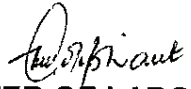


DEPARTMENT OF LABOUR**NOTICE 195 OF 2017****LABOUR RELATIONS ACT, 1995****NATIONAL TEXTILE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) read with 32(5) and section 32(8) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto exclusion of clause 2, which was concluded in the National Textile Bargaining Council, 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 of this Notice and for the period ending 30 June 2019.


MINISTER OF LABOUR
22/02/2017

SCHEDULE**NATIONAL TEXTILE BARGAINING COUNCIL****AMENDING MAIN COLLECTIVE AGREEMENT FOR THE TEXTILE
INDUSTRY OF THE REPUBLIC OF SOUTH AFRICA**

in accordance with the provisions of the Labour Relations Act, 1995 (as amended),

made and entered into by and between the

South African Cotton Textile Processing Employers' Association

(SACTPEA)

South African Carpet Manufacturing Employers' Association (SACMEA)

National Manufactured Fibres Employers' Association (NMFEA)

National Association of Worsted Textile Manufacturers (NAWTM)

Narrow Fabric Manufacturers Association (NFMA)

South African Wool and Mohair Processors' Employers' Organisation

(SAWAMPEO)

National Textile Manufacturers' Association (NTMA)

South African Home Textiles Manufacturers Employers' Organisation (HOMETEX)

South African Blankets Manufacturers Employers' Organisation

(SABMEO)

(hereinafter referred to as the "employers' organisations") of the one part,

and the

Southern African Clothing and Textile Workers' Union (SACTWU)

(hereinafter referred to as the "trade union") of the other part, being the parties to the

National Textile Bargaining Council to amend the Main Collective Agreement published under Government notice No. R.78 of 9 February 2007 as amended and extended by Government notices Nos. R.430 of 18 April 2008, R.1149 of 31 October 2008, R. 38 of 23 January 2009, R.1151 of 11 December

2009, R.635 of 23 July 2010; R. 1094 of 26 November 2010 , R. 300 of 08 April 2011, R.5 of 06 January 2012, R.412 of 14 June 2013, R.715 of 12 September 2014 and R. 452 of 05 June 2015.

PART 1

A: APPLICATION

1. SCOPE OF APPLICATION

(a). This Agreement applies to all employers and all employees who are engaged in the Textile Industry, as defined hereunder , in the Republic of South Africa.

(b). The Textile Industry in the Republic of South Africa is defined as follows:

"Textile Industry or Sector or Industry" – means without in anyway limiting the ordinary meaning of the expression, the enterprise in which the employer(s) and the employees are associated, either in whole and or in part, for any activity relating to the processing or manufacture of fibres, filaments or yarns, natural or man-made and the processing or manufacture of products obtained therefrom, including all activities incidental thereto or consequent thereon, defined as follows:

1.1 Scope as defined by process and activity

1.1.1. Fibre Manufacture

The handling, processing and manufacture of all classes of fibre, yarns, threads, blends and manufactured raw materials from which these are derived, which shall include, but not be limited to, the fibres manufactured or processed from the following types of raw material:

1.1.1.1 Natural Fibres

- Vegetable fibres: cotton, kapok, coir, flax, hemp, jute, kenaf, ramie manila, henequen, sisal, sugar cane or other plants seeds, bast or leaf material.

- Animal fibres: wool, mohair, cashmere, silk, angora, alpaca, feathers and any type of animal hair.
- Mineral fibres: asbestos or other inorganic material.

1.1.1.2 Manufactured Fibres:

- Synthetic polymers: including polymethylene, polyolefin, polyvinyl, polyurethane, polyamide, aramid, polyester and synthetic polyisoprene
- Natural polymers: including made from or comprising alginate rubber, regenerated proteins regenerated cellulose and cellulose ester
- Minerals: including rock wool, carbon fibre and glass fibre or any other fibre manufactured from minerals and,
- all other manufactured fibres and tapes not specified above.

1.1.2 Preparation of Natural Fibres

The receiving, sorting, grading, weighing, cataloguing, washing, scouring, ginning, fibre-working, blending, carding, combing, cutting, dyeing, bleaching and cleaning, as well as the activities performed by wool and mohair brokers, buyers, and dealers; and any other activities carried on in an enterprise.

1.1.3 Manufacture Textiles

The manufacture, processing, dyeing, finishing, and further processing of all classes of woven, non-woven, crocheted and braided textiles from any of (or combination of) the inputs specified in 1.1.1 utilising the activities and processes of carding, combing, spinning, winding, twisting, drawing-in, warping, weaving, crocheting, braiding, embroiding, tufting, plaiting, feting, blending, raising, needling, stitch-bonding, spunlaid, wetlaid or other bonding processes, printing, dyeing, lamination, making-up and finishing as well as any other products made from raw materials produced by the processes and activities referred to 1.1.1 and 1.1.2 above.

1.2 Scope as defined by product:

The products and activities referred to 1.1. (above) shall include, but not be limited to, the following products (used here simply as an indicative list):

- a. synthetic textile fibres and yarns;
- b. vegetable fibres and yarns (including the activities conducted in cotton gins)
- c. woven fabrics and products;
- d. non-woven fabrics and products;
- e. woven, crocheted, braided, plaited, knitted tapes, narrow fabric products (whether rigid or elasticised) webbing, interlinings, tapes or bias binding / clothing accessories;
- f. embroidery (where done in an establishment not covered by the National Clothing Bargaining Council);
- g. frills, tassels, bows and similar finishings;
- h. shoe laces;
- i. lace and netting; (general)
- j. worsted tops or noils, or yarns or fabrics;
- k. towelling or towels;
- l. all types of made-up textiles, including curtains and blinds, sheets, bedspreads, quilts, duvets and other bed linen; pillows and cushions, textile materials found in bathrooms and restrooms
- m. carpets, rugs, mats and matting, carpet tiles, and rugs (including as used in applications for floors and walls in domestic, commercial and residential premises, as well as that found in all types of automobiles, airplanes, trains, ships and any other form of transport);
- n. flock, foam, wadding, or padding, including shoulder padding, and all items with feather fillings;
- o. under-felt and felt;

- p. cleaning cloths, cleaning rags, dusters;
- q. blanketing, blankets, travelling-rugs, shawls ;
- r. technical and/or industrial textiles, including woven, non-woven and specialized fibres and yarns, such as used in the following applications:

- tyre-cord, belting, hose, tank fabrics, conveyor belts;
- textiles used to reinforce plastics; mining and civil engineering
- textiles like separation, drainage and reinforcement materials, mine props, backfill fabrics, ventilation curtains, blast barricades;
- textiles used in agriculture/horticulture, like those for weed control, hail and frost protection, early crop ripening, bags for fertilizers/produce;
- textiles for tarpaulins, awnings, furnishings, umbrellas, footwear, automotive trim, luggage, sail cloth, airbags, spinnakers, hot air balloons, print screens, paper felts, arrestor fabrics;
- medical textiles like blood filters, membranes, bandages, cotton wool, lints, gauze, swabs, surgical dressing, and sanitary towels;
- fabrics used to filter air, gas or liquids;
- fabrics used for protective garments such as breathable fabrics, flame-proof fabrics, acid-proof fabrics, bullet-proof fabrics; brake and clutch linings, gland packings, seals; cord, ropes, twine, nets, and netting.

- (c) The terms of this Agreement shall be observed in the Textile Industry by all employers who are members of the employers' organisations and by all employees who are members of the trade union, and who are engaged and employed therein, respectively;
- (d) The provisions of this Agreement shall not apply to employees whose wages are not prescribed herein, unless otherwise specified in this Agreement.
- (e) The terms of this Agreement shall not apply to non-parties in respect of clause 1. (C) and 2.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such a date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force until 30 June 2019.

H: GENERAL

3. CLAUSE 40: COUNCIL LEVIES

Substitute the following for the existing sub-clause 40.1 and 40.2

- 40.1 each employer must deduct a Bargaining Council levy of R1-50 per week from the salary/wage of each employee;
- 40.2 employers must pay to the Bargaining Council an amount equivalent to that deducted from all its employees;

PART 2

ANNEXURE C

WOVEN, CROCHET & KNITTED NARROW FABRIC SUBSECTOR

A. APPLICATION

4. CLAUSE 1: SCOPE OF APPLICATION

- 1.1 As per clause 1 of Part 1 of this agreement.

B: REMUNERATION

5. CLAUSE 4: MINIMUM WAGES

Substitute the following for the existing sub-clause 4.2

- 4.2 Every employer must pay each employee a wage increase and a *minimum wage* that is not less than that detailed in sub-clause 4.2.1 below:
 - 4.2.1 Each employer must pay employees an hourly increase for each grade, as follows:

WOVEN AND CROCHET:

NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT
A1	R25.05	R1.81	R26.86
A2 0-3 months	R25.17	R1.81	R26.98
4-6 months	R25.26	R1.81	R27.07
Qualified	R25.40	R1.81	R27.21
A3	R25.71	R1.81	R27.52
B1 0-6 months	R25.94	R1.81	R27.75
7-12 months	R26.11	R1.81	R27.92
Qualified	R26.39	R1.81	R28.20
B2 0-6 months	R26.17	R1.81	R27.98
7-12 months	R26.42	R1.81	R28.23
Qualified	R26.61	R1.81	R28.42
B3 0-6 months	R27.26	R1.81	R29.07
7-12 months	R27.58	R1.81	R29.39
Qualified	R27.84	R1.81	R29.65
B4	R29.32	R1.81	R31.13

WOVEN AND CROCHET:

NEW HOURLY RATE WITH EFFECT FROM 01 JULY 2017

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR FROM 01 JULY 2017	NEW HOURLY RATE FROM 01 JULY 2017
A1	R26.86	R1.93	R28.79
A2 0-3 months	R26.98	R1.93	R28.91
4-6 months	R27.07	R1.93	R29.00
Qualified	R27.21	R1.93	R29.14
A3	R27.52	R1.93	R29.45
B1 0-6 months	R27.75	R1.93	R29.68
7-12 months	R27.92	R1.93	R29.85
Qualified	R28.20	R1.93	R30.13
B2 0-6 months	R27.98	R1.93	R29.91
7-12 months	R28.23	R1.93	R30.16
Qualified	R28.42	R1.93	R30.35
B3 0-6 months	R29.07	R1.93	R31.00
7-12 months	R29.39	R1.93	R31.32
Qualified	R29.65	R1.93	R31.58
B4	R31.13	R1.93	R33.06

WOVEN AND CROCHET:

NEW HOURLY RATE WITH EFFECT FROM 01 JANUARY 2018

GRADE	HOURLY RATE FROM 01 JULY 2017	INCREASE PER HOUR FROM 01 JANUARY 2018	NEW HOURLY RATE FROM 01 JANUARY 2018
A1	R28.79	R0.12	R28.91
A2 0-3 months	R28.91	R0.12	R29.03
4-6 months	R29.00	R0.12	R29.12
Qualified	R29.14	R0.12	R29.26
A3	R29.45	R0.12	R29.57
B1 0-6 months	R29.68	R0.12	R29.80
7-12 months	R29.85	R0.12	R29.97
Qualified	R30.13	R0.12	R30.25
B2 0-6 months	R29.91	R0.12	R30.03
7-12 months	R30.16	R0.12	R30.28
Qualified	R30.35	R0.12	R30.47
B3 0-6 months	R31.00	R0.12	R31.12
7-12 months	R31.32	R0.12	R31.44
Qualified	R31.58	R0.12	R31.70
B4	R33.06	R0.12	R33.18

CLOTHING ACCESSORIES:

NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT
A1	R22.97	R1.81	R24.78
A2	R23.32	R1.81	R25.13
A3	R23.60	R1.81	R25.41
B1	R24.17	R1.81	R25.98
B2	R24.37	R1.81	R26.18
B3	R25.45	R1.81	R27.26
B4	R26.85	R1.81	R28.66
B5	R28.48	R1.81	R30.39

CLOTHING ACCESSORIES:

NEW HOURLY RATE WITH EFFECT FROM 01 JULY 2017

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COM- ING INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JULY 2017
A1	R24.78	R1.93	R26.71
A2	R25.13	R1.93	R27.06
A3	R25.41	R1.93	R27.34
B1	R25.98	R1.93	R27.91
B2	R26.18	R1.93	R28.11
B3	R27.26	R1.93	R29.19
B4	R28.66	R1.93	R30.59
B5	R30.39	R1.93	R32.22

CLOTHING ACCESSORIES:

NEW HOURLY RATE WITH EFFECT FROM 01 JANUARY 2018

GRADE	HOURLY RATE FROM 01 JULY 2017	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JANUARY 2018
A1	R24.78	R0.12	R26.83
A2	R25.13	R0.12	R27.18
A3	R25.41	R0.12	R27.46
B1	R25.98	R0.12	R28.03
B2	R26.18	R0.12	R28.23
B3	R27.26	R0.12	R29.31
B4	R28.66	R0.12	R30.71
B5	R30.39	R0.12	R32.34

BRAIDING:

NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT
A1	R16.51	R1.81	R18.32
A2	R16.64	R1.81	R18.45
A3	R17.17	R1.81	R18.98
B2	R17.73	R1.81	R19.54
B5	R18.57	R1.81	R20.38

BRAIDING:

NEW HOURLY RATE WITH EFFECT FROM 01 JULY 2017

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JULY 2017
A1	R18.32	R1.93	R20.25
A2	R18.45	R1.93	R20.38
A3	R18.98	R1.93	R20.91
B2	R19.54	R1.93	R21.47
B5	R20.38	R1.93	R22.31

BRAIDING:

NEW HOURLY RATE WITH EFFECT FROM 01 JANUARY 2018

GRADE	HOURLY RATE FROM 01 JULY 2017	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JANUARY 2018
A1	R20.25	R0.12	R20.37
A2	R20.38	R0.12	R20.50
A3	R20.91	R0.12	R21.03
B2	R21.47	R0.12	R21.59
B5	R22.31	R0.12	R22.43

6. CLAUSE 7: LONG-SERVICE AWARD

Substitute the following for the existing sub-clause 7.2

7.2 The long service award is –

- (a) R1-00 per week for each completed year of service; and
- (b) the weekly service award amounts will accrue towards a payment in January of each year with payout one week prior to returning to work from leave.

7. CLAUSE 8: ANNUAL BONUS

Substitute the following for the existing sub-clause 8.1

- 8.1 Every employer must pay each employee an annual bonus of 5.0% of his/her gross Annual earnings calculated in terms of clause 8.2 (below) prior to the annual shutdown and no later than a week before Christmas Day.

8. CLAUSE 10: TEMPORARY EMPLOYEES

10.1 All employers are to comply with S.198 (B) of the Labour Relations Act.

G: ORGANISATIONAL RIGHTS**9. CLAUSE 35: SHOP STEWARDS RIGHTS AND FACILITIES**

Insert new sub-clause 35.

35.5 Each shop steward shall be entitled nine (9) *days* paid time off for Trade union, SETA and ***exclude paid time off for Collective Bargaining activities*** of which 3 *days* shall be pooled and such pooled *days* shall be available to all recognised shop stewards in the plant, subject to existing rules agreed to by the parties governing shop stewards time off and also contained in this *sub-sector* schedule.

PART 2**ANNEXURE D****MANUFACTURED FIBRES SUBSECTOR****A. APPLICATION****10. CLAUSE 1: SCOPE OF APPLICATION**

1.1 As per clause 1 of Part 1 of this agreement.

B. REMUNERATION**11. CLAUSE 4: MINIMUM WAGES**

Substitute the following for the existing clause 4.1 and 4.2

"4.1 As per the provisions of clause 4.1 of Part 1 of *this Agreement*.

4.2 Every employer must pay each employee an increase and wage that is not less than the increase and wage set out below.

- (1) With effect from the coming into operation of this Agreement all those employees employed *prior* 1 July 2016 will be granted a R500-00 increase per month across the board and R485-00 per month for the period commencing 01 July 2017.
- (2) With effect from the coming into operation of this Agreement the minimum monthly wage per grade applicable to employees employed *from* 01 July 2016 and 01 July 2017.

Grade	With effect from coming into operation of this Agreement	New Minimum Monthly Wage with effect from 01 July 2017
A1	R6725.20	R7210.20
A2	R7125.70	R7610.70
A3	R7338.30	R7823.30
B1	R7794.55	R8279.55
B2	R8070.66	R8555.66
B3	R8450.40	R8935.40
B4	R8972.80	R9457.80
B5	R9712.90	R10197.90

PART 2**ANNEXURE E****CARPETS SUBSECTOR****A. APPLICATION****12. CLAUSE 1: SCOPE OF APPLICATION**

- 1.1 As per clause 1 of Part 1 of this agreement.

B. REMUNERATION**13. CLAUSE 4: MINIMUM WAGES**

Substitute the following for the existing clause 4

- "4.1 (a) The *minimum wages* for the *Carpet Subsector* which an employer shall pay to employees shall be R33.27 per hour unless exemption is granted.
- (b) The *minimum wages* are effective from the coming into operation of this Agreement.
- 4.2 Every employer must pay each employee a wage that is not less than the minimum wage set out in clause 4.1 above.
- 4.3 As per the provisions of clause 4.3 of Part 1 of *this Agreement*."

D: LEAVE**14. CLAUSE 21: ANNUAL LEAVE**

Insert new sub-clause 21.12

21.12 An additional one day "Special leave" applicable to all employees in the bargaining unit, subject to the following condition:

21.12.1 that the taking of the one day's extra "special leave" be agreed at plant level between the Shop Stewards and Management;

21.12.2 this extra day is only applicable for the period up to 30 June 2017;

G: ORGANISATIONAL RIGHTS

15. CLAUSE 35: SHOP STEWARDS RIGHTS AND FACILITIES

Substitute the following for the existing clause 35.4 and 35.5

35.4 Each shop steward shall be entitled to ten (10) days' paid time off for union and activities and training. Such leave shall not be accumulative or transferable and shall be limited to the statutory number of shop stewards.

35.5 Shop stewards time off for Bargaining Council and CTFL SETA related meetings shall be paid for by the employer. This shall be limited to two days for Bargaining Council negotiations, unless more is agreed to by the company.

PART 2**ANNEXURE F****WOOL AND MOHAIR SECTION****A. APPLICATION****16. CLAUSE 1: SCOPE OF APPLICATION**

- 1.1 As per clause 1 of Part 1 of this agreement

B. REMUNERATION**17. CLAUSE 4: MINIMUM WAGES**

Substitute the following for the existing clause 4

- "4.1 As per the provisions of 4.1 of Part 1 of this Agreement

- 4.2 Every employer must pay each employee a wage increase and a *minimum wage* that is not less than that detailed in clause 4.2.1 and 4.2.2 below:

- 4.2.1 Each employer must pay employees an hourly increase for each *grade*, as follows:

Wool and Mohair Processors Industry

GRADE	CURRENT HOURLY RATE	NEW HOURLY RATE WITH EFFECT FROM THE COMING INTO OPERATION OF THIS AGREEMENT	NEW HOURLY RATE FROM 01 JULY 2017
1	R33.76	R36.63	R39.74
2	R34.61	R37.48	R40.59
3	R36.09	R38.96	R42.07
4	R39.66	R42.53	R45.64
5	R40.53	R43.40	R46.51

4.3 As per the provisions of clause 4.3 of Part 1 of this Agreement."

4.4 (a) The increase of 8.5% based on the minimum rate of (R336.63) applicable to the period ending 30 June 2017 as set out in Column 3 of clause 4.2 above. The increase of R3.11 would be applicable to all 5 grades and will be effective from 01 July 2017 and would improve the wage rates per grade as reflected in column 4 of the table above.

18. CLAUSE 7: LONG-SERVICE ALLOWANCE

Substitute the following for the existing clause 7

7.1 a long-service allowance of R1,10 per week per completed year of service must be paid to each employee.

PART 2

ANNEXURE G

WORSTED SECTION

A. APPLICATION

19. CLAUSE 1: SCOPE OF APPLICATION

1.1 As per clause 1 of Part 1 of this agreement.

B: REMUNERATION

20. CLAUSE 4: MINIMUM WAGES

Substitute the following for the existing clause 4.1; 4.2; 4.3.

"4.1 The *minimum* wages for the *Worsted Section*, which an employer shall pay to employees shall be as specified in clause 4.2 below.

4.2 Every employer must pay each employee a wage that is not less than the minimum hourly rate prescribed in the relevant tables below and for the grade specified.

4.2.1.1 Verticals

NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT
1	R24.26	R1.95	R26.21
2	R24.70	R1.95	R26.65
3	R25.36	R1.95	R27.31
4	R26.43	R1.95	R28.38

4.2.1.2 Verticals

NEW HOURLY RATE WITH EFFECT FROM 01 JULY 2017

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JULY 2017
1	R26.21	R1.95	R28.16
2	R26.65	R1.95	R28.60
3	R27.31	R1.95	R29.26
4	R28.38	R1.95	R30.33

4.2.2 .1 Spinners

NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS
AGREEMENT

AREA A: THE REST OF THE COUNTRY (INCLUDING PORT ELIZABETH, AND DURBAN):

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT
1	R24.44	R1.89	R26.33
2	R25.16	R1.89	R27.05
3	R26.24	R1.89	R28.13
4	R28.07	R1.89	R29.96

4.2.2.2 Spinners

NEW HOURLY RATE WITH EFFECT FROM 01 JULY 2017

AREA A: THE REST OF THE COUNTRY (INCLUDING PORT ELIZABETH, AND DURBAN)

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JULY 2017
1	R26.33	R1.89	R28.21
2	R27.05	R1.89	R28.93
3	R28.13	R1.89	R30.01
4	R29.96	R1.89	R31.84

4.2.3.1 SPINNERS

NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT

**AREA B: KWA – ZULU NATAL AND EASTERN CAPE EXCLUDING
DURBAN AND PORT ELIZABETH**

GRADE	CURRENT HOURLY RATE	INCREASE PER HOUR	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT
1	R18.61	R1.63	R20.24
2	R19.15	R1.63	R20.78
3	R19.93	R1.63	R21.56
4	R21.30	R1.63	R22.93

4.2.3.1 SPINNERS

NEW HOURLY RATE WITH EFFECT FROM 01JULY 2017

**AREA B: KWA – ZULU NATAL AND EASTERN CAPE EXCLUDING
DURBAN AND PORT ELIZABETH**

GRADE	NEW HOURLY RATE WITH EFFECT FROM THE COMNG INTO OPERATION OF THIS AGREEMENT	INCREASE PER HOUR	NEW HOURLY RATE FROM 01 JULY 2017
1	R20.24	R1.63	R21.87
2	R20.78	R1.63	R22.41
3	R21.56	R1.63	R23.19
4	R22.93	R1.63	R24.56

E: EMPLOYEE BENEFITS**21. CLAUSE 29: SACTWU HIV/AIDS PROJECT**

Substitute the following for the existing clause 29

"29. For the purpose of providing for a fund to provide HIV/AIDS education and awareness in the workplace, each employer shall contribute 80c (eighty cents) per week per employee. Such contribution shall be made directly to the SACTWU Finance Department, on an annual basis, by no later than 31 January each year. The amount to be paid shall be calculated according to the number of employees in employ as at 30 November of the previous year. "

PART 2**ANNEXURE H****WOVEN COTTON TEXTILE PRODUCTS SUBSECTOR****A. APPLICATION****22. CLAUSE 1: SCOPE OF APPLICATION**

1.1 As per clause 1 of Part 1 of this agreement.

B: REMUNERATION**23. CLAUSE 4: MINIMUM WAGES**

Substitute the following for the existing clause 4.1, 4.2, 4.3, 4.4, 4.5, 4.6 and 4.7

"4.1 As per the provisions of clause 4.1 of Part 1 of *this Agreement*.

4.2 Every employer must pay each employee an hourly rate, which is not less than the *minimum hourly rate* prescribed in the table below: 4.2.1

WAGE INCREASE WITH EFFECT FROM COMING INTO OPERATION OF THIS AGREEMENT			
Grade	Current Minimum Hourly rate	Hourly Increase	New Minimum Hourly Rate With effect from the coming into operation of this agreement
1	R27.28	R2.18	R29.46
2	R27.83	R2.23	R30.06
3	R28.55	R2.28	R30.83
4	R29.80	R2.38	R32.18
5	R31.30	R2.50	R33.80

4.2.2

WAGE INCREASE WITH EFFECT FROM 01 JULY 2017			
Grade	New Minimum Hourly Rate With effect from the coming into operation of this agreement	Hourly Increase	New Minimum Hourly Rate From 01 July 2017
1	R29.46	R2.18	R31.64
2	R30.06	R2.23	R32.29
3	R30.83	R2.28	R33.11
4	R32.18	R2.38	R34.56
5	R33.80	R2.50	R36.30

4.3 As per the provisions of clause 4.3 of Part 1 of this *Agreement*.

4.4 If an employer is already paying wage rates equal to or more than the rates set out in clause 4.2 of this Annexure at the date *this Agreement* comes into effect, the following minimum hourly increases per grade shall be paid to employees:

4.4.1

	Hourly increase with effect from the coming into operation of this Agreement until 30 June 2017
Grade	Hourly Increase
1	R2.18
2	R2.23
3	R2.28
4	R2.38
5	R2.50

4.4.2

	Hourly increase with effect from 01 July 2017
Grade	Hourly Increase
1	R2.18
2	R2.23
3	R2.28
4	R2.38
5	R2.50

4.5 Those employees who are employed in a higher grade than stipulated in clause 4.2, who fall within this subsector's bargaining unit and who are not covered by other wage agreements resulting from collective bargaining, shall receive the maximum rand increase above to their actual wage rates, with effect from the coming into operation of this agreement and 01 July 2017.

4.6 An employer who is paying less than the rates set out in clause 4.2 of this Annexure at the date *this Agreement* comes into effect, shall increase the wage rate paid to no less than that specified in clause 4.2 of this Annexure: Provided such wage increase is no lower than that specified in clause 4.4 of this Annexure.

4.7 All employees will be remunerated in line with clauses 4.2 and 4.4 above.

E: EMPLOYEE BENEFITS

24. CLAUSE 25: RETIREMENT FUND

Substitute the following for the existing clause 25

25.1 As per the provisions of sub-clause 25.1 of Part 1 of *this Agreement*.

25.2 With effect from the coming into operation of this Agreement, the minimum contributions by the employer and employee to a registered fund shall be as follows:

EMPLOYER: 6.5% (six and a half percent) of employees basic wage

EMPLOYEE: 6% (six percent) of employees basic wage

PART 2

ANNEXURE I

HOME TEXTILES SECTION

A. APPLICATION

25. CLAUSE 1: SCOPE OF APPLICATION

1.1 As per clause 1 of Part 1 of this agreement.

B. REMUNERATION

26. CLAUSE 4: MINIMUM WAGES

Substitute the following for the existing clause 4.1, 4.2, 4.3, 4.4, 4.6, 4.7 and 4.8

"4.1 The *minimum* wages for the *Home Textiles Section*, which an employer shall pay to employees, **employed prior to 01 July 2011**, shall be as specified in clause 4.2 below.

4.2 Every employer must pay each employee a wage that is not less than the *minimum hourly rate* prescribed in the relevant table below:

4.2.1

Wage increase with effect from the coming into operation of this Agreement until 30 June 2017	
GRADE	HOURLY RATE OF PAY
1	R16.66
2	R17.74
3	R18.85
4	R20.00
5	R21.89

4.2.2

Wage increase with effect from 01 July 2017	
GRADE	HOURLY RATE OF PAY
1	R17.89
2	R19.05
3	R20.25
4	R21.48
5	R23.51

4.3 As per the provisions of clause 4.3 of Part 1 of *this Agreement*.

4.4 If an employer is already paying wage rates equal to or more than the wage rates set out in clause 4.2 of this Annexure at the date *this agreement* comes into effect, the following minimum hourly increases per grade shall be paid to employees:

	Hourly increase with effect from the coming into operation of this Agreement until 30 June 2017	Hourly increase from 01 July 2017
GRADE	INCREASE	INCREASE
1	R1.23	R1.23
2	R1.31	R1.31
3	R1.40	R1.40
4	R1.48	R1.48
5	R1.62	R1.62

4.6 With effect from the date of coming into operation of this Agreement, the *minimum wages* for the *Home Textiles Section*, which an employer shall pay to employees, **employed on or after 01 July 2011**, shall be as specified in clause 4.7 below.

- 4.7 Every employer must pay each employee a wage that is not less than the *minimum* hourly rate prescribed in the relevant table below:

4.7.1

Wage increase with effect from the coming into operation of this Agreement until 30 June 2017	
GRADE	HOURLY RATE OF PAY
1	R13.52
2	R14.38
3	R15.28
4	R16.23
5	R17.75

4.7.2

Wage increase from 01 July 2017	
GRADE	HOURLY RATE OF PAY
1	R14.75
2	R15.69
3	R16.67
4	R17.71
5	R19.36

- 4.8 If an employer is already paying wage rates equal to or more than the wage rates set out in clause 4.7 of this Annexure at the date *this agreement* comes into effect, the following minimum hourly increases per grade shall be paid to employees:

	Wage increase with effect from the coming into operation of this Agreement until 30 June 2017	Wage Increase from 01 July 2017
GRADE	INCREASE	INCREASE
1	R1.23	R1.23
2	R1.31	R1.31
3	R1.39	R1.39
4	R1.48	R1.48
5	R1.61	R1.61

23. CLAUSE 8: ANNUAL BONUS

Substitute the following for the existing clause 8

8.1 Annual Bonus with effect from the coming into operation of this Agreement

- 8.1.1 Employees with less than 1 (one) year's service at the time the annual bonus is paid in December each year would receive a pro rata annual bonus based on length of service and calculated on 1 (one) week's wages, calculated on actual basic hourly rate.
- 8.1.2 Employees with 1 (one) completed year's service at the time the annual bonus is paid in December of each year would receive 2 (two) week's and 2 (two) days wages, calculated on actual basic hourly rate.
- 8.1.3 Employees with 2 (two) or more completed year's service at the time the annual bonus is paid in December each year, would receive 4 (four) week's wages, calculated on actual basic hourly rate.

8.2 Annual Bonus with effect from 01 July 2017

- 8.2.1 Employees with less than 1 (one) year's service at the time the annual bonus is paid in December each year would receive a pro rata annual bonus based on length of service and calculated on 1 (one) week's wages, calculated on actual basic hourly rate.
- 8.2.2 Employees with 1 (one) completed year's service at the time the annual bonus is paid in December of each year would receive 3 (three) week's wages, calculated on actual basic hourly rate.
- 8.2.3 Employees with 2 (two) or more completed year's service at the time the annual bonus is paid in December each year, would receive 4 (four) week's wages, calculated on actual basic hourly rate.

PART 2
ANNEXURE J
BLANKETS SECTION
A. APPLICATION

24. CLAUSE 1: SCOPE OF APPLICATION

1.1 As per clause 1 of Part 1 of this agreement.

B: REMUNERATION

25. CLAUSE 4: MINIMUM WAGES

Substitute the following for the existing clause 4.1, 4.2, 4.3, 4.4 and 4.5

4.1 The *minimum wage* for the *Blanket Section*, which an employer shall pay to employees shall be as specified in clause 4.2 below.

4.2 Every employer must pay each employee a wage that is not less than the *minimum wage* prescribed in the table below and for the grades as specified in the grading structure in sub-clause 4.5.

(1) With effect from coming into operation of this Agreement the minimum hourly increases per grade applicable to employees employed **prior to 01 August 2016**.

Grades	Urban Areas		Isithebe Area	
	Increase per hour		Increase per Hour	
	With effect from coming into operation of this agreement	01 Aug 2017	With effect from coming into operation of this agreement	With effect from 01 Aug 2017
1	R1.24	R1.34	R1.24	R1.34
2	R1.36	R1.47	R1.36	R1.47
3	R1.44	R1.56	R1.44	R1.56

4	R1.59	R1.72	R1.59	R1.72
5	R2.01	R2.17	R2.01	R2.17

(2) With effect from coming into operation of this Agreement the new Hourly Rate applicable to employees employed prior to 01 August 2016.

Grades	Urban Areas New Hourly Rates With effect from coming into operation of this agreement	Urban Areas New Hourly Rates 01 August 2017	Isithebe Area New Hourly Rates With effect from coming into operation of this agreement	Isithebe Area New Hourly Rates 01 August 2017
1	R16.75	R18.09	R14.56	R15.90
2	R18.37	R19.84	R15.87	R17.34
3	R19.45	R21.01	R16.82	R18.38
4	R21.52	R23.24	R18.79	R20.51
5	R27.10	R29.27	R23.84	R26.01

(3) With effect from coming into operation of this Agreement, the new Hourly Rate applicable to new employees employed on or after 01 August 2016, will be remunerated according to the following table:

Year 1 of Employment	15% below the hourly rate
Year 2 of Employment	10% below the hourly rate
Year 3 of Employment	5% below the hourly rate
Year 4 of Employment	Minimum hourly rate

NOTE: In the case of the Isithebe area, new employees employed on / after 01 August 2016, will be remunerated at 5% below the minimum hourly rate for three years before qualifying for the minimum hourly rate.

This provision will not affect experienced employees. In terms hereof "experience" shall mean someone who has had experience in the industry in the position being applied for and appointed to and that this experience shall be offset against the phasing-in period as set out above. The employee must have been employed in the industry in the 5 years immediately preceding the date of employment in order to qualify for the minimum hourly rate.

However, where the employee has more than 5 years' experience in that position, but out of the industry for more than 5 years, he/she shall re-enter at 10% below the minimum hourly rate.

4.3 As per the provisions of clause 4.3 of Part 1 of *this Agreement*.

4.4 Conditions relating to clause 4.2(3)

4.4.1 Fixed term contract employees who have been employed annually prior to 01 August 2011 and are still employed, shall be paid at the minimum hourly rate.

4.4.2 Fixed term contract employees who have been employed on / after 01 August 2011 and are still employed, shall be paid according to the table in sub-clause 4.2(3) based on experience in that position with the employer.

However, if an employer pays a Fixed term contract employee more than the wage in the experience table specified in sub-clause 4.2(3), must continue to pay the higher wage.

4.4.3 New entry rates for the industry shall no longer apply, and be replaced by remuneration linked to experience in the position employed by the employer as specified in sub-clause 4.2(3).

4.5 Grading Structure

4.5.1 The grading structure for the Blanket Section has been reviewed and updated to and is reflected below:

Grade	Job Title : General Worker	Definition
1	Cleaner	Means an employee engaged in cleaning the factory (inside and/or outside) and/or offices and/or change rooms and/or toilets, wash basins and/or ablution blocks.
	Tea Attendant	Means an employee engaged in one or more of the following activities:

	Making tea or similar beverages, snacks or sandwiches and washing cups, saucers and kitchen utensils.
Kitchen Attendant	Means an employee engaged in one or more of the following activities: Making tea or similar beverages, snacks, sandwiches and/or light meals and washing cups, saucers and kitchen utensils.
Raw Material Sorter	Means an employee engaged in sorting out various raw materials.
Blanket / Material Cleaner	Means an employee engaged in removing unwanted knots and loose ends on a woven blanket or fabric prior to being finished.
String Remover	Means an employee engaged in removing strings between two fringed blankets.
Waste Handler	Means an employee engaged in accumulating and dispensing of waste material and off-cuts from machines.
Bale Opener	Means an employee engaged in opening various types and sizes of fibre bales.
Spinning Waste Sorter	Means an employee engaged in sorting out various quantities and qualities of spinning waste for recycling.
Labourer	Means an employee who assists skilled employees in their daily tasks and do other jobs not requiring specific skills or expertise.
Waste Collector	Means an employee who collects fibre waste for the purpose of recycling into fibres.
Sliver Breaker	Means an employee who separates waste fibres for the purpose of recycling.
Pallet Repairer	Means an employee engaged in repairing damaged pallets for re-use.
Cone Cleaner	Means an employee engaged to remove left over yarns on a cone for the purpose of recycling the cones.
Clips Sorter	Means an employee engaged in sorting out clips according to colour for the purpose of converting the clips into fibre.

Grade	Job Title : Process Helper	Definition
2	Dye House Helper	Means an employee who can perform at least two of the following duties: Operate a hydraulic press, Balkan, overhead crane or can do fibre transferring duties.
	Lubricator / Oiler	Means an employee engaged in lubricating various movable and rotating machine parts with oil on regular intervals. The machines are lubricated while in motion or stationary.
	Yarn Transporter	Means an employee who transport yarn from one area of work to the other traceable area or department.
	Board Making Helper	Means an employee who assists a supervisor of the board makings section in making the painting boards
	Tie-Dyer	Means an employee engaged in operating the tie-dye machine by loading fabric, adding dyestuffs and off-loading fabric.
	Dehydrator Operator	Means an employee engaged in operating the dehydrator machine to convert wet blankets to dry blankets.
	Yarn Weigher	Means an employee engaged in preparing yarn and weighing it for identification, recording and production.
	Vaporizer	Means an employee engaged in placing twisted yarn in a Yarn Steaming Autoclave vaporizer chamber to avoid the snarling of a twisted yarn.
	Weft Supplier	Means an employee engaged in checking yarn requirements in weaving, placing orders from yarn store and supplying cones of yarn to be used as weft on a weaving machine.
	Blanket Folder	Means an employee engaged in folding a finished blanket to specification, check defects for grading purposes and places blankets into a bag or box.
	Tow Cutter	Means an employee engaged in cutting raw material using a tow cutting machine into finer material in preparation for the yarn to be blended.
	Bale Presser	Means an employee engaged in operating a vertical hydraulic Bale Presser machine to compress material yarn and wraps the compressed bale bundle using a wrapping or strapping device.
	Truck Assistant	Means an employee who accompanies the driver and assists in loading and dispatching of goods, obtaining receipts and general duties pertaining to the vehicle.
	Blanket Handler	Means an employee engaged in sorting, packing, storing as well as loading blankets on trucks for dispatch to clients.
	Blanket Transporter	Means an employee engaged in transporting finished or unfinished blankets from one area to another.
	Plastic Wrapper	Means an employee engaged in inserting a finished product in a package.
	Shop Assistant	Means an employee engaged in interacting and assisting customers at a factory shop and to keep

	the shop clean and stocked.
Heat Sealer	Means an employee who cuts and seals the ends of binding on a finished blanket using an Ultra Sonic Heat Sealing Machine.
Sample Preparer	Means an employee engaged in preparing a sample as per the designer specification.
Edging Bobbin Preparer	Means an employee engaged in loading a creel with specified yarn, draw ends onto bobbin and fill up the bobbin by using a bobbin machine and placed bobbins in a holding area.
Engineering Aide	Means an employee engaged in the engineering workshop performing routine workshop related tasks, duties and assignments.
Fibre Transferor	Means an employee engaged in assisting to transfer fibre from the blend rooms to the carding machine.
Vacuum Cleaner	Means an employee engaged in using an industrial vacuum machine to remove fibres and dust particles from the ceilings, walls and transfer rooms.

Grade	Job Title : Process Operator	Definition
3	Blending Operator	Means an employee engaged in mixing textile fibres into uniform blends. The operations also involve mixing oil lubricant or regulate flow of oil lubricant onto the fibre according to the type of fibre being blended.
	Mechanical Card Cleaner	Means an employee engaged in one or more of the following activities: Mechanical cleaning of carding machines Prepare carding machines for maintenance Prepare carding machines to avoid contamination of different blends, and Assist with mechanical breakdowns and maintenance.
	Carding Operator	Means an employee who operates a carding machine to convert raw textile fibre to a continuous twisted or untwisted strands of yarn to produce yarn.
	Dye House Operator	Means an employee engaged in operating a hydraulic press, Balkan, overhead crane and able to perform fibre transferring duties.
	Spinning Operator	Means an employee engaged in operating a Spinning machine to convert brittle strands of carded yarn strands into stronger strands in order to meet predetermined quality standards of fibre.
	Winding Operator	Means an employee who operates a winding machine that wind yarn onto bobbins.
	Twisting Operator	Means an employee engaged in operating a Twisting machine that twists together two or more strands of yarn into a single strand.
	Creeler	Means an employee engaged in feeding yarn bobbins onto creels to specification prior to be

	rolled on a warping beam.
Weaving Operator	Means an employee engaged in operating one or a set of weaving machines in producing a fabric, identifying weaving faults and repairing weft and warp breaks.
Drawer-in Operator	Means an employee engaged in preparing warp for weaving, by positioning harnesses on drawing frame and ties the ends from a warping beam.
Fringing Operator	Means an employee engaged in operating one fringing machine, feed the blanket/fabric pieces correctly into machine with loose ends of a calculated length (no picks insertion) top and bottom of blanket/fabric and ensure proper twisting of ends into strands and interlocked with a string of yarn in the center of the strands to create perfect fringed strands. Also capable to repair faulty fringed strands by hand.
Stenter Operator	Means an employee engaged in operating one stenter machine by ensuring the wet blanket/fabric pieces is fed correctly into the machine and adjusting the spiked chains on either side of machine holding the blanket/fabric on either side to correct width, also to ensure stenter machine is running at correct speed and to check that the temperature inside machine is at operating standard to ensure that the blanket/fabric pieces at outlet of machine is dry and on correct width.
Milling / Washing / Scouring Operator	Means an employee engaged in operating one or a set of milling machines. Operator must load blanket pieces into machines and check if pieces runs without blocking in the machine. Operator must mix the chemicals used and pour calculated amount into machine whilst in operation. During milling operator must check at intervals the width of blanket piece to ensure not to over mill the blanket piece. Operator will off load blanket pieces from milling machines into scouring/washing machines. Operator will either rinse or wash blanket pieces using calculated temperatures and chemicals. Operator will off load washed or rinsed blanket pieces and load into hydro extractor machine to remove excess water.
Poll Rotor Operator	Means employee engaged in operating a poll rotor machine to feed the blanket/fabric pieces correctly into machine. Operator must inspect final product for any defects this will include checking cutting of pile is uniform, blanket piece not folding in side machine and to report if operations deviates from standard operation requirements.
Calendering Operator	Means an employee engaged in operating one calendering machine, by feeding flinted blanket/fabric pieces into machine ensuring to deter-

	mine the gap required between heated drum to impart perfect luster and finish to blanket/fabric. Operator to identify operational faults example creases, skew blanket/fabric and to adjust settings to rectify faults.
Sewing Machinist	Means a person who operates a sewing machine to bind or edge various blankets.
Blanket Cutter	Means an employee who operates a cutting machine and laying up and cutting of blankets.
Boiler Attendant	Means an employee engaged in operating and monitoring of a high pressure coal or oil boiler to supply steam in the factory for operational purposes.
Forklift Driver	Means an employee engaged in driving a forklift and for the purpose of this definition includes the checking of the forklift, the driving thereof and to assist with loading and unloading.
Light Motor Vehicle Driver	Means an employee engaged in driving a motor vehicle, scooter or forklift, and for the purposes of this definition, driving a motor vehicle includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all the periods during which he is obliged to remain at his post in readiness to drive.
Clerk	Means an employee who is engaged in one or more of the following activities: <ol style="list-style-type: none"> 1. Calculating piecework or bonus payments from production schedules. 2. Checking attendance records or recording particulars of employees at work or absent from work. 3. Checking or recording for production control. 4. Copying invoices or other documents. 5. Issuing machine parts, tools, oil and other equipment from workshop store and/or recording same. 6. Issuing yarns to the weaving department and recording same trimming. 7. Issuing trimming binding and sewing and accessories from a sub-store and/or recording same. 8. Receiving into stock, goods, blankets, sewing accessories trimming, chemicals and dyestuffs tools and other equipment and checking goods ordered such as quantity, size and quality. 9. Recording particulars of materials or general stores consumed or to be consumed or keeping stock records. 10. Recording particulars of waste. <p>Provided that a computer or a calculator may be used in carrying out one or more of the above duties.</p>
Raising operator	Means an employee to operate one raising ma-

		chine by identifying the correct blanket/fabric pieces to load and to ensure correct program is loaded to raise the pieces. Operator must be able to count number of rounds needed and report any faults during raising process example, under or over raising, slippages and folding of blanket/fabric on raising machine.
	Stretching operator	Means an employee will operate one stretching machine by feeding blanket/fabric pieces with incorrect final width into machine and stretch blanket/fabric pieces to correct final width.
	Security Guard	Means an employee who is engaged to monitor and record: <ul style="list-style-type: none"> a) The movement of goods in and out of the factory; b) To search all vehicles that enter or leave the company premises to ensure all goods are accounted for; c) To conduct bodily searches on employees leaving the factory at the end of the shift to ensure that employees do not leave the factory with company property without a valid pass-out. d) To conduct routine patrol and inspection of the company premises to ensure that company property is safe guarded and to identify any suspicious or behaviour contrary to company rules and regulations.
	Stamper Operator	Means an employee who is engaged to operate the stamper which compresses loose fibres into a cake of predetermined weight for the purpose of making the fibre to be suitable for dyeing.
	Cake Opener	Means an employee engaged in operating the cake opening machine for the purpose of shredding the dyed cake of fibres so that it can be suitable for the next process.
	Yarn Hydro Operator	Means an employee who is engaged to operate the yarn hydro machine for the purpose of drying the fibres so that they can be moved to the transfer room.
	Capping Operator	Means an employee who is engaged to round of the edges of yarn cones which makes them suitable for dyeing.
	Chenille Operator	Means an employee engaged to operate the chenille machine to produce fancy yarns.
	Card Willow Operator	Means an employee who is engaged to operate the card willow machine for the purpose of blending bales of fibre according to a pre-determined blend mix.
	Quality Assurance Assistant	Means an employee engaged to verify that all the relevant information on the palletized yarn (colour, tex, quality and run numbers) are correct

	before it is dispatched to the customer. Also checks for and removes faulty packages and records all relevant information for superior's attention.
Warp Knitting Machine Operator	Means an employee engaged in operating the Warp Knitting machine in producing a fabric, identifying knitting faults and repairing warp breaks
Circular Weft Knitting Machine Operator	Means an employee engaged in operating several weft knitting machines in producing a fabric, supplying cones of yarn to be used as weft on the knitting machine and inspecting the knitting process.
Weft Cutting Machine Operator	Means an employee engaged in cutting raw material using a weft cutting machine into finer material in preparation for the weft knitting machines.
Printing Machine Operator	Means an employee engaged in operating the printing machine by stretching fabric, loading fabric, adding glue, adding dyestuffs and off-loading fabric.
Electric Welder	Means an employee who is engaged in electric welding.

Grade	Job Title : Senior Process Operator	Definition
4	Warper	Means an employee who prepares warps from cones or bobbins for a warp and prepares the beam.
	Percher	Means an employee engaged in using an inspection board to detect any defects on a roll of blanket or material fabric from weaving such as size as specified, slubs, missing picks and irregularities in colour. All defects are marked and reported immediately.
	Knotter	Means an employee engaged in replacing beams and knotting warp ends onto trailing ends.
	Loom Loader	Means an employee engaged in loading a warped beam of yarn through a weaving machine to arrange a warp for a specified weaving pattern.
	Continuous Binding Operator	Means an employee who operates an Automatic Automotive Machine that stitches binding on two sides of a blanket on roll form. This includes the setting up of the machine.
	Quality Checker	Means an employee who carries responsibility for quality control in a factory ensuring that the quality of any product, whether in a finished or unfinished state, meets the standard of quality determined by the employer.
	Handyman	Means an employee other than a mechanic who makes repairs, adjustments or effects renovations to buildings, fixtures, fittings, plant, machinery and other equipment.
	Senior Clerk	Means an employee engaged in performing ad-

		ministrative tasks and assigning work to clerical staff on a day to day basis. The senior clerk is responsible for maintaining and managing office assets and to ensure compliance of corporate standards and policies of the organization.
	Head Weaver	Means an employee who engages in replacing selvedge bobbins, clean temple and replace selvedge cutters. Check quality changes and approve for production, activate new weaving orders on information system.
	Quality Assurance Laboratory Assistant	Means an employee engaged in carrying out the various tests on fibres and yarn to establish conformance to standards and to identify any deviations and to record all results and deviations for his/her seniors' attention and to implement corrective action where necessary.
	Truck Driver	Means an employee with either a code 10 or 14 driver's license inclusive of a PDP engaged in driving a truck for the purpose of delivering or fetching goods from the company to the customers and vice versa.
	Unit Supervisor / Team Leader	Means an employee engaged in supervising a team or shift for the purpose of meeting production targets, quality objectives as well as employee safety aspects. The Unit Supervisor will engage in continuous improvement processes and activities of his or her team. He or she provides management and technical leadership to unit staff as required.

Grade	Job Title : Supervisory and Machine Mechanic	Definition
5	Loom Tuner	Means an employee engaged in drawing in loom according to specification, placing heels, droppers and final setting of the machine.
	Machine Mechanic	Means an employee engaged in mechanics set up, adjust and maintain machines in the Textile Industry. The machine mechanic will diagnose and fix processing faults on textile machines like weaving loom. Will repair or replace faulty parts, and adjust machine settings to meet design specifications.
	Production Controller	Means an employee engaged in production control and coordinate work within the Department in an efficient and effective manner and according to schedule. The production controller from time to time review production and compile progress report on work and production problems. The Production Controller will prepare detail production reports that serve as guides in manufacturing the product.
	Section Supervisor	Means an employee who supervises a group of employees and carries the responsibility for the correct and efficient execution of the work en-

		trusted to the care of such employee in a factory or a department of a factory.
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- 4.7 Collective bargaining on job grading systems shall take place at Council level.
- 4.8 Any complaint, grievance or dispute relating to the evaluation of any job and grade shall be processed through the applicable grievance procedure at plant level.

26. CLAUSE 8: ANNUAL BONUS

Substitute the following for the existing clause 8.1

- 8.1 Every employer must pay each category of employee listed below an annual bonus based on the employee's actual basic earnings per annum, calculated on the actual basic hourly rate:
- 8.1.1 With effect from coming into operation of this Agreement, permanent employees will receive an annual bonus of **5.0%** of actual basic earnings per annum.
- 8.1.2 With effect from coming into operation of this Agreement, **ex-fixed term contract employees employed prior and up to 31 December 2014** will receive an annual bonus of **4.16%** of actual basic earnings per annum, and which percentage will be increased to 5% of actual basic earnings per annum as from 01 January 2017.
- 8.1.3 With effect from coming into operation of this Agreement, **new employees who joined the Blanket Industry as from 01 January 2015**, irrespective how long they have been in the industry, will receive an annual bonus of 3.33% of actual basic earnings per annum, and which percentage will be increased to 5% of actual basic earning per annum as from 01 January 2017.

27. CLAUSE 10: TEMPORARY EMPLOYEES

Substitute the following for the existing clause 10

- 10.1 As per the provisions of Clause 10.1 of Part 1 of this Agreement.
- 10.2 Temporary employees will be remunerated at 15% below the minimum hourly rate per grade for all periods of employment during the period of operation of this Agreement.
- 10.3 An employer may not employ a *temporary employee* for more than (6) six months. Any extension of a temporary contract shall be by agreement between the parties at plant level.
- 10.4 Any re-employment of *temporary employees* shall be by agreement between the parties at plant level.

- 10.5 A temporary employee will have first preference to permanent vacancies based on length of service and appropriate skills criteria.
- 10.6 The total number of *temporary employees* shall not exceed 20 percent of the total number of planned employment at any establishment.
- 10.7 Temporary employees in the employ of establishments shall not be entitled to an annual bonus and provident fund membership for any period of employment during the period of operation of Part 1 of this Agreement.

E: EMPLOYEE BENEFITS

28. CLAUSE 25: RETIREMENT FUND

Substitute the following for the existing clause 25

25.1 As per the provisions of sub-clause 25.1 of Part 1 of *this Agreement*.

25.2 Contributions by the employee and employer to the Textile Industry Provident Fund shall be as follows:

25.2.1 With effect from coming into operation of this Agreement, current employees who are members of the Textile Industry Provident Fund, shall contribute **5.85%** of the employee's basic wage, which percentage will be increased as per the table below. Employers will contribute an equivalent percentage.

➤	Employee : 01 January 2018 :	5.90% of employee's basic wage
	01 January 2019 :	5.95% of employee's basic wage
	01 January 2020 :	6.00% of employee's basic wage

➤	Employer : 01 January 2018 :	5.90% of employee's basic wage
	01 January 2019 :	5.95% of employee's basic wage
	01 January 2020 :	6.00% of employee's basic wage

25.2.2 With effect from coming into operation of this Agreement, **ex-fixed term contract employees employed prior to 31 December 2014**, and new employees employed on / after 01 August 2015 and who became members of Textile Industry Provident Fund, shall contribute 2.40% of the employee's basic wage, which per-

centage shall be increased as per the table below. Employers will contribute an equivalent percentage.

➤	Employee : 01 January 2018 :	3.60% of employee's basic wage
	01 January 2019 :	4.80% of employee's basic wage
	01 January 2020 :	6.00% of employee's basic wage
➤	Employer : 01 January 2018 :	3.60% of employee's basic wage
	01 January 2019 :	4.80% of employee's basic wage
	01 January 2020 :	6.00% of employee's basic wage

29. **CLAUSE 29: SACTWU HIV/AIDS PROJECT**

29.1 As per the provisions of Clause 29 of Part 1 of *this Agreement*.

Insert the following amendments to clause 29.4

29.4 The testing of employees for various medical conditions must form part of the agenda of the HIV/AIDS Steering Committee at each establishment.

G: ORGANISATIONAL RIGHTS

30. **CLAUSE 35: SHOP STEWARDS' RIGHTS AND FACILITIES**

Insert the following amendments to clause 35.12

35.12 Organisational Rights Threshold for non-trade Union parties in the Blanket Section of the Bargaining Council:

35.12.1 The South African Blankets Manufacturers Employers' Organisation and Trade Union have reached an agreement on *organisational rights* for non-trade union parties to the *Blanket Section of the Bargaining Council*.

- 35.12.2 The provisions of the agreement regulate the *organisational rights* of non-trade union parties to the Blanket Section in the *Bargaining Council* at any employer' establishment who are paid-up members of the South African Blankets Manufacturers Employers' Organisation within the *Blanket Section*.
- 35.12.3 This provisions of the agreement also regulate the *threshold of representativeness* in the *Blanket Section* required in respect of one or more of the *organizational rights* referred to in Section 12, 13 and 15 of the *Labour Relations Act*, 66 of 1995 as amended.
- 35.12.4 Any registered Union, who is not a party to the *Bargaining Council*, but who is legally entitled in terms of its constitution to organize in the Blanket manufacturing *industry*, must meet the following minimum requirements to enjoy *organizational rights* as contemplated in Part A – Organisational Rights of the Labour Relations Act, 66 of 1995 as amended, at any employer establishment who are paid-up members of the South African Blankets Manufacturers Employers' Organisation:
- 35.12.4.1 The non-party Trade Union must demonstrate a representativeness threshold level of 33% of the total number of employees employed in the Blanket Section of the Bargaining Council.
- 35.12.4.2 The non-party Trade Union must request the Bargaining Council to verify the number of members of the Union against the representativeness level outlined in sub-clause 35.12.4.1.
- 35.12.4.3 The non-party Trade Union must accept the outcome of the verification as final and binding.
- 35.12.5 This Organisational Threshold requirement will have the effect that a Union, who is not party to the Blanket Section of the Bargaining Council may not have any organizational rights due to the representivity threshold level outlined in clause 35.12.4 above, despite the fact that the Union may have more than 33% of the total number of employees employed at any employer establishment who are paid-up members of the South African Blankets Manufacturers Employers' Organisation.

- 35.12.6 This Organisational Threshold requirement will apply equally to any registered trade union seeking any of the organizational rights at any employer establishment who are paid-up members of the South African Blankets Manufacturers Employers' Organisation.
- 35.12.7 This Organisational Threshold requirement will replace any agreement between the Trade Union and members of the South African Blankets Manufacturers Employers' Organisation at plant level which may regulate organisational rights at these establishments for Trade Unions that are not party to the Blanket Section of the Bargaining Council.
- 35.12.8 Any dispute regarding the interpretation or application of this Organisational Threshold requirement to be referred to the Bargaining Council in terms of the Council's dispute resolution policy and procedure.

PART 2
ANNEXURE K

NON WOVEN TEXTILES SUBSECTOR

A. APPLICATION

31. CLAUSE 1: SCOPE OF APPLICATION

1.1 As per clause 1 of Part 1 of this agreement.

B. REMUNERATION

32. CLAUSE 4: MINIMUM WAGES

Substitute the following for the existing clause 4

4.1 As per the provisions of clause 4.1 of Part 1 of this agreement.

4.2 Every employer must pay each employee a wage that is not less than the *minimum hourly rate* set out in the table below.

4.2.1 Hourly Rate of Pay with effect from the coming into operation of this agreement

100%

Grade	Current Hourly rate of pay	Hourly Rate of Pay with effect from the coming into operation of this agreement
A1 / A2	25.75	27.81
A3 / B1	26.04	28.12
B2 / B3	27.34	29.53
B4 / B5	29.39	31.74

90%

Grade	Current Hourly rate of pay	Hourly Rate of Pay with effect from the coming into operation of this agreement
A1 / A2	23.18	25.03
A3 / B1	23.44	25.32
B2 / B3	24.61	26.58
B4 / B5	26.45	28.57

80%

Grade	Current Hourly rate of pay	Hourly Rate of Pay with effect from the coming into operation of this agreement
A1 / A2	20.60	22.25
A3 / B1	20.84	22.51
B2 / B3	21.86	23.61
B4 / B5	23.52	25.40

4.2.2 Hourly Rate of Pay with effect from 01 July 2017

100%

Grade	Hourly Rate of Pay with effect from the coming of operation of this agreement	New Hourly Rate of Pay with effect from 01 July 2017
A1 / A2	27.81	29.87
A3 / B1	28.12	30.20
B2 / B3	29.53	31.72
B4 / B5	31.74	34.09

90%

Grade	Hourly Rate of Pay with effect from the coming of operation of this agreement	New Hourly Rate of Pay with effect from 01 July 2017
A1 / A2	25.03	26.88
A3 / B1	25.32	27.20
B2 / B3	26.58	28.55
B4 / B5	28.57	30.69

80%

Grade	Hourly Rate of Pay with effect from the coming of operation of this agreement	New Hourly Rate of Pay with effect from 01 July 2017
A1 / A2	22.25	23.90
A3 / B1	22.51	24.18
B2 / B3	23.61	25.36
B4 / B5	25.40	27.28

4.2.3 All new employees in their first twelve months of service the hourly rate of pay per grade will be 80% of the applicable Industry minimum hourly rate of pay as detailed in 4.2.1 / 4.2.2 above and for all employees in their second twelve months of service the hourly rate of pay per grade will be 90% of the applicable Industry minimum hourly rate of pay as detailed in 4.2.1 / 4.2.2 above. After 24 months of employment, 100% of the applicable Industry minimum rate of pay shall apply.

4.2.4 The new employee rate of pay shall not be applicable to employees who are skilled nonwoven employees who have been retrenched from any company that falls under the scope of the Non – Wovens sub sector within the past 12 months and who previously earned the Industry minimum hourly rate and are re-employed during the period of this agreement. Such employees will be paid at the Industry rate of pay as per clause 3 of this agreement.

4.3 As per the provisions of clause 4.3 of Part 1 of *this Agreement*.

4.4 The grading system implemented in this sub-sector is the Paterson Decision Band Methodology.

33. CLAUSE 7: LONG SERVICE ALLOWANCE

7.1. Every employer must pay each employee a long-service award in addition to the prescribed weekly wage.

7.2 The long service award is –

- (a) R 1.00 per week for each completed year of continuous service;
- (b) payable from the 01 July each year.

Signed at Durban, for and behalf of the parties to the Council this 07 day of
OCTOBER 2016.

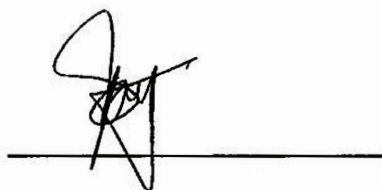


J BROUWER

CHAIRPERSON OF THE COUNCIL

N B LOUBSER

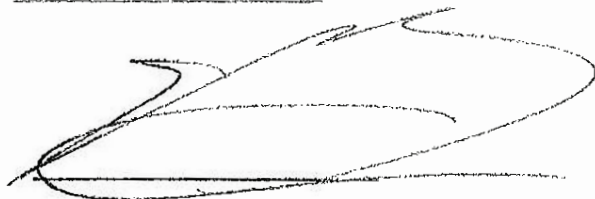
VICE CHAIRPERSON OF THE COUNCIL



G P PILLAY

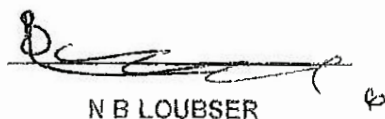
SECRETARY OF THE COUNCIL

Signed at Durban, for and behalf of the parties to the Council this 07th day of
OCTOBER 2016.



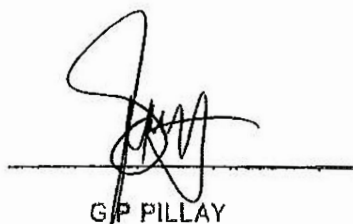
J BROUWER

CHAIRPERSON OF THE COUNCIL



N B LOUBSER

VICE CHAIRPERSON OF THE COUNCIL



GP PILLAY

SECRETARY OF THE COUNCIL