

**REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID-AFRIKA**

*Regulation Gazette*

**No. 9571**

*Regulasiekoerant*

**Vol. 554**

**Pretoria, 19 August  
Augustus 2011**

**No. 34525**

**IMPORTANT NOTICE**

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**IMPORTANT ANNOUNCEMENT**

**Closing times** **PRIOR TO PUBLIC HOLIDAYS** for  
**GOVERNMENT NOTICES, GENERAL NOTICES,  
 REGULATION NOTICES AND PROCLAMATIONS**

**2011**

*The closing time is 15:00 sharp on the following days:*

- ▶ **8 December**, Thursday, for the issue of Thursday **15 December 2011**
- ▶ **14 December**, Wednesday, for the issue of Friday **23 December 2011**
- ▶ **20 December**, Tuesday, for the issue of Friday **30 December 2011**
- ▶ **28 December**, Wednesday, for the issue of Friday **6 January 2012**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a **SEPARATE Government Gazette** must be handed in not later than three calendar weeks before date of publication

**BELANGRIKE AANKONDIGING**

**Sluitingstye** **VOOR VAKANSIEDAE** vir  
**GOEWERMENTS-, ALGEMENE- & REGULASIE-  
 KENNISGEWINGS ASOOK PROKLAMASIES**

**2011**

*Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▶ **8 Desember**, Donderdag, vir die uitgawe van Donderdag **15 Desember 2011**
- ▶ **14 Desember**, Woensdag, vir die uitgawe van Vrydag **23 Desember 2011**
- ▶ **20 Desember**, Dinsdag, vir die uitgawe van Vrydag **30 Desember 2011**
- ▶ **28 Desember**, Woensdag, vir die uitgawe van Vrydag **6 Januarie 2012**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n **APARTE Staatskoerant** verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

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**GOVERNMENT NOTICES  
GOEWERMENTSKENNISGEWINGS**

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**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

**No. R. 658**

**19 August 2011**

**A**

**LABOUR RELATIONS ACT, 1995**

**BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY  
(NATAL): EXTENSION OF THE PERIOD OF OPERATION OF COLLECTIVE  
AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice Nos. R. 556 of 30 April 1999, R. 70 of 26 January 2001, R. 1014 of 12 October 2001, R. 358 of 22 March 2002, R. 213 of 14 February 2003, R. 1046 of 25 July 2003, R. 1084 of 17 September 2004, R. 764 and R765 of 5 August 2005, R. 764 of 28 July 2006, R. 827 of 11 August 2006, R. 585 of 13 July 2007, R. 713 of 17 August 2007, R. 794 and R. 795 of 25 July 2008, R. 624 and R. 625 of 5 June 2009, R 527 and R528 of 18 June 2010, and R .....A, 658..... of 19 August 2011 for a further period ending 31 December 2015.

**MN OLIPHANT  
MINISTER OF LABOUR**

**UMNYANGO WEZABASEBENZI**

No. R. 658

Usuku: 19 August 2011

**B****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY  
(NATAL): UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO  
ESIYINGQIKITHI SABAQASHI NABASEBENZI**

Mina, MILDRED NELISIWE OLIPHANT, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngimemezela ukuthi izihlinzeko zesaziso sikaHulumeni eziingunombolo . R. 556 somhlaka 30 kuMbaso 1999, R. 70 somhlaka 26 kuMasingana 2001, R. 1014 somhlaka 12 kuMfumu 2001, R. 358 somhlaka 22 kuNdasa 2002, R. 213 somhlaka 14 kuNhlolanja 2003, R. 1046 somhlaka 25 kuNtulikazi 2003, R. 1084 somhlaka 17 kuMandulo 2004, R. 764 kanye R. 765 somhlaka 5 kuNcwaba 2005, R. 764 somhlaka 28 kuNtulikazi 2006, R. 827 somhlaka 11 kuNcwaba 2006, R. 585 somhlaka 13 kuNtulikazi 2007, R. 713 somhlaka 17 kuNcwaba 2007, R. 794 kanye no R. 795 somhlaka 25 kuNtulikazi, R. 624 kanye no R. 625 somhlaka 5 kuNhlanguvana 2009, R. 527 kanye no R. 528 somhlaka 18 kuNhlanguvana, kanye no R. .... B.658 ..... somhlaka 19 kuNcwaba 2011 ziyasebenza kuze kube mhlaka 31 kuZibandlela 2015.

**MN OLIPHANT****UNQONGOSHE WEZABASEBENZI**

No. R. 659

19 August 2011

C

**LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING  
INDUSTRY (NATAL): EXTENSION TO NON-PARTIES OF  
AMENDING COLLECTIVE AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 29 August 2011 and for the period ending 31 December 2015.

**MN OLIPHANT  
MINISTER OF LABOUR**

**UMNYANGO WEZABASEBENZI**

No. R. 659

Usuku: 19 August 2011

**D****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**BARGAINING COUNCIL FOR THE LAUNDRY CLEANING AND DYEING  
INDUSRTY (NATAL): UKWELULELWA KWESIVUMELWANO  
ESIYINGQIKITHI PHAKATHI KWABAQASHI NABASEBENZI  
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE  
YESIVUMELWANO**

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi- Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka-29 kuNcwaba 2011 kuze kube ngu 31 kuZibandlela 2015.

**MN OLIPHANT  
UNGQONGQOSHE WEZABASEBENZI**

**SCHEDULE****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING  
INDUSTRY (NATAL)****AMENDING COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

**NATAL LAUNDRY, CLEANERS' AND DYERS' ASSOCIATION**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**SOUTHERN AFRICAN CLOTHING AND TEXTILE WORKERS' UNION**

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), to amend the Agreement published under Government Notice No. R. 556 of 30 April 1999, as amended, extended and renewed by Government Notices Nos. R. 70 of 26 January 2001, R. 1014 of 12 October 2001, R. 358 of 22 March 2002, R. 213 of 14 February 2003, R. 1046 of 25 July 2003, R. 1084 of 17 September 2004, R. 764 and R. 765 of 5 August 2005, R. 764 of 28 July 2006 and R. 827 of 11 August 2006, R. 585 of 13 July 2007, R. 713 of 17 August 2007, R.794 and R.795 of 25 July 2008, R. 624 and R. 625 of 5 June 2009, R. 527 and R. 528 of 18 June 2010.



## **PART A**

### **1. SCOPE OF APPLICATION OF AGREEMENT**

- 1.1 The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal) –
- (a) by all employers and all employees who are the members of the parties to this Agreement;
  - (b) in the Magisterial Districts of Durban, Chatsworth, Pine Town and Inanda, excluding the areas falling outside a radius of 15 mile radius of the General Post Office, Durban.
- 1.2 Notwithstanding the provisions of sub-clause (1), this Agreement shall apply to employees for whom minimum wages are prescribed herein and to the employers of such employees
- 1.3 The provisions of clauses 1(1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and the trade union, respectively, who entered into this Agreement.

### **2. PERIOD OF OPERATION**

This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 March 2011 and for non-parties on such date as may be fixed

by the Minister of Labour in terms of section 32 of the Act and shall remain in force for the period ending 31 December 2015

## **PART B**

### **3. LONG SERVICE ALLOWANCE**

**Insert the following new clause 11A, Long Service Allowance**

#### **“CLAUSE 11A: LONG SERVICE ALLOWANCE**

**Insert the following new clause 11A, Long Service Allowance**

11.(A) (1) An employer must pay a long service allowance of R0.25 cents per week, after tens years of continuous service with the company.”

## **PART D: LEAVE**

### **4. CLAUSE 21 : MATERNITY**

Substitute the following for clause 21:

21.1 Every female employee who has worked for at least 12 months may be granted up to four months' maternity leave. Employers must pay employees 43% of their basic rate of pay for a period of three months. The balance of the period on maternity leave shall be unpaid.

21.2 On her return any replacement will cease to be employed unless a suitable alternative vacancy exists.

21.3 Maternity leave does not constitute a break in service.

21.4 Annual leave, sick leave and annual bonus benefits do not accumulate during maternity leave; however, the employee returning from maternity leave may, if she so chooses elect to pay her outstanding contributions to the Provident Fund and if she does so, then the employer must pay a similar amount to the Fund in the usual way. Contributions to Provident Fund shall be in terms of the rules of the Fund.

## **PART E: EMPLOYEE BENEFITS**

### **5. CLAUSE 22: PROVIDENT FUND**

Substitute the following for clause 22

- 22.1 The fund known as the "Natal Laundry, Cleaning and Dyeing Industry Provident Fund" ("the Fund") established in terms of Government Notice R. 805 of 12 May 1972, continues as part of this Agreement.
- 22.2 All employers and employees must remain or become members of the Fund. An exemption may be granted for those members who participate in a pension or provident fund, whose benefits are not less favourable than those of this Fund.
- 22.3 All employers and employees agree to be bound by the rules of the Fund.
- 22.4 For the purpose of the Fund both employer and employee contribution shall be increased to 6.5 % from period of operation of the Agreement, thereafter annually and on 01 March each year, 2012, 2013 and 2014 by 0.5 % effectively.

## 6. WAGE SCHEDULE

(1) Substitute the following Wage Schedule

### WAGES: 2011 – 2012

#### COMMERCIAL: LAUNDRY, DRY CLEANERS AND STEAM LAUNDRY

GRADE	CURRENT HOURLY RATE	AMOUNT OF INCREASE	NEW WEEKLY MIN WAGE	NEW HOURLY RATE
<b><u>A1 Commercial</u></b> eg: Labourer eg: Finishing Hand eg: Marker eg: Van Assistant	R15.48	0.92c	R721.61	R16.40
<b><u>A2 Commercial</u></b> eg: Watchman eg: Sorter eg: Plain Sewer eg: Checker/packer	R15.64	0.93c	R729.08	R16.57
<b><u>A3 Commercial</u></b> eg: Dry Cleaner Operator	R15.78	0.94c	R735.68	R16.72
<b><u>B1 Commercial</u></b> eg: Machine Operator eg: Depot Supervisor eg: Van Driver (08) eg: Invisible Mender	R15.97	0.95c	R744.48	R16.92
<b><u>B2 Commercial</u></b> eg: Boiler Operator eg: Spotter (C/C) eg: Truck Driver (10) eg: Quality Controller	R17.05	R1.02	R795.08	R18.07
<b><u>B3 Commercial</u></b> eg: Supervisor	R17.91	R1.07	R835.12	R18.98

**NON COMMERCIAL: LAUNDROMATS**

<b>GRADE (NON COMMERCIAL)</b>	<b>CURRENT HOURLY RATE</b>	<b>INCREASE PER HOUR</b>	<b>NEW MINIMUM HOURLY RATE</b>	<b>NEW WEEKLY RATE *</b>
<b>A1</b>	R 10.84	R 0.65	R11.49	R 517.05
<b>A2</b>	R 10.95	R 0.65	R 11.60	R 522.00
<b>A3</b>	R 11.05	R 0.66	R11.71	R 526.95

**PAY RATES FOR DRIVERS**

The parties have agreed that the pay rate for Drivers will be as follows:

Code 08 (Van Driver)	R18.45 per hour
Code 10 (Truck Driver)	R19.72 per hour

Agreement signed at Durban on this 25<sup>th</sup> February 2011.

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D. MALULEKA

CHAIRMAN

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*R RAJHUNEE*

VICE CHAIRPERSON

\_\_\_\_\_  
G P PILLAY

ACTING SECRETARY