

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 592

3 August 2012

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 from13 August 2012..... 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 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, R.794 and R.795 of 25 July 2008, R.624 and R.625 of June 2009, R.527 and R.528 of 18 June 2010 and R.658 of 19 August 2011.

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 15 miles of the General Post Office, Durban.
- 1.2 Notwithstanding the provisions of clause (1), this Agreement shall apply to employees for whom 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 employees who are not members of the employers' organization and the trade union, respectively, who entered into this Agreement.

2. PERIOD OF OPERATION

The Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 March 2012 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. TRANSPORT ALLOWANCE**

Insert the following new clause 12, Transport Allowance

"CLAUSE 12: TRANSPORT ALLOWANCE

- 12.1** The parties have agreed that a transport allowance shall be paid to employees who are required to work on Sundays.
- 12.2** The transport allowance shall be R42-80 per day."

ANNEXURE B: SCHEDULE OF PAYMENTS**4. CLAUSE 4: ANNUAL BONUS**

Substitute the following for clause 4

- 4.1** The parties have agreed that the annual bonus shall be eleven (11) days 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 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 % across the board of the previous rate.

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

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW MINIMUM HOURLY RATE	NEW WEEKLY RATE *
A1 Commercial: eg Labourer; Finishing; Hand Marker; Van Assistant; Depot Assistant	R16.40	R1.14	R17.55	R772.12
A2 Commercial: eg Watchman; Sorter; Plain Sewer; Checker/Packer	R16.57	R1.15	R17.73	R780.12
A3 Commercial: eg Dry Cleaner/Operator	R16.72	R1.17	R17.89	R787.18
B1 Commercial: eg Machine Operator; Depot Supervisor; Invisible Mender	R16.92	R1.18	R18.10	R796.59
B2 Commercial: eg Boiler Operator, Spotter (C/C), Quality Controller	R18.07	R1.26	R19.33	R850.73
B3 Commercial: eg Supervisor	R18.98	R1.33	R20.31	R893.58

(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 (NON COMMERCIAL)	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW MINIMUM HOURLY RATE	NEW WEEKLY RATE *
A1	R 11.49	R 0.80	R12.29	R 553.24
A2	R 11.60	R 0.81	R12.41	R 558.54
A3	R 11.71	R 0.82	R12.53	R 563.84

* Based on 45 hrs per week

(c) PAYRATES FOR DRIVERS

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

Code 08 (Van Driver)	R19.74 per hour
Code 10 (Truck Driver)	R21.10 per hour

Signed for and on behalf of the parties this 02nd day of May 2012.



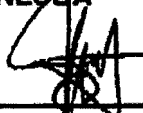
M. MALULEKA

SACTWU



C. J. RENNIE

NLCDA



G. P. PILLAY

ACTING SECRETARY