

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (EASTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD
1 SEPTEMBER 2009 TO 31 AUGUST 201017:48

4. WAGES - Group A (ie those employers contributing to the Productivity Incentive Scheme)

Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting establishments, shall be as follows:

		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
Pattern Maker				
(a)	Qualified	1 154.50	80.82	1 235.50
(b)	Learner			
	First year			
	First six months of experience	646.50	45.26	692.00
	Second six months of experience	714.00	49.98	764.00
	Second year			
	First six months of experience	781.50	54.71	836.00
	Second six months of experience	853.50	59.75	913.00
	Third year			
	First six months of experience	930.00	65.10	995.00
	Next four months of experience	1 004.50	70.32	1 075.00
	Thereafter, the wage specified in (a), i.e.	1 154.50	80.82	1 235.50
Pattern Grader				
(a)	Qualified	931.50	65.21	996.50
(b)	Learner			
	First year			
	First six months of experience	609.00	42.63	651.50
	Second six months of experience	646.50	45.26	692.00
	Second year			
	First six months of experience	685.00	47.95	733.00
	Second six months of experience	733.50	51.35	785.00
	Third year			
	First six months of experience	781.50	54.71	836.00
	Next four months of experience	832.00	58.24	890.00
	Thereafter, the wage specified in (a), i.e.	931.50	65.21	996.50
Football Jersey Cutter				
(a)	Qualified	647.50	45.33	693.00
(b)	Learner			
	First year			
	First six months of experience	486.00	34.02	520.00
	Second six months of experience	515.00	36.05	551.00
	Second year			
	First six months of experience	542.50	37.98	580.50
	Second six months of experience	571.50	40.01	611.50
	Third year			
	First four months of experience	599.00	41.93	641.00
	Thereafter, the wage specified in (a), i.e.	647.50	45.33	693.00
Layer-up				
(a)	Qualified	558.00	39.06	597.00
(b)	Learner			
	First year			
	First six months of experience	470.00	32.90	503.00
	Second six months of experience	486.00	34.02	520.00

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		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
	Second year			
	First six months of experience	508.00	35.56	543.50
	Thereafter, the wage specified in (a), i.e.	558.00	39.06	597.00
Part B - Factory Operatives				
Grade A employee				
(a)	Qualified	714.00	49.98	764.00
(b)	Learner			
	First year			
	First six months of experience	502.50	35.18	537.50
	Second six months of experience	541.50	37.91	579.50
	Second year			
	First six months of experience	578.50	40.50	619.00
	Second six months of experience	608.50	42.60	651.00
	Third year			
	First four months of experience	647.50	45.33	693.00
	Thereafter, the wage specified in (a), i.e.	714.00	49.98	764.00
Grade B employee				
(a)	Qualified	610.00	42.70	652.50
(b)	Learner			
	First year			
	First six months of experience	495.00	34.65	529.50
	Second six months of experience	520.50	36.44	557.00
	Second year			
	First six months of experience	547.00	38.29	585.50
	Thereafter, the wage specified in (a), i.e.	610.00	42.70	652.50
(c)	If advanced to Grade A employee:			
	First six months from date of advancement	610.00	42.70	652.50
	Second six months from date of advancement	628.00	43.96	672.00
	Third six months from date of advancement	647.50	45.33	693.00
	Thereafter, the wage specified for a qualified Grade A	714.00	49.98	764.00
Grade C employee				
(a)	Qualified	541.50	37.91	579.50
(b)	Learner			
	First year			
	First six months of experience	485.00	33.95	519.00
	Second six months of experience	499.50	34.97	534.50
	Thereafter, the wage specified in (a), i.e.	541.50	37.91	579.50
(c)	If advanced to Grade B employee:			
	First six months from date of advancement	541.50	37.91	579.50
	Second six months from date of advancement	547.00	38.29	585.50
	Thereafter, the wage specified for a qualified Grade B	610.00	42.70	652.50
Part C - Clerical Employees				
Clerk				
(a)	Qualified	786.00	55.02	841.00
(b)	Learner			
	First year	580.00	40.60	620.50

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		Wage per week at 31-Aug-09	Increase 7.0%	Wage per week from 1-Sep-09 rounded
			R	
	Second year	630.50	44.14	674.50
	Third year			
	First four months of experience	689.00	48.23	737.00
	Thereafter, the wage specified in (a), i.e.	786.00	55.02	841.00
Factory Clerk				
(a)	Qualified	591.00	41.37	632.50
(b)	Learner			
	First year	470.00	32.90	503.00
	Second year	501.00	35.07	536.00
	Third year			
	First four months of experience	541.50	37.91	579.50
	Thereafter, the wage specified in (a), i.e.	591.00	41.37	632.50
Part D - General				
	Boiler attendant	560.50	39.24	599.50
	Despatch packer	578.50	40.50	619.00
	General Worker	541.50	37.91	579.50
	Labourer	547.00	38.29	585.50
	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 -			
(a)	does not exceed 1 360 kg	578.50	40.50	619.00
(b)	exceeds 1 360 but not 2 720 kg	600.50	42.04	642.50
(c)	exceeds 2 720 kg	685.00	47.95	733.00
	Supervisor, quality controller and instructor	733.50	51.35	785.00
	Traveller's driver	600.50	42.04	642.50
	Watchman or caretaker, whose ordinary hours of work are -			
(a)	less than 60 hours per week	624.50	43.72	668.00
(b)	60 hours per week	655.00	45.85	701.00