

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY

**MAIN COLLECTIVE AGREEMENT FOR THE FREE STATE AND NORTHERN CAPE
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2006 - 31 AUGUST 2007**

<u>WAGES</u>					
Subject to subclause (2), (3) and (4) of clause 4(1) of the above collective agreement, the minimum weekly wage to be paid by an employer to each employee of the undermentioned classes shall be as set out hereunder: Provided that if an employee performs work in more than one category, he shall be classified in the grade for which the highest wage is prescribed:					
DESCRIPTION OF OCCUPATION			CURRENT WAGE RATE AS AT 31.08.06	ACROSS- THE-BOARD INCREASE RATE (rounded)	NEW WAGE RATE WITH EFFECT FROM 01.09.06
			R	R	R
A. ALL AREAS					
(i)	(a) Foreman:		1485.00	74.00	1559.00
	(b) Supervisor/Quality Controller:				
		(i) Qualified:	607.50	30.00	637.50
		(ii) Learners:			
		first six months of experience	417.00	20.50	437.50
		second six months of experience	498.00	24.50	522.50
		Thereafter, the wage specified in (b)(i) i.e.	607.50	30.00	637.50
	(c) Cloakroom Supervisor/Watchman:		423.00	20.50	443.50
	(d) Mechanic:		1394.00	69.00	1463.00
	(e) Unqualified Mechanic:		519.50	25.50	545.00
	(f) Watchman:		423.00	20.50	443.50
	(g) Labourer:		331.00	16.00	347.00
	(h) Boiler attendant:		364.00	17.50	381.50
(ii)	Pattern Grader:				
		(i) Qualified:	787.00	39.00	826.00
		(ii) Learners:			
		first six months of experience	304.50	14.50	319.00
		second six months of experience	364.50	17.50	382.00
		third six months of experience	424.50	20.50	445.00
		fourth six months of experience	486.00	24.00	510.00
		fifth six months of experience	545.00	27.00	572.00
		sixth six months of experience	605.00	30.00	635.00
		seventh six months of experience	665.50	33.00	698.50
		eighth six months of experience	725.00	36.00	761.00
		Thereafter, the wage specified in (ii)(i) i.e.	787.00	39.00	826.00
(iii)	Marker-In:				
		(i) Qualified:	607.50	30.00	637.50
		(ii) Learners:			
		first six months of experience	304.50	14.50	319.00
		second six months of experience	341.50	16.50	358.00
		third six months of experience	381.00	18.50	399.50
		fourth six months of experience	418.00	20.50	438.50
		fifth six months of experience	456.00	22.50	478.50
		sixth six months of experience	493.50	24.00	517.50
		seventh six months of experience	532.00	26.00	558.00
		eighth six months of experience	568.50	28.00	596.50
		Thereafter, the wage specified in (iii)(i) i.e.	607.50	30.00	637.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
		(i) Qualified:	487.00	24.00	511.00
		(ii) Learners:			
		first six months of experience	289.50	14.00	303.50
		second six months of experience	322.50	15.50	338.00
		third six months of experience	356.00	17.50	373.50
		fourth six months of experience	388.00	19.00	407.00
		fifth six months of experience	421.00	20.50	441.50
		sixth six months of experience	454.50	22.00	476.50
		Thereafter, the wage specified in (iv)(i) i.e.	487.00	24.00	511.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.06	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.06
		R	R	R
(v)	Checker, Examiner and/or Passer:			
	(i) Qualified:	423.00	20.50	443.50
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	322.50	15.50	338.00
	third six months of experience	356.00	17.50	373.50
	fourth six months of experience	388.50	19.00	407.50
	Thereafter, the wage specified in (v)(i) i.e.	423.00	20.50	443.50
(vi)	(a) Invoice Clerk			
	(i) Qualified:	607.50	30.00	637.50
	(ii) Learners:			
	first six months of experience	437.50	21.50	459.00
	Thereafter, the wage specified in (vi)(a)(i) i.e.	607.50	30.00	637.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:			
	(i) Qualified:	445.00	22.00	467.00
	(ii) Learners:			
	first six months of experience	319.50	15.50	335.00
	second six months of experience	382.00	18.50	400.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	445.00	22.00	467.00
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:			
	(i) Qualified:	479.50	23.50	503.00
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	321.00	15.50	336.50
	third six months of experience	351.50	17.00	368.50
	fourth six months of experience	384.00	18.50	402.50
	fifth six months of experience	415.00	20.50	435.50
	sixth six months of experience	447.50	22.00	469.50
	Thereafter, the wage specified in (vii)(i) i.e.	479.50	23.50	503.00
(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	524.50	25.50	550.00
	(b) Exceeds 2 722 kg	609.00	30.00	639.00
(ix)	Part-time Driver of a Motor Vehicle:	477.00	23.50	500.50
(x)	Knitting Machine Operator:			
	(i) Qualified:	624.50	30.50	655.00
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	345.50	17.00	362.50
	third six months of experience	401.00	19.50	420.50
	fourth six months of experience	456.50	22.50	479.00
	fifth six months of experience	512.50	25.00	537.50
	sixth six months of experience	569.00	28.00	597.00
	Thereafter, the wage specified in (x)(i) i.e.	624.50	30.50	655.00
(xi)	Maintenance Hand:			
	(i) Qualified:	358.00	17.50	375.50
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	303.00	14.50	317.50
	third six months of experience	315.50	15.50	331.00
	fourth six months of experience	329.50	16.00	345.50
	fifth six months of experience	345.00	17.00	362.00
	Thereafter, the wage specified in (xi)(i) i.e.	357.50	17.50	375.00
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:	423.00	20.50	443.50
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	311.50	15.00	326.50
	third six months of experience	333.50	16.00	349.50

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		R	R	R
	fourth six months of experience	356.00	17.50	373.50
	fifth six months of experience	378.00	18.50	396.50
	sixth six months of experience	400.50	19.50	420.00
	Thereafter, the wage specified in (i)(i) i.e.	423.00	20.50	443.50
	Set Leader and/or Team Leader:	449.50	22.00	471.50
(ii)	General Worker/Pleater:			
	(i) Qualified:	319.50	15.50	335.00
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	304.00	14.50	318.50
	Thereafter, the wage specified in (ii)(i) i.e.	319.50	15.50	335.00
(iii)	Despatch Packer and Layer-up:			
	(i) Qualified:	330.50	16.00	346.50
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	second six months of experience	309.50	15.00	324.50
	Thereafter, the wage specified in (iii)(i) i.e.	330.50	16.00	346.50
(iv)	Plain Sewer:			
	(i) Qualified:	345.50	17.00	362.50
	(ii) Learners:			
	first six months of experience	289.50	14.00	303.50
	Thereafter, the wage specified in (iv)(i) i.e.	345.50	17.00	362.50
(v)	Sample Machinist :	481.00	23.50	504.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT. PARYS AND VREDEFORT				
(i)	Sewing Machinist, Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:			
	(i) Qualified:	381.00	18.50	399.50
	(ii) Learners:			
	first six months of experience	263.50	12.50	276.00
	second six months of experience	283.00	13.50	296.50
	third six months of experience	303.00	14.50	317.50
	fourth six months of experience	322.50	15.50	338.00
	fifth six months of experience	341.50	16.50	358.00
	sixth six months of experience	361.00	17.50	378.50
	Thereafter, the wage specified in (i)(i) i.e.	381.00	18.50	399.50
	Set Leader and/or Team Leader:	405.50	20.00	425.50
(ii)	General Worker/Pleater:			
	(i) Qualified:	296.00	14.50	310.50
	(ii) Learners:			
	first six months of experience	263.50	12.50	276.00
	second six months of experience	280.50	13.50	294.00
	Thereafter, the wage specified in (ii)(i) i.e.	296.00	14.50	310.50
(iii)	Despatch Packer:			
	(i) Qualified:	311.50	15.00	326.50
	(ii) Learners:			
	first six months of experience	263.50	12.50	276.00
	second six months of experience	287.00	14.00	301.00
	Thereafter, the wage specified in (iii)(i) i.e.	311.50	15.00	326.50
(iv)	Layer-Up:			
	(i) Qualified:	305.00	15.00	320.00
	(ii) Learners:			
	first six months of experience	263.50	12.50	276.00
	second six months of experience	284.50	13.50	298.00
	Thereafter, the wage specified in (iv)(i) i.e.	305.00	15.00	320.00
(v)	Plain Sewer:			
	(i) Qualified:	314.50	15.00	329.50
	(ii) Learners:			
	first six months of experience	263.50	12.50	276.00
	Thereafter, the wage specified in (v)(i) i.e.	314.50	15.00	329.50
(vi)	Sample Machinist :	433.00	21.00	454.00