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- (12) In clause 26(4)(b) in Group 1, substitute the expression “R7,19” for the expression “R6,74” under Group 1 and the expression “R8,58” for the expression “R8,05” under Group 2.
- (13) In clause 27(3), substitute the expression “26 cents per week” for the expression “24 cents per week”.
- (14) In clause 27(4), substitute the expression “39 cents per week” for the expression “36 cents per week”.
- (15) In clause 38(5), substitute the expression “17 cents per week” for the expression “16 cents per week”.
- (16) In clause 39(3), substitute the expression “34 cents per week” for the expression “31 cents per week”.
- (17) In clause 41(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”.
- (18) In clause 44(3)(b), delete the following expression, “shall”.
- (19) In clause 44(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.”

**10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION  
(KNITTING))**

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

DESCRIPTION			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
<b>Part A - Cutting Department</b>						
Pattern Maker:						
	(a)	Qualified	1480.50	1036.50	1 486.50	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	1 006.50	704.50
		Second six months of experience	1094.00	766.00	1 099.50	769.50
		Third year				
		First six months of experience	1193.00	835.00	1 197.50	838.50
		Next four months of experience	1288.00	901.50	1 293.50	905.50
		Thereafter, the wage specified in (a), i.e.	1480.50	1036.50	1 486.50	1040.50
Pattern Grader						
	(a)	Qualified	1194.50	836.00	1 199.00	839.50
	(b)	Learner				
		First year				
		First six months of experience	780.00	546.00	784.00	549.00
		Second six months of experience	829.00	580.50	832.50	583.00
		Second year				
		First six months of experience	878.00	614.50	882.50	618.00
		Second six months of experience	941.00	658.50	945.00	661.50
		Third year				
		First six months of experience	1002.00	701.50	1 006.50	704.50

DESCRIPTION			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		Next four months of experience	1066.50	746.50	1 072.00	750.50
		Thereafter, the wage specified in (a), i.e.	1194.50	836.00	1 199.00	839.50
<b>Football Jersey Cutter</b>						
(a)		Qualified	830.00	581.00	834.00	584.00
(b)		Learner				
		First year				
		First six months of experience	623.00	436.00	626.00	438.00
		Second six months of experience	660.50	462.50	663.50	464.50
		Second year				
		First six months of experience	695.50	487.00	698.50	489.00
		Second six months of experience	732.00	512.50	735.50	515.00
		Third year				
		First four months of experience	768.00	537.50	771.00	539.50
		Thereafter, the wage specified in (a), i.e.	830.00	581.00	834.00	584.00
<b>Layer-up</b>						
(a)		Qualified	715.50	501.00	719.00	503.50
(b)		Learner				
		First year				
		First six months of experience	603.00	422.00	605.00	423.50
		Second six months of experience	623.00	436.00	626.00	438.00
		Second year				
		First six months of experience	651.00	455.50	654.00	458.00
		Thereafter, the wage specified in (a), i.e.	715.50	501.00	719.00	503.50
<b>Part B - Factory Operatives</b>						
<b>Grade A employee:</b>						
(a)		Qualified	915.50	641.00	919.00	643.50
(b)		Learner				
		First year				
		First six months of experience	644.00	451.00	647.00	453.00
		Second six months of experience	694.50	486.00	697.00	488.00
		Second year				
		First six months of experience	742.00	519.50	744.50	521.00
		Second six months of experience	780.00	546.00	784.00	549.00
		Third year				
		First four months of experience	830.00	581.00	834.00	584.00
		Thereafter, the wage specified in (a), i.e.	915.50	641.00	919.00	643.50
<b>Grade B employee:</b>						
(a)		Qualified	782.00	547.50	786.00	550.00
(b)		Learner				
		First year				

DESCRIPTION			Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
			R	R	R	R
		First six months of experience	634.50	444.00	638.00	446.50
		Second six months of experience	668.00	467.50	670.50	469.50
		Second year				
		First six months of experience	701.50	491.00	704.50	493.00
		Thereafter, the wage specified in (a), i.e.	782.00	547.50	786.00	550.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	782.00	547.50	786.00	550.00
		Second six months from date of advancement	805.00	563.50	809.00	566.50
		Third six months from date of advancement	830.00	581.00	834.00	584.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	915.50	641.00	919.00	643.50
		Grade C employee:				
	(a)	Qualified	694.50	486.00	697.00	488.00
	(b)	Learner				
		First year				
		First six months of experience	622.00	435.50	625.00	437.50
		Second six months of experience	640.00	448.00	642.50	449.50
		Thereafter, the wage specified in (a), i.e.	694.50	486.00	697.00	488.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	694.50	486.00	697.00	488.00
		Next six months from date of advancement	701.50	491.00	704.50	493.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	782.00	547.50	786.00	550.00
		<b>Part C - Clerical employees</b>				
	Clerk					
	(a)	Qualified	1008.00	705.50	1 013.00	709.00
	(b)	Learner				
		First year	743.50	520.50	747.00	523.00
		Second year	808.50	566.00	812.50	569.00
		Third year				
		First four months of experience	883.50	618.50	887.50	621.50
		Thereafter, the wage specified in (a), i.e.	1008.00	705.50	1 013.00	709.00
		Factory Clerk				
	(a)	Qualified	757.00	530.00	761.00	532.50
	(b)	Learner				
		First year	603.00	422.00	605.00	423.50
		Second year	642.00	449.50	645.00	451.50

DESCRIPTION				Wage per week GROUP A (ie employers contributing to the Productivity Incentive Scheme)	New Employees 70%	Wage per week GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)	New Employees 70%
				R	R	R	R
			Third year				
			First four months of experience	694.50	486.00	697.00	488.00
			Thereafter, the wage specified in (a), i.e.	757.00	530.00	761.00	532.50
<b>Part D - General</b>							
			Boiler attendant	718.50	503.00	721.50	505.00
			Despatch packer	742.00	519.50	744.50	521.00
			General Worker	694.50	486.00	697.00	488.00
			Labourer	701.50	491.00	704.50	493.00
			Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a)		does not exceed 1 360 kg	742.00	519.50	744.50	521.00
	(b)		exceeds 1 360 but not 2 720 kg	770.00	539.00	773.50	541.50
	(c)		exceeds 2 720 kg	878.00	614.50	882.50	618.00
			Supervisor, quality controller and instructor	941.00	658.50	945.00	661.50
			Traveller's driver	770.00	539.00	773.50	541.50
			Watchman or caretaker, whose ordinary hours of work are -				
	(a)		less than 60 hours per week	800.50	560.50	804.00	563.00
	(b)		60 hours per week	840.00	588.00	844.00	591.00

(2) In clause 4(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 45."

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

“(2) New Employees

2.1 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.

(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

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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, substitute the existing sub-clause (2); (3); (4)(a), (b) and (c); (5); (6)(a), (b)(i) and (ii); (7); (8); (9); (10); (11); (12) and (13) by renumbering them, to read (3); (4); (5)(a), (b) and (c); (6); (7)(a), (b)(i) and (ii); (8); (9); (10); (11); (12); and (13) respectively.

(5) In clause 4(11) substitute the year "2011" for the year "2010".

(6) Delete the existing sub-clause 4(12), and substitute it with the following new sub-clause 4(12):

"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."

(7) In Clause 15(2)(d), delete the following sub-clauses (i) and (ii) :

- “(i) The Western Cape shall pay one additional day’s paid leave for the 27<sup>th</sup> December 2010.
- (ii) The cost of the additional paid leave day falling on 27<sup>th</sup> December 2010 will not form part of the total labour cost for 2010/2011.”
- (8) In clause 15(2)(d), insert the following new sub-clauses (i) and (ii):
- “(i) The Western Cape collective agreement to be amended to reflect the wording of the KwaZulu Natal metro agreement wording on payment of public holidays falling during the shutdown of the industry. This parity dispensation shall become binding with effect from the 2011/2012 annual leave period.
- (ii) Consequent to the implementation of the provisions of sub-clause (i) above, Western Cape employees shall be paid an additional two (2) days’ paid leave for the 2011/2012 annual leave period.”
- (9) In sub-clause 22(2)(a), substitute the expression “R1,73 per week.” for the expression “an amount of R1,62 per week.”.
- (10) In sub-clause 22(2)(b), substitute the expression “R2,78 per week” for the expression “R2,61 per week”.

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- (11) In clause 26(4)(b) in Group 1, substitute the expression "R7,19" for the expression "R6,74" under Group 1 and the expression "R8,58" for the expression "R8,05" under Group 2.
- (12) In clause 27(3), substitute the expression "27 cents per week" for the expression "25 cents per week".
- (13) In clause 27(4), substitute the expression "39 cents per week" for the expression "37 cents per week".
- (14) In clause 38(5), substitute the expression "17 cents per week" for the expression "16 cents per week".
- (15) In clause 39(3), substitute the expression "32 cents per week" for the expression "30 cents per week".
- (16) In clause 41(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".
- (17) In clause 44(3)(b), delete the following expression, "shall".
- (18) In clause 44(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."

# 11. PART I (PROVISIONS FOR THE NON-METRO AREAS)

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

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				In all other Areas			
	Wage Rate pw	Increase	Wage Rate pw		Wage Rate pw	Increase	Wage Rate pw	
	01 Jan 2011 to 31 Aug 2011	7.80% (R45 wef 1 Sep 11 for Machinists and General Workers)	01 Sep 2011 to 31 Aug 2012	New Employees 80%	01 Jan 2011 to 31 Aug 2011	9.20% (R45 wef 1 Sep 11 for Machinists and General Workers)	01 Sep 2011 to 31 Aug 2012	New Employees 80%
<b>Category A</b>								
0 - 6 months	479.00	45.00	524.00	419.00	418.00	45.00	463.00	370.50
Thereafter	522.50	45.00	567.50	454.00	451.00	45.00	496.00	397.00
<b>Category B</b>								
0 - 6 months	477.50	45.00	522.50	418.00	416.50	45.00	461.50	369.00
7 - 12 months	508.00	45.00	553.00	442.50	439.00	45.00	484.00	387.00
13 - 18 months	538.50	45.00	583.50	467.00	461.00	45.00	506.00	405.00
Thereafter	578.50	45.00	623.50	499.00	489.00	45.00	534.00	427.00
<b>Category C</b>								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	565.00	44.07	609.00	487.00	469.00	43.15	512.00	409.50
13 - 18 months	625.00	48.75	674.00	539.00	513.00	47.20	560.00	448.00
19 - 22 months	684.50	53.39	738.00	590.50	560.00	51.52	611.50	489.00
Thereafter	744.00	58.03	802.00	641.50	607.50	55.89	663.50	531.00
<b>Category D</b>								
0 - 6 months	504.50	39.35	544.00	435.00	426.50	39.24	465.50	372.50
7 - 12 months	549.00	42.82	592.00	473.50	458.50	42.18	500.50	400.50
13 - 18 months	608.50	47.46	656.00	525.00	490.50	45.13	535.50	428.50
19 - 22 months	637.50	49.73	687.00	549.50	523.00	48.12	571.00	457.00
Thereafter	730.00	56.94	787.00	629.50	597.00	54.92	652.00	521.50

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage				In all other Areas			
	Wage Rate pw	Increase	Wage Rate pw		Wage Rate pw	Increase	Wage Rate pw	
	01 Jan 2011 to 31 Aug 2011	7.80% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%	01 Jan 2011 to 31 Aug 2011	9.20% <small>(R45 wef 1 Sep 11 for Machinists and General Workers)</small>	01 Sep 2011 to 31 Aug 2012	New Employees 80%
<b>Category E</b>								
0 - 6 months	534.50	41.69	576.00	461.00	448.00	41.22	489.00	391.00
7 - 12 months	605.00	47.19	652.00	521.50	499.50	45.95	545.50	436.50
13 - 18 months	685.00	53.43	738.50	591.00	561.00	51.61	612.50	490.00
19 - 22 months	764.50	59.63	824.00	659.00	625.00	57.50	682.50	546.00
Thereafter	851.00	66.38	917.50	734.00	692.00	63.66	755.50	604.50
<b>Band Knife Cutter</b>								
0 - 6 months	481.50	37.56	519.00	415.00	409.50	37.67	447.00	357.50
7 - 12 months	526.50	41.07	567.50	454.00	441.50	40.62	482.00	385.50
13 - 18 months	569.50	44.42	614.00	491.00	473.50	43.56	517.00	413.50
19 - 22 months	617.00	48.13	665.00	532.00	507.50	46.69	554.00	443.00
Thereafter	689.00	53.74	742.50	594.00	564.50	51.93	616.50	493.00
<b>Clerical</b>								
0 - 6 months	496.00	38.69	534.50	427.50	420.00	38.64	458.50	367.00
7 - 12 months	552.50	43.10	595.50	476.50	461.00	42.41	503.50	403.00
13 - 18 months	598.00	46.64	644.50	515.50	494.00	45.45	539.50	431.50
Thereafter	701.00	54.68	755.50	604.50	573.00	52.72	625.50	500.50
<b>Assistant Head Cutter</b>	822.50	64.16	886.50	709.00	670.50	61.69	732.00	585.50
<b>Head Cutter</b>	1013.50	79.05	1092.50	874.00	822.00	75.62	897.50	718.00
<b>Foreperson</b>	899.00	70.12	969.00	775.00	757.50	69.69	827.00	661.50
<b>Watchperson</b>	595.00	46.41	641.50	513.00	491.50	45.22	536.50	429.00
<b>Driver 1 (454kg)</b>	562.50	43.88	606.50	485.00	468.00	43.06	511.00	409.00
<b>Driver 2 (454 - 2722kg)</b>	609.50	47.54	657.00	525.50	502.00	46.18	548.00	438.50
<b>Driver 3 (2722 -4540kg)</b>	700.00	54.60	754.50	603.50	572.50	52.67	625.00	500.00
<b>Driver 4 (4540kg)</b>	833.50	65.01	898.50	719.00	679.00	62.47	741.50	593.00

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

“(2) New Employees

2.1 New employees shall be paid a weekly wage of 80% of the rate in non-metro and all other 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.

(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

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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."

(3) In clause 4, substitute the existing sub-clause (2); (3)(a), (b)(i), (ii); (4); (5); (6); (7)(a), (b), (c) and (8), by renumbering them, to read (3); (4)(a), (b)(i), (ii); (5); (6); (7); (8) (a), (b) and (c) and (9), respectively.

(4) In clause 4(6), substitute the year "2011" for the year "2010".

(5) Delete the existing sub-clause 4(9), and substitute it with the following new sub-clause 4(9):

"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."

(6) In sub-clause 32 (2), substitute the following table for the existing table:

“

<b>Employees</b>	<b>Employers</b>
Payable by THE EMPLOYEE by means of a deduction from an employee's wages:	Payable by THE EMPLOYER:
Calculated at 0,37% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R1.98 with effect from 1 <sup>st</sup> September 2011)	Calculated at 0,47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R2,51 with effect from 1 <sup>st</sup> September 2011)

”

- (7) In clause 40(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) In clause 36(7)(c)(ii), delete the following expression, “shall”.
- (9) In clause 36(7)(c)(iii), substitute the following new expression as a new paragraph, “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.”, 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."

## **12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION**

- (1) In clause 4(1)(a), substitute the new expression, "deduct an amount equal to 0,23% of each employee's wages per week calculated at the qualified machinists rate of pay up to a maximum of R1.41 per week for whom minimum wages are prescribed", for the existing expression, "deduct R1,30 from the wages of each of his employees for whom minimum wages are prescribed".
- (2) In clause 4(1)(b), substitute the new expression, "contribute an amount equal to 0.23% of each employee's wages per week, calculated at the qualified machinists' rate of pay up to the maximum of R1.53 per week.", for the existing expression, "contribute an amount of R1,40 per week."
- (3) In clause 4(2), substitute existing sub-clause (2) with the following new sub-clause 2:

"(2) The employer shall forward the total amounts so deducted, together with his contributions in terms of sub-clause (1) (b) above, and a statement in the form and manner specified and supplied by

the Council, to the Secretary of the Council, P O Box 1142, Woodstock, 7915, within seven days of the end of the week in which the deductions fall due."

- (4) In clause 5A(2)(a) and (b), substitute the new expression, " R11,03" and "R11.44" for the existing expression, "R7,70" and "R7,98".
- (5) In clause 5A(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

"(2)(c)The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, except as provided for in sub-clauses (15) and (16), with seven days from the end of the week in which the deduction fall due."

- (6) In clause 5B(2)(a) and (b), substitute the new expression, " R11,03" and "R11.44" for the existing expression, "R7,70" and "R7,98".
- (7) In clause 5B(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

- “(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”
- (8) In clause 6(4), substitute the new expression, “12 cents” for the existing expression, “10 cents”.
- (9) In clause 6(5), substitute the new expression, “ contribute 13 cents per week” for the existing expression, “contribute and equal amount per week”.
- (10) In clause 7A(2)(a) and (b), substitute the new expression, “R3,48” and “R5,62”, for the existing expression, “R2,50” and “R2,63”, respectively.
- (11) In clause 7A(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):
- “(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to the Secretary of the Council, P O Box 1142, Woodstock, 7915,

together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”

(12) In clause 7B(2)(a) and (b), substitute the new expression, “R3,48” and “R5,62”, for the existing expression, “R2,50” and “R2,63”, respectively.

(13) In clause 7B(2)(c), substitute existing sub-clause (2)(c) with the following new sub-clause 2(c):

“(2)(c) The total sum representing the employer's contribution and the members' contributions in terms of paragraphs (a) and (b) above, shall be forwarded monthly by the employer to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the end of the week in which the deductions fall due.”

(14) In clause 8(2), substitute the new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.

(15) In clause 9A(5)(d), substitute existing sub-clause (5)(d) with the following new sub-clause (5)(d):

“(5)(d) The employer shall forward the total amounts deducted under subparagraph (a), together with his own contributions in terms of subparagraph (b), to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the date on which the deductions were made.”

(16) In clause 9B(2)(a)(iii), substitute existing sub-clause (2)(a)(iii) with the following new sub-clause (2)(a)(iii):

“(2)(a)(iii) The employer shall forward the total amounts deducted under subparagraph (i), together with his own contributions in terms of subparagraph (ii), to the Secretary of the Council, P O Box 1142, Woodstock, 7915, together with a statement in the form and manner specified and supplied by the Council, within seven days from the date on which the deductions were made.”

(17) In clause 10 (1), insert the following wording after “shall be payable to any of the Funds”:

“, except in the case of the Provident Fund, when a contributor is on leave on full pay or less than full pay both the employee and employer’s contributions shall be continued.”

- (18) In clause 10(3), substitute existing sub-clause (3) with the following new sub-clause (3):

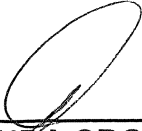
“(3) The company shall submit a monthly statement, in duplicate in the form and manner specified and supplied by the Council, calculated as set out in sub-clause (1), and the employer shall deduct from the amount stated all contributions paid in terms of the provisions of clauses 4, 5, 6, 7 and 9 of this Agreement. Should there be a balance, such unpaid balance shall be paid to the Secretary of the Council, P O Box 1142, Woodstock, 7915, by not later than the 10th day of the month following the month to which it relates.”

- (19) In clause 10(4), substitute the new expression, “P O Box 1142, Woodstock, 7915”, for the existing expression, “P O Box 5101, Johannesburg, 2000”.

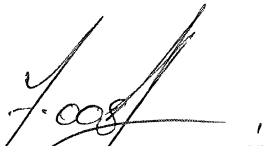
- (20) In clause 16(1), substitute the new expression, “27 cents”, for the existing expression, “20 cents”.



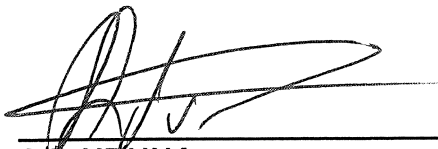
(21) In clause 16(2), substitute the new expression, "39 cents", for the existing expression, "10 cents".



**AMANDA CRONJE**  
Chairperson



**FREDA OOSTHYSEN**  
Vice-Chairperson



**S D NDUNA**  
General Secretary