

No. R. 1009

19 September 2008

B**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES
OF NATIONAL MAIN COLLECTIVE RE-ENACTING AND AMENDING
AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Clothing Manufacturing Industry, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 September 2008 and for the period ending 31 August 2012.

M M S MDLADLANA
MINISTER OF LABOUR

SCHEDULE

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY
NATIONAL MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made
and entered into by and between the

Cape Clothing Manufacturers' Association

Consolidated Association of Employers of Southern Africa Region

Eastern Province Clothing Manufacturers' Association

Free State and Northern Cape Clothing Manufacturers' Association

Natal Clothing Manufacturers' Association

Transvaal Clothing Manufacturers' Association

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

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Clothing Manufacturing
Industry,

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

- (b) by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.
- (2) Clauses 1 (1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and the trade union respectively.

2. PERIOD OF OPERATION OF THIS AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 31 August 2012. This Agreement shall bind the Parties and their members and shall remain effective beyond the expiry date determined by the Minister or until the Parties agree otherwise.

3. SPECIAL PROVISIONS

The provisions contained in clauses 11.1(1) and (5), 14.4B and 14.6(5) of Part A; clauses 19B, 23A(1) and (5) and 34(5) of Part B; clauses 4(5), 23B, 27(1) and (4) and 38(5) of Part C; clauses 19B, 22(5), 25(1) and 26A(1) and (2) of Part D; clauses 13A(1) and (2), 16B and 28(5) of Part E; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part F; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part G; clauses 11(4)(b), 14(1) and (5), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5) of Part H and clause 34 (5) of Part I of the Agreement published under Government Notices Nos. R. 1154 of 15 December 2005, R. 884 of 8 September 2006, R. 1079 of 3 November 2006, R. 844 of 14 September 2007, R. 1053 of 9 November 2007 and R. 583 of 30 May 2008 (hereinafter referred to as the "Former Agreement"), as further amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 11.1(2) to (4), 11.2 to 14.4A, 14.5 to 14.6(4), and 14.6(6) to 18 of Part A; clauses 3 to 19A, 20 to 22, 23A(2) to (4), 23B to 34(4) and 34(6) to 38 of Part B; clauses 3 to 4(4), 4(6) to 23A, 24 to 26, 27(2) and (3), 27(5) to 38(4) and 38(6) to 41 of Part C; clauses 3 to 19A, 20 to 22(4), 22(6) to 24, 25(2) to (12) and 26A(3) to 29 of Part D; clauses 3 to 12, 13A(3) to 16A, 17 to 28(4) and 28(6) to 33 of Part E; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26(12), 26(13)(g)(vi) to 37(4) and 37(6) to 45 of Part F; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26(12), 26(13)(g)(vi) to 37 (4) and 37(6) to 45 of Part G; clauses 3 to 11(4)(a), 11(5) to 13, 14(2) to (4), 15 to 19A, 20 to 26 (12), 26(13)(g)(vi), to 37(4) and 37(6) to 45 of Part H; clauses 3 to 34(4) and 34(6) to 42 of Part I of the Former Agreement (as further amended, extended and re-enacted from time to time), shall apply to employers and employees.”.

5. PART A OF THE FORMER AGREEMENT: PROVISIONS FOR THE EASTERN CAPE REGION

1. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

		Wage per week
		R
(a)	Foreman	1,074.00
(b)	Designer:	
	(i) Qualified:	1,368.50
	(ii) Learners:	
	first six months of experience	467.00
	second six months of experience	543.50
	third six months of experience	651.00
	fourth six months of experience	725.00
	fifth six months of experience	806.50

		Wage per week
		R
	sixth six months of experience	874.50
	seventh six months of experience	952.00
	eighth six months of experience	1,028.50
	next four months of experience	1,091.00
	Thereafter, the wage specified in (b)(i) i.e.	1,368.50
(c)	Grader:	
	(i) Qualified:	983.00
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	503.50
	third six months of experience	547.50
	fourth six months of experience	574.00
	fifth six months of experience	663.50
	sixth six months of experience	710.50
	seventh six months of experience	749.50
	eighth six months of experience	787.50
	next four months of experience	838.00
	Thereafter, the wage specified in (c)(i) i.e.	983.00
(d)	Marker-in:	
	(i) Qualified:	749.50
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	495.50
	third six months of experience	529.00
	fourth six months of experience	564.00
	next four months of experience	630.50
	Thereafter, the wage specified in (d)(i) i.e.	749.50
(e)	Band-knife cutter:	
	Qualified	749.50
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee		
(f)	Cutter-out:	
	(i) Qualified:	662.50
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	485.00
	third six months of experience	500.50
	fourth six months of experience	518.50
	next four months of experience	541.00
	Thereafter, the wage specified in (f)(i) i.e.	662.50
(g)	Layer-up:	

			Wage per week
			R
	(i)	Qualified:	519.00
	(ii)	Learners:	
		first six months of experience	462.50
		second six months of experience	473.00
		third six months of experience	481.00
		next four months of experience	488.50
		Thereafter, the wage specified in (g)(i) i.e.	519.00
(h) Specialised presser:			
	(i)	Qualified:	722.50
	(ii)	Learners:	
		first six months of experience	462.50
		second six months of experience	482.00
		third six months of experience	499.00
		fourth six months of experience	518.50
		fifth six months of experience	539.50
		sixth six months of experience	557.50
		seventh six months of experience	610.00
		eighth six months of experience	632.00
		next four months of experience	646.00
		Thereafter, the wage specified in (h)(i) i.e.	722.50
(i) Examiner:			
	(i)	Qualified:	618.50
	(ii)	Learners:	
		first six months of experience	518.50
		Thereafter, the wage specified in (i)(i) i.e.	618.50
(j)(a) Machinist			
	(i)	Qualified:	606.50
	(ii)	Learners:	
		first six months of experience	462.50
		second six months of experience	473.50
		third six months of experience	487.50
		Thereafter, the wage specified in (j) (a) (i) i.e.	606.50
AND			
(j)(b) Presser, trimmer, factory clerk, embroidery machinist and cloakroom attendant:			
	(i)	Qualified:	606.50
	(ii)	Learners:	

		Wage per week
		R
	first six months of experience	462.50
	second six months of experience	473.50
	third six months of experience	487.50
	fourth six months of experience	504.00
	Next four months of experience	517.00
	Thereafter, the wage specified in (j)(b)(i) i.e.	606.50
(k)	Progress examiner:	
	(i) Qualified:	613.00
	(ii) Learners:	
	first six months of experience	486.00
	Thereafter, the wage specified in (j)(i) i.e.	613.00
(l)	Despatcher:	
	(i) Qualified:	580.50
	(ii) Learners:	
	first six months of experience	490.00
	Thereafter, the wage specified in (l)(i) i.e.	580.50
(m)	Checker in the Knitting section:	
	(i) Qualified:	516.00
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	473.00
	third six months of experience	485.00
	Thereafter, the wage specified in (m)(i) i.e.	516.00
(n)	General Worker:	
	(i) Qualified:	500.00
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	473.00
	Thereafter, the wage specified in (n)(i) i.e.	500.00
(o)	Steambox pleater:	
	(i) Qualified:	589.50
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	484.00
	third six months of experience	499.00
	next four months of experience	518.00
	Thereafter, the wage specified in (o)(i) i.e.	589.50
(p)	Plain sewer:	
	(i) Qualified:	518.00

		Wage per week
		R
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	468.00
	third six months of experience	473.50
	fourth six months of experience	481.00
	next four months of experience	490.00
	Thereafter, the wage specified in (p)(i) i.e.	518.00
(q)	General assistant	566.50
(r)	Cleaner	504.00
(s)	Tea maker	504.00
(t)	Watchman	613.00
(u)	Motor vehicle driver:	
	(i) (aa) does not exceed 453 kg	611.00
	(ab) exceeds 453 kg but does not exceed 2 722 kg	657.50
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	726.50
	(ad) exceeds 4 536 kg	850.00
	(ii) Part-time driver of a motor vehicle	567.00
(v)	Clicker:	
	(i) Qualified:	992.00
	(ii) Learners:	
	first six months of experience	462.50
	second six months of experience	500.50
	third six months of experience	541.50
	fourth six months of experience	612.00
	fifth six months of experience	658.00
	sixth six months of experience	694.00
	seventh six months of experience	736.00
	eighth six months of experience	775.00
	next four months of experience	817.00
	Thereafter, the wage specified in (v)(i) i.e.	992.00
(w)	Beader	618.50
(x)	Chlorinator	556.50
(y)	Componder	658.00
(z)	Dipper	
	(i) Qualified:	
	Category A	658.00
	Category B	673.00
	Category C	695.00
	(ii) Learners:	
	first six months of experience to Category A	501.00
	first six months of experience to Category B	658.00
	first six months of experience to Category C	673.00

		Wage per week
		R
(aa)	Glove turner	798.50
(ab)	Mouldmaker	632.50
(ac)	Packer	531.50
(ad)	Quality product co-ordinator	835.00
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₃ per cent: Provided that-	
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent (ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.	

2. In clause 6.1(1), insert the following new wording after the wage schedule:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 18."

3. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

		Wage per week
Part A - Cutting Department		
Pattern Maker:		
(a)	Qualified	1,154.50
(b)	Learner	
	First year	
	First six months of experience	646.50
	Second six months of experience	714.00
	Second year	
	First six months of experience	781.50
	Second six months of experience	853.50
	Third year	

			Wage per week
		First six months of experience	930.00
		Next four months of experience	1,004.50
		Thereafter, the wage specified in (a), i.e.	1,154.50
Pattern Grader			
(a)		Qualified	931.50
(b)		Learner	
		First year	
		First six months of experience	609.00
		Second six months of experience	646.50
		Second year	
		First six months of experience	685.00
		Second six months of experience	733.50
		Third year	
		First six months of experience	781.50
		Next four months of experience	832.00
		Thereafter, the wage specified in (a), i.e.	931.50
Football Jersey Cutter			
(a)		Qualified	647.50
(b)		Learner	
		First year	
		First six months of experience	486.00
		Second six months of experience	515.00
		Second year	
		First six months of experience	542.50
		Second six months of experience	571.50
		Third year	
		Next four months of experience	599.00
		Thereafter, the wage specified in (a), i.e.	647.50
Layer-up			
(a)		Qualified	558.00
(b)		Learner	
		First year	
		First six months of experience	470.00
		Second six months of experience	486.00
		Second year	
		First six months of experience	508.00
		Thereafter, the wage specified in (a), i.e.	558.00
Part B - Factory Operatives			
Grade A employee:			
(a)		Qualified	714.00
(b)		Learner	
		First year	
		First six months of experience	502.50
		Second six months of experience	541.50

			Wage per week
		Second year	
		First six months of experience	578.50
		Second six months of experience	608.50
		Third year	
		Next four months of experience	647.50
		Thereafter, the wage specified in (a), i.e.	714.00
Grade B employee:			
(a)		Qualified	714.00
(b)		Learner	
		First year	
		First six months of experience	495.00
		Second six months of experience	520.50
		Second year	
		First six months of experience	547.00
		Thereafter, the wage specified in (a), i.e.	610.00
(c)		If advanced to Grade A employee:	
		First six months from date of advancement	610.00
		Second six months from date of advancement	628.00
		Third six months from date of advancement	647.50
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	714.00
Grade C employee:			
(a)		Qualified	541.50
(b)		Learner	
		First year	
		First six months of experience	485.00
		Second six months of experience	499.50
		Thereafter, the wage specified in (a), i.e.	541.50
(c)		If advanced to Grade B employee:	
		First six months from date of advancement	541.50
		Second six months from date of advancement	547.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	610.00
Part C - Clerical employees			
Clerk			
(a)		Qualified	786.00
(b)		Learner	
		First year	580.00
		Second year	630.50
		Third year	
		Next four months of experience	689.00
		Thereafter, the wage specified in (a), i.e.	786.00
Factory Clerk			
(a)		Qualified	591.00

			Wage per week
(b)	Learner		
	First year		470.00
	Second year		501.00
	Third year		
	Next four months of experience		541.50
	Thereafter, the wage specified in (a), i.e.		591.00
Part D - General			
Boiler attendant			560.50
Despatch packer			578.50
General Worker			541.50
Labourer			547.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -			
(a)	does not exceed 1 360 kg		578.50
(b)	exceeds 1 360 but not 2 720 kg		600.50
(c)	exceeds 2 720 kg		685.00
Supervisor, quality controller and instructor			733.50
Traveller's driver			600.50
Watchman or caretaker, whose ordinary hours of work are -			
(a)	less than 60 hours per week		624.50
(b)	60 hours per week		655.00

4. In clause 6.1(2), insert the following new wording after the wage schedule:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 18."

5. In clause 6.1(3), substitute the year "2008" for the year "2007" wherever it appears.
6. In clause 6.3(2), substitute the expression "1 September 2008" for the expression "1 September 2007".

7. In clause 11.3, insert the following new sub-clause (3):

“(3) Access to email and internet facilities for shop stewards will be encouraged, provided that such access shall be during shop stewards’ own time and dealt with in a manner that is not disruptive to production.”

8. In clause 12.2, substitute the expression “23 cents per week” for the expression “21 cents per week”.

9. In clause 12.4, substitute the expression “35 cents per week” for the expression “32 cents per week”.

10. In clause 14.1, insert the following new paragraph above the existing first paragraph:

“The employer and the employee NBC Levy contribution shall be converted to a percentage-based contribution.”

11. In sub-clause 14.1 (1), substitute the expression “An amount equal to 0.23% of each employee’s wages per week, calculated at the qualified machinist rate of pay, payable by means of a deduction from the employee’s wages” for the expression “R1,30 shall be deducted every week by each employer from the wages of each of his employees”.

12. In sub-clause 14.1 (2), substitute the expression "amount equal to 0, 23% of each employee's wages per week, calculated at the qualified machinist rate of pay, payable by the employer" for the expression "amount of R1,37 per week".
13. In clause 15(1), substitute the expression "31 August 2009" for the expression "31 August 2008" and the expression "1 September 2008" for the expression "1 September 2007".
14. In clause 18, substitute the existing sub-clauses (1), (2), (3), (4) and (5) with the new Clause contained in Annexure B.
15. Insert the new clause 19: "INDUSTRY PROTECTION FUND" contained in Annexure C.
16. Insert the following new clause 20:

"CLAUSE 20 : HIV/AIDS

The Code of Good Practice on Key Aspects of HIV/AIDS and Employment
as set out in Annexure A to this agreement shall be policy in the industry. "

17. Insert the new clause 21: "CONTRACT EMPLOYEES" contained in Annexure D.

6. PART B OF THE FORMER AGREEMENT: PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION

1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

		Wage per week
		R
A. ALL AREAS		
(i)	(a) Foreman:	1785.00
	(b) Supervisor/Quality Controller:	
	(i) Qualified:	729.50
	(ii) Learners:	
	first six months of experience	501.00
	second six months of experience	598.00
	Thereafter, the wage specified in (b)(i) i.e.	729.50
	(c) Cloakroom Supervisor/Watchman:	508.00
	(d) Mechanic:	1674.50
	(e) Unqualified Mechanic:	624.00
	(f) Watchman:	507.50
	(g) Labourer:	397.00
	(h) Boiler attendant:	436.50
(ii)	Pattern Grader:	
	(i) Qualified:	945.50
	(ii) Learners:	
	first six months of experience	365.00
	second six months of experience	437.50
	third six months of experience	509.50
	fourth six months of experience	583.50
	fifth six months of experience	655.00
	sixth six months of experience	727.00
	seventh six months of experience	799.50
	eighth six months of experience	871.50
	Thereafter, the wage specified in (ii)(i) i.e.	945.50
(iii)	Marker-In:	
	(i) Qualified:	729.50
	(ii) Learners:	
	first six months of experience	365.00
	second six months of experience	409.50
	third six months of experience	457.50
	fourth six months of experience	502.00
	fifth six months of experience	548.00
	sixth six months of experience	592.50
	seventh six months of experience	638.50
	eighth six months of experience	683.00
	Thereafter, the wage specified in (iii)(i) i.e.	729.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out	

		Wage per week
		R
	(i) Qualified:	585.00
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	387.00
	third six months of experience	427.50
	fourth six months of experience	466.00
	fifth six months of experience	505.50
	sixth six months of experience	545.00
	Thereafter, the wage specified in (iv)(i) i.e.	585.00
(v)	Checker, Examiner and/or Passer:	
	(i) Qualified:	507.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	387.00
	third six months of experience	427.50
	fourth six months of experience	466.50
	Thereafter, the wage specified in (v)(i) i.e.	507.50
(vi)	(a) Invoice Clerk:	
	(i) Qualified:	729.50
	(ii) Learners:	
	first six months of experience	525.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	729.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:	
	(i) Qualified:	534.50
	(ii) Learners:	
	first six months of experience	383.50
	second six months of experience	458.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	534.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:	
	(i) Qualified:	575.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	385.00
	third six months of experience	422.00
	fourth six months of experience	460.50
	fifth six months of experience	498.50
	sixth six months of experience	537.50
	Thereafter, the wage specified in (vii)(i) i.e.	575.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:	
	(a) Does not exceed 2 722 kg	630.00
	(b) Exceeds 2 722 kg	731.50
(ix)	Part-time Driver of a Motor Vehicle	573.00
(x)	Knitting Machine Operator:	
	(i) Qualified:	749.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	415.00
	third six months of experience	481.00

		Wage per week
		R
	fourth six months of experience	548.50
	fifth six months of experience	615.00
	sixth six months of experience	683.50
	Thereafter, the wage specified in (x)(i) i.e.	749.50
(xi)	Maintenance Hand:	
	(i) Qualified:	429.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	363.50
	third six months of experience	377.50
	fourth six months of experience	395.50
	fifth six months of experience	414.50
	Thereafter, the wage specified in (xi)(i) i.e.	429.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD		
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:	
	(i) Qualified:	508.00
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	374.00
	third six months of experience	400.00
	fourth six months of experience	
	fifth six months of experience	
	sixth six months of experience	
	Thereafter, the wage specified in (i)(i) i.e.	508.00
	Set Leader and/or Team Leader:	540.00
(ii)	General Worker/Pleater:	
	(i) Qualified:	383.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	364.50
	Thereafter, the wage specified in (ii)(i) i.e.	383.50
(iii)	Despatch Packer and Layer-up:	
	(i) Qualified:	396.50
	(ii) Learners:	
	first six months of experience	347.00
	second six months of experience	371.50
	Thereafter, the wage specified in (iii)(i) i.e.	396.50
(iv)	Plain Sewer:	
	(i) Qualified:	415.00
	(ii) Learners:	
	first six months of experience	347.00
	Thereafter, the wage specified in (iv)(i) i.e.	415.00
(v)	Sample Machinist :	578.00
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT		

		Wage per week
		R
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:	
	(i) Qualified:	463.50
	(ii) Learners:	
	first six months of experience	319.50
	second six months of experience	344.00
	third six months of experience	368.00
	fourth six months of experience	
	fifth six months of experience	
	sixth six months of experience	
	Thereafter, the wage specified in (i)(i) i.e.	463.50
	Set Leader and/or Team Leader:	494.00
(ii)	General Worker/Pleater:	
	(i) Qualified:	359.00
	(ii) Learners:	
	first six months of experience	319.50
	second six months of experience	340.00
	Thereafter, the wage specified in (ii)(i) i.e.	359.00
(iii)	Despatch Packer:	
	(i) Qualified:	376.50
	(ii) Learners:	
	first six months of experience	319.50
	second six months of experience	348.00
	Thereafter, the wage specified in (iii)(i) i.e.	376.50
(iv)	Layer-Up:	
	(i) Qualified:	370.00
	(ii) Learners:	
	first six months of experience	319.50
	second six months of experience	345.00
	Thereafter, the wage specified in (iv)(i) i.e.	370.00
(v)	Plain Sewer:	
	(i) Qualified:	382.00
	(ii) Learners:	
	first six months of experience	319.50
	Thereafter, the wage specified in (v)(i) i.e.	382.00
(vi)	Sample Machinist :	527.50

2. In clause 4(1), insert the following new wording after the wage schedule:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 38."

3. In clause 4(6), substitute the year "2008" for the year "2007" wherever it appears.
4. In clause 20, insert the following new paragraph above the existing first paragraph:

"The employer and the employee NBC Levy contribution shall be converted to a percentage-based contribution."
5. In sub-clause 20 (1)(a), substitute the expression "an amount equal to 0, 28% of each employees wages per week, calculated at the qualified machinist rate of pay, up to a maximum of R1, 41 per week " for the expression "R1, 30 from the wages of each of his employees".
6. In sub-clause 20 (1) (b), substitute the expression "an amount equal to 0.30% of each employees wages per week, calculated at the qualified machinist rate of pay, up to a maximum of R1, 53 per week " for the expression "an amount of R1, 40 per week".
7. In clause 21(2), substitute the expression "R5, 52" for the expression "R5, 06".
8. In clause 21(3), substitute the expression "R7, 86" for the expression "R7, 21".
9. In clause 23B, insert the following new sub-clause (9):

- “(9) Access to email and internet facilities for shop stewards will be encouraged, provided that such access shall be during shop stewards’ own time and dealt with in a manner that is not disruptive to production.”
10. In clause 36(1), substitute the expression “31 August 2009” for the expression “31 August 2008” and the expression “1 September 2008” for the expression “1 September 2007”.
11. In clause 38, substitute the existing sub-clauses (1), (2), (3), (4) and (5) with the new Clause contained in Annexure B.
12. Insert the following new clause 39:

“CLAUSE 39 : HIV/AIDS

The Code of Good Practice on Key Aspects of HIV/AIDS and Employment as set out in Annexure A to this agreement shall be policy in the industry. “

13. Insert the new clause 40: “CONTRACT EMPLOYEES” contained in Annexure D.

7. PART C OF THE FORMER AGREEMENT: PROVISIONS FOR THE KWAZULU-NATAL REGION

1. In clause 4.1(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

			Wage per Week R
GRADE 1			
(a)	Qualified		646.30
(b)	Learner		
		0 – 6 months	426.60
		7 – 12 months	471.90
		13 – 18 months	517.10
		Thereafter, the qualifying wage applies	646.30
GRADE 2			
(a)	Qualified		561.75
(b)	Learner		
		0 – 6 months	424.30
		Thereafter, the qualifying wage applies	561.75
GRADE A			
(a)	Qualified		575.50
(b)	Learner		
		0 – 6 months	447.05
		Thereafter, the qualifying wage applies	575.50
HEAD CUTTER			1 031.10
ASSISTANT HEAD CUTTER			824.85
CUTTER/TRIMMER			
(a)	Qualified		647.90
(b)	Learner		
		0 – 6 months	406.40
		7 – 12 months	454.00
		13 – 18 months	499.80
		19 – 22 months	554.15
		Thereafter, the qualifying wage applies	647.90
BAND KNIFE CUTTER			
(a)	Qualified		681.80
(b)	Learner		
		0 – 6 months	454.65
		7 – 12 months	504.90
		13 – 18 months	551.00
		19 – 22 months	603.35
		Thereafter, the qualifying wage applies	681.80
MECHANIC			
(a)	Qualified		1 108.15
(b)	Learner		
		0 – 6 months	511.30
		7 – 12 months	587.10
		13 – 18 months	673.85
		19 – 24 months	760.50
		25 – 30 months	853.00
		31 – 36 months	937.95
		37 – 40 months	1 021.60
		Thereafter, the qualifying wage applies	1 108.15
CLERK			
(a)	Qualified		692.60
(b)	Learner		

				Wage per Week R
			0 – 6 months	470.90
			7 – 12 months	531.70
			13 – 18 months	581.65
			Thereafter, the qualifying wage applies	692.60
WATCHMAN				580.50
DRIVER 1				545.25
DRIVER 2				595.80
DRIVER 3				694.70
DRIVER 4				839.10
FOREPERSON				794.40

2. In clause 4.1(a), insert the following new wording after the wage schedule:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 41."

3. In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

			Wage per week R
			R
(i)	Foreman:		1213.20
(ii)	Dyer: (See (iv) below)		
(iii)	Storeman:		
	(i) Qualified:		1167.80
	(ii) Learners:		
		first six months of experience	421.90
		second six months of experience	608.35
		third six months of experience	794.90
		next four months of experience	981.35
		Thereafter, the wage specified in (iii)(i) i.e.	1167.80
(iv)	Mechanic/Dyer:		
	(i) Qualified:		1213.20
	(ii) Learners:		
		first six months of experience	421.90
		second six months of experience	500.90
		third six months of experience	580.10

		Wage per week
		R
	fourth six months of experience	659.30
	fifth six months of experience	738.50
	sixth six months of experience	817.35
	seventh six months of experience	896.75
	eighth six months of experience	975.80
	ninth six months of experience	1054.85
	next four months of experience	1134.20
	Thereafter, the wage specified in (iv)(i) i.e.	1213.20
(v)	Mechanic's Assistant:	
	(i) Qualified:	794.70
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	458.80
	third six months of experience	496.60
	fourth six months of experience	533.45
	fifth six months of experience	571.00
	sixth six months of experience	608.45
	seventh six months of experience	645.50
	eighth six months of experience	682.95
	ninth six months of experience	720.05
	next four months of experience	757.45
	Thereafter, the wage specified in (v)(i) i.e.	794.70
(vi)	Supervisor:	840.10
(vii)	Final Examiner of fully-fashioned garments:	780.20
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:	
	(i) Qualified:	769.35
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	507.30
	third six months of experience	592.85
	next four months of experience	678.50
	Thereafter, the wage specified in (viii)(i) i.e.	763.90
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:	
	(i) Qualified:	763.90
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	478.80
	third six months of experience	535.65
	fourth six months of experience	592.85
	fifth six months of experience	649.80
	next four months of experience	707.00

		Wage per week
		R
	Thereafter, the wage specified in (ix)(i) i.e.	763.90
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:	
	(i) Qualified:	666.55
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	482.85
	third six months of experience	544.00
	next four months of experience	605.40
	Thereafter, the wage specified in (x)(i) i.e.	666.55
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:	
	(a) does not exceed 453,5 kg	637.25
	(b) exceeds 453,5 kg but not 2 721 kg	752.35
	(c) exceeds 2 721 kg but not 4 535 kg	801.15
	(d) exceeds 4 535 kg	869.40
(xii)	Security Officer:	973.20
(xiii)	Watchman:	751.05
(xiv)	Employee not elsewhere specified:	
	(i) Qualified:	781.90
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	511.75
	third six months of experience	602.00
	next four months of experience	691.85
	thereafter, the wage specified in (xiv)(i) i.e.	781.90
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.	
	(i) Qualified	547.95
	(ii) Learners:	
	first six months of experience	421.90
	second six months of experience	463.80
	third six months of experience	506.15
	Thereafter, the wage specified in (xv) (i) i.e.	547.95

		Wage per week
		R
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	547.95
(xvii)	General Worker (Knitting)	636.55

4. In clause 6.1(1), insert the following new wording after the wage schedule:

"The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 41."

5. In clause 4(6), substitute the year "2008" for the year "2007" wherever it appears.

6. In clause 25, insert the following new paragraph above the existing sub-clause (1):

"The employer and the employee NBC Levy contribution shall be converted to a percentage-based contribution."

7. In clause 25, substitute the existing sub-clauses (1) and (2) with the following new sub-clauses (1), (2) and (3):

"(1) Every employer shall deduct an amount equal to **0.2585%** of each employee's wages per week, calculated at the qualified machinists rate of pay, (other than employees exempted from the provisions this clause by the Council, in writing, in terms of clause 23) for whom minimum wages are

prescribed in the Agreement. This equates to R1, 67 per week payable by means of deduction from the employee's wages.

- (2) An employer shall, in respect of each contributor from whose wages deduction are made in terms of subclause (1) above, contribute an amount equal to 0,25% of each employee's wages per week payable by the employer. This equates to R1, 62 per week employers contribution.
- (3) The total amount deducted in terms of subclause (1) above together with employers contribution in terms of subclause (2) above, shall be forwarded by the employer to the Regional Secretary of the Regional Chamber of the Council, not later than ten days after the end of each calendar month, together with a list showing registration numbers of employees detailing particulars of contributions to P O Box 18354, Dalbridge, 4014."

8. In clause 29, insert the following new sub-clause (6):

"(6) Access to email and internet facilities for shop stewards will be encouraged, provided that such access shall be during shop stewards' own time and dealt with in a manner that is not disruptive to production.

9. In clause 40(1), substitute the expression "31 August 2009" for the expression "31 August 2008" and the expression "1 September 2008" for the expression "1 September 2007".

10. In clause 41, substitute the existing sub-clauses (1), (2), (3), (4) and (5) with the new Clause contained in Annexure B.

11. Insert the following new Clause 42:

"CLAUSE 42: AGENCY SHOP

Those employees, who are not bound by the closed shop, shall pay an agency fee to the trade union, equal to the amount of the union subscriptions.

(1) No union agency fee subscriptions collected in terms of this agreement may be:

- (a) paid to a political party as an affiliation fee;
- (b) contributed in cash or kind to a political party or a person standing for election to any political office; or
- (c) used for any expenditure that does not advance collective bargaining or protect the socio-economic interest of employees.

This agency fee shall be deducted from the wages of the employees who are not members of SACTWU and paid over to the Bargaining Council's KZN Chamber who shall pay these funds over to SACTWU."

12. Insert the new clause 43: "INDUSTRY PROTECTION FUND" contained in Annexure C.

13. Insert the following new clause 44:

"CLAUSE 44: HIV/AIDS

The Code of Good Practice on Key Aspects of HIV/AIDS and Employment as set out in Annexure A to this agreement shall be policy in the industry. "

14. Insert the new clause 45: "CONTRACT EMPLOYEES" contained in Annexure D.

8. PART D OF THE FORMER AGREEMENT: PROVISIONS FOR THE NORTHERN REGION (CLOTHING)

1. In clause 4 A (1), substitute the expression "31 August 2007" for the expression "30 June 2005" in the preamble to this subclause.
2. In clause 4A(1), substitute the existing wage schedule with the following new wage schedule:

		Wage per week
		R
(A)	Pattern Maker and/or Grader:	
	(i) Qualified:	1,175.50
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	548.00
	third six months of experience	674.30
	fourth six months of experience	789.30
	fifth six months of experience	926.30
	next four months of experience	1,052.10

		Wage per week
		<i>R</i>
	Thereafter, the wage specified in (A)(i) i.e.	1,175.50
(B)	Marker-In:	
	(i) Qualified:	976.00
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	514.80
	third six months of experience	607.10
	fourth six months of experience	699.40
	fifth six months of experience	791.70
	next four months of experience	884.10
	Thereafter, the wage specified in (B)(i) i.e.	976.00
(C)	Mechanic:	
	(i) Qualified:	951.90
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	481.10
	third six months of experience	540.10
	fourth six months of experience	599.00
	fifth six months of experience	658.20
	sixth six months of experience	716.50
	seventh six months of experience	775.70
	eighth six months of experience	834.50
	next four months of experience	893.50
	Thereafter, the wage specified in (C)(i) i.e.	951.90
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:	
	(i) Qualified:	707.00
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	493.70
	third six months of experience	565.10
	next four months of experience	636.90
	Thereafter, the wage specified in (D)(i) i.e.	707.00
*(E1)	Sample Machinist:	703.00
(E)	Sewing Machinist, Finisher, Operator of a Linking, Overlocking and/or Sewing Machine; Invisible Mender Embroiderer, Embroidery Machinist (other than embroidery machine minder); Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:	
	(i) Qualified:	611.10
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	469.70
	third six months of experience	516.10

		Wage per week
		<i>R</i>
	next four months of experience	
	Thereafter, the wage specified in (E)(i) i.e.	611.10
(F1)	Machinist promoted to Assistant Supervisor:	
	(i) Qualified:	726.30
	(ii) Learners:	
	first six months of experience	611.10
	second six months of experience	650.80
	third six months of experience.	689.20
	Thereafter, the wage specified in (F1)(i) i.e	726.30
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:	
	(i) Qualified:	726.30
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	498.80
	third six months of experience	574.70
	next four months of experience	651.40
	Thereafter, the wage specified in (F)(i) i.e.	726.30
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:	
	(i) Qualified:	507.00
	(ii) Learners:	
	first six months of experience	423.30
	second six months of experience	443.80
	third six months of experience	464.70
	next four months of experience	485.50
	Thereafter, the wage specified in (G)(i) i.e.	507.00
(H1)	Foreman:	1,603.70
(H2)	Supervisor, Assistant Foreman, Head Cutter:	874.70
(H3)	Artisan:	1,830.80
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	563.40
(H5)	Watchman:	651.00
(H6)	Driver (Light Motor Vehicle):	641.80
(H7)	Driver (Medium Motor Vehicle):	686.10
	Sample machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement."	

3. In clause 4 A (1), insert the following new wording after the wage schedule:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 29.”

4. In clause 4 A (2) (b), substitute the following table for the existing table:

Category	Column 1 (R)	Column 2 (R)
A	1 175.50	92.10
B	976.00	76.50
C	951.90	74.60
D	707.00	55.40
E1	703.00	55.10
E	611.10	47.90
F1	726.30	56.90
F	726.30	56.90
G1	507.00	39.70
H1	1 603.70	125.60
H2	874.70	68.50
H3	1 830.80	143.40
H4	563.40	44.10
H5	651.00	51.00
H6	641.80	50.30
H7	686.10	53.80

5. In clause 4 A (7), substitute the year “2008” for the year “2007”, wherever it appears.
6. In clause 4 B (8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

		Wage per week
		R
(a)	Supervisor:	986.60
(b)	Milliner (Upgrade to Trimmer):	
	(i) Qualified	782.60
	(ii) Learners:	
	first six months of experience	554.40
	second six months of experience	606.20
	third six months of experience	665.60
	next four months of experience	738.20
	Thereafter, the wage specified in (b)(i) i.e.	782.50
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):	
	(i) Qualified:	658.50
	(ii) Learners:	
	first six months of experience	545.80
	second six months of experience	563.50
	third six months of experience	599.00
	next four months of experience	626.90
	Thereafter, the wage specified in (c)(1)(i) i.e.	658.50
	(2) Driver:	658.50
(d)	Machine Operator & Chopper-Out:	
	(i) Qualified:	609.30
	(ii) Learners:	
	first six months of experience	384.20
	second six months of experience	439.10
	third six months of experience	470.20
	next four months of experience	542.70
	Thereafter, the wage specified in (d)(i) i.e.	609.30
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:	
	(i) Qualified:	519.30
	(ii) Learners:	
	first six months of experience	384.20
	second six months of experience	421.10
	third six months of experience	452.20
	next four months of experience	486.50
	Thereafter, the wage specified in (e)(i) i.e.	519.30
(f)	Boiler Attendant & Watchman:	568.10

7. In clause 4 B (8), insert the following new wording after the wage schedule:

“The wage levels specified in the table above shall be increased by 0,5%, for those companies who do not have an agreed productivity incentive scheme in place, by 1 November 2008 and as per Clause 29.”

8. In clause 26 B, insert the following new sub-clause (9):

"(9) Access to email and internet facilities for shop stewards will be encouraged, provided that such access shall be during shop stewards' own time and dealt with in a manner that is not disruptive to production."

9. In clause 27(1), substitute the expression "31 August 2009" for the expression "31 August 2008" and the expression "1 September 2008" for the expression "1 September 2007".
10. In clause 29, substitute the existing sub-clauses (1), (2), (3), (4) and (5) with the new Clause contained in Annexure B.
11. Insert the new clause 30: "INDUSTRY PROTECTION FUND" contained in Annexure C.
12. Insert the following new clause 31:
- "CLAUSE 31: HIV/AIDS
- The Code of Good Practice on Key Aspects of HIV/AIDS and Employment as set out in Annexure A to this agreement shall be policy in the industry. "
13. Insert the new clause 32: "CONTRACT EMPLOYEES" contained in Annexure D.

14. Insert the following new clause 33:

"CLAUSE 33: COUNCIL FUNDS

The Funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:

- (1) (a) Every employer shall, on the pay day of each week and from the first pay day after this Agreement comes into operation, deduct an amount equal to 0,23% of each employee's wages per week calculated at the qualified machinists rate of pay up to a maximum of R1.41 per week for whom minimum wages are prescribed in the Main Collective Agreement: Provided that no deduction shall be made from the wages of an employee who has worked for less than 20 hours in the week in which the deduction falls due.
- (b) An employer, shall, in respect of each contributor from whose wages deductions are made in terms of paragraph (a) above, contribute an amount equal to 0.23% of each employee's wages per week, calculated at the qualified machinists' rate of pay up to the maximum of R1.53 per week.
- (2) The employer shall forward the total amounts so deducted, together with his contributions in terms of subclause (1) (b) above, and a statement in the form and manner specified by the Council, to the Secretary of the Council, P.O. Box 5101, Johannesburg, 2000, within seven days of the end of the week in which the deductions fall due.
- (3) Should any amount due in terms of this clause not be received by the Council by the seventh day after the due date in respect of which it is payable, the employer

shall pay weekly interest on such amount or on such lesser amount as remain unpaid, calculated at the prime overdraft rate of the Council's Bankers plus two per cent per annum divided by 52 or part thereof from such seventh day until the day upon which payment in cash is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Council, the interest may accrue to the general funds of the Council."

9. PART E OF THE FORMER AGREEMENT: PROVISIONS FOR THE NORTHERN REGION (KNITTING)

1. In clause 4 (1) (a), substitute the existing wage schedule with the following new wage schedule:

		Wage per week
		<i>R</i>
(i)	Foreman:	1,219.50
(ii)	Dyer: (See (iv) below)	
(iii)	Storeman:	
	(i) Qualified:	1,173.90
	(ii) Learners:	
	first six months of experience	423.80
	second six months of experience	611.30
	third six months of experience	798.90
	next four months of experience	986.40
	Thereafter, the wage specified in (iii)(i) i.e.	1,173.90
(iv)	Mechanic/Dyer:	
	(i) Qualified:	1,219.50
	(ii) Learners:	
	first six months of experience	423.80
	second six months of experience	503.20
	third six months of experience	582.90