

BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)  
**MAIN COLLECTIVE AGREEMENT FOR THE EASTERN CAPE (CLOTHING)**  
**NEW WAGE RATES NEGOTIATED FOR THE FOR THE PERIOD**  
**1 SEPTEMBER 2009 TO 31 AUGUST 2010**

<b>WAGES - GROUP A</b> (ie employers <u>contributing</u> to the Productivity Incentive Scheme)					
1) The minimum wage which an employer shall pay to each member of the under mentioned classes of his employees shall be as set out below:					
			<b>Wage per week as at 31-Aug-09</b>	<b>Increase 7.0%</b>	<b>Wage per week from 1-Sep-09 rounded</b>
			<b>R</b>	<b>R</b>	
( a )	<b>Foreman</b>		1 074.00	75.18	<b>1 149.00</b>
( b )	<b>Designer:</b>				
	(i)	Qualified:	1 368.50	95.80	<b>1 464.50</b>
	(ii)	Learners:			
		first six months of experience	467.00	32.69	<b>499.50</b>
		second six months of experience	543.50	38.05	<b>581.50</b>
		third six months of experience	651.00	45.57	<b>696.50</b>
		fourth six months of experience	725.00	50.75	<b>776.00</b>
		fifth six months of experience	806.50	56.46	<b>863.00</b>
		sixth six months of experience	874.50	61.22	<b>935.50</b>
		seventh six months of experience	952.00	66.64	<b>1 018.50</b>
		eighth six months of experience	1 028.50	72.00	<b>1 100.50</b>
		next four months of experience	1 091.00	76.37	<b>1 167.50</b>
		Thereafter, the wage specified in (b)(i) i.e.	1 368.50	95.80	<b>1 464.50</b>
( c )	<b>Grader:</b>				
	(i)	Qualified:	983.00	68.81	<b>1 052.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	503.50	35.25	<b>538.50</b>
		third six months of experience	547.50	38.33	<b>586.00</b>
		fourth six months of experience	574.00	40.18	<b>614.00</b>
		fifth six months of experience	663.50	46.45	<b>710.00</b>
		sixth six months of experience	710.50	49.74	<b>760.00</b>
		seventh six months of experience	749.50	52.47	<b>802.00</b>
		eighth six months of experience	787.50	55.13	<b>842.50</b>
		next four months of experience	838.00	58.66	<b>896.50</b>
		Thereafter, the wage specified in (c)(i) i.e.	983.00	68.81	<b>1 052.00</b>
( d )	<b>Marker-in:</b>				
	(i)	Qualified:	749.50	52.47	<b>802.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	495.50	34.69	<b>530.00</b>
		third six months of experience	529.00	37.03	<b>566.00</b>
		fourth six months of experience	564.00	39.48	<b>603.50</b>
		next four months of experience	630.50	44.14	<b>674.50</b>
		Thereafter, the wage specified in (d)(i) i.e.	749.50	52.47	<b>802.00</b>
( e )	<b>Band-knife cutter:</b>				
		Qualified	749.50	52.47	<b>802.00</b>
		Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee			

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			R	R	
( f )	<b>Cutter-out:</b>				
	(i)	Qualified:	662.50	46.38	<b>709.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	485.00	33.95	<b>519.00</b>
		third six months of experience	500.50	35.04	<b>535.50</b>
		fourth six months of experience	518.50	36.30	<b>555.00</b>
		next four months of experience	541.00	37.87	<b>579.00</b>
		Thereafter, the wage specified in (f)(i) i.e.	662.50	46.38	<b>709.00</b>
( g )	<b>Layer-up:</b>				
	(i)	Qualified:	519.00	36.33	<b>555.50</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	473.00	33.11	<b>506.00</b>
		third six months of experience	481.00	33.67	<b>514.50</b>
		fourth six months of experience	488.50	34.20	<b>522.50</b>
		Thereafter, the wage specified in (g)(i) i.e.	519.00	36.33	<b>555.50</b>
( h )	<b>Specialised presser:</b>				
	(i)	Qualified:	722.50	50.58	<b>773.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	482.00	33.74	<b>515.50</b>
		third six months of experience	499.00	34.93	<b>534.00</b>
		fourth six months of experience	518.50	36.30	<b>555.00</b>
		fifth six months of experience	539.50	37.77	<b>577.50</b>
		sixth six months of experience	557.50	39.03	<b>596.50</b>
		seventh six months of experience	610.00	42.70	<b>652.50</b>
		eighth six months of experience	632.00	44.24	<b>676.00</b>
		next four months of experience	646.00	45.22	<b>691.00</b>
		Thereafter, the wage specified in (h)(i) i.e.	722.50	50.58	<b>773.00</b>
( i )	<b>Examiner:</b>				
	(i)	Qualified:	618.50	43.30	<b>662.00</b>
	(ii)	Learners:			
		first six months of experience	518.50	36.30	<b>555.00</b>
		Thereafter, the wage specified in (i)(i) i.e.	618.50	43.30	<b>662.00</b>
( j )(a)	<b>Machinist:</b>				
	(i)	Qualified:	606.50	42.46	<b>649.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	473.50	33.15	<b>506.50</b>
		third six months of experience	487.50	34.13	<b>521.50</b>
		Thereafter, the wage specified in (j)(i) i.e.	606.50	42.46	<b>649.00</b>
( j )(b)	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>				
	(i)	Qualified:	606.50	42.46	<b>649.00</b>
	(ii)	Learners:			
		first six months of experience	462.50	32.38	<b>495.00</b>
		second six months of experience	473.50	33.15	<b>506.50</b>

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		R	R	
	third six months of experience	487.50	34.13	<b>521.50</b>
	fourth six months of experience	504.00	35.28	<b>539.50</b>
	next four months of experience	517.00	36.19	<b>553.00</b>
	Thereafter, the wage specified in (j)(i) i.e.	606.50	42.46	<b>649.00</b>
<b>(k)</b>	<b>Progress examiner:</b>			
	(i) Qualified:	613.00	42.91	<b>656.00</b>
	(ii) Learners:			
	first six months of experience	486.00	34.02	<b>520.00</b>
	Thereafter, the wage specified in (k)(i) i.e.	613.00	42.91	<b>656.00</b>
<b>(l)</b>	<b>Despatcher:</b>			
	(i) Qualified:	580.50	40.64	<b>621.00</b>
	(ii) Learners:			
	first six months of experience	490.00	34.30	<b>524.50</b>
	Thereafter, the wage specified in (l)(i) i.e.	580.50	40.64	<b>621.00</b>
<b>(m)</b>	<b>Checker in the Knitting section:</b>			
	(i) Qualified:	516.00	36.12	<b>552.00</b>
	(ii) Leaners:			
	first six months of experience	462.50	32.38	<b>495.00</b>
	second six months of experience	473.00	33.11	<b>506.00</b>
	third six months of experience	485.00	33.95	<b>519.00</b>
	Thereafter, the wage specified in (m)(i) i.e.	516.00	36.12	<b>552.00</b>
<b>(n)</b>	<b>General Worker:</b>			
	(i) Qualified:	500.00	35.00	<b>535.00</b>
	(ii) Learners:			
	first six months of experience	462.50	32.38	<b>495.00</b>
	second six months of experience	473.00	33.11	<b>506.00</b>
	Thereafter, the wage specified in (n)(i) i.e.	500.00	35.00	<b>535.00</b>
<b>(o)</b>	<b>Steambox pleater:</b>			
	(i) Qualified:	589.50	41.27	<b>631.00</b>
	(ii) Learners:			
	first six months of experience	462.50	32.38	<b>495.00</b>
	second six months of experience	484.00	33.88	<b>518.00</b>
	third six months of experience	499.00	34.93	<b>534.00</b>
	fourth six months of experience	518.00	36.26	<b>554.50</b>
	Thereafter, the wage specified in (o)(i) i.e.	589.50	41.27	<b>631.00</b>
<b>(p)</b>	<b>Plain sewer:</b>			
	(i) Qualified:	518.00	36.26	<b>554.50</b>
	(ii) Learners:			
	first six months of experience	462.50	32.38	<b>495.00</b>
	second six months of experience	468.00	32.76	<b>501.00</b>
	third six months of experience	473.50	33.15	<b>506.50</b>
	fourth six months of experience	481.00	33.67	<b>514.50</b>
	next four months of experience	490.00	34.30	<b>524.50</b>
	Thereafter, the wage specified in (p)(i) i.e.	518.00	36.26	<b>554.50</b>
<b>(q)</b>	<b>General assistant</b>	566.50	39.66	<b>606.00</b>
<b>(r)</b>	<b>Cleaner</b>	504.00	35.28	<b>539.50</b>

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			R	R	
( s )	<b>Tea maker</b>		504.00	35.28	539.50
( t )	<b>Watchman</b>		613.00	42.91	656.00
( u )	<b>Motor vehicle driver:</b>				
	(i)	(aa) does not exceed 453 kg	611.00	42.77	654.00
		(ab) exceeds 453 kg but does not exceed 2 722	657.50	46.03	703.50
		(ac) exceeds 2 722 kg but does not exceed 4 536	726.50	50.86	777.50
		(ad) exceeds 4 536 kg	850.00	59.50	909.50
	(ii)	Part-time driver of a motor vehicle	567.00	39.69	606.50
( v )	<b>Clicker:</b>				
	(i)	Qualified:	992.00	69.44	1 061.50
	(ii)	Learners:			
		first six months of experience	462.50	32.38	495.00
		second six months of experience	500.50	35.04	535.50
		third six months of experience	541.50	37.91	579.50
		fourth six months of experience	612.00	42.84	655.00
		fifth six months of experience	658.00	46.06	704.00
		sixth six months of experience	694.00	48.58	742.50
		seventh six months of experience	736.00	51.52	787.50
		eighth six months of experience	775.00	54.25	829.50
		next four months of experience	817.00	57.19	874.00
		Thereafter, the wage specified in (v)(i) i.e.	992.00	69.44	1 061.50
( w )	<b>Beader</b>		618.50	43.30	662.00
( x )	<b>Chlorinator</b>		556.50	38.96	595.50
( y )	<b>Componder</b>		658.00	46.06	704.00
( z )	<b>Dipper</b>				
	(i)	Qualified:			
		Category A	658.00	46.06	704.00
		Category B	673.00	47.11	720.00
		Category C	695.00	48.65	743.50
	(ii)	Learners:			
		first six months of experience to Category A	501.00	35.07	536.00
		first six months of experience to Category B	658.00	46.06	704.00
		first six months of experience to Category C	673.00	47.11	720.00
( aa )	<b>Glove turner</b>		798.50	55.90	854.50
( ab )	<b>Mouldmaker</b>		632.50	44.28	677.00
( ac )	<b>Packer</b>		531.50	37.21	568.50
( ad )	<b>Quality product co-ordinator</b>		835.00	58.45	893.50
( ae )	<b>A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33<sup>1</sup>/<sub>3</sub> per cent:</b>				* Wage rate payable by employers participating in the Productivity Incentive Scheme
	<b>Provided that-</b>				
	(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.				