

PART G : NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
**WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT**  
**NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2009 TO 31 AUGUST 2010**

<b>WAGES - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)</b>								
(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:							* R40 + R5 for machinists & General Workers wef 1 Sep 09 and 1 Jan 10 respectively	
					<b>Wage per week</b>	<b>Across the board Increase</b>	<b>Across the Board Increase</b>	<b>Wage per week</b>
					<b>at</b>	<b>unrounded</b>	<b>9% * refer note above (rounded)</b>	<b>from</b>
					<b>31-Aug-09</b>	<b>9%</b>		<b>01-Sep-09</b>
					<b>R</b>		<b>R</b>	<b>R</b>
<b>Part A - Cutting Department</b>								
Head Cutter					<b>899.50</b>	80.96	81.00	<b>980.50</b>
Pattern Maker:					-	0.00		
(a)	Qualified				<b>899.50</b>	80.96	81.00	<b>980.50</b>
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			<b>510.50</b>	45.95	46.00	<b>556.50</b>
		Second six months of experience			<b>561.50</b>	50.54	50.50	<b>612.00</b>
	Second year				-	0.00		
		First six months of experience			<b>615.00</b>	55.35	55.50	<b>670.50</b>
		Second six months of experience			<b>668.50</b>	60.17	60.00	<b>728.50</b>
	Third year				-	0.00		
		First <b>four</b> months of experience			<b>727.00</b>	65.43	65.50	<b>792.50</b>
		Thereafter, the wage specified in (a), i.e.			<b>899.50</b>	80.96	81.00	<b>980.50</b>
Pattern Grader					-	0.00		
(a)	Qualified				<b>729.50</b>	65.66	65.50	<b>795.00</b>
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			<b>476.50</b>	42.89	43.00	<b>519.50</b>
		Second six months of experience			<b>510.50</b>	45.95	46.00	<b>556.50</b>
	Second year				-	0.00		
		First six months of experience			<b>542.00</b>	48.78	49.00	<b>591.00</b>
		Second six months of experience			<b>577.00</b>	51.93	52.00	<b>629.00</b>
	Third year				-	0.00		
		First <b>six</b> months of experience			<b>615.00</b>	55.35	55.50	<b>670.50</b>
		Next <b>four</b> months of experience			<b>652.00</b>	58.68	58.50	<b>710.50</b>
		Thereafter, the wage specified in (a), i.e.			<b>729.50</b>	65.66	65.50	<b>795.00</b>
Cutter, lay-maker:					-	0.00		
(a)	Qualified				<b>703.00</b>	63.27	63.50	<b>766.50</b>
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			<b>430.00</b>	38.70	38.50	<b>468.50</b>
		Second six months of experience			<b>474.00</b>	42.66	42.50	<b>516.50</b>
	Second year				-	0.00		
		First six months of experience			<b>518.00</b>	46.62	46.50	<b>564.50</b>
		Second six months of experience			<b>565.00</b>	50.85	51.00	<b>616.00</b>
	Third year				-	0.00		
		First <b>six</b> months of experience			<b>619.00</b>	55.71	55.50	<b>674.50</b>
		Next <b>four</b> months of experience			<b>703.00</b>	63.27	63.50	<b>766.50</b>
Interlining cutter, trimmer, leather cutter and tie cutter					-	0.00		
(a)	Qualified				<b>512.00</b>	46.08	46.00	<b>558.00</b>
(b)	Learner				-	0.00		
	First year				-	0.00		
		First six months of experience			<b>386.00</b>	34.74	34.50	<b>420.50</b>
		Second six months of experience			<b>406.50</b>	36.59	36.50	<b>443.00</b>
	Second year				-	0.00		
		First six months of experience			<b>428.50</b>	38.57	38.50	<b>467.00</b>

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			Wage per week	Across the board Increase	Across the Board Increase 9% * refer note above (rounded)	Wage per week
			at 31-Aug-09	unrounded 9%		from 01-Sep-09
			R		R	R
		Second six months of experience	449.50	40.46	40.50	490.00
		Third year	-	0.00		
		First four months of experience	472.50	42.53	42.50	515.00
		Thereafter, the wage specified in (a) i.e.	512.00	46.08	46.00	558.00
(c)		If advanced to learner cutter:	-	0.00		
		First six months from date of advancement	553.50	49.82	50.00	603.50
		Second six months from date of advancement	619.00	55.71	55.50	674.50
		Thereafter, the wage specified for a qualified cutter, i.e.	703.00	63.27	63.50	766.50
Layer-up:			-	0.00		
(a)		Qualified	439.00	39.51	39.50	478.50
		First year	-	0.00		
		First six months of experience	374.50	33.71	33.50	408.00
		Second six months of experience	386.00	34.74	34.50	420.50
Second year			-	0.00		
		First six months of experience	401.00	36.09	36.00	437.00
		Thereafter, the wage specified in (a), i.e.	439.00	39.51	39.50	478.50
(b)		If advanced to learner cutter:	-	0.00		
		First six months from date of advancement	439.00	39.51	39.50	478.50
		Second six months from date of advancement	518.00	46.62	46.50	564.50
		Third six months from date of advancement	565.00	50.85	51.00	616.00
		Fourth six months from date of advancement	619.00	55.71	55.50	674.50
		Thereafter, the wage specified for a qualified cutter, i.e.	703.00	63.27	63.50	766.50
Clicker:			-	0.00		
(a)		Qualified	527.50	47.48	47.50	575.00
(b)		Learner	-	0.00		
		First year of experience	396.50	35.69	35.50	432.00
		Second year of experience	449.50	40.46	40.50	490.00
		Thereafter, the wage specified in (a), i.e.	527.50	47.48	47.50	575.00
Tracer:			-	0.00		
(a)		Qualified	495.50	44.60	44.50	540.00
(b)		Learner	-	0.00		
		First year	-	0.00		
		First six months of experience	396.50	35.69	35.50	432.00
		Second six months of experience	422.50	38.03	38.00	460.50
Second year			-	0.00		
		First six months of experience	447.50	40.28	40.50	488.00
		Thereafter, the wage specified in (a), i.e.	495.50	44.60	44.50	540.00
Part B - Factory Operatives			-	0.00		
Clothing machine mechanic:			-	0.00		
(a)		Qualified	899.50	80.96	81.00	980.50
(b)		Learner	-	0.00		
		First year	-	0.00		
		First six months of experience	510.50	45.95	46.00	556.50
		Second six months of experience	561.50	50.54	50.50	612.00
Second year			-	0.00		
		First six months of experience	615.00	55.35	55.50	670.50
		Second six months of experience	668.50	60.17	60.00	728.50
Third year			-	0.00		
		First six months of experience	727.00	65.43	65.50	792.50
		Next four months of experience	785.00	70.65	70.50	855.50
		Thereafter, the wage specified in (a), i.e.	899.50	80.96	81.00	980.50
Grade A employee:			-	0.00		

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		at 31-Aug-09	unrounded 9%		from 01-Sep-09
		R		R	R
(a)	Qualified	561.50	50.54	50.50	612.00
(b)	Learner	-	0.00		
	First year	-	0.00		
	First six months of experience	399.00	35.91	36.00	435.00
	Second six months of experience	428.00	38.52	38.50	466.50
	Second year	-	0.00		
	First six months of experience	454.50	40.91	41.00	495.50
	Second six months of experience	481.00	43.29	43.50	524.50
	Third year	-	0.00		
	First four months of experience	512.00	46.08	46.00	558.00
	Thereafter, the wage specified in (a), i.e.	561.50	50.54	50.50	612.00
Grade B employee:					
<b>wef 1 September 2009</b>					
(a)	Qualified	476.50	40.00	40.00	516.50
(b)	Learner				
	First year				
	First six months of experience	391.50	40.00	40.00	431.50
	Second six months of experience	412.00	40.00	40.00	452.00
	Second year				
	First six months of experience	432.00	40.00	40.00	472.00
	Thereafter, the wage specified in (a), i.e.	476.50	40.00	40.00	516.50
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	476.50	40.00	40.00	516.50
	Second six months from date of advancement	481.00	40.00	40.00	521.00
	Third six months from date of advancement	512.00	40.00	40.00	552.00
	Thereafter, the wage specified for a qualified Grade A	561.50	50.54	50.50	612.00
<b>wef 1 January 2010</b>					
(a)	Qualified	516.50	5.00	5.00	521.50
(b)	Learner				
	First year				
	First six months of experience	431.50	5.00	5.00	436.50
	Second six months of experience	452.00	5.00	5.00	457.00
	Second year				
	First six months of experience	472.00	5.00	5.00	477.00
	Thereafter, the wage specified in (a), i.e.	516.50	5.00	5.00	521.50
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	516.50	5.00	5.00	521.50
	Second six months from date of advancement	521.00	5.00	5.00	526.00
	Third six months from date of advancement	552.00	5.00	5.00	557.00
	Thereafter, the wage specified for a qualified Grade A	561.50	50.54	50.50	612.00
Grade C employee:					
(a)	Qualified	428.00	38.52	38.50	466.50
(b)	Learner	-	0.00		
	First year	-	0.00		
	First six months of experience	384.00	34.56	34.50	418.50
	Second six months of experience	395.50	35.60	35.50	431.00
	Thereafter, the wage specified in (a), i.e.	428.00	38.52	38.50	466.50
(c)	If advanced to Grade B employee:	-	0.00		
	First six months from date of advancement	428.00	38.52	38.50	466.50
	Second six months from date of advancement	432.00	38.88	39.00	471.00
	Thereafter, the wage specified for a qualified Grade B	476.50	42.89	43.00	519.50
		-	0.00		

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			at 31-Aug-09	unrounded 9%		from 01-Sep-09
			R		R	R
Underpresser, blocker:			-	0.00		
(a)	Qualified		<b>432.00</b>	38.88	39.00	<b>471.00</b>
(b)	Learner		-	0.00		
	First year		-	0.00		
	First six months of experience		<b>374.50</b>	33.71	33.50	<b>408.00</b>
	Second six months of experience		<b>386.00</b>	34.74	34.50	<b>420.50</b>
	Second year		-	0.00		
	First six months of experience		<b>401.00</b>	36.09	36.00	<b>437.00</b>
	Second six months of experience		<b>432.00</b>	38.88	39.00	<b>471.00</b>
(c)	If advanced to learner presser:		-	0.00		
	First six months from date of advancement		<b>432.00</b>	38.88	39.00	<b>471.00</b>
	Second six months from date of advancement		<b>512.00</b>	46.08	46.00	<b>558.00</b>
	Thereafter, the wage specified for a qualified Grade A		<b>561.50</b>	50.54	50.50	<b>612.00</b>
			-	0.00		
Part C - Clerical employees			-	0.00		
Clerk			-	0.00		
(a)	Qualified		<b>619.00</b>	55.71	55.50	<b>674.50</b>
(b)	Learner		-	0.00		
	First year of experience		<b>457.50</b>	41.18	41.00	<b>498.50</b>
	Second year of experience		<b>499.50</b>	44.96	45.00	<b>544.50</b>
	Third year		-	0.00		
	First six months of experience		<b>543.50</b>	48.92	49.00	<b>592.50</b>
	Thereafter, the wage specified in (a), i.e.		<b>619.00</b>	55.71	55.50	<b>674.50</b>
			-	0.00		
Factory Clerk			-	0.00		
(a)	Qualified		<b>465.00</b>	41.85	42.00	<b>507.00</b>
(b)	Learner		-	0.00		
	First year of experience		<b>373.50</b>	33.62	33.50	<b>407.00</b>
	Second year of experience		<b>397.00</b>	35.73	35.50	<b>432.50</b>
	Third year		-	0.00		
	First six months of experience		<b>426.50</b>	38.39	38.50	<b>465.00</b>
	Thereafter, the wage specified in (a), i.e.		<b>465.00</b>	41.85	42.00	<b>507.00</b>
			-	0.00		
Part D - General			-	0.00		
Boiler attendant			<b>441.00</b>	39.69	39.50	<b>480.50</b>
Despatch packer			<b>455.50</b>	41.00	41.00	<b>496.50</b>
General Worker - wef 1 September 2009			<b>426.50</b>	40.00	40.00	<b>466.50</b>
General Worker - wef 1 January 2009			<b>466.50</b>	5.00	5.00	<b>471.50</b>
Labourer			<b>432.00</b>	38.88	39.00	<b>471.00</b>
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 -			-	0.00		
(a)	under 2 720 kg		<b>477.00</b>	42.93	43.00	<b>520.00</b>
(b)	2 720 kg and over		<b>542.00</b>	48.78	49.00	<b>591.00</b>
Supervisor, quality controller and instructor			<b>577.00</b>	51.93	52.00	<b>629.00</b>
Traveller's driver			<b>477.00</b>	42.93	43.00	<b>520.00</b>
Watchman or caretaker, whose ordinary hours of work are -			-	0.00		
(a)	less than 60 hours per week		<b>494.00</b>	44.46	44.50	<b>538.50</b>
(b)	60 hours per week		<b>518.00</b>	46.62	46.50	<b>564.50</b>