

## WESTERN CAPE CHAMBER - COUNTRY AREAS COLLECTIVE AGREEMENT

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

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

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		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
	<b>Part B - Factory Operatives</b>			
	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			

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

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			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

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			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
<b>Part C - Clerical employees</b>				
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
<b>Part D - General</b>				
	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