

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 2008 - 31 AUGUST 2009**

| 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 31.08.08 | ACROSS- THE- BOARD INCREASE RATE | NEW WAGE RATE WITH EFFECT FROM 01.09.08 |
| | | R | R | R |
| A. ALL AREAS | | | | |
| (i) | (a) Foreman: | 1645.00 | 140.00 | 1785.00 |
| | (b) Supervisor/Quality Controller: | | | |
| | (i) Qualified: | 672.50 | 57.00 | 729.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 461.50 | 39.00 | 500.50 |
| | second six months of experience | 551.00 | 47.00 | 598.00 |
| | Thereafter, the wage specified in (b)(i) i.e. | 672.50 | 57.00 | 729.50 |
| | (c) Cloakroom Supervisor/Watchman: | 468.00 | 40.00 | 508.00 |
| | (d) Mechanic: | 1543.50 | 131.00 | 1674.50 |
| | (e) Unqualified Mechanic: | 575.00 | 49.00 | 624.00 |
| | (f) Watchman: | 468.00 | 40.00 | 508.00 |
| | (g) Labourer: | 366.00 | 31.00 | 397.00 |
| | (h) Boiler attendant: | 402.50 | 34.00 | 436.50 |
| (ii) | Pattern Grader: | | | |
| | (i) Qualified: | 871.50 | 74.00 | 945.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 336.50 | 28.50 | 365.00 |
| | second six months of experience | 403.00 | 34.50 | 437.50 |
| | third six months of experience | 469.50 | 40.00 | 509.50 |
| | fourth six months of experience | 538.00 | 45.50 | 583.50 |
| | fifth six months of experience | 603.50 | 51.50 | 655.00 |
| | sixth six months of experience | 670.00 | 57.00 | 727.00 |
| | seventh six months of experience | 737.00 | 62.50 | 799.50 |
| | next four months of experience | 803.00 | 68.50 | 871.50 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 871.50 | 74.00 | 945.50 |
| (iii) | Marker-In: | | | |
| | (i) Qualified: | 672.50 | 57.00 | 729.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 336.50 | 28.50 | 365.00 |
| | second six months of experience | 377.50 | 32.00 | 409.50 |
| | third six months of experience | 421.50 | 36.00 | 457.50 |
| | fourth six months of experience | 462.50 | 39.50 | 502.00 |
| | fifth six months of experience | 505.00 | 43.00 | 548.00 |
| | sixth six months of experience | 546.00 | 46.50 | 592.50 |
| | seventh six months of experience | 588.50 | 50.00 | 638.50 |
| | next four months of experience | 629.50 | 53.50 | 683.00 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 672.50 | 57.00 | 729.50 |
| (iv) | Shaper & Chopper-out, other than an interlining and/or trimming chopper-out | | | |
| | (i) Qualified: | 539.00 | 46.00 | 585.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 356.50 | 30.50 | 387.00 |
| | third six months of experience | 394.00 | 33.50 | 427.50 |
| | fourth six months of experience | 429.50 | 36.50 | 466.00 |
| | fifth six months of experience | 466.00 | 39.50 | 505.50 |
| | next four months of experience | 502.50 | 42.50 | 545.00 |
| | Thereafter, the wage specified in (iv)(i) i.e. | 539.00 | 46.00 | 585.00 |

| DESCRIPTION OF OCCUPATION | | CURRENT WAGE RATE AS AT 31.08.08 | ACROSS-THE-BOARD INCREASE RATE | NEW WAGE RATE WITH EFFECT FROM 01.09.08 |
|---|--|----------------------------------|--------------------------------|---|
| | | R | R | R |
| (v) | Checker, Examiner and/or Passer: | | | |
| | (i) Qualified: | 468.00 | 39.50 | 507.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 356.50 | 30.50 | 387.00 |
| | third six months of experience | 394.00 | 33.50 | 427.50 |
| | next four months of experience | 430.00 | 36.50 | 466.50 |
| | Thereafter, the wage specified in (v)(i) i.e. | 468.00 | 39.50 | 507.50 |
| (vi) | (a) Invoice Clerk | | | |
| | (i) Qualified: | 672.50 | 57.00 | 729.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 484.50 | 41.00 | 525.50 |
| | Thereafter, the wage specified in (vi)(a)(i) i.e. | 672.50 | 57.00 | 729.50 |
| | (b) Despatch Clerk, Factory Clerk and/or Stores Clerk: | | | |
| | (i) Qualified: | 492.50 | 42.00 | 534.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 353.50 | 30.00 | 383.50 |
| | second six months of experience | 422.50 | 36.00 | 458.50 |
| | Thereafter, the wage specified in (vi)(b)(i) i.e. | 492.50 | 42.00 | 534.50 |
| (vii) | Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats: | | | |
| | (i) Qualified: | 530.50 | 45.00 | 575.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 355.00 | 30.00 | 385.00 |
| | third six months of experience | 389.00 | 33.00 | 422.00 |
| | fourth six months of experience | 424.50 | 36.00 | 460.50 |
| | fifth six months of experience | 459.50 | 39.00 | 498.50 |
| | next four months of experience | 495.50 | 42.00 | 537.50 |
| | Thereafter, the wage specified in (vii)(i) i.e. | 530.50 | 45.00 | 575.50 |
| (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 | 580.50 | 49.50 | 630.00 |
| | (b) Exceeds 2 722 kg | 674.00 | 57.50 | 731.50 |
| (ix) | Part-time Driver of a Motor Vehicle: | 528.00 | 45.00 | 573.00 |
| (x) | Knitting Machine Operator: | | | |
| | (i) Qualified: | 691.00 | 58.50 | 749.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 382.50 | 32.50 | 415.00 |
| | third six months of experience | 443.50 | 37.50 | 481.00 |
| | fourth six months of experience | 505.50 | 43.00 | 548.50 |
| | fifth six months of experience | 567.00 | 48.00 | 615.00 |
| | next four months of experience | 630.00 | 53.50 | 683.50 |
| | Thereafter, the wage specified in (x)(i) i.e. | 691.00 | 58.50 | 749.50 |
| (xi) | Maintenance Hand: | | | |
| | (i) Qualified: | 396.00 | 33.50 | 429.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 335.00 | 28.50 | 363.50 |
| | third six months of experience | 348.00 | 29.50 | 377.50 |
| | fourth six months of experience | 364.50 | 31.00 | 395.50 |
| | next four months of experience | 382.00 | 32.50 | 414.50 |
| | Thereafter, the wage specified in (xi)(i) i.e. | 396.00 | 33.50 | 429.50 |
| 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: | 468.00 | 40.00 | 508.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 344.50 | 29.50 | 374.00 |
| | third six months of experience | 368.50 | 31.50 | 400.00 |

| DESCRIPTION OF OCCUPATION | | CURRENT WAGE RATE AS AT 31.08.08 | ACROSS-THE-BOARD INCREASE RATE | NEW WAGE RATE WITH EFFECT FROM 01.09.08 |
|--|--|----------------------------------|--------------------------------|---|
| | | R | R | R |
| | Thereafter, the wage specified in (i)(i) i.e. | 468.00 | 40.00 | 508.00 |
| | Set Leader and/or Team Leader: | 497.50 | 42.50 | 540.00 |
| (ii) | General Worker/Pleater: | | | |
| | (i) Qualified: | 353.50 | 30.00 | 383.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 336.00 | 28.50 | 364.50 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 353.50 | 30.00 | 383.50 |
| (iii) | Despatch Packer and Layer-up: | | | |
| | (i) Qualified: | 365.50 | 31.00 | 396.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | second six months of experience | 342.50 | 29.00 | 371.50 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 365.50 | 31.00 | 396.50 |
| (iv) | Plain Sewer: | | | |
| | (i) Qualified: | 382.50 | 32.50 | 415.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 320.00 | 27.00 | 347.00 |
| | Thereafter, the wage specified in (iv)(i) i.e. | 382.50 | 32.50 | 415.00 |
| (v) | Sample Machinist : | 532.50 | 45.50 | 578.00 |
| 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: | 424.00 | 40.00 | 464.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 292.50 | 27.00 | 319.50 |
| | second six months of experience | 314.50 | 29.50 | 344.00 |
| | third six months of experience | 336.50 | 31.50 | 368.00 |
| | Thereafter, the wage specified in (i)(i) i.e. | 424.00 | 39.50 | 463.50 |
| | Set Leader and/or Team Leader: | 451.50 | 42.50 | 494.00 |
| (ii) | General Worker/Pleater: | | | |
| | (i) Qualified: | 329.00 | 30.00 | 359.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 292.50 | 27.00 | 319.50 |
| | second six months of experience | 311.50 | 28.50 | 340.00 |
| | Thereafter, the wage specified in (ii)(i) i.e. | 329.00 | 30.00 | 359.00 |
| (iii) | Despatch Packer: | | | |
| | (i) Qualified: | 345.50 | 31.00 | 376.50 |
| | (ii) Learners: | | | |
| | first six months of experience | 292.50 | 27.00 | 319.50 |
| | second six months of experience | 319.00 | 29.00 | 348.00 |
| | Thereafter, the wage specified in (iii)(i) i.e. | 345.50 | 31.00 | 376.50 |
| (iv) | Layer-Up: | | | |
| | (i) Qualified: | 339.00 | 31.00 | 370.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 292.50 | 27.00 | 319.50 |
| | second six months of experience | 316.00 | 29.00 | 345.00 |
| | Thereafter, the wage specified in (iv)(i) i.e. | 339.00 | 31.00 | 370.00 |
| (v) | Plain Sewer: | | | |
| | (i) Qualified: | 349.50 | 32.50 | 382.00 |
| | (ii) Learners: | | | |
| | first six months of experience | 292.50 | 27.00 | 319.50 |
| | Thereafter, the wage specified in (v)(i) i.e. | 349.50 | 32.50 | 382.00 |
| (vi) | Sample Machinist : | 482.00 | 45.50 | 527.50 |