

SCHEDULE

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY
OF SOUTH AFRICA**

MAIN COLLECTIVE AMENDING AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Equity Workers' Association,

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being
the parties to the National Bargaining Council for the Electrical Industry of South Africa.

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PART 1

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Electrical Industry :
- (a) by all employers and employees who are members of the employers' organisation and trade union, respectively; and
 - (b) by all employers and employees who are engaged or employed in the Industry in the following areas :
 - (i) In the Province of the Transvaal and the Magisterial Districts of Sasolburg and Bloemfontein as they existed at 19 June 1985;
 - (ii) in the Magisterial Districts of Barkly West, Gordonia, Hartswater, Kuruman and Postmasburg as they existed at 18 October 1989;
 - (iii) in the Province of the Free State (excluding the Magisterial Districts of Sasolburg and Bloemfontein), as it existed at 19 June 1985;
 - (iv) in the Magisterial Districts of Aberdeen, Adelaide, Albert, Aliwal North, Barkly East, Bedford, Britstown, Carnarvon, Cathcart, Colesberg, Cradock, De Aar, Elliot, Fort Beaufort, Fraserburg, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Indwe, Jansenville, King William's Town, Kirkwood, Komga, Lady Grey, Maclear, Middelburg (Eastern Cape), Molteno, Murraysburg, Noupoort, Pearston, Philipstown, Prince Albert, Richmond (Northern Cape), Somerset East, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Tarkastad, Venterstad, Victoria West, Williston, Willowmore and Wodehouse, as they existed at 13 April 1995;

in the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, Queenstown,

- (v) Riversdale, Uitenhage and Uniondale, as they existed at 24 November 1995;
- (vi) in the Magisterial Districts of the Cape, Wynberg (including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973, Government Notice No. 173 of 9 February 1973, fell within the Magisterial District of Wynberg), Simonstown, Goodwood and Bellville; in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville;
- (vii) in the Province of KwaZulu-Natal, excluding any portions of that area falling within the former self-governing territory of KwaZulu as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
- (viii) in the Magisterial District of East London.




3

(2) Notwithstanding the provisions of subclause 1(1), the terms of this Agreement shall apply to apprentices and learners only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Skills Development Act, 1998, or any conditions prescribed or any notices served in terms thereof.

(3) For the purposes of this Agreement, the "rate of remuneration" of learners prescribed under the Skills Development Act, 1998, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. PERIOD OF OPERATION.

This Agreement shall come into operation on such date to be determined by the Minister in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force up to and including 31 January 2011.



PART II

3. CLAUSE 1(2) OF PART II OF THE FORMER AGREEMENT – ALLOWANCES.

In subclause (2) delete "R41.55" and substitute "R46.12" therefore.

4. CLAUSE 4 OF PART II OF THE FORMER AGREEMENT - SCHEDULE OF WAGES AND/OR EARNINGS.

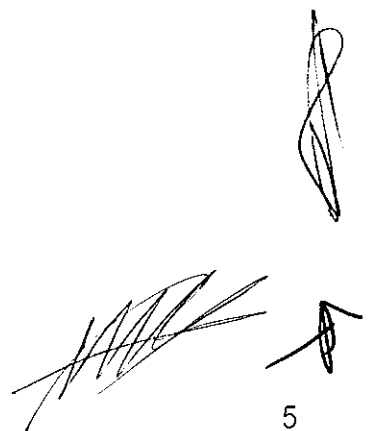
Substitute the following minimum wage rates for the categories listed below:



4

AREAS 'A', 'B', 'C', 'D', 'E'

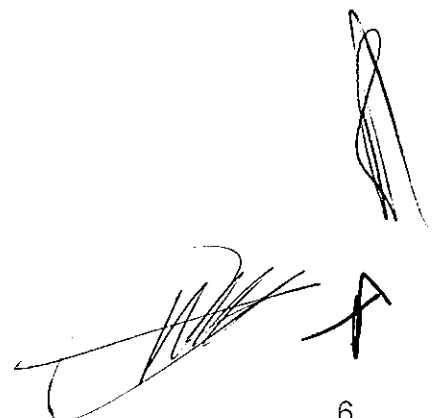
Category	AREA A Rand Per hour	AREA B Rand Per hour	AREA C Rand Per hour	AREA D Rand Per hour	AREA E Rand Per hour
Master installation electrician	62.20	54.69	52.25	39.82	38.91
Installation electrician	57.28	50.38	46.93	36.66	35.79
Electrical tester for single phase	52.27	45.98	43.79	33.44	32.68
Electrician, artisan and DAM	49.74	43.73	40.79	31.87	31.17
Domestic electrical installer	41.66	36.65	34.10	26.60	26.00
Elconop 3	36.24	31.87	29.66	23.13	22.62
Elconop 2	31.16	27.48	25.39	19.86	19.44
Elconop 1	19.88	17.59	16.12	13.01	12.39
Storeman	19.88	17.59	16.12	13.01	12.39
Driver of a vehicle, the unladen mass of which is -					
(a) Up to 3 500 kg	20.82	18.29	17.08	13.34	13.04
(b) from 3 501 kg to 9 000 kg	24.62	21.66	20.17	15.75	15.38
(c) 9 001 kg and over	27.37	24.05	22.40	17.49	17.08
Electrical assistant	16.98	14.93	13.75	10.79	10.57
General worker	13.59	11.94	11.00	8.64	8.46
Apprentice Stage 4	34.82	30.62	28.56	22.31	21.81
Apprentice Stage 3	24.88	21.88	20.40	15.94	15.58
Apprentice Stage 2	22.39	19.68	18.37	14.34	14.02
Apprentice Stage 1	18.90	16.63	15.50	12.12	11.84



5

AREAS 'F', 'G', 'H'

Category	AREA F Rand Per hour	AREA G Rand Per hour	AREA H Rand Per hour
Master installation electrician	45.08	39.26	37.34
Installation electrician	41.48	36.13	34.37
Electrical tester for single phase	36.89	32.98	31.36
Electrician, artisan and DAM	36.64	31.41	29.86
Domestic electrical installer	30.64	26.67	26.67
Elconop 3	26.64	23.17	23.17
Elconop 2	23.51	20.47	19.49
Elconop 1	15.42	13.30	12.60
Storeman	15.42	13.30	12.60
Driver of a vehicle, the unladen mass of which is -			
(a) Up to 3 500 kg	14.80	12.91	12.28
(b) from 3 501 kg to 9 000 kg	17.37	15.13	14.37
(c) 9 001 kg and over	19.28	16.79	15.97
Electrical assistant	14.81	12.71	12.10
General worker	11.84	10.17	9.68
Apprentice Stage 4	25.65	21.99	20.91
Apprentice Stage 3	18.32	15.71	14.93
Apprentice Stage 2	16.49	14.13	13.44
Apprentice Stage 1	13.93	11.93	11.34



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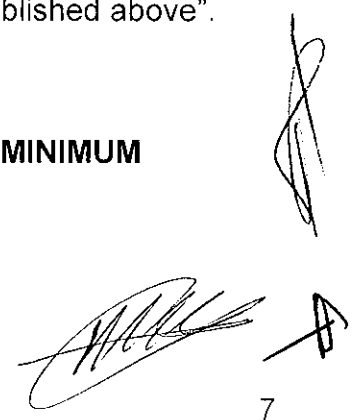
AREAS 'I, 'J, 'K, 'L

Category	AREA I Rand Per hour	AREA J Rand Per hour	AREA K Rand Per hour	AREA L Rand Per hour
Master installation electrician	58.81	62.20	54.69	48.10
Installation electrician	57.01	57.28	50.38	44.22
Electrical tester for single phase	49.42	52.27	45.98	40.40
Electrician, artisan and DAM	47.08	49.74	43.73	38.44
Domestic electrical installer	-	41.66	36.79	-
Emerging electrical installer	40.17	-	-	-
Elconop 3	35.08	36.24	31.87	27.95
Elconop 2	33.06	31.16	27.48	23.93
Elconop 1	22.69	19.88	17.58	15.22
Storeman	22.69	19.88	17.58	15.22
Domestic appliance repairer	-	23.37	20.57	-
Driver of a vehicle, the unladen mass of which is -				
(a) Up to 3 500 kg	19.97	20.82	18.29	18.64
(b) from 3 501 kg to 9 000 kg	22.64	24.62	21.66	20.86
(c) 9 001 kg and over	25.45	27.37	24.05	27.05
Electrical assistant	18.56	16.98	14.94	13.00
General worker	14.85	13.59	11.95	10.40
Apprentice Stage 4	32.96	34.82	30.61	26.91
Apprentice Stage 3	23.53	24.88	21.87	19.23
Apprentice Stage 2	21.19	22.38	19.68	17.30
Apprentice Stage 1	17.89	18.90	16.62	14.61

"Provided that upon the coming into effect of this Amending Agreement, all employees who were earning the prescribed minimum wage rate for their category of employment in February 2008 will revert to the prescribed minimum wage rates as published above".

5. CLAUSE 5 OF THE FORMER AGREEMENT: GUARANTEED MINIMUM INCREASES AND OFF-SET .

(1) Substitute the following for subclause (1):




“Every employee for whom wages are prescribed in this Agreement and who, on the date on which this Agreement comes into operation, is employed by an employer in the Industry, shall while in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, receive a wage increase of not less than 9% of the actual wage rate he was receiving immediately prior to the said date.

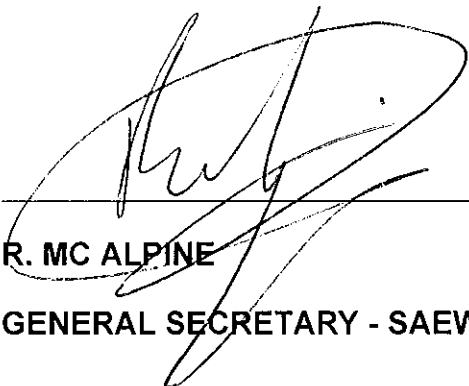
Provided that upon the coming into effect of this Amending Agreement, all employees who were earning in excess of the prescribed minimum wage rates prior to February 2008, will revert to the wage they would have been earning had the 8.6% been applied in February 2008, plus the 9% increase granted in terms of this subclause”.

(2) In subclause (2) substitute with the following:

“The guaranteed minimum increase referred to above shall be subject to the provision that any increase granted on or after 1 January 2009 may be off-set by the employer when calculating the guaranteed minimum increase and any increase granted on or after date of publication may be off-set by the employer when calculating the guaranteed minimum increase.”.

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SIGNED AT BRAAMFONTEIN AS AUTHORISED FOR AND ON BEHALF OF THE
PARTIES TO THE COUNCIL, THIS 16th DAY OF JANUARY 2009.



R. MC ALPINE
GENERAL SECRETARY - SAEWA



M. MFIKOE
CHAIRMAN - ECA NATIONAL LABOUR COMMITTEE



R.B. HUTCHONS
NATIONAL GENERAL SECRETARY