

No. R. 794

25 July 2008

"A"

DEPARTMENT OF LABOUR
LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING
INDUSTRY (NATAL): EXTENSION OF AMENDMENT OF COLLECTIVE
AGREEMENT TO NON-PARTIES**

I, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, 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 Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from 04 August 2008 and for the period ending 28 February 2009.

M.M.S. MDLADLANA
MINISTER OF LABOUR

"B"

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, R. 827 of 11 August 2006, R. 585 of 13 July 2007 and R. 713 of 17 August 2007.

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 24.14 km of the General Post Office, Durban.
- 1.2 The terms of this Agreement do not apply to non-parties in respect of clauses 1.1 (a) and 2.
- 1.3 Notwithstanding the provisions of clause 1, the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in any agreement of the Council which is binding in terms of section 32 of the Act.

2. PERIOD OF OPERATION

2.1 The Agreement commences -

(a) in respect of the parties to this Agreement, on the date of signature;

(b) in respect of non-parties 10 days after the date of publication by the Minister in the *Government Gazette*.

2.2 This Agreement remains in existence until 28 February 2009.

3. ANNEXURE B: SCHEDULE OF PAYMENTS

(1) Substitute the following for items 2 and 3:

"2. **PROVIDENT FUND (clause 22)**

For the purposes of contributing to the Provident Fund, in terms of clause 22, the parties have agreed that the contributions by both employer and employee shall be equivalent to 6% of the employees' basic weekly wage, or R30.00 per week, whichever is the greater.

3. **MEDICAL ASSISTANCE SCHEME (clause 23)**

For the purposes of providing for medical assistance in terms of clause 23, each employer must deduct half of the monthly subscription, and the employer must contribute the other half of the monthly subscription. The monthly subscription is R148.46 per month or R17.15 per week from each party."

4. 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 is based on an increase of 7% of the previous rate.

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

LAUNDRY

GRADE	CURRENT MINIMUM HOURLY RATE	HOURLY RATE INCREASE	NEW MINIMUM HOURLY RATE	NEW MINIMUM WEEKLY RATE
A1 Commercial eg: Labourer eg: Finishing Hand eg: Marker eg: Van Assistant eg: Depot Assistant	R12.24	0.85c/hr	R13.09	R575.96
A2 Commercial..... eg: Watchman eg: Sorter eg: Plain Sewer eg: Checker/packer	R12.37	0.86c/hr	R13.23	R582.12
A3 Commercial..... eg: Dry Cleaner Operator	R12.48	0.87c/hr	R13.35	R587.40

B1 Commercial..... eg: Machine Operator eg: Depot Supervisor eg: Van Driver (08) eg: Invisible Mender	R12.67	0.88c/hr	R13.51	R594.44
B2 Commercial..... eg: Boiler Operator eg: Spotter (C/C) eg: Truck Driver (10) eg: Quality Controller	R13.48	0.94c/hr	R14.42	R634.48
B3 Commercial..... eg: Supervisor	R14.16	0.99c/hr	R15.15	R666.60

4(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	NEW MINIMUM HOURLY RATE
A1	R 9.16
A2	R 9.26

Signed for and on behalf of the parties this 3rd day of March 2008.



W van der RHEEDE

SACTWU



J. J. LOWINGS

NLCDA



J. DANIEL

SECRETARY