

## DEPARTMENT OF LABOUR

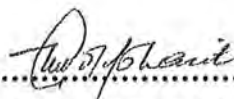
NO. R. 1307

24 NOVEMBER 2017

## LABOUR RELATIONS ACT, 1995

**BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND:  
EXTENSION OF AMENDMENTS 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, except clauses 1(1)(a) and 1A 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 the second Monday after the date of publication and for the period ending 31 December 2020.

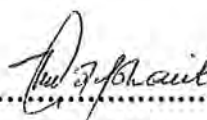
  
.....**M N OLIPHANT, MP****MINISTER OF LABOUR****DATE:** 02/11/2017.....

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA – 1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI  
NABASEBENZI EMBONINI YEZOKWAKHA ENYAKATHO KANYE  
NASENTSHONALANGA YEBOLAND:**

**UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE  
YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, ngokushiya ngaphandle kohlamvu lwamazwi alandelayo ku 1(1)(a) kanye no 1A esenziwa **uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha eNyakatho kanye neseNtshonalanga yeBoland**, 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 mhlaka 31 kuZibandlela 2020.

.....  
  
.....  
**MN OLIPHANT, MP**  
**UNGQONGQOSHE WEZABASEBENZI**  
**DATE: 03/11/2017** .....

## **SCHEDULE**

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

#### **MAIN 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 to 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 No.'s 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, R. 957 of 23 November 2012, R. 691 of 20 September 2013, R. 820 of 24 October 2014, R. 1039 of 30 October 2015, R. 1108 of 13 November 2015 and R. 1367 of 04 November 2016.

#### **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 sub-clause (1), the terms of this Agreement shall apply to-
- (a) only those classes of employees for whom wages are prescribed 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 sub-clause (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 be 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 2020.

## **2. CLAUSE 6: REGISTRATION OF EMPLOYERS**

### **2.1 Substitute the following for sub-clause 7:**

"(7) Subject to the provisions of the Basic Conditions of Employment Act, 1997, every employer shall keep the following records in respect of every employee in his employment:

- The Bargaining Council number;
- the identity number, full name and residential address;
- the employee's occupation and status;
- the banking details of the employee;
- the tax number of the employee;
- a record of normal and overtime worked;
- a record of remuneration paid and the calculation thereof, including all deductions.

**Foreigners**

Problems are encountered with the employment of foreigners.

The Department of Home Affairs provided the following **important** information:

- Employers must ensure that non-SA citizens have valid work permits or asylum seeker documents.
- Always check the expiration date. Remind employees in advance that they must obtain a new permit/asylum seeker document before the expiry date.
- If you become aware of an employee who works without a valid permit/asylum seeker document, you must still follow a FAIR PROCEDURE and refer the employee to the Department of Home Affairs.
- This will involve giving the employee notice of a formal hearing, having a formal hearing and suspending the employee's services until he or she can provide a valid work permit/asylum seeker document.
- In addition, the Department of Home Affairs emphasizes that the law requires that a minimum of 60% of your employees must be SA citizens.
- Department of Home Affairs has indicated: Non-compliant companies will be fined heavily and have their licenses reviewed, while managers and owners could be jailed for up to two years if the department decides to take legal action."

### **3. CLAUSE 9: CONDITIONS OF SERVICE**

#### **3.1 Substitute the following for sub-clause (6)(a)(i):**

- "(i) The closing period of the building industry starts at 17:00 and will re-open at 08:00 on the following periods:



PERIOD	CLOSING DATE	RE-OPENING DATE
From the date of commencement of this Agreement to 31 October 2018	15 December 2017	11 January 2018
For the period 1 November 2018 to 31 October 2019	14 December 2018	11 January 2019
For the period 1 November 2019 to 31 October 2020	13 December 2019	10 January 2020

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 until 08:00 on 8th January."

#### 4. CLAUSE 10: REMUNERATION

##### 4.1 Substitute the following for sub-clause (1):

"(1) **Basic wage:** The basic wage in the Industry shall be as follows:

**From the date of commencement of this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per hour	R per hour	R per hour	R per hour
(a) (1) Cleaner	20,00	20,00	20,00	20,00

(2) Cleaner (New)	20,00	20,00	20,00	20,00
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	20,00	20,00	20,00	20,00
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	20,00	20,00	20,00	20,00
(c) (1) Labourer	20,00	20,00	20,00	20,00 1/5
(2) Labourer (New)	20,00	20,00	20,00	20,00
(d) (1) General Worker	21,62	21,62	20,01	20,97
(e) Builder worker & Leaner Category 4	23,79	23,79	22,01	23,07
(f) Builder worker & Leaner Category 3	26,16	26,16	24,21	25,38
(g) Builder worker & Leaner Category 2	28,78	28,78	26,63	27,93
(h) Builder worker & Leaner Category 1	31,66	31,66	29,30	30,71
(i) Artisan: Carpet/Floor layer, Crane				
Operator, Painter, and Water proofer	34,83	34,83	33,79	33,79
(j) (1) Artisan in all others trades	38,31	38,31	37,16	37,16 5/5
(2) Artisan in all others trades	42,15	42,15	40,87	40,87 5
(3) Artisan in all others trades	46,35	46,35	44,96	44,96
(4) Artisan in all others trades	51,00	51,00	49,46	49,46
(5) Artisan in all others trades	56,09	56,09	54,41	54,41
(6) Artisan in all others trades	61,70	61,70	59,85	59,85
(7) Artisan in all others trades	67,87	67,87	65,84	65,84
(8) Artisan in all others trades	74,65	74,65	72,42	72,42



	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	180,00	180,00	180,00	180,00
	per day	per day	per day	per day
(l) Drivers of motor vehicles and operators				
which are required to be in possession of	214,12	214,12	198,09	207,62
a code: Per day (9 hours)	235,45	235,45	217,89	228,45
(1) B licence	259,05	259,05	239,72	251,32
(2) C1 licence	313,45	313,45	304,07	304,07
(3) C or EB of EC1 licence				
(4) EC licence				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	21,20	21,20	21,20	21,20
(2) Cleaner (New)	21,20	21,20	21,20	21,20
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	21,20	21,20	21,20	21,20

(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	21,20	21,20	21,20	21,20
(c) (1) Labourer	21,20	21,20	21,20	21,20
(2) Labourer (New)	21,20	21,20	21,20	21,20 15
(d) (1) General Worker	22,92	22,92	21,20	22,23
(e) Builder worker & Leaner Category 4	25,22	25,22	23,33	24,45
(f) Builder worker & Leaner Category 3	27,73	27,73	25,66	26,90
(g) Builder worker & Leaner Category 2	30,51	30,51	28,23	29,61
(h) Builder worker & Leaner Category 1	33,56	33,56	31,06	32,55
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	36,92	36,92	35,82	35,82
(j) (1) Artisan in all others trades	40,61	40,61	39,39	39,39 5/5
(2) Artisan in all others trades	44,68	44,68	43,32	43,32 5
(3) Artisan in all others trades	49,13	49,13	47,66	47,66
(4) Artisan in all others trades	54,06	54,06	52,43	52,43
(5) Artisan in all others trades	59,46	59,46	57,67	57,67
(6) Artisan in all others trades	65,40	65,40	63,44	63,44
(7) Artisan in all others trades	71,94	71,94	69,79	69,79
(8) Artisan in all others trades	79,13	79,13	76,77	76,77
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	190,80	190,80	190,80	190,80
	per day	per day	per day	per day

(l) Drivers of motor vehicles and operators				
which are required to be in possession of	226,97	226,97	209,98	220,08
a code: Per day (9 hours)	249,58	249,58	230,96	242,16
(1) B licence	274,59	274,59	254,10	266,40
(2) C1 licence	332,26	332,26	322,31	322,31
(3) C or EB of EC1 licence				
(4) EC licence				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	22,47	22,47	22,47	22,47
(2) Cleaner (New)	22,47	22,47	22,47	22,47
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	22,47	22,47	22,47	22,47
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	22,47	22,47	22,47	22,47
(c) (1) Labourer	22,47	22,47	22,47	22,47



(2) Labourer (New)	22,47	22,47	22,47	22,47
(d) (1) General Worker	24,29	24,29	22,48	23,56
(e) Builder worker & Leaner Category 4	26,73	26,73	24,73	25,92
(f) Builder worker & Leaner Category 3	29,39	29,39	27,20	28,52
(g) Builder worker & Leaner Category 2	32,34	32,34	29,92	31,38
(h) Builder worker & Leaner Category 1	35,57	35,57	32,92	34,51
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	39,13	39,13	37,97	37,97
(j) (1) Artisan in all others trades	43,05	43,05	41,75	41,75 5/5
(2) Artisan in all others trades	47,36	47,36	45,92	45,92 5
(3) Artisan in all others trades	52,08	52,08	50,52	50,52
(4) Artisan in all others trades	57,30	57,30	55,57	55,57
(5) Artisan in all others trades	63,02	63,02	61,14	61,14
(6) Artisan in all others trades	69,33	69,33	67,25	67,25
(7) Artisan in all others trades	76,26	76,26	73,98	73,98
(8) Artisan in all others trades	83,88	83,88	81,37	81,37
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	202,25	202,25	202,25	202,25
	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)	240,59	240,59	222,57	233,28
	264,55	264,55	244,82	256,69

(1) B licence	291,07	291,07	269,35	282,38
(2) C1 licence	352,19	352,19	341,65	341,65
(3) C or EB of EC1 licence				
(4) EC licence				

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."

#### **4.2 Substitute the following for sub-clause (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 as follows:

PERIOD PER NIGHT	GREATER-BOLAND	WEST-BOLAND
From the date of commencement of this Agreement to 31 October 2018	R45.00	R80.00
For the period 1 November 2018 to 31 October 2019	R49.50	R88.00
For the period 1 November 2019 to 31 October 2020	R54.45	R96.80"

## 5. CLAUSE 14: HOLIDAY FUND

### 5.1 Substitute the following for sub-clauses (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 pay-out 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:

#### From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement 31 October 2018.
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	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-	10,29	10,29	10,29	10,29
(i) clause 10 (1) (a) (1)	10,29	10,29	10,29	10,29
(ii) clause 10 (1) (a) (2)	10,29	10,29	10,29	10,29
(iii) clause 10 (1) (b) (1)	10,29	10,29	10,29	10,29
(iv) clause 10 (1) (b) (2)	10,29	10,29	10,29	10,29
(v) clause 10 (1) (c) (1)	10,29	10,29	10,29	10,29
(vi) clause 10 (1) (c) (2)	11,12	11,12	10,29	10,79
(vii) clause 10 (1) (d)	12,23	12,23	11,32	11,86
(viii) clause 10 (1) (e)	13,45	13,45	12,45	13,05
(ix) clause 10 (1) (f)	14,80	14,80	13,70	14,36
(x) clause 10 (1) (g)	16,28	16,28	15,07	15,79
(xi) clause 10 (1) (h)	17,91	17,91	17,38	17,38
(xii) clause 10 (1) (i)	19,70	19,70	19,11	19,11
(xiii) clause 10 (1) (j) (1)	21,68	21,68	21,02	21,02
(xiv) clause 10 (1) (j) (2)	23,84	23,84	23,12	23,12
(xv) clause 10 (1) (j) (3)	26,23	26,23	25,43	25,43
(xvi) clause 10 (1) (j) (4)	28,85	28,85	27,98	27,98
(xvii) clause 10 (1) (j) (5)	31,73	31,73	30,78	30,78

(xvii) clause 10 (1) (j) (6)	34,90	34,90	33,86	33,86
(xix) clause 10 (1) (j) (7)	38,39	38,39	37,24	37,24
(xx) clause 10 (1) (j) (8)	10,29	10,29	10,29	10,29
(xxi) clause 10 (1) (k)	12,23	12,23	11,32	11,86
(xxii) clause 10 (1) (l) (1)	13,45	13,45	12,45	13,05
(xxiii) clause 10 (1) (l) (2)	14,80	14,80	13,70	14,36
(xxiv) clause 10 (1) (l) (3)	17,91	17,91	17,38	17,38
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
	10,90	10,90	10,90	10,90
	(i) clause 10 (1) (a) (1)	10,90	10,90	10,90
	(ii) clause 10 (1) (a) (2)	10,90	10,90	10,90
	(iii) clause 10 (1) (b) (1)	10,90	10,90	10,90
	(iv) clause 10 (1) (b) (2)	10,90	10,90	10,90
(v) clause 10 (1) (c) (1)	10,90	10,90	10,90	10,90

(vi) clause 10 (1) (c) (2)	11,79	11,79	10,91	11,43
(vii) clause 10 (1) (d)	12,97	12,97	12,00	12,58
(viii) clause 10 (1) (e)	14,26	14,26	13,20	13,84
(ix) clause 10 (1) (f)	15,69	15,69	14,52	15,23
(x) clause 10 (1) (g)	17,26	17,26	15,97	16,74
(xi) clause 10 (1) (h)	18,99	18,99	18,42	18,42
(xii) clause 10 (1) (i)	20,88	20,88	20,26	20,26
(xiii) clause 10 (1) (j) (1)	22,98	22,98	22,28	22,28
(xiv) clause 10 (1) (j) (2)	25,27	25,27	24,51	24,51
(xv) clause 10 (1) (j) (3)	27,80	27,80	26,96	26,96
(xvi) clause 10 (1) (j) (4)	30,58	30,58	29,66	29,66
(xvii) clause 10 (1) (j) (5)	33,64	33,64	32,63	32,63
(xvii) clause 10 (1) (j) (6)	37,00	37,00	35,89	35,89
(xix) clause 10 (1) (j) (7)	40,69	40,69	39,48	39,48
(xx) clause 10 (1) (j) (8)	10,90	10,90	10,90	10,90
(xxi) clause 10 (1) (k)	12,97	12,97	12,00	12,58
(xxii) clause 10 (1) (l) (1)	14,26	14,26	13,20	13,84
(xxiii) clause 10 (1) (l) (2)	15,69	15,69	14,52	15,23
(xxiv) clause 10 (1) (l) (3)	18,99	18,99	18,42	18,42
(xxv) clause 10 (1) (l) (4)				



**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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
	11,56	11,56	11,56	11,56
	(i) clause 10 (1) (a) (1)	11,56	11,56	11,56
	(ii) clause 10 (1) (a) (2)	11,56	11,56	11,56
	(iii) clause 10 (1) (b) (1)	11,56	11,56	11,56
	(iv) clause 10 (1) (b) (2)	11,56	11,56	11,56
	(v) clause 10 (1) (c) (1)	11,56	11,56	11,56
	(vi) clause 10 (1) (c) (2)	12,49	12,49	11,56
	(vii) clause 10 (1) (d)	13,75	13,75	12,72
	(viii) clause 10 (1) (e)	15,12	15,12	13,99
	(ix) clause 10 (1) (f)	16,63	16,63	15,39
	(x) clause 10 (1) (g)	18,29	18,29	16,93
	(xi) clause 10 (1) (h)	20,12	20,12	19,53
	(xii) clause 10 (1) (i)	22,14	22,14	21,47
	(xiii) clause 10 (1) (j) (1)	24,36	24,36	23,62
	(xiv) clause 10 (1) (j) (2)	26,78	26,78	25,98
	(xv) clause 10 (1) (j) (3)	29,47	29,47	28,58

(xvi) clause 10 (1) (j) (4)	32,41	32,41	31,44	31,44
(xvii) clause 10 (1) (j) (5)	35,66	35,66	34,58	34,58
(xvii) clause 10 (1) (j) (6)	39,22	39,22	38,05	38,05
(xix) clause 10 (1) (j) (7)	43,14	43,14	41,85	41,85
(xx) clause 10 (1) (j) (8)	11,56	11,56	11,56	11,56
(xxi) clause 10 (1) (k)	13,75	13,75	12,72	13,33
(xxii) clause 10 (1) (l) (1)	15,12	15,12	13,99	14,67
(xxiii) clause 10 (1) (l) (2)	16,63	16,63	15,39	16,14
(xxiv) clause 10 (1) (l) (3)	20,12	20,12	19,53	19,53
(xxv) clause 10 (1) (l) (4)				

(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:

**From the date of commencement of this Agreement to 31 October 2018**

- |    |                  |   |                  |
|----|------------------|---|------------------|
| 1. | 25 December 2017 | - | Christmas Day    |
| 2. | 26 December 2017 | - | Day of Goodwill  |
| 3. | 01 January 2018  | - | New Year's Day   |
| 4. | 21 March 2018    | - | Human Rights Day |

- |     |                   |   |              |
|-----|-------------------|---|--------------|
| 5.  | 30 March 2018     | - | Good Friday  |
| 6.  | 02 April 2018     | - | Family Day   |
| 7.  | 27 April 2018     | - | Freedom Day  |
| 8.  | 01 May 2018       | - | Workers Day  |
| 9.  | 9 August 2018     | - | Women's Day  |
| 10. | 24 September 2018 | - | Heritage Day |

**For the period 1 November 2018 to 31 October 2019**

- |     |                                     |   |                       |
|-----|-------------------------------------|---|-----------------------|
| 1.  | 17 December 2018                    | - | Day of Reconciliation |
| 2.  | 25 December 2018                    | - | Christmas Day         |
| 3.  | 26 December 2018                    | - | Day of Goodwill       |
| 4.  | 01 January 2019                     | - | New Year's Day        |
| 5.  | 21 March 2019                       | - | Human Rights Day      |
| 6.  | 19 April 2019                       | - | Good Friday           |
| 7.  | 22 April 2019                       | - | Family Day            |
| 8.  | 01 May 2019                         | - | Workers Day           |
| 9.  | 17 June 2019                        | - | Youth Day             |
| 10. | 9 August 2019                       | - | Women's Day           |
| 11. | 24 September 2019                   | - | Heritage Day          |
| 12. | Election date still to be announced |   |                       |

**For the period 1 November 2019 to 31 October 2020**

- |    |                  |   |                       |
|----|------------------|---|-----------------------|
| 1. | 16 December 2019 | - | Day of Reconciliation |
| 2. | 25 December 2019 | - | Christmas Day         |
| 3. | 26 December 2019 | - | Day of Goodwill       |
| 4. | 01 January 2020  | - | New Year's Day        |



5.	10 April 2020	-	Good Friday
6.	13 April 2020	-	Family Day
7.	27 April 2020	-	Freedom Day
8.	01 May 2020	-	Workers Day
9.	16 June 2020	-	Youth Day
10.	10 August 2020	-	Women's Day
11.	24 September 2020	-	Heritage Day

(a) Employers **shall** 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, in that specific pay week.

(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:

PERIOD	DATES
From the date of commencement of this Agreement to 31 October 2018	25 December 2017 26 December 2017 1 January 2018
For the period 1 November 2018 to 31 October 2019	17 December 2018 25 December 2018 26 December 2018 1 January 2019

For the period 1 November 2019 to 31 October 2020	16 December 2019 25 December 2019 26 December 2019 1 January 2020
---	--

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:

**From the date of commencement of this Agreement to 31 October 2018**

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	R	R	R	R
in-	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	6,86	6,86	6,86	6,86
(ii) clause 10 (1) (a) (2)	6,86	6,86	6,86	6,86
(iii) clause 10 (1) (b) (1)	6,86	6,86	6,86	6,86
(iv) clause 10 (1) (b) (2)	6,86	6,86	6,86	6,86
(v) clause 10 (1) (c) (1)	6,86	6,86	6,86	6,86

(vi) clause 10 (1) (c) (2)	7,41	7,41	6,86	7,19
(vii) clause 10 (1) (d)	8,16	8,16	7,55	7,91
(viii) clause 10 (1) (e)	8,97	8,97	8,30	8,70
(ix) clause 10 (1) (f)	9,87	9,87	9,13	9,57
(x) clause 10 (1) (g)	10,86	10,86	10,04	10,53
(xi) clause 10 (1) (h)	11,94	11,94	11,59	11,59
(xii) clause 10 (1) (i)	13,13	13,13	12,74	12,74
(xiii) clause 10 (1) (j) (1)	14,45	14,45	14,01	14,01
(xiv) clause 10 (1) (j) (2)	15,89	15,89	15,42	15,42
(xv) clause 10 (1) (j) (3)	17,48	17,48	16,96	16,96
(xvi) clause 10 (1) (j) (4)	19,23	19,23	18,65	18,65
(xvii) clause 10 (1) (j) (5)	21,15	21,15	20,52	20,52
(xviii) clause 10 (1) (j) (6)	23,27	23,27	22,57	22,57
(xix) clause 10 (1) (j) (7)	25,60	25,60	24,83	24,83
(xx) clause 10 (1) (j) (8)	6,86	6,86	6,86	6,86
(xxi) clause 10 (1) (k)	8,16	8,16	7,55	7,91
(xxii) clause 10 (1) (l) (1)	8,97	8,97	8,30	8,70
(xxiii) clause 10 (1) (l) (2)	9,87	9,87	9,13	9,57
(xxiv) clause 10 (1) (l) (3)	11,94	11,94	11,59	11,59
(xxv) clause 10 (1) (l) (4)				



**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed	R	R	R	R
in-	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	8,72	8,72	8,72	8,72
(ii) clause 10 (1) (a) (2)	8,72	8,72	8,72	8,72
(iii) clause 10 (1) (b) (1)	8,72	8,72	8,72	8,72
(iv) clause 10 (1) (b) (2)	8,72	8,72	8,72	8,72
(v) clause 10 (1) (c) (1)	8,72	8,72	8,72	8,72
(vi) clause 10 (1) (c) (2)	9,43	9,43	8,73	9,15
(vii) clause 10 (1) (d)	10,38	10,38	9,60	10,06
(viii) clause 10 (1) (e)	11,41	11,41	10,56	11,07
(ix) clause 10 (1) (f)	12,55	12,55	11,61	12,18
(x) clause 10 (1) (g)	13,81	13,81	12,78	13,39
(xi) clause 10 (1) (h)	15,19	15,19	14,74	14,74
(xii) clause 10 (1) (i)	16,71	16,71	16,21	16,21
(xiii) clause 10 (1) (j) (1)	18,38	18,38	17,82	17,82
(xiv) clause 10 (1) (j) (2)	20,21	20,21	19,61	19,61
(xv) clause 10 (1) (j) (3)	22,24	22,24	21,57	21,57

(xvi) clause 10 (1) (j) (4)	24,46	24,46	23,73	23,73
(xvii) clause 10 (1) (j) (5)	26,91	26,91	26,10	26,10
(xviii) clause 10 (1) (j) (6)	29,60	29,60	28,71	28,71
(xix) clause 10 (1) (j) (7)	32,56	32,56	31,58	31,58
(xx) clause 10 (1) (j) (8)	8,72	8,72	8,72	8,72
(xxi) clause 10 (1) (k)	10,38	10,38	9,60	10,06
(xxii) clause 10 (1) (l) (1)	11,41	11,41	10,56	11,07
(xxiii) clause 10 (1) (l) (2)	12,55	12,55	11,61	12,18
(xxiv) clause 10 (1) (l) (3)	15,19	15,19	14,74	14,74
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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
	8,48	8,48	8,48	8,48
	(i) clause 10 (1) (a) (1)	8,48	8,48	8,48
(ii) clause 10 (1) (a) (2)	8,48	8,48	8,48	8,48

(iii) clause 10 (1) (b) (1)	8,48	8,48	8,48	8,48
(iv) clause 10 (1) (b) (2)	8,48	8,48	8,48	8,48
(v) clause 10 (1) (c) (1)	8,48	8,48	8,48	8,48
(vi) clause 10 (1) (c) (2)	9,16	9,16	8,48	8,89
(vii) clause 10 (1) (d)	10,08	10,08	9,33	9,77
(viii) clause 10 (1) (e)	11,09	11,09	10,26	10,76
(ix) clause 10 (1) (f)	12,20	12,20	11,29	11,83
(x) clause 10 (1) (g)	13,42	13,42	12,42	13,02
(xi) clause 10 (1) (h)	14,76	14,76	14,32	14,32
(xii) clause 10 (1) (i)	16,23	16,23	15,75	15,75
(xiii) clause 10 (1) (j) (1)	17,86	17,86	17,32	17,32
(xiv) clause 10 (1) (j) (2)	19,64	19,64	19,05	19,05
(xv) clause 10 (1) (j) (3)	21,61	21,61	20,96	20,96
(xvi) clause 10 (1) (j) (4)	23,77	23,77	23,06	23,06
(xvii) clause 10 (1) (j) (5)	26,15	26,15	25,36	25,36
(xviii) clause 10 (1) (j) (6)	28,76	28,76	27,90	27,90
(xix) clause 10 (1) (j) (7)	31,63	31,63	30,69	30,69
(xx) clause 10 (1) (j) (8)	8,48	8,48	8,48	8,48
(xxi) clause 10 (1) (k)	10,08	10,08	9,33	9,77
(xxii) clause 10 (1) (l) (1)	11,09	11,09	10,26	10,76
(xxiii) clause 10 (1) (l) (2)	12,20	12,20	11,29	11,83
(xxiv) clause 10 (1) (l) (3)	14,76	14,76	14,32	14,32
(xxv) clause 10 (1) (l) (4)				



- (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

### 6.1 Substitute the following for sub-clauses (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:

**From the date of commencement of this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement to 31 October 2018			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed	R	R	R	R
in-	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	20,16	20,16	20,16	20,16
(ii) clause 10 (1) (a) (2)	20,16	20,16	20,16	20,16

(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	20,16	20,16	20,16	20,16
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	21,80	21,80	20,17	21,14
(vii) clause 10 (1) (d)	23,98	23,98	22,18	23,25
(viii) clause 10 (1) (e)	26,37	26,37	24,41	25,58
(ix) clause 10 (1) (f)	29,01	29,01	26,85	28,15
(x) clause 10 (1) (g)	31,92	31,92	29,53	30,96
(xi) clause 10 (1) (h)	35,11	35,11	34,06	34,06
(xii) clause 10 (1) (i)	38,61	38,61	37,46	37,46
(xiii) clause 10 (1) (j) (1)	42,48	42,48	41,20	41,20
(xiv) clause 10 (1) (j) (2)	46,73	46,73	45,32	45,32
(xv) clause 10 (1) (j) (3)	51,41	51,41	49,85	49,85
(xvi) clause 10 (1) (j) (4)	56,54	56,54	54,84	54,84
(xvii) clause 10 (1) (j) (5)	62,19	62,19	60,32	60,32
(xviii) clause 10 (1) (j) (6)	68,42	68,42	66,36	66,36
(xix) clause 10 (1) (j) (7)	75,25	75,25	73,00	73,00
(xx) clause 10 (1) (j) (8)	20,16	20,16	20,16	20,16
(xxi) clause 10 (1) (k)	23,98	23,98	22,18	23,25
(xxii) clause 10 (1) (l) (1)	26,37	26,37	24,41	25,58
(xxiii) clause 10 (1) (l) (2)	29,01	29,01	26,85	28,15
(xxiv) clause 10 (1) (l) (3)	35,11	35,11	34,06	34,06
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per day	per day	per day	per day
(i) clause 10 (1) (a) (1)	19,15	19,15	19,15	19,15
(ii) clause 10 (1) (a) (2)	19,15	19,15	19,15	19,15
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	19,15	19,15	19,15	19,15
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	20,70	20,70	19,15	20,07
(vii) clause 10 (1) (d)	22,77	22,77	21,07	22,08
(viii) clause 10 (1) (e)	25,04	25,04	23,17	24,29
(ix) clause 10 (1) (f)	27,55	27,55	25,49	26,74
(x) clause 10 (1) (g)	30,30	30,30	28,04	29,39
(xi) clause 10 (1) (h)	33,34	33,34	32,34	32,34
(xii) clause 10 (1) (i)	36,67	36,67	35,57	35,57
(xiii) clause 10 (1) (j) (1)	40,34	40,34	39,12	39,12
(xiv) clause 10 (1) (j) (2)	44,37	44,37	43,03	43,03
(xv) clause 10 (1) (j) (3)	48,82	48,82	47,34	47,34



(xvi) clause 10 (1) (j) (4)	53,69	53,69	52,08	52,08
(xvii) clause 10 (1) (j) (5)	59,06	59,06	57,28	57,28
(xviii) clause 10 (1) (j) (6)	64,96	64,96	63,02	63,02
(xix) clause 10 (1) (j) (7)	71,46	71,46	69,32	69,32
(xx) clause 10 (1) (j) (8)	19,15	19,15	19,15	19,15
(xxi) clause 10 (1) (k)	22,77	22,77	21,07	22,08
(xxii) clause 10 (1) (l) (1)	25,04	25,04	23,17	24,29
(xxiii) clause 10 (1) (l) (2)	27,55	27,55	25,49	26,74
(xxiv) clause 10 (1) (l) (3)	33,34	33,34	32,34	32,34
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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
	17,93	17,93	17,93	17,93
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	17,93	17,93	17,93	17,93

(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	17,93	17,93	17,93	17,93
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	19,38	19,38	17,94	18,81
(vii) clause 10 (1) (d)	21,33	21,33	19,73	20,68
(viii) clause 10 (1) (e)	23,45	23,45	21,70	22,76
(ix) clause 10 (1) (f)	25,81	25,81	23,88	25,04
(x) clause 10 (1) (g)	28,39	28,39	26,27	27,54
(xi) clause 10 (1) (h)	31,23	31,23	30,30	30,30
(xii) clause 10 (1) (i)	34,35	34,35	33,32	33,32
(xiii) clause 10 (1) (j) (1)	37,80	37,80	36,64	36,64
(xiv) clause 10 (1) (j) (2)	41,56	41,56	40,32	40,32
(xv) clause 10 (1) (j) (3)	45,72	45,72	44,35	44,35
(xvi) clause 10 (1) (j) (4)	50,29	50,29	48,79	48,79
(xvii) clause 10 (1) (j) (5)	55,33	55,33	53,66	53,66
(xviii) clause 10 (1) (j) (6)	60,85	60,85	59,04	59,04
(xix) clause 10 (1) (j) (7)	66,93	66,93	64,94	64,94
(xx) clause 10 (1) (j) (8)	17,93	17,93	17,93	17,93
(xxi) clause 10 (1) (k)	21,33	21,33	19,73	20,68
(xxii) clause 10 (1) (l) (1)	23,45	23,45	21,70	22,76
(xxiii) clause 10 (1) (l) (2)	25,81	25,81	23,88	25,04
(xxiv) clause 10 (1) (l) (3)	31,23	31,23	30,30	30,30
(xxv) clause 10 (1) (l) (4)				

- (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."

**6.2 Substitute the following for sub-clause (7):**

**"(7) Contributions by employees:** (a) Every employer shall deduct a retirement fund contribution amount on behalf of each eligible employee in respect of each day that the employee remains in his / her employ, which shall be calculated as follows:

**From the date of commencement of this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement to 31 October 2018			
	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) (1)	3,36	3,36	3,36	3,36
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	3,36	3,36	3,36	3,36
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	3,36	3,36	3,36	3,36
(vi) clause 10 (1) (c) (2)				



(vii) clause 10 (1) (d)	3,63	3,63	3,36	3,52
(viii) clause 10 (1) (e)	4,00	4,00	3,70	3,88
(ix) clause 10 (1) (f)	4,40	4,40	4,07	4,26
(x) clause 10 (1) (g)	4,84	4,84	4,47	4,69
(xi) clause 10 (1) (h)	5,32	5,32	4,92	5,16
(xii) clause 10 (1) (i)	5,85	5,85	5,68	5,68
(xiii) clause 10 (1) (j) (1)	6,44	6,44	6,24	6,24
(xiv) clause 10 (1) (j) (2)	7,08	7,08	6,87	6,87
(xv) clause 10 (1) (j) (3)	7,79	7,79	7,55	7,55
(xvi) clause 10 (1) (j) (4)	8,57	8,57	8,31	8,31
(xvii) clause 10 (1) (j) (5)	9,42	9,42	9,14	9,14
(xviii) clause 10 (1) (j) (6)	10,36	10,36	10,05	10,05
(xix) clause 10 (1) (j) (7)	11,40	11,40	11,06	11,06
(xx) clause 10 (1) (j) (8)	12,54	12,54	12,17	12,17
(xxi) clause 10 (1) (k)	3,36	3,36	3,36	3,36
(xxii) clause 10 (1) (l) (1)	4,00	4,00	3,70	3,88
(xxiii) clause 10 (1) (l) (2)	4,40	4,40	4,07	4,26
(xxiv) clause 10 (1) (l) (3)	4,84	4,84	4,47	4,69
(xxv) clause 10 (1) (l) (4)	5,85	5,85	5,68	5,68

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019
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	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-				
(12) clause 10 (1) (a) (1)	5,79	5,79	5,79	5,79
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	5,79	5,79	5,79	5,79
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) l (1)	5,79	5,79	5,79	5,79
(vi) clause 10 (1) l (2)				
(vii) clause 10 (1) (d)	6,26	6,26	5,79	6,07
(viii) clause 10 (1) l	6,88	6,88	6,37	6,68
(ix) clause 10 (1) (f)	7,57	7,57	7,01	7,34
(x) clause 10 (1) (g)	8,33	8,33	7,71	8,08
(xi) clause 10 (1) (h)	9,16	9,16	8,48	8,89
(xii) clause 10 (1) (i)	10,08	10,08	9,78	9,78
(xiii) clause 10 (1) (j) (1)	11,09	11,09	10,75	10,75
(xiv) clause 10 (1) (j) (2)	12,20	12,20	11,83	11,83
(xv) clause 10 (1) (j) (3)	13,41	13,41	13,01	13,01
(xvi) clause 10 (1) (j) (4)	14,76	14,76	14,31	14,31
(xvii) clause 10 (1) (j) (5)	16,23	16,23	15,75	15,75
(xviii) clause 10 (1) (j) (6)	17,85	17,85	17,32	17,32

(xix) clause 10 (1) (j) (7)	19,64	19,64	19,05	19,05
(xx) clause 10 (1) (j) (8)	21,60	21,60	20,96	20,96
(xxi) clause 10 (1) (k)	5,79	5,79	5,79	5,79
(xxii) clause 10 (1) (l) (1)	6,88	6,88	6,37	6,68
(xxiii) clause 10 (1) (l) (2)	7,57	7,57	7,01	7,35
(xxiv) clause 10 (1) (l) (3)	8,33	8,33	7,71	8,08
(xxv) clause 10 (1) (l) (4)	10,08	10,08	9,78	9,78

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	8,49	8,49	8,49	8,49
(ii) clause 10 (1) (a) (2)	8,49	8,49	8,49	8,49
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	8,49	8,49	8,49	8,49
(v) clause 10 (1) (c) (1)				



(vi) clause 10 (1) (c) (2)	9,18	9,18	8,50	8,91
(vii) clause 10 (1) (d)	10,11	10,11	9,35	9,80
(viii) clause 10 (1) (e)	11,11	11,11	10,28	10,78
(ix) clause 10 (1) (f)	12,22	12,22	11,31	11,86
(x) clause 10 (1) (g)	13,45	13,45	12,45	13,04
(xi) clause 10 (1) (h)	14,79	14,79	14,35	14,35
(xii) clause 10 (1) (i)	16,27	16,27	15,78	15,78
(xiii) clause 10 (1) (j) (1)	17,90	17,90	17,36	17,36
(xiv) clause 10 (1) (j) (2)	19,69	19,69	19,10	19,10
(xv) clause 10 (1) (j) (3)	21,66	21,66	21,01	21,01
(xvi) clause 10 (1) (j) (4)	23,82	23,82	23,11	23,11
(xvii) clause 10 (1) (j) (5)	26,21	26,21	25,42	25,42
(xviii) clause 10 (1) (j) (6)	28,82	28,82	27,96	27,96
(xix) clause 10 (1) (j) (7)	31,71	31,71	30,76	30,76
(xx) clause 10 (1) (j) (8)	8,49	8,49	8,49	8,49
(xxi) clause 10 (1) (k)	10,11	10,11	9,35	9,80
(xxii) clause 10 (1) (l) (1)	11,11	11,11	10,28	10,78
(xxiii) clause 10 (1) (l) (2)	12,22	12,22	11,31	11,86
(xxiv) clause 10 (1) (l) (3)	14,79	14,79	14,35	14,35"
(xxv) clause 10 (1) (l) (4)				

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

### BENEFIT FUND FOR THE BUILDING INDUSTRY

#### 7.1 Substitute the following for sub-clauses (3)(a) and (b):

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**"(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:

**From the date of commencement to this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	2,52	2,52	2,52	2,52
(ii) clause 10 (1) (a) (2)	2,52	2,52	2,52	2,52
(iii) clause 10 (1) (b) (1)	2,52	2,52	2,52	2,52
(iv) clause 10 (1) (b) (2)	2,52	2,52	2,52	2,52
(v) clause 10 (1) (c) (1)	2,52	2,52	2,52	2,52
(vi) clause 10 (1) (c) (2)	2,72	2,72	2,52	2,64
(vii) clause 10 (1) (d)	3,00	3,00	2,77	2,91
(viii) clause 10 (1) (e)	3,30	3,30	3,05	3,20
(ix) clause 10 (1) (f)	3,63	3,63	3,36	3,52

(x) clause 10 (1) (g)	3,99	3,99	3,69	3,87
(xi) clause 10 (1) (h)	4,39	4,39	4,26	4,26
(xii) clause 10 (1) (i)	4,83	4,83	4,68	4,68
(xiii) clause 10 (1) (j) (1)	5,31	5,31	5,15	5,15
(xiv) clause 10 (1) (j) (2)	5,84	5,84	5,67	5,67
(xv) clause 10 (1) (j) (3)	6,43	6,43	6,23	6,23
(xvi) clause 10 (1) (j) (4)	7,07	7,07	6,86	6,86
(xvii) clause 10 (1) (j) (5)	7,77	7,77	7,54	7,54
(xviii) clause 10 (1) (j) (6)	8,55	8,55	8,30	8,30
(xix) clause 10 (1) (j) (7)	9,41	9,41	9,12	9,12
(xx) clause 10 (1) (j) (8)	2,52	2,52	2,52	2,52
(xxi) clause 10 (1) (k)	3,00	3,00	2,77	2,91
(xxii) clause 10 (1) (l) (1)	3,30	3,30	3,05	3,20
(xxiii) clause 10 (1) (l) (2)	3,63	3,63	3,36	3,52
(xxiv) clause 10 (1) (l) (3)	4,39	4,39	4,26	4,26
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R

	per day	per day	per day	per day
Employees for whom wages are prescribed				
in-	2,67	2,67	2,67	2,67
(i) clause 10 (1) (a) (1)	2,67	2,67	2,67	2,67
(ii) clause 10 (1) (a) (2)	2,67	2,67	2,67	2,67
(iii) clause 10 (1) (b) (1)	2,67	2,67	2,67	2,67
(iv) clause 10 (1) (b) (2)	2,67	2,67	2,67	2,67
(v) clause 10 (1) (c) (1)	2,67	2,67	2,67	2,67
(vi) clause 10 (1) (c) (2)	2,89	2,89	2,67	2,80
(vii) clause 10 (1) (d)	3,18	3,18	2,94	3,08
(viii) clause 10 (1) (e)	3,49	3,49	3,23	3,39
(ix) clause 10 (1) (f)	3,84	3,84	3,56	3,73
(x) clause 10 (1) (g)	4,23	4,23	3,91	4,10
(xi) clause 10 (1) (h)	4,65	4,65	4,51	4,51
(xii) clause 10 (1) (i)	5,12	5,12	4,96	4,96
(xiii) clause 10 (1) (j) (1)	5,63	5,63	5,46	5,46
(xiv) clause 10 (1) (j) (2)	6,19	6,19	6,00	6,00
(xv) clause 10 (1) (j) (3)	6,81	6,81	6,61	6,61
(xvi) clause 10 (1) (j) (4)	7,49	7,49	7,27	7,27
(xvii) clause 10 (1) (j) (5)	8,24	8,24	7,99	7,99
(xviii) clause 10 (1) (j) (6)	9,06	9,06	8,79	8,79
(xix) clause 10 (1) (j) (7)	9,97	9,97	9,67	9,67
(xx) clause 10 (1) (j) (8)	2,67	2,67	2,67	2,67



(xxi) clause 10 (1) (k)	3,18	3,18	2,94	3,08
(xxii) clause 10 (1) (l) (1)	3,49	3,49	3,23	3,39
(xxiii) clause 10 (1) (l) (2)	3,84	3,84	3,56	3,73
(xxiv) clause 10 (1) (l) (3)	4,65	4,65	4,51	4,51
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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-	2,83	2,83	2,83	2,83
(i) clause 10 (1) (a) (1)	2,83	2,83	2,83	2,83
(ii) clause 10 (1) (a) (2)	2,83	2,83	2,83	2,83
(iii) clause 10 (1) (b) (1)	2,83	2,83	2,83	2,83
(iv) clause 10 (1) (b) (2)	2,83	2,83	2,83	2,83
(v) clause 10 (1) (c) (1)	2,83	2,83	2,83	2,83
(vi) clause 10 (1) (c) (2)	3,06	3,06	2,83	2,97
(vii) clause 10 (1) (d)	3,37	3,37	3,12	3,27
(viii) clause 10 (1) (e)	3,70	3,70	3,43	3,59

(ix) clause 10 (1) (f)	4,07	4,07	3,77	3,95
(x) clause 10 (1) (g)	4,48	4,48	4,15	4,35
(xi) clause 10 (1) (h)	4,93	4,93	4,78	4,78
(xii) clause 10 (1) (i)	5,42	5,42	5,26	5,26
(xiii) clause 10 (1) (j) (1)	5,97	5,97	5,79	5,79
(xiv) clause 10 (1) (j) (2)	6,56	6,56	6,37	6,37
(xv) clause 10 (1) (j) (3)	7,22	7,22	7,00	7,00
(xvi) clause 10 (1) (j) (4)	7,94	7,94	7,70	7,70
(xvii) clause 10 (1) (j) (5)	8,74	8,74	8,47	8,47
(xviii) clause 10 (1) (j) (6)	9,61	9,61	9,32	9,32
(xix) clause 10 (1) (j) (7)	10,57	10,57	10,25	10,25
(xx) clause 10 (1) (j) (8)	2,83	2,83	2,83	2,83
(xxi) clause 10 (1) (k)	3,37	3,37	3,12	3,27
(xxii) clause 10 (1) (l) (1)	3,70	3,70	3,43	3,59
(xxiii) clause 10 (1) (l) (2)	4,07	4,07	3,77	3,95
(xxiv) clause 10 (1) (l) (3)	4,93	4,93	4,78	4,78
(xxv) clause 10 (1) (l) (4)				

(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

### 8.1 Substitute the following for sub-clauses (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:

**From the date of commencement of this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	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-	4,31	4,31	4,31	4,31
(i) clause 10 (1) (a) (1)	4,31	4,31	4,31	4,31
(ii) clause 10 (1) (a) (2)	4,31	4,31	4,31	4,31
(iii) clause 10 (1) (b) (1)	4,31	4,31	4,31	4,31
(iv) clause 10 (1) (b) (2)	4,31	4,31	4,31	4,31
(v) clause 10 (1) (c) (1)	4,31	4,31	4,31	4,31
(vi) clause 10 (1) (c) (2)	4,66	4,66	4,31	4,52



(vii) clause 10 (1) (d)	5,12	5,12	4,74	4,97
(viii) clause 10 (1) (e)	5,64	5,64	5,22	5,47
(ix) clause 10 (1) (f)	6,20	6,20	5,74	6,02
(x) clause 10 (1) (g)	6,82	6,82	6,31	6,62
(xi) clause 10 (1) (h)	7,50	7,50	7,28	7,28
(xii) clause 10 (1) (i)	8,25	8,25	8,01	8,01
(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10,99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (l) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (l) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (l) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	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-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
(ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4,57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4,57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04

(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (l) (1)	5,97	5,97	5,53	5,80
(xxiii) clause 10 (1) (l) (2)	6,57	6,57	6,08	6,38
(xxiv) clause 10 (1) (l) (3)	7,95	7,95	7,72	7,72
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58



(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44
(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (l) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (l) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (l) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (l) (4)				

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

## 8.2 Substitute the following for sub-clauses (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:

**From the date of commencement of this Agreement to 31 October 2018**

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	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
	4,31	4,31	4,31	4,31
	(i) clause 10 (1) (a) (1)	4,31	4,31	4,31
	(ii) clause 10 (1) (a) (2)	4,31	4,31	4,31
	(iii) clause 10 (1) (b) (1)	4,31	4,31	4,31
	(iv) clause 10 (1) (b) (2)	4,31	4,31	4,31
	(v) clause 10 (1) (c) (1)	4,31	4,31	4,31
	(vi) clause 10 (1) (c) (2)	4,66	4,66	4,31
	(vii) clause 10 (1) (d)	5,12	5,12	4,74
	(viii) clause 10 (1) (e)	5,64	5,64	5,22
	(ix) clause 10 (1) (f)	6,20	6,20	5,74
	(x) clause 10 (1) (g)	6,82	6,82	6,31
	(xi) clause 10 (1) (h)	7,50	7,50	7,28
	(xii) clause 10 (1) (i)	8,25	8,25	8,01

(xiii) clause 10 (1) (j) (1)	9,08	9,08	8,81	8,81
(xiv) clause 10 (1) (j) (2)	9,99	9,99	9,69	9,69
(xv) clause 10 (1) (j) (3)	10,99	10,99	10,66	10,66
(xvi) clause 10 (1) (j) (4)	12,09	12,09	11,72	11,72
(xvii) clause 10 (1) (j) (5)	13,29	13,29	12,89	12,89
(xviii) clause 10 (1) (j) (6)	14,62	14,62	14,19	14,19
(xix) clause 10 (1) (j) (7)	16,08	16,08	15,60	15,60
(xx) clause 10 (1) (j) (8)	4,31	4,31	4,31	4,31
(xxi) clause 10 (1) (k)	5,12	5,12	4,74	4,97
(xxii) clause 10 (1) (l) (1)	5,64	5,64	5,22	5,47
(xxiii) clause 10 (1) (l) (2)	6,20	6,20	5,74	6,02
(xxiv) clause 10 (1) (l) (3)	7,50	7,50	7,28	7,28
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day



Employees for whom wages are prescribed				
in-	4,57	4,57	4,57	4,57
(i) clause 10 (1) (a) (1)	4,57	4,57	4,57	4,57
(ii) clause 10 (1) (a) (2)	4,57	4,57	4,57	4,57
(iii) clause 10 (1) (b) (1)	4,57	4,57	4,57	4,57
(iv) clause 10 (1) (b) (2)	4,57	4,57	4,57	4,57
(v) clause 10 (1) (c) (1)	4,57	4,57	4,57	4,57
(vi) clause 10 (1) (c) (2)	4,94	4,94	4,57	4,79
(vii) clause 10 (1) (d)	5,43	5,43	5,03	5,27
(viii) clause 10 (1) (e)	5,97	5,97	5,53	5,80
(ix) clause 10 (1) (f)	6,57	6,57	6,08	6,38
(x) clause 10 (1) (g)	7,23	7,23	6,69	7,01
(xi) clause 10 (1) (h)	7,95	7,95	7,72	7,72
(xii) clause 10 (1) (i)	8,75	8,75	8,49	8,49
(xiii) clause 10 (1) (j) (1)	9,63	9,63	9,33	9,33
(xiv) clause 10 (1) (j) (2)	10,59	10,59	10,27	10,27
(xv) clause 10 (1) (j) (3)	11,65	11,65	11,30	11,30
(xvi) clause 10 (1) (j) (4)	12,81	12,81	12,43	12,43
(xvii) clause 10 (1) (j) (5)	14,09	14,09	13,67	13,67
(xviii) clause 10 (1) (j) (6)	15,50	15,50	15,04	15,04
(xix) clause 10 (1) (j) (7)	17,05	17,05	16,54	16,54
(xx) clause 10 (1) (j) (8)	4,57	4,57	4,57	4,57
(xxi) clause 10 (1) (k)	5,43	5,43	5,03	5,27
(xxii) clause 10 (1) (l) (1)	5,97	5,97	5,53	5,80

(xxiii) clause 10 (1) (l) (2)	6,57	6,57	6,08	6,38
(xxiv) clause 10 (1) (l) (3)	7,95	7,95	7,72	7,72
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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-	4,84	4,84	4,84	4,84
(i) clause 10 (1) (a) (1)	4,84	4,84	4,84	4,84
(ii) clause 10 (1) (a) (2)	4,84	4,84	4,84	4,84
(iii) clause 10 (1) (b) (1)	4,84	4,84	4,84	4,84
(iv) clause 10 (1) (b) (2)	4,84	4,84	4,84	4,84
(v) clause 10 (1) (c) (1)	4,84	4,84	4,84	4,84
(vi) clause 10 (1) (c) (2)	5,23	5,23	4,84	5,08
(vii) clause 10 (1) (d)	5,76	5,76	5,33	5,58
(viii) clause 10 (1) (e)	6,33	6,33	5,86	6,14
(ix) clause 10 (1) (f)	6,97	6,97	6,45	6,76
(x) clause 10 (1) (g)	7,66	7,66	7,09	7,44

(xi) clause 10 (1) (h)	8,43	8,43	8,18	8,18
(xii) clause 10 (1) (i)	9,27	9,27	9,00	9,00
(xiii) clause 10 (1) (j) (1)	10,20	10,20	9,89	9,89
(xiv) clause 10 (1) (j) (2)	11,22	11,22	10,88	10,88
(xv) clause 10 (1) (j) (3)	12,35	12,35	11,97	11,97
(xvi) clause 10 (1) (j) (4)	13,58	13,58	13,17	13,17
(xvii) clause 10 (1) (j) (5)	14,94	14,94	14,49	14,49
(xviii) clause 10 (1) (j) (6)	16,43	16,43	15,94	15,94
(xix) clause 10 (1) (j) (7)	18,07	18,07	17,53	17,53
(xx) clause 10 (1) (j) (8)	4,84	4,84	4,84	4,84
(xxi) clause 10 (1) (k)	5,76	5,76	5,33	5,58
(xxii) clause 10 (1) (l) (1)	6,33	6,33	5,86	6,14
(xxiii) clause 10 (1) (l) (2)	6,97	6,97	6,45	6,76
(xxiv) clause 10 (1) (l) (3)	8,43	8,43	8,18	8,18
(xxv) clause 10 (1) (l) (4)				

(c) Every employer shall pay the specified amounts to the Council as prescribed in sub-clause (1) hereof."

## 9. CLAUSE 21: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

### 9.1 Substitute the following for clause (21)(1):

"(1) Every employer, to whom this agreement applies, shall pay an amount of R1,70 per day for each normal workday, in respect of each eligible employee in his/her employment during that normal working day."



## 10. CLAUSE 30: FUNERAL BENEFIT

### 10.1 Substitute the following for clause (30)(1)(2)(3)(4):

- (1) The funeral benefit fund, administered by the Council, for the purpose of providing a funeral benefit to new eligible employees, namely Cleaners, Beginner Prefabricated concrete wall Labourers and Labourers which are registered in the industry for the first time. Fees contributed by the employers to the fund must be invested as determined under section 53 (5) of the Act. After a membership of 1 year they will automatically qualify for the full retirement benefit.
- (2) **Contributions by the employer:** (a) An employer shall contribute an amount on behalf of an eligible employee to the Funeral Benefit for each day that the employee is employed (a contribution week), which amount shall be calculated as follows:

#### From the date of commencement of this Agreement to 31 October 2018

Category of employee	From the date of commencement of this Agreement to 31 October 2018.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day

(i) clause 10 (1) (a) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				

(xxv) clause 10 (1) (l) (4)				
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**For the period 1 November 2018 to 31 October 2019**

Category of employee	1 November 2018 to 31 October 2019			
	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)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				



(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

**For the period 1 November 2019 to 31 October 2020**

Category of employee	1 November 2019 to 31 October 2020			
	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) (1)	1,00	1,00	1,00	1,00
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	1,00	1,00	1,00	1,00
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	1,00	1,00	1,00	1,00
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				

(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

- (3) If Cleaners, Prefabricated concrete wall Labourers and Labourers withdraw their pension / provident benefits and return to the industry, he/she is eligible for a funeral benefit and only after a year qualifies for full retirement benefits.
- (4) Eligible employees will qualify for a funeral benefit of R5000.00 if they contribute 50 daily contributions during a working year."



SIGNED ON BEHALF OF THE PARTIES ON THIS 22nd DAY OF AUGUST 2017.

TOTAL WORD COUNT – 10 264



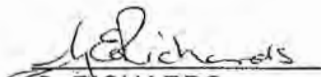
R.C. DAMON  
CHAIRMAN



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



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



G. RICHARDS  
BUILDING WORKERS UNION



L. ONTONG  
SECRETARY

BUILDING BARGAINING COUNCIL NORTH AND WEST-BOLAND