

## DEPARTMENT OF LABOUR

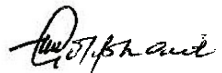
NO. R. 198

03 MARCH 2017

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING  
INDUSTRY: EXTENSION TO NON-PARTIES OF THE NATIONAL MAIN COLLECTIVE  
AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, 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 August 2022.

  
**M N OLIPHANT, MP**  
**MINISTER OF LABOUR**  
09/02/2017

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING****INDUSTRY****NATIONAL MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered  
into by and between the

Apparel and Textile Association of South Africa

South African Apparel Association

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

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,  
being the parties to the National Bargaining Council for the Clothing Manufacturing  
Industry,

1 of 112



## 1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

(2). The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300,. (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

## 2. PERIOD OF OPERATION OF THIS AGREEMENT

(1) This agreement is binding on the parties hereto from 1 September 2016 until 31 August 2022 unless the parties agree otherwise in writing.

(2) The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties until 31 August 2022, unless the parties agree otherwise in writing.

## 3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

3 of 112

19 70 5M



**“Level B Compliance Registration”** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(a)	Foreman	1851.00	1481.00	1860.50	1488.50
(b)	Designer:				
	(i) Qualified:	2360.50	1888.50	2371.50	1897.00
	(ii) Learners:				
	first six months of experience	805.00	644.00	808.50	647.00
	second six months of experience	938.00	750.50	941.00	753.00
	third six months of experience	1122.50	898.00	1128.00	902.50
	fourth six months of experience	1249.50	999.50	1256.00	1005.00
	fifth six months of experience	1390.00	1112.00	1397.50	1118.00
	sixth six months of experience	1507.50	1206.00	1514.50	1211.50
	seventh six months of experience	1640.50	1312.50	1649.00	1319.00
	eighth six months of experience	1773.00	1418.50	1781.50	1425.00
	next four months of experience	1881.50	1505.00	1889.00	1511.00
	Thereafter, the wage specified in (b)(i) i.e.	2360.50	1888.50	2371.50	1897.00
(c)	Grader:				
	(i) Qualified:	1695.50	1356.50	1702.50	1362.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00

4 of 112

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	second six months of experience	868.00	694.50	871.50	697.00
	third six months of experience	944.00	755.00	949.50	759.50
	fourth six months of experience	990.00	792.00	994.00	795.00
	fifth six months of experience	1144.50	915.50	1149.50	919.50
	sixth six months of experience	1224.50	979.50	1231.00	985.00
	seventh six months of experience	1292.00	1033.50	1298.50	1039.00
	eighth six months of experience	1358.00	1086.50	1364.00	1091.00
	next four months of experience	1445.00	1156.00	1452.00	1161.50
	Thereafter, the wage specified in (c)(i) i.e.	1695.50	1356.50	1702.50	1362.00
(d)	Marker-in:				
	(i) Qualified:	1292.00	1033.50	1298.50	1039.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	854.50	683.50	859.00	687.00
	third six months of experience	912.00	729.50	916.50	733.00
	fourth six months of experience	972.50	778.00	976.50	781.00
	next four months of experience	1087.00	869.50	1092.00	873.50
	Thereafter, the wage specified in (d)(i) i.e.	1292.00	1033.50	1298.50	1039.00
(e)	Band-knife cutter:				
	Qualified	1292.00	1033.50	1298.50	1039.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
	(i) Qualified:	1142.50	914.00	1147.50	918.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	837.00	669.50	839.50	671.50
	third six months of experience	863.50	691.00	866.50	693.00
	fourth six months of experience	895.00	716.00	898.00	718.50
	next four months of experience	932.50	746.00	938.00	750.50
	Thereafter, the wage specified in (f)(i) i.e.	1142.50	914.00	1147.50	918.00
(g)	Layer-up:				
	(i) Qualified:	895.50	716.50	899.00	719.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	third six months of experience	829.50	663.50	834.00	667.00
	fourth six months of experience	841.50	673.00	846.50	677.00
	Thereafter, the wage specified in (g)(i) i.e.	895.50	716.50	899.00	719.00
(h)	Specialised presser:				
	(i) Qualified:	1246.00	997.00	1253.00	1002.50
	(ii) Learners:				

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	830.50	664.50	836.00	669.00
	third six months of experience	861.00	689.00	864.50	691.50
	fourth six months of experience	895.00	716.00	898.00	718.50
	fifth six months of experience	931.00	745.00	933.50	747.00
	sixth six months of experience	962.50	770.00	965.00	772.00
	seventh six months of experience	1051.00	841.00	1057.50	846.00
	eighth six months of experience	1089.50	871.50	1095.00	876.00
	next four months of experience	1114.00	891.00	1119.00	895.00
	Thereafter, the wage specified in (h)(i) i.e.	1246.00	997.00	1253.00	1002.50
(i)	<b>Examiner:</b>				
	(i) Qualified:	1067.00	853.50	1071.00	857.00
	(ii) Learners:				
	first six months of experience	895.00	716.00	898.00	718.50
	Thereafter, the wage specified in (i)(i) i.e.	1067.00	853.50	1071.00	857.00
(j)(a)	<b>Machinist:</b>				
	(i) Qualified:	1046.00	837.00	1050.00	840.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.50	653.00	820.50	656.50
	third six months of experience	840.00	672.00	845.50	676.50
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	1050.00	840.00
(j)(b)	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>				
	(i) Qualified:	1046.00	837.00	1050.00	840.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.50	653.00	820.50	656.50
	third six months of experience	840.00	672.00	845.50	676.50
	fourth six months of experience	870.00	696.00	872.50	698.00
	next four months of experience	892.00	713.50	896.00	717.00
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	1050.00	840.00
(k)	<b>Progress examiner:</b>				
	(i) Qualified:	1057.50	846.00	1061.50	849.00
	(ii) Learners:				
	first six months of experience	838.50	671.00	841.00	673.00
	Thereafter, the wage specified in (k)(i) i.e.	1057.50	846.00	1061.50	849.00
(l)	<b>Despatcher:</b>				
	(i) Qualified:	1001.00	801.00	1005.00	804.00
	(ii) Learners:				
	first six months of experience	845.50	676.50	848.50	679.00
	Thereafter, the wage specified in (l)(i) i.e.	1001.00	801.00	1005.00	804.00



DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(m)	Checker in the Knitting section:				
	(i) Qualified:	889.00	711.00	894.00	715.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	third six months of experience	837.00	669.50	839.50	671.50
	Thereafter, the wage specified in (m)(i) i.e.	889.00	711.00	894.00	715.00
(n)	General Worker:				
	(i) Qualified:	863.00	690.50	865.50	692.50
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	Thereafter, the wage specified in (n)(i) i.e.	863.00	690.50	865.50	692.50
(o)	Steambox pleater:				
	(i) Qualified:	1017.00	813.50	1021.00	817.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	834.50	667.50	838.50	671.00
	third six months of experience	861.00	689.00	864.50	691.50
	fourth six months of experience	894.00	715.00	897.00	717.50
	Thereafter, the wage specified in (o)(i) i.e.	1017.00	813.50	1021.00	817.00
(p)	Plain sewer:				
	(i) Qualified:	894.00	715.00	897.00	717.50
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	807.50	646.00	810.50	648.50
	third six months of experience	816.50	653.00	820.50	656.50
	fourth six months of experience	829.50	663.50	834.00	667.00
	next four months of experience	845.50	676.50	848.50	679.00
	Thereafter, the wage specified in (p)(i) i.e.	894.00	715.00	897.00	717.50
(q)	General assistant	976.50	781.00	981.00	785.00
(r)	Cleaner	870.00	696.00	872.50	698.00
(s)	Tea maker	870.00	696.00	872.50	698.00
(t)	Watchman	1057.50	846.00	1061.50	849.00
(u)	Motor vehicle driver:				
	(i) (aa) does not exceed 453 kg	1054.50	843.50	1058.00	846.50
	(ab) exceeds 453 kg but does not exceed 2 722 kg	1133.50	907.00	1138.50	911.00
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1254.00	1003.00	1257.00	1005.50
	(ad) exceeds 4 536 kg	1465.50	1172.50	1473.50	1179.00

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
	(ii)	Part-time driver of a motor vehicle	978.00	782.50	981.50	785.00
(v)	Clicker:					
	(i)	Qualified:	1711.50	1369.00	1719.00	1375.00
	(ii)	Learners:				
		first six months of experience	798.00	638.50	801.50	641.00
		second six months of experience	863.50	691.00	866.50	693.00
		third six months of experience	933.00	746.50	938.50	751.00
		fourth six months of experience	1056.00	845.00	1059.00	847.00
		fifth six months of experience	1135.50	908.50	1140.00	912.00
		sixth six months of experience	1197.50	958.00	1202.00	961.50
		seventh six months of experience	1269.00	1015.00	1276.50	1021.00
		eighth six months of experience	1337.00	1069.50	1342.00	1073.50
		next four months of experience	1409.50	1127.50	1414.50	1131.50
		Thereafter, the wage specified in (v)(i) i.e.	1711.50	1369.00	1719.00	1375.00
(w)	Beader		1067.00	853.50	1071.00	857.00
(x)	Chlorinator		959.00	767.00	964.00	771.00
(y)	Componder		1135.50	908.50	1140.00	912.00
(z)	Dipper					
	(i)	Qualified:				
		Category A	1135.50	908.50	1140.00	912.00
		Category B	1161.00	929.00	1166.00	933.00
		Category C	1199.00	959.00	1203.50	963.00
	(ii)	Learners:				
		first six months of experience to Category A	864.00	691.00	868.00	694.50
		first six months of experience to Category B	1135.50	908.50	1140.00	912.00
		first six months of experience to Category C	1161.00	929.00	1166.00	933.00
(aa)	Glove turner		1377.00	1101.50	1383.00	1106.50
(ab)	Mouldmaker		1091.50	873.00	1095.50	876.50
(ac)	Packer		916.50	733.00	921.00	737.00
(ad)	Quality product co-ordinator		1440.00	1152.00	1445.50	1156.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:					
	Provided that-					
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;					
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.					
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						





3. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
<b>Part A - Cutting Department</b>									
<b>Pattern Maker</b>									
(a)	Qualified	1998.50	1 599.00	1975.00	1 580.00	2007.00	1 605.50	1983.50	1 587.00
(b)	Learner								
	First year								
	First six months of experience	1119.50	895.50	1106.50	885.00	1123.50	899.00	1110.50	888.50
	Second six months of experience	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
	Second year								
	First six months of experience	1352.50	1 082.00	1336.50	1 069.00	1358.50	1 087.00	1342.50	1 074.00
	Second six months of experience	1476.50	1 181.00	1459.00	1 167.00	1484.00	1 187.00	1466.50	1 173.00
	Third year								
	First six months of experience	1610.50	1 288.50	1591.50	1 273.00	1617.00	1 293.50	1598.00	1 278.50
	Next four months of experience	1738.00	1 390.50	1717.50	1 374.00	1746.00	1 397.00	1725.50	1 380.50
	Thereafter, the wage specified in (a), i.e.	1998.50	1 599.00	1975.00	1 580.00	2007.00	1 605.50	1983.50	1 587.00
<b>Pattern Grader</b>									
(a)	Qualified	1612.00	1 289.50	1593.00	1 274.50	1618.50	1 295.00	1599.50	1 279.50
(b)	Learner								
	First year								
	First six months of experience	1052.00	841.50	1039.50	831.50	1058.50	847.00	1046.00	837.00

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
	Second six months of experience	1119.50	895.50	1106.50	885.00	1123.50	899.00	1110.50	888.50
	Second year								
	First six months of experience	1185.00	948.00	1171.00	937.00	1192.00	953.50	1178.00	942.50
	Second six months of experience	1270.00	1 016.00	1255.00	1 004.00	1276.00	1 021.00	1261.00	1 009.00
	Third year								
	First six months of experience	1352.50	1 082.00	1336.50	1 069.00	1358.50	1 087.00	1342.50	1 074.00
	Next four months of experience	1439.50	1 151.50	1422.50	1 138.00	1447.00	1 157.50	1430.00	1 144.00
	Thereafter, the wage specified in (a), i.e.	1612.00	1 289.50	1593.00	1 274.50	1618.50	1 295.00	1599.50	1 279.50
Football Jersey Cutter									
(a)	Qualified	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
(b)	Learner								
	First year								
	First six months of experience	841.00	673.00	831.00	665.00	844.50	675.50	834.50	667.50
	Second six months of experience	891.50	713.00	881.00	705.00	895.50	716.50	885.00	708.00
	Second year								
	First six months of experience	938.50	751.00	927.50	742.00	943.00	754.50	932.00	745.50
	Second six months of experience	988.00	790.50	976.50	781.00	993.00	794.50	981.50	785.00
	Third year								
	First four months of experience	1037.00	829.50	1025.00	820.00	1040.50	832.50	1028.50	823.00
	Thereafter, the wage specified in (a), i.e.	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
Layer-up									
(a)	Qualified	966.00	773.00	954.50	763.50	970.00	776.00	958.50	767.00
(b)	Learner								
	First year								
	First six months of experience	813.50	651.00	804.00	643.00	816.50	653.00	807.00	645.50
	Second six months of experience	841.00	673.00	831.00	665.00	844.50	675.50	834.50	667.50

10 of 112

R 10 150

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
	Second year								
	First six months of experience	879.00	703.00	868.50	695.00	883.50	707.00	873.00	698.50
	Thereafter, the wage specified in (a), i.e.	966.00	773.00	954.50	763.50	970.00	776.00	958.50	767.00
<b>Part B - Factory Operatives</b>									
<b>Grade A employee</b>									
(a)	Qualified	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
(b)	Learner								
	First year								
	First six months of experience	869.50	695.50	859.50	687.50	873.00	698.50	862.50	690.00
	Second six months of experience	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
	Second year								
	First six months of experience	1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
	Second six months of experience	1052.00	841.50	1039.50	831.50	1058.50	847.00	1046.00	837.00
	Third year								
	First four months of experience	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
	Thereafter, the wage specified in (a), i.e.	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
<b>Grade B employee</b>									
(a)	Qualified	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
(b)	Learner								
	First year								
	First six months of experience	856.50	685.00	846.50	677.00	861.00	689.00	851.00	681.00
	Second six months of experience	902.00	721.50	891.50	713.00	905.50	724.50	895.00	716.00
	Second year								
	First six months of experience	947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
	Thereafter, the wage specified in (a), i.e.	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
(c)	If advanced to Grade A								



		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
employee:									
	First six months from date of advancement	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
	Second six months from date of advancement	1087.50	870.00	1074.50	859.50	1092.00	873.50	1079.00	863.00
	Third six months from date of advancement	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
Grade C employee									
(a)	Qualified	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
(b)	Learner								
	First year								
	First six months of experience	840.00	672.00	830.00	664.00	843.50	675.00	833.50	667.00
	Second six months of experience	863.50	691.00	853.50	683.00	868.00	694.50	858.00	686.50
	Thereafter, the wage specified in (a), i.e.	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
	Second six months from date of advancement	947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1360.50	1 088.50	1344.50	1 075.50	1367.50	1 094.00	1351.50	1 081.00
(b)	Learner								
	First year	1004.00	803.00	992.00	793.50	1008.00	806.50	996.00	797.00
	Second year	1091.50	873.00	1078.50	863.00	1097.00	877.50	1084.00	867.00
	Third year								
	First four months of experience	1192.50	954.00	1178.50	943.00	1198.00	958.50	1184.00	947.00

7/0  
5/

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
Thereafter, the wage specified in (a), i.e.		1360.50	1 088.50	1344.50	1 075.50	1367.50	1 094.00	1351.50	1 081.00
<b>Factory Clerk</b>									
(a)	Qualified	1021.50	817.00	1009.50	807.50	1027.00	821.50	1015.00	812.00
(b)	Learner								
	First year	813.50	651.00	804.00	643.00	816.50	653.00	807.00	645.50
	Second year	866.50	693.00	856.50	685.00	870.50	696.50	860.50	688.50
	Third year								
	First four months of experience	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
	Thereafter, the wage specified in (a), i.e.	1021.50	817.00	1009.50	807.50	1027.00	821.50	1015.00	812.00
<b>Part D - General</b>									
Boiler attendant		969.50	775.50	958.00	766.50	974.00	779.00	962.50	770.00
Despatch packer		1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
General Worker		937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
Labourer		947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -									
(a)	does not exceed 1 360 kg	1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
(b)	exceeds 1 360 but not 2 720 kg	1040.00	832.00	1028.00	822.50	1044.00	835.00	1031.50	825.00
(c)	exceeds 2 720 kg	1185.00	948.00	1171.00	937.00	1192.00	953.50	1178.00	942.50
Supervisor, quality controller and instructor		1270.00	1 016.00	1255.00	1 004.00	1276.00	1 021.00	1261.00	1 009.00
Traveller's driver		1040.00	832.00	1028.00	822.50	1044.00	835.00	1031.50	825.00
Watchman or caretaker, whose ordinary hours of work are -									
(a)	less than 60 hours per week	1080.00	864.00	1067.50	854.00	1085.50	868.50	1072.50	858.00
(b)	60 hours per week	1134.00	907.00	1120.50	896.50	1139.50	911.50	1126.00	901.00
NB: NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must with the coming into effect of this Agreement, Increase the Weekly Wage in line with this schedule.									

4. In clause 6.3(2), substitute the new expression "1 September 2016" for the existing expression "1 September 2015".

5. In clause 8, insert the following new sub-clause 8.6:

"8.6 Family Responsibility Leave

- (a) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the remaining one (1) day's pay effective from 1 September 2017.
- (b) This clause applies to an employee –
- (i) Who has been in employment for a period of four months; and
  - (ii) Who works for at least four days a week for that employer."
6. In clause 11.3, substitute the following new sub-clause (2), for the existing sub-clause (2):

"(2) In addition to the leave granted in subclause 11.3 (1) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at seven days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment, this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit: Provided that in establishments employing five or

fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause."

7. In clause 11.3, renumber the existing sub-clause (3), to read "(4)".
8. In clause 11.3, insert the following new sub-clause (3):

"(3) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

9. In clause 12.1(3)(b), substitute the new expression "R1.12 per week" for the existing expression "R1.04 per week".
10. In clause 12.2, substitute the new expression "38c per week" for the existing expression "35c per week".
11. In clause 12.4, substitute the new expression "57c per week" for the existing expression "53c per week".
12. In sub-clause 14.1(1), substitute the new expression "R2,47 per week," for the existing expression "R2,29 per week".

15 of 112

A 70 SA

13. In sub-clause 14.1(2), substitute the new expression "R3,95 per week," for the existing expression "R3,66 per week,".

14. In clause 14.1 (4)(b), substitute the following new expression, for the existing expression in sub-clause (4)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum;"

15. In clause 14.6(8), insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employees."

16. In clause 15(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

17. In Annexure C of Clause 19, substitute the new expression "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association" wherever it appears in Clause 19.

18. In Annexure C of clause 19, subclause (5), substitute the new expression "16 cents per week" for the existing expression "15 cents per week".

19. Insert the following new Clause 23:

**"CLAUSE 23: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

20. Insert the following new Clause 24:

**"24. PROVIDENT FUND CONTRIBUTIONS**

- (1) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (2) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply

17 of 112





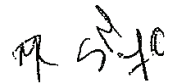
- (3) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (4) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (5) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (6) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

#### 4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION)

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are

18 of 112



applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
<b>A. ALL AREAS</b>					
(i)	(a) Foreman	3 049.00	2 439.00	3 063.00	2 450.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50
	(ii) Learners				
	first six months of experience	855.50	684.50	859.00	687.00
	second six months of experience	1 021.00	817.00	1 025.50	820.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
	(c) Cloakroom Supervisor/Watchman	868.50	695.00	871.00	697.00
	(d) Mechanic	2 860.00	2 288.00	2 874.00	2 299.00
	(e) Unqualified Mechanic	1 065.50	852.50	1 072.00	857.50
	(f) Watchman	868.50	695.00	871.00	697.00
	(g) Labourer	679.00	543.00	681.50	545.00
	(h) Boiler Attendant	746.50	597.00	749.00	599.00
(ii)	Pattern Grader				
	(i) Qualified	1 615.00	1 292.00	1 622.00	1 297.50
	(ii) Learners				
	first six months of experience	623.50	499.00	626.50	501.00
	second six months of experience	747.50	598.00	750.00	600.00
	third six months of experience	870.50	696.50	875.00	700.00
	fourth six months of experience	997.00	797.50	1 001.00	801.00
	fifth six months of experience	1 119.50	895.50	1 123.00	898.50
	sixth six months of experience	1 241.50	993.00	1 247.50	998.00
	seventh six months of experience	1 365.50	1 092.50	1 371.50	1 097.00
	next four months of experience	1 489.50	1 191.50	1 494.50	1 195.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 615.00	1 292.00	1 622.00	1 297.50
(iii)	Marker-In				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50



DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	(ii) Learners				
	first six months of experience	623.50	499.00	626.50	501.00
	second six months of experience	700.00	560.00	703.50	563.00
	third six months of experience	782.50	626.00	784.50	627.50
	fourth six months of experience	857.50	686.00	861.00	689.00
	fifth six months of experience	937.00	749.50	939.50	751.50
	sixth six months of experience	1 012.00	809.50	1 017.00	813.50
	seventh six months of experience	1 090.50	872.50	1 096.00	877.00
	next four months of experience	1 166.50	933.00	1 171.50	937.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	998.50	799.00	1 004.00	803.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	661.00	529.00	663.50	531.00
	third six months of experience	729.50	583.50	734.50	587.50
	fourth six months of experience	796.50	637.00	799.00	639.00
	fifth six months of experience	863.50	691.00	868.50	695.00
	next four months of experience	931.50	745.00	936.00	749.00
	Thereafter, the wage specified in (iv)(i) i.e.	998.50	799.00	1 004.00	803.00
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	868.50	695.00	871.00	697.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	661.00	529.00	663.50	531.00
	third six months of experience	729.50	583.50	734.50	587.50
	next four months of experience	797.00	637.50	799.50	639.50
	Thereafter, the wage specified in (v)(i) i.e.	868.50	695.00	871.00	697.00
(vi)	(a) Invoice Clerk				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50
	(ii) Learners				
	first six months of experience	898.00	718.50	901.50	721.00
	Thereafter, the wage specified in (vi)(a)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	912.50	730.00	916.50	733.00
	(ii) Learners				
	first six months of experience	655.50	524.50	657.50	526.00
	second six months of experience	783.50	627.00	786.00	629.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	912.50	730.00	916.50	733.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	983.00	786.50	987.00	789.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	657.00	525.50	661.00	529.00
	third six months of experience	721.50	577.00	724.00	579.00
	fourth six months of experience	786.00	629.00	789.50	631.50
	fifth six months of experience	851.00	681.00	856.50	685.00
	next four months of experience	918.00	734.50	922.50	738.00
	Thereafter, the wage specified in (vii)(i) i.e.	983.00	786.50	987.00	789.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:				
	(a) Does not exceed 2 722 kg	1 075.00	860.00	1 080.00	864.00
	(b) Exceeds 2 722 kg	1 249.00	999.00	1 255.00	1 004.00
(ix)	Part-time Driver of a Motor Vehicle	978.50	783.00	983.00	786.50
(x)	Knitting Machine Operator				
	(i) Qualified	1 280.00	1 024.00	1 287.00	1 029.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	708.50	567.00	713.00	570.50
	third six months of experience	822.00	657.50	825.00	660.00
	fourth six months of experience	937.50	750.00	940.00	752.00
	fifth six months of experience	1 050.50	840.50	1 055.00	844.00
	next four months of experience	1 167.00	933.50	1 173.00	938.50
	Thereafter, the wage specified in (x)(i) i.e.	1 280.00	1 024.00	1 287.00	1 029.50
(xi)	Maintenance hand				
	(i) Qualified	734.50	587.50	737.00	589.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	621.00	497.00	623.50	499.00
	third six months of experience	645.00	516.00	648.00	518.50
	fourth six months of experience	675.00	540.00	679.50	543.50
	next four months of experience	708.00	566.50	712.50	570.00
	Thereafter, the wage specified in (xi)(i) i.e.	734.50	587.50	737.00	589.50
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>					
(i)	Sewing Machinist				
(a)	(i) Qualified	868.50	695.00	871.00	697.00

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
	(ii)	Learners				
		first six months of experience	592.50	474.00	596.00	477.00
		second six months of experience	637.50	510.00	642.00	513.50
		third six months of experience	683.00	546.50	686.50	549.00
		Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	871.00	697.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer					
	(i)	Qualified	868.50	695.00	871.00	697.00
	(ii)	Learners				
		first six months of experience	592.50	474.00	596.00	477.00
		second six months of experience	637.50	510.00	642.00	513.50
		third six months of experience	683.00	546.50	686.50	549.00
		fourth six months of experience	729.50	583.50	734.50	587.50
		fifth six months of experience	775.00	620.00	778.50	623.00
		next four months of experience	821.50	657.00	824.50	659.50
		Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	871.00	697.00
Set Leader and/or Team Leader			922.50	738.00	926.00	741.00
(ii)	General Worker/Pleater					
	(i)	Qualified	655.50	524.50	657.50	526.00
	(ii)	Learners				
		first six months of experience	592.50	474.00	596.00	477.00
		second six months of experience	622.50	498.00	625.00	500.00
		Thereafter, the wage specified in (ii)(i) i.e.	655.50	524.50	657.50	526.00
(iii)	Despatch Packer and Layer-up					
	(i)	Qualified	678.00	542.50	681.00	545.00
	(ii)	Learners				
		first six months of experience	592.50	474.00	596.00	477.00
		second six months of experience	634.50	507.50	637.00	509.50
		Thereafter, the wage specified in (iii)(i) i.e.	678.00	542.50	681.00	545.00
(iv)	Plain Sewer					
	(i)	Qualified	708.50	567.00	713.00	570.50
	(ii)	Learners				
		first six months of experience	592.50	474.00	596.00	477.00
		Thereafter, the wage specified in (iv)(i) i.e.	708.50	567.00	713.00	570.50
(v)	Sample Machinist		987.00	789.50	992.00	793.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT						
(i) (a)	Sewing Machinist					
	(i)	Qualified:	824.50	659.50	827.00	661.50
	(ii)	Learnars:				



DESCRIPTION OF OCCUPATION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
				R	R	R	R
			first six months of experience	565.00	452.00	568.50	455.00
			second six months of experience	607.50	486.00	612.00	489.50
			third six months of experience	651.00	521.00	654.50	523.50
			Thereafter, the wage specified in (i)(a)(i) i.e.	824.50	659.50	827.00	661.50
(i)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:						
(b)		(i) Qualified:		824.50	659.50	827.00	661.50
		(ii) Learners:					
			first six months of experience	565.00	452.00	568.50	455.00
			second six months of experience	607.50	486.00	612.00	489.50
			third six months of experience	651.00	521.00	654.50	523.50
			fourth six months of experience	694.00	555.00	699.00	559.00
			fifth six months of experience	736.50	589.00	740.00	592.00
			Next four months of experience	780.00	624.00	783.00	626.50
			Thereafter, the wage specified in (i)(b)(i) i.e.	824.50	659.50	827.00	661.50
	Set Leader and/or Team Leader			876.50	701.00	880.00	704.00
(ii)	General Worker/Pleater						
		(i) Qualified		631.00	505.00	633.00	506.50
		(ii) Learners					
			first six months of experience	565.00	452.00	568.50	455.00
			second six months of experience	598.00	478.50	600.50	480.50
			Thereafter, the wage specified in (ii)(i) i.e.	631.00	505.00	633.00	506.50
(iii)	Despatch Packer						
		(i) Qualified		658.00	526.50	661.00	529.00
		(ii) Learners					
			first six months of experience	565.00	452.00	568.50	455.00
			second six months of experience	611.00	489.00	613.50	491.00
			Thereafter, the wage specified in (iii)(i) i.e.	658.00	526.50	661.00	529.00
(iv)	Layer-Up						
		(i) Qualified		653.00	522.50	656.00	525.00
		(ii) Learners					
			first six months of experience	565.00	452.00	568.50	455.00
			second six months of experience	611.50	489.00	614.00	491.00
			Thereafter, the wage specified in (iii)(i) i.e.	665.00	532.00	668.50	535.00
(v)	Plain Sewer						
		(i) Qualified		682.00	545.50	684.50	547.50
		(ii) Learners					
			first six months of experience	567.50	454.00	569.50	455.50
			Thereafter, the wage specified in (iv)(i) i.e.	682.00	545.50	684.50	547.50
(vi)	Sample Machinist			936.50	749.00	938.00	750.50

DESCRIPTION OF OCCUPATION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.				

3. In clause 13, substitute the following new sub-clause (11) for the existing sub-clause (11):

"(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
- (ii) Who works for at least four days a week for that employer.

- (b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-

- (i) when the employee's child is born;
- (ii) when the employee's child is sick; or
- (iii) in the event of the death of-
  - (aa) the employee's spouse or life partner; or

*Handwritten initials and signature*

- (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.
- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman; Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-and-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage."

25 of 112

R 9/4/0

4. In sub-clause 20(1)(a), substitute the new expression "R2,45 per week " for the existing expression "R2,27 per week".
5. In sub-clause 20(1)(b), substitute the new expression "R2,65 per week" for the existing expression "R2,45 per week".
6. In clause 20(2)(c), insert the following new expression, for the existing expression in sub-clause (c):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 10th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

7. In clause 21(3), substitute the new expression "R20,39" for the existing expression "R18,88".
8. In clause 22(8), insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

9. In clause 23C, insert the following new sub-clause (2):

"(2) Shop Stewards Time Off

(a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.

(b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

10. In clause 23D(1), substitute the new expression "38 cents" for the existing expression "35 cents".

11. In clause 23E(2), substitute the new expression "57 cents" for the existing expression "53 cents".

12. In Clause 29(1), insert the following new sub-clause 29(1)(j):

"(j) Provident Fund Contributions

(i) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

(ii) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply

(iii) The Council shall ensure compliance with the Rules of the Fund

27 of 112

17 5/4/0



relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

(iv) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act

(v) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation

(vi) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

13. In clause 35, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Free State and Northern Cape Clothing Manufacturers' Association (FSNCCMA)", wherever it appears in clause 35.

14. In clause 35(5), substitute the new expression "contribute an amount of 17 cents per week" for the existing expression "16 cents per week".

15. In clause 36(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

16. Insert the following new Clause 42:

**"CLAUSE 42: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

**5. PART C (PROVISIONS FOR THE KWAZULU-NATAL REGION)**

1. In clause 3, substitute the existing expression **"Level B Compliance"**, for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 4.1(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

“(a)

Description of Occupation		Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
<b>Part A - Cutting Department</b>		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>GRADE 1</b>					
(a)	Qualified	1 114.50	891.60	1119.70	895.75
(b)	Learner				
	0 - 6 months	735.65	588.50	739.10	591.30
	7 - 12 months	813.80	651.05	817.50	654.00
	13 - 18 months **	891.75	713.40	895.90	716.70
	Thereafter, the qualifying wage applies	1 114.50	891.60	1119.70	895.75
<b>GRADE 2</b>					
(a)	Qualified	968.65	774.90	973.20	778.55
(b)	Learner				
	0 - 6 months	731.70	585.35	735.15	588.10
	Thereafter, the qualifying wage applies	968.65	774.90	973.20	778.55
<b>GRADE A</b>					
(a)	Qualified	992.45	793.95	997.00	797.60
(b)	Learner				
	0 - 6 months	770.90	616.70	774.60	619.70
	Thereafter, the qualifying wage applies	992.45	793.95	997.00	797.60
<b>HEAD CUTTER</b>		1 778.15	1422.50	1786.30	1429.05
<b>ASSISTANT HEAD CUTTER</b>		1 422.40	1137.90	1428.95	1143.15
<b>CUTTER/TRIMMER</b>					
(a)	Qualified	1 117.25	893.80	1122.40	897.90
(b)	Learner				
	0 - 6 months	700.75	560.60	704.10	563.30
	7 - 12 months	783.00	626.40	786.50	629.20
	13 - 18 months	861.90	689.50	865.90	692.70
	19 - 22 months	955.65	764.50	959.95	767.95

30 of 112

Description of Occupation		Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	Thereafter, the qualifying wage applies	1 117.25	893.80	1122.40	897.90
<b>BAND KNIFE CUTTER</b>					
(a)	Qualified	1 175.75	940.60	1181.20	944.95
(b)	Learner				
	0 - 6 months	784.05	627.25	787.60	630.10
	7 - 12 months	870.70	696.55	874.70	699.75
	13 - 18 months	950.10	760.10	954.55	763.65
	19 - 22 months	1 040.55	832.45	1045.30	836.25
	Thereafter, the qualifying wage applies	1 175.75	940.60	1181.20	944.95
<b>MECHANIC</b>					
(a)	Qualified	1 910.90	1528.70	1919.70	1535.75
(b)	Learner				
	0 - 6 months	881.70	705.35	885.65	708.50
	7 - 12 months	1 012.45	809.95	1017.20	813.75
	13 - 18 months	1 161.95	929.55	1167.50	934.00
	19 - 24 months	1 311.50	1049.20	1317.60	1054.10
	25 - 30 months	1 470.90	1176.70	1477.85	1182.30
	31 - 36 months	1 617.50	1294.00	1624.95	1299.95
	37 - 40 months	1 761.70	1409.35	1769.85	1415.90
	Thereafter, the qualifying wage applies	1 910.90	1528.70	1919.70	1535.75
<b>CLERK *</b>					
(a)	Qualified	1 194.35	955.50	1199.90	959.90
(b)	Learner				
	0 - 6 months	812.05	649.65	815.80	652.65
	7 - 12 months	916.90	733.50	921.15	736.90
	13 - 18 months	1 003.10	802.50	1007.70	806.15
	Thereafter, the qualifying wage applies	1 194.35	955.50	1199.90	959.90
<b>WATCHMAN</b>		1 001.00	800.80	1005.65	804.50
<b>DRIVER 1</b>		940.25	752.20	944.60	755.70
<b>DRIVER 2</b>		1 027.45	821.95	1032.20	825.75
<b>DRIVER 3</b>		1 198.00	958.40	1203.60	962.90
<b>DRIVER 4</b>		1 447.00	1157.60	1453.75	1163.00
<b>FOREPERSON</b>		1 369.85	1095.90	1376.25	1101.00
<p>* Provided a registered productivity incentive scheme is in place.</p> <p>** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.</p>					



Description of Occupation	Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.				

3. In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

"(b)

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(i)	Foreman:	2092.05	1673.65	2101.80	1681.45
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
(i)	Qualified:	2013.80	1611.05	2023.10	1618.50
(ii)	Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	1049.10	839.30	1053.90	843.10
	third six months of experience	1370.80	1096.65	1377.15	1101.70
	next four months of experience	1692.30	1353.85	1700.05	1360.05
	Thereafter, the wage specified in (iii)(i) i.e.	2013.80	1611.05	2023.10	1618.50
(iv)	Mechanic/Dyer:				
(i)	Qualified:	2092.05	1673.65	2101.80	1681.45
(ii)	Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	863.75	691.00	867.90	694.30
	third six months of experience	1000.30	800.25	1005.00	804.00
	fourth six months of experience	1136.95	909.55	1142.10	913.70
	fifth six months of experience	1273.50	1018.80	1279.50	1023.60
	sixth six months of experience	1409.50	1127.60	1416.05	1132.85
	seventh six months of experience	1546.35	1237.10	1553.55	1242.85

DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		eighth six months of experience	1682.75	1346.20	1690.60	1352.50
		ninth six months of experience	1819.05	1455.25	1827.50	1462.00
		next four months of experience	1955.90	1564.70	1964.95	1571.95
		Thereafter, the wage specified in (iv)(i) i.e.	2092.05	1673.65	2101.80	1681.45
(v)	<b>Mechanic's Assistant:</b>					
	(i)	Qualified:	1370.45	1096.35	1376.85	1101.50
	(ii)	Learners:				
		first six months of experience	727.55	582.05	730.95	584.75
		second six months of experience	791.20	632.95	794.85	635.90
		third six months of experience	856.45	685.15	860.35	688.30
		fourth six months of experience	919.95	735.95	924.20	739.35
		fifth six months of experience	984.60	787.70	989.25	791.40
		sixth six months of experience	1049.20	839.35	1054.10	843.30
		seventh six months of experience	1113.10	890.50	1118.30	894.65
		eighth six months of experience	1177.80	942.25	1183.10	946.50
		ninth six months of experience	1241.75	993.40	1247.50	998.00
		next four months of experience	1306.20	1044.95	1312.10	1049.70
		Thereafter, the wage specified in (v)(i) i.e.	1370.45	1096.35	1376.85	1101.50
(vi)	<b>Supervisor:</b>		1448.75	1159.00	1455.45	1164.35
(vii)	<b>Final Examiner of fully-fashioned garments:</b>		1345.40	1076.30	1351.60	1081.30
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>					
	(i)	Qualified:	1317.35	1053.90	1323.45	1058.75
	(ii)	Learners:			0.00	0.00
		first six months of experience	727.55	582.05	730.95	584.75
		second six months of experience	874.80	699.85	878.90	703.10
		third six months of experience	1022.35	817.90	1027.15	821.70
		next four months of experience	1170.05	936.05	1175.40	940.30
		Thereafter, the wage specified in (viii)(i) i.e.	1317.35	1053.90	1323.45	1058.75

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	1317.35	1053.90	1323.45	1058.75
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	825.55	660.45	829.45	663.55
	third six months of experience	923.70	738.95	928.00	742.40
	fourth six months of experience	1022.35	817.90	1027.25	821.80
	fifth six months of experience	1120.60	896.50	1125.70	900.55
	next four months of experience	1219.15	975.30	1224.75	979.80
	Thereafter, the wage specified in (ix)(i) i.e.	1317.35	1053.90	1323.45	1058.75
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:				
	(i) Qualified:	1149.45	919.55	1154.90	923.90
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	832.70	666.15	836.50	669.20
	third six months of experience	938.15	750.50	942.50	754.00
	next four months of experience	882.80	706.25	1048.85	839.10
	Thereafter, the wage specified in (x)(i) i.e.	1149.45	919.55	1154.90	923.90
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	1098.85	879.10	1103.90	883.10
	(b) exceeds 453,5 kg but not 2 721 kg	1297.40	1037.90	1303.40	1042.70
	(c) exceeds 2 721 kg but not 4 535 kg	1381.60	1105.30	1387.95	1110.35
	(d) exceeds 4 535 kg	1499.25	1199.40	1506.15	1204.90



DESCRIPTION OF OCCUPATION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(xii)	Security Officer:		1678.20	1342.55	1686.05	1348.85
(xiii)	Watchman:		1295.20	1036.15	1301.15	1040.90
(xiv)	Employee not elsewhere specified:					
	(i)	Qualified:	1348.45	1078.75	1354.60	1083.70
	(ii)	Learners:				
		first six months of experience	727.55	582.05	730.95	584.75
		second six months of experience	882.45	705.95	886.65	709.30
		third six months of experience	1038.15	830.50	1042.95	834.35
		next four months of experience	1193.10	954.50	1198.65	958.90
		thereafter, the wage specified in (xiv)(i) i.e.	1348.45	1078.75	1354.60	1083.70
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.					
	(i)	Qualified:	945.00	756.00	949.35	759.50
	(ii)	Learners:				
		first six months of experience	727.55	582.05	730.95	584.75
		second six months of experience	799.75	639.80	803.50	642.80
		third six months of experience	872.90	698.30	876.85	701.50
		Thereafter, the wage specified in (xv) (i) i.e.	945.00	756.00	949.35	759.50
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker		945.00	756.00	949.35	759.50



DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(xvii)	General Worker (Knitting)	1097.65	878.10	1102.80	882.25
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.					

4. In clause 17, substitute the following new clause 17, for the existing clause 17:

#### **"17. PATERNITY LEAVE AND FAMILY RESPONSIBILITY LEAVE**

##### **(1) Paternity Leave**

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

##### **(2) Family Responsibility Leave**

- (a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

- (b) This clause applies to an employee –
- (i) Who has been in employment for a period of four months; and
  - (ii) Who works for at least four days a week for that employer"
4. In clause 25(1), substitute the new expression "R2,89 per week" for the existing expression "R2,70 per week".
5. In clause 25(2), substitute the new expression "R3,91 per week" for the existing expression "R3,63 per week".
6. In clause 25(3), insert the following new sub-clause (3) and delete the existing sub-clause (3):
- "(3) Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 7th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum: Provided that the Regional Chamber shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Regional Chamber, the interest may accrue to the general Funds of the Regional Chamber."
7. In clause 26(1), substitute the new expression "36 cents" for the existing expression "33 cents".

8. In clause 26(2), substitute the new expression "52 cents" for the existing expression "48 cents".

9. In clause 29, insert the following new sub-clause (7):

"(7) Shopstewards Time Off

(a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.

(b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

10. In clause 38, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

11. In clause 40(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".



12. In Annexure C of Clause 43, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association", wherever it appears in Clause 43.
13. In Annexure C of clause 43, subclause (5), substitute the new expression "17 cents per week" for the existing expression "16 cents per week".
14. Insert the following new Clause 47:

**"CLAUSE 47: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

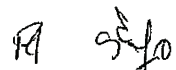
The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

15. Insert the following new Clause 48:

**"48. PROVIDENT FUND CONTRIBUTIONS**

- (a) The Fund continues as part of this Agreement and registered with the

39 of 112



Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

**6. PART D (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))**

40 of 112

*Handwritten signature and date: 5/3/17*

1. In clause 3, delete the existing expression "**Category E**" and insert the following new definitions:

"**Category E(a)**" means a sewing machinist, an operator of a linking, overlocking and/or sewing machine, an embroidery machinist (other than embroidery machine mincer);

"**Category E(b)**" means a finisher, an invisible mender, an embroiderer, a faggotter, a beader and/or pleater by hand, a baster, a shaper, a fitter-up, a checker, a presser of garments, an assistant screen maker (engraver), an assistant screen printer, a darkroom assistant, a mixing and filtering operator, an oven and curing operator, a screen controller, a screen preparer, a squeegee preparer, and a despatch packer;"

2. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"**Level B Compliance Registration**" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

3. In clause 4A(1), substitute the expression "31 August 2015 for the expression "31 August 2014" in the preamble to this sub-clause.

4. In clause 4A(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
(A)	<b>Pattern Maker and/or Grader:</b>				
	(i) Qualified:	2004.70	1603.80	2014.00	1611.20
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	934.40	747.50	938.80	751.00
	third six months of experience	1150.00	920.00	1155.40	924.30
	fourth six months of experience	1346.10	1076.90	1352.30	1081.80
	fifth six months of experience	1579.70	1263.80	1587.30	1269.80
	next four months of experience	1794.20	1435.40	1802.50	1442.00
	Thereafter, the wage specified in (A)(i) i.e.	2004.70	1603.80	2014.00	1611.20
(B)	<b>Marker-In:</b>				
	(i) Qualified:	1664.40	1331.50	1672.30	1337.80
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	877.70	702.20	881.90	705.50
	third six months of experience	1035.40	828.30	1040.30	832.20
	fourth six months of experience	1192.60	954.10	1198.30	958.60
	fifth six months of experience	1350.00	1080.00	1356.50	1085.20
	next four months of experience	1507.70	1206.20	1514.60	1211.70
	Thereafter, the wage specified in (B)(i) i.e.	1664.40	1331.50	1672.30	1337.80
(C)	<b>Mechanic:</b>				
	(i) Qualified:	1623.30	1298.60	1631.00	1304.80



DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	820.70	656.60	824.40	659.50
	third six months of experience	921.10	736.90	925.50	740.40
	fourth six months of experience	1021.60	817.30	1026.30	821.00
	fifth six months of experience	1122.30	897.80	1127.60	902.10
	sixth six months of experience	1221.70	977.40	1227.40	981.90
	seventh six months of experience	1322.90	1058.30	1329.00	1063.20
	eighth six months of experience	1423.00	1138.40	1429.80	1143.80
	next four months of experience	1523.60	1218.90	1530.90	1224.70
	Thereafter, the wage specified in (C)(i) i.e.	1623.30	1298.60	1631.00	1304.80
(D)	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>				
	(i) Qualified:	1205.60	964.50	1211.40	969.10
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	841.90	673.50	846.00	676.80
	third six months of experience	963.70	771.00	968.20	774.60
	next four months of experience	1086.20	869.00	1091.20	873.00
	Thereafter, the wage specified in (D)(i) i.e.	1205.60	964.50	1211.40	969.10
*(E1)	<b>Sample Machinist:</b>	1198.90	959.10	1204.50	963.60
(E)(a)	<b>Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):</b>				
	(i) Qualified:	1042.20	833.80	1047.10	837.70
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	800.90	640.70	804.70	643.80

DESCRIPTION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
			R	R	R	R
		third six months of experience	879.90	703.90	884.20	707.40
		Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	1047.10	837.70
(E)(b)	<b>Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:</b>					
	(i) Qualified:		1042.20	833.80	1047.10	837.70
	(ii) Learners:					
		first six months of experience	722.00	577.60	725.20	580.20
		second six months of experience	800.90	640.70	804.70	643.80
		third six months of experience	879.90	703.90	884.20	707.40
		next four months of experience	963.90	771.10	968.30	774.60
		Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	1047.10	837.70
(F1)	<b>Machinist promoted to Assistant Supervisor:</b>					
	(i) Qualified:		1238.50	990.80	1244.30	995.40
	(ii) Learners:					
		first six months of experience	1042.20	833.80	1047.10	837.70
		second six months of experience	1109.90	887.90	1115.00	892.00
		third six months of experience.	1175.30	940.20	1180.80	944.60
		Thereafter, the wage specified in (F1)(i) i.e	1238.50	990.80	1244.30	995.40
(F)	<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>					
	(i) Qualified:		1238.50	990.80	1244.30	995.40
	(ii) Learners:					
		first six months of experience	722.00	577.60	725.20	580.20
		second six months of	850.70	680.60	854.60	683.70

DESCRIPTION			GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
			R	R	R	R
		experience				
		third six months of experience	980.20	784.20	984.70	787.80
		next four months of experience	1110.80	888.60	1116.10	892.90
		Thereafter, the wage specified in (F)(i) i.e.	1238.50	990.80	1244.30	995.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:					
	(i)	Qualified:	864.60	691.70	868.50	694.80
	(ii)	Learners:				
		first six months of experience	722.00	577.60	725.20	580.20
		second six months of experience	756.90	605.50	760.20	608.20
		third six months of experience	792.30	633.80	796.20	637.00
		next four months of experience	827.90	662.30	831.70	665.40
		Thereafter, the wage specified in (G)(i) i.e.	864.60	691.70	868.50	694.80
(H1)	Foreman:		2734.90	2187.90	2747.70	2198.20
(H2)	Supervisor, Assistant Foreman, Head Cutter:		1491.60	1193.30	1498.50	1198.80
(H3)	Artisan:		3122.20	2497.80	3136.50	2509.20
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		960.80	768.60	965.30	772.20
(H5)	Watchman:		1110.10	888.10	1115.30	892.20
(H6)	Driver (Light Motor Vehicle):		1094.30	875.40	1099.30	879.40
(H7)	Driver (Medium Motor Vehicle):		1170.20	936.20	1175.40	940.30



DESCRIPTION	GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
	R	R	R	R
Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.				

5. In clause 4A(2)(b), substitute the following table for the existing table:

Category	Wage – Group A			Wage Group B		
	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%
A	2004.70	148.50	1603.80	2014.00	149.20	1611.20
B	1664.40	123.30	1331.50	1672.30	123.90	1337.80
C	1623.30	120.20	1298.60	1631.00	120.80	1304.80
D	1205.60	89.30	964.50	1211.40	89.70	969.10
E1	1198.90	88.80	959.10	1204.50	89.20	963.60
E (a)	1042.20	77.20	833.80	1047.10	77.60	837.70
E (b)	1042.20	77.20	833.80	1047.10	77.60	837.70
F1	1238.50	91.70	990.80	1244.30	92.20	995.40
F	1238.50	91.70	990.80	1244.30	92.20	995.40
G	864.60	64.00	691.70	868.50	64.30	694.80
H1	2734.90	202.60	2187.90	2747.20	203.50	2198.20
H2	1491.60	110.50	1193.30	1498.50	111.00	1198.80
H3	3122.20	231.30	2497.80	3136.50	232.30	2509.20
H4	960.80	71.20	768.60	965.30	71.50	772.20
H5	1110.10	82.20	888.10	1115.30	82.60	892.20
H6	1094.30	81.10	875.40	1099.30	81.40	879.40
H7	1170.20	86.70	936.20	1175.40	87.10	940.30

6. In clause 4B(8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

“

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(a)	<b>Supervisor:</b>	1682.40	1345.90	1686.40	1349.10
(b)	<b>Milliner (Upgrade to Trimmer):</b>				
	(i) Qualified	1334.40	1067.50	1337.90	1070.30
	(ii) Learners:				
	first six months of experience	945.40	756.30	947.70	758.20
	second six months of experience	1033.90	827.10	1036.20	829.00
	third six months of experience	1135.10	908.10	1137.70	910.20
	next four months of experience	1258.70	1007.00	1261.80	1009.40
	Thereafter, the wage specified in (b)(i) i.e.	1334.40	1067.50	1337.90	1070.30
(c)	<b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b>				
	(i) Qualified:	1122.90	898.30	1125.60	900.50
	(ii) Learners:				
	first six months of experience	930.70	744.60	932.90	746.30
	second six months of experience	960.90	768.70	963.00	770.40
	third six months of experience	1021.60	817.30	1023.90	819.10
	next four months of experience	1069.00	855.20	1071.70	857.40
	Thereafter, the wage specified in (c)(1)(i) i.e.	1122.90	898.30	1125.60	900.50
	<b>(2) Driver:</b>	1122.90	898.30	1125.60	900.50
(d)	<b>Machine Operator &amp; Chopper-Out:</b>				
	(i) Qualified:	1039.10	831.30	1041.40	833.10
	(ii) Learners:				
	first six months of experience	655.20	524.20	656.90	525.50
	second six months of experience	748.70	599.00	750.40	600.30
	third six months of experience	801.70	641.40	803.60	642.90
	next four months of experience	925.50	740.40	927.60	742.10
	Thereafter, the wage specified in (d)(i) i.e.	1039.10	831.30	1041.40	833.10
(e)	<b>Trimmer/General Worker/Labourer/Assistant Blocker:</b>				
	(i) Qualified:	885.70	708.60	887.80	710.20

47 of 112

R 25/10



DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(ii) Learners:					
	first six months of experience	655.20	524.20	656.90	525.50
	second six months of experience	718.10	574.50	719.80	575.80
	third six months of experience	771.10	616.90	773.10	618.50
	next four months of experience	829.70	663.80	831.60	665.30
	Thereafter, the wage specified in (e)(i) i.e.	885.70	708.60	887.80	710.20
(f)	Boiler Attendant & Watchman:	968.70	775.00	971.20	777.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.					

7. In clause 12, substitute the following new sub-clause (11)(a), for the existing sub-clause (11)(a):

"(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
  - (ii) Who works for at least four days a week for that employer.
- (b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-

*A. S. J.*

- (i) when the employee's child is born;
- (ii) when the employee's child is sick; or
- (iii) in the event of the death of-
  - (aa) the employee's spouse or life partner; or
  - (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.
- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman: Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-and-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage.

The provisions of paragraph (e) above shall not apply to employees employed in the Millinery Sector of the Industry."

8. In clause 26C, insert the following new sub-clause (2):

"(2) Shopstewards Time Off

- (a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.
  - (b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."
9. In clause 27(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
10. In clause 28, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

50 of 112  
2/0  
5/0

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

11. In Annexure C of Clause 30, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association", wherever it appears in Clause 30.
12. In clause 30(5), substitute the new expression, "18 cents" for the existing expression "17 cents".
13. In sub-clause 33 (1)(a), substitute the new expression "up to a maximum of R2,45 per week " for the existing expression "up to a maximum of R2,27 per week".
14. In sub-clause 33(1)(b), substitute the new expression "up to a maximum of R2,65 per week " for the existing expression "up to a maximum of R2,45 per week".
15. In clause 33 (3), substitute the new expression, for the existing expression in sub-clause (3):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 10th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

16. Insert the following new Clause 35:

51 of 113

12 30  
5

**"CLAUSE 35: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

17. Insert the following new Clause 36:

**"36. PROVIDENT FUND CONTRIBUTIONS**

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

52 of 112

A 18  
5



- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

#### 7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(i)	Foreman:	2079.60	1663.70	2089.30	1671.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2001.80	1601.40	2011.10	1608.90
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	1042.50	834.00	1047.30	837.80
	third six months of experience	1362.20	1089.80	1368.60	1094.90
	next four months of experience	1682.10	1345.70	1689.80	1351.80
	Thereafter, the wage specified in (iii)(i) i.e.	2001.80	1601.40	2011.10	1608.90
(iv)	Mechanic/Dyer:				
	(i) Qualified:	2079.60	1663.70	2089.30	1671.40
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	858.30	686.60	862.20	689.80
	third six months of experience	994.00	795.20	998.60	798.90
	fourth six months of experience	1129.80	903.80	1134.90	907.90
	fifth six months of experience	1265.40	1012.30	1271.40	1017.10
	sixth six months of experience	1400.90	1120.70	1407.50	1126.00
	seventh six months of experience	1536.70	1229.40	1544.00	1235.20
	eighth six months of experience	1672.40	1337.90	1680.30	1344.20
	ninth six months of experience	1807.80	1446.20	1816.10	1452.90
	next four months of experience	1944.20	1555.40	1953.30	1562.60
	Thereafter, the wage specified in (iv)(i) i.e.	2079.60	1663.70	2089.30	1671.40
(v)	Mechanic's Assistant:				
	(i) Qualified:	1361.80	1089.40	1368.00	1094.40
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	785.90	628.70	789.40	631.50
	third six months of experience	835.60	668.50	854.60	683.70
	fourth six months of experience	914.00	731.20	918.20	734.60
	fifth six months of experience	978.30	782.60	982.90	786.30

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
				R	R	R	R
			sixth six months of experience	1042.60	834.10	1047.40	837.90
			seventh six months of experience	1106.00	884.80	1111.30	889.00
			eighth six months of experience	1170.40	936.30	1175.50	940.40
			ninth six months of experience	1233.90	987.10	1239.60	991.70
			next four months of experience	1298.20	1038.60	1304.10	1043.30
			Thereafter, the wage specified in (v)(i) i.e.	1361.80	1089.40	1368.00	1094.40
(vi)			<b>Supervisor:</b>	1439.90	1151.90	1446.70	1157.40
(vii)			<b>Final Examiner of fully-fashioned garments:</b>	1336.80	1069.40	1343.20	1074.60
(viii)			<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>				
			(i) Qualified	1309.10	1047.30	1315.30	1052.20
			(ii) Learners:				
			first six months of experience	722.70	578.20	726.10	580.90
			second six months of experience	869.10	695.30	873.10	698.50
			third six months of experience	1015.70	812.60	1020.40	816.30
			next four months of experience	1162.60	930.10	1168.10	934.50
			Thereafter, the wage specified in (viii)(i) i.e.	1309.10	1047.30	1315.30	1052.20
(ix)			<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:</b>				
			(i) Qualified:	1309.10	1047.30	1315.30	1052.20
			(ii) Learners:				
			first six months of experience	722.70	578.20	726.10	580.90
			second six months of experience	820.20	656.20	823.60	658.90
			third six months of experience	917.70	734.20	921.80	737.40
			fourth six months of experience	1015.70	812.60	1020.40	816.30
			fifth six months of experience	1113.40	890.70	1118.80	895.00
			next four months of experience	1211.30	969.00	1216.80	973.40
			Thereafter, the wage specified in (ix)(i) i.e.	1309.10	1047.30	1315.30	1052.20
(x) (a)			<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>				
			(i) Qualified:	1142.20	913.80	1147.50	918.00
			(ii) Learners:				
			first six months of experience	722.70	578.20	726.10	580.90

55 of 112

A 70 52

DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
				R	R	R	R
			second six months of experience	827.10	661.70	831.00	664.80
			third six months of experience	932.10	745.70	936.40	749.10
			next four months of experience	1037.40	829.90	1042.20	833.80
			Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	1147.50	918.00
(x) (b)			<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>				
			(i) Qualified:	1142.20	913.80	1147.50	918.00
			(ii) Learners:				
			first six months of experience	722.70	578.20	726.10	580.90
			second six months of experience	827.10	661.70	831.00	664.80
			third six months of experience	932.10	745.70	936.40	749.10
			Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	1147.50	918.00
(xi)			<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>				
			(a) does not exceed 453,5 kg	1092.00	873.60	1097.00	877.60
			(b) exceeds 453,5 kg but not 2 721 kg	1289.30	1031.40	1295.10	1036.10
			(c) exceeds 2 721 kg but not 4 535 kg	1372.90	1098.30	1379.40	1103.50
			(d) exceeds 4 535 kg	1490.00	1192.00	1497.00	1197.60
(xii)			<b>Security Officer:</b>	1668.00	1334.40	1675.60	1340.50
(xiii)			<b>Watchman:</b>	1286.90	1029.50	1293.00	1034.40
(xiv)			<b>Employee not elsewhere specified:</b>				
			(i) Qualified:	1340.10	1072.10	1346.20	1077.00
			(ii) Learners:				
			first six months of experience	722.70	578.20	726.10	580.90
			second six months of experience	876.70	701.40	880.80	704.60
			third six months of experience	1031.30	825.00	1036.20	829.00
			next four months of experience	1185.40	948.30	1191.00	952.80
			Thereafter, the wage specified in (xiv)(i) i.e.	1340.10	1072.10	1346.20	1077.00



DESCRIPTION				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
				R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:			1090.70	872.60	1095.70	876.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:			938.80	751.00	943.20	754.60
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:						
		(i) Qualified:		938.80	751.00	943.20	754.60
		(ii) Learners:					
		first six months of experience		722.70	578.20	726.10	580.90
		second six months of experience		794.30	635.40	798.10	638.50
		third six months of experience		867.10	693.70	871.00	696.80
		Thereafter, the wage specified in (xvii) (i) i.e.		938.80	751.00	943.20	754.60
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.							

3. In clause 8, substitute the following new sub-clause (11)(a), for the existing sub-clause (11)(a):

“(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
  - (ii) Who works for at least four days a week for that employer.
- (b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-
- (i) when the employee's child is born;
  - (ii) when the employee's child is sick; or
  - (iii) in the event of the death of-
    - (aa) the employee's spouse or life partner; or
    - (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.

- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman: Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-and-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage.

- 4. In sub-clause 11(2)(a), substitute the new expression "up to a maximum of R2,45 per week " for the existing expression "up to a maximum of R2,27 per week".
- 5. In sub-clause 11(2)(b), substitute the new expression "up to a maximum of R2,65 per week " for the existing expression "up to a maximum of R2,45 per week".
- 6. In clause 13C, insert the following new sub-clause (2):

"(2) Shopstewards Time Off

- (a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.
- (b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

7. In clause 13E(1), substitute the new expression, "37 cents" for the existing expression "34 cents".
8. In clause 13F(2), substitute the new expression, "56 cents" for the existing expression "53 cents".
9. In clause 19(4), substitute the new expression "R21,35 per employee per week" for the existing expression "R19,77".
10. In clause 19(5), substitute the new expression "R21,35" for the existing expression "R19,77".
11. In clause 20(2)(b), substitute the new expression "R6,67" for the existing expression "R6,18".
12. In clause 22(1), insert the following new sub-clause 22(1)(h) :

"(h) Provident Fund Contributions

- (i) The Fund continues as part of this Agreement and registered with the

60 of 112

A 540

Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (ii) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (iii) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (iv) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (v) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (vi) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

13. In Clause 30, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Transvaal Clothing Manufacturers' Association (TCMA)", wherever it appears in Clause 30.

61 of 112

M 5/10



14. In clause 30(5), substitute the new expression "18 cents per week" for the existing expression "17 cents per week".
15. In clause 31(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
16. In clause 34, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

17. Insert the following new Clause 37:

**"CLAUSE 37: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

62 of 112

A 10/5

**8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))**

1. In clause 1(2)(b), substitute the new expression "R109 848,00 per annum" for the existing expression "R101 712,00 per annum".
2. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

3. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

"

63 of 112

R 5.40

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivise d Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employee s on Incentivise d Scheme Effective 1 September 2016 = 80%
			R	R	R	R
<b>Part A - Cutting Department</b>						
Head Cutter			2103.50	1683.00	2112.50	1690.00
Pattern Maker:						
	(a)	Qualified	2103.50	1683.00	2112.50	1690.00
	(b)	Learner				
		First year				
		First six months of experience	1178.50	943.00	1182.50	946.00
		Second six months of experience	1301.50	1041.00	1305.50	1044.50
		Second year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00
		Second six months of experience	1554.00	1243.00	1562.00	1249.50
		Third year				
		First six months of experience	1695.00	1356.00	1702.00	1361.50
		Next four months of experience	1829.50	1463.50	1838.00	1470.50
		Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Pattern Grader						
	(a)	Qualified	1697.00	1357.50	1703.50	1363.00
	(b)	Learner				
		First year				
		First six months of experience	1107.50	886.00	1114.00	891.00
		Second six months of experience	1178.50	943.00	1182.50	946.00
		Second year				
		First six months of experience	1247.50	998.00	1254.50	1003.50
		Second six months of experience	1337.00	1069.50	1343.00	1074.50
		Third year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00
		Next four months of experience	1515.00	1212.00	1523.00	1218.50
		Thereafter, the wage specified in (a), i.e.	1697.00	1357.50	1703.50	1363.00
Cutter, lay-maker:						
	(a)	Qualified	1637.50	1310.00	1643.00	1314.50
	(b)	Learner				
		First year				
		First six months of experience	994.00	795.00	999.50	799.50
		Second six months of experience	1094.50	875.50	1099.00	879.00
		Second year				
		First six months of experience	1193.50	955.00	1199.50	959.50
		Second six months of experience	1305.50	1044.50	1313.50	1051.00
		Third year				
		First four months of experience	1432.00	1145.50	1439.50	1151.50
		Thereafter, the wage specified in (a), i.e.	1637.50	1310.00	1643.00	1314.50
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified	1180.00	944.00	1185.00	948.00
	(b)	Learner				
		First year				

64 of 112

A 70  
15

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		First six months of experience	885.50	708.50	889.00	711.00
		Second six months of experience	938.50	751.00	942.50	754.00
		Second year				
		First six months of experience	988.00	790.50	992.50	794.00
		Second six months of experience	1040.00	832.00	1045.50	836.50
		Third year				
		First four months of experience	1091.50	873.00	1095.50	876.50
		Thereafter, the wage specified in (a), i.e.	1180.00	944.00	1185.00	948.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1278.50	1023.00	1285.00	1028.00
		Second six months from date of advancement	1432.00	1145.50	1439.50	1151.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1637.50	1310.00	1643.00	1314.50
		Layer-up:				
	(a)	Qualified	1017.00	813.50	1021.00	817.00
	(b)	Learner				
		First year				
		First six months of experience	856.50	685.00	859.50	687.50
		Second six months of experience	885.50	708.50	889.00	711.00
		Second year				
		First six months of experience	925.00	740.00	930.00	744.00
		Thereafter, the wage specified in (a), i.e.	1017.00	813.50	1021.00	817.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1017.00	813.50	1021.00	817.00
		Second six months from date of advancement	1193.50	955.00	1199.50	959.50
		Third six months from date of advancement	1305.50	1044.50	1313.50	1051.00
		Fourth six months from date of advancement	1432.00	1145.50	1439.50	1151.50
		Thereafter, the wage specified for a qualified cutter, i.e.	1637.50	1310.00	1643.00	1314.50
	(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
		First six months from date of advancement	1017.00	813.50	1021.00	817.00
		Second six months from date of advancement	1091.50	873.00	1095.50	876.50
		Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1180.00	944.00	1185.00	948.00
	(e)	If advanced to fitter-up:				
		First six months from date of advancement	1017.00	813.50	1021.00	817.00
		Second six months from date of advancement	1054.50	843.50	1058.00	846.50



DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		Third six months from date of advancement	1107.50	886.00	1114.00	891.00
		Fourth six months from date of advancement	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified for fitter-up, i.e.	1301.50	1041.00	1305.50	1044.50
Clicker:						
	(a)	Qualified	1217.00	973.50	1222.50	978.00
	(b)	Learner				
		First year	912.00	729.50	916.50	733.00
		Second year	1040.00	832.00	1045.50	836.50
		Thereafter, the wage specified in (a) i.e.	1217.00	973.50	1222.50	978.00
Tracer:						
	(a)	Qualified	1141.50	913.00	1146.00	917.00
	(b)	Learner				
		First year				
		First six months of experience	912.00	729.50	916.50	733.00
		Second six months of experience	976.50	781.00	981.00	785.00
		Second year				
		First six months of experience	1033.00	826.50	1037.50	830.00
		Thereafter, the wage specified in (a), i.e.	1141.50	913.00	1146.00	917.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	2103.50	1683.00	2112.50	1690.00
	(b)	Learner				
		First year				
		First six months of experience	1178.50	943.00	1182.50	946.00
		Second six months of experience	1301.50	1041.00	1305.50	1044.50
		Second year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00
		Second six months of experience	1554.00	1243.00	1562.00	1249.50
		Third year				
		First four months of experience	1695.00	1356.00	1702.00	1361.50
		Second four months of experience	1829.50	1463.50	1838.00	1470.50
		Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Clothing technician:						
	(a)	Qualified	2103.50	1683.00	2112.50	1690.00
	(b)	Learner				
		First year				
		First six months of experience	1178.50	943.00	1182.50	946.00
		Second six months of experience	1301.50	1041.00	1305.50	1044.50
		Second year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00

24 70 50



DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivise d Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employee s on Incentivise d Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		Second six months of experience	1554.00	1243.00	1562.00	1249.50
		Third year				
		First six months of experience	1695.00	1356.00	1702.00	1361.50
		Next four months of experience	1829.50	1463.50	1838.00	1470.50
		Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Grade A employee:						
	(a)	Qualified	1301.50	1041.00	1305.50	1044.50
	(b)	Learner				
		First year				
		First six months of experience	915.50	732.50	919.00	735.00
		Second six months of experience	987.00	789.50	990.50	792.50
		Second year				
		First six months of experience	1054.50	843.50	1058.00	846.50
		Second six months of experience	1107.50	886.00	1114.00	891.00
		Third year				
		First four months of experience	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified in (a), i.e.	1301.50	1041.00	1305.50	1044.50
Grade B employee:						
	(a)	Qualified	1112.00	889.50	1116.00	893.00
	(b)	Learner				
		First year				
		First six months of experience	901.50	721.00	906.50	725.00
		Second six months of experience	949.50	759.50	953.00	762.50
		Second year				
		First six months of experience	997.00	797.50	1001.00	801.00
		Thereafter, the wage specified in (a), i.e.	1112.00	889.50	1116.00	893.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	1112.00	889.50	1116.00	893.00
		Second six months from date of advancement	1144.50	915.50	1149.50	919.50
		Third six months from date of advancement	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1301.50	1041.00	1305.50	1044.50
Grade C employee:						
	(a)	Qualified	987.00	789.50	990.50	792.50
	(b)	Learner				
		First year				
		First six months of experience	884.00	707.00	888.00	710.50
		Second six months of experience	909.00	727.00	913.50	731.00
		Thereafter, the wage specified in (a), i.e.	987.00	789.50	990.50	792.50
	(c)	If advanced to Grade B employee:				
		First six months from date of	987.00	789.50	990.50	792.50

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		advancement				
		Second six months from date of advancement	997.00	797.50	1001.00	801.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1112.00	889.50	1116.00	893.00
Underpresser, blocker:						
	(a)	Qualified	997.00	797.50	1001.00	801.00
	(b)	Learner				
		First year				
		First six months of experience	856.50	685.00	859.50	687.50
		Second six months of experience	885.50	708.50	889.00	711.00
		Second year				
		First six months of experience	925.00	740.00	930.00	744.00
		Thereafter, the wage specified in (a), i.e.	997.00	797.50	1001.00	801.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	997.00	797.50	1001.00	801.00
		Second six months from date of advancement	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1301.50	1041.00	1305.50	1044.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1432.00	1145.50	1439.50	1151.50
	(b)	Learner				
		First year	1057.00	845.50	1061.00	849.00
		Second year	1149.00	919.00	1154.50	923.50
		Third year				
		First four months of experience	1255.50	1004.50	1261.00	1009.00
		Thereafter, the wage specified in (a), i.e.	1432.00	1145.50	1439.50	1151.50
Factory Clerk						
	(a)	Qualified	1075.00	860.00	1081.00	865.00
	(b)	Learner				
		First year	856.50	685.00	859.50	687.50
		Second year	912.00	729.50	916.50	733.00
		Third year				
		First four months of experience	987.00	789.50	990.50	792.50
		Thereafter, the wage specified in (a), i.e.	1075.00	860.00	1081.00	865.00
Part D - General						
Boiler attendant			1020.50	816.50	1025.50	820.50
Despatch packer			1054.50	843.50	1058.00	846.50
General Worker			987.00	789.50	990.50	792.50

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivise d Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employee s on Incentivise d Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		Labourer	997.00	797.50	1001.00	801.00
		Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a)	does not exceed 1 360 kg	1054.50	843.50	1058.00	846.50
	(b)	exceeds 1 360 but not 2 720 kg	1094.50	875.50	1099.00	879.00
	(c)	exceeds 2 720 kg	1247.50	998.00	1254.50	1003.50
		Supervisor, quality controller and instructor	1337.00	1069.50	1343.00	1074.50
		Traveller's driver	1094.50	875.50	1099.00	879.00
		Watchman or caretaker, whose ordinary hours of work are -				
	(a)	less than 60 hours per week	1137.00	909.50	1142.50	914.00
	(b)	60 hours per week	1193.50	955.00	1199.50	959.50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, Increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.</b>						

4. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

DESCRIPTION			Group A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentivis ed Scheme effective 1 Septembe r 2016 = 80%	Group B (i.e. employee s NOT on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentivis ed Scheme effective 1 Septembe r 2016 = 80%
			R	R	R	R
		Blocker				
	(a)	Qualified	1 038.00	830.50	1 042.50	834.00
	(b)	Learner				
		First year				
		First six months of experience	718.00	574.50	722.00	577.50



DESCRIPTION			Group A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentiv ed Scheme effective 1 Septembe r 2016 = 80%	Group B (i.e. employee s NOT on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentiv ed Scheme effective 1 Septembe r 2016 = 80%
			R	R	R	R
		Second six months of experience	801.50	641.00	805.00	644.00
		Second year				
		First six months of experience	877.50	702.00	882.50	706.00
		Second six months of experience	958.50	767.00	963.50	771.00
		Thereafter, the wage specified in (a), i.e.	1 038.00	830.50	1 042.50	834.00
		Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):				
	(a)	Qualified	857.00	685.50	861.00	689.00
	(b)	Learner				
		First year				
		First six months of experience	718.00	574.50	722.00	577.50
		Second six months of experience	746.50	597.00	750.50	600.50
		Second year				
		First six months of experience	772.50	618.00	776.00	621.00
		Second six months of experience	802.50	642.00	806.00	645.00
		Third year				
		First four months of experience	829.00	663.00	832.50	666.00
		Thereafter, the wage specified in (a), i.e.	857.00	685.50	861.00	689.00
		Clerk				
	(a)	Qualified	1 432.00	1 145.50	1 439.50	1 151.50
	(b)	Learner				
		First year	1 057.00	845.50	1 061.00	849.00
		Second year	1 149.00	919.00	1 154.50	923.50
		Third year				
		First four months of experience	1 255.50	1 004.50	1 261.00	1 009.00
		Thereafter, the wage specified in (a), i.e.	1 432.00	1 145.50	1 439.50	1 151.50
		General Worker (Millinery)	848.00	678.50	851.50	681.00
		Grade 1 Employee (Millinery):				
	(a)	Qualified	839.00	671.00	842.00	673.50
	(b)	Learner				
		First year				
		First six months of experience	718.00	574.50	722.00	577.50
		Second six months of experience	747.50	598.00	753.00	602.50
		Second year				
		First six months of experience	790.50	632.50	793.50	635.00
		Thereafter, the wage specified in (a), i.e.	839.00	671.00	842.00	673.50
		Milliner:				



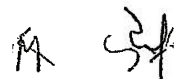
DESCRIPTION			Group A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentivis ed Scheme effective 1 Septembe r 2016 = 80%	Group B (i.e. employee s NOT on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentivis ed Scheme effective 1 Septembe r 2016 = 80%
			R	R	R	R
(a)	Qualified		907.00	725.50	911.50	729.00
(b)	Learner					
	First year					
	First six months of experience		718.00	574.50	722.00	577.50
	Second six months of experience		763.50	611.00	766.50	613.00
	Second year					
	First six months of experience		765.50	612.50	768.50	615.00
	Second six months of experience		801.00	641.00	804.50	643.50
	Third year					
	First six months of experience		837.00	669.50	839.50	671.50
	Next four months of experience		877.50	702.00	882.50	706.00
	Thereafter, the wage specified in (a) i.e.		907.00	725.50	911.50	729.00
Millinery Machinist:						
(a)	Qualified		916.50	733.00	921.00	737.00
(b)	Learner					
	First year					
	First six months of experience		718.00	574.50	722.00	577.50
	Second six months of experience		783.00	626.50	787.00	629.50
	Second year					
	First six months of experience		830.00	664.00	834.50	667.50
	Thereafter, the wage specified in (a), i.e.		916.50	733.00	921.00	737.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
(a)	does not exceed 2268 kg		1 088.00	870.50	1 094.00	875.00
(b)	exceeds 2268		1 149.50	919.50	1 155.00	924.00
Plain Sewer (Millinery):						
(a)	Qualified		857.00	685.50	861.00	689.00
(b)	Learner					
	First year					
	First six months of experience		718.00	574.50	722.00	577.50
	Second six months of experience		756.00	605.00	761.00	609.00
	Second year					
	First six months of experience		805.50	644.50	808.50	647.00
	Thereafter, the wage specified in (a), i.e.		857.00	685.50	861.00	689.00
Supervisor (Millinery)			1 229.00	983.00	1 235.00	988.00
Watchman or Caretaker (Millinery)			1 240.00	992.00	1 245.00	996.00

DESCRIPTION	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.				

5. In clause sub-clause 4(9), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
6. In clause sub-clause 4(11), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
7. In clause 4(13) substitute the year "2016" for the year "2015".
8. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d), for the existing sub-clause 11(4):

**"(4) Public Holidays:**

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;



New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill.

(b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-

(i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;

(ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.

(c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:

(d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be

73 of 112



paid for such public holiday unless such absence is on account of medically certificated sickness."

9. In sub-clause 22(2)(a), substitute the new expression "R2,47 per week." for the existing expression "an amount of R2,29 per week".
10. In sub-clause 22(2)(b), substitute the new expression "R3,96 per week" for the existing expression "R3,67 per week".
11. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

12. In clause 26(4)(b), substitute the new expression "R10,26" for the existing expression "R9,50" in Group 1 and the new expression "R12,24" for the existing expression "R11,33" in Group 2 and the new expression "R13,35" for the existing expression "R12,36" in Group 3 and the new expression "R22,80" for the existing expression "R21,11" in Group 4, respectively.
13. In clause 27(3), substitute the new expression "38 cents per week" for the existing expression "35 cents per week".



14. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".

15. In clause 33, substitute the following new sub-clause (4), for the existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

16. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".

17. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade

union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC.”

18. In clause 35, substitute the following new clause 35, for the existing clause 35:

**“35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE**

**(1) Paternity Leave**

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

**(2) Family Responsibility Leave**

- (a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

- (b) This clause applies to an employee –

- (iii) Who has been in employment for a period of four months; and
- (iv) Who works for at least four days a week for that employer”

19. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

20. In clause 38, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 38.
21. In clause 38(5), substitute the new expression "25 cents per week" for the existing expression "23 cents per week".
22. In clause 39, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 39.
23. In clause 39(3), substitute the new expression "45 cents per week" for the existing expression "42 cents per week".
24. In clause 40, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.
25. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

26. Insert the following new Clause 49:

**"CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

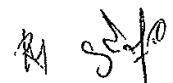
The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

27. Insert the following new Clause 50:

**"50. PROVIDENT FUND CONTRIBUTIONS**

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund

78 of 112





relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

#### 9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION (COUNTRY AREAS))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption

from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 1(2)(b), substitute the new expression "R83 124.00 per annum" for the existing expression "R76 962.00 per annum".
3. Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
<b>Part A - Cutting Department</b>					
Head Cutter		1 591.50	1 273.00	1598.50	1279.00
Pattern Maker:					
(a)	Qualified	1 591.50	1 273.00	1598.50	1279.00
(b)	Learner				
	First year				
	First six months of experience	958.00	766.50	963.50	771.00
	Second six months of experience	1 041.50	833.00	1046.00	837.00
	Second year				
	First six months of experience	1 128.50	903.00	1134.00	907.00
	Second six months of experience	1 216.00	973.00	1220.50	976.50
	Third year				
	First four months of experience	1 311.50	1 049.00	1316.00	1053.00
	Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	1598.50	1279.00
Pattern Grader					
(a)	Qualified	1 315.00	1 052.00	1320.50	1056.50
(b)	Learner				
	First year				

80 of 112

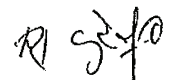
DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		First six months of experience	903.50	723.00	907.00	725.50
		Second six months of experience	958.00	766.50	963.50	771.00
		Second year				
		First six months of experience	1 010.50	808.50	1015.00	812.00
		Second six months of experience	1 066.50	853.00	1071.50	857.00
		Third year				
		First six months of experience	1 128.50	903.00	1134.00	907.00
		Next four months of experience	1 189.50	951.50	1194.00	955.00
		Thereafter, the wage specified in (a), i.e.	1 315.00	1 052.00	1320.50	1056.50
		Cutter, lay-maker:				
	(a)	Qualified	1 271.00	1 017.00	1277.50	1022.00
	(b)	Learner				
		First year				
		First six months of experience	828.50	663.00	831.00	665.00
		Second six months of experience	899.50	719.50	903.50	723.00
		Second year				
		First six months of experience	972.00	777.50	974.00	779.00
		Second six months of experience	1 047.50	838.00	1052.50	842.00
		Third year				
		First six months of experience	1 135.50	908.50	1140.00	912.00
		Next four months of experience	1 271.00	1 017.00	1277.50	1022.00
		Interlining cutter, trimmer, leather cutter and tie cutter				
	(a)	Qualified	963.00	770.50	965.00	772.00
	(b)	Learner				
		First year				
		First six months of experience	757.00	605.50	758.50	607.00
		Second six months of experience	790.50	632.50	792.50	634.00
		Second year				
		First six months of experience	826.00	661.00	829.50	663.50
		Second six months of experience	861.00	689.00	863.00	690.50
		Third year				
		First four months of experience	898.00	718.50	900.00	720.00
		Thereafter, the wage specified in (a) i.e.	963.00	770.50	965.00	772.00
	(c)	If advanced to learner cutter:				
		First six months from date of advancement	1 029.00	823.00	1033.00	826.50
		Second six months from date of advancement	1 135.50	908.50	1140.00	912.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1 271.00	1 017.00	1277.50	1022.00
		Layer-up:				
	(a)	Qualified	844.50	675.50	846.50	677.00
		First year				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		First six months of experience	738.00	590.50	740.50	592.50
		Second six months of experience	757.00	605.50	758.50	607.00
Second year						
		First six months of experience	782.00	625.50	784.00	627.00
		Thereafter, the wage specified in (a), i.e.	844.50	675.50	846.50	677.00
	(b)	If advanced to learner cutter:				
		First six months from date of advancement	844.50	675.50	846.50	677.00
		Second six months from date of advancement	972.00	777.50	974.00	779.00
		Third six months from date of advancement	1 047.50	838.00	1052.50	842.00
		Fourth six months from date of advancement	1 135.50	908.50	1140.00	912.00
		Thereafter, the wage specified for a qualified cutter, i.e.	1 271.00	1 017.00	1277.50	1022.00
Clicker:						
	(a)	Qualified	988.00	790.50	990.50	792.50
	(b)	Learner				
		First year of experience	774.50	619.50	776.00	621.00
		Second year of experience	861.00	689.00	863.00	690.50
		Thereafter, the wage specified in (a), i.e.	988.00	790.50	990.50	792.50
Tracer:						
	(a)	Qualified	935.50	748.50	938.00	750.50
	(b)	Learner				
		First year				
		First six months of experience	774.50	619.50	776.00	621.00
		Second six months of experience	817.00	653.50	819.50	655.50
Second year						
		First six months of experience	856.50	685.00	861.00	689.00
		Thereafter, the wage specified in (a), i.e.	935.50	748.50	938.00	750.50
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	1 591.50	1 273.00	1598.50	1279.00
	(b)	Learner				
		First year				
		First six months of experience	958.00	766.50	963.50	771.00
		Second six months of experience	1 041.50	833.00	1046.00	837.00
Second year						
		First six months of experience	1 128.50	903.00	1134.00	907.00
		Second six months of experience	1 216.00	973.00	1220.50	976.50
Third year						



DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		First six months of experience	1 311.50	1 049.00	1316.00	1053.00
		Next four months of experience	1 406.00	1 125.00	1411.00	1129.00
		Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	1598.50	1279.00
Grade A employee:						
	(a)	Qualified	1 041.50	833.00	1046.00	837.00
	(b)	Learner				
		First year				
		First six months of experience	777.50	622.00	781.50	625.00
		Second six months of experience	825.00	660.00	828.50	663.00
		Second year				
		First six months of experience	868.00	694.50	871.00	697.00
		Second six months of experience	911.50	729.00	915.50	732.50
		Third year				
		First four months of experience	963.00	770.50	965.00	772.00
		Thereafter, the wage specified in (a), i.e.	1 041.50	833.00	1046.00	837.00
Grade B employee:						
	(a)	Qualified	882.50	706.00	894.00	715.00
	(b)	Learner				
		First year				
		First six months of experience	777.50	622.00	777.50	622.00
		Second six months of experience	803.00	642.50	805.50	644.50
		Second year				
		First six months of experience	828.00	662.50	832.50	666.00
		Thereafter, the wage specified in (a), i.e.	882.50	706.00	894.00	715.00
	(c)	If advanced to Grade A employee:				
		First six months from date of advancement	882.50	706.00	894.00	715.00
		Second six months from date of advancement	888.50	711.00	899.50	719.50
		Third six months from date of advancement	927.00	741.50	942.50	754.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 032.00	825.50	1025.00	820.00
Grade C employee:						
	(a)	Qualified	825.00	660.00	828.50	663.00
	(b)	Learner				
		First year				
		First six months of experience	754.00	603.00	756.00	605.00
		Second six months of experience	773.50	619.00	775.00	620.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		Thereafter, the wage specified in (a), i.e.	825.00	660.00	828.50	663.00
	(c)	If advanced to Grade B employee:				
		First six months from date of advancement	825.00	660.00	828.50	663.00
		Second six months from date of advancement	831.00	665.00	834.00	667.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	903.50	723.00	907.00	725.50
		Underpresser, blocker:				
	(a)	Qualified	831.00	665.00	834.00	667.00
	(b)	Learner				
		First year				
		First six months of experience	738.00	590.50	740.50	592.50
		Second six months of experience	757.00	605.50	758.50	607.00
		Second year				
		First six months of experience	782.00	625.50	784.00	627.00
		Second six months of experience	831.00	665.00	834.00	667.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	831.00	665.00	834.00	667.00
		Second six months from date of advancement	963.00	770.50	965.00	772.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 041.50	833.00	1046.00	837.00
		Part C - Clerical employees				
		Clerk				
	(a)	Qualified	1 135.50	908.50	1140.00	912.00
	(b)	Learner				
		First year of experience	872.00	697.50	876.50	701.00
		Second year of experience	940.50	752.50	945.50	756.50
		Third year				
		First six months of experience	1 012.00	809.50	1017.50	814.00
		Thereafter, the wage specified in (a), i.e.	1 135.50	908.50	1140.00	912.00
		Factory Clerk				
	(a)	Qualified	885.50	708.50	889.00	711.00
	(b)	Learner				
		First year of experience	737.00	589.50	738.50	591.00
		Second year of experience	775.00	620.00	777.50	622.00
		Third year				
		First six months of experience	822.50	658.00	825.00	660.00
		Thereafter, the wage specified in (a), i.e.	885.50	708.50	889.00	711.00



DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
				R	R	R	R
Part D - General							
Boiler attendant				846.50	677.00	849.00	679.00
Despatch packer				869.50	695.50	872.00	697.50
General Worker				821.00	657.00	829.50	663.50
Labourer				831.00	665.00	834.00	667.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -							
	(a)	under 2 720 kg		904.00	723.00	907.50	726.00
	(b)	2 720 kg and over		1 010.50	808.50	1015.00	812.00
Supervisor, quality controller and instructor				1 066.50	853.00	1071.50	857.00
Traveller's driver				904.00	723.00	907.50	726.00
Watchman or caretaker, whose ordinary hours of work are -							
	(a)	less than 60 hours per week		931.50	745.00	936.00	749.00
	(b)	60 hours per week		972.00	777.50	974.00	779.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.							

4. In clause sub-clause 4(9), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
5. In clause sub-clause 4(11), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
6. In clause 4(13) substitute the year "2016" for the year "2015".

7. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d), for the existing sub-clause 11(4):

**"(4) Public Holidays:**

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;

New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill:

- (b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-

- (i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;
- (ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.



- (c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:
- (d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."
8. In sub-clause 22(2)(a), substitute the new expression "R2,56 per week." for the existing expression "an amount of R2,37 per week."
9. In sub-clause 22(2)(b), substitute the new expression "R4,14 per week" for the existing expression "R3,83 per week".
10. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum:"



11. In clause 27(3), substitute the new expression "37 cents per week" for the existing expression "34 cents per week".
12. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".
13. In clause 33, substitute the following new sub-clause (4), for the existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

14. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".
15. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

88 of 112

17 5/2/0

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

16. In clause 35, substitute the following new clause 35, for the existing clause 35:

**"35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE**

**(1) Paternity Leave**

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

**(2) Family Responsibility Leave**

- (a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

- (b) This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
- (ii) Who works for at least four days a week for that employer"

17. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

18. In clause 38, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 38.

19. In clause 38(5), substitute the new expression "25 cents per week" for the existing expression "23 cents per week".

20. In clause 39, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 39.

21. In clause 39(3), substitute the new expression "49 cents per week" for the existing expression "45 cents per week".

22. In clause 40, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.

23. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

24. Insert the following new Clause 49:

**"CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

25. Insert the following new Clause 50:

**"50. PROVIDENT FUND CONTRIBUTIONS**

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement

91 of 112



shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply

- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

#### 10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and



which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
<b>Part A - Cutting Department</b>					
Pattern Maker:					
(a)	Qualified	2 103.50	1 683.00	2112.50	1690.00
(b)	Learner				
	First year				
	First six months of experience	1 178.50	943.00	1182.50	946.00
	Second six months of experience	1 301.50	1 041.00	1305.50	1044.50
	Second year				
	First six months of experience	1 423.50	1 139.00	1430.00	1144.00
	Second six months of experience	1 554.00	1 243.00	1562.00	1249.50
	Third year				
	First six months of experience	1 695.00	1 356.00	1702.00	1361.50
	Next four months of experience	1 829.50	1 463.50	1838.00	1470.50
	Thereafter, the wage specified in (a), i.e.	2 103.50	1 683.00	2112.50	1690.00
Pattern Grader					
(a)	Qualified	1 697.00	1 357.50	1703.50	1363.00
(b)	Learner				
	First year				
	First six months of experience	1 107.50	886.00	1114.00	891.00
	Second six months of experience	1 178.50	943.00	1182.50	946.00
	Second year				
	First six months of experience	1 247.50	998.00	1254.50	1003.50
	Second six months of experience	1 337.00	1 069.50	1343.00	1074.50
	Third year				

DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
				R	R	R	R
			First six months of experience	1 423.50	1 139.00	1430.00	1144.00
			Next four months of experience	1 515.00	1 212.00	1523.00	1218.50
			Thereafter, the wage specified in (a), i.e.	1 697.00	1 357.50	1703.50	1363.00
<b>Football Jersey Cutter</b>							
	(a)		Qualified	1 180.00	944.00	1185.00	948.00
	(b)		Learner				
			First year				
			First six months of experience	885.50	708.50	889.00	711.00
			Second six months of experience	938.50	751.00	942.50	754.00
			Second year				
			First six months of experience	988.00	790.50	992.50	794.00
			Second six months of experience	1 040.00	832.00	1045.50	836.50
			Third year				
			First four months of experience	1 091.50	873.00	1095.50	876.50
			Thereafter, the wage specified in (a), i.e.	1 180.00	944.00	1185.00	948.00
<b>Layer-up</b>							
	(a)		Qualified	1 017.00	813.50	1021.00	817.00
	(b)		Learner				
			First year				
			First six months of experience	856.50	685.00	859.50	687.50
			Second six months of experience	885.50	708.50	889.00	711.00
			Second year				
			First six months of experience	925.00	740.00	930.00	744.00
			Thereafter, the wage specified in (a), i.e.	1 017.00	813.50	1021.00	817.00
<b>Part B - Factory Operatives</b>							
<b>Grade A employee:</b>							
	(a)		Qualified	1 301.50	1 041.00	1305.50	1044.50
	(b)		Learner				
			First year				
			First six months of experience	915.50	732.50	919.00	735.00
			Second six months of experience	987.00	789.50	990.50	792.50
			Second year				
			First six months of experience	1 054.50	843.50	1058.00	846.50
			Second six months of experience	1 107.50	886.00	1114.00	891.00
			Third year				
			First four months of experience	1 180.00	944.00	1185.00	948.00
			Thereafter, the wage specified in (a), i.e.	1 301.50	1 041.00	1305.50	1044.50
<b>Grade B employee:</b>							
	(a)		Qualified	1 112.00	889.50	1116.00	893.00
	(b)		Learner				
			First year				

DESCRIPTION				Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%
				R	R	R	R
			First six months of experience	901.50	721.00	906.50	725.00
			Second six months of experience	949.50	759.50	953.00	762.50
			Second year				
			First six months of experience	997.00	797.50	1001.00	801.00
			Thereafter, the wage specified in (a), i.e.	1 112.00	889.50	1116.00	893.00
	(c)	If advanced to Grade A employee:					
			First six months from date of advancement	1 112.00	889.50	1116.00	893.00
			Second six months from date of advancement	1 144.50	915.50	1149.50	919.50
			Third six months from date of advancement	1 180.00	944.00	1185.00	948.00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 301.50	1 041.00	1305.50	1044.50
		Grade C employee:					
	(a)	Qualified		987.00	789.50	990.50	792.50
	(b)	Learner					
		First year					
			First six months of experience	884.00	707.00	888.00	710.50
			Second six months of experience	909.00	727.00	913.50	731.00
			Thereafter, the wage specified in (a), i.e.	987.00	789.50	990.50	792.50
	(c)	If advanced to Grade B employee:					
			First six months from date of advancement	987.00	789.50	990.50	792.50
			Next six months from date of advancement	997.00	797.50	1001.00	801.00
			Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 112.00	889.50	1116.00	893.00
		<b>Part C - Clerical employees</b>					
		Clerk					
	(a)	Qualified		1 432.00	1 145.50	1439.50	1151.50
	(b)	Learner					
		First year		1 057.00	845.50	1061.00	849.00
		Second year		1 149.00	919.00	1154.50	923.50
		Third year					
			First four months of experience	1 255.50	1 004.50	1261.00	1009.00
			Thereafter, the wage specified in (a), i.e.	1 432.00	1 145.50	1439.50	1151.50
		Factory Clerk					
	(a)	Qualified		1 075.00	860.00	1081.00	865.00
	(b)	Learner					
		First year		856.50	685.00	859.50	687.50
		Second year		912.00	729.50	916.50	733.00



DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		Third year				
		First four months of experience	987.00	789.50	990.50	792.50
		Thereafter, the wage specified in (a), i.e.	1 075.00	860.00	1081.00	865.00
<b>Part D - General</b>						
		Boiler attendant	1 020.50	816.50	1025.50	820.50
		Despatch packer	1 054.50	843.50	1058.00	846.50
		General Worker	987.00	789.50	990.50	792.50
		Labourer	997.00	797.50	1001.00	801.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -						
	(a)	does not exceed 1 360 kg	1 054.50	843.50	1058.00	846.50
	(b)	exceeds 1 360 but not 2 720 kg	1 094.50	875.50	1099.00	879.00
	(c)	exceeds 2 720 kg	1 247.50	998.00	1254.50	1003.50
		Supervisor, quality controller and instructor	1 337.00	1 069.50	1343.00	1074.50
		Traveller's driver	1 094.50	875.50	1099.00	879.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1 137.00	909.50	1142.50	914.00
	(b)	60 hours per week	1 193.50	955.00	1199.50	959.50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.</b>						

3. In clause 4(12) substitute the year "2016" for the year "2015".

4. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d),  
for the existing sub-clause 11(4):

"(4) **Public Holidays:**

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;

New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill.

- (b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-

- (i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;

- (ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.

- (c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:

97 of 112





(d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

5. In sub-clause 22(2)(a), substitute the new expression "R2,47 per week." for the existing expression "an amount of R2,29 per week."
6. In sub-clause 22(2)(b), substitute the new expression "R3,96 per week" for the existing expression "R3,67 per week".
7. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."
8. In clause 26(4)(b), substitute the new expression "R10,26" for the existing expression "R9,50" in Group 1 and the new expression "R12,24" for the existing expression "R11,33" in Group 2 and the new expression "R13,35" for the existing expression "R12,36" in Group 3 and the new expression "R22,80" for the existing expression "R21,11" in Group 4, respectively.

9. In clause 27(3), substitute the new expression "38 cents per week" for the existing expression "35 cents per week".
10. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".
11. In clause 33, substitute the following new sub-clause (4), for existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

12. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".
13. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

14. In clause 35, substitute the following new clause 35, for the existing clause 35:

**"35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE**

**(1) Paternity Leave**

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

**(2) Family Responsibility Leave**

(a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

(b) This clause applies to an employee –

- (i) Who has been in employment for a period of four months;  
and
- (ii) Who works for at least four days a week for that employer"

100 of 112

RA 240

15. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

“8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee.”

16. In clause 38, substitute the following new expression, “Regional Employers’ Associations who are members of the Bargaining Council”, for the existing expression “Clothing Manufacturers’ Association (CCA)”, wherever it appears in clause 38.

17. In clause 38(5), substitute the new expression “25 cents per week” for the existing expression “23 cents per week”.

18. In clause 39, substitute the following new expression, “South Regional Employers’ Associations who are members of the Bargaining Council”, for the existing expression “Clothing Manufacturers’ Association (CCA)”, wherever it appears in clause 39.

19. In clause 39(3), substitute the new expression “45 cents per week” for the existing expression “42 cents per week”.

20. In clause 40, substitute the following new expression, “Regional Employers’ Associations who are members of the Bargaining Council”, for the existing

expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.

21. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

22. Insert the following new Clause 49:

**"CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

23. Insert the following new Clause 50:

**"50. PROVIDENT FUND CONTRIBUTIONS**

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with



the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

#### 16. PART I (PROVISIONS FOR THE NON-METRO AREAS)

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

**“Level B Compliance Registration”** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

CATEGORY / OCCUPATION		IN THE MAGISTERIAL DISTRICTS OF CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND Uitenhage (NON-METRO A)		ALL OTHER AREAS (NON-METRO B)	
		WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
<b>Category A</b>					
	0 - 6 months	782.50	626.00	756.50	605.00
	Thereafter	837.00	669.50	789.50	631.50
<b>Category B</b>					
	0 - 6 months	781.00	625.00	766.00	613.00
	7 - 12 months	818.00	654.50	788.50	631.00
	13 - 18 months	856.50	685.00	810.50	648.50
	Thereafter	906.50	725.00	838.50	671.00
<b>Category C</b>					
	0 - 6 months	807.50	646.00	770.00	616.00
	7 - 12 months	888.50	711.00	816.50	653.00
	13 - 18 months	970.00	776.00	864.50	691.50
	19 - 22 months	1 049.00	839.00	916.00	733.00
	Thereafter	1 129.00	903.00	968.00	774.50
<b>Category D</b>					

CATEGORY / OCCUPATION	IN THE MAGISTERIAL DISTRICTS OF CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE (NON-METRO A)		ALL OTHER AREAS (NON-METRO B)	
	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
	R	R	R	R
0 - 6 months	807.50	646.00	770.00	616.00
7 - 12 months	867.00	693.50	805.00	644.00
13 - 18 months	947.00	757.50	840.00	672.00
19 - 22 months	986.00	789.00	875.50	700.50
Thereafter	1 111.00	889.00	956.50	765.00
<b>Category E</b>				
0 - 6 months	847.50	678.00	793.50	635.00
7 - 12 months	942.00	753.50	850.00	680.00
13 - 18 months	1 050.00	840.00	917.00	733.50
19 - 22 months	1 156.50	925.00	987.00	789.50
Thereafter	1 273.00	1 018.50	1 060.00	848.00
<b>Band Knife Cutter</b>				
0 - 6 months	776.00	621.00	751.50	601.00
7 - 12 months	837.00	669.50	786.50	629.00
13 - 18 months	895.00	716.00	821.50	657.00
19 - 22 months	958.00	766.50	858.50	687.00
Thereafter	1 055.00	844.00	921.00	737.00
<b>Clerical</b>				
0 - 6 months	796.00	637.00	763.00	610.50
7 - 12 months	871.50	697.00	808.00	646.50
13 - 18 months	932.50	746.00	844.00	675.00
Thereafter	1 071.50	857.00	930.00	744.00
Assistant Head Cutter	1 235.00	988.00	1 036.50	829.00
Head Cutter	1 491.00	1 193.00	1 202.00	961.50
Foreperson	1 337.50	1 070.00	1 131.50	905.00
Watchperson	929.50	743.50	841.00	673.00
Driver 1 (454kg)	885.50	708.50	815.50	652.50
Driver 2 (454 - 2722kg)	948.00	758.50	852.50	682.00
Driver 3 (2722 - 4540kg)	1 070.50	856.50	929.50	743.50
Driver 4 (4540kg)	1 249.00	999.00	1 046.00	837.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% in Non-Metro A and in Non-Metro B for Machinist and all other job categories. Increase of R62.00.				

17 5/10

3. In the new clause 4(9), substitute the year "2016" for the year "2015".
4. In sub-clause 32 (2), substitute the following new table for the existing table:

Employees	Employers
<p>Payable by THE EMPLOYEE by means of a deduction from an employee's wages:</p> <p>Calculated at 0,37% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R3,10 with effect from 1<sup>st</sup> September 2016)</p>	<p>Payable by THE EMPLOYER:</p> <p>Calculated at 0,47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R3,94 with effect from 1<sup>st</sup> September 2016)</p>

5. In clause 32 (4), substitute the new expression, for the existing expression in sub-clause (4):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

6. In clause 34, insert the following new sub-clause (8):

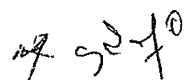
106 of 112

105/10

**"(8) Compliance Promotion**

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.
- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.

107 of 112





- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement."
7. In clause 36(6)(a), substitute the new expression "50 cents" for the existing expression "46 cents".
8. In clause 37, substitute the following new sub-clause (2), for existing sub-clause (2):
- "(2) Duly elected shop stewards are each entitled to ten working days paid leave per calendar year pooled per establishment and the head shop steward shall be eligible to an additional 1 (one) day paid time off, to be used at the

discretion of the trade union for bona fide trade union activities, provided that the employer is given at least ten (10) working days prior notice thereof. (For the purpose of this clause a "working day" shall mean any day excluding a Saturday and Sunday, a public holiday in terms of this part of the Agreement and the period of annual shut-down)"

9. In clause 37, insert the following new sub-clause (3):

"(3) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

10. In clause 40(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
11. In clause 42(1), delete the following expression, ", provided this is confirmed in a plant level ballot by the majority of employees".
12. In clause 43(5), substitute the new expression "16 cents" for the existing expression "15 cents".

13. Insert the following new Clause 48:

**"CLAUSE 48: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES**

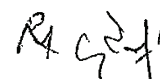
The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

**12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION**

(1) In clause 3, insert the following new expression "**Level B Compliance**":

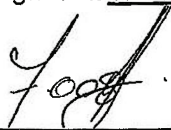
**"Level B Compliance Registration"** means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

110 of 112



- (2) In clause 4(1)(a), substitute the new expression "R2,45", for the expression "R2,27".
- (3) In clause 4(1)(b), substitute the new expression "R2,65", for the expression "R2,45".
- (4) In clause 5A(2) (b), substitute the new expression "R22,99" for the existing expression "R21,29".
- (5) In clause 5B(2) (b), substitute the new expression "R22,99" for the existing expression "R21,29".
- (6) In clause 6(5), substitute the new expression "18 cents" for the existing expression "17 cents".
- (7) In clause 7A(2)(b), substitute the new expression "R10,67" for the existing expression "R9,88".
- (8) In clause 7B(2)(b), substitute the new expression "R10,67" for the existing expression "R9,88".
- (9) In clause 16(1), substitute the new expression "38 cents" for the existing expression "35 cents".
- (10) In clause 16(2), substitute the new expression "57 cents" for the existing expression "53 cents".

Signed at CAPE TOWN on behalf of the Parties this 10th day of JANUARY 2017.



**FREDA OOSTHYSEN**

Chairperson



Vice-Chairperson

**MARTHIE RAPHAEL**



**SICELO NDUNA**

General Secretary