

No. R. 528

18 June 2010

**LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY  
(NATAL): EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT TO NON-  
PARTIES**

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 **Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal)** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from..28 June 2010.....and for the period ending 29 February 2012.

**M M S MDLADLANA**  
**MINISTER OF LABOUR**

No. R. 528

18 June 2010

**WET OP ARBEIDSVERHOUDINGE, 1995****BEDINGINGSRAAD VIR DIE WASSERY-, DROOGSKOONMAAK- EN  
KLEURNYWERHEID (NATAL): UITBREIDING VAN WYSIGING VAN  
KOLLEKTIEWE OOREENKOMS NA NIE-PARTYE**

Ek, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Engelse Bylae hiervan verskyn, en wat in die **Bedingingsraad vir die Wassery-, Droogskoonmaak- en Kleurnywerheid (Natal)** aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Kollektiewe Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van .....28 Junie 2010..... en vir die tydperk wat op 29 Februarie 2012 eindig.

**M M S MDLADLANA****MINISTER VAN ARBEID**

**SCHEDULE****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING  
INDUSTRY (NATAL)****AMENDING COLLECTIVE AGREEMENT**

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

**NATAL LAUNDRY, CLEANERS' AND DYERS' ASSOCIATION**

(hereinafter referred to as the "employers" or the "employers' organisation"), 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 Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), to amend the Collective Agreement published under *Government Notice* No. R. 556 of 30 April 1999, as amended, extended and renewed by Government Notices Nos. R. 70 of 26 January 2001, R. 1014 of 12 October 2001, R. 358 of 22 March 2002, R. 213 of 14 February 2003, R. 1046 of 25 July 2003, R. 1084 of 17 September 2004, R. 764 and R. 765 of 5 August 2005, R. 764 of 28 July 2006 and R. 827 of 11 August 2006, R. 585 of 13 July 2007, R. 713 of 17 August 2007, and R. 794 and R. 795 of 25 July 2008, R. 624 and R. 625 of 5 June 2009.

**PART A****1. SCOPE OF APPLICATION OF AGREEMENT**

- 1.1 The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal) –
- (a) by all employers and all employees who are the members of the parties to this Agreement;
  - (b) in the Magisterial Districts of Durban, Chatsworth, Pinetown and Inanda, excluding the areas falling outside a radius of 24.14 km of the General Post Office, Durban.
- 1.2 The terms of this Agreement do not apply to non-parties in respect of clauses 1.1 (a) and 2.
- 1.3 Notwithstanding the provisions of clause 1, the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in any agreement of the Council which is binding in terms of section 32 of the Act.

**2. PERIOD OF OPERATION**

- 2.1 The Agreement commences -
- (a) in respect of the parties to this Agreement, on the date of signature;
  - (b) in respect of non-parties 10 days after the date of publication by the Minister in the *Government Gazette*.
- 2.2 This Agreement remains in existence until 29 February 2012.

### 3. ANNEXURE B: SCHEDULE OF PAYMENTS

(MEERNA TOEGELIENDE TOEGELIENDE)

Substitute the following for the existing Annexure B:

1. **COUNCIL LEVIES (clause 32)**

For the purpose of Council Levies, every employer must on each pay day deduct from the wages of each employee the amount of R2.00 (two rand), to which amount the employer must add the equal amount of R2.00, in respect of clause 32.

2. **PROVIDENT FUND (clause 22)**

For the purpose of contributing to the Provident Fund, in terms of clause 22, the parties have agreed that the contributions by both employer and employee shall be equivalent to 6% of the employees' basic weekly wage, or R30.00 per week, whichever is the greater.

3. **MEDICAL ASSISTANCE FUND (clause 23)**

For the purposes of providing for medical assistance in terms of clause 23, each employer must deduct half of the monthly subscription, and the employer must contribute the other half of the monthly subscription. The monthly subscription is R178.00 per month or R20.55 per week from each party.

4. **ANNUAL BONUS (clause 4)**

4.1 The parties have agreed that the annual bonus shall be two weeks basic wage.

4.2 The annual bonus shall be paid as follows:

(a) one week's wages, payable by no later than 20 DECEMBER of each year.

(b) the balance of one week's wages, payable by no later than the last pay day in March.

4.3 The annual bonus is based on a full calendar year of service as at 31 December of that year.

4.4 An employee who has less than one calendar year of service as at 31 December of that year, shall receive an annual bonus pro-rated

to the actual completed months of service calculated at such employees' basic weekly wage rate.

- 4.5 An employee whose employment is terminated before 31 December is not entitled to any annual bonus.

**5. NIGHT SHIFT ALLOWANCE**

An employer must pay a night shift allowance to each employee who works a shift, or part of a shift, between 18h00 and 06h00. The night shift allowance must be calculated at 10% of the basic hourly rate for hours worked on night shift.

**6. HIV/AIDS AWARENESS**

In the interests of the industry and the economy, training in HIV/AIDS awareness must continue to be given to all employees by a shop steward or other nominated employee, on the understanding that this training will not disrupt the normal flow of work. The employers have agreed that they will contribute 10c/week/employee to the SACTWU AIDS PROJECT. The amount so agreed must be accumulated on a monthly basis and submitted to the Bargaining Council as part of the employers' monthly return.

**7. COMPLIANCE /ENFORCEMENT LEVY**

Each employer in the industry must pay an amount of R40.00 (forty rands) per month in respect of funds needed to pursue compliance/enforcement in the industry.

**8. LONG SERVICE ALLOWANCE**

An employer must pay a long service allowance of R0.20 cents per week, after ten years of continuous service with the company.

**4. WAGE SCHEDULE**

Substitute the following for the existing wage schedule:

Each worker in the industry shall receive not less than, and shall not accept less than the minimum wages listed below. The new minimum wage rate is based on an increase of 7.5 % of the previous rate

**4 (a) COMMERCIAL: LAUNDRY, DRY CLEANERS AND STEAM LAUNDRY**

| <b>GRADE</b>   | <b>CURRENT<br/>HOURLY<br/>RATE</b> | <b>INCREASE<br/>PER HOUR</b> | <b>NEW<br/>MINIMUM<br/>HOURLY<br/>RATE</b> | <b>NEW<br/>WEEKLY<br/>RATE *</b> |
|--|------------------------------------|------------------------------|--|----------------------------------|
| <b>A1 Commercial: eg</b><br>Labourer; Finishing; Hand<br>Marker; Van Assistant; Depot<br>Assistant | R14.40                             | R1.08                        | R15.48                                     | R681.12                          |
| <b>A2 Commercial: eg</b><br>Watchman; Sorter; Plain<br>Sewer; Checker/Packer                       | R14.55                             | R1.09                        | R15.64                                     | R688.16                          |
| <b>A3 Commercial: eg</b><br>Dry Cleaner/Operator   | R14.68                             | R1.10                        | R15.78                                     | R694.32                          |
| <b>B1 Commercial: eg</b><br>Machine Operator; Depot<br>Supervisor; Invisible Mender                | R14.86                             | R1.11                        | R15.97                                     | R702.68                          |
| <b>B2 Commercial: eg</b><br>Boiler Operator, Spotter<br>(C/C), Quality Controller                  | R15.86                             | R1.19                        | R17.05                                     | R750.20                          |
| <b>B3 Commercial: eg</b><br>Supervisor   | R16.66                             | R1.25                        | R17.91                                     | R788.04                          |

\* Based on 44 hrs per week

**4(b) NON COMMERCIAL: LAUNDROMATS**

The parties have agreed that Laundromats may obtain further exemption from the above wage rates **ONLY** if the owner/proprietor makes a personal application for this exemption at the Council offices.

Such an exemption may be granted if:

- 1) the establishment cleans domestic laundry;
- 2) the establishment remains "site bound", and
- 3) it employs four or less employees.

Provided that exemption has been granted, the minimum hourly rate which is based on 70% of the commercial rate is as follows:

| GRADE<br>(NON COMMERCIAL) | CURRENT<br>HOURLY<br>RATE | INCREASE<br>PER<br>HOUR | NEW<br>MINIMUM<br>HOURLY<br>RATE | NEW<br>WEEKLY<br>RATE * |
|---------------------------|---------------------------|-------------------------|----------------------------------|-------------------------|
| A1                        | R10.08                    | R 0.76                  | R 10.84                          | R 487.80                |
| A2                        | R 10.19                   | R 0.76                  | R 10.95                          | R 492.75                |
| A3                        | R 10.28                   | R 0.77                  | R 11.05                          | R 497.25                |

\* Based on 45 hrs per week

**4(c) PAYRATES FOR DRIVERS**

The parties have agreed that the pay rates of Drivers will be as follows:

|                        |                 |
|------------------------|-----------------|
| Code 08 (Van Driver)   | R17.41 per hour |
| Code 10 (Truck Driver) | R18.60 per hour |



Signed for and on behalf of the parties this 1<sup>st</sup> day of March 2010.

  
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**W van der RHEEDE**

**SACTWU**

  
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**J. P. CONNOLLY**

**NLCDA**

  
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**J. DANIEL**

**SECRETARY**