

NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY (WESTERN CAPE)
KNITTING DIVISION AGREEMENT - GARMENT KNITTING SECTOR ONLY
NEW WAGE RATES NEGOTIATED BY THE PARTIES FOR THE PERIOD 1 SEPTEMBER 2009 TO 31 AUGUST 2010

| | | 4. WAGES - GROUP B (ie those employers NOT contributing to the Productivity Incentive Scheme) | | | | | |
|------------------------------------|---|---|---------------------------|--|---------------------------|------------------------------|---------------------------|
| (1) | | 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: | | | | | |
| | | | | <small>Note: Reduced to 20 cents if employee is not a member of the Industry's Provident Fund. (Refer Clause 4(12) of the Knitting Division)</small> | | | |
| | | | Wage per week from | Across the Board Increase | Wage per week from | Plus "2001 Allowance" | Wage per week from |
| | | | 01-Sep-08 | 7.0% | 01-Sep-09 | (*See note above) | 01-Sep-09 |
| | | | 31-Aug-09 | (rounded) | (excl allow) | | (incl allow) |
| | | | R | R | R | R | R |
| Part A - Cutting Department | | | | | | | |
| Pattern Maker: | | | | | | | |
| (a) | Qualified | | 1 225.00 | 86.00 | 1 311.00 | 10.30 | 1 321.30 |
| (b) | Learner | | | | | | |
| | First year | | | | | | |
| | First six months of experience | | 686.00 | 48.00 | 734.00 | 5.86 | 739.86 |
| | Second six months of experience | | 757.50 | 53.00 | 810.50 | 6.45 | 816.95 |
| | Second year | | | | | | |
| | First six months of experience | | 829.50 | 58.00 | 887.50 | 7.04 | 894.54 |
| | Second six months of experience | | 906.00 | 63.50 | 969.50 | 7.67 | 977.17 |
| | Third year | | | | | | |
| | First six months of experience | | 987.00 | 69.00 | 1 056.00 | 8.34 | 1 064.34 |
| | Next four months of experience | | 1 066.00 | 74.50 | 1 140.50 | 8.99 | 1 149.49 |
| | Thereafter, the wage specified in (a), i.e. | | 1 225.00 | 86.00 | 1 311.00 | 10.30 | 1 321.30 |
| Pattern Grader | | | | | | | |
| (a) | Qualified | | 988.50 | 69.00 | 1 057.50 | 8.35 | 1 065.85 |
| (b) | Learner | | | | | | |
| | First year | | | | | | |
| | First six months of experience | | 646.00 | 45.00 | 691.00 | 5.52 | 696.52 |
| | Second six months of experience | | 686.00 | 48.00 | 734.00 | 5.86 | 739.86 |
| | Second year | | | | | | |
| | First six months of experience | | 727.00 | 51.00 | 778.00 | 6.20 | 784.20 |
| | Second six months of experience | | 779.00 | 54.50 | 833.50 | 6.62 | 840.12 |
| | Third year | | | | | | |
| | First six months of experience | | 829.50 | 58.00 | 887.50 | 7.04 | 894.54 |
| | Next four months of experience | | 883.00 | 62.00 | 945.00 | 7.48 | 952.48 |
| | Thereafter, the wage specified in (a), i.e. | | 988.50 | 69.00 | 1 057.50 | 8.35 | 1 065.85 |
| Football Jersey Cutter | | | | | | | |
| (a) | Qualified | | 687.00 | 48.00 | 735.00 | 5.87 | 740.87 |
| (b) | Learner | | | | | | |
| | First year | | | | | | |
| | First six months of experience | | 516.00 | 36.00 | 552.00 | 4.46 | 556.46 |
| | Second six months of experience | | 546.50 | 38.50 | 585.00 | 4.71 | 589.71 |
| | Second year | | | | | | |
| | First six months of experience | | 575.50 | 40.50 | 616.00 | 4.95 | 620.95 |
| | Second six months of experience | | 606.00 | 42.50 | 648.50 | 5.20 | 653.70 |
| | Third year | | | | | | |
| | First four months of experience | | 635.50 | 44.50 | 680.00 | 5.44 | 685.44 |
| | Thereafter, the wage specified in (a), i.e. | | 687.00 | 48.00 | 735.00 | 5.87 | 740.87 |
| Layer-up | | | | | | | |
| (a) | Qualified | | 592.50 | 41.50 | 634.00 | 5.09 | 639.09 |
| (b) | Learner | | | | | | |
| | First year | | | | | | |

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| | | Wage per week from 01-Sep-08 31-Aug-09 | Across the Board Increase 7.0% (rounded) | Wage per week from 01-Sep-09 (excl allow) | Plus "2001 Allowance" (*See note above) | Wage per week from 01-Sep-09 (incl allow) |
|------------------------------------|--|---|---|--|--|--|
| | | R | R | R | R | R |
| | First six months of experience | 498.50 | 35.00 | 533.50 | 4.32 | 537.82 |
| | Second six months of experience | 516.00 | 36.00 | 552.00 | 4.46 | 556.46 |
| | Second year | - | | | | |
| | First six months of experience | 539.00 | 37.50 | 576.50 | 4.65 | 581.15 |
| | Thereafter, the wage specified in (a), i.e. | 592.50 | 41.50 | 634.00 | 5.09 | 639.09 |
| Part B - Factory Operatives | | | | | | |
| Grade A employee: | | | | | | |
| (a) | Qualified | 757.50 | 53.00 | 810.50 | 6.45 | 816.95 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 533.00 | 37.50 | 570.50 | 4.60 | 575.10 |
| | Second six months of experience | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| | Second year | | | | | |
| | First six months of experience | 613.50 | 43.00 | 656.50 | 5.26 | 661.76 |
| | Second six months of experience | 646.00 | 45.00 | 691.00 | 5.52 | 696.52 |
| | Third year | | | | | |
| | First four months of experience | 687.00 | 48.00 | 735.00 | 5.87 | 740.87 |
| | Thereafter, the wage specified in (a), i.e. | 757.50 | 53.00 | 810.50 | 6.45 | 816.95 |
| Grade B employee: | | | | | | |
| (a) | Qualified | 647.50 | 45.50 | 693.00 | 5.54 | 698.54 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 525.50 | 37.00 | 562.50 | 4.53 | 567.03 |
| | Second six months of experience | 552.50 | 38.50 | 591.00 | 4.76 | 595.76 |
| | Second year | | | | | |
| | First six months of experience | 580.50 | 40.50 | 621.00 | 4.99 | 625.99 |
| | Thereafter, the wage specified in (a), i.e. | 647.50 | 45.50 | 693.00 | 5.54 | 698.54 |
| (c) | If advanced to Grade A employee: | | | | | |
| | First six months from date of advancement | 647.50 | 45.50 | 693.00 | 5.54 | 698.54 |
| | Second six months from date of advancement | 666.50 | 46.50 | 713.00 | 5.70 | 718.70 |
| | Third six months from date of advancement | 687.00 | 48.00 | 735.00 | 5.87 | 740.87 |
| | Thereafter, the wage specified for a qualified Grade A | 757.50 | 53.00 | 810.50 | 6.45 | 816.95 |
| Grade C employee: | | | | | | |
| (a) | Qualified | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| (b) | Learner | | | | | |
| | First year | | | | | |
| | First six months of experience | 515.00 | 36.00 | 551.00 | 4.45 | 555.45 |
| | Second six months of experience | 529.50 | 37.00 | 566.50 | 4.57 | 571.07 |
| | Thereafter, the wage specified in (a), i.e. | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| (c) | If advanced to Grade B employee: | | | | | |
| | First six months from date of advancement | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| | Next six months from date of advancement | 580.50 | 40.50 | 621.00 | 4.99 | 625.99 |
| | Thereafter, the wage specified for a qualified Grade B | 647.50 | 45.50 | 693.00 | 5.54 | 698.54 |
| Part C - Clerical employees | | | | | | |
| Clerk | | | | | | |
| (a) | Qualified | 834.50 | 58.50 | 893.00 | 7.09 | 900.09 |
| (b) | Learner | | | | | |
| | First year | 615.50 | 43.00 | 658.50 | 5.28 | 663.78 |
| | Second year | 669.50 | 47.00 | 716.50 | 5.72 | 722.22 |
| | Third year | | | | | |
| | First four months of experience | 731.50 | 51.00 | 782.50 | 6.23 | 788.73 |

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| | | | Wage per week from | Across the Board Increase | Wage per week from | Plus "2001 Allowance" | Wage per week from |
|-------------------------|-----|---|-----------------------|------------------------------|-----------------------|--------------------------|-----------------------|
| | | | 01-Sep-08 | 7.0% | 01-Sep-09 | (*See note above) | 01-Sep-09 |
| | | | 31-Aug-09 | (rounded) | (excl allow) | | (incl allow) |
| | | | R | R | R | R | R |
| | | Thereafter, the wage specified in (a), i.e. | 834.50 | 58.50 | 893.00 | 7.09 | 900.09 |
| Factory Clerk | | | | | | | |
| | (a) | Qualified | 627.00 | 44.00 | 671.00 | 5.37 | 676.37 |
| | (b) | Learner | | | | | |
| | | First year | 498.50 | 35.00 | 533.50 | 4.32 | 537.82 |
| | | Second year | 531.50 | 37.00 | 568.50 | 4.59 | 573.09 |
| | | Third year | | | | | |
| | | First four months of experience | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| | | Thereafter, the wage specified in (a), i.e. | 627.00 | 44.00 | 671.00 | 5.37 | 676.37 |
| Part D - General | | | | | | | |
| | | Boiler attendant | 594.50 | 41.50 | 636.00 | 5.11 | 641.11 |
| | | Despatch packer | 613.50 | 43.00 | 656.50 | 5.26 | 661.76 |
| | | General Worker | 574.50 | 40.00 | 614.50 | 4.94 | 619.44 |
| | | Labourer | 580.50 | 40.50 | 621.00 | 4.99 | 625.99 |
| | | 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 | 613.50 | 43.00 | 656.50 | 5.26 | 661.76 |
| | (b) | exceeds 1 360 but not 2 720 kg | 637.50 | 44.50 | 682.00 | 5.46 | 687.46 |
| | (c) | exceeds 2 720 kg | 727.00 | 51.00 | 778.00 | 6.20 | 784.20 |
| | | Supervisor, quality controller and instructor | 779.00 | 54.50 | 833.50 | 6.62 | 840.12 |
| | | Traveller's driver | 637.50 | 44.50 | 682.00 | 5.46 | 687.46 |
| | | Watchman or caretaker, whose ordinary hours of work are - | | | | | |
| | (a) | less than 60 hours per week | 662.50 | 46.50 | 709.00 | 5.67 | 714.67 |
| | (b) | 60 hours per week | 695.50 | 48.50 | 744.00 | 5.94 | 749.94 |