

No. R. 659

19 August 2011

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

I, MILDRED NELISIWE OLIPHANT, 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 agreement, shall be binding on the other employers and employees in that Industry, with effect from 29 August 2011 and for the period ending 31 December 2015.

**MN OLIPHANT
MINISTER OF LABOUR**

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 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, R. 794 and R. 795 of 25 July 2008, R. 624 and R. 625 of 5 June 2009, R. 527 and R. 528 of 18 June 2010.

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, Pine Town and Inanda, excluding the areas falling outside a radius of 15 mile radius of the General Post Office, Durban.

1.2 Notwithstanding the provisions of sub-clause (1), this Agreement shall apply to employees for whom minimum wages are prescribed herein and to the employers of such employees

1.3 The provisions of clauses 1(1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and the trade union, respectively, who entered into this Agreement.

2. PERIOD OF OPERATION

This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 March 2011 and for non-parties on such date as may be fixed

by the Minister of Labour in terms of section 32 of the Act and shall remain in force for the period ending 31 December 2015

PART B

3. LONG SERVICE ALLOWANCE

Insert the following new clause 11A, Long Service Allowance

“CLAUSE 11A: LONG SERVICE ALLOWANCE

Insert the following new clause 11A, Long Service Allowance

- 11.(A) (1) An employer must pay a long service allowance of R0.25 cents per week, after tens years of continuous service with the company.”

PART D: LEAVE

4. CLAUSE 21 : MATERNITY

Substitute the following for clause 21:

- 21.1 Every female employee who has worked for at least 12 months may be granted up to four months' maternity leave. Employers must pay employees 43% of their basic rate of pay for a period of three months. The balance of the period on maternity leave shall be unpaid.
- 21.2 On her return any replacement will cease to be employed unless a suitable alternative vacancy exists.
- 21.3 Maternity leave does not constitute a break in service.

- 21.4 Annual leave, sick leave and annual bonus benefits do not accumulate during maternity leave; however, the employee returning from maternity leave may, if she so chooses elect to pay her outstanding contributions to the Provident Fund and if she does so, then the employer must pay a similar amount to the Fund in the usual way. Contributions to Provident Fund shall be in terms of the rules of the Fund.

PART E: EMPLOYEE BENEFITS

5. CLAUSE 22: PROVIDENT FUND

Substitute the following for clause 22

- 22.1 The fund known as the "Natal Laundry, Cleaning and Dyeing Industry Provident Fund" ("the Fund") established in terms of Government Notice R. 805 of 12 May 1972, continues as part of this Agreement.
- 22.2 All employers and employees must remain or become members of the Fund. An exemption may be granted for those members who participate in a pension or provident fund, whose benefits are not less favourable than those of this Fund.
- 22.3 All employers and employees agree to be bound by the rules of the Fund.
- 22.4 For the purpose of the Fund both employer and employee contribution shall be increased to 6.5 % from period of operation of the Agreement, thereafter annually and on 01 March each year, 2012, 2013 and 2014 by 0.5 % effectively.

6. WAGE SCHUDULE

- (1) Substitute the following Wage Schedule

WAGES: 2011 – 2012

COMMERCIAL: LAUNDRY, DRY CLEANERS AND STEAM LAUNDRY

GRADE	CURRENT HOURLY RATE	AMOUNT OF INCREASE	NEW WEEKLY MIN WAGE	NEW HOURLY RATE
<u>A1 Commercial</u> eg: Labourer eg: Finishing Hand eg: Marker eg: Van Assistant	R15.48	0.92c	R721.61	R16.40
<u>A2 Commercial</u> eg: Watchman eg: Sorter eg: Plain Sewer eg: Checker/packer	R15.64	0.93c	R729.08	R16.57
<u>A3 Commercial</u> eg: Dry Cleaner Operator	R15.78	0.94c	R735.68	R16.72
<u>B1 Commercial</u> eg: Machine Operator eg: Depot Supervisor eg: Van Driver (08) eg: Invisible Mender	R15.97	0.95c	R744.48	R16.92
<u>B2 Commercial</u> eg: Boiler Operator eg: Spotter (C/C) eg: Truck Driver (10) eg: Quality Controller	R17.05	R1.02	R795.08	R18.07
<u>B3 Commercial</u> eg: Supervisor	R17.91	R1.07	R835.12	R18.98

NON COMMERCIAL: LAUNDROMATS

GRADE (NON COMMERCIAL)	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW MINIMUM HOURLY RATE	NEW WEEKLY RATE *
A1	R 10.84	R 0.65	R11.49	R 517.05
A2	R 10.95	R 0.65	R 11.60	R 522.00
A3	R 11.05	R 0.66	R11.71	R 526.95

PAY RATES FOR DRIVERS

The parties have agreed that the pay rate for Drivers will be as follows:

Code 08 (Van Driver)	R18.45 per hour
Code 10 (Truck Driver)	R19.72 per hour

Agreement signed at Durban on this 25th February 2011.

D. MALULEKA

CHAIRMAN

R RAJHUNEE

VICE CHAIRPERSON

G P PILLAY

ACTING SECRETARY
