

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)  
**WAGE RATES FOR THE MILLINERY SECTOR OF THE CLOTHING MAIN AGREEMENT FOR THE PERIOD**  
**1 SEPTEMBER 2009 TO 31 AUGUST 2010**

| <b>4. WAGES - GROUP B (ie employers NOT contributing to the Productivity Incentive Scheme)</b> |     |  |  |  |                                     |  |   |                                     |
|--|-----|--|--|--|-------------------------------------|--|---|-------------------------------------|
| (1)  | (b) | Subject also to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees employed at Millinery establishments, shall be as follows: |  |  |                                     |  |   |                                     |
|  |     |  |  |  | <b>Wage per week from 01-Sep-08</b> | <b>Across the board incr unrounded</b> | <b>Across the board Increase 7.0% (rounded)</b> | <b>Wage per week from 01-Sep-09</b> |
|  |     |  |  |  | <b>31-Aug-09</b>                    | <b>7.0%</b>                            |   |                                     |
|  |     |  |  |  | <b>R</b>                            |  | <b>R</b>  | <b>R</b>                            |
|  |     | <b>Blocker</b>   |  |  |                                     |  |   |                                     |
|  | (a) | Qualified  |  |  | <b>605.00</b>                       | 42.35                                  | <b>42.50</b>                                    | <b>647.50</b>                       |
|  | (b) | Learner  |  |  |                                     |  |   |                                     |
|  |     | First year   |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>418.50</b>                       | 29.30                                  | <b>29.50</b>                                    | <b>448.00</b>                       |
|  |     | Second six months of experience  |  |  | <b>467.00</b>                       | 32.69                                  | <b>32.50</b>                                    | <b>499.50</b>                       |
|  |     | Second year  |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>511.00</b>                       | 35.77                                  | <b>36.00</b>                                    | <b>547.00</b>                       |
|  |     | Second six months of experience  |  |  | <b>558.50</b>                       | 39.10                                  | <b>39.00</b>                                    | <b>597.50</b>                       |
|  |     | Thereafter, the wage specified in (a), i.e.  |  |  | <b>605.00</b>                       | 42.35                                  | <b>42.50</b>                                    | <b>647.50</b>                       |
|  |     | <b>Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):</b>   |  |  |                                     |  |   |                                     |
|  | (a) | Qualified  |  |  | <b>499.00</b>                       | 34.93                                  | <b>35.00</b>                                    | <b>534.00</b>                       |
|  | (b) | Learner  |  |  |                                     |  |   |                                     |
|  |     | First year   |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>418.50</b>                       | 29.30                                  | <b>29.50</b>                                    | <b>448.00</b>                       |
|  |     | Second six months of experience  |  |  | <b>435.00</b>                       | 30.45                                  | <b>30.50</b>                                    | <b>465.50</b>                       |
|  |     | Second year  |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>450.00</b>                       | 31.50                                  | <b>31.50</b>                                    | <b>481.50</b>                       |
|  |     | Second six months of experience  |  |  | <b>467.50</b>                       | 32.73                                  | <b>32.50</b>                                    | <b>500.00</b>                       |
|  |     | Third year   |  |  |                                     |  |   |                                     |
|  |     | First four months of experience  |  |  | <b>483.00</b>                       | 33.81                                  | <b>34.00</b>                                    | <b>517.00</b>                       |
|  |     | Thereafter, the wage specified in (a), i.e.  |  |  | <b>499.00</b>                       | 34.93                                  | <b>35.00</b>                                    | <b>534.00</b>                       |
|  |     | <b>Clerk</b>   |  |  |                                     |  |   |                                     |
|  | (a) | Qualified  |  |  | <b>834.50</b>                       | 58.42                                  | <b>58.50</b>                                    | <b>893.00</b>                       |
|  | (b) | Learner  |  |  |                                     |  |   |                                     |
|  |     | First year   |  |  | <b>615.50</b>                       | 43.09                                  | <b>43.00</b>                                    | <b>658.50</b>                       |
|  |     | Second year  |  |  | <b>669.50</b>                       | 46.87                                  | <b>47.00</b>                                    | <b>716.50</b>                       |
|  |     | Third year   |  |  |                                     |  |   |                                     |
|  |     | First four months of experience  |  |  | <b>731.50</b>                       | 51.21                                  | <b>51.00</b>                                    | <b>782.50</b>                       |
|  |     | Thereafter, the wage specified in (a), i.e.  |  |  | <b>834.50</b>                       | 58.42                                  | <b>58.50</b>                                    | <b>893.00</b>                       |
|  |     | <b>General Worker (Millinery)</b>  |  |  | <b>494.00</b>                       | 34.58                                  | <b>34.50</b>                                    | <b>528.50</b>                       |
|  |     | <b>Grade 1 Employee (Millinery):</b>   |  |  |                                     |  |   |                                     |
|  | (a) | Qualified  |  |  | <b>489.00</b>                       | 34.23                                  | <b>34.00</b>                                    | <b>523.00</b>                       |
|  | (b) | Learner  |  |  |                                     |  |   |                                     |
|  |     | First year   |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>418.50</b>                       | 29.30                                  | <b>29.50</b>                                    | <b>448.00</b>                       |
|  |     | Second six months of experience  |  |  | <b>436.00</b>                       | 30.52                                  | <b>30.50</b>                                    | <b>466.50</b>                       |
|  |     | Second year  |  |  |                                     |  |   |                                     |
|  |     | First six months of experience   |  |  | <b>460.50</b>                       | 32.24                                  | <b>32.00</b>                                    | <b>492.50</b>                       |

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|  |  |  |   | Wage per<br>week<br>from<br>01-Sep-08<br>31-Aug-09 | Across the<br>board incr<br>unrounded<br>7.0% | Across the<br>board<br>Increase<br>7.0%<br>(rounded) | Wage per<br>week from<br>01-Sep-09 |
|--|--|--|---|--|---|--|------------------------------------|
|  |  |  |   | R  |   | R  | R                                  |
|  |  |  | Thereafter, the wage specified in (a), i.e. | <b>489.00</b>                                      | 34.23   | <b>34.00</b>   | <b>523.00</b>                      |

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|   |   |  |  | Wage per week from 01-Sep-08 to 31-Aug-09 | Across the board unrounded | Across the board Increase 7.0% (rounded) | Wage per week from 01-Sep-09 |
|---|---|--|--|---|----------------------------|--|------------------------------|
|   |   |  |  | R   |                            | R  | R                            |
| <b>Milliner:</b>  |   |  |  |   |                            |  |                              |
| (a)   | Qualified                                   |  |  | <b>528.50</b>                             | 37.00                      | <b>37.00</b>                             | <b>565.50</b>                |
| (b)   | Learner                                     |  |  |   |                            |  |                              |
|   | First year                                  |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>418.50</b>                             | 29.30                      | <b>29.50</b>                             | <b>448.00</b>                |
|   | Second six months of experience             |  |  | <b>444.50</b>                             | 31.12                      | <b>31.00</b>                             | <b>475.50</b>                |
|   | Second year                                 |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>446.00</b>                             | 31.22                      | <b>31.00</b>                             | <b>477.00</b>                |
|   | Second six months of experience             |  |  | <b>466.50</b>                             | 32.66                      | <b>32.50</b>                             | <b>499.00</b>                |
|   | Third year                                  |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>487.00</b>                             | 34.09                      | <b>34.00</b>                             | <b>521.00</b>                |
|   | Next four months of experience              |  |  | <b>511.00</b>                             | 35.77                      | <b>36.00</b>                             | <b>547.00</b>                |
|   | Thereafter, the wage specified in (a) i.e.  |  |  | <b>528.50</b>                             | 37.00                      | <b>37.00</b>                             | <b>565.50</b>                |
| <b>Millinery Machinist:</b>   |   |  |  |   |                            |  |                              |
| (a)   | Qualified                                   |  |  | <b>534.00</b>                             | 37.38                      | <b>37.50</b>                             | <b>571.50</b>                |
| (b)   | Learner                                     |  |  |   |                            |  |                              |
|   | First year                                  |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>418.50</b>                             | 29.30                      | <b>29.50</b>                             | <b>448.00</b>                |
|   | Second six months of experience             |  |  | <b>456.00</b>                             | 31.92                      | <b>32.00</b>                             | <b>488.00</b>                |
|   | Second year                                 |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>484.00</b>                             | 33.88                      | <b>34.00</b>                             | <b>518.00</b>                |
|   | Thereafter, the wage specified in (a), i.e. |  |  | <b>534.00</b>                             | 37.38                      | <b>37.50</b>                             | <b>571.50</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 - |   |  |  |   |                            |  |                              |
| (a)   | does not exceed 2268 kg                     |  |  | <b>634.00</b>                             | 44.38                      | <b>44.50</b>                             | <b>678.50</b>                |
| (b)   | exceeds 2268                                |  |  | <b>670.00</b>                             | 46.90                      | <b>47.00</b>                             | <b>717.00</b>                |
| <b>Plain Sewer (Millinery):</b>   |   |  |  |   |                            |  |                              |
| (a)   | Qualified                                   |  |  | <b>499.00</b>                             | 34.93                      | <b>35.00</b>                             | <b>534.00</b>                |
| (b)   | Learner                                     |  |  |   |                            |  |                              |
|   | First year                                  |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>418.50</b>                             | 29.30                      | <b>29.50</b>                             | <b>448.00</b>                |
|   | Second six months of experience             |  |  | <b>441.00</b>                             | 30.87                      | <b>31.00</b>                             | <b>472.00</b>                |
|   | Second year                                 |  |  |   |                            |  |                              |
|   | First six months of experience              |  |  | <b>469.00</b>                             | 32.83                      | <b>33.00</b>                             | <b>502.00</b>                |
|   | Thereafter, the wage specified in (a), i.e. |  |  | <b>499.00</b>                             | 34.93                      | <b>35.00</b>                             | <b>534.00</b>                |
| Supervisor (Millinery)  |   |  |  | <b>715.50</b>                             | 50.09                      | <b>50.00</b>                             | <b>765.50</b>                |
| Watchman or Caretaker (Millinery)   |   |  |  | <b>722.00</b>                             | 50.54                      | <b>50.50</b>                             | <b>772.50</b>                |