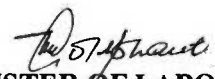


No. R. 287

17 April 2014

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE MEAT TRADE, GAUTENG: 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 **Bargaining Council for the Meat Trade, Gauteng** 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 **2014 -04- 29** and for the period ending 30 June 2014.


MINISTER OF LABOUR
03/04/2014

SCHEDULE
BARGAINING COUNCIL FOR MEAT TRADE GAUTENG
COLLECTIVE AGREEMENT

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

Meat Traders Association Gauteng

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

Meat and Allied Workers Union

Gauteng Meat Traders Employees’ Union

(hereinafter referred to as the “employees” or the “trade unions”) of the other part,

being the parties to the Bargaining Council for Meat Trade Gauteng to amend the agreement published under Government Notice R 792 of 25 July 2008.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Meat Trade in the following Magisterial Districts:
- Alberton, Boksburg, Brakpan, Germiston, Kempton Park, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs, Westonaria and the area within a 25 km radius of Church Square, Pretoria -
- (a) by all employers who are members of the employers’ organization and by all
- (b) employees who are members of the trade unions, and who are engaged or employed in the Meat Trade.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.
- (3) The provisions of clauses 1(1)(a) and (b), and 1A of this Agreement shall not be binding on non-parties.

1A. PERIOD OF OPERATION

This Agreement shall come into operation on such a date fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, as amended, and shall remain in force until 30 June 2017.

2. CLAUSE 3: REMUNERATION

Substitute the following for clause 3:

"3. REMUNERATION

"(1) As from the date of coming into operation of this Agreement, no employer shall pay
and no employee shall accept wages lower than the following: -

	Per month
Bookkeeper	4621.00
Cashier	2463.40
Cashier and invoice clerk	3382.20
Cleaning employee.....	2112.00
Labourer, I	2463.40
Labourer, II	2365.80
Manager	7598.40
Mass measurer and/or pricer	2463.40
Master meat cutting technician, grade IA... ..	7020.60
Meat cutting technician, grade IB.....	6114.00
Meat cutting technician, II	3695.00
Motor vehicle driver, the unladen mass of which vehicle together with the unladen mass of any trailer does not exceed -	
450 kg	2463.40
2700 kg	2698.20
4500 kg	3147.60
Salesperson	3734.40
Security officer	3147.60
Shop controller / supervisor	12352.00
Wrapper and/or packer	2365.80

- (2) Differential rates - An employer who requires or permits an employee of one category to perform the duties of a higher paid category for longer than one hour in any one day, either in addition to his own work or in substitution thereof, shall pay such employee in respect of that day, not less than one sixth of the higher weekly wage prescribed in subclause (1)."

3. CLAUSE 22: COUNCIL FUNDS

Substitute the following for clause 22:

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner -

- (a) every employer shall, in respect of each and every establishment he owns or conducts, pay a monthly levy of R45.00;
- (b) every employer shall deduct R30.00 per month from the wage payable to every employee and add to such deduction an equivalent amount;
- (c) the employer shall ensure that the above amounts are received at the Council' address by no later than the 7th day of each succeeding month, together with the form prescribed by the Council.


4. CLAUSE 23: SICK BENEFIT FUND

- (4) Substitute the schedule in clause 23 with the following schedule:

"SCHEDULE

BENEFIT	Monthly Salary R1000- R4000			Monthly Salary R 4001 +		
	Medical	Hospital	Total Hospital	Medical	Hospital	Total Hospital
Single Member	479	1146	1626	526	1146	1672
Member +1 Adult	674	2082	2756	743	2082	2825
Member +1 Child	674	1488	2162	743	1488	2231
Member +1 Adult +1 Child	693	2424	3117	769	2424	3193
Member +2 Children	693	1830	2523	769	1830	2599
Member +1 Adult +2 Children	718	2766	3484	794	2766	3560
Member +3 Children	718	1830	2548	794	1830	2624
Member +1 Adult +3 Children	743	2766	3509	819	2766	3585
Member +4 Children	743	1830	2573	819	1830	2649
Member +1 Adult + 4 Children	769	2766	3535	844	2766	3610
Single Pensioner	468	1146	1614			
Pensioner+ 1 Adult	664	2082	2746			

THUS DONE AND SIGNED AT JOHANNESBURG ON THIS^{20TH} DAY OF NOVEMBER 2013.



EMP BIELOVICH

Chairman of the Council



GS KOK

Vice Chairman of the Council

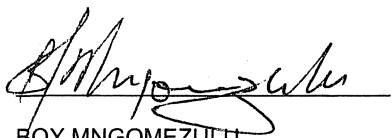


C VAN RENSBURG

Secretary of the Council



EMP BIELOVICH

Chairman of the Meat Traders
Association (Gauteng)

BOY MNGOMEZULU

For the Secretary of the Meat and Allied
Workers Union

GS KOK

Secretary of the Gauteng Meat
Traders Employees Union