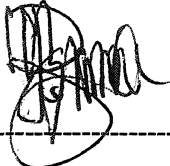


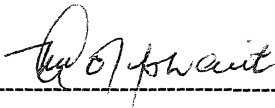
**PROCLAMATION***by the**President of the Republic of South Africa***No. R. 87, 2014****COMMENCEMENT OF THE LABOUR RELATIONS AMENDMENT ACT, 2014**

In terms of section 45 of the Labour Relations Amendment Act, 2014, (Act No. 6 of 2014) ("the Act") I hereby determine 1 January 2015 as the date on which the said Act, excluding that portion of Section 37(c) inserting subsection 198(4F) in the Labour Relations Act, 1995, shall come into operation.

Given under my Hand and the Seal of the Republic of South Africa at  
.....PRETORIA.....on this .....24..... day of .....NOVEMBER..... Two  
Thousand and Fourteen.



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**J G ZUMA**

**PRESIDENT****By Order of the President-in-Cabinet**

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**M N OLIPHANT, MP**

**MINISTER OF THE CABINET**