

DESCRIPTION OF OCCUPATION			Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		first six months of experience	512.60	358.80	514.90	360.40
		second six months of experience	604.00	422.80	606.80	424.80
		third six months of experience	695.90	487.10	699.20	489.40
		next four months of experience	788.70	552.10	792.40	554.70
		Thereafter, the wage specified in (F)(i) i.e.	879.40	615.60	883.50	618.40
(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:		613.90	429.70	616.70	431.70
	(ii) Learners:					
		first six months of experience	512.60	358.80	514.90	360.40
		second six months of experience	537.40	376.20	539.80	377.90
		third six months of experience	562.60	393.80	565.30	395.70
		next four months of experience	587.90	411.50	590.50	413.30
		Thereafter, the wage specified in (G)(i) i.e.	613.90	429.70	616.70	431.70
(H1)	Foreman:		1941.70	1359.20	1950.90	1365.60
(H2)	Supervisor, Assistant Foreman, Head Cutter:		1059.00	741.30	1064.00	744.80
(H3)	Artisan:		2216.70	1551.70	2227.00	1558.90
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		682.10	477.50	685.30	479.70
(H5)	Watchman:		788.20	551.70	791.90	554.30
(H6)	Driver (Light Motor Vehicle):		777.00	543.90	780.60	546.40
(H7)	Driver (Medium Motor Vehicle):		830.70	581.50	834.50	584.10
	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 4A(1), delete the following paragraph:

“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 4A(2)(b), substitute the following table for the existing table:

	<b>Wage – Group A</b>			<b>Wage Group B</b>		
<b>Category</b>	<b>Column 1</b>	<b>Column 2</b>	<b>New</b>	<b>Column 1</b>	<b>Column 2</b>	<b>New</b>
	<b>(R)</b>	<b>(R)</b>	<b>Employees</b>	<b>(R)</b>	<b>(R)</b>	<b>Employees</b>
			<b>70%</b>			<b>70%</b>
A	1423.30	86.90	996.30	1429.90	87.30	1000.90
B	1181.70	72.10	827.20	1187.30	72.50	831.10
C	1152.60	70.30	806.80	1158.00	70.70	810.60
D	856.00	52.20	599.20	860.10	52.50	602.10
E1	851.30	52.00	595.90	855.20	52.20	598.60
E (a)	739.90	45.20	517.90	743.40	45.40	520.40
E (b)	739.90	45.20	517.90	743.40	45.40	520.40
F1	879.40	53.70	615.60	883.50	53.90	618.40
F	879.40	53.70	615.60	883.50	53.90	618.40
G	613.90	37.50	429.70	616.70	37.60	431.70
H1	1941.70	118.50	1359.20	1950.90	119.10	1365.60
H2	1059.00	64.60	741.30	1064.00	64.90	744.80
H3	2216.70	135.30	1551.70	2227.00	135.90	1558.90

H4	682.10	41.60	477.50	685.30	41.80	479.70
H5	788.20	48.10	551.70	791.90	48.30	554.30
H6	777.00	47.40	543.90	780.60	47.60	546.40
H7	830.70	50.70	581.50	834.50	50.90	584.10

5. In clause 4A, insert the following new sub-clause (3):

“(3) New Employees

- 3.1 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:

3.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

3.1.2 The provision is only applicable to compliant companies.

3.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31<sup>st</sup> August 2014 if there has been an increase in

employee strength of compliant employers in the industry of at least 15% as at 31<sup>st</sup> March 2014, monitored on a bi-annual basis.

3.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

3.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

3.1.5 All other provisions of the main agreement shall be applicable to new employees.

3.1.6 The closed shop shall be applicable to all new employees.

- 3.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1<sup>st</sup> June 2011, as per clause 3.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31<sup>st</sup> March 2014, i.e. a period of 30 months following the implementation of this Agreement.*
- (b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 3.1.3* above, the provisions of the new-entry wage provision will terminate.
- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the *31<sup>st</sup> August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address*

any further job losses or the absence of job growth in the industry.

- 3.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 3.1.3 (a) above.
- 3.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.
- 3.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 3.1.1.
- 3.1.11 Effective 1<sup>st</sup> September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

6. In clause 4A, substitute the existing sub-clause (3)(a), (b), (c), (d) and (e); (4), (5), (6) and (7), to read (4)(a), (b), (c), (d) and (e); (5); (6); (7) and (8) respectively.

7. Delete the existing sub-clause 4(8), and substitute it with the following new sub-clause 4(8):

“This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties.”

8. In clause 4B(8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

DESCRIPTION		Wages per Week - Group A (i.e Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(a)	<b>Supervisor:</b>	1194.60	836.20	1197.40	838.20
(b)	<b>Milliner (Upgrade to Trimmer):</b>				
	(i) Qualified	947.50	663.30	949.80	664.90
	(ii) Learners:				
	first six months of experience	671.30	469.90	672.90	471.00
	second six months of experience	734.00	513.80	735.70	515.00
	third six months of experience	805.90	564.10	807.80	565.50
	next four months of experience	893.70	625.60	895.90	627.10

DESCRIPTION		Wages per Week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wages per Week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
	Thereafter, the wage specified in (b)(i) i.e.	947.40	663.20	949.70	664.80
(c)	<b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b>				
	(i) Qualified:	797.30	558.10	799.20	559.40
	(ii) Learners:				
	first six months of experience	660.80	462.60	662.40	463.70
	second six months of experience	682.20	477.50	683.80	478.70
	third six months of experience	725.30	507.70	727.00	508.90
	next four months of experience	759.00	531.30	760.80	532.60
	Thereafter, the wage specified in (c)(1)(i) i.e.	797.30	558.10	799.20	559.40
	<b>(2) Driver:</b>	797.30	558.10	799.20	559.40
(d)	<b>Machine Operator &amp; Chopper-Out:</b>				
	(i) Qualified:	737.70	516.40	739.50	517.60
	(ii) Learners:				
	first six months of experience	465.20	325.60	466.30	326.40
	second six months of experience	531.60	372.10	532.80	373.00
	third six months of experience	569.20	398.40	570.60	399.40
	next four months of experience	657.10	460.00	658.60	461.00
	Thereafter, the wage specified in (d)(i) i.e.	737.70	516.40	739.50	517.60
(e)	<b>Trimmer/General Worker/Labourer/Assistant Blocker:</b>				
	(i) Qualified:	628.80	440.20	630.30	441.20
	(ii) Learners:				
	first six months of experience	465.20	325.60	466.30	326.40
	second six months of experience	509.80	356.90	511.10	357.80
	third six months of experience	547.50	383.30	548.90	384.20
	next four months of experience	589.10	412.40	590.40	413.30
	Thereafter, the wage specified in (e)(i) i.e.	628.80	440.20	630.30	441.20
(f)	<b>Boiler Attendant &amp; Watchman:</b>	687.80	481.50	689.50	482.60

9. In clause 4B(8), delete the following paragraph:



"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."

10. In clause 7A(2)(n), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
11. In clause 13(6), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
12. In clause 17(2)(d), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
13. In clause 18(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000", wherever it appears.
14. In clause 25(4) substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".

15. In clause 26A(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
16. In clause 26D(3)(b), delete the following expression, "shall".
17. In clause 26D(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
18. In clause 26D(3)(b), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
19. In clause 27(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".
20. In clause 30(5), substitute the expression, "13 cents" for the expression "12 cents".

21. In sub-clause 33 (1)(a), substitute the expression “up to a maximum of R1.71 per week “ for the expression “up to a maximum of R1,61 per week”.
22. In sub-clause 33(1)(b), substitute the expression “up to a maximum of R1,85 per week ” for the expression “up to a maximum of R1,74 per week”.
23. In clause 33(2), substitute the following new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.
24. In clause 18, insert the following new sub-clause (5):

“(5) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted.”

## **7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))**

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

Provided that-

- (i) any trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall, on the first pay day following the date of coming into operation of this part of the Agreement and on each subsequent pay day, be paid as a weekly wage the next higher wage prescribed for an employee of his class; and any such increase granted to a trainee on such dates shall not affect the actual experience of such trainee for the purpose of granting further increases;
- (ii) the wage of an employee other than a trainee who, immediately prior to the date of coming into operation of this part of the Agreement, was in receipt of a wage higher than that then payable to an employee of his class shall be increased with effect from the first pay day following the date of coming into operation of this part of the Agreement by an amount equal to the increase which an employee of his class would receive if he earned the prescribed wage, as from the said date;
- (iii) an employee, other than a trainee, in receipt of a wage higher than that prescribed for an employee of his class, who was employed for a period of 13 weeks or more prior to the incremental date, shall be

entitled to the prescribed increase, notwithstanding the provisions  
of clause 4 (1)(b):

DESCRIPTION OF OCCUPATION		Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
		R	R	R	R
(i)	<b>Foreman:</b>	1476.50	1033.50	1483.40	1038.40
(ii)	<b>Dyer: (See (iv) below)</b>				
(iii)	<b>Storeman:</b>				
	(i) Qualified:	1421.30	994.90	1427.80	999.50
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	740.20	518.10	743.60	520.50
	third six months of experience	967.20	677.00	971.80	680.30
	next four months of experience	1194.30	836.00	1199.80	839.90
	Thereafter, the wage specified in (iii)(i) i.e.	1421.30	994.90	1427.80	999.50
(iv)	<b>Mechanic/Dyer:</b>				
	(i) Qualified:	1476.50	1033.50	1483.40	1038.40
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	609.30	426.50	612.10	428.50
	third six months of experience	705.70	494.00	708.90	496.20
	fourth six months of experience	802.10	561.50	805.70	564.00
	fifth six months of experience	898.50	628.90	902.70	631.90
	sixth six months of experience	994.50	696.10	999.20	699.40
	seventh six months of experience	1091.10	763.80	1096.20	767.30
	eighth six months of experience	1187.40	831.20	1193.00	835.10
	ninth six months of experience	1283.60	898.50	1289.50	902.70
	next four months of experience	1380.50	966.30	1386.80	970.80
	Thereafter, the wage specified in (iv)(i) i.e.	1476.50	1033.50	1483.40	1038.40
(v)	<b>Mechanic's Assistant:</b>				
	(i) Qualified:	966.90	676.80	971.30	679.90
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	558.00	390.60	560.40	392.30
	third six months of experience	593.20	415.20	606.80	424.80
	fourth six months of experience	649.00	454.30	652.00	456.40
	fifth six months of experience	694.60	486.20	697.90	488.50
	sixth six months of experience	740.30	518.20	743.70	520.60
	seventh six months of experience	785.30	549.70	789.00	552.30

DESCRIPTION OF OCCUPATION			Wage per week - Group A (i.e. Employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week - Group B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		eighth six months of experience	830.90	581.60	834.60	584.20
		ninth six months of experience	876.10	613.30	880.10	616.10
		next four months of experience	921.70	645.20	925.90	648.10
		Thereafter, the wage specified in (v)(i) i.e.	966.90	676.80	971.30	679.90
(vi)	<b>Supervisor:</b>		1022.30	715.60	1027.10	719.00
(vii)	<b>Final Examiner of fully-fashioned garments:</b>		949.20	664.40	953.70	667.60
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
		(i) Qualified	929.50	650.60	933.90	653.70
		(ii) Learners:				
		first six months of experience	513.10	359.20	515.50	360.80
		second six months of experience	617.10	432.00	619.90	433.90
		third six months of experience	721.20	504.80	724.50	507.10
		next four months of experience	825.50	577.80	829.30	580.50
		Thereafter, the wage specified in (viii)(i) i.e.	929.50	650.60	933.90	653.70
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>					
		(i) Qualified:	929.50	650.60	933.90	653.70
		(ii) Learners:				
		first six months of experience	513.10	359.20	515.50	360.80
		second six months of experience	582.30	407.60	584.90	409.40
		third six months of experience	651.60	456.10	654.50	458.10
		fourth six months of experience	721.20	504.80	724.50	507.10
		fifth six months of experience	790.50	553.30	794.30	556.00
		next four months of experience	860.00	602.00	864.00	604.80
		Thereafter, the wage specified in (ix)(i) i.e.	929.50	650.60	933.90	653.70
(x)(a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
		(i) Qualified:	811.00	567.70	814.70	570.30
		(ii) Learners:				
		first six months of experience	513.10	359.20	515.50	360.80
		second six months of experience	587.20	411.00	589.90	412.90
		third six months of experience	661.80	463.30	664.90	465.40
		next four months of experience	736.60	515.60	739.90	517.90
		Thereafter, the wage specified in (x)(i) i.e.	811.00	567.70	814.70	570.30
(x)(b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
		(i) Qualified:	811.00	567.70	814.70	570.30

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		R	R	R	R
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	587.20	411.00	589.90	412.90
	third six months of experience	661.80	463.30	664.90	465.40
	Thereafter, the wage specified in (x)(i) i.e.	811.00	567.70	814.70	570.30
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>				
	(a) does not exceed 453,5 kg	775.30	542.70	778.80	545.20
	(b) exceeds 453,5 kg but not 2 721 kg	915.40	640.80	919.60	643.70
	(c) exceeds 2 721 kg but not 4 535 kg	974.80	682.40	979.30	685.50
	(d) exceeds 4 535 kg	1057.90	740.50	1062.90	744.00
(xii)	<b>Security Officer:</b>	1184.30	829.00	1189.70	832.80
(xiii)	<b>Watchman:</b>	913.80	639.70	918.00	642.60
(xiv)	<b>Employee not elsewhere specified:</b>				
	(i) Qualified:	951.40	666.00	955.80	669.10
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	622.50	435.80	625.30	437.70
	third six months of experience	732.30	512.60	735.70	515.00
	next four months of experience	841.70	589.20	845.60	591.90
	Thereafter, the wage specified in (xiv)(i) i.e.	951.40	666.00	955.80	669.10
(xv)	<b>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 calender, 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 off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:</b>	774.40	542.10	777.90	544.50

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		R	R	R	R
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	666.60	466.60	669.70	468.80
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	666.60	466.60	669.70	468.80
	(ii) Learners:				
	first six months of experience	513.10	359.20	515.50	360.80
	second six months of experience	564.00	394.80	566.70	396.70
	third six months of experience	615.60	430.90	618.40	432.90
	Thereafter, the wage specified in (xvii) (i) i.e.	666.60	466.60	669.70	468.80

2. In clause 4(1)(a), delete the following paragraph:

"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."

3. In clause 4, insert the following new sub-clause (2) :

"(2) New Employees

2.2 New employees shall be paid a weekly wage of 70% of the rate in metro areas, subject to the following provisions:



2.1.1 New employees are those persons with no previous working experience in the industry and shall include those persons with previous work experience but who have not been employed in the industry for a period of 3 years.

2.1.2 The provision is only applicable to compliant companies.

2.1.3(a) The new entry-level wage provision will continue in force and effect as an industry-wide provision after the 31<sup>st</sup> August 2014 if there has been an increase in employee strength of compliant employers in the industry of at least 15% as at 31<sup>st</sup> March 2014, monitored on a bi-annual basis.

2.1.3(b) The bi-annual benchmark monitoring shall be measured against the following schedule of new employment growth:

1 March 2012:	3% increase
1 September 2012:	6% increase
1 March 2013:	9% increase
1 September 2013:	12% increase
1 March 2014:	15% increase

2.1.4 It is only applicable to those compliant companies who were in existence and operational as at 1 June 2011.

2.1.5 All other provisions of the main agreement shall be applicable to new employees.

2.1.6 The closed shop shall be applicable to all new employees.

2.1.7(a) The employee strength to determine whether or not there has been an increase in employee strength will be measured by comparing the employee strength of compliant employers whose businesses are registered with the bargaining council on the *1<sup>st</sup> June 2011, as per clause 2.1.3, and* to that of the employee strength of compliant employers whose businesses are registered with the bargaining council on the *31<sup>st</sup> March 2014, i.e. a period of 30 months following the implementation of this Agreement.*

(b) In the event that the employee strength does not increase as per the provisions of this *Agreement* and more specifically, the provisions of *Clause 2.1.3*

above, the provisions of the new-entry wage provision will terminate.

- (c) Upon such termination of the application of the new entry level wage provision, the wages of all employees earning the new-entry wage will be increased to the full applicable gazetted wage for all job categories from the first pay week following the 31<sup>st</sup> August 2014, unless the parties during the 2014/2015 round of annual or other negotiations agree otherwise or agree to an alternative to address any further job losses or the absence of job growth in the industry.

2.1.8 Employers shall not embark on retrenchment exercises, where the intent of such retrenchment is to employ employees at the rates specified in sub-clause 2.1.3 (a) above.

2.1.9 Employers will ensure that short time arrangements are at all times fairly and equitably distributed across a workplace's employees in all job categories affected by short time arrangements.

2.1.10 Qualified employees shall be employed at the qualified new entry rate, subject to sub-clause 2.1.1.

2.1.11 Effective 1<sup>st</sup> September 2011, all retrenched employees will, within a period of 12 months of having been retrenched, be given preferential employment in the same job category at the same wage rate which was applicable at the date of the employee's retrenchment or any higher wage rate which may have been gazetted and become applicable to the affected employee's job category after such date of retrenchment."

(4) In clause 4, renumber sub-clause, "(b), (c), (d)", to read, "(3), (4) and (5)" and "(2)(a), (b) and (c); (3); (4); (5); (6)(a) and (b) and (7)", to read, "(6)(a), (b) and (c); (7); (8); (9); 10(a) and (b) and (11)", respectively.

(5) Delete the existing sub-clause 4(11), and substitute it with the following new sub-clause 4(11):

"This agreement shall come into operation with effect from 1 September 2011 for employers who are members of parties to the agreement, and with effect from the date of extension of the agreement in respect of non-parties."

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- (6) In clause 5(2)(i), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (7) In clause 10(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (8) In sub-clause 11(2)(a), substitute the expression "up to a maximum of R1.71 per week " for the expression "up to a maximum of R1,61 per week".
- (9) In sub-clause 11(2)(b), substitute the expression "up to a maximum of R1,85 per week " for the expression "up to a maximum of R1,74 per week".
- (10) In clause 11(3), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (11) In clause 10, insert the following new sub-clause (4):
- “(4) The employer shall complete and transmit to the Regional Chamber a record, in the form and manner specified and supplied by the Regional Chamber, of all engagements, terminations, the first or last dates of absences from work for four or more

consecutive pay weeks and transfers in occupation of employees in respect of that week: Provided that where in any week no changes have been effected, a "Nil" return shall be submitted."

- (12) In clause 13A(3) substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (13) In clause 13D, substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (14) In clause 13E(1), substitute the expression, "26 cents" for the expression "25 cents".
- (15) In clause 13E(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (16) In clause 13F(2), substitute the expression, "39 cents" for the expression "37 cents".
- (17) In clause 13F(2), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".

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- (18) In clause 13G(3)(b), delete the following expression, "shall".
- (19) In clause 13G(3)(b), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (20) In clause 13G(3)(c), substitute the following new expression as a new paragraph, "deduct the agency fee from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act.", for the existing expression "(c) the deduction of the agency fee may be made from the wages of an employee without the employee's authorisation as provided for in section 25(4) of the Act."
- (21) In clause 18(4), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (22) In clause 19(3), substitute the expression "R8,91 per employee per week" for the expression "R8,37".
- (23) In clause 19(4), substitute the expression "R8,91 per employee per week" for the expression "R8,37".

- (24) In clause 19(5), substitute the expression "R9,84" for the expression "R9,24".
- (25) In clause 19(5), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (26) In clause 20(2)(a), substitute the expression "R3,07" for the expression "R2,89".
- (27) In clause 20(2)(b), substitute the expression "R2,63" for the expression "R2,47".
- (28) In clause 20(2)(c), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 4866, Johannesburg, 2000".
- (29) In clause 26(4), substitute the following new expression, "P O Box 1142, Woodstock, 7915", for the existing expression, "P O Box 5101, Johannesburg, 2000".
- (30) In clause 30(5), substitute the expression "contribute 12 cents per week" for the expression "contribute an equal amount per week".



- (31) In clause 31(1), substitute the expression "31 August 2012" for the expression "31 August 2011" and the expression "1 September 2011" for the expression "1 September 2010".

## 8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))

- (1) In clause 1(2)(b), substitute the expression "R76 980,00 per annum" for the expression "R72 282,00 per annum".
- (2) In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION				Wage Group A (ie employers contributing to the Productivity Incentive Scheme)	Wage Group A (New Employees 70%)	Wage Group B (ie employers NOT contributing to the Productivity Incentive Scheme)	Wage Group B (New Employees 70%)
				R	R	R	R
<b>Part A - Cutting Department</b>							
Head Cutter				1480.50	1036.50	1486.50	1040.50
Pattern Maker:							
	(a)	Qualified		1480.50	1036.50	1486.50	1040.50
	(b)	Learner					
		First year					
		First six months of experience		829.00	580.50	832.50	583.00
		Second six months of experience		915.50	641.00	919.00	643.50
		Second year					
		First six months of experience		1002.00	701.50	1006.50	704.50