

DEPARTMENT OF LABOUR

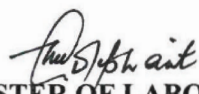
NO. R. 789

01 JULY 2016

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 the second Monday after date of publication of this notice and for the period ending 30 June 2017.


MINISTER OF LABOUR
14/06/2016

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANE WEZABASEBENZI KA-1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YOKUHWEDA NGENYAMA: UKWELULWA KWESIVUMELWANO ESICHIBIYELAYO ESIYINGQIKITHI SABAQASHI NABASEBENZI SELULELWA KULABO ABANGEYONA INGXEYI YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokuhweba ngeNyama**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabasebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube isikhathi esiphela mhlaka 30 kuNcwaba 2017.


UNGQONGQOSHE WEZABASEBENZI
14/06/2016

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	5340.03
Cashier	2846.70
Cashier and invoice clerk	3908.47
Cleaning employee.....	2440.63
Labourer, I	2846.70
Labourer, II	2733.91
Manager	8770.31
Mass measurer and/or pricer	2846.70
Master meat cutting technician, grade IA.....	8113.01
Meat cutting technician, grade IB.....	7065.34
Meat cutting technician, II	4269.94
Motor vehicle driver, the unladen mass of which vehicle together with the unladen mass of any trailer does not exceed -	
450 kg	2846.70
2700 kg	3118.04
4500 kg	3637.37
Salesperson	4315.47
Security officer	3637.37
Shop controller / supervisor	14273.97
Wrapper and/or packer	2733.91

- (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 23: SICK BENEFIT FUND

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

"SCHEDULE

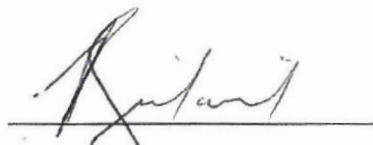
BENEFIT	Monthly Salary R1000- R4000			Monthly Salary R 4001 +		
	Medical	Hospital	Total	Medical	Hospital	Total
Single Member	503.00	1452.00	1855.00	550.00	1452.00	2002.00
Member +1 Adult	708.00	2640.00	3348.00	780.00	2640.00	3420.00
Member +1 Child	708.00	1890.00	2598.00	780.00	1890.00	2670.00
Member +1 Adult +1 Child	728.00	3078.00	3806.00	805.00	3078.00	3883.00
Member +2 Children	728.00	2328.00	3056.00	805.00	2328.00	3133.00
Member +1 Adult +2 Children	754.00	3516.00	4270.00	830.00	3516.00	4346.00
Member +3 Children	754.00	2328.00	3082.00	830.00	2328.00	3158.00
Member +1 Adult +3 Children	780.00	3516.00	4296.00	860.00	3516.00	4376.00
Member +4 Children	780.00	2328.00	3108.00	860.00	2328.00	3188.00
Member +1 Adult + 4 Children	807.00	3516.00	1323.00	885.00	3516.00	4401.00
Single Pensioner	491.00	1452.00	1943.00	540.00	1452.00	1992.00
Pensioner+ 1 Adult	697.00	2640.00	3337.00	765.00	2640.00	3405.00
Pensioner + more than 1 dependent	On request	On request	On request	On request	On request	On request

4. CLAUSE 24: RETIREMENT FUNDS

Insert the following subclause (8) and subclause (9):

- "(8) Membership of the Fund is available to employers and private members and such membership, if selected, shall be deemed as compulsory in terms of subclause(2), and will be subject to the provisions of other legislation regarding retirement.
- (9) Withdrawal of contributions is subject to a three month waiting period, unless a member retires or is retrenched.

THUS DONE AND SIGNED AT JOHANNESBURG ON THIS 24TH DAY OF FEBRUARY 2016.



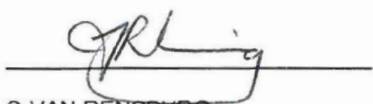
EMP BIELOVICH

Chairman of the Council



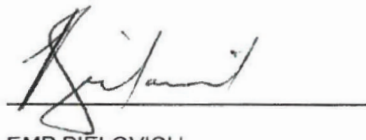
GS KOK

Vice Chairman of the Council



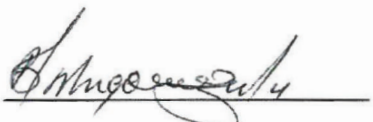
C VAN RENSBURG

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