

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 984

2 December 2011

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT TO NON- PARTIES

I, **NELISIWE MILDRED 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 Building Industry, Kimberley** 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.....12 December 2011..... and for the period ending 31 July 2014.

N M. OLIPHANT
MINISTER OF LABOUR

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****COLLECTIVE AGREEMENT**

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R 957 of 7 August 1998, as amended, extended and renewed by Government Notices Nos R. 745 of 11 June 1999, R.1365 of 15 December 2000, R. 1018 of 18 July 2003, R 1049 of 25 July 2003, R. 865 of 23 July 2004, R. 906 and R. 907 of 29 August 2008, R. 9 of 22 January 2010, R. 592 of 22 July 2011 and R. 710 of 9 September 2011.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry -
 - (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in an area bounded by and included in a radius of 20 kilometers of the General Post Office, Kimberley, in the Magisterial District of Kimberley,
 - (c) In the Magisterial District of Gordonia
- (2) Notwithstanding the provisions of sub-clause (1), (a) and 1A, the terms of this Agreement shall apply to -

CHAIRMAN VN SMAILES	:	_____
V/CHAIRMAN MS TOFFAR	:	_____
SECRETARY PR SERFONTEIN	:	_____

- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act 1998 or any contract entered into or any conditions fixed there under;
 - (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act 1998 only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed there under;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1) (a), the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
 - (c) non-parties in respect of clauses 1(1)(a) and 1A of the Collective Agreement as extended or amended from time to time.

2. CLAUSE 1 A: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2014.

3. CLAUSE 21: MINIMUM WAGES

- (1) Substitute the following for sub-clause (1):

CHAIRMAN VN SMAILES	:	_____
V/CHAIRMAN MS TOFFAR	:	_____
SECRETARY PR SERFONTEIN	:	_____

SCHEDULE					
		WAGE PER HOUR			
		AREA			
		KIMBERLEY		GORDONIA	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2012	With effect from the coming into operation of this Agreement	With effect from 1 January 2012
	CATEGORY OF EMPLOYEE	R	R	R	R
(a)	General Worker	7.91	8.23	7.44	7.74
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	9.26	9.63	8.78	9.13
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	9.37	9.74	8.88	9.24
(d)	Trainee Tradesman. Class 1, Tradesman, Class 1	11.86	12.33	11.38	11.83
(e)	Artisan	16.54	17.20	16.18	16.83
(f)	Craftsman	19.44	20.22	19.08	19.85

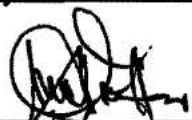
CHAIRMAN VN SMAILES

:



VICE CHAIRMAN MS TOFFAR

:



SECRETARY PR SERFONTEIN

:



(2) APPENDIXES:

Substitute the appendixes attached to this Agreement for Appendix A and B (Artisans & Craftsman, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled workers, Kimberley); Appendix A and B (Artisans & Craftsman, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled workers, Kimberley); Appendix A and B (Artisans & Craftsman, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled workers, Gordonia); Appendix A and B (Artisans & Craftsman, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled workers, Gordonia);

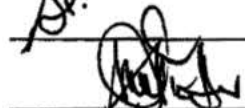
CHAIRMAN VN SMAILES

:



V/CHAIRMAN MS TOFFAR

:



SECRETARY PR SERFONTEIN

:



NEW WAGEBANDS JANUARIE 2012 KIMBERLEY ARTISANS AND CRAFTSMEN - 48 WEEKS															
ARTISANS & CRAFTSMEN				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage Inter- val	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
ART 1	0.00	17.20	2.58	89.01	62.31	26.75	3.01	181.08	62.31	26.75	3.01	5.00	97.07	793.03	278.15
2	17.21	17.30	2.60	89.55	62.69	26.75	3.01	182.00	62.69	26.75	3.01	5.00	97.45	798.05	279.45
3	17.31	17.40	2.61	90.05	63.03	26.75	3.01	182.84	63.03	26.75	3.01	5.00	97.79	802.66	280.63
4	17.41	17.50	2.63	90.59	63.41	26.75	3.01	183.76	63.41	26.75	3.01	5.00	98.17	807.68	281.93
5	17.51	17.60	2.64	91.08	63.76	26.75	3.01	184.60	63.76	26.75	3.01	5.00	98.52	812.28	283.12
6	17.61	17.70	2.66	91.62	64.13	26.75	3.01	185.51	64.13	26.75	3.01	5.00	98.89	817.31	284.40
7	17.71	17.80	2.67	92.12	64.48	26.75	3.01	186.36	64.48	26.75	3.01	5.00	99.24	821.91	285.60
8	17.81	17.90	2.69	92.66	64.86	26.75	3.01	187.28	64.86	26.75	3.01	5.00	99.62	826.93	286.90
9	17.91	18.00	2.70	93.15	65.21	26.75	3.01	188.12	65.21	26.75	3.01	5.00	99.97	831.53	288.09
10	18.01	18.10	2.72	93.69	65.58	26.75	3.01	189.03	65.58	26.75	3.01	5.00	100.34	836.56	289.37
11	18.11	18.20	2.73	94.19	65.93	26.75	3.01	189.88	65.93	26.75	3.01	5.00	100.69	841.16	290.57
12	18.21	18.30	2.75	94.73	66.31	26.75	3.01	190.80	66.31	26.75	3.01	5.00	101.07	846.18	291.87
13	18.31	18.40	2.76	95.22	66.65	26.75	3.01	191.63	66.65	26.75	3.01	5.00	101.41	850.79	293.04
14	18.41	18.50	2.78	95.76	67.03	26.75	3.01	192.55	67.03	26.75	3.01	5.00	101.79	855.81	294.34
15	18.51	18.60	2.79	96.26	67.38	26.75	3.01	193.40	67.38	26.75	3.01	5.00	102.14	860.41	295.54
16	18.61	18.70	2.81	96.80	67.76	26.75	3.01	194.32	67.76	26.75	3.01	5.00	102.52	865.43	296.84
17	18.71	18.80	2.82	97.29	68.10	26.75	3.01	195.15	68.10	26.75	3.01	5.00	102.86	870.04	298.01
18	18.81	18.90	2.84	97.83	68.48	26.75	3.01	196.07	68.48	26.75	3.01	5.00	103.24	875.06	299.31
19	18.91	19.00	2.86	98.37	68.86	26.75	3.01	196.99	68.86	26.75	3.01	5.00	103.62	880.08	300.61
20	19.01	19.10	2.87	98.87	69.21	26.75	3.01	197.84	69.21	26.75	3.01	5.00	103.97	884.68	301.81
21	19.11	19.20	2.89	99.41	69.58	26.75	3.01	198.75	69.58	26.75	3.01	5.00	104.34	889.71	303.09
22	19.21	19.30	2.90	99.90	69.93	26.75	3.01	199.59	69.93	26.75	3.01	5.00	104.69	894.31	304.28
23	19.31	19.40	2.92	100.44	70.31	26.75	3.01	200.51	70.31	26.75	3.01	5.00	105.07	899.33	305.58
24	19.41	19.50	2.93	100.94	70.65	26.75	3.01	201.35	70.65	26.75	3.01	5.00	105.41	903.94	306.76
25	19.51	19.60	2.95	101.48	71.03	26.75	3.01	202.27	71.03	26.75	3.01	5.00	105.79	908.96	308.06
26	19.61	19.70	2.96	101.97	71.38	26.75	3.01	203.11	71.38	26.75	3.01	5.00	106.14	913.56	309.25
27	19.71	19.80	2.98	102.51	71.76	26.75	3.01	204.03	71.76	26.75	3.01	5.00	106.52	918.58	310.55
28	19.81	19.90	2.99	103.01	72.10	26.75	3.01	204.87	72.10	26.75	3.01	5.00	106.86	923.19	311.73
CRAFT 29	0.00	20.22	3.04	104.67	73.27	26.75	3.01	207.70	73.27	26.75	3.01	5.00	108.03	938.67	315.73
30	20.23	20.32	3.05	105.17	73.62	26.75	3.01	208.55	73.62	26.75	3.01	5.00	108.38	943.27	316.93
31	20.33	20.42	3.07	105.71	73.99	26.75	3.01	209.46	73.99	26.75	3.01	5.00	108.75	948.30	318.21
32	20.43	20.52	3.08	106.20	74.34	26.75	3.01	210.30	74.34	26.75	3.01	5.00	109.10	952.90	319.40
33	20.53	20.62	3.10	106.74	74.72	26.75	3.01	211.22	74.72	26.75	3.01	5.00	109.48	957.92	320.70
34	20.63	20.72	3.11	107.24	75.06	26.75	3.01	212.06	75.06	26.75	3.01	5.00	109.82	962.53	321.88
35	20.73	20.82	3.13	107.78	75.44	26.75	3.01	212.98	75.44	26.75	3.01	5.00	110.20	967.55	323.18
36	20.83	20.92	3.14	108.27	75.79	26.75	3.01	213.82	75.79	26.75	3.01	5.00	110.55	972.15	324.37
37	20.93	21.02	3.16	108.81	76.17	26.75	3.01	214.74	76.17	26.75	3.01	5.00	110.93	977.17	325.67
38	21.03	21.12	3.17	109.31	76.51	26.75	3.01	215.58	76.51	26.75	3.01	5.00	111.27	981.78	326.85
39	21.13	21.22	3.19	109.85	76.89	26.75	3.01	216.50	76.89	26.75	3.01	5.00	111.65	986.80	328.15
40	21.23	21.32	3.20	110.34	77.24	26.75	3.01	217.34	77.24	26.75	3.01	5.00	112.00	991.40	329.34
41	21.33	21.42	3.22	110.88	77.62	26.75	3.01	218.26	77.62	26.75	3.01	5.00	112.38	996.42	330.64
42	21.43	21.52	3.23	111.38	77.96	26.75	3.01	219.10	77.96	26.75	3.01	5.00	112.72	1001.03	331.82
43	21.53	21.62	3.25	111.92	78.34	26.75	3.01	220.02	78.34	26.75	3.01	5.00	113.10	1006.05	333.12
44	21.63	21.72	3.26	112.41	78.69	26.75	3.01	220.86	78.69	26.75	3.01	5.00	113.45	1010.65	334.31
45	21.73	21.82	3.28	112.95	79.07	26.75	3.01	221.78	79.07	26.75	3.01	5.00	113.83	1015.67	335.61
46	21.83	21.92	3.29	113.45	79.41	26.75	3.01	222.62	79.41	26.75	3.01	5.00	114.17	1020.28	336.79
47	21.93	22.02	3.31	113.99	79.79	26.75	3.01	223.54	79.79	26.75	3.01	5.00	114.55	1025.30	338.09
48	22.03	22.12	3.32	114.48	80.14	26.75	3.01	224.38	80.14	26.75	3.01	5.00	114.90	1029.90	339.28
49	22.13	22.22	3.34	115.02	80.51	26.75	3.01	225.29	80.51	26.75	3.01	5.00	115.27	1034.93	340.56
50	22.23	22.32	3.35	115.52	80.86	26.75	3.01	226.14	80.86	26.75	3.01	5.00	115.62	1039.53	341.76
KIMBERLEY OPTIONAL STAMPS															
OPT 1	22.33	26.98	4.05	139.64	97.74	53.50	3.01	293.89	97.74	53.50	3.01	5.00	159.25	1237.10	453.14
2	26.99	32.38	4.87	167.63	117.34	53.50	3.01	341.48	117.34	53.50	3.01	5.00	178.85	1497.40	520.33
3	32.39	38.86	5.84	201.15	140.81	53.50	3.01	398.47	140.81	53.50	3.01	5.00	202.32	1809.18	600.79
4	38.87	46.63	7.01	241.38	168.97	53.50	3.01	466.86	168.97	53.50	3.01	5.00	230.48	2183.32	697.34
5	46.64	55.96	8.41	289.67	202.77	53.50	3.01	548.95	202.77	53.50	3.01	5.00	264.28	2632.37	813.23
6	55.97	67.15	10.09	347.58	243.31	53.50	3.01	647.40	243.31	53.50	3.01	5.00	304.82	3170.98	952.22
7	67.16	80.58	12.11	417.11	291.97	53.50	3.01	765.59	291.97	53.50	3.01	5.00	353.48	3817.57	1119.07
8	80.59	96.70	14.53	500.54	350.37	53.50	3.01	907.42	350.37	53.50	3.01	5.00	411.88	4593.47	1319.30
9	96.71	116.04	17.44	600.66	420.46	53.50	3.01	1077.63	420.46	53.50	3.01	5.00	481.97	5524.63	1559.60
10	116.05	139.25	20.92	720.77	504.54	53.50	3.01	1281.82	504.54	53.50	3.01	5.00	566.05	6641.60	1847.87
11	139.26	167.10	25.11	864.95	605.46	53.50	3.01	1526.92	605.46	53.50	3.01	5.00	666.97	7982.48	2193.89

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

MS TOFFAR

SECRETARY

PR SERPONTAIN

NEW WAGEBANDS JANUARIE 2012 KIMBERLEY NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage inter val	Min / Max Tariff per hour	Cash Bonus H		Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp
1	0.00	8.23	1.17	42.30	29.61	9.38	3.00	84.29	29.61	9.38	3.00	5.00	46.99	376.01	131.28
2	8.24	8.33	1.19	42.84	29.99	9.38	3.00	85.21	29.99	9.38	3.00	5.00	47.37	381.03	132.58
3	8.34	8.43	1.20	43.34	30.33	9.38	3.00	86.05	30.33	9.38	3.00	5.00	47.71	385.64	133.76
4	8.44	8.53	1.21	43.83	30.68	9.38	3.00	86.89	30.68	9.38	3.00	5.00	48.06	390.24	134.95
5	8.54	8.63	1.23	44.37	31.06	9.38	3.00	87.81	31.06	9.38	3.00	5.00	48.44	395.26	136.25
6	8.64	8.73	1.24	44.87	31.41	9.38	3.00	88.66	31.41	9.38	3.00	5.00	48.79	399.86	137.45
7	8.74	8.83	1.26	45.41	31.78	9.38	3.00	89.57	31.78	9.38	3.00	5.00	49.16	404.89	138.73
8	8.84	8.93	1.27	45.90	32.13	9.38	3.00	90.41	32.13	9.38	3.00	5.00	49.51	409.49	139.92
9	8.94	9.03	1.29	46.44	32.51	9.38	3.00	91.33	32.51	9.38	3.00	5.00	49.89	414.51	141.22
10	9.04	9.13	1.30	46.94	32.85	9.38	3.00	92.17	32.85	9.38	3.00	5.00	50.23	419.12	142.40
11	9.14	9.23	1.31	47.43	33.20	9.38	3.00	93.01	33.20	9.38	3.00	5.00	50.58	423.72	143.59
12	9.24	9.33	1.33	47.97	33.58	9.38	3.00	93.93	33.58	9.38	3.00	5.00	50.96	428.74	144.89
13	9.34	9.43	1.34	48.47	33.93	9.38	3.00	94.78	33.93	9.38	3.00	5.00	51.31	433.34	146.09
Class 3 14	0.00	9.63	1.37	49.50	34.65	9.38	3.00	96.53	34.65	9.38	3.00	5.00	52.03	442.97	148.56
Class 2 15	9.64	9.73	1.39	50.04	35.03	9.38	3.00	97.45	35.03	9.38	3.00	5.00	52.41	447.99	149.86
16	9.74	9.83	1.40	50.54	35.37	9.38	3.00	98.29	35.37	9.38	3.00	5.00	52.75	452.60	151.04
17	9.84	9.93	1.41	51.03	35.72	9.38	3.00	99.13	35.72	9.38	3.00	5.00	53.10	457.20	152.23
18	9.94	10.03	1.43	51.57	36.10	9.38	3.00	100.05	36.10	9.38	3.00	5.00	53.48	462.22	153.53
19	10.04	10.13	1.44	52.07	36.45	9.38	3.00	100.90	36.45	9.38	3.00	5.00	53.83	466.82	154.73
20	10.14	10.23	1.46	52.61	36.82	9.38	3.00	101.81	36.82	9.38	3.00	5.00	54.20	471.85	156.01
21	10.24	10.33	1.47	53.10	37.17	9.38	3.00	102.65	37.17	9.38	3.00	5.00	54.55	476.45	157.20
22	10.34	10.43	1.49	53.64	37.55	9.38	3.00	103.57	37.55	9.38	3.00	5.00	54.93	481.47	158.50
23	10.44	10.53	1.50	54.14	37.89	9.38	3.00	104.41	37.89	9.38	3.00	5.00	55.27	486.08	159.68
24	10.54	10.63	1.51	54.63	38.24	9.38	3.00	105.25	38.24	9.38	3.00	5.00	55.62	490.68	160.87
25	10.64	10.73	1.53	55.17	38.62	9.38	3.00	106.17	38.62	9.38	3.00	5.00	56.00	495.70	162.17
26	10.74	10.83	1.54	55.67	38.97	9.38	3.00	107.02	38.97	9.38	3.00	5.00	56.35	500.30	163.37
27	10.84	10.93	1.56	56.21	39.34	9.38	3.00	107.93	39.34	9.38	3.00	5.00	56.72	505.33	164.65
28	10.94	11.03	1.57	56.70	39.69	9.38	3.00	108.77	39.69	9.38	3.00	5.00	57.07	509.93	165.84
29	11.04	11.13	1.59	57.24	40.07	9.38	3.00	109.69	40.07	9.38	3.00	5.00	57.45	514.95	167.14
30	11.14	11.23	1.60	57.74	40.41	9.38	3.00	110.53	40.41	9.38	3.00	5.00	57.79	519.56	168.32
31	11.24	11.33	1.61	58.23	40.76	9.38	3.00	111.37	40.76	9.38	3.00	5.00	58.14	524.16	169.51
32	11.34	11.43	1.63	58.77	41.14	9.38	3.00	112.29	41.14	9.38	3.00	5.00	58.52	529.18	170.81
33	11.44	11.53	1.64	59.27	41.49	9.38	3.00	113.14	41.49	9.38	3.00	5.00	58.87	533.78	172.01
34	11.54	11.63	1.66	59.81	41.86	9.38	3.00	114.05	41.86	9.38	3.00	5.00	59.24	538.81	173.29
35	11.64	11.73	1.67	60.30	42.21	9.38	3.00	114.89	42.21	9.38	3.00	5.00	59.59	543.41	174.48
36	11.74	11.83	1.68	60.80	42.56	9.38	3.00	115.74	42.56	9.38	3.00	5.00	59.94	548.01	175.68
37	11.84	11.93	1.70	61.34	42.93	9.38	3.00	116.65	42.93	9.38	3.00	5.00	60.31	553.04	176.96
38	11.94	12.03	1.71	61.83	43.28	9.38	3.00	117.49	43.28	9.38	3.00	5.00	60.66	557.64	178.15
Class 1 39	0.00	12.33	1.76	63.41	44.38	9.38	3.00	120.17	44.38	9.38	3.00	5.00	61.76	572.29	181.93
40	12.34	12.43	1.77	63.90	44.73	9.38	3.00	121.01	44.73	9.38	3.00	5.00	62.11	576.89	183.12
41	12.44	12.53	1.78	64.40	45.08	9.38	3.00	121.86	45.08	9.38	3.00	5.00	62.46	581.49	184.32
42	12.54	12.63	1.80	64.94	45.45	9.38	3.00	122.77	45.45	9.38	3.00	5.00	62.83	586.52	185.60
43	12.64	12.73	1.81	65.43	45.80	9.38	3.00	123.61	45.80	9.38	3.00	5.00	63.18	591.12	186.79
44	12.74	12.83	1.83	65.97	46.18	9.38	3.00	124.53	46.18	9.38	3.00	5.00	63.56	596.14	188.09
45	12.84	12.93	1.84	66.47	46.53	9.38	3.00	125.38	46.53	9.38	3.00	5.00	63.91	600.74	189.29
46	12.94	13.03	1.86	67.01	46.90	9.38	3.00	126.29	46.90	9.38	3.00	5.00	64.28	605.77	190.57
47	13.04	13.13	1.87	67.50	47.25	9.38	3.00	127.13	47.25	9.38	3.00	5.00	64.63	610.37	191.76
48	13.14	13.23	1.88	68.00	47.60	9.38	3.00	127.98	47.60	9.38	3.00	5.00	64.98	614.97	192.96
49	13.24	13.33	1.90	68.54	47.97	9.38	3.00	128.89	47.97	9.38	3.00	5.00	65.35	620.00	194.24
50	13.34	13.43	1.91	69.03	48.32	9.38	3.00	129.73	48.32	9.38	3.00	5.00	65.70	624.60	195.43

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

MS TOFFAR

SECRETARY

PR SERFONTEIN

NEW WAGEBANDS JANUARIE 2012 GORDONIA ARTISANS AND CRAFTSMEN - 48 WEEKS														
ARTISANS & CRAFTSMEN			ANNEXURE A						ANNEXURE B					
			EMPLOYER CONTRIBUTION						EMPLOYEE CONTRIBUTION					
Wage inter- val	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp
ART 1	0.00	16.83	2.41	86.58	60.61	27.10	6.31	180.60	60.61	27.10	6.31	5.00	99.02	766.78 279.62
2	16.84	16.93	2.42	87.08	60.95	27.10	6.31	181.44	60.95	27.10	6.31	5.00	99.36	771.39 280.80
3	16.94	17.03	2.44	87.62	61.33	27.10	6.31	182.36	61.33	27.10	6.31	5.00	99.74	776.41 282.10
4	17.04	17.13	2.45	88.11	61.68	27.10	6.31	183.20	61.68	27.10	6.31	5.00	100.09	781.01 283.29
5	17.14	17.23	2.47	88.65	62.06	27.10	6.31	184.12	62.06	27.10	6.31	5.00	100.47	786.03 284.59
6	17.24	17.33	2.48	89.15	62.40	27.10	6.31	184.96	62.40	27.10	6.31	5.00	100.81	790.64 285.77
7	17.34	17.43	2.49	89.64	62.75	27.10	6.31	185.80	62.75	27.10	6.31	5.00	101.16	795.24 286.96
8	17.44	17.53	2.51	90.18	63.13	27.10	6.31	186.72	63.13	27.10	6.31	5.00	101.54	800.26 288.26
9	17.54	17.63	2.52	90.68	63.47	27.10	6.31	187.56	63.47	27.10	6.31	5.00	101.88	804.87 289.44
10	17.64	17.73	2.54	91.22	63.85	27.10	6.31	188.48	63.85	27.10	6.31	5.00	102.26	809.89 290.74
11	17.74	17.83	2.55	91.71	64.20	27.10	6.31	189.32	64.20	27.10	6.31	5.00	102.61	814.49 291.93
12	17.84	17.93	2.57	92.25	64.58	27.10	6.31	190.24	64.58	27.10	6.31	5.00	102.99	819.51 293.23
13	17.94	18.03	2.58	92.75	64.92	27.10	6.31	191.06	64.92	27.10	6.31	5.00	103.33	824.12 294.41
14	18.04	18.13	2.59	93.24	65.27	27.10	6.31	191.92	65.27	27.10	6.31	5.00	103.68	828.72 295.60
15	18.14	18.23	2.61	93.78	65.65	27.10	6.31	192.84	65.65	27.10	6.31	5.00	104.06	833.74 296.90
16	18.24	18.33	2.62	94.28	65.99	27.10	6.31	193.68	65.99	27.10	6.31	5.00	104.40	838.35 298.08
17	18.34	18.43	2.64	94.82	66.37	27.10	6.31	194.60	66.37	27.10	6.31	5.00	104.78	843.37 299.38
18	18.44	18.53	2.65	95.31	66.72	27.10	6.31	195.44	66.72	27.10	6.31	5.00	105.13	847.97 300.57
19	18.54	18.63	2.67	95.85	67.10	27.10	6.31	196.36	67.10	27.10	6.31	5.00	105.51	852.99 301.87
20	18.64	18.73	2.68	96.35	67.44	27.10	6.31	197.20	67.44	27.10	6.31	5.00	105.85	857.60 303.05
21	18.74	18.83	2.69	96.84	67.79	27.10	6.31	198.04	67.79	27.10	6.31	5.00	106.20	862.20 304.24
22	18.84	18.93	2.71	97.38	68.17	27.10	6.31	198.96	68.17	27.10	6.31	5.00	106.58	867.22 305.54
23	18.94	19.03	2.72	97.88	68.51	27.10	6.31	199.80	68.51	27.10	6.31	5.00	106.92	871.83 306.72
24	19.04	19.13	2.74	98.42	68.89	27.10	6.31	200.72	68.89	27.10	6.31	5.00	107.30	876.85 308.02
25	19.14	19.23	2.75	98.91	69.24	27.10	6.31	201.56	69.24	27.10	6.31	5.00	107.65	881.45 309.21
26	19.24	19.33	2.77	99.45	69.62	27.10	6.31	202.48	69.62	27.10	6.31	5.00	108.03	886.47 310.51
27	19.34	19.43	2.78	99.95	69.96	27.10	6.31	203.32	69.96	27.10	6.31	5.00	108.37	891.08 311.69
28	19.44	19.53	2.79	100.44	70.31	27.10	6.31	204.16	70.31	27.10	6.31	5.00	108.72	895.68 312.88
CRAFT 29	0.00	19.85	2.84	102.11	71.47	27.10	6.31	206.99	71.47	27.10	6.31	5.00	109.88	911.17 316.87
30	19.86	19.95	2.85	102.60	71.82	27.10	6.31	207.83	71.82	27.10	6.31	5.00	110.23	915.77 318.06
31	19.96	20.05	2.87	103.14	72.20	27.10	6.31	208.75	72.20	27.10	6.31	5.00	110.61	920.79 319.36
32	20.06	20.15	2.88	103.64	72.54	27.10	6.31	209.59	72.54	27.10	6.31	5.00	110.95	925.40 320.54
33	20.16	20.25	2.90	104.18	72.92	27.10	6.31	210.51	72.92	27.10	6.31	5.00	111.33	930.42 321.84
34	20.26	20.35	2.91	104.67	73.27	27.10	6.31	211.35	73.27	27.10	6.31	5.00	111.68	935.02 323.03
35	20.36	20.45	2.93	105.21	73.65	27.10	6.31	212.27	73.65	27.10	6.31	5.00	112.06	940.04 324.33
36	20.46	20.55	2.94	105.71	73.99	27.10	6.31	213.11	73.99	27.10	6.31	5.00	112.40	944.65 325.51
37	20.56	20.65	2.95	106.20	74.34	27.10	6.31	213.95	74.34	27.10	6.31	5.00	112.75	949.25 326.70
38	20.66	20.75	2.97	106.74	74.72	27.10	6.31	214.87	74.72	27.10	6.31	5.00	113.13	954.27 328.00
39	20.76	20.85	2.98	107.24	75.06	27.10	6.31	215.71	75.06	27.10	6.31	5.00	113.47	958.88 329.18
40	20.86	20.95	3.00	107.78	75.44	27.10	6.31	216.63	75.44	27.10	6.31	5.00	113.85	963.90 330.48
41	20.96	21.05	3.01	108.27	75.79	27.10	6.31	217.47	75.79	27.10	6.31	5.00	114.20	968.50 331.67
42	21.06	21.15	3.03	108.81	76.17	27.10	6.31	218.39	76.17	27.10	6.31	5.00	114.58	973.52 332.97
43	21.16	21.25	3.04	109.31	76.51	27.10	6.31	219.23	76.51	27.10	6.31	5.00	114.92	978.13 334.15
44	21.26	21.35	3.05	109.80	76.86	27.10	6.31	220.07	76.86	27.10	6.31	5.00	115.27	982.73 335.34
45	21.36	21.45	3.07	110.34	77.24	27.10	6.31	220.99	77.24	27.10	6.31	5.00	115.65	987.75 336.64
46	21.46	21.55	3.08	110.84	77.58	27.10	6.31	221.83	77.58	27.10	6.31	5.00	115.99	992.36 337.82
47	21.56	21.65	3.10	111.38	77.96	27.10	6.31	222.75	77.96	27.10	6.31	5.00	116.37	997.38 339.12
48	21.66	21.75	3.11	111.87	78.31	27.10	6.31	223.59	78.31	27.10	6.31	5.00	116.72	1001.98 340.31
49	21.76	21.85	3.13	112.41	78.69	27.10	6.31	224.51	78.69	27.10	6.31	5.00	117.10	1007.00 341.61
50	21.86	21.95	3.14	112.91	79.03	27.10	6.31	225.35	79.03	27.10	6.31	5.00	117.44	1011.61 342.79
GORDONIA OPTIONAL STAMPS														
OPT 1	21.96	26.55	3.80	136.58	95.60	54.20	6.31	292.69	95.60	54.20	6.31	5.00	161.11	1204.64 453.80
2	26.56	31.86	4.56	163.89	114.72	54.20	6.31	339.12	114.72	54.20	6.31	5.00	180.23	1458.67 519.35
3	31.87	38.23	5.47	196.65	137.66	54.20	6.31	394.82	137.66	54.20	6.31	5.00	203.17	1763.33 597.99
4	38.24	45.88	6.56	235.98	165.19	54.20	6.31	461.66	165.19	54.20	6.31	5.00	230.70	2129.10 692.38
5	45.89	55.06	7.88	283.23	198.26	54.20	6.31	542.00	198.26	54.20	6.31	5.00	263.77	2568.53 805.77
6	55.07	66.07	9.45	339.84	237.89	54.20	6.31	638.24	237.89	54.20	6.31	5.00	303.40	3095.00 941.64
7	66.08	79.28	11.34	407.79	285.45	54.20	6.31	753.75	285.45	54.20	6.31	5.00	350.96	3726.94 1104.71
8	79.29	95.14	13.61	489.38	342.56	54.20	6.31	892.45	342.56	54.20	6.31	5.00	408.07	4485.68 1300.52
9	95.15	114.17	16.34	587.30	411.11	54.20	6.31	1058.92	411.11	54.20	6.31	5.00	476.62	5396.33 1535.54
10	114.18	137.00	19.60	704.70	493.29	54.20	6.31	1258.50	493.29	54.20	6.31	5.00	558.80	6488.20 1817.30
11	137.01	164.40	23.52	845.64	591.95	54.20	6.31	1498.10	591.95	54.20	6.31	5.00	657.46	7798.94 2155.56

CHAIRMAN

VN GRILLES

VICE CHAIRMAN

MS TOFFAR

SECRETARY

PR SERPONTAIN

NEW WAGEBANDS JANUARIE 2012 GORDONIA NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A						ANNEXURE B						
Wage Inter val	Min /Max Tariff per hour	Cash Bonus H	EMPLOYER CONTRIBUTION					EMPLOYEE CONTRIBUTION							
			Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.74	1.10	39.78	27.85	8.82	6.30	82.75	27.85	8.82	6.30	5.00	47.97	349.83	130.72
2	7.75	7.84	1.12	40.32	28.22	8.82	6.30	83.66	28.22	8.82	6.30	5.00	48.34	354.86	132.00
3	7.85	7.94	1.13	40.82	28.57	8.82	6.30	84.51	28.57	8.82	6.30	5.00	48.69	359.46	133.20
4	7.95	8.04	1.15	41.36	28.95	8.82	6.30	85.43	28.95	8.82	6.30	5.00	49.07	364.48	134.50
5	8.05	8.14	1.16	41.85	29.30	8.82	6.30	86.27	29.30	8.82	6.30	5.00	49.42	369.08	135.69
6	8.15	8.24	1.17	42.35	29.64	8.82	6.30	87.11	29.64	8.82	6.30	5.00	49.76	373.69	136.87
7	8.25	8.34	1.19	42.89	30.02	8.82	6.30	88.03	30.02	8.82	6.30	5.00	50.14	378.71	138.17
8	8.35	8.44	1.20	43.38	30.37	8.82	6.30	88.87	30.37	8.82	6.30	5.00	50.49	383.31	139.36
9	8.45	8.54	1.22	43.92	30.74	8.82	6.30	89.78	30.74	8.82	6.30	5.00	50.86	388.34	140.64
10	8.55	8.64	1.23	44.42	31.09	8.82	6.30	90.63	31.09	8.82	6.30	5.00	51.21	392.94	141.84
11	8.65	8.74	1.24	44.91	31.44	8.82	6.30	91.47	31.44	8.82	6.30	5.00	51.56	397.54	143.03
12	8.75	8.84	1.26	45.45	31.82	8.82	6.30	92.39	31.82	8.82	6.30	5.00	51.94	402.56	144.33
13	8.85	8.94	1.27	45.95	32.16	8.82	6.30	93.23	32.16	8.82	6.30	5.00	52.28	407.17	145.51
Class 3 14	0.00	9.13	1.30	46.94	32.85	8.82	6.30	94.91	32.85	8.82	6.30	5.00	52.97	416.38	147.88
Class 2 15	9.14	9.23	1.31	47.43	33.20	8.82	6.30	95.75	33.20	8.82	6.30	5.00	53.32	420.98	149.07
16	9.24	9.33	1.33	47.97	33.58	8.82	6.30	96.67	33.58	8.82	6.30	5.00	53.70	426.00	150.37
17	9.34	9.43	1.34	48.47	33.93	8.82	6.30	97.52	33.93	8.82	6.30	5.00	54.05	430.60	151.57
18	9.44	9.53	1.36	49.01	34.30	8.82	6.30	98.43	34.30	8.82	6.30	5.00	54.42	435.63	152.85
19	9.54	9.63	1.37	49.50	34.65	8.82	6.30	99.27	34.65	8.82	6.30	5.00	54.77	440.23	154.04
20	9.64	9.73	1.39	50.04	35.03	8.82	6.30	100.19	35.03	8.82	6.30	5.00	55.15	445.25	155.34
21	9.74	9.83	1.40	50.54	35.37	8.82	6.30	101.03	35.37	8.82	6.30	5.00	55.49	449.86	156.52
22	9.84	9.93	1.41	51.03	35.72	8.82	6.30	101.87	35.72	8.82	6.30	5.00	55.84	454.46	157.71
23	9.94	10.03	1.43	51.57	36.10	8.82	6.30	102.79	36.10	8.82	6.30	5.00	56.22	459.48	159.01
24	10.04	10.13	1.44	52.07	36.45	8.82	6.30	103.64	36.45	8.82	6.30	5.00	56.57	464.08	160.21
25	10.14	10.23	1.46	52.61	36.82	8.82	6.30	104.55	36.82	8.82	6.30	5.00	56.94	469.11	161.49
26	10.24	10.33	1.47	53.10	37.17	8.82	6.30	105.39	37.17	8.82	6.30	5.00	57.29	473.71	162.68
27	10.34	10.43	1.49	53.64	37.55	8.82	6.30	106.31	37.55	8.82	6.30	5.00	57.67	478.73	163.98
28	10.44	10.53	1.50	54.14	37.89	8.82	6.30	107.15	37.89	8.82	6.30	5.00	58.01	483.34	165.16
29	10.54	10.63	1.51	54.63	38.24	8.82	6.30	107.99	38.24	8.82	6.30	5.00	58.36	487.94	166.35
30	10.64	10.73	1.53	55.17	38.62	8.82	6.30	108.91	38.62	8.82	6.30	5.00	58.74	492.96	167.65
31	10.74	10.83	1.54	55.67	38.97	8.82	6.30	109.76	38.97	8.82	6.30	5.00	59.09	497.56	168.85
32	10.84	10.93	1.56	56.21	39.34	8.82	6.30	110.67	39.34	8.82	6.30	5.00	59.46	502.59	170.13
33	10.94	11.03	1.57	56.70	39.69	8.82	6.30	111.51	39.69	8.82	6.30	5.00	59.81	507.19	171.32
34	11.04	11.13	1.59	57.24	40.07	8.82	6.30	112.43	40.07	8.82	6.30	5.00	60.19	512.21	172.62
35	11.14	11.23	1.60	57.74	40.41	8.82	6.30	113.27	40.41	8.82	6.30	5.00	60.53	516.82	173.80
36	11.24	11.33	1.61	58.23	40.76	8.82	6.30	114.11	40.76	8.82	6.30	5.00	60.88	521.42	174.99
37	11.34	11.43	1.63	58.77	41.14	8.82	6.30	115.03	41.14	8.82	6.30	5.00	61.26	526.44	176.29
38	11.44	11.53	1.64	59.27	41.49	8.82	6.30	115.88	41.49	8.82	6.30	5.00	61.61	531.04	177.49
Class 1 39	0.00	11.83	1.68	60.80	42.56	8.82	6.30	118.48	42.56	8.82	6.30	5.00	62.68	545.27	181.16
40	11.84	11.93	1.70	61.34	42.93	8.82	6.30	119.39	42.93	8.82	6.30	5.00	63.05	550.30	182.44
41	11.94	12.03	1.71	61.83	43.28	8.82	6.30	120.23	43.28	8.82	6.30	5.00	63.40	554.90	183.63
42	12.04	12.13	1.73	62.37	43.66	8.82	6.30	121.15	43.66	8.82	6.30	5.00	63.78	559.92	184.93
43	12.14	12.23	1.74	62.87	44.01	8.82	6.30	122.00	44.01	8.82	6.30	5.00	64.13	564.52	186.13
44	12.24	12.33	1.76	63.41	44.38	8.82	6.30	122.91	44.38	8.82	6.30	5.00	64.50	569.55	187.41
45	12.34	12.43	1.77	63.90	44.73	8.82	6.30	123.75	44.73	8.82	6.30	5.00	64.85	574.15	188.60
46	12.44	12.53	1.78	64.40	45.08	8.82	6.30	124.60	45.08	8.82	6.30	5.00	65.20	578.75	189.80
47	12.54	12.63	1.80	64.94	45.45	8.82	6.30	125.51	45.45	8.82	6.30	5.00	65.57	583.78	191.08
48	12.64	12.73	1.81	65.43	45.80	8.82	6.30	126.35	45.80	8.82	6.30	5.00	65.92	588.38	192.27
49	12.74	12.83	1.83	65.97	46.18	8.82	6.30	127.27	46.18	8.82	6.30	5.00	66.30	593.40	193.57
50	12.84	12.93	1.84	66.47	46.53	8.82	6.30	128.12	46.53	8.82	6.30	5.00	66.65	598.00	194.77

CHAIRMAN

VN SMAILES

VICE CHAIRMAN

MS TOFFAR

SECRETARY

PR SERFONTEIN

3. Clause 39: Exemptions:

- (1) Substitute the following for clause 39:

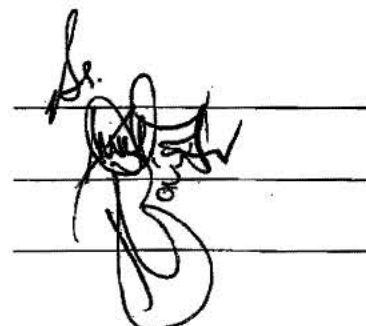
39. EXEMPTIONS

- (1) In terms of Section 32 of the Labour Relations Act, No. 66 of 1995, as amended, the Council hereby establishes an Independent body called an "Independent Exemption Board" to hear and decide any appeal brought against-
- (a) The Council's refusal of a non-party's application for exemption from the provision of this Agreement;
- (b) the withdrawal of such an exemption by the Council.
- (2) The Council will consider and determine all applications for exemption received by it, in accordance with the conditions and criteria set out in sub clause (3) and (4) below.
- (3) **Administrative Requirements:-**
- (a) All applications for exemption shall be in writing and shall be addressed to the Secretary of the Council.
- (b) The Secretary of the Council shall in the first instance place the applications for exemption on the agenda of the next Council meeting, for consideration.
- (c) The Secretary of the Council shall provide the Council with details of all the applications for exemption.
- (d) The Council shall consider and decide on all written applications and, when requested by the applicants or objectors to do so, may interview applicants or any objectors at its following meeting: Provided that the Council may refer a decision to a following meeting if additional substantiation, information or verbal representations are considered necessary to decide on the application for exemption.

CHAIRMAN VN SMAILES :

V/CHAIRMAN MS TOFFAR :

SECRETARY PR SERFONTEIN :



- (e) Once the Council has decided to grant an exemption, it shall issue a certificate and advise the applicant(s) within 14 days of the date of its decision.
- (f) When the Council decides against granting an exemption or part of an exemption requested, it shall advise the applicant(s) within 14 days of the date of such decision and shall provide the reason or reasons for not granting an exemption.
- (g) The applicant(s) will have the right to lodge an appeal against a decision of the Council, not to grant an exemption or the withdrawal of such an exemption with the Independent Exemption Board.

(4) Exemption Conditions:-

All applications for exemption shall be substantiated, and such substantiation shall include the following details:

- (a) The period for which the exemption is required;
- (b) the Agreement and clauses or sub-clauses of the Agreement from which exemption is required;
- (c) proof that the exemption applied for has been discussed by the employer, his employees, and their respective representatives. The responses resulting from such consultation, either in support of or against the application, are to be included with the application.

(5) Exemption criteria:-

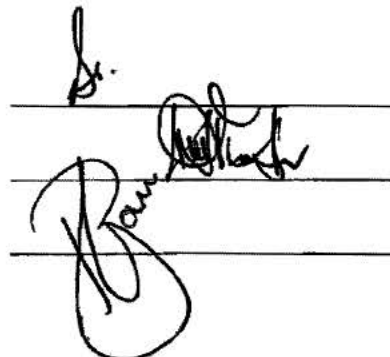
The Council shall consider all applications for exemption with reference to the following criteria:

- (a) the written and verbal substantiation provided by the applicant;

CHAIRMAN VN SMAILES :

V/CHAIRMAN MS TOFFAR :

SECRETARY PR SERFONTEIN :

The image shows three handwritten signatures on horizontal lines. The first signature is at the top, the second in the middle, and the third at the bottom. The signatures are written in dark ink and are somewhat stylized.

- (b) the extent of consultation with and the petition for or against granting the exemption as provided by employers or employees who are to be affected by the exemption if granted;
- (c) the terms of exemption;
- (d) the infringement of basic conditions of employment rights;
- (e) the fact that a competitive advantage is not created by the exemption;
- (f) the viewing of the exemption from any employee benefit fund or training provision in relation to the alternative comparable bona fide benefit or provision, including the cost to the employee, transferability, administration management and cost, growth and stability;
- (g) the extent to which the proposed exemption undermines collective bargaining and labour peace in the Electrical Installation Section of the Building Industry;
- (h) any existing special economic or other circumstances which warrant the granting of the exemption;
- (i) reporting requirements by the applicant and monitoring and re-evaluation processes; and
- (j) cognisance of the recommendations contained in the Report of the Presidential Commission to Investigate Labour Market Policy.

SIGNED AT KIMBERLEY, ON BEHALF OF THE PARTIES, THIS 26TH DAY OF SEPTEMBER 2011


VN SMAILES,
Chairman


MS TOFFAR,
Vice-Chairman


PR SERFONTEIN,
Secretary.