four years' experience.

(9) *Ruling.*—(*a*) For the purposes of this sub-section—

" one-way ruling machine " means a machine which rules lines in one direction only;

" run-through work " means work being done where the lines run from one edge of the paper or card to the opposing edge without a break;

" striker " means a mechanical attachment to a ruling machine whereby the pens or discs are lifted or dropped at any given point, thus producing a pattern where the lines begin or end at a point other than the extreme edge or edges of the paper or card;

" two-way two-side ruling machine " means a machine which rules lines across and down on both sides of the paper or card either by pens, discs or rubber stereo.

(*b*) An employer shall not permit any person, other than a journeyman ruler or an apprentice to the trade of ruling, to make ready, regulate the supply of ink or make any other adjustment to the mechanism of any ruling machine. No other employee shall perform such work.

(*c*) An employer shall not permit any ruling machine to be operated except under the supervision of a journeyman ruler or an apprentice to the trade of ruling.

(*d*) An employer shall not permit a journeyman ruler or an apprentice to the trade of ruling to supervise or operate more than—

(i) one ruling machine on which a striker is in operation;

(ii) one pen-ruling machine;

(iii) two one-way one or two-side ruling machines, other than pen ruling machines, when such machines are being used on run-through work; or

(iv) one two-way one or two-side ruling machine; provided, however, that if the work involved is run-through work the Standing Committee may grant an exemption to authorise the journeyman or apprentice concerned to supervise or operate one additional one-way ruling machine if the machines in question are not pen-ruling machines.

(*e*) No employee shall supervise or operate a machine or machines in excess of the number mentioned in paragraph (*d*) of this sub-section.

(10) *Cutting.*—An employer shall not permit any person, other than a journeyman cutter, bookbinder or ruler or an apprentice to such trades, to operate a guillotine cutting machine. No other employee shall perform such work. For the purposes of this sub-section " guillotine cutting machine " does not include cutting machines designed solely for mannual operation.

(11) *Intaglio Printing, Planographic Printing and Process Engraving.*

(*a*) *Photogravure.*

(i) An employer shall not permit any employee other than a journeyman in the trade of photogravure, or an apprentice to such trade to perform skilled work in photogravure reproduction.

(ii) " Photogravure reproduction " means camera operating, including step and repeat, retouching of positives and negatives, imposition, carbon tissue sensitising, and printing, transferring onto copper plate or cylinder, developing, etching, engraving, and fine etching, and where necessary, cylinder grinding, polishing and copper depositing. All such work shall be deemed to be skilled worked for the purposes of paragraph (i).

(iii) Cylinder grinding and polishing may be performed by a journeyman or apprentice in the trade of printers' mechanic.

(iv) An employer shall not permit any employee, other than a journeyman in the trades of photogravure, lithography or letterpress machine minding, or an apprentice to one of such trades, to operate photogravure printing machines; provided, however, that where the work being done is in connection with carton manufacture such machines may be operated by a journeyman or an apprentice in the trade of carton making. No other employee shall perform such work.

(*b*) *Photo-Lithography.*

(i) An employer shall not permit any employee other than a journeyman photo-lithographer, or an apprentice to such trade to perform skilled work in photo-lithography.

(ii) " photo-lithography " means the making of line and half-tone negatives and positives for printing-down on litho-plates. This process includes colour separation in continuous tone, half-tone and line, whichever method is required; the operating of step and repeat machines for making multiple negatives and positives as well as stepping up on litho machine plates, either

en ets van oorspronklike en masjien-litoplate; oorsetkleurmiddels met foto-litometodes afdruk; dit sluit ook bywerking met die foto-litoproses in nl. kleurkorreksie en stippelets op aaneenlopende tint- en halftintnegatiewe en -positiewe en alle bywerking van geskoolde aard. Al hierdie soorte werk moet vir die doeleindes van paragraaf (i) as geskoolde werk beskou word.

(iii) Die afdruk van foto-lito-negatiewe en -positiewe op litoplate mag ook gedoen word deur 'n vakman- of leerlinglitograaf.

(iv) 'n Foto-litograaf mag ook negatiewe en positiewe vir prosesgrafeerwerk maak.

(*c*) *Litografie.*

(i) Onderworpe aan paragraaf (*b*) mag 'n werkgewer geen ander werknemer as 'n vakmanlitograaf of vakleerling in so 'n ambag toelaat om geskoolde werk in litografie te doen nie; met dien verstande egter dat die trek van proewe, genoem in paragraaf (ii) hiervan, ook gedoen mag word deur 'n vakman of vakleerling in die ambagte fotogravure, litografie, foto-litografie en prosesgraveerwerk; en voorts met dien verstande dat 'n vakmandrukpersbediener, litowerker of degelpersdrukker gebruik mag word by die trek van proewe op 'n pers wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk.

(ii) „Litografie" sluit in alle werk in verband met die voorbereiding van plate bedoel om met die litografieproses bedruk te word, hetsy geproduseer deur van foto-lito-negatiewe en/of -positiewe af te druk, of oor te bring van setsel, koperplate of stene, òf met die hand òf met masjiene, en masjienbediening van regstreekse en/of oorsetlitomasjiene; ook die trek van proewe op oorbringperse en oorsetproefperse. Die greineer van metaalplate moet onder toesig van 'n litograaf plaasvind.

(iii) 'n Werkgewer mag geen ander werknemer as 'n vakmanlitograaf of 'n vakleerling in die ambag litografie toelaat om toe te stel, die inktoevoer te reguleer, peilers om te ruil of enige ander verstelling aan die meganisme van litografiese drukmasjiene te doen nie; met dien verstande egter dat die werk wat genoem is, gedoen mag word deur 'n vakmandrukpersbediener, degelpersdrukker of litowerker op 'n masjien wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk.

(iv) 'n Werkgewer mag nie 'n litografiese drukpers laat werk wat in staat is om 'n groter vel as 15 duim by 20 duim te druk nie, behalwe onder die toesig van 'n vakmanlitograaf of 'n vakleerling in die ambag litografie; so ook mag hy nie toelaat dat 'n litografiese masjien werk wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk nie, behalwe onder toesig van 'n vakmanlitograaf, 'n vakleerling in die ambag litografie, 'n vakmandrukpersbediener, 'n degelpersdrukker of 'n litowerker.

(v) 'n Werkgewer mag nie toelaat dat 'n vakmanlitograaf of 'n vakleerling in die ambag litografie toesig hou oor of meer as ondergenoemdes bedien nie:—

(*a*) Twee litografiese drukperse in staat om op 'n vel van hoogstens 15 duim by 20 duim te druk; of

(*b*) een litografiese drukmasjien in staat om op 'n vel te druk wat groter as 15 duim by 20 duim is.

(vi) 'n Werkgewer mag nie 'n vakman-drukmasjienbediener toelaat om toesig te hou oor of meer as twee litografiese drukmasjiene te bedien wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk nie.

(vii) 'n Werkgewer mag nie 'n degelpersdrukker of 'n litowerker toelaat om toesig te hou oor of meer as een litografiese drukmasjien te bedien wat in staat is om op 'n vel van hoogstens 15 duim by 20 duim te druk nie.

(viii) Geen werknemer mag aldus toesig hou oor of meer masjiene bedien as die getal wat genoem word nie.

(*d*) *Chemiegrafie.*

(i) 'n Werkgewer mag geen ander werknemer as 'n vakman-chemiegraveur of 'n vakleerling in dié ambag toelaat om geskoolde werk in chemigrafie te doen nie.

(ii) „Chemigrafie" beteken die maak van lyn-, halftint- en kleurafskeidingsnegatiewe en die afdruk op metaal van sulke negatiewe af vir die doel om lyn- en halftintblokke vir boekdrukperswerk te maak. Hierdie proses sluit in die ets van lyn- en halftintblokke vir monochroom- en kleurwerk, ook die maak van naamplate, enige werk van dergelike aard wat etswerk nodig het en/of graveerwerk en die uitsny, skuinssny, afwerk en monteer van plate en blokke. Vir die toepassing van paragraaf (i) moet al hierdie werk as geskoolde werk beskou word.

(iii) 'n Chemiegraveur mag ook negatiewe en positiewe vir foto-litografie maak.

manually or mechanically; coating, developing and etching of original and machine litho-plates; the putting down of offset stains by photo-litho methods; and also includes photo-litho retouching, namely, colour correcting and dot-etching on continuous tone and half-tone negatives and positives and all retouching of a skilled nature. All such work shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) The printing down of photo-litho negatives and positives onto litho-plates may also be done by a journeyman or apprentice lithographer.

(iv) A photo-lithographer may also make negatives and positives for process engraving.

(*c*) *Lithography.*

(i) Subject to the provisions of paragraph (*b*), an employer shall not permit any employee other than a journeyman lithographer or apprentice to such trade to perform skilled work in lithography; provided, however, that the pulling of proofs mentioned in paragraph (ii) hereof may also be performed by a journeyman or apprentice in the trades of photogravure, lithography, photolithography or process engraving; and provided further that a journeyman letterpress machine minder, litho operative or platen pressman may be employed upon the pulling of proofs on a press capable of printing on a sheet not larger than 15 inches by 20 inches.

(ii) "Lithography" includes all operations in connection with the preparation of plates intended for printing by lithographic process, whether produced by printing down from photo-litho negatives and/or positives, or by transferring from type, copper plates or stones, manually or mechanically, and machine minding of direct and/or offset lithographic machines; also the pulling of proofs on transfer presses and offset presses. Subject to the provisions of paragraph (iii) hereof all such work shall be deemed to be skilled work for the purposes of paragraph (i). The graining of metal plates shall be under the supervision of a lithographer.

(iii) An employer shall not permit any employee other than a journeyman lithographer or an apprentice to the trade of lithography to make ready, regulate the supply of ink, change gauges or make any other adjustment to the mechanism on any lithographic printing machine; provided, however, that the operations mentioned may be performed by a journeyman letterpress machine minder, platen pressman or a litho operative on a machine capable of printing on a sheet not larger than 15 inches by 20 inches.

(iv) An employer shall not permit any lithographic printing machine capable of printing on a sheet larger than 15 inches by 20 inches to be operated except under the supervision of a journeyman lithographer or an apprentice to the trade of lithography, and shall similarly not permit any lithographic machine capable of printing on a sheet not larger than 15 inches by 20 inches to be operated except under the supervision of a journeyman lithographer, an apprentice to the trade of lithography, a journeyman letterpress machine minder, a platen pressman or a litho operative.

(v) An employer shall not permit a journeyman lithographer or an apprentice to the trade of lithography to supervise or operate more than—

(*a*) two lithographic printing machines capable of printing on a sheet not larger than 15 inches by 20 inches; or

(*b*) one lithographic printing machine capable of printing on a sheet larger than 15 inches by 20 inches.

(vi) An employer shall not permit a journeyman letterpress machine minder to supervise or operate more than two lithographic printing machines capable of printing on a sheet not larger than 15 inches by 20 inches.

(vii) An employer shall not permit a platen pressman or a litho operative to supervise or operate more than one lithographic printing machine capable of printing on a sheet not larger than 15 inches by 20 inches.

(viii) No employee shall so supervise or operate a machine or machines in excess of the number mentioned.

(*d*) *Process Engraving.*

(i) An employer shall not permit any employee other than a journeyman process engraver or an apprentice to such trade to perform skilled work in process engraving.

(ii) "Process engraving" means the making of line, half-tone, and colour separation negatives and the printing on metal of such negatives for the purpose of making line and talf-tone blocks for letterpress printing. This process includes etching of line and half-tone blocks for monochrome and colour work, also the making of name-plates, any work of a similar nature which requires etching, and/or engraving and the routing, bevelling, trimming and mounting of plates and blocks. All such work and the setting of mechanical Engraving Machines shall be deemed to be skilled work for the purposes of paragraph (i).

(iii) A process engraver may also make negatives and positives for photo-lithography.

(iv) Ondanks die bepalings van hierdie subklousule moet 'n algemene assistent wat minstens die minimum loon betaal word wat vir 'n degelpersdrukker voorgeskryf word, gebruik word om proewe te trek in een kleur op handperse; en 'n algemene assistent wat minstens die loon betaal word wat hieronder genoem word, kan gebruik word om glasnegatiewe voor te berei om met kollodion bedek te word, om etsbaddens voor te berei, om chemikalieë uit te soek of af te meet voordat hulle gemeng word, of kontakafdrukke te maak op papier, glas, film of ander foto-sensitiewe materiaal en met die betrokke proses te maak. (N.B.—Dit sluit spesifiek uit die maak van kleurskeidingsnegatiewe, kleurwasbewerkings, alle vorms van kamerawerk, metaaldrukwerk, die maak van plate, herhaalwerk en die maak van dubbelbeligtings met lyn en halftint.)

Loonskale.

As werknemer minder as een jaar ondervinding van die werk gehad het: Skaal vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms vir vierde jaar ondervinding.

As werknemer een jaar of meer ondervinding van die werk gehad het: Hoogste loon vir die betrokke gebied genoem in Tabel 8 van hierdie Ooreenkoms.

(*e*) Ondanks die bepalings van hierdie subklousule mag 'n vakman of 'n vakleerling wat op 31 Desember 1952 die reg gehad het om almal of enigeen van die klasse werk wat in hierdie subklousule genoem word, te doen, voortgaan om al hierdie klasse werk te doen wat hy reg gehad het om op 31 Desember 1952 te doen.

(11) *Voorsorgsmaatreëls.*

(i) Werkgewers moet bronswerk so veel moontlik beperk en geen werkgewer mag 'n vakman of vakleerling toelaat om gereeld besig te wees met die oplê of afneem van papier by 'n masjien nie, bronswerk met die hand te doen, velle na 'n bronswerkmasjien, droogmasjien of dergelike toestel te dra of 'n bronswerkmasjien te voer nie. Van geen vakman of vakleerling mag vereis word dat hy 'n stuk werk skoonmaak of rolle herstel of papier ophang of afneem wat gedroog word, terwyl die masjien loop nie. Geen werknemer mag werk in stryd met hierdie subklousule verrig nie.

(ii) Werkgewers moet die gebruik van skadelike chemikalieë vir sover moontlik beperk en wanneer chroomsuur of ander skadelike bytmiddels (suur of alkalies), deur die Staande Komitee genoem, gebruik word, moet hy handskoene verskaf vir die gebruik van werknemers wat met sulke bytmiddels werk.

(iii) As 'n voorsorgsmaatreël teen bichromatiese vergiftiging en huidontsteking, moet werkgewers ook die werknemers by die aanvang van die werk voorsien van 'n geskikte huidbeskermingsmiddel wat deur die mediese beroep as 'n beskermer teen bytende vloeistowwe aanbeveel word.

(iv) Werkgewers moet afsonderlike wasbakke vir bedieners en etsers verskaf en geen bediener mag toegelaat word om dieselfde wasbak as 'n etser te gebruik nie.

(v) Werkgewers moet alle werknemers wat oor wasbanke in donkerkamers, ens., moet werk, van waterdigte voorskote voorsien.

(vi) Werkgewers moet sorg vir lugverversingskanale en uitblaaswaaiers om dampe van suurbaddens af te voer en om donkerkamers te ventileer.

(vii) Werkgewers moet etsbaddens vir so ver moontlik van ander werknemers in die afdeling weg hou.

(viii) By metaaldrukwerk moet werkgewers sorg dat die lig wat gebruik word afgeskerm of op so 'n wyse gestel word dat dit geen nadelige invloed uitoefen op die oë van werknemers wat in die afdeling werk nie.

(ix) Waar ammoniak gebruik word as 'n middel om fotolitowerk en Vandyke-prosesplate te ontwikkel, moet werkgewers, waar moontlik, sorg dra dat ontwikkel- en etsbaddens in afsonderlike kamers is.

(x) Werkgewers moet skoon handdoeke aan werknemers verskaf.

(12) *Vervaardiging van skryfbehoeftes.*—(*a*) 'n Werkgewer mag geen ander werknemer as 'n vakman-drukkerswerktuigkundige (vervaardiging van koeverte en skryfbehoeftes) 'n vakleerling in die ambag of 'n vakman-drukkerswerktuigkundige toelaat om toe te stel op of verstellings te doen aan die meganisme van koevert- en skryfbehoeftemasjiene en mag nie toelaat dat met so 'n masjien gewerk word nie behalwe onder toesig van 'n werknemer van een van die genoemde klasse.

(*b*) 'n Werkgewer mag nie 'n werknemer van 'n klas genoem in paragraaf (*a*) hiervan, verplig om toesig te hou oor en meer te bedien en geen werknemer mag toesig hou oor of meer as ondergenoemde bedien nie—

(i) sewe koevertmasjiene van die dompelaarklas; of

(ii) vyf koevertmasjiene van die rolklas.

(*c*) As daar 'n drukinrigting aan 'n koevertvoumasjien werk, moet die toestelwerk van die drukinrigting gedoen word deur 'n vakmandrukmasjienbediener of 'n vakleerling in die ambag. Geen werkgewer mag enige ander werknemer toelaat of verplig om die werk te doen nie en geen ander werknemer mag dit doen nie.

(iv) Notwithstanding the provisions of this sub-section, a general assistant paid at not less than the minimum rate specified for platen pressmen may be employed on the pulling of proofs on process proving presses; and a general assistant paid at not less than the rates specified hereunder may be employed upon preparing glass negatives for coating with collodion, making up etching baths, selecting or measuring chemicals prior to mixing, or making contact prints on paper, glass, film or other photo-sensitive material and processing same. (N.B. This specifically excludes the making of colour separation negatives, colour washing operations, all forms of camera operating, metal printing, plate making, step and repeat operations and the making of line and half-tone double exposures).

Rates.

Where employee has had less than one year's experience on such work: Rate for the area concerned mentioned in Table 8 of this Agreement for fourth year of experience.

Where employee has had one year's experience or more on such work: Highest rate for the area concerned mentioned in Table 8 of this Agreement.

(*e*) Notwithstanding the provisions of this sub-section, a journeyman or an apprentice, who on the 31st December, 1952, was entitled to do all or any of the classes of work mentioned in this sub-section, may continue to perform all such classes of work as he was entitled to perform on the 31st December, 1952.

(*f*) *Protective Measures.*

(i) Employers shall restrict bronzing work as much as possible and no employer shall permit a journeyman or apprentice to be employed regularly in laying on or taking off at a machine, bronzing by hand, carrying sheets to a bronzing machine, dryer or similar appliance, or feeding a bronzing machine. No journeyman or apprentice shall be required to clean up a job or repair rollers, or hang up or take down paper for seasoning, while his machine is running. No employee shall perform any act in contravention of this sub-section.

(ii) Employers shall restrict the use of injurious chemicals as much as possible, and, where chromic acid or other injurious corrosives (acid or alkali), specified as such by the Standing Committee are used, shall provide gloves for use by the employees working with such corrosives.

(iii) As a protective measure against bichromate-poisoning and dermatitis, employers shall also supply the employees concerned, for use at the commencement of work, with a suitable skin protective substance such as is recommended by the medical profession as a safeguard against the attacks of virulent liquids.

(iv) An employer shall provide separate sinks for operators and etchers, no operator to use the same sink as an etcher.

(v) An employer shall provide all employees who are required to work over sinks in dark-rooms, etc., with waterproof aprons.

(vi) Employers shall provide ventilating shafts and exhaust fans to carry off fumes from baths and make suitable provision for ventilation in darkrooms.

(vii) Employers shall keep etching baths as far as possible from other employees in the department.

(viii) Employers shall ensure that when printing on metal is in progress the light used is shaded or adjusted in such manner as not to have a detrimental effect on the eyes of employees working in the department.

(ix) Where ammonia is used as an aid to the development of photo-litho and Vandyke process plates, employers shall make provision for developing and etching baths to be in separate rooms where possible.

(x) Employers shall provide clean towels for use by employees.

(12) *Stationery Manufacturing.*—(*a*) An employer shall not permit any person other than a journeyman printers' mechanic (envelope and stationery manufacture), an apprentice to such trade or a journeyman printers' mechanic to make ready or make any other adjustment to the mechanism of envelope and stationery machines and shall not permit any such machine to be operated except under the supervision of an employee of one of the classes mentioned.

(*b*) An employer shall not require an employee of a class mentioned in paragraph (*a*) hereof to supervise or operate and no such employee shall supervise or operate more than—

(i) seven plunger type envelope machines; or

(ii) five rotary type envelope machines.

(*c*) Where a printing attachment on an envelope folding machine is to be in operation, the "make-ready" of such printing attachment shall be performed by a journeyman letterpress machine minder or an apprentice to that trade. No employer shall require or permit any other employee to do such work nor shall any other employee perform such work.

(*d*) Algemene assistente kan in diens wees by koevert- en skryfbehoeftesmasjiene onder toesig van 'n werknemer van 'n klas genoem in paragraaf (*a*) hiervan en kan ook koevertpatrone opstapel of koeverte saambind of in dosies verpak.

(13) *Vakman in twee ambagte.*—Die Staande Komitee kan op aanbeveling van 'n plaaslike tak van een van die Werkgewersorganisasies en na oorleg met die betrokke Gesamentlike Raad, aan goedgekeurde inrigtings vrystelling verleen om vakmanne in twee ambagte te werk te stel en die ambagte of bedrywe wat uitgeoefen mag word, moet in so 'n geval in die vrystellingsertifikaat gespesifiseer word.

(14) *Verskeidenheid van werk.*—Vroulike algemene assistente mag nie uitsluitlik by een soort werk in binderye te werk gestel word nie, maar hulle moet die geleentheid gegee word om alle klasse werk wat binne die werkkring van algemene assistente in dié afdelings val, te verrig.

(15) *Drukkerswerktuigkundiges.*—Hierdie klousule en klousules 32, 37, 41 en 45 moet nie so vertolk word dat hulle 'n drukkerswerktuigkundige of 'n vakleerling in die ambag verbied om werk te doen in verband met die installering, herstel of onderhoud van enige soort masjinerie wat in die Nywerheid gebruik word nie.

26. INVOER VAN AREEIDSKRAGTE.

Die invoer en indiensneming van werknemers van buite die Unie van Suid-Afrika kan alleen onderneem en gereël word ooreenkomstig die bepalings hieronder uiteengesit:—

(1) Die vakvereniging moet maandeliks 'n lys van vakmanne wat werkloos is, aan die Sekretaris van die Raad verstrek.

(2) Ingeval 'n werkgewer vakmanne wil invoer, moet hy die Sekretaris van die plaaslike tak van die vakvereniging daarvan in kennis stel en die redes vir die voorgestelde invoer vermeld. Die Taksekretaris moet dan met die Algemene Sekretaris van die vakvereniging in verbanding tree ten einde vas te stel of daar in Suid-Afrika manne in dieselfde vak as dié waarvoor die invoer verlang word, beskikbaar is.

(3) Ingeval die vakvereniging die voorgestelde invoer afkeur, moet hy die werkgewer van sy besluit in kennis stel binne 'n tydperk van drie weke na die datum van aansoek en as die betrokke werkgewer tog daarmee wil voortgaan, dan het hy die reg van beroep op die Staande Komitee deur tussenkoms van die Gesamentlike Raad.

(4) Die dienskontrak mag nie vir 'n langer tydperk as twee jaar wees nie, en alleen persone wat goed aangeskrewe lede van 'n erkende vakvereniging is, mag ingevoer word.

(5) Niks in hierdie klousule is van krag vir sover dit met enige immigrasiewet in stryd is nie.

27. KENNISGEWINGS.

Elke werkgewer moet van die Sekretaris van die Raad die kennisgewing (plakkaat), soos opgestel deur die Raad, bevattende besonderhede van lone, werkure en diensvoorwaardes van toepassing op die inrigting, verkry, en dit op 'n duidelik sigbare plek in sy inrigting vertoon en vertoon hou.

28. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer in die Nywerheid moet op die datum waarop hierdie Ooreenkoms in werking tree, aan die Sekretaris van die Gesamentlike Raad (of Staande Komitee, waar geen Gesamentlike Raad bestaan nie) vir die gebied waar sy besigheid geleë is, skriftelik die onderstaande besonderhede wat homself betref, stuur:—

(i) Naam voluit.

(ii) Besigheidsadres.

(iii) Die ambag of ambagte wat hy in die Nywerheid uitoefen.

(iv) Die adres waar installasies of uitrusting gehou word.

(2) Die besonderhede soos vereis ingevolge subklousule (1) hiervan moet ook deur alle werkgewers wat na die datum waarop hierdie Ooreenkoms in werking tree, in die Nywerheid kom, binne een maand nadat hulle begin besigheid dryf, verstrek word.

(3) As 'n werkgewer 'n liggaam met regspersoonlikheid of 'n vennootskap is, moet inligting ooreenkomstig subklousule (1) hiervan verstrek word ten opsigte van elke direkteur of vennoot, na gelang van die geval. Die naam waaronder die liggaam met regspersoonlikheid of vennootskap besigheid dryf, moet ook verstrek word. Ingeval daar 'n verandering van vennote of direkteure plaasvind, na gelang van die geval, moet besonderhede hiervan skriftelik binne een maand verstrek word aan die Sekretaris van die betrokke Gesamentlike Raad of Staande Komitee waar daar geen Gesamentlike Raad bestaan nie.

(4) Ingeval 'n werkgewer sy besigheid staak nadat hy ingevolge hierdie klousule geregistreer het, moet hy die Sekretaris van die Gesamentlike Raad (of die Staande Komitee, waar geen Gesamentlike Raad bestaan nie), binne een maand daarvan in kennis stel.

29. WERKENDE WERKGEWERS, VENNOTE EN DIREKTEURE.

(1) 'n Werkgewer, vennoot of direkteur wat werk wil doen wat binne die bestek val van een van die aangewese ambagte in die Nywerheid, moet deur die Gesamentlike Raad, as daar een is, van die betrokke gebied by die Staande Komitee aansoek doen om registrasie as werkende werkgewer in die betrokke ambag of ambagte.

(*d*) General assistants may be employed in attendance on envelope and stationery machines under the supervision of an employee of a class mentioned in paragraph (*a*) hereof and may also stock envelope blanks or bind or box envelopes.

(13) *Dual-purpose Journeymen.*—On a recommendation from a local branch of one of the employers' organisations, and after consultation with the Joint Board concerned, the Standing Committee may grant exemption to approved establishments for the employment of journeymen in a dual capacity, specifying in the exemption certificate the trades or occupations that may be performed.

(14) *Diversity of Work.*—Female general assistants shall not be solely confined to one class of work in binding departments, but shall be given opportunities to perform all classes of work falling within the province of general asistants in such departments.

(15) *Printers' Mechanics.*—The provisions of this section and of sections 32, 37, 41 and 45 shll not be so construed as to prohibit a printers' mechanic or an apprentice to that trade from doing work in connection with the installation, repair or maintenance of any type of machinery used in the Industry.

26. IMPORTATION OF LABOUR.

The importation and engagement of employees from outside the Union of South Africa may only be undertaken and shall be regulated in accordance with the following provisions:—

(1) The Trade Union shall supply monthly to the Secretary of the Council a list of journeymen unemployed.

(2) In the event of any employer desiring to import journeymen, he shall communicate with the Local Branch Secretary of the Trade Union stating the reason for such proposed importation. The Branch Secretary shall then communicate with the General Secretary of the Trade Union, for the purpose of ascertaining whether there are any men available in South Africa in the same trade as that in which the importation is desired.

(3) Should the Trade Union disapprove of the proposed importation, it shall advise the employer of its decision within a period of three weeks from the date of the application, and should the employer concerned still desire to proceed therewith, he shall have the right of appeal to the Standing Committee through the Local Joint Board.

(4) Any contract of employment shall not exceed a period of two years and shall be in the form prescribed by the Executive Committee. Only persons who are members in good standing of a recognised Trade Union shall be imported.

(5) Nothing in this section shall operate in conflict with the provisions of any immigration law.

27. NOTICES.

Every employer shall obtain from the Secretary of the Council and post in a conspicuous place in his establishment, and keep so posted, the notice (poster) issued by the Council giving particulars of wages, hours and working conditions applicable to such establishment.

28. REGISTRATION OF EMPLOYERS.

(1) Every employer in the Industry at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) for the area in which he is operating, the following particulars concerning himself:—

(i) Full name.

(ii) Business address.

(iii) The trade or trades which he is carrying on in the Industry.

(iv) The address at which any plant or equipment is housed.

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers entering the Industry after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. In the event of any change among the partners or among the directors, as the case may be, particulars of such change shall be furnished, in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

(4) In the event of an employer ceasing business after registering under this section he shall notify the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) within one month thereof.

29. WORKING EMPLOYERS, PARTNERS AND DIRECTORS.

(1) Any employer, partner or director, who wishes to perform work, which falls within the scope of any of the designated trades in the Industry, shall submit an application for his registration as a working employer in the trade or trades concerned to the Standing Committee through the Joint Board, if any, for the area concerned.

(2) Geen werkgewer, vennoot of direkteur mag werk doen wat binne die bestek van een van die aangewese ambagte in die Nywerheid val nie, tensy hy in besit is van 'n sertifikaat van registrasie as werkende werkgewer in die betrokke aangewese ambag/te wat namens die Staande Komitee deur die Sekretaris van die Raad onderteken is.

(3) Na 'n week kennis aan die betrokke werkgewer, vennoot of direkteur kan die Staande Komitee 'n sertifikaat van registrasie as werkende werkgewer intrek.

(4) Klousules 25, 32, 37, 41 en 45 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op 'n werkgewer, vennoot of direkteur wat in besit is van 'n sertifikaat van registrasie as werkende werkgewer.

HOOFSTUK 3.

AFDELING RIFFELBORD EN RIFFELBORDHOUERS.

30. Woordomskrywing.

Tensy dit strydig met die samehang is, beteken—

„riffelbord- en riffelbordhouerassistent", 'n werknemer in diens op een of meer van die volgende werksaamhede:—

(*a*) riffelbordmaak- of druk-gleufsnymasjiene onder toesig van 'n vakman of vakleerling bedien; of

(*b*) die bediening van gleufsny-plooi-, pons-, kram-, buig-, stik-, band- of dergelike masjiene bedien.

31. Loonskale.

Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem, lone betaal wat minder is as onderstaande weeklone vir die betrokke gebied en mag geen werknemer dit aanneem nie:—

TABEL 12.

Weeklone betaalbaar aan bedieners van eenplaat-riffelmasjiene.

Gebied—	Dagwerk. £ s. d.	Nagwerk. £ s. d.
B	8 6 9	8 18 0
C	8 13 6	9 5 3
D	9 1 9	9 14 6
E	9 5 6	9 18 6
F	9 9 3	10 2 9
G	9 15 6	10 9 6
Ga	9 14 0	10 7 9
H	9 18 9	10 13 0

(2) No employer, partner or director, who is not in possession of a certificate of his registration as a working employer in the designated trade or trades concerned, signed by the Secretary of the Council, shall perform work falling within the scope of any of the designated trades in the Industry.

(3) The Standing Committee may, after one week's notice in writing to the employer, partner or director concerned, withdraw any certificate of registration as a working employer.

(4) The provisions of sections 25, 32, 37, 41 and 45 of this Agreement shall be applicable, *mutatis mutandis*, to any employer, partner or director who is in possession of a certificate of his registration as a working employer.

CHAPTER 3.

CORRUGATED BOARD AND CONTAINER SECTION.

30. Definition.

Unless inconsistent with the context—

"corrugated board and container assistant" means an employee who is employed upon one or more of the following operations:—

(*a*) attending corrugated board-making or printer-slotter machines under the supervision of a journeyman or an apprentice; or

(*b*) the operation of slotter-creaser, punching, stapling, bending, stitching, taping or other similar machines.

31. Wage Rates.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 12.

Weekly Wages payable to Operators of Single-faced Corrugating Machines.

Area—	*Day Work.* £ s. d.	*Night Work.* £ s. d.
B	8 6 9	8 18 0
C	8 13 6	9 5 3
D	9 1 9	9 14 6
E	9 5 6	9 18 6
F	9 9 3	10 2 9
G	9 15 6	10 9 6
Ga	9 14 0	10 7 9
H	9 18 9	10 13 0

TABEL 13.

Weeklone betaalbaar aan assistente by riffelborde- en riffelhouermasjiene, volgens ondervinding.

Dagwerk.

Gebied.	Eerste ses maande £ s. d.	Tweede ses maande. £ s. d.	Derde ses maande. £ s. d.	Vierde ses maande. £ s. d.	Vyfde ses maande. £ s. d.	Sesde ses maande. £ s. d.	Vierde jaar. £ s. d.	Na vier jaar. £ s. d.
B	4 2 0	4 5 3	4 10 3	4 17 6	5 3 6	5 10 3	5 16 6	6 0 9
C	4 5 3	4 8 9	4 14 9	5 2 0	5 10 3	5 16 3	6 0 0	6 4 6
D	4 16 0	5 6 9	5 13 6	5 19 6	6 8 0	6 12 0	6 18 3	7 2 0
E	5 0 0	5 9 0	5 17 0	6 4 0	6 10 6	6 15 9	7 2 0	7 5 9
F	5 2 9	5 14 0	6 0 3	6 6 6	6 12 0	7 0 6	7 10 6	7 13 6
G	5 0 0	5 9 0	5 17 0	6 4 0	6 12 0	7 0 6	7 10 6	7 13 6
Ga	5 2 9	5 18 9	6 10 6	6 19 0	7 9 0	7 15 3	8 4 0	8 6 3
H	5 14 0	6 9 0	6 19 0	7 7 6	7 15 3	8 2 6	8 6 3	8 9 3

Nagwerk.

Gebied.	Eerste ses maande £ s. d.	Tweede ses maande. £ s. d.	Derde ses maande. £ s. d.	Vierde ses maande. £ s. d.	Vyfde ses maande. £ s. d.	Sesde ses maande. £ s. d.	Vierde jaar. £ s. d.	Na vier jaar. £ s. d.
B	4 10 6	4 14 0	4 19 9	5 7 0	5 12 9	6 0 6	6 6 6	6 11 0
C	4 14 0	4 18 3	5 4 6	5 11 3	6 0 6	6 6 0	6 9 9	6 14 9
D	5 5 6	5 16 6	6 3 6	6 9 6	6 18 0	7 2 6	7 8 9	7 12 9
E	5 9 3	5 19 0	6 6 9	6 14 3	7 0 9	7 6 9	7 12 9	7 16 9
F	5 12 3	6 4 3	6 11 0	6 16 6	7 2 6	7 11 3	8 2 0	8 5 3
G	5 16 3	5 19 0	6 6 9	6 14 3	7 2 6	7 11 3	8 2 0	8 5 3
Ga	5 12 3	6 9 6	7 1 0	7 9 9	8 0 6	8 8 0	8 17 6	9 0 6
H	6 4 3	6 19 6	7 9 9	7 19 0	8 8 0	8 16 0	9 0 6	9 3 9

TABLE 13.

Weekly Wages payable to Corrugated Board and Container Assistants in accordance with their experience.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 2 0	4 5 3	4 10 3	4 17 6	5 3 6	5 10 3	5 16 6	6 0 9
C	4 5 3	4 8 9	4 14 9	5 2 0	5 10 3	5 16 3	6 0 0	6 4 6
D	4 16 0	5 6 9	5 13 6	5 19 6	6 8 0	6 12 0	6 18 3	7 2 0
E	5 0 0	5 9 0	5 17 0	6 4 0	6 10 6	6 15 9	7 2 0	7 5 9
F	5 2 9	5 14 0	6 0 3	6 6 6	6 12 0	7 0 6	7 10 6	7 13 6
G	5 0 0	5 9 0	5 17 0	6 4 0	6 12 0	7 0 6	7 10 6	7 13 6
Ga	5 2 9	5 18 9	6 10 6	6 19 0	7 9 0	7 15 3	8 4 0	8 6 3
H	5 14 0	6 9 0	6 19 0	7 7 6	7 16 3	8 2 6	8 6 3	8 9 3

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 10 6	4 14 0	4 19 9	5 7 0	5 12 9	6 0 6	6 6 6	6 11 0
C	4 14 0	4 18 3	5 4 6	5 11 3	6 0 6	6 6 0	6 9 9	6 14 9
D	5 5 6	5 16 6	6 3 6	6 9 6	6 18 0	7 2 6	7 8 9	7 12 9
E	5 9 3	5 19 0	6 6 9	6 14 3	7 0 9	7 6 9	7 12 9	7 16 9
F	5 12 3	6 4 3	6 11 0	6 16 6	7 2 6	7 11 3	8 2 0	8 5 3
G	5 16 3	5 19 0	6 6 9	6 14 3	7 2 6	7 11 3	8 2 0	8 5 3
Ga	5 12 3	6 9 6	7 1 0	7 9 9	8 0 6	8 8 0	8 17 6	9 0 6
H	6 4 3	6 19 6	7 9 9	7 19 0	8 8 0	8 16 0	9 0 6	9 3 9

32. WERKREGLEMENT.

(1) Elke volledige bordmaakmasjien moet deur 'n vakman bedien word. Daarbenewens moet 'n assistent in diens wees vir elke riffeleenheid wat op so 'n masjien werk.

(2) 'n Vakman en 'n assistent moet in diens wees op elke druk-groefsnymasjien wat gebruik word, hetsy die druk-groefsnymasjien tesame met 'n masjien vir die vervaardiging van bordpapier, of afsonderlik, gebruik word.

(3) Waar enkelplaat-riffelmasjiene alleen werk, mag vrystelling van die bepalings van paragraaf (1) van hierdie klousule toegestaan word ten einde 'n assistent in staat te stel om so 'n masjien te bedien: Met dien verstande dat 'n assistent wat op die soort werk diens doen, minstens die loon betaal word wat by Tabel 12 voorgeskryf word.

(4) Op 'n drukmasjien sonder 'n groefsnyinrigting, mag 'n vakman sonder 'n assistent in diens wees.

(5) 'n Assistent in die afdeling riffelbord en riffelbordhouers moet op sowel groef-, vou- en ponsmasjiene as op elke stik- en bandmasjien in diens wees.

(6) In die afdeling vir die vervaardiging van riffelbordpapier, word onder „drukmasjien" verstaan 'n tweekleurdrukmasjien ten opsigte waarvan die loon vir 'n vakman dié is wat by Tabel 1, Skaal 1, voorgeskryf word.

HOOFSTUK 4.

AFDELING VESELHOUERS.

33. WOORDOMSKRYWINGS.

Tensy dit strydig met die samehang is, beteken—

„veselhouerassistent" 'n werknemer, uitgesonderd 'n vakman, litobediener, degelpersbediener, leerling-degelpersbediener, vakleerling, masjiensteller of arbeider, in diens op werk wat regstreeks in verband staan met die vervaardiging van spiraalgedraaide, gedraaide, mono- of geperste papierhouers, maar met uitsondering van die voer van drukmasjiene en die bediening van handsnymasjiene;

„masjiensteller," 'n werknemer in diens vir die stel van masjienerie, uitgesonderd drukmasjiene, gebruik in verband met die vervaardiging van spiraalgedraaide, gedraaide, mono- of geperste papierhouers.

34. LOONSKALE.

Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer aan 'n werknemer van 'n klas hieronder genoem 'n loon betaal wat minder is as onderstaande weeklone vir die betrokke gebied en mag geen werknemer dit aanneem nie:—

TABEL 14.

Weeklone betaalbaar aan masjienstellers volgens ondervinding.

DAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
Alle gebiede	8 19 0	9 9 3	9 9 3

32. WORKING RULES.

(1) Each complete board-making machine shall be operated by a journeyman. In addition a corrugated board and container assistant shall be employed for each corrugating unit in operation on any such machine.

(2) A journeyman and a corrugated board and container assistant shall be employed on every printer-slotter machine in use, whether or not such printer-slotter is operated in conjunction with a board-making machine or apart therefrom.

(3) Where single-faced corrugating machines are working alone, exemption from the terms of paragraph (1) of this section may be granted to permit a corrugated board and container assistant to operate each such machine at the rates of wages specified in Table 12.

(4) On a printing machine without a slotting attachment, a journeyman without an assistant may be employed.

(5) A corrugated board and container assistant shall be employed on slottercrease and punching machines as well as on each stitcher and taping machine.

(6) In the corrugated board and container section "printing machine" means a single or two-colour printing machine in respect of which the wages for a journeyman shall be as set out in Scale 1 of Table 1.

CHAPTER 4.

FIBRE CONTAINER SECTION.

33. DEFINITIONS.

Unless inconsistent with the context—

"fibre container assistant" means an employee, other than a journeyman, litho operative, platen pressman, learner platen pressman, apprentice, machine adjuster or labourer, who is employed upon work directly connected with the manufacture of spirally wound, convolute, mono or pressed paper containers, but excluding the feeding of printing machines and the operation of manually operated cutting machines;

"machine adjuster" means an employee employed upon the setting or adjustment of machinery, other than printing machines, utilised in connection with the manufacture of spirally wound, convolute, mono or pressed paper containers.

34. WAGE RATES.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 14.

Weekly Wages payable to Machine Adjusters in accordance with their experience.

DAY WORK.

Area.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
All Areas	8 19 0	9 9 3	9 9 3

NAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
Alle gebiede.....	9 15 0	10 8 3	10 8 3

NIGHT WORK.

Area.	First Year.	Second Year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
All Areas.....	9 15 0	10 8 3	10 8 3

TABEL 15.

Weeklone betaalbaar aan veselhouerassistente volgens ondervinding.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H.....	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
H.....	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

TABLE 15.

Weekly Wages payable to Fibre Container Assistants in accordance with their experience.

DAY WORK.

Area.	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.....	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H.....	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NIGHT WORK.

Area.	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except " H ".....	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
" H ".....	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

HOOFSTUK 5.

AFDELING PAPIERSAKKE.

35. WOORDOMSKRYWINGS.

Tensy dit strydig met die samehang is, beteken—

„ leerling-papiersakmasjienbediener ", 'n werknemer wat, met die skriftelike toestemming van die Staande Komitee, geleer word hoe om papiersakbuismasjiene, boomplakmasjiene of voordrukmasjiene toe te berei, te bedien of te stel, of 'n werknemer wat as sodanig vir 'n proeftyd van hoogstens vier maande in diens is;

„ papiersakmasjienassistent ", 'n werknemer wat 'n naaimasjien bedien of 'n papiersakmasjienbediener of 'n leerling-papiersakmasjienbediener help om 'n papiersakbuismasjien, boomplakmasjien of voordrukmasjien te bedien;

„ papiersakmasjienbediener ", 'n werknemer wat 'n opleidingstyd van drie jaar gedien het in die oprigting, bediening en stel van papiersakbuismasjiene, boomplakmasjiene en voordrukmasjiene, en 'n vakman is soos omskryf by klousule 2 van hierdie Ooreenkoms;

„ naaimasjien-assistentwerktuigkundige ", 'n assistent van 'n naaimasjienwerktuigkundige;

„ naaimasjienwerktuigkundige ", 'n werknemer wat naaimasjiene stel en toesig hou oor die bediening van sulke masjiene wat gebruik word in die vervaardiging van papiersakke, en 'n vakman is soos omskryf by klousule 2 van hierdie Ooreenkoms.

CHAPTER 5.

PAPER SACKS SECTION.

35. DEFINITIONS.

Unless inconsistent with the context—

" learner paper sack machine operator " means an employee who, with the written permission of the Standing Committee, is being taught how to set up, operate or adjust paper sack tubing machines, bottom pasting machines or pre-printing machines or an employee employed as such for a probationary period not exceeding four months;

" paper sack machine assistant " means an employee who operates a sewing machine or assists a paper sack machine operator or a learner paper sack machine operator in the operation of a paper sack tubing machine, bottom pasting machine or pre-printing machine;

" paper sack machine operator " means an employee who has served a three year period of training in the setting up, operating and adjusting of paper sack tubing machines, bottom pasting machines and pre-printing machines and is a journeyman as defined by section 2 of this Agreement;

" sewing machine assistant mechanic " means an assistant to a sewing machine mechanic;

" sewing machine mechanic " means an employee who makes adjustments to or supervises the operation of sewing machines used for the manufacture of paper sacks and is a journeyman as defined by section 2 of this Agreement.

36. LOONSKALE.

Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen weerkgewer 'n werknemer van 'n klas hieronder gespesifiseer minder betaal en mag geen werknemer 'n loon teen minder as die volgende weekloonskale vir die betrokke gebied aanneem nie:—

TABEL 16.

Weeklone betaalbaar aan leerling-papiersakmasjienbedieners volgens hul ondervinding as sodanig.

DAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E	7 4 3	8 2 9	8 17 3
F	7 12 0	8 8 9	9 2 0
G	7 12 0	8 8 9	9 2 0
Ga	8 4 9	8 19 9	9 12 3
H	8 7 6	9 13 6	10 17 3

NAGWERK.

Gebied.	Eerste jaar.	Tweede jaar.	Daarna.
	£ s. d.	£ s. d.	£ s. d.
E	7 16 9	8 16 0	9 12 3
F	8 5 3	9 3 0	9 18 0
G	8 5 3	9 3 0	9 18 0
Ga	9 0 6	9 15 9	10 9 9
H	9 3 6	10 11 6	11 18 6

TABEL 17.

Weekloon betaalbaar aan naaimasjien-assistentwerktuigkundige.

Gebied.	Dagwerk.	Nagwerk.
	£ s. d.	£ s. d.
B	6 13 0	7 5 3
C	6 16 9	7 8 9
D	7 9 0	8 2 0
E	7 15 3	8 9 6
F	8 2 6	8 17 6
G	8 2 6	8 17 6
Ga	8 15 0	9 12 3
H (Mans)	8 8 0	9 4 0
H (Vrouens)	8 14 3	9 9 3

36. WAGE RATES.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 16.

Weekly Wages payable to Learner Paper Sack Machine Operators according to their experience as such.

DAY WORK.

Area.	First year.	Second year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E	7 4 3	8 2 9	8 17 3
F	7 12 0	8 8 9	9 2 0
G	7 12 0	8 8 9	9 2 0
Ga	8 4 9	8 19 9	9 12 3
H	8 7 6	9 13 6	10 17 3

NIGHT WORK.

Area.	First year.	Second year.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
E	7 16 9	8 16 0	9 12 3
F	8 5 3	9 3 0	9 18 0
G	8 5 3	9 3 0	9 18 0
Ga	9 0 6	9 15 9	10 9 9
H	9 3 6	10 11 6	11 18 6

TABLE 17.

Weekly Wages payable to Sewing Machine Assistant Mechanics.

Area.	*Day Work.*	*Night Work.*
	£ s. d.	£ s. d.
B	6 13 0	7 5 3
C	6 16 9	7 8 9
D	7 9 0	8 2 0
E	7 15 3	8 9 6
F	8 2 6	8 17 6
G	8 2 6	8 17 6
Ga	8 15 0	9 12 3
H (Males)	8 8 0	9 4 0
H (Females)	8 14 3	9 9 3

TABEL 18.

Weeklone betaalbaar aan Papiersakmasjienassistente volgens hul ondervinding in die Nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Alle gebiede, uitgesonderd H	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Alle gebiede, uitgesonderd H	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
H	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

TABLE 18

Weekly Wages payable to Paper Sack Machine Assistants according to their experience in the Indnstry.

DAY WORK.

Area.	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NIGHT WORK.

Area.	First Six Months	Second Six Months	Third Six Months	Fourth Six Months	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All except H.	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
H.	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

37. WERKREGLEMENT.

(*a*) Vir die toepassing van hierdie klousule beteken—

„masjien" 'n papiersakbuismasjien, boomplakmasjien of voordrukmasjien.

(*b*) Die volgende minimum vereistes betreffende die bemanning van masjiene moet deur werkgewers en werknemrs nagekom word:—

(i) Waar een masjien in werking is, moet daar 'n papiersakmasjienbediener toesig oor sodanige masjien hou;
(ii) Waar daar twee masjiene in werking is moet 'n papiersakmasjienbediener en 'n papiersakmasjienassistent toesig oor sodanige masjiene hou;
(iii) Waar daar drie masjiene in werking is moet 'n papiersakmasjienbediener, 'n leerling-papiersakmasjienbediener en 'n papiersakmasjienassistent toesig oor sodanige masjiene hou;
(iv) Die getalleverhouding genoem in paragrawe (i) tot (iii) hiervan is eweseer van toepassing wanneer meer as drie majiene in werking is;
(v) 'n Werkgewer mag nie 'n papiersakmasjienbediener verplig om toesig oor meer as drie masjiene te hou of te bedien nie, en geen sodanige werknemer mag toesig oor meer as drie masjiene hou of bedien nie.

(*c*) Die getalleverhouding van leerling-papiersakmasjienbedieners tot papiersakmasjienbedieners moet nie twee leerlinge vir elke bediener in diens in die inrigting, oorskry nie, en werkgewers moet seker maak dat leerlinge onder toesig van papiersakmasjienbedieners werk.

38. ALGEMEEN.

'n Leerling-papiersakmasjienbediener moet 'n driejaar-leertyd dien om te kwalifiseer as papiersakmasjienbediener en by voltooiing van sodanige leertyd moet 'n lidmaatskapkaart Graad I van die vakvereniging aan hom uitgereik word of 'n bekwaamheidsertifikaat as papiersakmasjienbediener soos beoog by paragraaf (*b*) van die omskrywing van „vakman" in klousule 2 van hierdie Ooreenkoms.

HOOFSTUK 6.

AFDELING BUIGSAME HOUERS.

39. WOORDOMSKRYWINGS.

Tensy dit strydig met die samehang is, beteken—

„houers" sakke, omslae (in die rol of andersins) of enige vorm van houer gemaak van papier, deurskynende film, metaalfoelie of soortgelyke buigsame materiaal (hetsy onbedruk of bedruk), maar sluit nie papiersakke of -houers in wat in die afdeling veselhouers of uit bord vervaardig word nie;

„houerassistent", 'n werknemer wat vir een of meer van die volgende werksaamhede in diens is:—

(*a*) sakmasjiene, roldrukmasjiene, wasmasjiene, lamelleermasjiene of lakvernis- of bedekkingsmasjiene onder toesig van 'n vakman of 'n vakleerling bedien;
(*b*) plaat-, pons- verseël-, rol-embosseer- of wiggelmasjiene bedien;
(*c*) buigsame stereo's poleer, kerns maak, sakke of monsters met die hand maak, met inbegrip van gate in sakke pons, drasakke stik; of
(*d*) sakke sorteer, ondersoek of tel.

40. LOONSKALE.

Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer 'n werknemer van 'n klas hieronder gespesifiseer, minder betaal, en mag geen werknemer 'n loon teen minder as die volgende loonskale vir die betrokke gebied aanneem nie:—

37. WORKING RULES.

(*a*) For the purposes of this section—

"machine" means a paper sack tubing machine, bottom pasting machine or pre-printing machine.

(*b*) The following minimum requirements relating to the staffing of machines shall be observed by employers and employees:—

(i) Where one machine is in operation a paper sack machine operator shall be in attendance on such machine;
(ii) where two machines are in operation a paper sack machine operator and a paper sack machine assistant shall be in attendance on such machines;
(iii) where three machines are in operation a paper sack machine operator, a learner paper sack machine operator and a paper sack machine assistant shall be in attendance on such machines;
(iv) the ratio set out in paragraphs (i) to (iii) hereof shall be equally applicable where more than three machines are in operation;
(v) an employer shall not require a paper sack machine operator to supervise or operate more than three machines and no such employee shall supervise or operate more than three machines.

(*c*) The ratio of learner paper sack machine operators to paper sack machine operators shall not exceed two learners for each operator employed in the establishment, and employers shall ensure that learners work under the supervision of paper sack machine operators.

38. *General.*

A learner paper sack machine operator shall serve a three-year period of learnership to qualify as a paper sach machine operator and on completion of such period of learnership shall be issued with a Grade I membership card of the Trade Union or a certificate of competence as a paper sack machine operator as contemplated by paragraph (*b*) of the definition of "journeyman" in section 2 of this Agreement.

CHAPTER 6.

FLEXIBLE PACKAGING SECTION.

39. DEFINITIONS.

Unless inconsistent with the context—

"packaging" means bags, wrappers (in the reel or otherwise) or any other form of container produced from paper, transparent film, metal foil or any similar flexible material (whether plain or printed) but does not include paper sacks or containers produced in the Fibre Container Section or from board;

"packaging assistant" means an employee who is employed upon one or more of the following operations:—

(*a*) Attending bag making machines, rotary printing machines, waxing machines, laminating machines or lacquering or coating machines under the supervision of a journeyman or an apprentice;
(*b*) operating sheeting, punching, sealing, rotary embossing or jogging machines;
(*c*) flexible stereo grinding, making of cores, making bags or samples by hand, including the punching of holes in bags, stitching of carrier bags; or
(*d*) sorting, examining or counting bags.

40. WAGE RATES.

Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABEL 19.

Weeklone betaalbaar aan houerassistente volgens hul ondervinding in die nywerheid.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H.	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Derde jaar.	Na drie jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Almal uitgesonderd H.....	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
H.....	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

TABLE 19.

Weekly Wages payable to Packaging Assistants according to their experience in the Industry.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All, except H.....	5 2 9	5 14 0	6 2 6	6 13 6	6 13 6	6 17 0
H.....	5 9 0	5 18 9	6 5 0	6 16 3	6 19 9	7 3 0

NIGHT WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Third Year.	After Three Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
All, except H.....	5 12 3	6 4 3	6 14 3	7 4 6	7 4 6	7 9 3
H.....	5 19 0	6 9 6	6 16 6	7 7 0	7 10 3	7 15 6

41. WERKREGLEMENT.

(*a*) Vir die toepassing van hierdie klousule beteken—

„masjien", tensy dit strydig met die samehang is, sakmasjiene (met of sonder drukinrigtings), wasmasjiene, lamelleermasjiene of lakvernis- of bedekkingsmasjiene.

(*b*) 'n Werkgewer mag niemand, uitgesonderd 'n vakman-masjienbediener (houers) of 'n vakleerling in daardie ambag, toelaat om enige masjien soos omskryf in paragraaf (*a*) hiervan, toe te berei, toe te stel, met inbegrip van die aanbring van rubberstereo's, as daar is, die inktoevoer te reguleer of om enige verstelling van die meganisme van enige masjien uit te voer nie. Geen ander werknemer mag sodanige werk uitvoer nie.

(*c*) 'n Werkgewer mag nie toelaat dat enige masjien soos omskryf in paragraaf (*a*) hiervan, loop nie, behalwe onder toesig van 'n vakman-masjienbediener (houers) of 'n vakleerling in daardie ambag.

(*d*) 'n Werkgewer mag nie 'n vakman-masjienbediener (houers) of 'n vakleerling in daardie ambag, toelaat om toesig te hou oor meer as vier masjiene soos omskryf in paragraaf (*a*) hiervan, of hulle te bedien nie. Geen sodanige werknemer mag toesig oor meer as vier masjiene hou of hulle bedien nie.

(*e*) 'n Werkgewer moet 'n houerassistent beskikbaar maak om 'n vakman-masjienbediener (houers) of 'n vakleerling in daardie ambag, te help ten opsigte van elke twee masjiene soos omskryf in paragraaf (*a*) hiervan waaroor sodanige werknemer toesig het of dit bedien.

(*f*) 'n Werkgewer mag niemand anders as 'n vakman-masjienbediener (houers), 'n drukkerswerktuigkundige of 'n vakleerling in sodanige ambag toelaat om kloofmasjiene, plaatmasjiene, rolembosseermasjiene, verseëlmasjiene, ponsmasjiene of wiggelmasjiene toe te berei of te stel nie. Geen ander werknemer mag sodanige werk verrig nie.

(*g*) Ondanks die bepalings van klousule 25 van hierdie Ooreenkoms mag 'n vakman-masjienbediener (houers) of 'n vakleerling in daardie ambag ink pas, buigsame stereo's maak of toesig hou oor drukmasjiene wat vir die vervaardiging van houers gebruik word, of hulle bedien.

HOOFSTUK 7.

AFDELING SYSKERMS.

42. WOORDOMSKRYWING.

Tensy dit strydig met die samehang is, beteken—

„patroonsnymasjinis", 'n werknemer wat in diens is op een of meer van die volgende masjiene: Patroonsnymasjien, figuursaag, bandsaag, skaafmasjien of sirkelsaag;

„arbeider", 'n werknemer wat uitsluitlik vir een of meer van die volgende werksaamhede in diens is:—

(*a*) Persele, voertuie, diere, gerei, masjinerie, implemente;
(*b*) voertuie laai of aflaai;
(*c*) goedere dra, verskuif, opstapel of uitpak;
(*d*) pakkette of pakkies sorteer;
(*e*) bottels of ander houers vir voorraad volmaak;
(*f*) gedrukte of klaar geaddresseerde etikette aan bottels, kaste, bale of ander pakkies heg, kaste, bale of ander pakkies sjabloneer en/of merk;

41. WORKING RULES.

(*a*) For the purposes of this section unless inconsistent with the context—

"machine" means bag machines (with or without printing attachments), waxing machines, laminating machines or lacquering or coating machines.

(*b*) An employer shall not permit any person other than a journeyman machine minder (packaging) or an apprentice to that trade to set up, make ready, including affixing rubber stereos, if any, regulate the supply of ink or make any other adjustment to the mechanism of any machine as defined in paragraph (*a*) hereof. No other employee shall do such work.

(*c*) An employer shall not permit any machine as defined in paragraph (*a*) hereof to be operated except under the supervision of a journeyman machine minder (packaging) or an apprentice to that trade.

(*d*) An employer shall not permit a journeyman machine minder (packaging) or an apprentice to that trade to supervise or operate more than four machines as defined in paragraph (*a*) hereof. No such employee shall supervise or operate more than four such machines.

(*e*) An employer shall make a packaging assistant available to assist a journeyman machine minder (packaging) or an apprentice to that trade in respect of each two machines as defined in paragraph (*a*) hereof supervised or operated by such an employee.

(*f*) An employer shall not permit any person other than a journeyman machine minder (packaging), a printers' mechanic or an apprentice to such a trade to set up or adjust slitting machines, sheeting machines, rotary embossing machines, sealing machines, punching machines or jogging machines. No other employee shall do such work.

(g) Notwithstanding the provisions of section 25 of this Agreement a journeyman machine minder (packaging) or an apprentice to that trade may match inks, make flexible stereos or supervise or operate printing machines used in the production of packaging.

CHAPTER 7.

SILK SCREEN SECTION.

42. DEFINITIONS.

Unless inconsistent with the context—

"cutawl operator" means an employee who is employed upon the operation of one or more of the following machines: Cutawl, jig-saw, band-saw, planing machine or circular saw;

"labourer" means an employee who is employed exclusively upon one or more of the following operations:—

(*a*) cleaning premises, vehicles, animals, utensils, machinery, implements, tools or other articles;
(*b*) loading or unloading vehicles;
(*c*) carrying, moving, stacking or unpacking goods;
(*d*) sorting packages or parcels;
(*e*) filling bottles or other containers for stock;
(*f*) affixing printed or ready addressed labels onto bottles, boxes, bales or other packages, stencilling and/or marking boxes, bales or other packages;

(*g*) kaste, pakkies, bale of ander pakkies oopmaak of toemaak;

(*h*) vuur maak of vure aan die gang hou of afval of as verwyder;

(*i*) briewe, boodskappe of goedere te voet of deur middel van 'n fiets, driewiel of handvoertuig aflewer of vervoer;

(*j*) kontant in die geval van k.b.a.-verkope invorder of skriftelike bestellings aanneem;

(*k*) op afleweringswaens of voertuie help;

(*l*) diere versorg, uitspan of inspan;

(*m*) voertuie olie of smeer maar nie motorvoertuie nie;

(*n*) tee of dergelike dranke maak;

(*o*) voorrade na bewerking daarvan op rakke pak, van rakke afhaal of opstapel;

(*p*) artikels geheel en al in verf met die hand indoop;

(*q*) met die hand skuur;

(*r*) help om sy aan rame te span;

(*s*) verf roer of verf op skerms uitgiet; of

(*t*) syskermrame of -eenhede was;

„skermmasjienbediener", 'n werknemer wat 'n geldige skermmasjienbedienerskaart besit, uitgereik deur die vakvereniging, of wat die Gesamentlike Raad of die Staande Komitee oortuig het van sy bekwaamheid om 'n kragsyskermprosesmasjien toe te berei en in stand te hou en 'n skriftelike sertifikaat te dien effekte besit;

„skermbereider (met die hand)", 'n werknemer wat in diens is by die bereiding van skerms op syskermproseseenhede, uitgesonderd kragmasjiene, deur enige soort sjabloon te gebruik of die nodige handblokwerk te doen of oor die algemeen die eenheid toe te berei en wat daarbenewens die velle in die masjien kan inlê;

„skermwerker", 'n werknemer in diens op een of meer van die volgende werksaamhede: Velle inlê, raam laat sak, roller trek, raam oplig, gedrukte velle verwyder of lekplekke heelmaak in verband met die werking van syskermproseseenhede, uitgesonderd kragmasjiene, gedrukte velle tel, velle met skêr of bankmes sny, met inbegrip van afwerking, gate in materiaal of velle pons, ogies maak, stutte, oë of hangers aanbring of sy aan rame aansit;

„sjabloonsnywer of -maker", 'n werknemer in diens vir een of meer van die volgende werksaamhede:—

(*a*) sjablone berei deur middel van snywerk of fotografiese metodes; of

(*b*) werk laat registreer op 'n syskermdrukmasjien of -eenheid;

„opsigter", 'n werknemer wat aan sy werkgewer verantwoordelik is vir die doeltreffende werking en instandhouding van een of meer syskermproseseenhede, uitgesonderd kragmasjiene.

43. LOONSKALE.

(1) Onderworpe aan die bepalings van klousule 7 van hierdie Ooreenkoms mag geen werkgewer 'n werknemer van 'n klas hieronder gespesifiseer, minder betaal, en mag geen werknemer 'n loon teen minder as die volgende loonskale vir die betrokke gebied aanneem nie:—

TABEL 20.

Kunstenaars (uitgesonderd skeppende kunstenaars).

DAGWERK.

Gebied—	£	s.	d.
B	11	4	3
C	11	13	9
D	12	5	9
E	12	11	0
F	12	16	6
G	13	5	3
Ga	13	3	3
H	13	10	0

TABEL 21.

Voormanne.

DAGWERK.

Gebied—	£	s.	d.
B	8	3	6
C	8	6	0
D	9	1	0
E	9	7	9
F	9	13	0
G	9	13	0
Ga	10	5	6
H	10	8	9

TABEL 22.

Skermmasjienbedieners.

DAGWERK.

Alle gebiede—	£	s.	d.
Toesig oor of werk met een maasjien	8	7	9
Toesig oor of werk met twee masjiene	10	17	3

(*g*) opening or closing boxes, parcels, bales or other packages;

(*h*) making or maintaining fires or removing refuse or ashes;

(*i*) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or hand-propelled vehicle;

(*j*) collecting cash in the case of "C.O.D." sales or accepting written orders;

(*k*) assisting on delivery vans or vehicles;

(*l*) tending, harnessing or unharnessing animals;

(*m*) oiling or greasing vehicles, other than motor vehicles;

(*n*) making tea or similar beverages;

(*o*) racking, unracking or piling stock after processing;

(*p*) the total immersion of articles into paint by hand;

(*q*) sanding by hand;

(*r*) assisting in applying silk to frames;

(*s*) stirring paint or pouring paint onto screens; or

(*t*) washing up silk screen frames or units;

"screen machine minder" means an employee who holds a valid screen machine minder's card issued by the Trade Union or who has proved to the satisfaction of a Joint Board or the Standing Committee his ability to set up and maintain the complete operation of a power-driven silk screen process printing machine and who holds a written certificate to that effect;

"screen preparer (manual)" means an employee who is employed upon the preparation of screens on silk screen process printing units, other than power-driven machines, by applying any type of stencil or doing the necessary hand-blocking or generally setting up the unit and who may in addition lay stock;

"screen worker" means an employee who is employed upon one or more of the following operations: laying stock, lowering frame, pulling squeegee, raising frame, removing stock or repairing leaks in connection with the operation of silk screen process printing units, other than power-driven machines, counting stock or materials, cutting of stock or materials with shears or bench-knife, including trimming, punching of holes in materials or stock, eyeletting, applying struts, loops or hangers or applying silk to frames;

"stencil cutter or maker" means an employee who is employed upon one or more of the following operations:—

(*a*) preparation of stencils by cutting or by photographic methods; or

(*b*) placing of work in register on a silk screen process printing machine or unit;

"supervisor" means an employee who is responsible to his employer for the efficient operation and maintenance of one or more silk screen process printing units, other than power-driven machines;

43. WAGE RATES.

(1) Subject to the provisions of section 7 of this Agreement, no employer shall pay to an employee of a class specified hereunder and no such employee shall accept wages at less than the following weekly rates for the area concerned:—

TABLE 20.

Artists (other than Creative Artists).

DAY WORK.

Area—	£	s.	d.
B	11	4	3
C	11	13	9
D	12	5	9
E	12	11	0
F	12	16	6
G	13	5	3
Ga	13	3	3
H	13	10	0

TABLE 21.

Foremen.

DAY WORK.

Area—	£	s.	d.
B	8	3	6
C	8	6	0
D	9	1	0
E	9	7	9
F	9	13	0
G	9	13	0
Ga	10	5	6
H	10	8	9

TABLE 22.

Screen Machine Minders.

DAY WORK.

All Areas—	£	s.	d.
Supervising or operating one machine	8	7	9
Supervising or operating two machines	10	17	3

TABEL 23.
Opsigters.
DAGWERK.

Gebied—	£ s. d.
B	7 6 9
C	7 9 0
D	8 2 6
E	8 8 6
F	8 13 3
G	8 13 3
Ga	9 4 3
H	9 7 3

TABLE 23.
Supervisors.
DAY WORK.

Area—	£ s. d.
B	7 6 9
C	7 9 0
D	8 2 6
E	8 8 6
F	8 13 3
G	8 13 3
Ga	9 4 3
H	9 7 3

TABEL 24.
Junior kunstenaars (uitgesonderd skeppende kunstenaars).
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Sewende ses maande.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3	6 9 9	7 13 9
C	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0	6 12 6	7 16 0
D	6 0 3	6 8 0	6 12 0	6 16 9	7 0 6	7 9 0	8 9 6
E	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3	7 12 6	8 12 6
F	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0	7 19 6	8 18 9
G	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0	7 19 6	8 18 9
Ga	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9	8 12 3	9 11 9
H	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9	8 15 0	9 14 9

TABLE 24.
Junior Artists (other than Creative Artists).
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Seventh Six Months.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3	6 9 9	7 13 9
C	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0	6 12 6	7 16 0
D	6 0 3	6 8 0	6 12 0	6 16 9	7 0 6	7 9 0	8 9 6
E	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3	7 12 6	8 12 6
F	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0	7 19 6	8 18 9
G	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0	7 19 6	8 18 9
Ga	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9	8 12 3	9 11 9
H	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9	8 15 0	9 14 9

TABEL 25.
Patroonsnymasjiene.
DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3
C	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0
D	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6
E	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3
F	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0
G	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0
Ga	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9
H	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9

TABLE 25.
Cutawl Operators.
DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3
C	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0
D	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6
E	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3
F	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0
G	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0
Ga	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9
H	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9

TABEL 26.

Sjabloonsnyers of -makers.

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde en sewende ses maande.	Daarna.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 10 3	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3	7 13 9
C	4 14 9	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0	7 16 0
D	5 13 6	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6	8 9 6
E	5 17 0	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3	8 15 9
F	6 0 3	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0	9 0 6
G	5 17 0	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0	9 0 6
Ga	6 10 6	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9	9 11 9
H	6 19 0	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9	9 14 9

TABLE 26.

Stencil Cutters or Makers.

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth and Seventh Six Months.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 10 3	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3	7 13 9
C	4 14 9	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0	7 16 0
D	5 13 6	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6	8 9 6
E	5 17 0	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3	8 15 9
F	6 0 3	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0	9 0 6
G	5 17 0	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0	9 0 6
Ga	6 10 6	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9	9 11 9
H	6 19 0	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9	9 14 9

TABEL 27.

Skermbereiders (met die hand).

DAGWERK.

Gebied.	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	Vierde ses maande.	Vyfde ses maande.	Sesde ses maande.	Vierde jaar.	Na vier jaar.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 2 0	4 6 9	4 10 3	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3
C	4 5 3	4 10 3	4 14 9	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0
D	4 16 0	5 8 3	5 13 6	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6
E	5 0 0	5 10 6	5 17 0	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3
F	5 2 9	5 15 6	6 0 3	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0
G	5 0 0	5 10 6	5 17 0	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0
Ga	5 2 9	6 0 3	6 10 6	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9
H	5 14 0	6 10 6	6 19 0	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9

TABLE 27.

Screen Preparers (Manual).

DAY WORK.

Area.	First Six Months.	Second Six Months.	Third Six Months.	Fourth Six Months.	Fifth Six Months.	Sixth Six Months.	Fourth Year.	After Four Years.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B	4 2 0	4 6 9	4 10 3	4 17 6	5 3 6	5 10 3	5 15 0	5 19 3
C	4 5 3	4 10 3	4 14 9	5 2 0	5 10 3	5 16 3	5 18 6	6 3 0
D	4 16 0	5 8 3	5 13 6	5 19 6	6 8 0	6 12 0	6 16 9	7 0 6
E	5 0 0	5 10 6	5 17 0	6 4 0	6 10 6	6 15 9	7 0 6	7 4 3
F	5 2 9	5 15 6	6 0 3	6 6 6	6 12 0	7 0 6	7 9 0	7 12 0
G	5 0 0	5 10 6	5 17 0	6 4 0	6 12 0	7 0 6	7 9 0	7 12 0
Ga	5 2 9	6 0 3	6 10 6	6 19 0	7 9 0	7 15 3	8 2 6	8 4 9
H	5 14 0	6 10 6	6 19 0	7 7 6	7 15 3	8 2 6	8 4 9	8 7 9

TABEL 28.

Syskermproefleerlinge.

DAGWERK.

Gebied—	*Eerste jaar.*	*Tweede jaar.*
	£ s. d.	£ s. d.
B	2 10 9	3 16 0
C	2 12 3	3 18 0
D	2 15 0	4 2 6
E	3 0 0	4 10 0
F	3 1 6	4 12 0
G	3 2 0	4 13 3
Ga	3 3 0	4 14 3
H	3 3 6	4 15 3

TABLE 28.

Silk Screen Probationers.

DAY WORK.

Area—	*First Year.*	*Second Year.*
	£ s. d.	£ s. d.
B	2 10 9	3 16 0
C	2 12 3	3 18 0
D	2 15 0	4 2 6
E	3 0 0	4 10 0
F	3 1 6	4 12 0
G	3 2 0	4 13 3
Ga	3 3 0	4 14 3
H	3 3 6	4 15 3

TABEL 29.

Skermwerkers.

DAGWERK.

Alle gebiede—	£	s.	d.
Gedurende eerste jaar ondervinding.....	4	18	0
Gedurende tweede jaar ondervinding.....	4	19	6
Gedurende derde jaar ondervinding.....	5	3	0
Daarna.....	5	6	3

'n Skermwerker onder 18 jaar kan 8s. per week minder as die genoemde skale betaal word.

(2) Onderworpe aan die bepalings van klousule 7 en ondanks enigiets hierin vervat moet 'n syskermproefleerling wat op die datum van die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang as dié wat vir sy klas voorgeskryf word, sodanige hoër loon betaal word terwyl hy in die diens van dieselfde werkgewer is.

(3) *Nagwerk.*—'n Werknemer wat nagdiens doen moet betaal word teen 'n skaal wat minstens 10 persent hoër is as die skaal wat aan hom betaalbaar is kragtens subklousule (1) vir dagwerk.

44. SYSKERMPROEFLEERLINGE.

Ten einde vas te stel vir watter soort werk hy die beste sal deug, kan 'n syskermproefbediener wat minstens die tarief in Tabel 28 ontvang, vir hoogstens 24 maande gebruik word vir enige klas werk buiten die bediening van en toesig oor kragsyskermmasjiene. So 'n werknemer se hele tydperk van ondervinding in die Nywerheid moet in ag geneem word wanneer sy minimum loon volgens die skaal vir die soort werk wat uiteindelik aan hom toegewys word, na 24 maande diens vasgestel word.

45. WERKREGLEMENT.

(1) 'n Werkgewer mag niemand buiten 'n skermmasjienbediener toelaat om 'n kragsyskermmasjien toe te berei of daaroor toesig te hou nie; met dien verstande egter dat 'n kunstenaar of sjabloonsnyer of -maker werk in registrasie daarop mag plaas. Niemand anders mag sulke werk doen nie.

(2) Geen werkgewer mag 'n skermmasjienbediener toelaat om oor meer as twee kragsyskermmasjiene toesig te hou of hulle te bedien nie, en geen werknemer mag meer as twee sulke masjiene bedien of oor hulle toesig hou nie.

(3) Geen werkgewer mag 'n skermmasjienbediener verplig of toelaat om syskermeenhede, uitgesonderd kragmasjiene, te bedien of daaroor toesig te hou terwyl enige masjien aan die gang is wat deur dié skermmasjienbediener bedien moet word of waaroor hy moet toesig hou nie.

(4) Wanneer 'n skermmasjienbediener twee kragsyskermmasjiene moet bedien of oor hulle toesig moet hou, kan die masjien/masjiene gevoer word deur 'n werknemer wat minstens die loon ontvang wat in Tabel 27 vir skermbereiders (met die hand) voorgeskryf word.

(5) Ondanks enigiets strydigs in Hoofstuk 2 van hierdie Ooreenkoms kan 'n valmes wat slegs met die hand bedien moet word, in die syskermafdeling van die Nywerheid bedien word deur 'n werknemer wat betaal word teen minstens die hoogste tarief wat vir skermbereiders (met die hand) in die betrokke gebied voorgeskryf word—Tabel 27.

(6) Minstens een skermwerker, of ander werknemer wat teen 'n hoër loon betaal word, moet by elke skerm in diens wees waarop rollertrekwerk gedoen word. Waar hulp by 'n besondere skerm nodig is om die roller te trek, kan boonop van arbeiders gebruik gemaak word wat betaal word teen die loonskaal wat vir daardie klas werknemer voorgeskryf is.

HOOFSTUK 8.

ARBEIDERS IN ALLE AFDELINGS VAN DIE NYWERHEID, UITGESONDERD IN DIE DUPLISEERAFDELING.

46. BESTEK VAN TOEPASSING.

Die bepalings van hierdie hoofstuk moet slegs in ondergenoemde magistraatsdistrikte nagekom word:—

Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, Oos-Londen, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Kimberley, Krugersdorp, Nigel, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria (uitgesonderd in die Staatsdrukkery), Randfontein, Roodepoort, Simonstad, Springs, die Kaap, Vanderbijlpark, Vereeniging en Wynberg.

47. LOONSKALE.

(1) Geen werkgewer mag 'n arbeider 'n loon betaal wat minder is as onderstaande weeklikse skale nie en geen arbeider mag dit aanneem nie:—

DAGWERK.

(*a*) Arbeider, 18 jaar of ouer, in diens in enige afdeling van die nywerheid, uitgesonderd in die syskerm- en dupliseerafdeling.—

	£	s.	d.
Gedurende eerste jaar ondervinding.....	4	15	3
Gedurende tweede jaar ondervinding.....	4	17	3
Na twee jaar ondervinding.....	4	19	3

Hierdie loonskale is onderhewig aan aanpassing ooreenkomstig die bepalings van klousule 7 (1) van die Ooreenkoms.

TABLE 29.

Screen Workers.

DAY WORK.

All Areas—	£	s.	d.
During the first year of experience.....	4	18	0
During the second year of experience.....	4	19	6
During the third year of experience.....	5	3	0
Thereafter.....	5	6	3

A Screen Worker under the age of 18 years may be paid 8s. per week less than the rates stated.

(2) Subject to the provisions of section 7 and notwithstanding anything else herein contained a silk screen probationer who at the date of coming into operation of this Agreement is in receipt of a higher wage than that prescribed for his class shall be paid such higher wage while in the service of the same employer.

(3) *Night Work.*—An employee employed upon night work shall be paid at a rate not less than 10 per cent higher than the rate payable to him in terms of sub-section (1) for day work.

44. SILK SCREEN PROBATIONERS.

In order to determine the type of work upon which he can best be employed, a silk screen probationer paid at not less than the rates specified in Table 28 may for a period not exceeding 24 months be employed upon any class of work with the exception of the operation and supervision of power-driven silk screen process printing machines. The whole period of experience of such an employee in the Industry shall be taken into account when determining after 24 months' employment the minimum wage payable to him in terms of the relative scale applicable in view of the type of work upon which he is eventually employed.

45. WORKING RULES.

(1) An employer shall not permit any person other than a screen machine minder to set up or supervise the operation of any power-driven silk screen process printing machine; provided, however, that an artist or stencil cutter or maker may place work in register on any such machine. No other employee shall perform such work.

(2) An employer shall not permit a screen machine minder to operate or supervise the operation of more than two power-driven silk screen process printing machines and no such employee shall so supervise or operate more than two such machines.

(3) An employer shall not require or permit a screen machine minder to operate or supervise the operation of silk screen process printing units, other than power-driven machines while any machine required to be supervised or operated by such screen machine minder is in operation.

(4) When a screen machine minder is required to supervise the operation of two power-driven silk screen process printing machines, the feeding of any such machine or machines may be performed by an employee paid at not less than the rates applicable to screen preparers (manual)—Table 27.

(5) Notwithstanding anything to the contrary contained in Chapter 2 of this Agreement a guillotine cutting machine designed solely for manual operation may be operated in the Silk Screen Section by an employee paid at not less than the highest rate prescribed for the area concerned for screen preparers (manual) —Table 27.

(6) At least one screen worker, or other employee paid at a higher wage rate, shall be employed on each screen on which squeegee pulling is in operation. Where on a particular screen assistance is required for squeegee pulling, labourers paid at the rate prescribed for that class of employee may be employed in addition.

CHAPTER 8.

LABOURERS IN ALL SECTIONS OF THE INDUSTRY OTHER THAN THE DUPLICATING SECTION.

46. SCOPE OF APPLICATION.

The provisions of this Chapter shall be applicable in the following magisterial districts only:—

Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Delmas, Durban, East London, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Kimberley, Krugersdorp, Nigel, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria (except in the Government Printing Works), Randfontein, Roodepoort, Simonstown, Springs, The Cape, Vanderbijlpark, Vereeniging and Wynberg.

47. WAGE RATES.

(1) No employer shall pay a labourer and no such employee shall accept wages at less than the following weekly rates:—

DAY WORK.

(*a*) Labourer of the age of 18 years or over employed in any section of the Industry other than the Silk Screen and Duplicating Sections—

	£	s.	d.
During the first year of experience.....	4	15	3
During the second year of experience.....	4	17	3
After two years' experience.....	4	19	3

These wage rates are subject to adjustment in accordance with the provisions of Section 7 (1) of this Agreement.

(*b*) Arbeider onder 18 jaar, in diens in enige afdeling van die nywerheid, uitgesonderd die syskerm- en dupliseer-afdelings. 8s. per week minder as die skale betaalbaar kragtens paragraaf (*a*) van hierdie klousule.

(*c*) Arbeider in diens in die Syskermafdeling:—

(*b*) Labourer under the age of 18 years employed in any section of the Industry, other than the Silk Screen and Duplicating Sections: 8s. per week less than the rates payable in terms of paragraph (*a*) of this section.
(*a*) of this section.

(*c*) Labourer employed in the Silk Screen Section:—

	In die Magistraatsdistrik die Kaap.	In die Magistraatsdistrikte Bellville, Johannesburg, Port Elizabeth Simonstad, en Wynberg.	In die Magistraatsdistrikte Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Krugersdorp, Kempton Park, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging.	In die Magistraatsdistrikte Bloemfontein, Durban, Oos-Londen, Kimberley en Pietermaritzburg.	In die Magistraatsdistrik Pinetown.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.
Werknemers onder 18 jaar.....	1 7 9	1 6 0	1 4 6	1 2 9	1 1 3
18 jaar of ouer maar onder 20.....	1 14 0	1 12 0	1 10 0	1 8 0	1 6 0
20 jaar en ouer.....	2 2 6	2 0 0	1 17 6	1 15 0	1 12 6

	In the Magisterial District of the Cape.	In the Magisterial Districts of Bellville, Johannesburg, Port Elizabeth, Simonstown and Wynberg.	In the Magisterial Districts of Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.	In the Magisterial Districts of Bloemfontein, Durban, East London, Kimberley and Pietermaritzburg.	In the Magisterial District of Pinetown.
	Per Week. £ s. d.	Per Week £ s. d.	Per Week £ s. d.	Per Week £ s. d.	Per Week £ s. d.
Employee under 18 years of age.....	1 7 9	1 6 0	1 4 6	1 2 9	1 1 3
18 years of age or over but under 20.....	1 14 0	1 12 0	1 10 0	1 8 0	1 6 0
20 years of age and over	2 2 6	2 0 0	1 17 6	1 15 0	1 12 6

(*d*) Ondanks paragrawe (*a*) en (*b*) hiervan, moet 'n arbeider wat uitsluitlik in diens is vir een of meer van die werksaamhede genoem in punte (*cc*) tot en met (*kk*) van die woordomskrywing van die klas werknemer in klousule 2 van hierdie Ooreenkoms, betaal word teen minstens onderstaande weeklone:—

(*d*) Notwithstanding the provisions of paragraphs (*a*) and (*b*) hereof, a labourer employed exclusively upon one or more of the operations mentioned in items (*cc*) to (*kk*) inclusive of the definition of that class of employee in Section 2 of this Agreement may be paid at not less than the following weekly rates:—

	In die Magistraatsdistrik die Kaap.	In die Magistraatsdistrikte Bellville, Johannesburg, Port Elizabeth Simonstad, en Wynberg.	In die Magistraatsdistrikte Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Krugersdorp, Kempton Park, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging.	In die Magistraatsdistrikte Bloemfontein, Durban, Oos-Londen, Kimberley en Pietermaritzburg.	In die Magistraatsdistrik Pinetown.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.
Werknemers onder 18 jaar.....	1 7 9	1 6 0	1 4 6	1 2 9	1 1 3
18 jaar of ouer maar onder 20.....	1 14 0	1 12 0	1 10 0	1 8 0	1 6 0
20 jaar en ouer.....	2 2 6	2 0 0	1 17 6	1 15 0	1 12 6

	In the Magisterial District of the Cape.	In the Magisterial Districts of Bellville, Johannesburg, Port Elizabeth, Simonstown and Wynberg.	In the Magisterial Districts of Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.	In the Magisterial Districts of Bloemfontein, Durban, East London, Kimberley and Pietermaritzburg.	In the Magisterial District of Pinetown.
	Per Week. £ s. d.	Per Week £ s. d.	Per Week £ s. d.	Per Week £ s. d.	Per Week £ s. d.
Employee under 18 years of age.....	1 7 9	1 6 0	1 4 6	1 2 9	1 1 3
18 years of age or over but under 20.....	1 14 0	1 12 0	1 10 0	1 8 0	1 6 0
20 years of age and over	2 2 6	2 0 0	1 17 6	1 15 0	1 12 6

(*e*) *Nagwerk.*—'n Arbeider in diens vir nagwerk moet betaal word teen minstens 10 persent meer as die skaal wat aan hom betaalbaar is kragtens paragrawe (*a*), (*b*), (*c*) of (*d*) van hierdie subklousule vir dagwerk.

(2) Benewens die loonskale genoem in subklousules 1 (*c*) en 1 (*d*) van hierdie klousule moet die lewenskostetoelae betaal word wat betaalbaar is kragtens Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig.

(3) As 'n arbeider toegestem het om losies en/of inwoning van sy werkgewer aan te neem, mag hoogstens ondergenoemde bedrae van sy loon afgetrek word:—

	s. d.
Vir losies, per week.....	3 0
Vir inwoning, per week.....	2 0
Vir losies en inwoning, per week.....	5 0

(4) *Los arbeiders.*—Die minimum skaal van besoldiging waarteen 'n werkgewer 'n los arbeider vir elke dag diens moet betaal, is een-vyfde van die weeklikse besoldiging voorgeskryf vir 'n ongeskoolde volwasse arbeider in sy eerste jaar diens en vir 'n korter tydperk as een dag, teen $^{1}/_{44}$ste van die weekloon voorgeskryf by klousule 47 (1) (*a*) hiervan vir 'n volwasse arbeider gedurende sy eerste jaar ondervinding vir elke uur of gedeelte van 'n uur gewerk.

(5) Ten einde die uurloon van 'n werknemer vas te stel, moet die weekloon wat betaal word en wat minstens die minimum loon bepaal in hierdie Ooreenkoms is, deur die getal ure bepaal in klousule 48 gedeel word, en ten einde die dagloon vas te stel, moet die uurloon met die getal ure wat gewoonlik gedurende die betrokke dag gewerk word, vermenigvuldig word.

(6) Onderworpe aan klousule 1 en ondanks andersluidende bepalings moet 'n arbeider wat op die datum waarop hierdie Ooreenkoms in werking tree, 'n hoër loon ontvang as dié wat vir sy klas voorgeskryf word, die hoër loon betaal word terwyl hy by dieselfde werkgewer in diens is.

48. Werkure.

(1) Die gewone werkure van arbeiders moet 44 uur per werkweek wees.

(2) 'n Werkgewer moet die weeklikse werkure van arbeiders in sy inrigting so reël dat voorsiening gemaak word vir 'n vryaf namiddag (uitgesonderd Sondag); met dien verstande dat in die geval van inrigtings vir middagkoerante waar nie vir 'n vryaf namiddag per week voorsiening gemaak kan word nie, 'n gelyke vryaf tyd of een hele dag elke 14 dae in plaas van een vryaf namiddag gegee kan word; en verder met dien verstande dat die gewone werkure, met uitsondering van etenstye op enige afsonderlike dag hoogstens 8½ moet wees, uitgesonderd in inrigtings waar die gewone week se werk binne vyf dae voltooi word, in welke geval die gewone dag se werk nie meer as 9¼ uur mag wees nie.

(3) 'n Werkgewer moet die werkure op alle dae waarop die werktyd meer as vyf uur is, so reël dat voorsiening gemaak word vir 'n onderbreking van minstens een uur na vyf uur aaneenlopende werk; met dien verstande dat werk wat deur pouses van minder as een uur onderbreek word, vir hierdie doel as aaneenlopend beskou word.

'n Werkgewer mag nie 'n vroulike werknemer verplig of toelaat om tussen 6 nm. en 6 vm. of na 1 nm. op meer as vyf dae in enige kalenderweek te werk nie.

(4) Nagwerkers op oggendkoerante kan verplig word om Sondagaande te werk as deel van hul gereelde skof. Ingeval die aard van die werk wat in 'n inrigting gedoen word, vereis dat sekere werknemers in 'n skof moet werk wat verskil van die gewone dag- of nagskof, kan die Staande Komitee 'n staat van werkure vir die betrokke werknemers magtig.

(5) Arbeiders wat onderhoudwerk verrig en wie se werksaamhede vereis dat hulle op Sondag werk, kan deur 'n vrystellingsertifikaat, uitgereik deur die plaaslike Gesamentlike Raad of deur die Staande Komitee waar daar geen Gesamentlike Raad

(*e*) *Night Work.*—A labourer employed upon night work shall be paid at a rate not less than 10 per cent. higher than the rate payable to him in terms of paragraphs (*a*), (*b*), (*c*) or (*d*) of this sub-section for day work.

(2) In addition to the wage rates specified in sub-sections 1 (*c*) and 1 (*d*) of this section, the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended from time to time, shall be paid.

(3) When a labourer has agreed to accept board and/or lodging from his employer, a deduction not exceeding the amounts specified hereunder may be made from his wages—

	s. d.
For board, per week.....	3 0
For lodging, per week.....	2 0
For board and lodging, per week.....	5 0

(4) *Casual Labourers.*—The minimum rate at which remuneration shall be paid by an employer to a casual labourer, for each day of employment, shall be one-fifth of the weekly remuneration prescribed for an adult labourer in his first year of employment, and for a lesser period than one day at the rate of one forty-fourth of the weekly wage prescribed by Section 47 (1) (*a*) hereof for an adult labourer during his first year of experience for each hour or portion of an hour worked.

(5) For the purpose of ascertaining the hourly rate of remuneration of a labourer, the weekly remuneration payable to the employee concerned at the time, being not less than the minimum provided in this Agreement, shall be divided by the number of hours specified in section 48, and for the purpose of ascertaining the daily rate, such hourly rate shall be multiplied by the number of hours normally worked during the day affected.

(6) Subject to the provisions of section 7 and notwithstanding anything else herein contained a labourer who at the date of coming into operation of this Agreement is in receipt of a higher wage than that prescribed for his class shall be paid such higher wage while in the service of the same employer.

48. Hours of Work.

(1) The ordinary hours of work of labourers shall be 44 hours per working week.

(2) An employer shall arrange the ordinary working hours of labourers in his establishment so as to provide for an afternoon off (excluding Sunday); provided that in the case of afternoon newspaper establishments, when an afternoon off per week cannot be provided, equivalent time off, or one whole day per fortnight, may be substituted for one afternoon off per week; and provided further, that the normal working hours, excluding meal times on any one day shall not exceed 8½ except in establishments where the normal week's work is completed in five days, in which case the normal day's work shall not exceed 9¼ hours.

(3) An employer shall arrange the working hours on all days on which the working time exceeds five hours so as to allow for a break of at least one hour after five hours' continuous work; provided that for this purpose work interrupted by breaks of less than one hour shall be deemed to be continuous. An employer shall not require or permit a female employee to work between 6 p.m. and 6 a.m. or after 1 p.m. on more than five days in any calendar week.

(4) Night workers engaged on morning newspapers may be required to work on Sunday evenings as part of their regular shift. In cases where the nature of the work performed in an establishment requires that certain employees should work in a shift which varies from the normal day or night shift, the Standing Committee may authorise a schedule of working hours for the employees concerned.

(5) Labourers on maintenance whose duties require that they should work on Sundays may be authorised by an exemption certificate issued by the Local Joint Board, or by the Standing

bestaan nie, gemagtig word om op Sondag t e werk teen gewone loonskale vir 'n getal ure wat in die vrystellingsertifikaat bepaal moet word; en vir alle ure gewerk op Sondag bo die ure aldus bepaal, moet betaal word teen die skale voorgeskryf in klousule 49 van hierdie Ooreenkoms.

(6) 'n Werkgewer wat van enigeen van sy gereelde arbeiders vereis om korttyd te werk, moet die werknemers daarvan minstens 12 uur kennis gee. 'n Werkgewer moet aan enige werknemer wat korttyd werk, minstens 24 uur se loon in 'n werkweek betaal.

(7) Werkgewers en werknemers mag nie toelaat dat minder as agt uur verloop tussen die beëindiging van een dag of nag se werk en die begin van 'n ander deur dieselfde verknemer nie. Werk in spesiale noodgevalle word nie hierdeur verbied nie.

49. OORTYD.

(1) Alle tyd deur 'n arbeider gedurende 'n werkweek gewerk bo die maksimum getal gewone werkure voorgeskryf in klousule 48 (1) van hierdie Ooreenkoms, moet as oortyd beskou word; met dien verstande egter dat gewone tyd deur 'n werknemer verloor as gevolg van siekte of op versoek of toestemming van sy werkgewer, nie vergoed hoef te word voordat besoldiging vir oortydwerk betaalbaar word nie.

(2) Onderworpe aan subklousule (3) hiervan mag geen werkgewer 'n arbeider vir oortyd gewerk, betaal teen minder as 1½ maal die besoldiging betaalbaar vir gewone tyd bereken ingevolge klousule 47 (5) van hierdie Ooreenkoms en geen werknemer mag dit aanneem nie.

(3) Behalwe ten opsigte van nagwerkers in 'n inrigtings wat 'n oggendkoerant druk, ten opsigte van onderhoudsarbeiders wat vrygestel is om Sondag te werk en onderworpe aan subklousule (4) hiervan, moet 'n werkgewer 'n werknemer wat op Sondag werk, besoldiging teen onderstaande skale betaal òf—

(i) dubbel die besoldiging betaalbaar ten opsigte van die tydperk wat gewoonlik deur hom op 'n weekdag gewerk word; òf

(ii) 1¼ maal sy gewone loon vir die totale tydperk wat op die Sondag gewerk is en hom binne sewe dae na die Sondag een dag vakansie toestaan en hom ten opsigte daarvan besoldiging betaal teen 'n skaal van minstens sy gewone loon asof hy op dié vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(4) In gevalle waarin die gereelde personeel van werknemers op Saterdag of Sondag werk verrig in verband met die druk van laat Saterdagaand- en Sondagnuusblaaie moet die oortydskaal aan die betrokke arbeiders betaalbaar wees soos in subklousule (2) hiervan genoem.

(5) 'n Werkgewer kan nie van 'n werknemer vereis of hom toelaat om in 'n afsonderlike week meer oortyddiens as onderstaande totale tydperke te werk nie:—

(*a*) Tien uur; of

(*b*) 'n Getal ure (wat meer as tien kan wees) vasgestel deur die plaaslike Gesamentlike Raad, of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie, met skriftelike kennisgewing aan die werkgewer waarin die werknemer of klas werknemer op wie die kennisgewing van toepassing is, aangedui word, asook die tydperk waarvoor en die voorwaardes waarop dit geldig is.

(6) Die bepalings van klousule 13 (3) hiervan is van toepassing op vroulike arbeiders.

50. VERLOF.

(1) Elke werkgewer moet aan elke arbeider in sy diens, ten opsigte van elke tydperk van 12 maande diens by hom, en nie later as twee maande na die beëindiging van genoemde tydperk nie (behalwe soos bepaal in subklousules (8) en (9) van hierdie klousule), verlof met volle besoldiging van minstens drie weke toestaan; met dien verstande dat—

(*a*) die tydperk van sodanige verlof nie mag saamval met enige tydperk waarin die werknemer onder diensopsegging staan nie; en

(*b*) as enige openbare vakansiedag genoem in subklousule (10) hiervan, binne die tydperk van sodanige verlof val, sodanige vakansiedag by genoemde tydperk as 'n verdere verloftydperk met volle besoldiging gevoeg moet word.

(2) Die werkgewer moet aan 'n arbeider aan wie verlof ingevolge subklousule (1) hiervan toegestaan word, sy loon op of voor die laaste werkdag voor die aanvang van genoemde tydperk betaal. Ingeval betaling per tjek plaasvind, moet geriewe aan die betrokke werknemer gegee word om hom in staat te stel om die tjek te wissel op die laaste werkdag voordat hy met verlof gaan.

(3) By diensbeëindiging moet die werkgewer 'n arbeider soos volg betaal:—

(*a*) Sy volle besoldiging ten opsigte van enige tydperk van verlof wat vir hom opgeloop het maar wat nie voor die datum van diensbeëindiging toegestaan is nie; en

(*b*) $^{3}/_{49}$stes van 'n week se loon ten opsigte van elke week diens by die werkgewer nadat hy laas op verlof geregtig geword het ingevolge subklousule (1) hiervan, of, in die geval van 'n werknemer wat minder as 12 maande in diens was, vir elke week diens by die werkgewer. Vir gedeeltes van weke sal na verhouding betaal word.

(4) Enige tydperk waarin 'n arbeider—

(*a*) met verlof kragtens subartikel (1) hiervan is; of

(*b*) van sy werk afwesig is op las of op versoek van sy werkgewer; of

Committee where no Joint Board exists, to work on Sundays at normal rates of pay, for a number of hours to be stipulated in such exemption certificate; and any hours workel on Sundays in excess of the hours so stipulated shall be paid for at the rates prescribed by section 49 of this Agreement.

(6) An employer who requires any of his regular labourers to work short time shall give such employees at least 12 hours' notice thereof. An employer shall pay to any such employee working short time not less than 24 hours' wages in any working week.

(7) Employers and employees shall not permit less than eight hours to elapse between the finishing of one day's or night's work and the commencing of another by the same employee. This shall not prohibit the performance of work necessitated by a special emergency.

49. OVERTIME.

(1) All time worked by a labourer during any working week in excess of the maximum number of ordinary hours of work prescribed in section 48 (1) of this Agreement shall be deemed to be overtime; provided, however, that ordinary time lost by an employee because of illness or at the request or by permission of his employer shall not be required to be made up before remuneration for overtime becomes payable.

(2) Subject to the provisions of sub-section (3) hereof, no employer shall pay and no labourer shall accept remuneration for overtime worked at less than one and one-third times the remuneration payable for ordinary time calculated in terms of section 47 (5) of this Agreement.

(3) Save in respect of night workers in an establishment producing a morning newspaper, and in respect of maintenance labourers exempted to work on Sunday, and subject to sub-section (4) hereof, an employer shall pay a labourer who works on a Sunday remuneration at the following rates, either—

(i) double the remuneration payable in respect of the period ordinarily worked by him on a week-day; or

(ii) one and one-third times his ordinary rate for the total period worked on such Sunday, and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(4) In cases where work is performed by the regular staff of employees on Saturdays or Sundays in connection with the production of late Saturday evening and Sunday newspapers, the overtime rate payable to the labourers concerned shall be as stated in sub-section (2) hereof.

(5) An employer shall not require or permit an employee to work overtime for a total period exceeding, in any one working week—

(*a*) ten hours; or

(*b*) a number of hours (which may exceed ten) fixed by the Local Joint Board, or the Standing Committee where no Joint Board exists, by notice in writing to the employer, specifying the employee or class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid.

(6) The provisions of section 13 (3) hereof shall apply in respect of female labourers.

50. HOLIDAYS.

(1) Every employer shall grant to every labourer in his employ in respect of each period of 12 months' employment by him, and not later than two months after the termination of the said period (except as provided in sub-sections (8) and (9) of this section), leave of absence on full pay of not less than three weeks; provided that—

(*a*) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment; and

(*b*) if any public holiday referred to in sub-section (10) hereof falls within the period of such leave, such holiday shall be added to the said period as a further periond of leave of absence on full pay.

(2) The employer shall pay to a labourer to whom leave is grante dunder sub-section (1) hereof his pay in respect of the period of leave not later than the last working day before the commencement of the said period. Where payment is made by cheque, facilities shall be granted to the employee concerned to enable him to cash the cheque on the last working day before going on leave.

(3) Upon termination of employment, the employer shall pay to a labourer—

(*a*) his full pay in respect of any period of leave which has accrued to him but was not granted before the date of termination of employment; and

(*b*) three fourty-ninths of a week's pay in respect of each week of service with the employer after he last became entitled to leave in terms of sub-section (1) hereof, or, in the case of an employee who has been employed for less than 12 months, for each week of service with the employer. Broken weeks shall be paid for in proportion.

(4) Any period during which a labourer—

(*a*) is on leave in terms of sub-section (1) hereof; or

(*b*) is absent from work on the instructions or at the request of his employer; or

(*c*) afwesig is as gevolg van siekte;

moet vir die toepassing van subklousules (1) en (3) hiervan as diens beskou word; met dien verstande dat—

(i) die bepalings van paragraaf (*c*) nie van toepassing is ten opsigte van enige tydperk van afwesigheid as gevolg van siekte van meer as drie opeenvolgende dae nie, as die werknemer, wat nie 'n werknemer, genoem in subparagraaf (ii), is nie, na 'n versoek deur die werkgewer om sodanige sertifikaat voor te lê, versuim om 'n doktersertifikaat van 'n mediese praktisyn voor te lê dat hy deur siekte verhinder was om sy werk te doen of ten opsigte van daardie gedeelte van enige totale tydperk van afwesigheid gedurende enige 12 maande diens wat meer as 30 is;

(ii) dit nie van 'n arbeider wie se werkgewer kragtens enige regulasie onder die Naturelle-arbeid Regelingswet, 1911 (Wet No. 15 van 1911), verplig is om voorsiening te maak vir die sorg en behandeling van sodanige werknemer wanneer hy siek of beseer is, verwag moet word om 'n sertifikaat deur 'n mediese praktisyn ten opsigte van enige tydperk van afwesigheid genoem in subparagraaf (i), voor te lê nie.

(5) Enige bedrag wat aan 'n arbeider kragtens subklousule (2) of subklousule (3) hiervan betaal word, moet bereken word teen die skaal van besoldiging wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword het of sy diens beëindig is, na gelang van die geval.

(6) In hierdie klousule sluit die uitdrukking „werkgewer" die volgende in:—

(*a*) In die geval van die dood van 'n werkgewer, die eksekuteur van sy boedel of sy erfgenaam of legataris; en

(*b*) in die geval van die insolventskap van 'n werkgewer of die likwidering van sy boedel, of die oorplasing of verkoping van sy besigheid, die kurator of likwideerder of die nuwe eienaar van die besigheid;

indien sodanige eksekuteur, erfgenaam, kurator, likwideerder of nuwe eienaar voortgaan om daardie werknemer in diens te hou.

(7) Vir die toepassing van hierdie klousule moet dit beskou word dat diens 'n aanvang neem van—

(*a*) die datum af waarop die arbeider in die werkgewer se diens gekom het; of

(*b*) die eerste dag van September 1941, na gelang van die jongste datum.

(2) In die munisipale gebied van Kaapstad kan 'n werkgewer reëlings tref dat sy werknemers hulle jaarlikse verlof neem in die vorm van een week tussen Kersdag en Nuwejaar en die orige gedeelte op gewone of wetlike vakansiedae om die volle getal dae verlof te geniet waarvoor voorsiening in subklousule (1) hiervan gemaak word.

(9) Onderworpe aan die bepalings van subklousule (8) hiervan kan die Staande Komitee 'n vrystellingsertifikaat uitreik wat die ophoping van vakansieverlof, aan 'n arbeider verskuldig ingevolge subklousule (1) hiervan, magtig; met dien verstande dat in geval van die ophoping van sodanige verlof die geld aan die werknemer verskuldig is vir elke 12 maande verlof, deur die werkgewer gedeponeer moet word by 'n beampte van die Raad wat in die vrystellingsertifikaat genoem moet word, om vir sodanige werknemer in trust gehou te word totdat hy die verlof neem wat aan hom verskuldig is, wanneer dit aan hom oorbetaal moet word voordat hy met verlof gaan.

(10) (*a*) As 'n arbeider nie op Nuwejaarsdag, Geloftedag, Goeie Vrydag of Kersdag werk nie, moet sy werkgewers hom besoldiging ten opsigte van sodanige dag betaal teen 'n skaal van minstens sy gewone skaal van besoldiging asof hy op sodanige dag sy gewone gemiddelde werkure vir daardie dag van die week gewerk het.

(*b*) As 'n arbeider op Nuwejaarsdag, Geloftedag, Goeie Vrydag of Kersdag werk, moet sy werkgewer hom besoldiging betaal teen minstens sy gewone skaal van besoldiging ten opsigte van die totale tydperk op sodanige dag gewerk, benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie.

(*c*) Vir die toepassing van paragrawe (*a*) en (*b*) van hierdie subklousule, kan Paasmaandag (of Paassondag in die geval van nagwerkers op oggendkoerante) in die plek gestel word van Goeie Vrydag as 'n vakansiedag met besoldiging. So-ook kan enige werkdag in die plek van Geloftedag gestel word, met dien verstande dat sodanige dag op sodanige vakansiedag volg en binne dieselfde kalenderjaar val.

(*d*) Vir die toepassing van hierdie subklousule beteken arbeider een wat in die diens van die werkgewer was voor en gedurende die werkweek waarin die vakansiedag val.

HOOFSTUK 9.

DUPLISEERAFDELING.

51. Bestek van toepassing.

Die bepalings van hierdie hoofstuk is elges van toepassing op dié werknemers in die dupliseerafdeling in diens vir wie lone by klousule 53 bepaal word; met dien verstande egter dat met uitsondering van arbeiders, werknemers wie se werksproduk op 'n besondere dag of dae nie vir regstreekse geldelike loon aan die werkgewer bedoel is nie, maar slegs vir die persoonlike administrasie van die werkgewer se besigheid, nie deur hierdie Ooreenkoms gedek word ten opsigte van die dag of dae waarop dié werk verrig word nie.

(*c*) is absent from work owing to illness;

shall be deemed to be employment for the purposes of sub-sections (1) and (3) hereof; provided that—

(i) the provisions of paragraph (*c*) shall not apply in respect of any period of absence owing to illness of more than three consecutive days, if the employee, not being an employee referred to in sub-paragraph (ii) fails, after a request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work or in respect of that portion of any total period of absence during any 12 months of employment which is in excess of 30 days;

(ii) a labourer whose employer is required in terms of any regulation under the Native Labour Regulation Act, 1911 (Act No. 15 of 1911), to provide for the care and treatment of such employee when sick or injured shall not be required to submit a certificate by a medical practitioner in respect of any period of absence referred to in sub-paragraph (i).

(5) Any amount paid to a labourer in terms of sub-section (2) or sub-section (3) hereof shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date on which the leave became due or his employment terminated, as the case may be.

(6) In this section the expression "employer" includes—

(*a*) in the case of the death of an employer, the executor of his estate, or his heir or legatee; and

(*b*) in the case of the insolvency of an employer or the liquidation of his estate, or the transfer or sale of his business, the trustee or liquidator or the new owner of the business;

if such executor, heir, legatee, trustee, liquidator or new owner continues to employ that employee.

(7) For the purposes of this section employment shall be deemed to commence from—

(*a*) the date on which the labourer entered the employer's service; or

(*b*) the first day of September, 1941, whichever is the later.

(8) In the municipal area of Cape Town an employer may arrange for his labourers to take their annual leave in the form of one week between Christmas and New Year and the balance in ordinary statutory holidays to make up the full number of days' leave of absence provided in sub-section (1) hereof.

(9) Subject to the provisions of sub-section (8) hereof, the Standing Committee may issue an exemption certificate authorising the accumulation of the holiday leave due to a labourer in terms of sub-section (1) hereof; provided that in the event of such accumulation of such leave the money due to the employee for each 12 months' leave shall be deposited by the employer with an officer of the Council to be designated in the exemption certificate, to be held in trust for such employee until he takes the holiday leave due to him, when it shall be paid to him prior to his proceeding on leave.

(10) (*a*) If a labourer does not work on New Year's Day, the Day of the Covenant, Good Friday or Christmas Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(*b*) Whenever a labourer works on New Year's Day, the Day of the Covenant, Good Friday or Christmas Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked.

(*c*) For the purposes of paragraphs (*a*) and (*b*) of this sub-section, Easter Monday (or Easter Sunday in the case of night workers on morning newspapers) may be substituted for Good Friday as a paid holiday. Similarly any working day may be substituted for the Day of the Covenant; provided that such day is subsequent to such holiday and within the same calendar year.

(*d*) For the purposes of this sub-section a labourer means one who was in the employ of the employer prior to and during the working week in which the holiday falls.

Chapter 9.

DUPLICATING SECTION.

51. Scope of Application.

The provisions of this Chapter shall apply only in respect of those employees employed in the Duplicating Section for whom wage rates are prescribed in section 53; provided, however, that, with the exception of labourers, employees, the product of whose labour on any particular day or days is not intended for direct monetary reward to the employer, but is intended exclusively for the personal administration of the employer's business, shall not be covered by the terms of this Chapter in respect of the day or days on which such work is performed.

52. WOORDOMSKRYWINGS.

Vir die toepassing van hierdie hoofstuk, tensy dit strydig met die samehang is, beteken—

„dupliseerpapiersnyer", 'n werknemer wat dupliseerpapier deur middel van 'n krag- of handsnymasjien in standaardgrootes sny vir herverkoping of vir gebruik in sy werkgewer se inrigting;

„ondervinding", die dienstydperk in verband met duplisering soos hierbo bepaal, sonder korttyd, deeltydse werk of oortyd wat gedurende sodanige diens gedoen is, in aanmerking te neem maar met uitsondering van diens as arbeider;

„arbeider", 'n werknemer wat uitsluitlik een of meer van onderstaande werksaamhede verrig:—

(*a*) Persele skoonmaak, goedere dra, verplaas, opstawel of uitpak en wat in verband daarmee nou en dan 'n goederehyser kan bedien; pakkette sorteer; pakkette toedraai;

(*b*) deure, kiste, bale of ander pakkette oop- of toemaak; vuurmaak of vure aan die brand hou, of vuilgoed of as verwyder;

(*c*) briewe, boodskappe of goedere te voet of per fiets, driewiel of handvoertuig aflewer of vervoer; kontant invorder ingeval van k.b.a.-verkope of skriftelike bestellings aanneem; tee of dergelike dranke maak;

as dié werksaamhede uitsluitlik of hoofsaaklik in verband met duplisering verrig word.

„fotografiese sjabloonbereiding", die bereiding van sjablone vir dupliseermasjiene deur 'n gesensiteerde sjabloon met setwerk of tekenings in aanraking te bring en die sjabloon deur middel van chemikalieë te ontwikkel, of enige ander manier van sjabloonbereiding wat fotografiese metodes insluit;

„fotograaf", 'n werknemer wat 'n kamera of enige ander lensapparaat bedien in verband met fotografiese sjabloonbereiding;

„fotograafassistent", 'n werknemer wat een of meer van die volgende werksaamhede in verband met fotografiese sjabloonbereiding verrig:—

Positiewe en/of negatiewe ontwikkel; die sjabloon regstreeks in aanraking bring òf met die oorspronklike onderwerp en/of lettersetwerk òf met positiewe of negatiewe, en die afwerking en finale voorbereiding van sjablone vir gebruik.

53. LONE.

(1) Geen lone teen laer skale as onderstaande mag deur 'n werkgewer betaal, of deur 'n werknemer aangeneem word nie:—

(*a*) Dupliseerpapiersnyers:—

	Per week.	Per dag.
	£ s. d.	£ s. d.
Bediening van 'n kragsnymasjien.....	8 9 11	1 8 4
Bediening van slegs 'n handsnymasjien..	3 19 9	0 13 4

(*b*) Fotograwe:—

Ondervinding as fotograaf.	Per week.	Per maand.
	£ s. d.	£ s. d.
Eerste jaar.....	5 1 7	22 0 0
Tweede jaar.....	6 7 0	27 10 0
Daarna.....	7 12 4	33 0 0

(*c*) Fotograafassistente:—

Ondervinding as fotograafassistent.	Per week.	Per maand.
	£ s. d.	£ s. d.
Eerste jaar.....	3 6 0	14 6 0
Tweede jaar.....	3 16 2	16 10 0
Daarna.....	4 11 5	19 16 0

(*d*) In die munisipaliteitsgebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (met inbegrip van die gebiede wat voorheen onder die Craighall-gesondheidskomitee en die Greymount-dorpsraad geval het), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cam-

52. DEFINITIONS.

For the purposes of this Chapter unless inconsistent with the context—

"duplicating paper cutterman" means an employee employed upon the cutting of duplicating paper to standard sizes for resale, or for use in the business of the employee's employer, by means of a power or manually operated cutting machine;

"experience" means the period of employment in connection with duplicating as defined calculated without making any adjustment in respect of any short time, part time or overtime worked during such employment, but excluding employment as a labourer;

"labourer" means an employee employed exclusively upon one or more of the following operations:—

(*a*) Cleaning premises, carrying, moving, stacking or unpacking goods and who may in connection therewith accasionally operate a goods lift; sorting packages or parcels; wrapping up parcels;

(*b*) opening or closing doors, boxes, bales or other packages, making or maintaining fires or removing refuse or ashes;

(*c*) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle or ahnd-propelled vehicle; collecting cash in the case of "C.O.D." sales or accepting written orders; making tea or similar beverages; if such operations are exclusively or mainly in connection with duplicating;

"photographic stencil preparation" means the preparation of stencils for use on duplicating machines by the process of contacting a sensitised stencil to a drawing or type set matter and the developing of such stencil by means of chemicals, or any other method of stencil preparation which includes the use of photographic methods;

"photographer" means an employee who operates a camera or any apparatus equipped with a lens in connection with photographic stencil preparation;

"photographer's assistant" means an employee who is employed upon one or more of the following operations in connection with photographic stencil preparation:—

Developing of positives and/or negatives; making direct contacts with the stencil either by contact with original subject and/or type matter, or contact with positives and negatives; or the touching up or final preparation of stencils for use.

53. WAGES.

(1) No employer shall pay and no employee shall accept wages at rates lower than the following:—

(*a*) Duplicating paper cuttermen:—

	Per Week.	Per Day.
	£ s. d.	£ s. d.
Employed on the operation of a cutting machine designed for operation by power.....	8 9 11	1 8 4
Employed on the operation of a cutting machine designed solely for manual operation.....	3 19 9	0 13 4

(*b*) Photographers:—

Experience as a Photographer.	Per Week.	Per Month.
	£ s. d.	£ s. d.
First year.....	5 1 7	22 0 0
Second year.....	6 7 0	27 10 0
Thereafter.....	7 12 4	33 0 0

(*c*) Photographer's Assistants.

Experience as a Photographer's Assistant.	Per Week.	Per Month.
	£ s. d.	£ s. d.
First year.....	3 6 0	14 6 0
Second year.....	3 16 2	16 10 0
Thereafter.....	4 11 5	19 16 0

(*d*) In the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg (including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council respectively), Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown,

bridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein en die plaaslike administrasie- en gesondheidsraadgebiede Westville en Malvern:—

Tiksters en sjabloonsnyers.

Ondervinding in die Nywerheid.	Mans.		Vrouens.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Eerste jaar.....	2 17 2	12 7 6	2 17 2	12 7 6
Tweede jaar.....	3 16 2	16 10 0	3 3 6	13 15 0
Derde jaar.....	4 15 3	20 12 6	3 16 2	16 10 0
Vierde jaar.....	5 14 3	24 15 0	4 2 6	17 17 6
Vyfde jaar.....	6 19 8	30 5 0	4 2 6	17 17 6
Daarna.....	7 18 8	34 7 6	4 12 2	19 18 9

Duplikatorbedieners.

Ondervinding in die Nywerheid.	Mans.		Vrouens.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Eerste jaar.....	2 5 9	9 18 0	2 5 9	9 18 0
Tweede jaar.....	3 1 0	13 4 0	2 10 9	11 0 0
Derde jaar.....	3 16 2	16 10 0	3 1 0	13 4 0
Vierde jaar en daarna	4 11 5	19 16 0	3 6 0	14 6 0

In die Unie van Suid-Afrika (uitgesonderd die munisipale gebiede van Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—insluitende die gebiede wat voorheen geval het onder die regsbevoegdheid van die Craighallgesondheidskomitee en Greymount-dorpsraad—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Kaapstad, Vishoek, Port Elizabeth, Walmer, Oos-Londen, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad en Bloemfontein, en die gebiede onder die plaaslike administrasie en gesondheidsraad Westville en Malvern):—

Tiksters en sjabloonsnyers

Ondervinding in die Nywerheid.	Mans.		Vrouens.	
	Per week.	Per maand.	Per week.	Per maand.
Eerste jaar.....	2 10 11	11 0 0	2 10 11	11 0 0
Tweede jaar.....	3 3 6	13 15 0	2 17 2	12 7 6
Derde jaar.....	3 16 2	16 10 0	3 3 6	13 15 0
Vierde jaar.....	4 8 11	19 5 0	3 9 11	15 2 6
Vyfde jaar.....	5 4 9	22 13 9	3 16 2	16 10 0
Daarna.....	7 2 11	30 18 9	4 2 6	17 17 6

Duplikatorbedieners.

Ondervinding in die Nywerheid.	Mans.		Vrouens.	
	Per week.	Per maand.	Per week.	Per maand.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Eerste jaar.....	2 0 8	8 16 0	2 0 8	8 16 0
Tweede jaar.....	2 10 9	11 0 0	2 5 9	9 18 0
Derde jaar.....	3 1 0	13 4 0	2 10 9	11 0 0
Vierde jaar en daarna	3 11 2	15 8 0	2 15 11	12 2 0

OPMERKING.—Geen werknemer wat 'n hoër loon ontvang as dié voorgeskryf in hierdie klousule, mag 'n laer loon betaal word terwyl hy by dieselfde werkgewer in diens is nie.

(*e*) Benewens bogenoemde lone, is die Regering se lewenskostetoelae kragtens Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, ook betaalbaar.

(*f*) Los werknemers moet vir elke dag waarop hulle los in diens is, minstens 'n volle dag se loon betaal word; met dien verstande dat as die tydperk van los diens die gewone ure vir 'n volle dag oorskry, vir die ure langer as daardie dag gewerk, teen minstens 1½ maal die uurloon betaal moet word. Vir die toepassing van hierdie paragraaf word dit beskou dat 'n los werknemer 'n werknemer is wat op hoogstens vier dae per week by dieselfde werkgewer in diens is en 'n werknemer wat meer as vier dae per week werk, word as 'n gereelde werknemer beskou wat op minstens een week se loon geregtig is.

Durban, Pietermaritzburg, Kroonstad and Bloemfontein and the Local Administration and Health Board areas of Westville and Malvern:—

Typists and Stencil Cutters.

Experience in the Industry.	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First Year.....	2 17 2	12 7 6	2 17 2	12 7 6
Second year.....	3 16 2	16 10 0	3 3 6	13 15 0
Third year.....	4 15 3	20 12 6	3 16 2	16 10 0
Fourth year.....	5 14 3	24 15 0	4 2 6	17 17 6
Fifth year.....	6 19 8	30 5 0	4 2 6	17 17 6
Thereafter.....	7 18 8	34 7 6	4 12 2	19 18 9

Duplicator Operators.

Experience in the Industry.	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First year.....	2 5 9	9 18 0	2 5 9	9 18 0
Second year.....	3 1 0	13 4 0	2 10 9	11 0 0
Third year.....	3 16 2	16 10 0	3 1 0	13 4 0
Fourth year and thereafter.....	4 11 5	19 16 0	3 6 0	14 6 0

In the Union of South Africa (excluding the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg—including the areas formerly falling under the jurisdiction of the Craighall Health Committee and the Greymount Village Council respectively—Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria, Cape Town, Fish Hoek, Port Elizabeth, Walmer, East London, Cambridge, Pinetown, Durban, Pietermaritzburg, Kroonstad and Bloemfontein and the Local Administration and Health Board areas of Westville and Malvern):—

Typists and Stencil Cutters.

Experience in the Industry.	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First year.....	2 10 11	11 0 0	2 10 11	11 0 0
Second year.....	3 3 6	13 15 0	2 17 2	12 7 6
Third year.....	3 16 2	16 10 0	3 3 6	13 15 0
Fourth year.....	4 8 11	19 5 0	3 9 11	15 2 6
Fifth year.....	5 4 9	22 13 9	3 16 2	16 10 0
Thereafter.....	7 2 11	30 18 9	4 2 6	17 17 6

Duplicator Operators.

Experience in the Industry.	Males.		Females.	
	Per Week.	Per Month.	Per Week.	Per Month.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
First year.....	2 0 8	8 16 0	2 0 8	8 16 0
Second year.....	2 10 9	11 0 0	2 5 9	9 18 0
Third year.....	3 1 0	13 4 0	2 10 9	11 0 0
Fourth year and thereafter.....	3 11 2	15 8 0	2 15 11	12 2 0

NOTE.—No employee who is in receipt of wages higher than those prescribed in this section shall suffer any reduction in wages whilst employed by the same employer.

(*e*) In addition to the aforegoing scales, the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended from time to time, shall be paid.

(*f*) Casual employees shall be paid not less than a full day's wages for each day upon which they are casually employed; provided that if the period of casual employment exceeds the normal hours for a full day, the hours worked in excess of that day shall be paid for at time and a third of the hourly rate. For the purposes of this paragraph a casual employee shall be deemed to be an employee who is employed by the same employer on not more than four days in any week, and any employee employed in excess of four days in any week shall be regarded as a regular employee entitled to at least one week's wages.

(*g*) Arbeiders moet teen minstens onderstaande lone betaal word:—

	Onder 18 jaar oud.	18 jaar of ouer maar onder 20.	20 jaar en ouer.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.
In die magistraatsdistrik die Kaap	1 7 9	1 14 0	2 2 6
In die magistraatsdistrikte Bellville, Johannesburg, Port Elizabeth, Simonstad en Wynberg	1 6 0	1 12 0	2 0 0
In die magistraatsdistrikte Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging	1 4 6	1 10 0	1 17 6
In die magistraatsdistrikte, Bloemfontein, Durban, Oos-Londen, Kimberley en Pietermaritzburg	1 2 9	1 8 0	1 15 0
In die magistraatsdistrik Pinetown	1 1 3	1 6 0	1 12 6

OPMERKING.—Benewens bogenoemde lone, moet die lewenskostetoelae voorgeskryf by Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, ook betaal word.

(2) (*a*) 'n Werkgewer moet een werknemer in diens hê teen die hoogste loon voorgeskryf in subklousule (1) (*d*) van hierdie klousule voor enige werknemer teen 'n laer loon in diens geneem word.

(*b*) 'n Werkgewer wat drie of meer werknemers van die klasse genoem in subklousule (1) (*d*) van hierdie klousule, in diens het, moet minstens een werknemer teen die hoogste loon daarin voorgeskryf, in diens hê vir elke drie of gedeelte van drie werknemers van sodanige klasse in diens.

(3) Ten einde die loon te bepaal wat aan 'n werknemer in enigeen van die klasse genoem in subklousule (1) betaal moet word, moet die totale ondervnding van die werknemer in duplisering, afgesien van die inrigting waar die ondervinding opgedoen is, meegereken word.

(4) (*a*) 'n Dagloon word bereken deur die weekloon deur ses te deel.

(*b*) Ten einde die uurloon van 'n werknemer te bepaal, moet die weekloon, ingevolge hierdie subklousule betaalbaar, gedeel word deur die getal ure wat gewoonlik gedurende die week deur werknemers in die inrigting gewerk word.

(5) Geen werkgewer mag 'n dupliseerpapiersnyer verplig of toelaat om gedrukte (in teenstelling met gedupliseerde) werk te sny of reg te sny of om 'n snymasjien te bedien vir 'n ander doel as wat in die omskrywing van hierdie klas werknemer in klousule 52 van die Ooreenkoms genoem word nie.

(6) 'n Werkgewer moet van elke werknemer wat die werk van 'n duplikatorpapiersnyer verrig, vereis om tydstate, wat deur die werkgewer verskaf moet word, elke dag wanneer die werk afgehandel is, in te dien, en sodanige werknemers moet dit by hul werkgewer indien, en op dié tydstate moet die tyd aangetoon word wat aan die werk van duplikatorpapiersnyer bestee word.

(7) 'n Werkgewer moet aan 'n werknemer wat werk doen wat gewoonlik verrig word deur 'n ander klas werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word wat hoër is as die loon wat sodanige vorige werknemer gewoonlik ontvang, die hoër loonskaal betaal vir die hele dag waarop sodanige werk verrig word.

54. STUKWERK EN BONUSSE.

(1) Werkgewers word verbied om stuk- en taakwerk uit te gee en werknemers word verbied om dit te verrig.

(2) Geen werkgewer mag 'n bonus betaal wat deur stukberekenings of oorwegings van omvang van werk in enige vorm bereken is en geen werknemer mag so 'n bonus aanneem nie.

55. BETALING VAN VERDIENSTE EN DIENSBEËINDIGING.

(1) Lone en betaling vir oortyd moet weekliks ten volle teen die voorgeskrewe skale voor of om 12-uur middag op die Saterdag wat volg op die end van die werkweek van die betrokke inrigting, betaal word. As die werkweek op 'n Saterdag eindig, moet betaling by 12-uur middag op daardie dag gedoen wees. Los werknemers wie se diens voor die gebruiklike betaaldag eindig, moet hul verdienste onmiddellik by beëindiging van hul diens betaal word.

(2) Waar dit in 'n inrigting gebruiklik is om bepaalde werknemers maandeliks te betaal, moet dié werknemers hul lone en alle verskuldigde oortydloon maandeliks betaal word in plaas van weekliks soos in subklousule (1) hiervan bepaal; in dié geval moet werknemers by die maand voor of om 12-uur middag op die laaste werkdag in die maand van die betrokke inrigting betaal word.

(3) Alle lone en oortydlone moet in kontant betaal word.

(*g*) Labourers shall be paid at not less than the following weekly rates:—

	Under 18 Years of Age.	18 Years of Age or over but under 20.	20 Years of Age and over.
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.
In the Magisterial District of the Cape	1 7 9	1 14 0	2 2 6
In the Magisterial Districts of Bellville, Johannesburg, Port Elizabeth, Simonstown and Wynberg	1 6 0	1 12 0	2 0 0
In the Magisterial Districts of Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg, Tvl., Kempton Park, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging	1 4 6	1 10 0	1 17 6
In the Magisterial Districts of Bloemfontein, Durban, East London, Kimberley and Pietermaritzburg	1 2 9	1 8 0	1 15 0
In the Magisterial District of Pinetown	1 1 3	1 6 0	1 12 6

NOTE.—In addition to these wages the cost of living allowance prescribed by War Measure No. 43 of 1942, as amended from time to time, must be paid.

(2) (*a*) An employer shall employ one employee at the highest rate prescribed in sub-section (1) (*d*) of this section before employing any other employees of the classes mentioned in that sub-section at a lesser rate.

(*b*) An employer employing three or more employees of the classes mentioned in sub-section (1) (*d*) of this section shall employ at least one employee at the highest rate prescribed therein for every three or part of three employees of such classes employed.

(3) For the purpose of ascertaining the wages which shall be payable to an employee of any of the classes mentioned in sub-section (1) the total experience of the employee in duplicating, irrespective of the establishment where such experience was gained, shall be reckoned.

(4) (*a*) A day's wages shall be calculated by dividing the weekly wage by six.

(*b*) For the purpose of ascertaining the hourly rate of wages of an employee the weekly wages payable in terms of this section shall be divided by the number of hours normally worked in the establishment during the week by employees.

(5) An employer shall not require or permit a duplicating paper cutterman to cut or trim printed (as opposed to duplicated) matter or operate a cutting machine for any purpose other than that mentioned in the definition of that class of employee in section 52 of this Agreement.

(6) An employer shall require every employee, who does the work of a duplicating paper cutterman to submit on each day when such work is done, and such employees shall so submit to their employer, time sheets, which shall be furnished by the employer, showing the time spent on the work of a duplicating paper cutterman.

(7) An employer shall pay an employee who performs work usually performed by another class of employee for which wages are prescribed by this Agreement in excess of the wages which such former employee ordinarily receives, the higher rate of wages for the whole day during which such work is performed.

54. PIECE-WORK AND BONUSES.

(1) The giving out by employers and the performance by employees of piece-work and task work is prohibited.

(2) No employer shall pay and no employee shall accept a bonus which is computed by piece-calculations or considerations of output in any form.

55. PAYMENT OF EARNINGS AND TERMINATION OF EMPLOYMENT.

(1) Wages and payment for overtime shall be paid weekly in full at the rates prescribed, but not later than noon on the Saturday following the close of the working week of the establishment concerned. Where the working week closes on a Saturday, payment shall be made by noon on that day. Casual employees whose engagement terminates before the customary pay-day shall be paid their earnings immediately at the termination of their engagement.

(2) Where it is the practice in an establishment to pay particular employees monthly, such employees shall be paid their wages and all overtime due monthly instead of weekly as indicated in sub-section (1) hereof and in that event monthly employees shall be paid not later than noon on the last working day in the month of the establishment concerned.

(3) All wages and overtime shall be paid in cash.

(4) 'n Weeklikse werknemer of sy werkgewer moet minstens een week diensopsegging gee en 'n maandelikse werknemer of sy werkgewer moet minstens twee weke diensopsegging gee om die dienskontrak te beëindig; met dien verstande dat dit nie die reg van 'n werknemer of 'n werkgewer raak om die dienskontrak sonder diensopsegging te beëindig om enige rede by Wet as voldoende erken, of enige ooreenkoms tussen 'n werknemer en werkgewer wat voorsiening maak vir 'n diensopseggingstermyn van gelyke duur aan albei kante en, na gelang van die geval, vir langer as een week of twee weke nie. Jaarlikse verlof en diensopsegging mag nie saamval nie. Die diensopsegging hierin genoem, moet so gegee word dat dit ingaan op die gewone weeklikse betaaldag van die inrigting in die geval van 'n weeklikse werknemer en, na gelang van die geval, op die eerste of vyftiende dag van die maand in die geval van 'n maandelikse werknemer.

56. WERKURE.

(1) Die gewone werkure van enige werknemer is hoogstens 45 in enige enkele week en by die vasstelling van sodanige werkure is etenstyd uitgesluit.

(2) Daelikse werkure is hoogstens 8½ uur met uitsondering egter van etenstye en in die geval van die inrigting se halwe vakansiedag, is die werkure hoogstens vyf op die halwe vakansiedag.

(3) 'n Werkgewer moet die weeklikse werkure in sy inrigting so verdeel dat werknemers, Sondag uitgesonderd, een middag per week vry het.

(4) Werkgewers en werknemers mag nie toelaat dat minder as agt uur verloop tussen die voltooiing van een dag of nag se werk en die aanvang van 'n ander deur dieselfde werknemer nie en geen tydperk van ononderbroke werk mag langer as vyf uur sonder 'n rustyd van minder as een uur wees nie.

57. OORTYD.

(1) Oortyd moet soveel as moontlik beperk word en alle ure bo 12 uur oortyd in enige enkele maand of 30 uur oortyd in enige jaar, mag nie sonder toestemming van die Raad deur 'n werkgewer toegelaat of deur 'n werknemer onderneem word nie. Vir dié oortyd moet betaal word teen 1½ maal die besoldiging ingevolge klousule 53 vir die werknemers voorgeskryf.

(2) As 'n werknemer op Sondag werk, moet die werkgewer hom òf—

(*a*) minstens dubbel die besoldiging betaal wat betaalbaar is ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk; òf

(*b*) besoldiging betaal teen 'n skaal van minstens 1½ maal sy gewone besoldiging ten opsigte van die totale tydperk op dié Sondag gewerk, en hom binne sewe dae na sodanige Sondag een dag vakansie toestaan en hom daarvoor betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op dié vakansiedag sy gewone gemiddelde werkure op daardie dag van die week gewerk het.

(3) (*a*) As 'n werkgewer nie op Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer hom ten opsigte van dié dag teen minstens sy gewone skaal van besoldiging betaal, asof hy op dié dag sy gewone werkure vir daardie dag van die week gewerk het.

(*b*) As 'n werknemer op Goeie Vrydag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet sy werkgewer hom ten opsigte van die totale tydperk op dié dag gewerk, benewens die besoldiging wat hy sou gekry het as hy op dié dag nie aldus gewerk het nie, minstens teen sy gewone loonskaal betaal.

(4) Ondanks die bepalings van hierdie klousule, moet vir alle tyd wat op die inrigting se gewone halwe vakansiedag en op wetlike openbare vakansiedae (uitgesonderd Goeie Vrydag, Geloftedag, Kersdag en Nuwejaarsdag) gewerk word, betaal word teen dubbel die gewone loonskaal wat in klousule 53 voorgeskryf word.

58. VERLOF.

(1) 'n Werknemer is geregtig op en moet, benewens al die wetlike vakansiedae, 2½ opeenvolgende weke verlof (15 werkdae) na een jaar diens by dieselfde werkgewer toegestaan word en drie opeenvolgende weke verlof (18 werkdae) na twee jaar diens in die Nywerheid en moet ten opsigte van elke week daarvan 'n bedrag betaal word van minstens die weekloon wat die werknemer ontvang het onmiddellik voor die datum waarop die werknemer op jaarlikse verlof geregtig geword het; met dien verstande dat as die werkgewer en die werknemer ooreenkom en die toestemming van die Raad verkry word, dié verlof nie opeenvolgend hoef te wees nie; voorts met dien verstande dat—

(*a*) die verloftyd nie met 'n tydperk waarin die werknemer opleiding ingevolge die Zuid Afrika Verdedigings Wet, 1912, moet meemaak, mag saam val nie; en

(*b*) as 'n openbare vakansiedag binne die verloftyd val, die vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof met betaling.

(2) Die verlof waarop 'n werknemer ingevolge subklousule (1) geregtig is, moet toegestaan word op 'n tydstip wat deur die werkgewer vasgestel word; met dien verstande dat as die verlof nie eerder toegestaan is nie, dit binne twee maande na voltooiing van die betrokke diensjaar toegestaan moet word.

(4) A weekly employee or his employer shall give not less than one week's notice and a monthly employee or his employer shall give not less than two week's notice to terminate the contract of employment; provided that this shall not affect the right of an employee or an employer to terminate the contract of employment without notice for any cause recognised by law as sufficient, or any agreement between an employee and employer which provides for a period of notice of equal duration on both sides for longer than one week or two weeks, as the case may be. Annual leave and notice shall not run concurrently. The notice referred to herein shall be so given as to take effect in the case of a weekly employee from the usual weekly pay-day of the establishment; and in the case of a monthly employee, from the first or the 15th day of the month, as the case may be.

56. HOURS OF WORK.

(1) The ordinary hours of work of any employee shall not exceed 45 hours in any one week and in ascertaining such hours of work intervals during which meals are taken shall be excluded.

(2) Daily hours of work shall not exceed eight and one-sixth hours, excluding, however, periods during which meals are taken and in the case of the establishment's half-holiday, the hours of work shall not exceed five hours on such half-holiday.

(3) An employer shall arrange the weekly working hours in his establishment so as to allow employees to have one afternoon off per week (other than Sunday).

(4) Employers and employees shall not permit less than eight hours to elapse between the finish of one day or night's work and the commencement of another by the same employee, and no period of continuous employment shall exceed five hours without a rest period of not less than one hour.

57. OVERTIME.

(1) Overtime shall be restricted as much as possible and all hours in exces of 12 hours' overtime in any one month or 30 hours' overtime in any year shall not be permitted by an employer nor undertaken by an employee without the consent of the Council. All overtime shall be payable at the rate of one and a third times the remuneration prescribed in terms of section 53 for the employee.

(2) Whenever an employee works on a Sunday, his employer shall either—

(*a*) pay the employee not less than double the remuneration payable in respect of the period ordinarily worked by him on a weekday; or

(*b*) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.

(3) (*a*) If an employee does not work on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(*b*) Whenever an employee works on Good Friday, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day in addition to the remuneration to which he would have been entitled had he not so worked.

(4) Notwithstanding the provisions of this section, all time worked on the establishment's usual half-day holiday and on statutory public holidays (other than Good Friday, the Day of the Covenant, Christmas Day and New Year's Day) shall be paid for at the rate of double the ordinary rate of wages prescribed in section 53.

58. HOLIDAYS.

(1) An employee shall be granted all statutory holidays and in addition shall be entitled to and be granted two and a half consecutive weeks' leave (15 working days) after one year of employment with the same employer and three consecutive weeks' leave (18 working days) after two years' service in the Industry, and shall in respect of each week thereof be paid an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date upon which the employee became entitled to annual leave; provided that where the employer and the employee agree and the consent of the Council is obtained, such leave need not be consecutive. Provided further that—

(*a*) the period of such leave shall not be concurrent with any period during which the employee is required to undergo training under the South Africa Defence Act, 1912; and

(*b*) if any public holiday falls within the period of such leave such holiday shall be added to the said period as a further period of leave of absence with pay.

(2) The leave to which an employee is entitled in terms of sub-section (1) shall be granted at a time to be fixed by the employer; provided that if such leave has not been granted earlier it shall be granted within two months of the completion of the year of employment to which it relates.

(3) 'n Werknemer wie se dienskontrak by dieselfde werkgewer eindig—

(*a*) in die eerste diensjaar by dieselfde werkgewer na voltooiing van een maand diens maar voor voltooiing van sodanige jaar; en

(*b*) in 'n daaropvolgende diensjaar by dieselfde werkgewer voor voltooiing van die jaar;

moet by die beëindiging ten opsigte van elke volle maand diens 'n bedrag betaal word van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het, gedeel deur vyf, en ten opsigte van elke volle maand diens daarna, 'n bedrag van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het, gedeel deur vier.

(4) 'n Werknemer wat ingevolge subklousule (1) op verlof geregtig geword het en wie se diens eindig voordat die verlof toegestaan is, moet by die beëindiging ten opsigte van elke week daarvan 'n bedrag betaal word van minstens die weekloon wat die werknemer onmiddellik voor die datum van die beëindiging ontvang het.

(5) Vir die toepassing van hierdie klousule is by die uitdrukking „dieselfde werkgewer" inbegrepe—

(*a*) in geval van die afsterwe van 'n werkgewer, die wettige verteenwoordiger, erfgenaam, legataris, opvolger of eksekuteur van die boedel van daardie werkgewer;

(*b*) in geval van bankrotskap, likwidasie of die verkoop van die besigheid, die kurator, likwideerder of koper van die besigheid;

vir die tydperk wat die verteenwoordiger, erfgenaam, legataris, opvolger, eksekuteur, kurator, likwideerder of koper voortgaan om die besigheid waarin die betrokke werknemer werksaam is, te dryf.

(6) Vir die toepassing van hierdie klousule word dit beskou dat by die woord „diens" inbegrepe in enige tydperk of tydperke wat 'n werknemer—

(*a*) kragtens subklousule (1) met verlof is;

(*b*) kragtens die Zuid Afrika Verdedigings Wet, 1912, opleiding moet meemaak;

(*c*) op las of op versoek van die werkgewer van sy werk afwesig is;

(*d*) weens siekte of ongeval van sy werk afwesig is; wat in die geheel hoogstens 30 dae per jaar beloop en dit word beskou dat dit begin op die datum waarop die werknemer by die werkgewer in diens getree het, of na gelang van die jongste datum, die datum waarop hy laas op verlof gerigtig was.

(7) 'n Werknemer het reg op 12 dae siekteverlof per jaar met betaling; met dien verstande dat na 'n afwesigheid van twee dae 'n doktersertifikaat getoon moet word.

59. DIENSSERTIFIKATE.

Wanneer 'n werknemer 'n werkgewer se diens verlaat, moet die werkgewer 'n dienssertifikaat kosteloos uitreik aan die werknemer wie se loon gebaseer is op lengte van ondervinding, en moet hy 'n afskrif van die sertifikaat aan die Sekretaris van die betrokke Gesamentlike Raad stuur of aan die Staande Komitee as daar nie 'n Gesamentlike Raad bestaan nie.

Die sertifikaat moet die werknemer se naam voluit aantoon, sy adres, ambag en die loonskaal wat betaal is, asook die datum waarop hy by die werkgewer in en uit diens getree het.

60. BYDRAES.

(1) Elke werkgewer moet 2d. per week vir elke werknemer by hom in diens en vir wie lone in subklousules (1) (*a*), (*b*), (*c*) of (*d*) van klousule 53 hiervan voorgeskryf is, tot die algemene fonds van die Raad bydra.

(2) Bydraes tot die algemene fonds moet maandeliks binne 30 dae na die datum waarop dit verskuldig was, deur die werkgewer aan die Sekretaris van die Raad aan sy adres betaal word.

(3) Alle fondse of geld wat ingevolge hiervan ontvang word, moet ingevolge die konstitusie van die Raad beheer word.

61. LIDMAATSKAP VAN VAKVERENIGING.

(1) Die werkgewers moet met die werknemers saamwerk by die handhawing van die tug van die vakvereniging. As 'n werknemer wat 'n lid van die vakvereniging is weens versuim onder straf staan wat deur die vakvereniging opgelê is, moet die saak deur die betrokke Gesamentlike Raad behandel word, wat kan vereis dat die betrokke werkgewer die werknemer wat weens versuim gestraf is, ontslaan as die strafbepaling nie nagekom word nie.

(2) Werkgewers moet werknemers aanmoedig om lede van die vakvereniging te word.

62. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer wat op die datum waarop hierdie Ooreenkoms in werking, dupliseerwerk uitvoer, moet skriftelik aan die Sekretaris van die Gesamentlike Raad (of Staande Komitee waar geen Gesamentlike Raad bestaan nie) van sy bedryfgebied onderstaande besonderhede van homself stuur:—

(i) Naam voluit.

(ii) Besigheidsadres.

(iii) Die ambag of ambagte wat hy uittoefen.

(iv) Die adres waar 'n installasie of toerusting gehuisves is.

(3) An employee whose contract of employment with the same employer terminates—

(*a*) in the first year of employment with the same employer, after the completion of one month's employment but before the completion of such year; and

(*b*) in any subsequent year of employment with the same employer before the completion of such year,

shall upon such termination be paid in respect of each completed month of employment during the first year an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by five and in respect of each completed month of employment thereafter an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination divided by four.

(4) An employee who has become entitled to a period of leave in terms of sub-section (1) and whose employment terminates before such leave has been granted shall upon such termination, be paid in respect of each week thereof an amount not less than the weekly remuneration which the employee was receiving immediately prior to the date of such termination.

(5) For the purposes of this section the expression "the same employer" includes—

(*a*) in the case of the death of an employer, the legal representative, heir, legatee, successor or executor of the estate of that employer;

(*b*) in the case of insolvency, liquidation or sale of a business, the trustee, liquidator or purchaser of the business;

for the period during which such representative, heir, legatee, successor, executor, trustee, liquidator or purchaser continues to carry on the business in which the employee concerned is employed.

(6) For the purposes of this section the word "employment" shall be deemed to include any period or periods during which an employee—

(*a*) is on leave in terms of sub-section (1);

(*b*) is required to undergo training under the South Africa Defence Act, 1912;

(*c*) is absent from work on the instructions or at the request of the employer;

(*d*) is absent from work owing to sickness or accident;

amounting in the aggregate to not more than 30 days in any year, and shall be deemed to commence from the date on which the employee enters the employer's service or the date when last entitled to leave, whichever may be the later.

(7) An employee shall be entitled to 12 days' sick leave per annum on pay; provided that after an absence of two days a doctor's certificate shall be submitted.

59. CERTIFICATES OF EMPLOYMENT.

An employer shall issue a certificate of employment free of charge to each employee, whose wages are based on the length of his experience, at the time when he leaves such employer's service, and forward a copy of such certificate to the Hon. Secretary of the Joint Board concerned or the Standing Committee where no Joint Board has jurisdiction. The certificate shall show the employee's name in full, address, occupation and rate of wages paid, together with the dates of his entering and leaving the service of the employer.

60. CONTRIBUTIONS.

(1) Every employer shall contribute to the General Fund of the Council 2d. per week for each employee employed by him for whom wages are prescribed in sub-sections (1) (*a*), (*b*), (*c*) or (*d*) of section 53.

(2) Contributions to the General Fund shall be paid monthly by the employer to the Secretary of the Council at his address not later than 30 days after accrual.

(3) All funds or moneys received in terms hereof shall be administered in terms of the Constitution of the Council.

61. TRADE UNION MEMBERSHIP.

(1) The employers shall co-operate with the employees in maintaining the discipline of the Trade Union. Where an employee who is a member of the Trade Union is in default under a penalty imposed by the Trade Union, the matter shall be dealt with by the Joint Board concerned, which may require the employer concerned to dismiss the employee in default if the penalty is not complied with.

(2) Employers shall encourage employees to become members of the Trade Union.

62. REGISTRATION OF EMPLOYERS.

(1) Every employer engaged in duplicating at the date on which this Agreement comes into operation shall forward in writing to the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) of the area in which he is operating, the following particulars concerning himself:—

(i) Full name.

(ii) Business address.

(iii) The trade or trades which he is carrying on.

(iv) The address at which any plant or equipment is housed.

(2) Die besonderhede vereis ingevolge subklousule (1) hiervan, moet ook binne een maand nadat die besigheid begin is, verstrek word deur alle werkgewers wat na die datum waarop hierdie Ooreenkoms in werking tree, met dupliseerwerk begin het.

(3) Waar die werkgewer 'n liggaam met regspersoonlikheid of 'n vennootskap is, moet inligting ingevolge subklousule (1) hiervan, ten opsigte van elke vennoot verstrek word. Die benaming van die liggaam met regspersoonlikheid of vennootskap, moet ook verstrek word. In geval van 'n verandering van vennote of direkteure, na gelang van die geval, moet die Sekretaris van die betrokke Gesamentlike Raad (of die Staande Komitee waar geen Gesamentlike Raad bestaan nie) van die gebied waar sodanige vennootskap die bedryf uitgeoefen het, binne een maand die besonderhede skriftelik na die datum daarvan meegedeel word.

HOOFSTUK 10.

VRYSTELLINGS EN DIVERSE BEPALINGS.

63. Vrystellings.

(1) Onderworpe aan die bepalings van subklousule (4) hiervan kan spesiale vrystelling van die bepalings van hierdie Ooreenkoms verleen word deur die Staande Komitee wat oorweging moet skenk, wanneer hy lone en ander voorwaardes vasstel waaronder 'n vrygestelde persoon in diens geneem mag word, aan die aanbevelings van die Gesamentlike Raad vir die betrokke gebied.

(2) Die Sekretaris van die Raad moet aan elke persoon of inrigting aan wie vrystelling verleen word, 'n sertifikaat of lisensie deur hom namens die Staande Komitee onderteken, uitreik waarin die loon wat betaal moet word en enige voorwaardes wat afwyk van die voorwaardes vasgestel in hierdie Ooreenkoms, vermeld word.

(3) Die Staande Komitee kan, nadat aan die betrokke werkgewer en werknemer een week skriftelik kennis gegee is, enige vrystellingsertifikaat of -lisensie herroep, hetsy die termyn waarvoor vrystelling verleen was, verstryk het of nie.

(4) Mits die Minister 'n kennisgewing in die *Staatskoerant* ingevolge klousule *twee-en-twintig* (1) van die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, publiseer, moet die bepalings van hierdie Ooreenkoms (ten opsigte van werkure, oortyd, Sondagwerk en sekere openbare vakansiedae) voorrang geniet bo artikels *negentien* en *twintig* van die Wet op Fabrieke, Masjinerie en Bouwerk. Ondanks dié voorrang, kan die vrystellingsbevoegdheid wat by hierdie klousule aan die Staande Komitee verleen is, egter nie die Staande Komitee in staat stel om 'n vrystelling te verleen aan, of ten opsigte van 'n vrou wat tegniese werk verrig, om tussen die ure 6-uur nm. en 6-uur vm., of na 1-uur nm. op meer as vyf dae in enige week te werk nie, uitgesonderd met die doel om werk te verrig wat deur 'n noodgeval vereis word.

64. Intrekking van sertifikate van registrasie as leerling-degelpersdrukkers en kwartobinders.

Na een week skriftelike kennisgewing aan die betrokke werkgewer en werknemer kan die Staande Komitee enige skriftelike toestemming intrek wat toegestaan is om 'n werknemer instruksie te gee oor hoe om toe te stel op en perse te bedien, en kan hy sonder voorafgaande kennisgewing enige sertifikaat van registrasie as kwartobinder intrek.

65. Vertolking van Ooreenkoms.

(1) Die Uitvoerende Komitee of die Staande Komitee en Gesamentlike Rade is die liggame wat, onderworpe aan die algemene beheer en bestuur van die Raad, vir die administrasie van hierdie Ooreenkoms verantwoordelik is.

(2) Die Uitvoerende Komitee en die Staande Komitee kan vir die leiding van werkgewers en werknemers beslissings uitvaardig wat nie met die bepalings van die Ooreenkoms of enige regsvertolking daarvan strydig is nie.

66. Agente van die Raad.

Die Uitvoerende Komitee moet een of meer aangewese persone as agente aanstel om by die toepassing van hierdie Ooreenkoms behulpsaam te wees. Naas sulke gespesifiseerde persone, moet die beamptes van die Raad as agente beskou word. Dit is die plig van werkgewers en werknemers wat lede van die werkgewersorganisasies en die vakvereniging is, om dié agente toe te laat om dié ondersoek in te stel en om dié tyd- en loonregisters na te sien en om dié werknemers te ondervra as wat nodig mag wees om te bepaal of die bepalings van hierdie Ooreenkoms nagekom word, en niemand mag gedurende die ondersoek voor sulke agente 'n valse verklaring afle nie.

67. Wysiging van Ooreenkoms.

Ondanks andersluidende bepalings is hierdie Ooreenkoms by besluit van 'n volle vergadering van die Raad te eniger tyd onderworpe aan wysiging.

68. Algemeen.

Geen werkgewer of werknemer kan die bepalings van hierdie Ooreenkoms ter syde stel nie, hetsy die genoemde bepalings vir die betrokke werkgewer of werknemer 'n voordeel of verpligting verteenwoordig of nie. Elke bepaling, subklousule of klousule skep, na gelang van die geval, 'n reg of 'n verpligting, wat onafhanklik is van ander bepalings. Ingeval 'n bepaling subklousule of klousule van hierdie Ooreenkoms voor of na publi-

(2) The particulars required under sub-section (1) hereof shall also be furnished by all employers who become engaged in duplicating after the date on which this Agreement comes into operation within one month of commencing business.

(3) Where the employer is a corporate body or a partnership, information in accordance with sub-section (1) hereof shall be furnished in respect of each director or partner as the case may be. The name under which the corporate body or partnership is carrying on business shall also be furnished. in the event of any change among the partners or among the directors, as the case may be, particulars of such cahnge shall be furnished in writing, within one month, to the Secretary of the Joint Board concerned or the Standing Committee where no such Joint Board exists.

CHAPTER 10.

EXEMPTIONS AND MISCELLANEOUS.

63. Exemptions.

(1) Subject to the provisions of sub-section (4) hereof, special exemption from the terms of this Agreement may be granted by the Standing Committee, which shall, in fixing the wages and other conditions under which an exempted person may be employed, give consideration to the recommendation of the Joint Board for the area concerned.

(2) The Secretary of the Council shall issue to every person or establishment granted exemption a certificate or licence signed by him for and on behalf of the Standing Committee, setting out the wages to be paid and the conditions which are a departure from the conditions laid down in this Agreement.

(3) The Standing Committee may, after one week's notice in writing to the employee and employer concerned, withdraw any exemption whether or not the period for which exemption was originally granted has expired.

(4) Provided the Minister publishes a notcie in the *Government Gazette* in terms of section *twenty-two* (1) of the Factories, Machinery and Building Work Act, 1941, the terms of this Agreement (in respect of hours of work, overtime, Sunday work and certain public holidays) shall take precedence over sections *nineteen* and *twenty* of the Factories, Machinery and Building Work Act. Notwithstanding such precedence, however, the power of exemption conferred upon the Standing Committee by this section shall not operate to enable the Standing Committee to grant an exemption to, or in respect of any female engaged in technical work, to work between the hours of six o'clock p.m. and six o'clock a.m., or after one o'clock p.m. on more than five days in any week, except for the purpose of perfoming work which is necessitated by an emergency.

64. Withdrawal of Certificates of Registration as Learner Platen Pressmen and Quarter Binders.

After one week's notice in writing to the employer and employee concerned, the Standing Committee may withdraw any written permission granted, authorising the instruction of an employee on how to make ready on and operate platen machines and may without prior notice withdraw any certificate of registration as a quarter binder.

65. Interpretation of Agreement.

(1) The Executive Committee or Standing Committee and Joint Boards shall, subject to the general control and direction of the Council, be the bodies responsible for the administration of this Agreement.

(2) The Executive Committee and the Standing Committee may issue rulings not inconsistent with the provisions of this Agreement, or any legal interpretation thereof, for the guidance of employers and employees.

66. Council's Agents.

The Executive Committee shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. In addition to any such specified persons, the officials of the Council shall be regarded as agents. It shall be the duty of employers and employees who are members of the employers' organisations and the Trade Union respectively to permit such agents to institute such inquiries and to examine time and wages registers and interrogate such employees as may be necessary for ascertaining whether the provisions of this Agreement are being observed, and no person shall make a false statement to such agent during the course of his investigations.

67. Amendment of Agreement.

Notwithstanding anything to the contrary, this Agreement shall, by the decision of a full meeting of the Council, be subject to amendment at any time.

68. General.

No employer or employee may waive the provisions of this Agreement whether or not the said provisions confer a benefit or impose an obligation upon the employer or employee concerned. Each provision, sub-section or section shall create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provision, sub-section or section of this Agreement being inoperative or *ultra vires* the powers of the parties or the Minister either before or

kasie in die *Staatskoerant* deur die Minister, nie bindend is nie of *ultra vires* die bevoegdhede van die partye of die Minister is, maak dit hoegenaamd geen inbreuk op die res van die Ooreenkoms nie, wat in so 'n geval die Ooreenkoms uitmaak.

Nademaal die Werkgewersorganisasies en die Vakvereniging tot die Ooreenkoms soos hierin uiteengesit, besluit het, verklaar ondergetekende gemagtigde beamptes van die Raad hierby dat die voorafgaande die Ooreenkoms is waartoe besluit is en plaas hulle hul handtekenings hieronder.

Onderteken in Kaapstad op hede die 1ste dag van Julie 1956.

Nasionale Nywerheidsraad vir die Druk- en Nuusbladnywerheid van Suid-Afrika.

D. A. SALES,
Verteenwoordiger van die Werkgewers.

A. W. GABB,
Verteenwoordiger van die Werknemers.

E. P. KEMP,
Sekretaris van die Raad.

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* No. 1831.] [28 September 1956.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

DRUK- EN NUUSBLADNYWERHEID.

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Druk- en Nuusbladnywerheid, gepubliseer by Goewermentskennisgewing No. 1830 van 28 September 1956, vir die persone wie se werkure daarby gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

J. DE KLERK,
Minister van Arbeid.

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* No. 1832.] [28 September 1956.

WET OP OORLOGSMAATREËLS, 1940.

SKORSING VAN BETALING VAN LEWENSKOSTETOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, skors hierby die werking van genoemde regulasies ten opsigte van alle werknemers wat geregtig is op 'n lewenskostetoelaag ingevolge klousule 7 van die Ooreenkoms vir die Druk- en Nuusbladnywerheid wat by Goewermentskennisgewing No. 1830 van 28 September 1956 gepubliseer is.

J. DE KLERK,
Minister van Arbeid.

after publication of this Agreement in the *Government Gazette* by the Minister, this shall in no way affect the remainder of the Agreement, which shall in that event constitute the Agreement.

The Employers' Organisations and the Trade Union having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council hereby declare that the aforegoing is the Agreement arrived at and affix their signatures thereto.

Dated at Cape Town this 1st day of July, 1956.

National Industrial Council of the Printing and Newspaper Industry of South Africa.

D. A. SALES,
Employers' Representative.

A. W. GABB,
Employees' Representative.

E. P. KEMP,
Secretary of the Council.

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* No. 1831.] [28 September 1956.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

PRINTING AND NEWSPAPER INDUSTRY.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, hereby declare the provisions of the Agreement and notice relating to the Printing and Newspaper Industry published under Government Notice No. 1830 of the 28th September, 1956, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

J. DE KLERK,
Minister of Labour.

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* No. 1832.] [28 September 1956.

WAR MEASURE ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

I, JOHANNES DE KLERK, Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations in respect of all employees who are entitled to a cost of living allowance in terms of clause 7 of the Agreement for the Printing and Newspaper Industry, published under Government Notice No. 1830 of the 28th September, 1956.

J. DE KLERK,
Minister of Labour.

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