

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

<b>WAGES - GROUP B</b> (ie employers <u>NOT</u> contributing 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>		1 079.00	75.53	<b>1 154.50</b>
(b)	<b>Designer:</b>				
	(i)	Qualified:	1 375.00	96.25	<b>1 471.50</b>
	(ii)	Learners:			
		first six months of experience	469.00	32.83	<b>502.00</b>
		second six months of experience	546.00	38.22	<b>584.00</b>
		third six months of experience	654.00	45.78	<b>700.00</b>
		fourth six months of experience	728.50	51.00	<b>779.50</b>
		fifth six months of experience	810.50	56.74	<b>867.00</b>
		sixth six months of experience	878.50	61.50	<b>940.00</b>
		seventh six months of experience	956.50	66.96	<b>1 023.50</b>
		eighth six months of experience	1 033.00	72.31	<b>1 105.50</b>
		next four months of experience	1 096.00	76.72	<b>1 172.50</b>
		Thereafter, the wage specified in (b)(i) i.e.	1 375.00	96.25	<b>1 471.50</b>
(c)	<b>Grader:</b>				
	(i)	Qualified:	987.50	69.13	<b>1 056.50</b>
	(ii)	Learners:			
		first six months of experience	465.00	32.55	<b>497.50</b>
		second six months of experience	505.50	35.39	<b>541.00</b>
		third six months of experience	550.00	38.50	<b>588.50</b>
		fourth six months of experience	576.50	40.36	<b>617.00</b>
		fifth six months of experience	666.50	46.66	<b>713.00</b>
		sixth six months of experience	714.00	49.98	<b>764.00</b>
		seventh six months of experience	753.00	52.71	<b>805.50</b>
		eighth six months of experience	791.00	55.37	<b>846.50</b>
		next four months of experience	842.00	58.94	<b>901.00</b>
		Thereafter, the wage specified in (c)(i) i.e.	987.50	69.13	<b>1 056.50</b>
(d)	<b>Marker-in:</b>				
	(i)	Qualified:	753.00	52.71	<b>805.50</b>
	(ii)	Learners:			
		first six months of experience	465.00	32.55	<b>497.50</b>
		second six months of experience	498.00	34.86	<b>533.00</b>
		third six months of experience	531.50	37.21	<b>568.50</b>
		fourth six months of experience	566.50	39.66	<b>606.00</b>
		next four months of experience	633.00	44.31	<b>677.50</b>
		Thereafter, the wage specified in (d)(i) i.e.	753.00	52.71	<b>805.50</b>
(e)	<b>Band-knife cutter:</b>				
		Qualified	753.00	52.71	<b>805.50</b>
		Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee			
(f)	<b>Cutter-out:</b>				
	(i)	Qualified:	665.50	46.59	<b>712.00</b>
	(ii)	Learners:			
		first six months of experience	465.00	32.55	<b>497.50</b>
		second six months of experience	487.00	34.09	<b>521.00</b>

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		Wage per week as at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
		R	R	
	third six months of experience	503.00	35.21	<b>538.00</b>
	fourth six months of experience	521.00	36.47	<b>557.50</b>
	next four months of experience	543.50	38.05	<b>581.50</b>
	Thereafter, the wage specified in (f)(i) i.e.	665.50	46.59	<b>712.00</b>
<b>(g)</b>	<b>Layer-up:</b>			
	(i) Qualified:	521.50	36.51	<b>558.00</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	475.00	33.25	<b>508.50</b>
	third six months of experience	483.50	33.85	<b>517.50</b>
	fourth six months of experience	491.00	34.37	<b>525.50</b>
	Thereafter, the wage specified in (g)(i) i.e.	521.50	36.51	<b>558.00</b>
<b>(h)</b>	<b>Specialised presser:</b>			
	(i) Qualified:	726.00	50.82	<b>777.00</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	484.50	33.92	<b>518.50</b>
	third six months of experience	501.50	35.11	<b>536.50</b>
	fourth six months of experience	521.00	36.47	<b>557.50</b>
	fifth six months of experience	542.00	37.94	<b>580.00</b>
	sixth six months of experience	560.00	39.20	<b>599.00</b>
	seventh six months of experience	613.00	42.91	<b>656.00</b>
	eighth six months of experience	635.00	44.45	<b>679.50</b>
	next four months of experience	649.00	45.43	<b>694.50</b>
	Thereafter, the wage specified in (h)(i) i.e.	726.00	50.82	<b>777.00</b>
<b>(i)</b>	<b>Examiner:</b>			
	(i) Qualified:	621.00	43.47	<b>664.50</b>
	(ii) Learners:			
	first six months of experience	521.00	36.47	<b>557.50</b>
	Thereafter, the wage specified in (i)(i) i.e.	621.00	43.47	<b>664.50</b>
<b>(j)(a)</b>	<b>Machinist:</b>			
	(i) Qualified:	609.00	42.63	<b>651.50</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	475.50	33.29	<b>509.00</b>
	third six months of experience	490.00	34.30	<b>524.50</b>
	Thereafter, the wage specified in (j)(i) i.e.	609.00	42.63	<b>651.50</b>
<b>(j)(b)</b>	<b>Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:</b>			
	(i) Qualified:	609.00	42.63	<b>651.50</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	475.50	33.29	<b>509.00</b>
	third six months of experience	490.00	34.30	<b>524.50</b>
	fourth six months of experience	506.00	35.42	<b>541.50</b>
	next four months of experience	519.50	36.37	<b>556.00</b>
	Thereafter, the wage specified in (j)(i) i.e.	609.00	42.63	<b>651.50</b>
<b>(k)</b>	<b>Progress examiner:</b>			
	(i) Qualified:	616.00	43.12	<b>659.00</b>
	(ii) Learners:			

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		R	R	
	first six months of experience	488.00	34.16	<b>522.00</b>
	Thereafter, the wage specified in (k)(i) i.e.	616.00	43.12	<b>659.00</b>
<b>( l )</b>	<b>Despatcher:</b>			
	(i) Qualified:	583.00	40.81	<b>624.00</b>
	(ii) Learners:			
	first six months of experience	492.00	34.44	<b>526.50</b>
	Thereafter, the wage specified in (l)(i) i.e.	583.00	40.81	<b>624.00</b>
<b>( m )</b>	<b>Checker in the Knitting section:</b>			
	(i) Qualified:	518.00	36.26	<b>554.50</b>
	(ii) Leaners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	475.00	33.25	<b>508.50</b>
	third six months of experience	487.00	34.09	<b>521.00</b>
	Thereafter, the wage specified in (m)(i) i.e.	518.00	36.26	<b>554.50</b>
<b>( n )</b>	<b>General Worker:</b>			
	(i) Qualified:	502.50	35.18	<b>537.50</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	475.00	33.25	<b>508.50</b>
	Thereafter, the wage specified in (n)(i) i.e.	502.50	35.18	<b>537.50</b>
<b>( o )</b>	<b>Steambox pleater:</b>			
	(i) Qualified:	592.50	41.48	<b>634.00</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	486.00	34.02	<b>520.00</b>
	third six months of experience	501.50	35.11	<b>536.50</b>
	fourth six months of experience	520.50	36.44	<b>557.00</b>
	Thereafter, the wage specified in (o)(i) i.e.	592.50	41.48	<b>634.00</b>
<b>( p )</b>	<b>Plain sewer:</b>			
	(i) Qualified:	520.50	36.44	<b>557.00</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	470.00	32.90	<b>503.00</b>
	third six months of experience	475.50	33.29	<b>509.00</b>
	fourth six months of experience	483.50	33.85	<b>517.50</b>
	next four months of experience	492.00	34.44	<b>526.50</b>
	Thereafter, the wage specified in (p)(i) i.e.	520.50	36.44	<b>557.00</b>
<b>( q )</b>	<b>General assistant</b>	569.00	39.83	<b>609.00</b>
<b>( r )</b>	<b>Cleaner</b>	506.00	35.42	<b>541.50</b>
<b>( s )</b>	<b>Tea maker</b>	506.00	35.42	<b>541.50</b>
<b>( t )</b>	<b>Watchman</b>	616.00	43.12	<b>659.00</b>
<b>( u )</b>	<b>Motor vehicle driver:</b>			
	(i) (aa) does not exceed 453 kg	613.50	42.95	<b>656.50</b>
	(ab) exceeds 453 kg but does not exceed 2	660.50	46.24	<b>706.50</b>
	(ac) exceeds 2 722 kg but does not exceed 4	729.50	51.07	<b>780.50</b>
	(ad) exceeds 4 536 kg	854.00	59.78	<b>914.00</b>
	(ii) Part-time driver of a motor vehicle	569.50	39.87	<b>609.50</b>

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		Wage per week as at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
		R	R	
( v )	<b>Clicker:</b>			
	(i) Qualified:	996.50	69.76	<b>1 066.50</b>
	(ii) Learners:			
	first six months of experience	465.00	32.55	<b>497.50</b>
	second six months of experience	503.00	35.21	<b>538.00</b>
	third six months of experience	544.00	38.08	<b>582.00</b>
	fourth six months of experience	614.50	43.02	<b>657.50</b>
	fifth six months of experience	661.00	46.27	<b>707.50</b>
	sixth six months of experience	697.00	48.79	<b>746.00</b>
	seventh six months of experience	739.50	51.77	<b>791.50</b>
	eighth six months of experience	778.50	54.50	<b>833.00</b>
	next four months of experience	820.50	57.44	<b>878.00</b>
	Thereafter, the wage specified in (v)(i) i.e.	996.50	69.76	<b>1 066.50</b>
( w )	<b>Beader</b>	621.00	43.47	<b>664.50</b>
( x )	<b>Chlorinator</b>	559.00	39.13	<b>598.00</b>
( y )	<b>Componder</b>	661.00	46.27	<b>707.50</b>
( z )	<b>Dipper</b>			
	(i) Qualified:			
	Category A	661.00	46.27	<b>707.50</b>
	Category B	676.00	47.32	<b>723.50</b>
	Category C	698.00	48.86	<b>747.00</b>
	(ii) Learners:			
	first six months of experience to Category A	503.50	35.25	<b>538.50</b>
	first six months of experience to Category B	661.00	46.27	<b>707.50</b>
	first six months of experience to Category C	676.00	47.32	<b>723.50</b>
( aa )	<b>Glove turner</b>	802.00	56.14	<b>858.00</b>
( ab )	<b>Mouldmaker</b>	635.50	44.49	<b>680.00</b>
( ac )	<b>Packer</b>	534.00	37.38	<b>571.50</b>
( ad )	<b>Quality product co-ordinator</b>	838.50	58.70	<b>897.00</b>
( 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>			
	<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.			