

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

No. R. 691

20 September 2013

**LABOUR RELATIONS ACT, 1995**

**BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND:  
EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO  
NON-PARTIES**

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 **Building Bargaining Council North and West Boland** 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 30 September 2013 and for the period ending 31 December 2015.

**M N OLIPHANT  
MINISTER OF LABOUR**

## SCHEDULE

### BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND

#### COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, made and entered into by and between the

**Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)**

**Bou Industrie Assosiasie Wes-Boland**

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the

**Building Workers Union**

(hereinafter referred tot as the “employees” or the “trade union”) of the other part, being the parties to the Building Bargaining Council North and West Boland, to amend the Collective Agreement, extended to non-parties, published under Government Notice R. 1011 of 26 October 2007 as further amended, extended, renewed and re-enacted by Government Notices Nos R. 1012 of 26 October 2007, R. 1174 of 7 November 2008, R. 1083 of 13 November 2009, R. 844 and R. 845 of 1 October 2010, R. 624 of 5 August 2011, R. 133 of 24 February 2012 and R. 957 of 23 November 2012.

#### 1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed-
  - (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers’ organisations and the trade union, respectively;
  - (b) in the Magisterial Districts of Ceres, Montagu, Robertson, Tulbagh and Worcester;

- (c) Overberg District Municipality excluding Overstrand Local Municipality (which includes Gansbaai, Hangklip, Kleinmond, Hermanus and Stanford);
  - (d) Central Karoo District Municipality (excluding the Magisterial District of Beaufort-West); and
  - (e) West Coast District Municipality (excluding the Magisterial District of Malmesbury).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to-
- (a) only those classes of employees for whom wages are described in this Agreement;
  - (b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed there under.
  - (c) labour-only contractors, working partners and working directors, principals and contractors.
3. Notwithstanding the provisions of subclause (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 construction surveyors and other such persons doing practical work in the completion of their academic training;
  - (c) foremen or general foremen;
  - (d) non-parties in respect of clauses 1(1) (a) and 1A of this Agreement.

## 1A. PERIOD OF OPERATION

This agreement shall come into operation on the date fixed by the Minister of Labour as the effective date on which the Agreement shall extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2015.

## 2. CLAUSE 4: DEFINITIONS

- (1) Substitute “General Workers (Category 2)” with “Labourers.”
- (2) Substitute “General Workers (Category 1)” with “General Workers.”
- (3) Add the following new definition after “general worker (beginner)”:

“Prefabricated Concrete wall Labourer” means an employee, who shall perform the same duties as a general worker with the erecting of prefabricated concrete wall.”

## 3. CLAUSE 9: CONDITION OF SERVICE

**Substitute the following for subclause (6)(a)(i):**

“(i) The 2013/2014 closing period of the building industry starts at 17:00 on Friday, December 13, 2013 and will re-open at 8:00 on Friday, January 10, 2014. If building work is required, employers will be allowed to make prior arrangements with the Council in order to work, during the official period of leave. If there are employees working during this period, employees will be paid at normal pay rates, except Saturdays and Sundays who will be paid as prescribed by the Basic Conditions of Employment Act of 1997. No building work will be allowed between 16:00 on the 24th December 2013 until 08:00 on 6th January 2014.”

**4. CLAUSE 10: REMUNERATION**

Substitute the following for subclause (1):

“(1) **Basic wage:**

The basic wage in the Industry shall be as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) Cleaner	13,57	13,57	9,68	12,92
(b) Beginner Labourer/Prefabricated concrete wall Labourer	13,57	13,57	9,68	12,92
(c) Labourer	14,93	14,93	10,90	14,22
(d) General worker	16,42	16,42	12,11	15,64
(e) Builder worker & Learner Category 4	18,06	18,06	13,57	17,20
(f) Builder worker & Learner Category 3	19,87	19,87	15,13	18,92
(g) Builder worker & Learner Category 2	21,85	21,85	16,94	20,81
(h) Builder worker & Learner Category 1	24,04	24,04	18,89	22,90
(i) Artisan: Carpet/Floor layer, Crane operator, Painter, and Waterproofer	26,44	26,44	20,34	25,18
(j)(1) Artisan in all other trades	29,09	29,09	26,44	27,70
(2) Artisan in all other trades	32,00	32,00	29,09	30,47

(3) Artisan in all other trades	35,20	35,20	32,00	33,52
(4) Artisan in all other trades	38,72	38,72	35,20	36,87
(5) Artisan in all other trades	42,59	42,59	38,72	40,56
(6) Artisan in all other trades	46,85	46,85	42,59	44,62
(7) Artisan in all other trades	51,53	51,53	46,85	49,08
(8) Artisan in all other trades	56,69	56,69	51,53	53,99
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	134,34	134,34	122,11	127,95
	per day	per day	per day	per day
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)				
(1) B licence	162,56	162,56	136,15	154,81
(2) C1 licence	178,81	178,81	152,49	170,30
(3) C or EB or EC1 licence	196,69	196,69	170,03	187,33
(4) EC licence	238,00	238,00	206,06	226,66

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981, or the Skills Development Act, 1998: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 42 hours in any week. If such employees have, however, worked less than 42 normal hours in any week, their wages for that

week shall be calculated as follows: The above specified wages divided by 42 hours, multiplied by the actual number of normal working hours worked.”

**Substitute the following for subclause (7):**

**“(7) Accommodation**

- (a) An employee who, in the performance of his duties, is required to work away from his ordinary place of residence at a place of work so situated that such employee is unable to return to his normal place of residence, shall in respect of every night he spends away from his ordinary place of residence, be afforded suitable sleeping facilities, suitable bath facilities, separate toilet facilities, cooking facilities and hot water. The place of residence should be well ventilated with windows and doors, and should have a solid floor (not a soil floor). It should be free of charge to the employee. All transport required shall be provided free of charge by the employer.
- (b) In respect of each night that such an employee spends away from his usual place of residence a living away allowance will be paid to the employee of R22.50 per night.”

**5. CLAUSE 14: HOLIDAY FUND**

**Substitute the following for subclauses (1), (2), (3) and (4):**

- “(1) The Holiday Fund is hereby continued and shall be continued to be administered by the Council for the purposes of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Holiday Fund payout at the end of the year shall be for fifteen

(15) working days. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

- (2) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	6,98	6,98	4,98	6,64
(ii) clause 10 (1) (b)	6,98	6,98	4,98	6,64
(iii) clause 10 (1) (c)	7,68	7,68	5,61	7,31
(iv) clause 10 (1) (d)	8,44	8,44	6,23	8,04
(v) clause 10 (1) (e)	9,29	9,29	6,98	8,85
(vi) clause 10 (1) (f)	10,22	10,22	7,78	9,73
(vii) clause 10 (1) (g)	11,24	11,24	8,71	10,70
(viii) clause 10 (1) (h)	12,36	12,36	9,72	11,78
(ix) clause 10 (1) (i)	13,60	13,60	10,46	12,95
(x) clause 10 (1) (j) (1)	14,96	14,96	13,60	14,25



(xi) clause 10 (1) (j) (2)	16,46	16,46	14,96	15,67
(xii) clause 10 (1) (j) (3)	18,10	18,10	16,46	17,24
(xiii) clause 10 (1) (j) (4)	19,91	19,91	18,10	18,96
(xiv) clause 10 (1) (j) (5)	21,90	21,90	19,91	20,86
(xv) clause 10 (1) (j) (6)	24,09	24,09	21,90	22,95
(xvi) clause 10 (1) (j) (7)	26,50	26,50	24,09	25,24
(xvii) clause 10 (1) (j) (8)	29,15	29,15	26,50	27,77
(xviii) clause 10 (1) (k)	7,68	7,68	6,98	7,31
(xix) clause 10 (1) (l) (1)	9,29	9,29	7,78	8,85
(xx) clause 10 (1) (l) (2)	10,22	10,22	8,71	9,73
(xxi) clause 10 (1) (l) (3)	11,24	11,24	9,72	10,70
(xxii) clause 10 (1) (l) (4)	13,60	13,60	11,77	12,95

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made.

(3) Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act. The following paid holidays will be pro-rata included into the fringe benefits system:

1. 16 December 2013

Day of Reconciliation

2. 25 December 2013	-	Christmas Day
3. 26 December 2013	-	Day of Goodwill
4. 1 January 2014	-	New Year's Day
5. 21 March 2014	-	Human Rights Day
6. 18 April 2014	-	Good Friday
7. 21 April 2014	-	Family Day
8. 28 April 2014	-	Freedom Day
8. 1 May 2014	-	Workers Day
10. 16 June 2014	-	Youth Day
11. 24 September 2014	-	Heritage Day

(a) Employers **are obliged** to pay their employees for each public holiday that fall in the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997, unless the employees decide to have their public holidays paid with their holiday fund payout at the end of the year. Employers should inform the council in writing with their employees' preference at least 10 days before the holiday.

(b) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. **If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday.** The Council will only deal with claims from employers.

(c) Employers **are obliged** to purchase a benefit for each employee on each public holiday, except on the following public holidays, 16 December 2013, 25 December 2013, 26 December 2013 and 1 January 2014. These public holidays fall under the annual holiday fund.

(4) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund for the public holidays on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	5,12	5,12	3,65	4,87
(ii) clause 10 (1) (b)	5,12	5,12	3,65	4,87
(iii) clause 10 (1) (c)	5,63	5,63	4,11	5,36
(iv) clause 10 (1) (d)	6,19	6,19	4,57	5,90
(v) clause 10 (1) (e)	6,81	6,81	5,12	6,49
(vi) clause 10 (1) (f)	7,49	7,49	5,71	7,14
(vii) clause 10 (1) (g)	8,24	8,24	6,39	7,85

(viii) clause 10 (1) (h)	9,07	9,07	7,13	8,64
(ix) clause 10 (1) (i)	9,97	9,97	7,67	9,50
(x) clause 10 (1) (j) (1)	10,97	10,97	9,97	10,45
(xi) clause 10 (1) (j) (2)	12,07	12,07	10,97	11,49
(xii) clause 10 (1) (j) (3)	13,28	13,28	12,07	12,64
(xiii) clause 10 (1) (j) (4)	14,60	14,60	13,28	13,91
(xiv) clause 10 (1) (j) (5)	16,06	16,06	14,60	15,30
(xv) clause 10 (1) (j) (6)	17,67	17,67	16,06	16,83
(xvi) clause 10 (1) (j) (7)	19,43	19,43	17,67	18,51
(xvii) clause 10 (1) (j) (8)	21,38	21,38	19,43	20,36
(xviii) clause 10 (1) (k)	5,63	5,63	5,12	5,36
(xix) clause 10 (1) (l) (1)	6,81	6,81	5,71	6,49
(xx) clause 10 (1) (l) (2)	7,49	7,49	6,39	7,14
(xxi) clause 10 (1) (l) (3)	8,24	8,24	7,13	7,85
(xxii) clause 10 (1) (l) (4)	9,97	9,97	8,63	9,50

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made."

## 6. CLAUSE 15: RETIREMENT FUNDS

Substitute the following for subclauses (4)(a) and (b):

"(4) ***Contributions by the employer:***

- (a) Every employer shall contribute an amount to the Retirement Fund on behalf of each eligible employee in respect of each contribution day that the employee remains in his/her employ, which shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	17,10	17,10	12,20	16,28
(ii) clause 10 (1) (b)	17,10	17,10	12,20	16,28
(iii) clause 10 (1) (c)	18,81	18,81	13,74	17,92
(iv) clause 10 (1) (d)	20,69	20,69	15,26	19,71
(v) clause 10 (1) (e)	22,76	22,76	17,10	21,67
(vi) clause 10 (1) (f)	25,04	25,04	19,06	23,84
(vii) clause 10 (1) (g)	27,54	27,54	21,35	26,23
(viii) clause 10 (1) (h)	30,29	30,29	23,80	28,85
(ix) clause 10 (1) (i)	33,32	33,32	25,63	31,73
(x) clause 10 (1) (j) (1)	36,65	36,65	33,32	34,90
(xi) clause 10 (1) (j) (2)	40,32	40,32	36,65	38,39

(xii) clause 10 (1) (j) (3)	44,35	44,35	40,32	42,42
(xiii) clause 10 (1) (j) (4)	48,79	48,79	44,35	46,46
(xiv) clause 10 (1) (j) (5)	53,66	53,66	48,79	51,11
(xv) clause 10 (1) (j) (6)	59,03	59,03	53,66	56,22
(xvi) clause 10 (1) (j) (7)	64,93	64,93	59,03	61,84
(xvii) clause 10 (1) (j) (8)	71,43	71,43	64,93	68,03
(xviii) clause 10 (1) (k)	18,81	18,81	17,10	17,92
(xix) clause 10 (1) (l) (1)	22,76	22,76	19,06	21,67
(xx) clause 10 (1) (l) (2)	25,04	25,04	21,35	23,84
(xxi) clause 10 (1) (l) (3)	27,54	27,54	23,80	26,23
(xxii) clause 10 (1) (l) (4)	33,32	33,32	28,85	31,73

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's fringe benefits indicating the amount of the contribution made."

## 7. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE

### BENEFIT FUND FOR THE BUILDING INDUSTRY

Substitute the following for subclauses (3)(a) and (b):

**"(3) Contributions by the employer:**

- (a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution day for which the

employee remains in his/her employ, which amount shall be calculated  
as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	1,71	1,71	1,22	1,63
(ii) clause 10 (1) (b)	1,71	1,71	1,22	1,63
(iii) clause 10 (1) (c)	1,88	1,88	1,37	1,79
(iv) clause 10 (1) (d)	2,07	2,07	1,53	1,97
(v) clause 10 (1) (e)	2,28	2,28	1,71	2,17
(vi) clause 10 (1) (f)	2,50	2,50	1,91	2,38
(vii) clause 10 (1) (g)	2,75	2,75	2,13	2,62
(viii) clause 10 (1) (h)	3,03	3,03	2,38	2,89
(ix) clause 10 (1) (i)	3,33	3,33	2,56	3,17
(x) clause 10 (1) (j) (1)	3,67	3,67	3,33	3,49
(xi) clause 10 (1) (j) (2)	4,03	4,03	3,67	3,84
(xii) clause 10 (1) (j) (3)	4,44	4,44	4,03	4,22

(xiii) clause 10 (1) (j) (4)	4,88	4,88	4,44	4,65
(xiv) clause 10 (1) (j) (5)	5,37	5,37	4,88	5,11
(xv) clause 10 (1) (j) (6)	5,90	5,90	5,37	5,62
(xvi) clause 10 (1) (j) (7)	6,49	6,49	5,90	6,18
(xvii) clause 10 (1) (j) (8)	7,14	7,14	6,49	6,80
(xviii) clause 10 (1) (k)	1,88	1,88	1,71	1,79
(xix) clause 10 (1) (l) (1)	2,28	2,28	1,91	2,17
(xx) clause 10 (1) (l) (2)	2,50	2,50	2,13	2,38
(xxi) clause 10 (1) (l) (3)	2,75	2,75	2,38	2,62
(xxii) clause 10 (1) (l) (4)	3,33	3,33	2,88	3,17

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day."

#### 8. CLAUSE 19: EXPENSES OF THE COUNCIL

Substitute the following for subclauses (1)(a) and (b):

"(1) **Contributions by the employer:**

- (a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution day that the employee remains in his/her employ, which amount shall be calculated as follows:



Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) clause 10 (1) (b)	1,69	1,69	1,21	1,61
(iii) clause 10 (1) (c)	1,86	1,86	1,36	1,77
(iv) clause 10 (1) (d)	2,04	2,04	1,51	1,95
(v) clause 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) clause 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) clause 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) clause 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) clause 10 (1) (i)	3,29	3,29	2,53	3,14
(x) clause 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) clause 10 (1) (j) (2)	3,98	3,98	3,62	3,79
(xii) clause 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) clause 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) clause 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) clause 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) clause 10 (1) (j) (7)	6,41	6,41	5,83	6,11

(xvii) clause 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) clause 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) clause 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) clause 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) clause 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) clause 10 (1) (l) (4)	3,29	3,29	2,85	3,14

- (b) Every employer shall pay the specified amount to the Council on the employee's normal pay day."

**Substitute the following for subclauses (2)(a) and (b):**

**"(2) Special levy by the employee:**

- (a) Every employer may on each pay day deduct from the wages due every day to each eligible employee the amount that is specified below:


Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) clause 10 (1) (b)	1,69	1,69	1,21	1,61


(iii) clause 10 (1) (c)	1,86	1,86	1,36	1,77
(iv) clause 10 (1) (d)	2,04	2,04	1,51	1,95
(v) clause 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) clause 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) clause 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) clause 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) clause 10 (1) (i)	3,29	3,29	2,53	3,14
(x) clause 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) clause 10 (1) (j) (2)	3,98	3,98	3,62	3,79
(xii) clause 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) clause 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) clause 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) clause 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) clause 10 (1) (j) (7)	6,41	6,41	5,83	6,11
(xvii) clause 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) clause 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) clause 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) clause 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) clause 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) clause 10 (1) (l) (4)	3,29	3,29	2,85	3,14

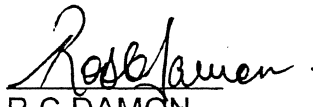
- (b) Every employer shall pay the specified amounts to the Council as prescribed in subclause (1) hereof.”

SIGNED ON BEHALF OF THE PARTIES ON THIS 22 ND DAY OF MAY 2013.

  
C.J. MOUTON  
CHAIRMAN

  
P.A. BOTHA  
MBA WEST BOLAND  
Bou Industrieë Assosiasie Wes-Boland

  
D.J. PHILLIPS  
MBA GREATER BOLAND  
Meesterboers Assosiasie Groter Boland (MBE Groter Boland)

  
R.C. DAMON  
BUILDING WORKERS UNION

  
L. ONTONG  
SECRETARY

**BUILDING BARGAINING COUNCIL NORTH AND WEST-BOLAND**