

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 2007 - 31 AUGUST 2008**

WAGES					
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 31.08.07	ACROSS-THE- BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.07
			<i>R</i>	<i>R</i>	<i>R</i>
A. ALL AREAS					
(i)	(a) Foreman:		1559.00	86.00	1645.00
	(b) Supervisor/Quality Controller:				
	(i) Qualified:		637.50	35.00	672.50
	(ii) Learners:				
		first six months of experience	437.50	24.00	461.50
		second six months of experience	522.50	28.50	551.00
		Thereafter, the wage specified in (b)(i) i.e.	637.50	35.00	672.50
	(c) Cloakroom Supervisor/Watchman:		443.50	24.50	468.00
	(d) Mechanic:		1463.00	80.50	1543.50
	(e) Unqualified Mechanic:		545.00	30.00	575.00
	(f) Watchman:		443.50	24.50	468.00
	(g) Labourer:		347.00	19.00	366.00
	(h) Boiler attendant:		381.50	21.00	402.50
(ii)	Pattern Grader:				
	(i) Qualified:		826.00	45.50	871.50
	(ii) Learners:				
		first six months of experience	319.00	17.50	336.50
		second six months of experience	382.00	21.00	403.00
		third six months of experience	445.00	24.50	469.50
		fourth six months of experience	510.00	28.00	538.00
		fifth six months of experience	572.00	31.50	603.50
		sixth six months of experience	635.00	35.00	670.00
		seventh six months of experience	698.50	38.50	737.00
		eighth six months of experience	761.00	42.00	803.00
		Thereafter, the wage specified in (ii)(i) i.e.	826.00	45.50	871.50
(iii)	Marker-In:				
	(i) Qualified:		637.50	35.00	672.50
	(ii) Learners:				
		first six months of experience	319.00	17.50	336.50
		second six months of experience	358.00	19.50	377.50
		third six months of experience	399.50	22.00	421.50
		fourth six months of experience	438.50	24.00	462.50
		fifth six months of experience	478.50	26.50	505.00
		sixth six months of experience	517.50	28.50	546.00
		seventh six months of experience	558.00	30.50	588.50
		eighth six months of experience	596.50	33.00	629.50
		Thereafter, the wage specified in (iii)(i) i.e.	637.50	35.00	672.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified:		511.00	28.00	539.00
	(ii) Learners:				
		first six months of experience	303.50	16.50	320.00
		second six months of experience	338.00	18.50	356.50
		third six months of experience	373.50	20.50	394.00
		fourth six months of experience	407.00	22.50	429.50
		fifth six months of experience	441.50	24.50	466.00
		sixth six months of experience	476.50	26.00	502.50
		Thereafter, the wage specified in (iv)(i) i.e.	511.00	28.00	539.00

DESCRIPTION OF OCCUPATION		CURRENT WAGE RATE AS AT 31.08.07	ACROSS-THE-BOARD INCREASE RATE	NEW WAGE RATE WITH EFFECT FROM 01.09.07
		R	R	R
(v)	Checker, Examiner and/or Passer:			
	(i) Qualified:	443.50	24.50	468.00
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	338.00	18.50	356.50
	third six months of experience	373.50	20.50	394.00
	fourth six months of experience	407.50	22.50	430.00
	Thereafter, the wage specified in (v)(i) i.e.	443.50	24.50	468.00
(vi)	(a) Invoice Clerk			
	(i) Qualified:	637.50	35.00	672.50
	(ii) Learners:			
	first six months of experience	459.00	25.50	484.50
	Thereafter, the wage specified in (vi)(a)(i) i.e.	637.50	35.00	672.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk:			
	(i) Qualified:	467.00	25.50	492.50
	(ii) Learners:			
	first six months of experience	335.00	18.50	353.50
	second six months of experience	400.50	22.00	422.50
	Thereafter, the wage specified in (vi)(b)(i) i.e.	467.00	25.50	492.50
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:			
	(i) Qualified:	503.00	27.50	530.50
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	336.50	18.50	355.00
	third six months of experience	368.50	20.50	389.00
	fourth six months of experience	402.50	22.00	424.50
	fifth six months of experience	435.50	24.00	459.50
	sixth six months of experience	469.50	26.00	495.50
	Thereafter, the wage specified in (vii)(i) i.e.	503.00	27.50	530.50
(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	550.00	30.50	580.50
	(b) Exceeds 2 722 kg	639.00	35.00	674.00
(ix)	Part-time Driver of a Motor Vehicle:	500.50	27.50	528.00
(x)	Knitting Machine Operator:			
	(i) Qualified:	655.00	36.00	691.00
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	362.50	20.00	382.50
	third six months of experience	420.50	23.00	443.50
	fourth six months of experience	479.00	26.50	505.50
	fifth six months of experience	537.50	29.50	567.00
	sixth six months of experience	597.00	33.00	630.00
	Thereafter, the wage specified in (x)(i) i.e.	655.00	36.00	691.00
(xi)	Maintenance Hand:			
	(i) Qualified:	375.50	20.50	396.00
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	317.50	17.50	335.00
	third six months of experience	331.00	17.00	348.00
	fourth six months of experience	345.50	19.00	364.50
	fifth six months of experience	362.00	20.00	382.00
	Thereafter, the wage specified in (xi)(i) i.e.	375.50	20.50	396.00
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:	443.50	24.50	468.00
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	326.50	18.00	344.50
	third six months of experience	349.50	19.00	368.50

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		R	R	R
	fourth six months of experience	373.50	20.50	394.00
	fifth six months of experience	396.50	22.00	418.50
	sixth six months of experience	420.00	23.00	443.00
	Thereafter, the wage specified in (i)(i) i.e.	443.50	24.50	468.00
	Set Leader and/or Team Leader:	471.50	26.00	497.50
(ii)	General Worker/Pleater:			
	(i) Qualified:	335.00	18.50	353.50
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	318.50	17.50	336.00
	Thereafter, the wage specified in (ii)(i) i.e.	335.00	18.50	353.50
(iii)	Despatch Packer and Layer-up:			
	(i) Qualified:	346.50	19.00	365.50
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	second six months of experience	324.50	18.00	342.50
	Thereafter, the wage specified in (iii)(i) i.e.	346.50	19.00	365.50
(iv)	Plain Sewer:			
	(i) Qualified:	362.50	20.00	382.50
	(ii) Learners:			
	first six months of experience	303.50	16.50	320.00
	Thereafter, the wage specified in (iv)(i) i.e.	362.50	20.00	382.50
(v)	Sample Machinist :	504.50	28.00	532.50
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:	399.50	24.50	424.00
	(ii) Learners:			
	first six months of experience	276.00	16.50	292.50
	second six months of experience	296.50	18.00	314.50
	third six months of experience	317.50	19.00	336.50
	fourth six months of experience	338.00	20.50	358.50
	fifth six months of experience	358.00	22.00	380.00
	sixth six months of experience	378.50	23.00	401.50
	Thereafter, the wage specified in (i)(i) i.e.	399.50	24.50	424.00
	Set Leader and/or Team Leader:	425.50	26.00	451.50
(ii)	General Worker/Pleater:			
	(i) Qualified:	310.50	18.50	329.00
	(ii) Learners:			
	first six months of experience	276.00	16.50	292.50
	second six months of experience	294.00	17.50	311.50
	Thereafter, the wage specified in (ii)(i) i.e.	310.50	18.50	329.00
(iii)	Despatch Packer:			
	(i) Qualified:	326.50	19.00	345.50
	(ii) Learners:			
	first six months of experience	276.00	16.50	292.50
	second six months of experience	301.00	18.00	319.00
	Thereafter, the wage specified in (iii)(i) i.e.	326.50	19.00	345.50
(iv)	Layer-Up:			
	(i) Qualified:	320.00	19.00	339.00
	(ii) Learners:			
	first six months of experience	276.00	16.50	292.50
	second six months of experience	298.00	18.00	316.00
	Thereafter, the wage specified in (iv)(i) i.e.	320.00	19.00	339.00
(v)	Plain Sewer:			
	(i) Qualified:	329.50	20.00	349.50
	(ii) Learners:			
	first six months of experience	276.00	16.50	292.50
	Thereafter, the wage specified in (v)(i) i.e.	329.50	20.00	349.50
(vi)	Sample Machinist :	454.00	28.00	482.00