

20.1.2.3 the operation of any forfeitures or penalties which by law may be applicable in respect of desertion by an employee.

20.2 When the agreement is entered into in terms of the second proviso to Sub clause 20.1, the payment in lieu of such notice shall be proportionate to the period of notice agreed upon.

20.3 The notice referred to in Sub clause 20.1 shall take effect from the day on which it is given: Provided that the period of notice shall not run concurrently with nor shall notice be given during the employee's absence on annual leave in terms of Clause 6.1 or on sick leave in terms of Clause 6.4 or whilst undergoing any military service, in pursuance of the Defence Act, 1957.

21. CERTIFICATE OF SERVICE

An employer shall, upon termination of the contract of employment of any of his employees, other than a casual employee, furnish the employee with a certificate of service showing the full names of the employer and employee, the nature of employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination.

22. LOGBOOK

22.1 Every employer shall provide a log-book with duplicate folios for the use of each driver as nearly as practicable in the following form:

DAILY LOG

Name of employer
 Name of driver
 Type of vehicle and unladen mass thereof
 Number of trailers attached to vehicle and unladen mass of each trailer
 Time of starting work
 Time of finishing work
 Number of ordinary hours worked
 Number of hours overtime
 Meal interval(s) h to
 h
 Breakdown, accidents and/or other delays
 Names(s) of employee(s) accompanying driver

 Date..... 20.....

Signature of driver

22.2 Every employee, upon being provided with the log-book referred to in subclause 22.1, unless precluded from doing so by sickness, or other unavoidable cause, shall keep the daily log-book in duplicate, as nearly as practicable in the form prescribed, in respect of each day's work and shall within 24 hours of the completion of the day's work to which it relates, deliver a duplicate completed copy thereof to his employer.

22.3 An employer shall keep permanently affixed to, or indicated on, each vehicle or trailer in an accessible place, a legible notice specifying the unladen mass of such vehicle or trailer according to the licence issued in respect thereof.

23. DISPUTES ABOUT INTERPRETATION, APPLICATION OR ENFORCEMENT OF THIS AGREEMENT

23.1 The Secretary of the Council may at any time require a designated agent to monitor compliance with the provisions of this Agreement.

23.2 Any person may lodge a complaint or refer a dispute about the interpretation, application or enforcement of this Agreement to the Secretary of the Council for resolution in terms of this Agreement.

23.3 The Secretary of the Council may require a designated agent to investigate the dispute.

23.4 The designated agent must investigate the facts surrounding the dispute and if the designated agent has reason to believe that a collective agreement has been breached, the designated agent may endeavour to secure compliance with the agreement through conciliation.

23.5 All Conciliation hearings in terms of this clause shall be conducted in terms of Section 135 of the Labour Relations Act.

23.6 The designated agent must submit, within 7 days, a written report of the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.

23.7 On receipt of the report, the Secretary may:

- (a) require the designated agent to make further investigations;
- (b) if further conciliation is indicated, appoint a conciliator from the Council's panel of conciliators;
- (c) issue a compliance order; or
- (d) refer the dispute to arbitration in terms of this Agreement.

23.8 If a conciliator is appointed, the Secretary must decide the date, time and venue of the conciliation meeting and must serve notices of these particulars on the parties to the dispute.

23.9 If a compliance order is issued, that order must be served on the party allegedly in breach of the Agreement.

23.10 The party on whom the order is served may object in writing. The objection must be served on the Council within 14 days service of the order.

23.11 If a party object, the Secretary may take any of the steps referred to in sub-clause 23.6 except the issue of another compliance order.

23.12 If a party fails to object, the Secretary may, at any time, apply to have the order made an arbitration award.

23.13 If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the panel of arbitrators.

23.14 The Secretary, in consultation with the arbitrator, must decide the date, time and venue of the arbitration hearing.

23.15 The Secretary must serve notices of the date, time and venue of the arbitration on:

- (a) the parties to the dispute;
- (b) any person who may have a legal interest in the outcome of the arbitration.

23.16 The arbitrator must:

- (a) endeavour to conciliate the dispute; and
- (b) if the dispute remains unresolved, resolve the dispute through arbitration.

23.17 The arbitrator must conduct the arbitration in a matter that the arbitrator considers appropriate in order to determine the dispute fairly and quickly, but must deal with the substantial merits of the disputes with the minimum of legal formalities.

23.18 Subject to the arbitrator's discretion as to the appropriate form of the proceedings, party to the dispute, including the Council, may give evidence, call witnesses, question witnesses of any other party, and address concluding arguments to the arbitrator.

23.19 The arbitrator may suspend the arbitration proceedings and attempt to resolve the dispute through conciliation if the Council and the parties to the dispute consent to this.

23.20 In any arbitration proceedings, a party to the dispute may appear in person or be represented by a legal practitioner, a co-employee or by a member, office bearer or official of that party's trade union or employers organisation and, if the party is a juristic person, by a director or employee.

23.21 If the party who referred the dispute to the Council fails to appear in person or to be represented at the arbitration proceedings, the arbitrator may dismiss the matter.

23.22 If a party, other than the party who referred the dispute to the Council fails to appear in person or be represented at the arbitration proceedings, the arbitrator may-

- (a) continue with the arbitration proceedings in the absence of that party; or
- (b) adjourn the arbitration proceedings to a later date.

23.23 The Secretary may refer disputes to expedited arbitration if the Secretary is satisfied that-

- (a) a compliance order has been issued and the party on whom the order has been issued has not objected to the order;
- (b) the dispute is capable of being determined by written evidence only;
- (c) the dispute is only about the interpretation of the Agreement; or
- (d) the parties to the dispute agree.

23.24 Notwithstanding the provisions of sub-clause 23.18, the arbitrator may determine the dispute and make the compliance order an award without hearing oral evidence if the arbitrator is satisfied that-

- (a) the parties have been properly served; and
- (b) it is appropriate in the circumstances to do so.

23.25 Within 14 days of the conclusion of the arbitration proceedings-

- (a) the arbitrator must issue an arbitration award with reasons, signed by the arbitrator; and
- (b) the Council must serve a copy of that award on each party to the dispute.

23.26 On good cause shown, the Secretary of the Council may extend the period in which the arbitration award and the reasons are to be served and filed.

23.27 The arbitrator may make any appropriate award, including an order for costs, that given effect to the collective agreement.

23.28 An arbitrator may at his or her own initiative or as a result of an application by an affected party, vary or rescind an award-

- (a) erroneously sought or made in the absence of any party affected by the award;
- (b) in which there is ambiguity, or an obvious error or omission, but only to the extent of that ambiguity, error or omission; or
- (c) granted as a result of a mistake common to the parties to the proceedings.

23.29 The Secretary of the Council may apply to make the arbitration award an order of the Labour Court under section 158(1) of the Labour Relations Act.

24. RELIGIOUS HOLIDAYS

Religious holidays falling during the annual shutdown may be exchanged subject to mutual agreement.

25. AGENCY SHOP

- (1) For the purpose of this clause -
 - (a) "agency shop" means the compulsory deduction of agency fees from the wages of Employees who are not members of the trade union party to this Agreement;
 - (b) "representative trade union" means a registered trade union, or two or more registered trade unions acting jointly, whose member are a majority of the Employees employed -
 - (i) by an Employer in a workplace; or
 - (ii) by the members of an employer's organisation in a sector and area in respect of which the agency shop agreement applies.
- (2)
 - (a) An Employer must deduct an agreed agency fee from the wages of Employees identified in the Collective Agreement who are not members of the representative trade union but are eligible for membership thereof.
 - (b) Employees who are not members of the representative trade union are not compelled to become members of the trade union.
 - (c) The agency shop agreement is binding on Employees who are not members of the representative trade union. Employees working less than 3 working days in a pay cycle will be exempted.
- (3)
 - (a) The agency fee must be equivalent to -
 - (i) the amount of the subscription payable by the members of the representative trade union;
 - (ii) if the subscription of the representative trade union is calculated as a percentage of an Employees salary, that percentage; or
 - (iii) if there are two or more registered trade unions party to the Agreement, the highest amount of the subscription that would apply to an Employee.
 - (b) Any agency fee monies deducted by the Employer from any non-union Employees shall be deposited into a separate account administered by the representative trade union by not later than the tenth day of the month following the month during which the deduction are made.
 - (c) The payment must be accompanied by a schedule -
 - (i) stating the date of the deduction and the total of the amounts deducted; and

- (iii) listing the name and amount deducted in respect of each Employee.
- (d) The agency fee may be used only for expenditure of the trade union for the purposes of collective bargaining in the Council but may not be –
 - (i) paid to a political party as an affiliation fee or
 - (ii) contributed in cash or kind to a political party or a person standing for election to any political office; or
 - (iii) used for any expenditure that does not advance or protect the socio-economic interests of Employees.
- (4) (a) Despite the provisions of any law or contract, an Employer may deduct the agreed agency fee from the wages of an Employee without the Employees authorisation.
 - (b) Despite sub clause 3 (b), a conscientious objector may request the Employer to pay the amount deducted from that Employees wages into a fund administered by the Department of Labour.
- (5) The provisions of section 98 and 100 (b) and (c) apply, read with the changes required by the context, to the separate account referred to in subsection 3 (b).
- (6) In the registrar's office any person may inspect the auditors report, in so far as it relates to an account referred to in sub clause 3 (b).
- (7) The registrar must provide a certified copy of, or Extract from, any of the documents referred to in sub clause (6) to any person who has paid the prescribed fees.
- (8) An Employer or employer's organisation that alleges that a trade union is no longer a representative trade union in terms of sub clause 1 (b) must give the trade union written notice of the allegation, and must allow the trade union 90 days from the date of the notice to establish that it is a representative trade union.
- (9) Any person may lodge a complaint or refer a dispute in writing about the Application, interpretation or enforcement of this agency fee to the Secretary of the Council for resolution in terms of this Agreement.
- (10) If, within the 90 day period, the trade union fails to establish that it is a representative trade union, the Employer must give the trade union and the Employees covered by the agency shop agreement 30 days notice of termination, after which the agreement will terminate.
- (11) If an agency shop agreement is terminated, the provisions of sub clause (3) (b) and (5) apply until the money in the separate account is spent.

26. AGENCY SHOP: EMPLOYERS' ORGANISATION

- (1) Every employer that belongs to the employers' organisation shall pay the membership fee referred to in subclause (3).

- (2) Every employer that does not belong to the employers' organisation shall pay the levy referred to in subclause (3). The employers who are not members of the representative employers' organisation are not compelled to become members of the employers' organisation.
- (3) The amount of the monthly membership fee or monthly levy shall be calculated in accordance with the following formulae:
- (i) an employer at R1.00 per month levy (exclusive of VAT);
 - (ii) an employer shall pay R1.00 (exclusive of VAT) per employee times the number of employees for whom wages are prescribed in this part of the Agreement.
- (4) Every employer shall pay the monthly amount to the Secretary of the Bargaining Council, P.O. Box 3220, North End, Port Elizabeth, 6056, before the 7th day of each month, together with an analysis of the amounts received, after withholding a collection fee as determined and agreed upon from time to time by the parties to the Council.
- (5) The Secretary shall deposit all monies received in terms of this clause into the Bargaining Council account and at the end of each month-
- (a) pay all membership fees received to the employers' organisation; and
 - (b) deposit all the levies into a separate account administered by the employers' organisation
- (6) The monies held in the separate account may be used only for expenditure incurred by the employers' organisation relating to collective bargaining or dispute resolution in the industry and may not be-
- (a) paid to a political party as an affiliation fee; or
 - (b) contributed in cash or kind to a political party or a person standing for election to any political office.
- (7) The employers' organisation shall arrange for an annual audit of the separate account within six months of its financial year by an auditor who-
- (a) conducts the audit in accordance with generally accepted auditing standards;
 - (c) reports in writing to the employers' organisation, and in this report expresses an opinion as to whether or not the employers' organisation has complied with the provisions of its constitution relating to financial matters and the provisions of subclause (6).
- (8) The employers' organisation shall submit to the Bargaining Council, within 30 days of receipt of the auditor's report referred to in subclause (7), a certified copy of that report.

- (9) Any person may inspect the auditor's report submitted to the Bargaining Council in terms of subclause (8) at the Bargaining Council Office, Chamber House, 22 Grahamstown Road, North End, Port Elizabeth.
- (10) The Bargaining Council shall provide a certified copy of, or extract from, the auditor's report to any person requesting such copy or extract.
- (11) The Independent Exemption Body may, on application from an employer who conscientiously objects to associating with persons other than those who share his religious beliefs, grant an exemption from the provisions of this clause.
- (12) Any dispute about the application, including enforcement, or interpretation of the provisions of this clause shall be referred to a conciliator and arbitrator: Provided that the parties mutually agree on such conciliator and arbitrator. If no agreement is reached within 30 days of the lodging of the dispute, the conciliator and arbitrator, who must be senior counsel, shall be appointed from the ranks of an accredited agency.

PART II – WAGES

The minimum wage which shall be paid by an employer to each of the under mentioned classes of his employees shall be set out hereunder in accordance with the following rates:

"A" rate shall be the wage rates applicable within the Magisterial Districts of Port Elizabeth and Uitenhage.

"B" rate shall be the wage rates applicable within the Magisterial Districts of Cradock, Graaff-Reinet, Humansdorp, Hankey, Somerset East, Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Hanover, Jansenville, Joubertina, Kirkwood, Hofmeyr, Middelburg (C.P.), Murraysburg, Noupoot, Pearston, Richmond (C.P.), Steytlerville, Steynsburg, Uniondale, Venterstad and Willowmore, excluding Port Elizabeth and Uitenhage Districts.

CLAUSE 1: GRADE 1: JOURNEYMAN

A rate	Per hour	B rate
R22, 57		R21, 03

Employees other than casual employees engaged in:

- 1.1 Any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of employees referred to in Clause 2 to 4 of this Part;
- 1.2 Foreman and/or supervisors;
- 1.3 Wood machinist;
- 1.4 Cabinet Maker;

- 1.5 Upholsterer;
- 1.6 Polisher;
- 1.7 Saw Doctor;
- 1.8 Welding of metal, other than spot welding;
- 1.9 Maintenance of machinery;
- 1.10 Despatch clerks, storemen, timekeepers or clerks who have subordinates reporting to them;
- 1.11 Quality control viewers who carry out inspections at any point of the manufacturing process;
- 1.12 Drives a vehicle, other than a steam wagon, the unladen mass of which, together with an unladen mass of any trailer or trailers drawn by such vehicles, exceeds 2 722kg;
- 1.13 Attending a boiler, incinerator and /or oven; First year of service – 80% of Journeyman’s rate; Thereafter the wages as prescribed in Clause 1;
- 1.14 Fork-lift driver: employees engaged in operating a fork-lift truck with a mass exceeding 2 500kg;
- 1.15 Lifting, carrying, moving or stacking goods by means of a power-driven but pedestrian-controlled vehicle;
- 1.16 Employees, engaged as apprentices in the Industry, shall be paid weekly in accordance with the apprentice’s achieved stage of training, and not less than the rates specified below:

Achieved stage of Training	Percentage of specified minimum journeyman’s rates	
	Standard 8 and below	Standard 9 and above
Pre-stage	A 75%	B 75%
Stage 1	80%	80%
Stage 2	85%	90%
Stage 3	95%	100%
Stage 4	105%	110%
Stage 5	115%	120%

2. GRADE 2A + B + C: OPERATORS

GRADE 2A:

A rate	Per hour	B rate
R20, 82		R19, 36

Employees operating the following equipment:

- 2A.1 Spindle with an automatic feeder only;
- 2A.2 router with an automatic feeder only;
- 2A.3 moulder/4 sided planer;
- 2A.4 radial arm saw/under arm cross cut saw;
- 2A.5 dimension saw;
- 2A.6 double end tenoner, rip and rebate only;
- 2A.7 rip saw with feeder;
- 2A.8 T-nut machine
- 2A.9 automatic shaper;
- 2A.10 paper roll saw;
- 2A.11 thicknesser;
- 2A.12 automatic polishing machine;
- 2A.13 panel saw;
- 2A.14 cut off and borer;

GRADE 2B:

A rate	Per hour	B rate
R17, 90		R16, 38

Employees engaged in or as:

- 2B.1 Fixing ready can mats;

- 2B.2 setting up and operating single drum sander, open disc sander, bobbin sander, air-filled sander;
- 2B.3 boring holes;
- 2B.4 mortising on the mortise machine only;
- 2B.5 operating of the hinge recessing machine for the purpose of cutting recesses for locks and hinges;
- 2B.6 filling cushions with spring interior and/or spring units;
- 2B.7 operating a dowel insertion machine;
- 2B.8 inserting hanger bolt and bolting on a leg or screwing in a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt;
- 2B.9 operating an edge veneering machine, but excluding edge banding;
- 2B.10 machine sanding;
- 2B.11 positioning wooden and metal lathes and crossbars to frames for upholstering;
- 2B.12 upholstering loose seats and backs of dining-room chairs only;
- 2B.13 operating veneer and laminator/paper foil presses;
- 2B.14 joining veneer by machines;
- 2B.15 edge veneering by hand;
- 2B.16 scraping, rasping and spokeshaving by hand;
- 2B.17 spot welding;
- 2B.18 despatch clerks, storemen, timekeepers or clerks who work under supervision;
- 2B.19 driving a vehicle, other than a steam wagon, the unladen mass of which, together with an unladen mass of any trailer or trailers drawn by such vehicles, does not exceed 2 722kg;
- 2B.20 operating a variety of preset presses for cutting and moulding of material;
- 2B.21 machine-minding a fully automatic wood-turning lathe;
- 2B.22 fork-lift driver: employees engaged in operating a fork-lift truck with a mass not exceeding 2 500 kg;
- 2B.23 taping veneers and attending veneer presses;

2B.24 trimming away, by hand or hand tool, excess veneer after affixing of veneer edges;

GRADE 2C:

A rate	Per hour	B rate
R17, 79		R16, 36

Employees engaged in or as:

- 2C.1 Bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock kapok, cotton wadding, hair, fibre, wool, feathers, grass chaff, straw, rubber or any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters, overlays, quilts, knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in clause 3;
- 2C.2 weaving spring mesh;
- 2C.3 stuffing filling into mattress cases, whether by hand or machine;
- 2C.4 side stitching;
- 2C.5 tufting, whether by hand or machine;
- 2C.6 operating a border quilting machine;
- 2C.7 operating a top quality machine;
- 2C.8 preparing frames and rollers for the top quilting machine;
- 2C.9 securing, sewing or stapling interlaced pads to spring units, whether by hand or machine;
- 2C.10 filling cushions with spring interiors and/or spring units;
- 2C.11 laying out filling material upon a spring unit;
- 2C.12 securing mattress tops, whether quilted or not, in a position for building a pre-built interior or spring mattress;
- 2C.13 tape edging a spring interior mattress;
- 2C.14 roll edging a spring interior mattress
- 2C.15 applying release agent to pre-formed moulds;

- 2C.16 artisan's aid;
- 2C.17 technical assistant who assists in testing;
- 2C.18 checking, mass measuring and recording;
- 2C.19 checking, collecting and recording;
- 2C.20 bending of wire to jigs;
- 2C.21 all sewing required in the manufacturing of tops, borders, mattress cases, studio couch covers and component parts;
- 2C.22 sewing mattress handles to borders;
- 2C.23 sewing quilted borders onto mattress units prior to tape edging;
- 2C.24 closing up the mouth of the mattress by hand or machine;
- 2C.25 joining border lengths;
- 2C.26 closing pillows, cushions, bolsters;
- 2C.27 cutting tops, borders and cases;
- 2C.28 any operation or process in whole or in part, performed by hand or mechanical appliance in slip-stitching, sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters, and cutting of material for loose seats and backs of dining-room chairs only, but excluding the cutting of covers;
- 2C.29 buttoning movable and/or loose cushions;
- 2C.30 affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof;
- 2C.31 operating a mechanical conveyor spray unit;
- 2C.32 upholstery seamstress;
- 2C.33 packers;
- 2C.34 watchmen;

GRADE 2D:

A rate	B rate
..Per hour	
R16, 60	R14, 91

Sandpapering by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;

3. GRADE 3: GENERAL ASSISTANTS

GRADE 3A:

A rate	B rate
R16, 60	R15, 51

Per hour

Employees engaged in the following activities:

- 3A.1 Bolting;
- 3A.2 Making and/or pointing of wooden dowels and pins by hand and/or machine;
- 3A.3 Deleted.
- 3A.4 bending of solid timber by hand or mechanical process;
- 3A.5 Filling of holes or cracks in furniture with wood filler or similar substances;
- 3A.6 Fixing bed irons, domes and sockets for castors;
- 3A.7 The application of wax;
- 3A.8 painting and/or filling edges by hand/or spray gun;
- 3A.9 removing doors and fittings prior to preparation for polishing;
- 3A.10 filling in with plaster of paris and any other filling material;
- 3A.11 bleaching furniture with acids or any other bleaching agent;
- 3A.12 stripping polished surfaces;
- 3A.13 staining, oiling, filling and/or reviving;
- 3A.14 fixing webbing and/or substitutes, but excluding the lashing of coil springs;
- 3A.15 tacking plywood or hardboard onto loose seats for upholstery purposes;
- 3A.16 spraying metal;
- 3A.17 riempie work;
- 3A.18 teasing coir or other material by machine;

- 3A.19 stippling and punching the background of carving;
- 3A.20 knocking on T and G edge strips by hand, excluding mitred corner sections;
- 3A.21 tacking on bottoms to upholstered articles;
- 3A.22 work in connection with any of the processes in the construction of spring interiors and/or spring units and the manufacture of their component parts;
- 3A.23 punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
- 3A.24 breaking up and/or cutting from self-edge to self-edge by hand of rolls or upholstery material, Hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;
- 3A.25 fixing of handles by screws, bolts and nuts, and screw bolts through pre-bored holes;
- 3A.26 affixing of mirrors by the use of adhesive tape;
- 3A.27 bolting by hand bed mattress frames, studio couch frames and cots;
- 3A.28 preparing spools for a border quilting machine;
- 3A.29 cutting quilted borders to length;
- 3A.30 punching holes in mattress border;
- 3A.31 fitting ventilators and handles to mattress borders;
- 3A.32 feeding the interlacing machine;
- 3A.33 cutting and making pads, irrespective of materials used;
- 3A.34 positioning lathes and cross-bars, or fixing webbing to mattress or bed frames;
- 3A.35 staining mattress frames;
- 3A.36 affixing lugs to mattress frames;
- 3A.37 positioning and securing a mesh to a mattress frame;
- 3A.38 hanging loops on needles in compression tufting;
- 3A.39 loading, wheeling, and operating a cloth-spreading machine;
- 3A.40 operating a teasing machine;

- 3A.41 attending a loop making machine;
- 3A.42 attaching loop or tufts;
- 3A.43 staining and/or varnishing, by hand, frames for bedding;
- 3A.44 assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- 3A.45 fixing bed irons;
- 3A.46 attaching spring units to bed frames;
- 3A.47 oiling and greasing machines and/or vehicles;
- 3A.48 lime-washing;
- 3A.49 handling materials;
- 3A.50 loading and unloading kilns;
- 3A.51 treating timber for preservation;
- 3A.52 packing articles into cartons and/or cardboard containers;
- 3A.53 packing articles in cartons and/or cardboard containers and hereafter filling and closing such cartons and containers;
- 3A.54 washing and/or wiping off glue;
- 3A.55 stripping second hand upholstery and bedding;
- 3A.56 cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- 3A.57 riveting or making threads on iron bolts and rods;
- 3A.58 operating presses of any type;
- 3A.59 loading and unloading of veneer presses of any kind, including paper/foil laminators;
- 3A.60 wrapping in paper or cardboard;
- 3A.61 insertion of rubber units into mattress cases;
- 3A.62 cutting and gluing together of rubber or substitute matters;
- 3A.63 removing, washing and/or cleaning glue and paper from pressed veneers;

- 3A.64 straightening and/or cutting hoop-iron used for webbing;
- 3A.65 filling of pillows, chair back covers, cushions and bolsters with substances or materials other than spring interiors and/or spring units
- 3A.66 cleaning metal rods;
- 3A.67 mass-measuring pillows, bolsters, quilts and cushions;
- 3A.68 stripping bedding;
- 3A.69 removing glue form furniture;
- 3A.70 bending, punching, riveting, drilling and/or assembling metal parts;
- 3A.71 glue mixing, mass-measuring and preparing;
- 3A.72 Applying and/or spreading glue and glue hardeners by hand, brush or machine but expressly excluding the putting together or assembling of furniture parts. His exclusion is not to apply to the employees referred to in paragraph 3A.76 hereunder.
- 3A.73 Operating a ten on squashing machine;
- 3A.74 Marking by template, pattern and/or jig in preparation for machine;
- 3A.75 Marking of pattern, template and/or jig;
- 3A.76 Putting together or assembling of furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in Clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
- 3A.77 Making and jointing sandpaper or discs and belts for open belt sanders;
- 3A.78 Taping, stapling and/or tacking veneer, plywood and hardboard onto frames or core material for pressing;
- 3A.79 Rubbing on glue blocks;
- 3A.80 Inserting corrugated fasteners in the process of assembling frames;
- 3A.81 inserting screws into pre-bored holes preparatory to screwing;
- 3A.82 affixing nuts and/or nut covers to bolts;
- 3A.83 dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;
- 3A.84 edge veneering by hand;

- 3A.85 cutting foam rubber and/or similar substances to shape and/or size;
- 3A.86 operating a foam rubber mincing machine;
- 3A.87 cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;
- 3A.88 filling loose cushion cases with filling material;
- 3A.89 knocking in wooden dowels by hand;
- 3A.90 gluing foam rubber and/or similar substances to cover material for quilting only;
- 3A.91 gluing foam rubber to timber in the case of sub-assemblies, assembled frames and/or loose parts;
- 3A.92 spreading flock on adhesive surfaces and applying the adhesive for flock only for the insides of drawers;
- 3A.93 dipping loose furniture parts in enamel, paint or lacquer only;
- 3A.94 affixing springloaded mirror clips by hand;
- 3A.95 affixing rod sockets at the point of assembly, but prior to cramping;
- 3A.96 fitting beading into grooves for edges only, but excluding panel facings;
- 3A.97 touching up at point of loading and unloading;
- 3A.98 gluing foam rubber or similar substances to foam rubber or similar substances;
- 3A.99 closing and clamping moulds which contain foam rubber or similar substances;
- 3A.100 cleaning moulds in which preformed cushions have been moulded;
- 3A.101 removing cushions from preformed moulds;
- 3A.102 filling preformed moulds with minced foam;
- 3A.103 removing and fitting preformed moulds to conveyor;
- 3A.104 fitting reinforcing foam or metal to preformed moulds before filling with liquid foam rubber or similar substances;
- 3A.105 trimming away by hand or hand tool excess veneer and excess covering material on loose seats and backs;
- 3A.106 office messengers;

- 3A.107 knocking hinges into pre-bored holes;
 3A.108 labourers counting parts;
 3A.109 trimming away excess face veneer after lamination or pressing.

GRADE 3B

A rate	Per hour	B rate
R12, 71		R11, 92

Employees engaged in:

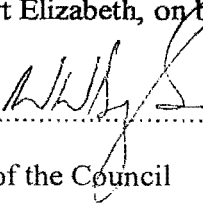
- 3B.1 Straining materials
 3B.2 loading and unloading vacuum bag and press of any kind
 3B.3 washing off gum or other tapes
 3B.4 Stacking parts for pressing
 3B.5 Assisting upholsterer in holding cover
 3B.6 cleaning and sweeping premises
 3B.7 Cleaning machinery, plants, tools, spray guns and utensils
 3B.8 loading and/or unloading vehicles
 3B.9 Pushing or pulling a vehicle or handcart
 3B.10 delivering by a manually propelled vehicle
 3B.11 unpacking, bailing and unbailing raw materials
 3B.12 cleaning and blowing down of equipment
 3B.13 making tea or other similar beverages
 3B.14 assisting a furniture machinist in handling materials before and after machining
 3B.15 attending to dust bags and/or cyclones from sanding machines
 3B.16 gluing sandpaper discs
 3B.17 beating and/or teasing coir by hand
 3B.18 teasing coir or any other materials by hand.

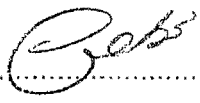
An employee in either grades 3A or 3B who leaves the industry and returns within 180 days shall be eligible to be re-employed in the same grade. If he/she is, however, out of the industry for more than 180 days, then he/she could expect to be remunerated at a new entrant rate.


**4. CLAUSE 4: NEW GRADINGS
(Employees employed after 1 July 2005)**

	<u>Minimum Rate</u>	
	A rate	B rate
	Per hour	
SKILLED WORKER: Journymen	20, 82	19, 36
SEMI-SKILLED WORKER Operator 2A Operator 2B Operator 2C Handsander 2D	15, 92	14,82
GENERAL WORKER General Assistant 3A General Assistant 3B	11, 88	11,05
NEW ENTRANT (Employees employed after 1 July 2006) General Assistant	8, 49	8, 49

Signed at Port Elizabeth, on behalf of the parties, this 17th day of July 2008.


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W DYERS
Chairperson of the Council


.....
P GERBER
Deputy-Chairperson of the Council


.....
T HEUGH
Secretary of the Council