

WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT

NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008

4. WAGES						
(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:						
				Wage per week	Across the Board Increase	Wage per week
				at	6.42%	from
				31-Aug-07	rounded	01-Sep-07
				R	R	R
Part A - Cutting Department						
Head Cutter				765.00	49.00	814.00
Pattern Maker:						
	(a)	Qualified		765.00	49.00	814.00
	(b)	Learner				
		First year				
		First six months of experience		434.00	28.00	462.00
		Second six months of experience		477.50	30.50	508.00
		Second year				
		First six months of experience		523.00	33.50	556.50
		Second six months of experience		568.50	36.50	605.00
		Third year				
		First six months of experience		618.50	39.50	658.00
		Thereafter, the wage specified in (a), i.e.		765.00	49.00	814.00
Pattern Grader						
	(a)	Qualified		620.00	40.00	660.00
	(b)	Learner				
		First year				
		First six months of experience		405.00	26.00	431.00
		Second six months of experience		434.00	28.00	462.00
		Second year				
		First six months of experience		461.00	29.50	490.50
		Second six months of experience		490.50	31.50	522.00
		Third year				
		First six months of experience		523.00	33.50	556.50
		Second six months of experience		554.50	35.50	590.00
		Thereafter, the wage specified in (a), i.e.		620.00	40.00	660.00
Cutter, lay-maker:						
	(a)	Qualified		597.50	38.50	636.00
	(b)	Learner				
		First year				
		First six months of experience		365.50	23.50	389.00
		Second six months of experience		403.00	26.00	429.00
		Second year				
		First six months of experience		440.50	28.50	469.00
		Second six months of experience		480.50	31.00	511.50
		Third year				
		First six months of experience		526.00	34.00	560.00
		Second six months of experience		597.50	38.50	636.00
Interlining cutter, trimmer, leather cutter and tie cutter						
	(a)	Qualified		435.50	28.00	463.50
	(b)	Learner				
		First year				
		First six months of experience		328.50	21.00	349.50

WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT

NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008

		Wage per week	Across the Board Increase	Wage per week
		at	6.42% rounded	from
		31-Aug-07		01-Sep-07
		R	R	R
	Second six months of experience	346.00	22.00	368.00
	Second year			
	First six months of experience	364.50	23.50	388.00
	Second six months of experience	382.50	24.50	407.00
	Third year			
	First six months of experience	401.50	26.00	427.50
	Thereafter, the wage specified in (a) i.e.	435.50	28.00	463.50
(c)	If advanced to learner cutter:			
	First six months from date of advancement	471.00	30.00	501.00
	Second six months from date of advancement	526.00	34.00	560.00
	Thereafter, the wage specified for a qualified cutter, i.e.	597.50	38.50	636.00
	Layer-up:			
(a)	Qualified	373.50	24.00	397.50
	First year			
	First six months of experience	318.50	20.50	339.00
	Second six months of experience	328.50	21.00	349.50
	Second year			
	First six months of experience	341.00	22.00	363.00
	Thereafter, the wage specified in (a), i.e.	373.50	24.00	397.50
(b)	If advanced to learner cutter:			
	First six months from date of advancement	373.50	24.00	397.50
	Second six months from date of advancement	440.50	28.50	469.00
	Third six months from date of advancement	480.50	31.00	511.50
	Fourth six months from date of advancement	526.00	34.00	560.00
	Thereafter, the wage specified for a qualified cutter, i.e.	597.50	38.50	636.00
	Clicker:			
(a)	Qualified	448.50	29.00	477.50
(b)	Learner			
	First year of experience	337.50	21.50	359.00
	Second year of experience	382.50	24.50	407.00
	Thereafter, the wage specified in (a), i.e.	448.50	29.00	477.50
	Tracer:			
(a)	Qualified	421.50	27.00	448.50
(b)	Learner			
	First year			
	First six months of experience	337.50	21.50	359.00
	Second six months of experience	359.50	23.00	382.50
	Second year			
	First six months of experience	380.50	24.50	405.00
	Thereafter, the wage specified in (a), i.e.	421.50	27.00	448.50
	Part B - Factory Operatives			
	Clothing machine mechanic:			
(a)	Qualified	765.00	49.00	814.00
(b)	Learner			
	First year			
	First six months of experience	434.00	28.00	462.00
	Second six months of experience	477.50	30.50	508.00
	Second year			

WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008**

			Wage per week	Across the Board Increase	Wage per week
				6.42%	from
			at	rounded	
			31-Aug-07		01-Sep-07
			R	R	R
		First six months of experience	523.00	33.50	556.50
		Second six months of experience	568.50	36.50	605.00
		Third year			
		First six months of experience	618.50	39.50	658.00
		Second six months of experience	667.50	43.00	710.50
		Thereafter, the wage specified in (a), i.e.	765.00	49.00	814.00

WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT

NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008

			Wage per week	Across the Board Increase	Wage per week
			at	6.42% rounded	from
			31-Aug-07		01-Sep-07
			R	R	R
Grade A employee:					
(a)	Qualified		477.50	30.50	508.00
(b)	Learner				
	First year				
	First six months of experience		339.00	22.00	361.00
	Second six months of experience		364.00	23.50	387.50
	Second year				
	First six months of experience		386.50	25.00	411.50
	Second six months of experience		409.00	26.50	435.50
	Third year				
	First six months of experience		435.50	28.00	463.50
	Thereafter, the wage specified in (a), i.e.		477.50	30.50	508.00
Grade B employee:					
(a)	Qualified		405.00	26.00	431.00
(b)	Learner				
	First year				
	First six months of experience		333.00	21.50	354.50
	Second six months of experience		350.50	22.50	373.00
	Second year				
	First six months of experience		367.50	23.50	391.00
	Thereafter, the wage specified in (a), i.e.		405.00	26.00	431.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement		405.00	26.00	431.00
	Second six months from date of advancement		409.00	26.50	435.50
	Third six months from date of advancement		435.50	28.00	463.50
	Thereafter, the wage specified for a qualified Grade A		477.50	30.50	508.00
Grade C employee:					
(a)	Qualified		364.00	23.50	387.50
(b)	Learner				
	First year				
	First six months of experience		326.50	21.00	347.50
	Second six months of experience		336.50	21.50	358.00
	Thereafter, the wage specified in (a), i.e.		364.00	23.50	387.50
(c)	If advanced to Grade B employee:				
	First six months from date of advancement		364.00	23.50	387.50
	Second six months from date of advancement		367.50	23.50	391.00
	Thereafter, the wage specified for a qualified Grade B		405.00	26.00	431.00
Underpresser, blocker:					
(a)	Qualified		367.50	23.50	391.00
(b)	Learner				
	First year				
	First six months of experience		318.50	20.50	339.00
	Second six months of experience		328.50	21.00	349.50
	Second year				
	First six months of experience		341.00	22.00	363.00
	Second six months of experience		367.50	23.50	391.00

WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT

NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2007 TO 31 AUGUST 2008

		Wage per week	Across the Board Increase	Wage per week
			6.42%	from
		at	rounded	
		31-Aug-07		01-Sep-07
		R	R	R
(c)	If advanced to learner presser:			
	First six months from date of advancement	367.50	23.50	391.00
	Second six months from date of advancement	435.50	28.00	463.50
	Thereafter, the wage specified for a qualified Grade A	477.50	30.50	508.00
Part C - Clerical employees				
Clerk				
(a)	Qualified	526.00	34.00	560.00
(b)	Learner			
	First year of experience	389.00	25.00	414.00
	Second year of experience	424.50	27.50	452.00
	Third year			
	First six months of experience	462.50	29.50	492.00
	Thereafter, the wage specified in (a), i.e.	526.00	34.00	560.00
Factory Clerk				
(a)	Qualified	395.50	25.50	421.00
(b)	Learner			
	First year of experience	317.50	20.50	338.00
	Second year of experience	338.00	21.50	359.50
	Third year			
	First six months of experience	362.50	23.50	386.00
	Thereafter, the wage specified in (a), i.e.	395.50	25.50	421.00
Part D - General				
	Boiler attendant	375.00	24.00	399.00
	Despatch packer	387.00	25.00	412.00
	General Worker	362.50	23.50	386.00
	Labourer	367.50	23.50	391.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -			
(a)	under 2 720 kg	405.50	26.00	431.50
(b)	2 720 kg and over	461.00	29.50	490.50
	Supervisor, quality controller and instructor	490.50	31.50	522.00
	Traveller's driver	405.50	26.00	431.50
	Watchman or caretaker, whose ordinary hours of work are -			
(a)	less than 60 hours per week	420.00	27.00	447.00
(b)	60 hours per week	440.50	28.50	469.00