



# WORKER RIGHTS

## WAGES AND CONDITIONS OF EMPLOYMENT

A guide to finding out who is covered by  
bargaining council agreements,  
sectoral determinations,  
or only the Basic Conditions of Employment Act



**SECOND EDITION**



**WORKER RIGHTS**  
**Wages and Conditions of Employment**

**Second Edition**

*Published by the Casual Workers Advice Office*

## **The Purpose of this Book**

This book is aimed at advice office workers. Its purpose is to help advice office staff find out if workers asking for advice about their working conditions or wages are covered by bargaining council agreements, by sectoral determinations or purely by the Basic Conditions of Employment Act.

Bargaining council agreements are negotiated between trade unions and employer organisations in bargaining councils, which are set up in terms of the Labour Relations Act. These agreements set down minimum conditions of employment and minimum wages for workers in a particular sector, and are binding on all employers in that sector if the Minister of Labour extends the agreement to non-parties.

Sectoral determinations are made by the Minister of Labour, and set minimum conditions of employment and wages for particular sectors of the economy. These determinations are made in terms of the Basic Conditions of Employment Act (BCEA).

Workers who are not covered either by a bargaining council agreement or by a sectoral determination are covered by the BCEA. The BCEA sets minimum conditions of employment for all workers. It does not set minimum wages. This means that workers who are covered only by the BCEA do not have legislated minimum wages.

Even workers who are covered by bargaining council agreements or sectoral determinations retain the protection of the BCEA where the agreements or determinations are silent on particular rights granted by the BCEA.

This book does not deal with other rights workers have through labour laws like the Labour Relations Act, the Employment Equity Act and so on.

## **The Importance of the Book**

Being able to tell which agreements, determinations or laws cover particular workers is important for a number of reasons. Firstly, it will help to establish what rights such workers have. For example, when a domestic worker on a farm approaches an advice office about what their monthly wages should be, the book will tell the advice office that such a worker is covered by the Farm Worker sectoral determination and not the Domestic Worker sectoral determination, as could be expected.

The minimum wage for a domestic worker on a farm is R1503.90, whereas the minimum wages of a domestic worker in a rural area not working on a farm is R1376.25. In the context of such generally low wages, the difference of R127.65 is significant. The book is also important for deciding where workers should go to resolve disputes with their employers. Disputes involving unfair dismissal or underpayment of wages, for example, must be referred to different institutions, depending on whether a worker falls under a bargaining council or not. This is sometimes referred to as the question of jurisdiction.

A worker who wants to contest an unfair dismissal but who is covered by a bargaining council will refer the dispute to the bargaining council, and not the CCMA. Similarly, if the worker's dispute is about underpayment of wages, that worker will refer such a dispute to the bargaining council as well, and not a Labour Centre of the Department of Labour.

The book will prevent or at least minimize workers being referred to the wrong institutions for help in resolving their problems.

## How to Use the Book

The book is made up of 3 parts. Part 1 consists of a subject index, Part 2 sets out which workers are covered by bargaining council agreements and sectoral determinations, referred to as the Scope of Application in the agreements and determinations. Part 2 also includes definitions of the industries. Part 3 contains addresses and contact details for bargaining councils and all registered trade unions nationally.

*It is important for users of the book to use Parts 1 and 2 in conjunction with each other.*

### ***Part 1 – The Subject Index***

The Subject Index assists the user to identify if the sector a worker seeking advice is from is covered by a bargaining council agreement, a sectoral determination or by the BCEA. The Index is organized alphabetically, starting with Accessories, Motor Vehicles through to Yoghurt! In the column next to Accessories, Motor Vehicles the reader will find Motor Industry B/C. This means that the manufacture of motor vehicle accessories is covered by the Motor Industry bargaining council agreement.

In some instances, the Subject Index will reflect more than one bargaining council agreement covering a particular sector. Or it may say that the bargaining council agreements and the BCEA apply. The reason for this is that some council agreements apply only to certain areas. Workers in the excluded areas would then be covered by the BCEA. For example, building workers are covered by a number of regional bargaining council agreements. But no bargaining council agreements exist for areas like Gauteng or Mpumalanga. This means that building workers in Gauteng and Mpumalanga are covered only by the provisions of the BCEA. It further means that no minimum wages exist for such workers.

Bargaining council agreements can be extended to non-parties. This means that employers and unions who were not part of entering into the agreement are also bound by its provisions. But some agreements are not extended. Workers to whom the agreement is not extended will in such a case be covered by the provisions of the BCEA. Part 2 will clarify which workers are covered by the agreement and which are not.

In future editions of this book, the Subject Index will indicate if a particular bargaining council agreement is extended to non-parties or not, as an early alert to the user that not all employers and workers in a particular sector may be covered by the provisions of a particular bargaining council agreement.

Below we will explain the importance of Part 2, which includes the scope of agreements and determinations, as well as the definitions of the sectors covered by these, for establishing what a particular worker is covered by.

The Subject Index is useful because workers don't necessarily know how the sector they work in is classified. Workers best know the job they do and the materials they work with. The Subject Index thus allows for establishing the sector and whether a bargaining council agreement, a sectoral determination or the BCEA applies to a particular worker.

## ***Part 2 – Which Workers are Covered and Definitions of Sectors***

Part 2A of the book sets out which workers are covered by particular sectoral determinations and the gives the definition of the sector the determination applies to. Part 2B sets out which workers are covered by particular bargaining council agreements and defines the sector each agreement covers.

It is important to read Part 2 of the book in conjunction with Part 1. The Subject Index in Part 1 is useful for telling the user whether bargaining council agreements or sectoral determinations apply to a particular industry or sector. It does not automatically mean that the particular worker asking for advice is covered by those agreements or determinations. Part 2 tells the user which workers are covered by bargaining council agreements and sectoral determinations.

In the earlier example above of a domestic worker working on a farm, the Subject Index will tell us that the Domestic Worker and Farm Worker sectoral determinations apply to domestic work. It is by reading who is covered by these two sectoral determinations in Part 2 of the book that the user will discover that a domestic worker on a farm is covered by the Farm Worker sectoral determination, and not the Domestic Worker one.

We have included 2 quick checklists at the beginning of Part 2. The first contains all the bargaining councils nationally, and the areas covered by each. The second checklist contains all the sectoral determinations and the Expanded Public Works Programme ministerial determination and the areas they cover. Part 2 also includes definitions of industries. This is useful to establish that the work the worker does indeed falls within the bargaining council agreement or sectoral determination.

The definitions in some cases also include definitions of areas. Many bargaining council agreements and some of the sectoral determinations set different wages for workers living in different areas, even if they are doing the same work. These are sometimes referred alphabetically, like Area A, Area B, Area C and so on, or numerically, like Area 1, Area 2, Area 3, with different minimum wages prescribed for the different areas. It is important to check which area a worker falls in for cases involving queries over wages. The book allows users to do so without having to check the actual bargaining council agreement or sectoral determination.

### ***Part 3 – Addresses and Contact Details***

This part of the book is self-explanatory. It contains the addresses and contact details for all bargaining councils and registered trade unions nationally. In future editions of the book we hope to include regional and/or local contact details for national bargaining councils and trade unions. The accompanying DVD includes this information but also has the contact details for the Department of Labour and the CCMA (see below).

### ***Exclusion of the Public Sector***

The public sector has been excluded from this edition of the book. The public sector bargaining council agreements are as yet not consolidated. Instead, they exist in the form of numerous and scattered resolutions. This makes working with the agreements very difficult.

### ***Worker Rights Toolbox***

The book has been produced with a Worker Rights Toolbox, an accompanying DVD containing all labour legislation, bargaining council agreements, sectoral determinations, CCMA referral forms, department of labour basic guides to labour laws and sectoral determinations, as well as contact details for Labour Centres, the CCMA, Legal Aid SA offices, bargaining councils and registered trade unions nationally.

***Contact the Casual Workers Advice Office if you do not have a copy of the DVD. Our contact details can be found on the back cover of the book.***

**Casual Workers Advice Office**

**Germiston**

**November 2014**





# **SUBJECT INDEX**



# **CWAO**

**CASUAL WORKERS ADVICE OFFICE**

## Subject Index

### Abbreviations:

B/C = Bargaining Council

M/D = Ministerial Determination

S/C = Statutory Council

S/D = Sectoral Determination

BCEA = Basic Conditions of Employment Act

### Subject:

### Covered By:

ACCESSORIES, MOTOR VEHICLE

Motor Industry (B/C)

ACCOMMODATION

Hospitality Sector (S/D)

ACCOMMODATION ESTABLISHMENT TRADE

Hospitality Sector (S/D)

ACOUSTIC EQUIPMENT

Metal and Engineering Industry (B/C)

ACOUSTIC

MATERIAL

(INSTALLATION)

Building Industry (B/C) or BCEA in some areas

ACOUSTIC SPRAYING

Building Industry (B/C) or BCEA in some areas

ADHESIVES

Chemical Industry (B/C)-BCEA for non parties

AERODROME RUNWAYS

Civil Engineering Industry (B/C)

AEROPLANES

Metal and Engineering Industry (B/C)

AGRICULTURAL EQUIPMENT

Metal and Engineering Industry (B/C)

(MANUFACTURING)

AGRICULTURAL EQUIPMENT

Motor Industry (B/C)

(REPAIR/SERVICE/MAINTENANCE)

AGRICULTURAL EQUIPMENT

Wholesale and Retail Sector (S/D)

(SALE & DISTRIBUTION)

AGRICULTURAL PRODUCE

Basic Conditions of Employment Act

(SORTING OR PACKING)

Basic Conditions of Employment Act

AIR BAGS, RUBBER

Building Industry (B/C) or BCEA in some areas

AIR CONDITIONING

AIR CONDITIONING

Metal and Engineering Industry (B/C)

(MANUFACTURE)

Metal and Engineering Industry (B/C)

AIRCRAFT

AIRCRAFT RADIO EQUIPMENT

(MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
AIRCRAFT RADIO EQUIPMENT	
(REPAIR/SERVICE/MAINTENANCE)	Electrical Industry (B/C)
AIRCRAFT TYRES & TUBES	Basic Conditions of Employment Act
AIRPORT	Basic Conditions of Employment Act
ALARM EQUIPMENT	Metal and Engineering Industry (B/C)
ALCOHOLIC BEVERAGES	Sector (S/D) or Restaurant and Catering (B/C) ALLOY
PRODUCTS	Metal and Engineering Industry (B/C)
AMMONIA	Chemical Industry (B/C) -BCEA for non parties
AMPLIFIERS	Metal and Engineering Industry (B/C)
ANIMAL FATS	Meat Trade Gauteng (B/C) or BCEA in some areas
ANIMAL FOOD	Chemical Industry (B/C) -BCEA for non parties
ANIMAL MEDICINE	Chemical Industry (B/C) -BCEA for non parties
ANIMAL SKINS	Leather Industry Tanning Section (B/C)
ANIMALS (SLAUGHTERING)	Meat Trade (B/C) or BCEA in some areas
ANIMAL (TENDING)	Farm Worker (S/D)
ANTISEPTICS	Chemical Industry (B/C) -BCEA for non parties
APRONS, INDUSTRIAL	Canvas Goods Industry (B/C) or BCEA in some areas
AQUACULTURE	Farm Worker (S/D)
ARCHITECTURAL METAL WORK	Building Industry (B/C) or BCEA in some areas
ARMATURE WINDING	Metal and Engineering Industry (B/C)
ARMLETS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
ARMS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
ASBESTOS INSULATION	Building Industry (B/C) or BCEA in some areas
ASBESTOS AND CORK INSULATION	Building Industry (B/C) or BCEA in some areas
ASBESTOS TILE (FIXING)	Building Industry (B/C) or BCEA in some areas
ASPHALT-BASED FLOOR COVERING	Building Industry (B/C) or BCEA in some areas
ASPHALTING	Building Industry (B/C) or BCEA in some areas
ASPHALTING AND SHEETING	Building Industry (B/C) or BCEA in some areas
ATTACHÉ CASES, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
AQUEDUCTS	Civil Engineering Industry (B/C)
AUDIO-VISUAL EQUIPMENT	Metal and Engineering Industry (B/C)
AUTHORITY, LOCAL	South African Local Government Council (B/C)

AUTO BODY REPAIR SHOP	Motor Industry (B/C)
AUTOMOTIVE CHEMICALS	Chemical Industry (B/C) -BCEA for non parties
AUTOMOTIVE GLASS	
(MANUFACTURING/DISTRIBUTION)	Chemical Industry (B/C) -BCEA for non parties
AUTO VALET ESTABLISHMENT	Motor Industry (B/C)
AWNINGS, CANVAS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
BACON	Meat Trade Gauteng (B/C) or BCEA in some areas
BACON (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
BADGES	Jewellery and Precious Metal Industry (B/C) or BCEA in some areas
BAGS	Canvas Goods Industry Gauteng (B/C) or Leather Industry Goods & Handbag Sector (B/C) or BCEA in some areas
BAKING EQUIPMENT	
(SALE AND DISTRIBUTION)	Wholesale and Retail Sector (S/D)
BAKING POWDER	Chemical Industry (B/C) -BCEA for non parties
BALLOON CLOTH	
GOODS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
BANTU BAGS	Leather Industry Goods & Handbag Sector (B/C)
BARBERING SERVICES	Hairdressing and Cosmetology Services Industry (B/C)
BARLEY	Farm Worker (S/D)
BARMAN	Restaurant and Catering (B/C) or Hospitality Sector (S/D)
BARS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
BATHROOM FITTINGS	Metal and Engineering Industry (B/C)
BATTERIES, MOTOR VEHICLE	
(REPAIR/RECONDITIONING/SERVICE)	Motor Industry (B/C)
BATTERIES (CASING)	Basic Conditions of Employment Act
BATTERIES, DRY CELL	Chemical Industry (B/C) -BCEA for non parties
BATTERIES LEAD CELL	Chemical Industry (B/C) -BCEA for non parties
BEAUTY TREATMENT	Hairdressing and Cosmetology Services Industry (B/C)
BED AND BREAKFAST	Hospitality Sector (S/D)
BEDDING	Canvas Goods Industry Gauteng(B/C) or BCEA in some areas
BEDDING BAGS	Canvas Goods Industry Gauteng (B/C) Furniture, Bedding, Upholstery and Curtain Industry (B/C)

BEDDING (MANUFACTURING) Furniture, Bedding, Upholstery and Curtain Industry (B/C)  
BEDDING MATERIAL Canvas Goods Industry Gauteng (B/C) or Furniture,  
Bedding, Upholstery and Curtain Industry (B/C)  
BEEF, COOKED Meat Trade Gauteng (B/C) or BCEA in some areas

BEER ALCOHOLIC	Hospitality Sector (S/D) or Restaurant and Catering (B/C)
BEER NON ALCOHOLIC	Hospitality Sector (S/D) or Restaurant and Catering (B/C)
BELTS & BRACES (CLOTHING)	Clothing & Knitting Industry (B/C)
BELTS (CLOTH)	Clothing & Knitting Industry (B/C)
BELTS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
BELTS (RUBBER)	Basic Conditions of Employment Act
BENTONITE	Chemical Industry (B/C) -BCEA for non parties
BENZENE	Chemical Industry (B/C) -BCEA for non parties
BEVERAGES,ALCOHOLIC (BOTTLING)	Basic Conditions of Employment Act
BEVERAGES,ALCOHOLIC (SALE)	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tea room, Restaurant and Catering (B/C)
BEVERAGES, NON ALCOHOLIC	Hospitality Sector (S/D) or Tearoom, Restaurant and Catering (B/C) or Restaurant and Catering (B/C)
BICYCLES	Metal and Engineering Industry (B/C)
BILTONG	Meat Trade Gauteng (B/C) or BCEA in some areas
BINOCULARS HOLDER (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
BIOSCOPES	Entertainment Industry of South Africa (B/C)
BISCUITS	Basic Conditions of Employment Act
BITUMINOUS WORK	Building Industry (B/C) or BCEA in some areas
BLACKSMITHING	Metal and Engineering Industry (B/C)
BLANKETS	Textiles Industry (B/C)
BLAST FURNACE SLAG	Metal and Engineering Industry (B/C)
BLEACHING AGENTS	Chemical Industry (B/C) -BCEA for non parties
BLINDS	Canvas Goods Industry (B/C) or BCEA in some areas
BLINDHANGER	Canvas Goods Industry (B/C) or BCEA in some areas
BLOCK BOARD (LAMINATED)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
BLOCK FLOORING	Building Industry (B/C) or BCEA in some areas
BLOCK LAYING	Building Industry (B/C) or BCEA in some areas
BLOCKS, CEMENT	Metal and Engineering Industry (B/C) BLOWN GLASS Chemical Industry (B/C) -BCEA for non parties

BOARD & LODGING	Hospitality Sector (S/D)
BOARDING HOUSES	Hospitality Sector (S/D)
BOATS	Metal and Engineering Industry (B/C)
BOAT SAILS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
BOAT/SHIP ALTERATION	Metal and Engineering Industry (B/C)
BOAT/SHIP HULLS (CHIPPING)	Metal and Engineering Industry (B/C)
BOAT/SHIP HULLS (PAINTING)	Metal and Engineering Industry (B/C)
BOAT/SHIP HULLS (SCALING)	Metal and Engineering Industry (B/C)
BOAT/SHIP HULLS (SCRAPPING)	Metal and Engineering Industry (B/C)
BOAT/SHIP REPAIR	Metal and Engineering Industry (B/C)
BOAT/SHIP REPAIR (GENERAL WOODWORK)	Metal and Engineering Industry (B/C)
BOILER MAKING	Metal and Engineering Industry (B/C)
BOLSTERS	
(MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
BOLTS	Metal and Engineering Industry (B/C)
BONE MEAL	
(MANUFACTURE)	Meat Trade Gauteng (B/C) or BCEA in some areas
BOOKBINDING	Printing, Newspaper and Packing Industry (S/C)
BOTTLE (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
BOTTLE STORES	Wholesale and Retail Sector (S/D)
BOTTLE TOPS METAL	Metal and Engineering Industry (B/C)
BOTTLES SECOND HAND	Basic Conditions of Employment Act
BOTTLING (CHEMICAL PRODUCTS)	Chemical Industry (B/C) -BCEA for non parties
BOUNDARY WALLS (ERECTING)	Building Industry (B/C) or BCEA in some areas
BOWTIES	Clothing & Knitting Industry (B/C)
BOXING GLOVES (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
BRACES	Leather Industry Goods & Handbag Sector (B/C)
BRAKE FLUID	Chemical Industry (B/C) -BCEA for non parties
BRAKE PEDAL COVERS	Basic Conditions of Employment
BRAIDING	Textiles Industry (B/C)
BRANDING FLUID (STOCK)	Chemical Industry (B/C) -BCEA for non parties
BRAZING	Building Industry (B/C) or Metal and Engineering Industry (B/C)

	or BCEA in some areas
BRICKLAYING	Building Industry (B/C) or BCEA in some areas
BRICKWORK (JOINTING)	Building Industry (B/C) or BCEA in some areas
BRICKS	Metal and Engineering Industry (B/C)
BRIDGES	Civil Engineering Industry (B/C)
BRIDLES	Leather Industry Goods & Handbag Sector (B/C)
BRIEFCASES (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
BUILDING (MONUMENTAL)	Building Industry (B/C) or BCEA in some areas
BUILDING INDUSTRY	Building Industry (B/C) or BCEA in some areas
BUILDING OF BOATS/SHIPS	Metal and Engineering Industry (B/C)
BUILDINGS & BUILDING MATERIALS	Building Industry (B/C) or Chemical Industry (B/C) or Civil Engineering (B/C) or BCEA in some areas
BUILDINGS (DEMOLITION)	Building Industry (B/C) or BCEA in some areas
BUILDINGS (ERECTING)	Building Industry (B/C) or BCEA in some areas
BUILDING GLASS	Chemical Industry (B/C) -BCEA for non parties
BUNKERS	Civil Engineering Industry (B/C)
BURGLAR ALARM SYSTEMS	Private Security Services (S/D)
BURGLAR ALARM SYSTEMS (INSTALLATION)	Metal and Engineering Industry (B/C)
BURIALS	Basic Conditions of Employment Act
BUSINESS EQUIPMENT (DISTRIBUTION)	Basic Conditions of Employment Act
BUTTER	Basic Conditions of Employment Act
BUTTER (SALE & DISTRIBUTION)	Wholesale and retail Sector (S/D)
BUTTERMILK	Basic Conditions of Employment Act
CABINETS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CABLE DUCTS	Metal and Engineering Industry (B/C) or Civil Engineering Industry (B/C)
CABLE JOINTING	Electrical Industry (B/C) or Building Industry (B/C) or Metal and Engineering Industry (B/C)



CABLE LAYING	Building Industry (B/C) or Electrical Industry (B/C)
CABLES	
(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
CAFES	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
CAISSONS	Civil Engineering Industry (B/C)
CAKES	Basic Conditions of Employment Act
CALCULATORS	Basic Conditions of Employment Act
CALICO PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CAMBRIC GOODS	Canvas Goods Industry (B/C) or BCEA in some areas
CAMELBACK	Civil Engineering Industry (B/C)
CAMPING EQUIPMENT	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANALS	Civil Engineering Industry (B/C)
CANE CURTAINS	
(MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CANNING	Meat Trade Gauteng (B/C) or BCEA in some areas
CANVAS (ACRYLIC)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS (COTTON)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS (FLAX)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS GOODS	
INDUSTRY	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS (HEMP)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS (JUTE)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CANVAS PRODUCTS	Canvas Goods Industry Gauteng (B/C) or Textiles Industry (B/C) or BCEA in some areas
CANVAS	
(VEGETABLE FIBRES)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CAPS (CLOTH)	Clothing & Knitting Industry (B/C)
CARAVAN PARKS	Hospitality Sector (S/D)
CARAVANS	Motor Industry (B/C)
CARBON PRODUCTS	Metal and Engineering Industry (B/C)
CARCASSES	Meat Trade Gauteng (B/C) or BCEA in some areas
CARPET LAYING	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or

	BCEA in some areas or Building Industry (B/C)
CARDBOARD BOXES	Printing, Newspaper and Packaging Industry (S/C)
CARDBOARD MANUFACTURE	Printing, Newspaper and Packaging Industry (S/C)
CARPENTRY	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or BCEA in some areas or Building Industry (B/C)
CARPETS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CARPETS, CORK	Building Industry (B/C) or BCEA in some areas
CARS	Motor Industry (B/C)
CARTON MAKING	Wood and Paper Sector (B/C)
CASTINGS	Metal and Engineering Industry (B/C)
CATERING (INDOORS OR OUTDOORS)	Hospitality Sector (S/D)
CATERING & REFRESHMENTS	Restaurant and Catering Industry (B/C) or Tearoom, Restaurant and Catering (B/C) or Hospitality Sector (S/D)
CAULKING	Building Industry (B/C) or BCEA in some areas
CAUSTIC SODA	Chemical Industry (B/C) -BCEA for non parties
CEILINGS	Building Industry (B/C) or BCEA in some areas
CELLS (PRIMARY & SECONDARY)	Electrical Industry (B/C)
CELLULOSE PRODUCTS	Wood and Paper Sector (B/C)
CEMENT & CEMENT PRODUCTS	Metal and Engineering Industry (B/C)
CEMENT CAULKING (EARTHENWARE PIPES)	Building Industry (B/C) or BCEA in some areas
CEMENT (TAMPING)	Metal and Engineering Industry (B/C)
CEMETERY MEMORIALS	Building Industry (B/C) or BCEA in some areas
CEREALS	Chemical Industry (B/C) -BCEA for non parties
CHAINS	Metal and Engineering Industry (B/C)
CHAIR COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
CHAR	Motor Industry (B/C)
CHARCOAL	Basic Conditions of Employment Act
CHAUFFEUR	Road Passenger Transportation Industry (B/C), Domestic Worker (S/D)
CHEESE	Basic Conditions of Employment Act
CHEMICAL INDUSTRY	Chemical Industry (B/C) -BCEA for non parties
CHEMICALS & CHEMICAL	

PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
CHEMICALS (AUTOMOTIVE)	Chemical Industry (B/C) -BCEA for non parties
CHEMICALS (GENERAL)	Chemical Industry (B/C) -BCEA for non parties
CHEMICALS (PHOTOGRAPHIC)	Chemical Industry (B/C) -BCEA for non parties
CHEMICAL WEIGHING (LEATHER)	Leather Industry Tanning Section (B/C)
CHEMICALLY RELATED	
CONSUMER GOODS	Chemical Industry (B/C) -BCEA for non parties
CHIMNEYS	Metal and Engineering Industry (B/C)
CHOCOLATES	Basic Conditions of Employment Act
CHURCH (FURNITURE)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CHRISTMAS PUDDING	Basic Conditions of Employment Act
CIGARETTES	Basic Conditions of Employment Act
CIGARETTE HOLDERS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
CIGAR HOLDERS	Leather Industry Goods & Handbag Sector (B/C)
CIGARS (SMALL)	Basic Conditions of Employment Act
CINEMAS	Basic Conditions of Employment Act
CINEMAS (REFRESHMENTS)	Basic Conditions of Employment Act
CINEMATOGRAPH & THEATRE	Basic Conditions of Employment Act
CINEMATOGRAPHY (SALE AND DISTRIBUTION)	Wholesale and Retail Sector (S/D)
CIVIL ENGINEERING INDUSTRY	Civil Engineering Industry (B/C)
CLAY (EXCAVATION)	Civil Engineering Industry (B/C)
CLEANING & MAINTENANCE SERVICES	Contract Cleaning Sector (S/D) or Laundry, Cleaning and Dyeing Industry (B/C)
CLEANSING AGENTS	Chemical Industry (B/C) -BCEA for non parties
CLEARING OF GOODS	Road Freight Industry (B/C)
CLOTH	Canvas Goods Industry Gauteng (B/C) or Textiles Industry (B/C)
CLOTHING ACCESSORIES	Textiles Industry (B/C)
CLOTHES (MANUFACTURING)	Clothing & Knitting Industry (B/C)
CLOTHES (ALTERATION OR REPAIR)	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
CLOTHES, KNITTED	Clothing & Knitting Industry (B/C)
CLOTHES (MANUFACTURE)	Clothing & Knitting Industry (B/C)
CLUTCH PEDAL COVERS	Basic Conditions of Employment Act

COACHES	Metal and Engineering Industry (B/C)
COAL (TRANSPORTATION)	Road Fright Industry (B/C) or Transnet (B/C)
COFFEE SHOPS	Hospitality Sector (S/D)
COIL (SWITCH GEAR)	Metal and Engineering Industry (B/C)
COIN PROTECTION	Private Security Sector (S/D)
COIR PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
COLLARS (CLOTH)	Clothing & Knitting Industry (B/C)
COLD STORAGE	Meat Trade Gauteng (B/C) or BCEA in some areas
COLOURING MATTER	Chemical Industry (B/C) -BCEA for non parties
COLUMNS	Building Industry (B/C) or BCEA in some areas
COMMISSION AGENCIES	Basic Conditions of Employment Act
COMMERCIAL TIMBER GROWERS	Forestry Sector (S/D)
COMMUNITY WORK	Basic Conditions of Employment Act
COMPLETION OF BUILDINGS	Building Industry (B/C) or BCEA in some areas
COMPOSING (PRINTING)	Printing, Newspaper and Packaging Industry (S/C)
COMPOSITION CEILING AND WALL COVERING	Building Industry (B/C) or BCEA in some areas
COMPOSITION WALL COVERING/POLISHING	Building Industry (B/C) or BCEA in some areas
COMPOUNDED RUBBER	Basic Conditions of Employment Act
CONCRETE (PRE-MIXED) CONCRETE WALLS (ERECTION)	Building Industry (B/C) or BCEA in some areas
CONCRETE WORK	Building Industry (B/C) or Civil Engineering Industry (S/D) or BCEA in some areas
CONDIMENTS & SPICES	Basic Conditions of Employment Act
CONDUCTORS, ELECTRICAL (MANUFACTURE)	Metal and Engineering Industry (B/C)
CONES ICE CREAM	Basic Conditions of Employment Act
CONFECTIONERY	Basic Conditions of Employment Act
CONFERENCE CENTRES (FURNITURE)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CONSTRUCTION, STEEL	Building Industry (B/C) or BCEA in some areas
CONSTRUCTION WORK	Building Industry (B/C) or Civil Engineering Industry (B/C)

or BCEA in some areas

CONTACTORS

(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
CONTACTORS (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
CONTAINER CLOSURES (TINS, LIDS, TOPS)	Metal and Engineering Industry (B/C)
CONTAINER WARE (GLASS)	Chemical Industry (B/C) -BCEA for non parties
CONTAINERS, METAL	Metal and Engineering Industry (B/C)
CONTRACT CATERERS	Hospitality Sector (S/D)
CONTROL SYSTEMS	
(TELECOMMUNICATIONS)	Metal and Engineering Industry (B/C)
CONVERTORS	
(ASSEMBLY/MANUFACTURING)	Metal and Engineering Industry (B/C)
CONVERTORS	
(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
CONVEYOR BELTS, RUBBER	Basic Conditions of Employment Act
COOKING EQUIPMENT	
(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
COOKING EQUIPMENT	
(ASSEMBLY/MANUFACTURING)	Metal and Engineering Industry (B/C)
COOL DRINKS	Basic Conditions of Employment Act
COOLING EQUIPMENT, ELECTRIC	
(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
COOLING EQUIPMENT, ELECTRIC	
(ASSEMBLY/MANUFACTURING)	Metal and Engineering Industry (B/C)
COOLING TOWERS	Civil Engineering Industry (B/C)
COPPERSMITHING	Metal and Engineering Industry (B/C)
CORDIALS (BEVERAGES)	Basic Conditions of Employment Act
CORDS	Canvas Goods Industry Gauteng (B/C)
CORE MAKING	Metal and Engineering Industry (B/C)
CORN FLOUR	Chemical Industry (B/C) -BCEA for non parties
CORK BASED	
FLOOR COVERING	Building Industry (B/C) or BCEA in some areas
CORK CARPETING	Building Industry (B/C) or BCEA in some areas



CORRUGATED IRON (FITTING)	Metal and Engineering Industry (B/C)
CORRUGATED IRON (FIXING)	Building Industry (B/C) or BCEA in some areas
CORSETRY	Clothing & Knitting Industry (B/C)
COSMETICS (MANUFACTURING)	Chemical Industry (B/C) -BCEA for non parties
COSMETOLOGICAL SERVICES	Hairdressing and Cosmetology Services Industry (B/C)
COSMETOLOGY	Hairdressing and Cosmetology Services Industry (B/C)
COSTUMES, THEATRICAL	Basic Conditions of Employment Act
COTTON CANVAS	
PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
COTTON PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
COTTON TEXTILES	Textiles Industry (B/C)
COTTON WOOL	Textiles Industry (B/C)
COUCHES STUDIO	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
COUNCIL CITY TOWN	South African Local Government (B/C)
COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
COVERING GLASS	Chemical Industry (B/C) – BCEA for non parties
CREAM	Basic Conditions of Employment Act
CREMATIONS	Basic Conditions of Employment Act
CRICKET BALLS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
CROCKERY	Chemical Industry (B/C) -BCEA for non parties
CRUSHING, STONE	Basic Conditions of Employment Act
CUMMERBUNDS (CLOTH)	Clothing & Knitting Industry (B/C)
CUPBOARDS	
(MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry
CUPBOARDS JOINERY	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or Building Industry (B/C) or BCEA in some areas
CURTAINS	
(MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or BCEA in some areas
CURTAIN MAKING	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CUSHIONS	
(MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
CUSHIONS, COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas

CUTTING PAPER	Printing, Newspaper and Packaging Industry (S/C)
CYCLES	Metal and Engineering Industry (B/C)
CYCLES, TYRES & TUBES	Basic Conditions of Employment Act
DACRON GOODS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
DAIRY INDUSTRY	Basic Conditions of Employment Act
DAIRY PRODUCE (SALES & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
DAMPPROOFING (BUILDINGS, BASEMENTS, FOUNDATIONS)	Building Industry (B/C) or BCEA in some areas
DAMS	Civil Engineering Industry (B/C)
DATA PROCESSING	Basic Conditions of Employment Act
DATA TRANSMISSION EQUIPMENT	Metal and Engineering Industry (B/C)
DECK CHAIR COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
DEFENCE WORK	Basic Conditions of Employment Act
DEFOLIATION (VEGETATION)	Civil Engineering Industry (B/C)
DELIVERY SERVICES (GENERAL)	Road Freight Industry (B/C)
DELIVERY SERVICES (SPECIFIC)	Basic Conditions of Employment Act
DEMOLITION OF BUILDINGS	Building Industry (B/C) or BCEA in some areas
DEMOLITION WORK	Building Industry (B/C) or BCEA in some areas
DEODORANTS	Chemical Industry (B/C) -BCEA for non parties
DESSERTS	Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C) or Basic Conditions of Employment Act
DETERGENTS, SYNTHETIC	Chemical Industry (B/C) -BCEA for non parties
DEXTROSE (MANUFACTURE)	Chemical Industry (B/C) -BCEA for non parties
DIAMOND AND GEMSTONE SETTING	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
DIAMOND CUTTING	Diamond Cutting (B/C)
DISINFECTANTS, HOUSEHOLD	Chemical Industry (B/C) -BCEA for non parties
DISPLAY SIGNS (MANUFACTURE/FIXING)	Building Industry (B/C) or BCEA in some areas
DISTEMPERS, PAINTS (MANUFACTURING)	Chemical Industry (B/C) – BCEA for non-parties

DISTEMPERING PAINT (APPLICATION)	Building Industry (B/C) or BCEA in some areas
DISTRIBUTION (GOODS)	Wholesale and Retail Sector (S/D)
DOCKS	Civil Engineering Industry (B/C)
DOG COLLARS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
DOG LEADS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
DOMESTIC ELECTRICAL APPLIANCES (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
DOMESTIC ELECTRICAL APPLIANCES (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
DOMESTIC WORK	Work (S/D), Farm Worker (S/D) or Forestry (S/D)
DOORS, METAL	Metal and Engineering Industry (B/C)
DOWNPIPES	Building Industry (B/C) or BCEA in some areas
DRAIN LAYING	Building Industry (B/C) or BCEA in some areas
DRAWN/SHEET METAL (MANUFACTURING/FIXING)	Building Industry (B/C) or BCEA in some areas
DRESSMAKING	Clothing & Knitting Industry (B/C)
DRILLING EQUIPMENT (TUNGSTEN CARBIDE TIPPED)	Metal and Engineering Industry (B/C)
DRINKS	Basic Conditions of Employment Act
DRY CLEANING	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
DUBBIN	Chemical Industry (B/C) -BCEA for non parties
DUCK (TEXTILES)	Canvas Goods Industry Gautend (B/C) or Textiles Industry (B/C)
DUCTS, CABLE	Metal and Engineering Industry (B/C)
DUNLOPILLO (RUBBER)	Basic Conditions of Employment Act
DUPLICATING (PRINTING)	Printing, Newspaper and Packaging Industry (S/C)
DYEING (WOVEN, SPUN, KNITTED, CROCHETED ARTICLES)	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
DYEING CLOTHES	Textiles Industry (B/C) or Laundry, Cleaning and Dyeing Industry (B/C)



EARTHWORKS	Civil Engineering Industry (B/C)
EBONITE	Chemical Industry (B/C) -BCEA for non parties
EGGS	Farming Worker Sector (S/D)
EGGS (SALE & DISTRIBUTION)	Wholesale and retail Sector (S/D)
ELECTRICAL APPLIANCES (MOTOR VEHICLE)	Motor Industry (B/C)
ELECTRICAL APPLIANCES (INSTALLATION/REPAIR/SERVICE)	Electrical Industry (B/C)
ELECTRICAL APPLIANCES (ASSEMBLY/MANUFACTURE)	Metal and Engineering Industry (B/C)
ELECTRIC CABLES EQUIPMENT (INSTALLATION/REPAIR/SERVICE)	Electrical Industry (B/C)
ELECTRIC CABLES EQUIPMENT (ASSEMBLY/MANUFACTURE)	Electrical Industry (B/C)
ELECTRICAL CONTRACTOR	Electrical Industry (B/C)
ELECTRICAL EQUIPMENT (MOTOR VEHICLES)	Motor Industry (B/C)
ELECTRICAL FITTINGS	Metal and Engineering Industry (B/C)
ELECTRICAL INSTALLATION	Electrical Industry (B/C)
ELECTRICAL INSTRUMENTS (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTRICAL INSTRUMENTS (INSTALLATION/REPAIR/SERVICE)	Electrical Industry (B/C)
ELECTRICAL LIGHTING (INSTALLATION/REPAIR/SERVICE)	Electrical Industry (B/C)
ELECTRICAL LIGHTING (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTRICAL WIRING (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTRICAL WIRING (INSTALLATION/REPAIR/SERVICE)	Electrical Industry (B/C)
ELECTRO-MEDICAL EQUIPMENT (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTRONIC EQUIPMENT	

(REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
ELECTRONIC EQUIPMENT	
(MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTRICAL FITTINGS	
(MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
ELECTROPLATING	Metal and Engineering Industry (B/C)
ELECTROTYPING (PRINTING)	Printing, Newspaper and Packaging Industry (S/C)
ELEMENTS	Metal and Engineering Industry (B/C)
ENAMELLING	Building Industry (B/C) or BCEA in some areas
ENAMELLING OF JEWELLERY	
ARTICLES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
ENAMELS (PAINT)	Chemical Industry (B/C) -BCEA for non parties
ENCASEMENTS	
(PLANTS, MACHINERY &EQUIPMENT)	Civil Engineering Industry (B/C)
ENGINEERING AUTOMOTIVE	Motor Industry (B/C)
ENGINEERING CIVIL	Civil Engineering Industry (B/C) ENGINEERING
ELECTRICAL	Metal and Engineering Industry (B/C)
ENGINEERING, LIGHT &HEAVY	Metal and Engineering Industry (B/C)
ENGINES	Metal and Engineering Industry (B/C)
ENGINES, INTERNAL COMBUSTION	
(MOTOR VEHICLE)	Motor Industry (B/C)
ENGRAVING	Jewellery and Precious Metal Industry (B/C) or Metal and Engineering Industry (B/C) or Printing, Newspaper and Packaging Industry (S/C) or BCEA in some areas
ENGRAVING, GLASS	Building Industry (B/C) or BCEA in some areas
ENGRAVING OF JEWELLERY	
ARTICLES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
ENTERTAINMENT INDUSTRY	Basic Conditions of Employment Act

ENVELOPES	Printing, Newspaper and Packaging Industry (S/C)
EQUIPMENT, BUSINESS	Basic Conditions of Employment Act
EQUIPMENT, CAMPING	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
ESCALATORS	Metal and Engineering Industry (B/C)
ESSENCES, (FOOD & FLAVOURING)	Chemical Industry (B/C) -BCEA for non parties
ETHER	Chemical Industry (B/C) -BCEA for non parties
EXCAVATION WORK	Civil Engineering Industry (B/C)
EXPLOSIVES	Chemical Industry (B/C) -BCEA for non parties
EXTRACTION (GRAVEL)	Basic Conditions of Employment Act
EXTRACTS, MEAT	Meat Trade Gauteng (B/C) or BCEA in some areas
EXTRACTS, TANNING	Leather Industry Tanning Section (B/C)
EXTRUDED METAL (MANUFACTURING/FIXING)	Building Industry (B/C) or BCEA in some areas
FABRICS	Textiles Industry or Sector (B/C) or Canvas Industry Gauteng (B/C)
FACIAL SKIN CARE	Hairdressing and Cosmetology Services Industry (B/C)
FACIAL TREATMENT	Hairdressing and Cosmetology Services Industry (B/C)
FARM WORK	Farm Worker (S/D)
FIELD PRODUCTS	Farm Worker (S/D)
FARMING ACTIVITIES	Farm Worker (S/D)
FASTENERS (INDUSTRIAL)	Metal and Engineering Industry (B/C)
FAST FOOD OUTLETS	Hospitality Sector (S/D)
FATS& OILS	Meat Trade Gauteng (B/C) or BCEA in some areas
FATS & ANIMAL	Meat Trade Gauteng (B/C) or BCEA in some areas
FAX MACHINE	Basic Conditions of Employment Act
FEEDER	Textiles Industry (B/C)
FELLING, TREE	Forestry Sector (S/D)
FELTS	Textiles Industry or Sector (B/C)
FENCES	Building Industry (B/C) or BCEA in some areas
FERTILISERS (MANUFACTURE)	Chemical Industry (B/C) -BCEA for non parties
FIBREGLASS (MANUFACTURE/DISTRIBUTION)	Chemical Industry (B/C) -BCEA for non parties
FIBREGLASS BOATS	Metal and Engineering Industry (B/C)

FIBREGLASS GOODS	Canvas Goods Industry Gauteng (B/C) or Chemical Industry (B/C) or BCEA in some areas
FIBREGLASS, INSULATING MATERIALS	Chemical Industry (B/C) -BCEA for non parties
FILAMENT PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
FILMS	Basic Conditions of Employment Act
FILTER BEDS	Civil Engineering Industry (B/C)
FILTER CLOTH	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
FIRE MAKING	Basic Conditions of Employment Act
FISH & CHIPS SHOPS	Hospitality Sector (S/D) or Restaurant, Catering (B/C)
FISH & FISH PRODUCTS	Meat Trade Gauteng (B/C) or BCEA in some areas
FISH (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
FLAGS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
FLANGES	Metal and Engineering Industry (B/C)
FLAPS, RUBBER	Basic Conditions of Employment Act
FLATS (LETTING)	Basic Conditions of Employment Act
FLAVOURING ESSENCES	Chemical Industry (B/C) -BCEA for non parties
FLAVOURING FOODSTUFFS	Chemical Industry (B/C) -BCEA for non parties
FLAX GOODS	Textiles Industry (B/C)
FLOCK (TEXTILES)	Textiles Industry (B/C)
FLOORS	Building Industry (B/C) or BCEA in some areas
FLUORESCENT LIGHTING	Metal Engineering Industry (B/C)
FLY SCREENS	Metal Engineering Industry (B/C)
FOLIO CASES (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
FOOD, ANIMAL	Chemical Industry (B/C) -BCEA for non parties
FOOD ESSENCES	Chemical industry (B/C) -BCEA for non parties
FOODS	Meat Trade Gauteng (B/C) or BCEA in some areas
FOODS CANNED	Meat Trade Gauteng (B/C) or BCEA in some areas
FOODS FROZEN	Meat Trade Gauteng (B/C) or BCEA in some areas
FOODS (PRESERVATION)	Meat Trade Gauteng (B/C) or BCEA in some areas
FOOTBALL BLADDERS RUBBER	Basic Conditions of Employment Act
FOOTBALLS, LEATHER	Leather Industry General & Handbag Sector (B/C)

FOOTWEAR	Leather Industry Footwear Section (B/C)
FORESTRY ACTIVITIES	Forestry Sector (S/D)
FORESTRY OPERATIONS (PLANTING OF TREES)	Forestry Sector (S/D)
FORESTRY OPERATIONS (GROWING OF TREES)	Forestry Sector (S/D)
FORESTRY OPERATIONS (TENDING OF TREES)	Forestry Sector (S/D)
FORESTRY OPERATIONS (HARVESTING OF TREES)	Forestry Sector (S/D)
FORGING	Metal and Engineering Industry (B/C)
FOUNDATIONS	Civil Engineering Industry (B/C)
FOUNDATIONS (WATERPROOFING)	Building Industry (B/C) or BCEA in some areas
FOUNDRY	Metal and Engineering Industry (B/C)
FRAGRANCES	Chemical Industry (B/C) -BCEA for non parties
FRENCH POLISHING	Building Industry (B/C) or BCEA in some areas
FROZEN FISH (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
FROZEN MEAT	Meat Trade Gauteng (B/C) or BCEA in some areas
FRUIT JUICES	Basic Conditions of Employment Act
FRUIT JUICES (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
FRUIT (SORTING AND PACKING)	Basic Conditions of Employment Act
FUMIGATION	Basic Conditions of Employment Act
FUNERAL SERVICES	Basic Conditions of Employment Act
FUNCTION CATERERS	Hospitality Sector (S/D) or Resturant and Catering (B/C) or Tearoom, Resturant and Catering (B/C)
FUR (PREPARATION)	Leather Industry Tanning Section (B/C)
FURNACE EQUIPMENT (ASSEMBLY/MANUFACTURE)	Metal and Engineering Industry (B/C)
FURNACE EQUIPMENT (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
FURNITURE (ASSEMBLY)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (CARVING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (LAMINATING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or Metal and Engineering Industry (B/C)

FURNITURE (POLISHING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (RE-POLISHING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (REPAIRING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (STAINING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE (SPRAYING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FURNITURE COVERS	Canvas Goods Industry (B/C) or BCEA in some areas Furniture, Bedding, Upholstery and Curtain Industry (B/C)
FUSES	Chemical Industry (B/C) -BCEA for non parties
GAME LODGE	Hospitality Sector (S/D)
GARAGES	Motor Industry (B/C)
GARAGES (CONSTRUCTION)	Civil Engineering Industry (B/C)
GARDEN FURNITURE COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
GARDEN SERVICES	Domestic Worker Sector (S/D)
GARDEN WALLS (ERECTING)	Building Industry (B/C) or BCEA in some areas
GARMENTS	Clothing & Knitting Industry (B/C)
GARTERS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
GAS (MANUFACTURE)	Chemical Industry (B/C) -BCEA for non parties
GAS FITTING	Building Industry (B/C) or BCEA in some areas
GATES	Metal and Engineering Industry (B/C)
GATE KEEPER	Road Passenger Transportation Industry (B/C)
GAUZE, METAL	Metal and Engineering Industry (B/C)
GELATINE	Chemical Industry (B/C) -BCEA for non parties
GEMSTONES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
GENERATORS (ASSEMBLY/MANUFACTURING)	Metal and Engineering Industry (B/C)
GENERATORS (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
GILDING (SIGN WRITING)	Building Industry (B/C) or BCEA in some areas
GINGER BEER	Basic Conditions of Employment Act
GIRDERS	Building Industry (B/C) or BCEA in some areas
GIRTHS	Leather Industry Goods & Handbag Sector (B/C)
GLADSTONE BAGS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)

GLASS	Chemical Industry (B/C) -BCEA for non parties
GLASS CUTTING	Building Industry (B/C) or BCEA in some areas
GLASS BRICKS (CONCRETING/FIXING)	Building Industry (B/C) or BCEA in some areas
GLASS (PHARMACEUTICAL PURPOSES)	Chemical Industry (B/C) -BCEA for non parties
GLASS PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
GLASS CUTTING	Chemical Industry (B/C) -BCEA for non parties
GLASS ENGRAVING (SIGN WRITING)	Building Industry (B/C) or BCEA in some areas
GLASS WASTE	Chemical Industry (B/C) -BCEA for non parties
GLASSES, EYE	Basic Conditions of Employment Act
GLAZING	Building Industry (B/C) or BCEA in some areas
GLAZING (LEATHER)	Leather Industry Tanning Section (B/C)
GLIDING	Building Industry (B/C) or BCEA in some areas
GLOVES (CLOTH)	Clothing & Knitting Industry (B/C)
GLOVES BOXING (LEATHER)	Leather Industry Tanning Section (B/C)
GLUCOSE	Basic Conditions of Employment Act
GLUE	Chemical industry (B/C) -BCEA for non parties
GOLD SMITH	Metal and Engineering Industry (B/C)
GOLDSMITHING	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
GOLF BALLS	Basic Conditions of Employment Act
GOODS (STORAGE)	Road Freight Industry (B/C)
GRAIN (SPREADING)	Basic Conditions of Employment Act
GRAINING	Building Industry (B/C) or BCEA in some areas
GRANOLITHIC FLOOR LAYING	Building Industry (B/C) or BCEA in some areas
GRASS CURTAINS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
GRAVEL (EXCAVATION)	Basic Conditions of Employment Act
GRAVEL (SALE DELIVERY)	Basic Conditions of Employment Act
GRAVEL (TRANSPORTATION)	Road Freight Industry (B/C) or Transnet (B/C)
GRAVESTONES	Building Industry (B/C) or BCEA in some areas



GREASE (MANUFACTURING)	Basic Conditions of Employment Act
GRINDING (SALT)	Basic Conditions of Employment Act
GRINDER (JEWELLERY)	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
GROUND SHEETS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
GUEST HOUSE	Hospitality Sector (S/D)
GUM	Chemical Industry (B/C) -BCEA for non parties
GUTTERING	Building Industry (B/C) or BCEA in some areas
HAIRDRESSING	Hairdressing and Cosmetology Services Industry (B/C)
HAM (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
HANDBAGS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
HANDKERCHIEFS (CLOTH)	Clothing & Knitting Industry (B/C)
HANG DRYING (LEATHER)	Leather Industry Tanning Section (B/C)
HARBOURS	Civil Engineering Industry (B/C)
HARBOUR FLOATING	
PERSONAL (TRANSNET DUTIES)	Transnet (B/C)
HARNESSES	Leather Industry Goods & Handbag Sector (B/C)
HATS MEN'S	Clothing & Knitting Industry (B/C)
HATS, WOMEN'S	Clothing & Knitting Industry (B/C)
HEAD COOK	Restaurant & Catering Industry (B/C) or BCEA in some areas
HEAD CUTTER	Clothing & Knitting Industry (B/C)
HEAD/FACIAL HAIR REMOVAL	Hairdressing and Cosmetology Services Industry (B/C)
HEADGEARS, MINING	Civil Engineering Industry (B/C)
HEAD (TREATMENT)	Hairdressing and Cosmetology Services Industry (B/C)
HEATERSElectrical	Industry (B/C) or Building Industry (B/C) or Metal and Engineering Industry (B/C) or BCEA in some areas
HEATING ELECTRIC (ASSEMBLY/MANUFACTURE)	Metal and Engineering Industry (B/C)
HEATING ELECTRIC (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
HEATING	Building Industry (B/C) or BCEA in some areas
HEAT RESISTING (MINERAL & OARS)	Chemical Industry (B/C) – BCEA for non-parties
HESSIAN ARTICLES	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
HESSIAN BAGS	Textiles Industry (B/C)



HIDES & SKINS	Leather Industry Tanning Section (B/C)
HI-FI EQUIPMENT	Metal and Engineering Industry (B/C)
HIRING OUT (TRANSPORTATION OF GOODS)	Road Freight Industry (B/C)
BALLS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
HOLLAND BLIND MATERIAL GOODS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
HONEY	Basic Conditions of Employment Act
HORTICULTURE	Farm Worker Sector (S/D)
HOSPITALITY (COMMERCIAL BUSINESS)	Hospitality Sector (S/D)
HOSE (RUBBER)	Basic Conditions of Employment Act
HOSIERY (CLOTH)	Clothing & Knitting Industry (B/C)
HOSTEL	Hospitality Sector (S/D)
HOT AND COLD FITTING	Building Industry (B/C) or BCEA in some areas
HOTEL & LIQUOR TRADE	Hospitality Sector (S/D)
HOTELS	Hospitality Sector (S/D)
HOUSEHOLD PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
ICE-CREAM	Basic Conditions of Employment Act
ICE CREAM (SALES & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
INCANDESCENT LAMPS (ASSEMBLY/MANUFACTURE)	Metal and Engineering Industry (B/C)
INCANDESCENT LAMPS (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
INDUSTRIAL ALCOHOL	Chemical Industry (B/C) -BCEA for non parties
INCANDESCENT LAMPS (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
INDUSTRIAL APRONS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
INDUSTRIAL CHEMICALS	Chemical Industry (B/C) -BCEA for non parties
INDUSTRIAL/COMMERCIAL CATERERS	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
INDUSTRIAL PAINTING	Basic Conditions of Employment Act

INDUSTRIAL SOLVENTS	Chemical Industry (B/C) -BCEA for non parties
INK	Chemical Industry (B/C) -BCEA for non parties
INK (MIXING)	Printing, Newspaper and Packaging Industry (S/C)
INN	Hospitality Sector (S/D)
INSECTICIDES	Chemical Industry (B/C) -BCEA for non parties
INSULATOR GLASS	Chemical Industry (B/C) -BCEA for non parties
INSULATING MATERIAL	Building Industry (B/C) or Chemical Industry (B/C) or BCEA in some areas
INTERFERENCE	
SUPPRESSION UNITS	Metal and Engineering Industry (B/C)
INTERNAL COMBUSTION ENGINES (MOTOR VEHICLE)	Motor industry (B/C)
IRON	Metal and Engineering Industry (B/C)
IRRIGATION EQUIPMENT (SALE & DISTRIBUTION)	Motor Industry (B/C)
IRRIGATION MACHINERY	Motor Industry (B/C)
JAMBS	Building Industry (B/C) or BCEA in some areas
JEWELLERY	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
JEWELLERY CASES/BOXES (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
JEWELLERY CASTING	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
JEWELLERY TOOLS/DIES (REPAIR/MAKING)	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
JIGS	Building Industry (B/C) or BCEA in some areas
JOINERY	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or Building Industry (B/C) or BCEA in some areas
JOISTS STEEL	Metal and Engineering Industry (B/C)
JUICES FRUIT	Basic Conditions of Employment Act
JUTE PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
KAOLIN	Chemical Industry (B/C) -BCEA for non parties

KITCHEN FIXTURES, JOINERY	Furniture, Bedding, Upholstery and Curtain Industry (B/C) Building Industry (B/C) or BCEA in some areas
KNITTED GARMENTS	Clothing & Knitting Industry (B/C)
KNITTED TEXTILES	Clothing & Knitting Industry (B/C)
KNITTING AND SCHOOLBAGS	Leather Industry Goods & Handbag Sector (B/C)
KNITTING INDUSTRY	Clothing & Knitting Industry (B/C)
KNIVES	Metal and Engineering Industry (B/C)
LACQUERS (PAINTS)	Chemical Industry (B/C) -BCEA for non parties
LADIES BAGS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
LADIES GARMENTS	Clothing & Knitting Industry (B/C)
LAMINATED BLACKBOARD (FURNITURE)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
LAMINATED GLASS	Chemical Industry (B/C) -BCEA for non parties
LAMINATING (LEATHER)	Leather Industry Tanning Section (B/C)
LAND DEFENCE WORK	Basic Conditions of Employment Act
LARD	Meat Trade Gauteng (B/C) or BCEA in some areas
LAUNDROMATS	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
LAUNDRY	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
LAUNDRY	
DEPOTS	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
LEAD PRODUCTS	Metal and Engineering Industry (B/C)
LEAD LIGHTS (MANUFACTURING/FIXING)	Building Industry (B/C) or BCEA in some areas
LEARNERSHIPS	Learnerships (S/D)
LEATHER GOODS & HANDBAG	Leather Industry Goods & Handbag Sector (B/C)
LEATHER TANNING	Leather Industry Tanning Section (B/C)
LEAVING AGENTS	Chemical Industry (B/C) -BCEA for non parties
LEGGINGS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
LENSES (SPECTACLE)	Basic Conditions of Employment Act
LETTERPRESS MACHINE	
MINDING	Printing, Newspaper and Packaging Industry (S/C)

LETTING (ACCOMMODATION)	Hospitality Sector (S/D)
LETTING (BUSINESS EQUIPMENT)	Basic Conditions of Employment Act
LETTING FLATS OR ROOMS TRADE	Hospitality Sector (S/D)
LIBRARY, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
LIDS	Metal and Engineering Industry (B/C)
LIFE-BELTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
LIFTS	Metal and Engineering Industry (B/C)
LIFTS (INSTALLATIONS)	Building Industry (B/C) or BCEA in some areas
LIFT SHAFTS	Civil Engineering Industry (B/C)
LIGHT COTTON TEXTILE MANUFACTURING	Textiles Industry (B/C)
LIGHTS	Building Industry (B/C) or Electrical Industry (B/C) or Metal and Engineering Industry (B/C) or BCEA in some areas
LIGHTS, FLUORESCENT	Metal and Engineering Industry (B/C)
LIGHTING-MAKING	Building Industry (B/C) or Metal and Engineering Industry (B/C) or BCEA in some areas
LIME	Metal and Engineering Industry (B/C)
LIMESTONE	Chemical Industry (B/C) -BCEA for non parties
LIME AND COLOUR	
WASHING	Building Industry (B/C) or BCEA in some areas
LIMING (LEATHER)	Leather Industry Tanning Section (B/C)
LINEN PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
LINING (PAINTING)	Building Industry (B/C) or BCEA in some areas
LININGS, ABRASION & CORROSION RESISTANT	Basic Conditions of Employment (B/C)
LINOLEUM FLOORING	Building Industry (B/C) or BCEA in some areas
LIQUOR (PRODUCTION)	Basic Conditions of Employment
LIQUOR & CATERING TRADE	Hospitality Sector (S/D)
LIQUOR, CATERING & ACCOMMODATION	Hospitality Sector (S/D)
LIQUOR (DISTILLATION)	Basic Conditions of Employment Act
LIQUOR (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
LITHOGRAPHED CONTAINERS	Metal and Engineering Industry (B/C)
LITHOGRAPHY	Printing, Newspaper and Packaging Industry (S/C)
LIVESTOCK, FOODS	Meat Trade Gauteng (B/C) or BCEA in some areas

LIVESTOCK (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
LIVESTOCK (SLAUGHTERING)	Meat Trade Gauteng (B/C) or BCEA in some areas
LIVESTOCK (TENDING)	Farm Worker (S/D)
LOADING, GENERAL	Basic Conditions of Employment Act
LOCAL AUTHORITIES	South African Local Government (B/C)
LOCK SMITHING	Metal and Engineering Industry (B/C)
LOCOMOTIVES (MANUFACTURING)	Metal and Engineering Industry (B/C)
LODGING HOUSES	Hospitality Sector (S/D)
LOOSE COVERS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
LOUVRES	Metal and Engineering Industry (B/C)
LOTIONS	Chemical Industry (B/C) -BCEA for non parties
LUBRICANTS	Chemical Industry (B/C) -BCEA for non parties
ENGRAVING	Metal and Engineering Industry (B/C)
MACHINE/METAL STRUCTURE ALTERATION	Metal and Engineering Industry (B/C)
MACHINE/METAL STRUCTURE ASSEMBLY	Metal and Engineering Industry (B/C)
MACHINE/METAL STRUCTURE CONSTRUCTION	Metal and Engineering Industry (B/C)
MACHINE/METAL STRUCTURE ERECTION	Metal and Engineering Industry (B/C)
MACHINE /METAL STRUCTURE FABRICATION	Metal and Engineering Industry (B/C)
MACHINE MAINTENANCE	Metal and Engineering Industry (B/C)
MACHINE/METAL STRUCTURE REPAIR	Metal and Engineering Industry (B/C)
MACHINE REPLACEMENT/METAL STRUCTURE	Metal and Engineering Industry (B/C)
MACHINE WOOL PULLING	Leather Industry Tanning Section (B/C)
MAILBAGS	Canvas Goods Industry Gauteng(B/C) or BCEA in some areas
MAINTENANCE OF BUILDINGS	Building Industry (B/C) or BCEA in some areas
MALT LIQUOR	Basic Conditions of Employment Act
MAN-MADE FIBRES	Textiles Industry (B/C)

MANUALLY PROPELLED VEHICLES

(PUSHING/PULLING)

Basic Conditions of Employment Act

MARBLE/COMPOSITION

(CONCRETING/FIXING)

Building Industry (B/C) or BCEA in some areas

MARBLE PAVING

Building Industry (B/C) or BCEA in some areas

MARINE CRAFT

Metal and Engineering Industry (B/C)

MARINE RADIO EQUIPMENT

Metal and Engineering Industry (B/C)

MARINE STRUCTURES

Civil Engineering Industry (B/C)

MARKET AGENCIES

Basic Conditions of Employment Act

MASONIC JEWELS

Jewellery and Precious Metal Industry Cape (B/C) or  
BCEA in some areas

MASONRY

Building Industry (B/C) or BCEA in some areas

MASSAGE (FACIAL/SCALP/NECK) Hairdressing and Cosmetology Services Industry (B/C)

MATS

Canvas Goods Industry Gauteng (B/C) or BCEA in some areas

MATTRESSES

(MANUFACTURING)

Furniture, Bedding, Upholstery and Curtain Industry (B/C)

MATTRESSES, COVER Canvas Goods Industry Gauteng (B/C) or BCEA in some areas

MEALS & REFRESHMENTS

Hospitality Sector (S/D) or

Restaurant and Catering (B/C) or

Tearoom, Restaurant and Catering (B/C)

MEASURING (LEATHER)

Leather Industry Tanning Section (B/C)

MEASURING INSTRUMENTS

Metal and Engineering Industry (B/C)

MEASUREMENT OF SAND,  
CEMENT OR STONE

Basic Conditions of Employment Act

MEAT & MEAT PRODUCTS

Meat Trade (B/C) or BCEA in some areas

MEAT & MEAT PRODUCTS

(SALE & DISTRIBUTION)

Wholesale and Retail Sector (S/D)

MERCHANDISER

Wholesale and Retail Sector (S/D)

MEDALS & MEDALLIONS

Jewellery and Precious Metal Industry Cape (B/C)  
or BCEA in some areas

MEDICAL & DENTAL

SA Dental Technicians Council

MEDICAL WADDING

Textiles Industry (B/C)

MEDICINAL PREPARATIONS

(ANIMAL OR HUMAN)	Chemical Industry (B/C) -BCEA for non parties
MENDING (CLOTHES)	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
MESSENGER SERVICES	Basic Conditions of Employment Act
METALARTICLE	
(OTHER THAN PRECIOUS METAL)	Metal and Engineering Industry (B/C)
METAL COLUMNS (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL DOORS (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL FRAMES (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL GIRDERS (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL GOODS (FIXING)	Metal and Engineering Industry (B/C)
METAL LATHING	Building Industry (B/C) or BCEA in some areas
METAL (PRINTING)	Printing, Newspaper and Packaging Industry (S/C)
METAL PRODUCTS	Metal and Engineering Industry (B/C)
METAL ROLLER	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
METAL ROOF SHEETING (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL STAIRS (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL WINDOWS (FIXING)	Building Industry (B/C) or BCEA in some areas
METAL WORK BUILDING	Building Industry (B/C) or BCEA in some areas
METHYLATED SPIRITS	Chemical Industry (B/C) -BCEA for non parties
MILITARY EQUIPMENT	Metal and Engineering Industry (B/C)
MILK (INCLUDING SEPARATED MILK)	Basic Conditions of Employment Act
MILK (SALE & DISTRIBUTION)	Basic Conditions of Employment Act
MILLINERY	Clothing & Knitting Industry (B/C)
MILLING	Leather Industry Tanning Section (B/C)
MILL WRIGHTING	Metal and Engineering Industry (B/C)
MINCE MEAT	Trade Gauteng (B/C) or BCEA in some areas
MINE HEADGEARS	Civil Engineering Industry (S/D)
MINERAL WATER	Restaurant & Catering Industry (B/C) or BCEA in some areas
MINERAL WATERS (SALE & DISTRIBUTION)	Hospitality Sector (S/D) or Wholesale and Retail Sector (S/D)

MINERAL WOOLS	Chemical Industry (B/C) -BCEA for non parties
MIRRORS	Chemical Industry (B/C) -BCEA for non parties
MIXED FARMING	Farm Worker (S/D)
MONEY (PROTECTION)	Private Security Sector (S/D)
MONITORS, ELECTRIC (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
MONITORS, ELECTRIC (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
MONUMENTS	Building Industry (B/C) or BCEA in some areas
MORTICE & TENON	
OPERATOR	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
MOSAIC WORK	Building Industry (B/C) or BCEA in some areas
MOTEL	Hospitality Sector (S/D)
MOTOR CARS	Motor Industry (B/C)
MOTOR GRAVE YARDS	Motor Industry (B/C)
MOTOR INDUSTRY (SALE & DISTRIBUTION)	Motor Industry (B/C)
MOTORS, ELECTRIC (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
MOTORS, ELECTRIC (SALE & DISTRIBUTION)	Electrical Industry (B/C)
MOTOR TRANSPORTATION OF GOODS	Road Freight Industry (B/C)
MOTOR GRAVEYARD/SCRAP YARD	Motor Industry (B/C)
MOTOR VEHICLE PARTS	Motor Industry (B/C)
MOTOR VEHICLES	Motor industry (B/C)
MOTOR VEHICLE SALES PERSON	Motor Industry (B/C)
MOTOR SPARES & ACCESSORIES (SALE & DISTRIBUTION)	Motor Industry (B/C)
MOTOR VEHICLE GLASS	Chemical Industry (B/C) - BCEA for non parties
MOTOR VEHICLES (PARKING & STORING)	Motor Industry (B/C)
MOTOR VEHICLES (SALE & DISTRIBUTION)	Motor Industry (B/C)
MOTOR VEHICLE (WASHING)	Motor Industry (B/C)
MOULDING (CONCRETE)	Building Industry (B/C) or BCEA in some areas
MOULDING (METAL)	Metal and Engineering Industry (B/C)



MOUSSES	Hairdressing and Cosmetology Services Industry (B/C)
MOVING WALKWAYS	Metal and Engineering Industry (B/C)
MUNICIPALITIES	South African Local Government (B/C)
MUSICAL INSTRUMENT CONTAINERS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
MUSICAL INSTRUMENT CONTAINERS (WOOD)	Furniture, Bedding, Upholstery Industry (B/C)
NAILS	Hairdressing and Cosmetology Services Industry (B/C)
NAIL EXTENSIONS (APPLICATION)	Hairdressing and Cosmetology Services Industry (B/C)
NAILS (METAL)	Metal and Engineering Industry (B/C)
NAIL TECHNOLOGY	Hairdressing and Cosmetology Services Industry (B/C)
NARROW FABRICS	Textiles Industry (B/C)
NAVIGATION AIDS	Metal and Engineering Industry (B/C)
NEON SIGNS	Metal and Engineering Industry (B/C)
NETBALLS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
NIGHT-SOIL REMOVAL	Basic Conditions of Employment Act
NIGHTWEAR	Clothing & Knitting Industry (B/C)
NOILS (WORSTED)	Textiles Industry or Sector (B/C)
NON-ALCOHOLIC DRINKS	Hospitality Sector (S/D) or Wholesale and Retail (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
NUTS, METAL	Metal and Engineering Industry (B/C)
NYLON PRODUCTS	Textiles Industry (B/C)
OFFAL (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
OFFICE PASTE	Chemical Industry (B/C) -BCEA for non parties
OFFICE FITTINGS & FIXTURES	Building Industry (B/C) or BCEA in some areas
OFFICE, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
OFFICES (LETTING)	Basic Conditions of Employment Act
OFFICE SYSTEMS	Basic Conditions of Employment Act
OILS, LUBRICATING	Chemical Industry (B/C) -BCEA for non parties
OILS (REFINING)	Chemical Industry (B/C) -BCEA for non parties
ORE, HEATING-RESISTING	Building Industry (B/C) or BCEA in some areas

ORE INSULATING	Building Industry (B/C) or BCEA in some areas
ORGANS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
ORLON PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
ORNAMENTAL ARTICLES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
ORNAMENTAL UTENSILS	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
ORNAMENTAL VESSELS	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
OUTER GARMENTS	Clothing & Knitting Industry (B/C)
OVERALLS	Clothing & Knitting Industry (B/C)
OVERHEAD HEAD LINES (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
OVERHEAD LINES (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
OVERLAYS	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
PACKAGING (GLASS)	Chemical Industry (B/C) -BCEA for non parties
PAGING SYSTEMS	Metal and Engineering Industry (B/C)
PAINT (MANUFACTURING)	Chemical Industry (B/C) -BCEA for non parties
PAINTING	Building Industry (B/C) or Motor Industry (B/C) or BCEA in some areas
PAINT REMOVAL	Building Industry (B/C) or BCEA in some areas
PALLADIUM	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
PANEL BEATING	Motor Industry (B/C)
PANTYHOSE	Clothing & Knitting Industry (B/C)
PAPER HANGING	Building Industry (B/C) or BCEA in some areas
PAPER & PAPER PRODUCTS	Wood and Paper Sector (B/C)
PAPER WASTE	Basic Conditions of Employment Act
PARKING GARAGES (CONSTRUCTION)	Civil Engineering Industry (B/C)
PARTS, MOTOR VEHICLE	Motor Industry (B/C)
PASSENGER TRANSPORTATION	Road Passenger Transportation Industry (B/C)
PASSENGER TRANSPORTATION (TAXI)	Taxi Sector (S/D)
PASTES, MEAT	Meat Trade (B/C) or BCEA in some areas

PATROL SERVICES (SECURITY)	Private Securities Sector (S/D)
PAVING	Building Industry (B/C) or BCEA in some areas
PEDICURE	Hairdressing and Cosmetology Services Industry (B/C)
PERFUMES	Chemical Industry (B/C) -BCEA for non parties
PERLON PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
PERSONALADORNMENTS	Jewellery and Precious Metal Industry Cape (B/C)
PERSONAL CARE PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
PERSONAL GOODS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
PESTICIDES, HOUSEHOLD	Chemical Industry (B/C) -BCEA for non parties
PEST PATROL	Basic Conditions of Employment Act
PETROLEUM	Chemical Industry (B/C) -BCEA for non parties
PETROL STATION	Motor Industry (B/C)
PHARMACEUTICALS	Chemical Industry (B/C) -BCEA for non parties
PHOTOCOPIER	Basic Conditions of Employment Act
PHOTOGRAPHIC CHEMICAL PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
PHOTOGRAVURE	Printing, Newspaper and Packaging Industry (S/C)
PICTURE FRAMES	Basic Conditions of Employment Act
PIANOS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
PIERS	Civil Engineering Industry (B/C)
PILLARS	Building Industry (B/C) or BCEA in some areas
PILLOWS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
PINS	Metal and Engineering Industry (B/C)
PIPELINES	Civil Engineering Industry (B/C)
PIPES	Metal and Engineering Industry (B/C)
PIPES, TOBACCO POUCHES (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
PLANT-HIRE SERVICE	Basic Conditions of Employment Act
PLASTERING	Building Industry (B/C) or BCEA in some areas
PLASTER OF PARIS	Metal and Engineering Industry (S/D)
PLASTIC PRODUCTS	Metal and Engineering Industry (B/C)
PLASTIC PRODUCTS, PVC	Canvas Goods Industry Gauteng (B/C) or

PLATINUM	BCEA in some areas or Metal and Engineering Industry (B/C) Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
PLAYGROUND EQUIPMENT	Metal and Engineering Industry (B/C)
PLUMBING	Building Industry (B/C) or BCEA in some areas
PLUMBING PIPES	Building Industry (B/C) Metal and Engineering Industry (B/C)
PLYWOOD PRODUCTS	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
POLISHES (MANUFACTURE)	Building Industry (B/C) or Chemical Industry (B/C) -BCEA for non parties
POLISHING (FURNITURE)	Furniture, Bedding, Upholstery and Curtain Industry (B/C) or BCEA in some areas or Building Industry (B/C)
POLONY	Meat Trade (B/C) or BCEA in some areas
POLONY (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
POPLIN FABRIC PRODUCTS	Canvas Goods Industry Gauteng(B/C) or BCEA in some areas
PORTABLE APPLIANCES	Metal and Engineering Industry (B/C)
POSTICHE	Hairdressing and Cosmetology Services Industry (B/C)
POTS	Metal and Engineering Industry (B/C)
POULTRY (SALE & DISTRIBUTION)	Wholesale and Retail Sector (S/D)
POWDERS, CHEMICAL	Chemical Industry (B/C) -BCEA for non parties
PRECAST BUILDING MATERIALS	Building Industry (B/C) or BCEA in some areas
PREFABRICATED CONCRETE STRUCTURES (ERECTING)	Building Industry (B/C) or BCEA in some areas
PRE-CAST OR ARTIFICIAL STONE/MARBLE	Building Industry (B/C) or BCEA in some areas
PRECIOUS METALS	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
PRECIOUS STONES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
PRESERVED FOODS (MEAT)	Basic Conditions of Employment Act
PRESSURE VESSELS	Metal and Engineering Industry (B/C)
PRETZEL STICKS	Basic Conditions of Employment Act
PRIMARY AGRICULTURE	Farm Worker (S/D)

PRINTING & NEWSPAPER INDUSTRY	Printing, Newspaper and Packaging Industry (S/C)
PRINTING INK	Chemical Industry (B/C) -BCEA for non parties
PRISON BARS	Metal and Engineering Industry (B/C)
PRIVATE HOTELS	Hospitality Sector (S/D)
PROJECTORS FILM (MANUFACTURE)	Chemical Industry (B/C) -BCEA for non parties
PROPERTIES (GUARDING OR PROTECTING)	Private Security Sector (S/D)
PROTECTIVE WEAR	Clothing & Knitting Industry (B/C)
PUBLIC ADDRESS SYSTEMS	Metal and Engineering Industry (B/C)
PUBLICWORKS	Expanded Public Works Ministerial Determination (M/D)
PUBS	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
PUDDINGS, CHRISTMAS	Basic Conditions of Employment Act
PUNCH BALLS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
PURIFICATION (SALT)	Basic Conditions of Employment Act
PURSES, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
PUTTY	Chemical Industry (B/C) -BCEA for non parties
PVC PLASTIC GOODS	Canvas Goods Industry Gauten (B/C) or BCEA in some areas
PYJAMAS	Clothing & Knitting Industry (B/C)
QUARRY TILES	Building Industry (B/C) or BCEA in some areas
QUARRYING	Basic Conditions of Employment Act
QUAYS	Civil Engineering Industry (B/C)
RACEHORSES (TENDING)	Basic Conditions of Employment Act
RADAR EQUIPMENT	Metal and Engineering Industry (B/C)
RADIO EQUIPMENT (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
RADIO EQUIPMENT (REPAIR/SERVICE/INSTALLATION)	Metal and Engineering Industry (B/C)
RADIO SETS (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
RAFTS	Civil Engineering Industry (B/C)
RAILWAY CONSTRUCTION	Civil Engineering Industry (B/C)
RAILWAY WAGONS	Metal and Engineering Industry (B/C)

RAILWAYS (EMPLOYEES)	Transnet (B/C)
RECLAIMED RUBBER	Basic Conditions of Employment Act (B/C)
RECEIVING OF GOODS	Road Freight Industry (B/C)
RECORD-KEEPING MACHINE	Basic Conditions of Employment Act
RECTIFIED ALCOHOL	Chemical Industry (B/C) -BCEA for non parties
REFRESHMENTS	Hospitality Sector (S/D)
REFRESHMENTS, CINEMA	Basic Conditions of Employment Act
REFRIGERATION EQUIPMENT (MANUFACTURE/ASSEMBLY)	Electrical Engineering Industry (B/C) or Metal and Engineering Industry (B/C)
REFRIGERATION EQUIPMENT (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
RENOVATING (JEWELLERY ARTICLES) or BCEA in some areas	Jewellery and Precious Metal Industry (B/C)
RENOVATION OF BUILDINGS	Building Industry (B/C) or BCEA in some areas
RELAYS (MANUFACTURE/ASSEMBLY)	Electrical Engineering Industry (B/C)
RELAYS (REPAIR/SERVICE/INSTALLATION) BUILDINGS	Electrical Industry (B/C) REPAIR OF Building Industry (B/C) or BCEA in some areas
RENOVATION OF BUILDINGS	Building Industry (B/C) or BCEA in some areas
RESERVOIRS	Civil Engineering Industry (S/D)
RESETTING OF ORNAMENTAL STONES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
RESORT	Hospitality Sector (S/D)
RESTAURANT & CATERING	Restaurant & Catering Industry (B/C) or BCEA in some areas
RESTAURANT, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
RESTAURANTS	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
RETAIL GOODS	Wholesale and retail Sector (S/D)
RETAIL MEAT MARKET	Wholesale and retail Sector (S/D)

RETAIL SALE & DISTRIBUTION	Wholesale and Retail Sector (S/D)
RETAINING WALLS	Building Industry (B/C) Civil Engineering Industry (B/C) or BCEA in some areas
RETREADING MATERIALS	New Tyre Manufacturing Industry (B/C)
RIVER WORKS	Civil Engineering Industry (B/C)
RIVETS	Metal and Engineering Industry (B/C)
ROADS	Civil Engineering Industry (B/C)
ROAD TRANSPORTATION	Road Passenger Transportation Industry (B/C)
ROCKWOOL	Chemical Industry (B/C) -BCEA for non parties
RODENT PROOFING	Basic Conditions of Employment Act
ROLLER	Textiles Industry or Sector (B/C)
ROLLER COATING (LEATHER)	Leather Industry Tanning Section (B/C)
ROLLER BLINDS	Canvas Goods Industry (B/C) or BCEA in some areas
ROOFING	Building Industry (B/C) or BCEA in some areas
ROOF TILING	Building Industry (B/C) or BCEA in some areas
ROOMS (LETTING)	Basic Conditions of Employment Act
ROPES	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
ROPES, WIRE	Metal and Engineering Industry (B/C)
RUBBER COMPOSITION FLOORING	Building Industry (B/C) or BCEA in some areas
RUBBER PRODUCTS	Basic Conditions of Employment Act
RUBBER SOLUTIONS	Basic Conditions of Employment Act
RUBBER STAMPS	Basic Conditions of Employment Act
RUBBER, SYNTHETIC	Basic Conditions of Employment Act
RUCKSACKS	Leather Industry Goods & Handbag Sector (B/C)
RUGBY BALLS	Leather Industry Goods & Handbag Sector (B/C)
RUG STRAPS	Leather Industry Goods & Handbag Sector (B/C)
RUNNING REPAIRS	Road Freight Industry (B/C)
RUNWAYS, AERODROME	Civil Engineering Industry (B/C)
RUST TREATMENT	Basic Conditions of Employment Act
SADDLE BAGS	Leather Industry Goods & Handbag Sector (B/C)
SADDLERY	Leather Industry Goods & Handbag Sector (B/C)
SAFETY/LAMINATED GLASS	Chemical Industry (B/C) -BCEA for non parties
SAIL CLOTH GOODS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas

SAILS BOAT	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
SALTED FISH	Meat Trade Gauteng (B/C) or BCEA in some areas
SALTED MEAT	Meat Trade Gauteng (B/C) or BCEA in some areas
SANDBLASTING	Basic Conditions of Employment Act
SANDBLASTER/MATTER (JEWELLERY)	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
SAND (EXACTION)	Civil Engineering Industry (B/C)
SANDPAPERING OF FLOOR COVERING	Building Industry (B/C) or BCEA in some areas
SAND (SALE & DELIVERY)	Wholesale and Retail Sector (S/D)
SANDWICHES	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
SANITARY AND DOMESTIC ENGINEERING	Building Industry (B/C) or BCEA in some areas
SATCHELS	Leather Industry Goods & Handbag Sector (B/C)
SAUSAGES	Meat Trade Gauteng(B/C) or BCEA in some areas
SCAFFOLDING (ERECTING/RIGGING)	Building Industry (B/C) or BCEA in some areas
SCALP TREATMENT	Hairdressing and Cosmetology Services Industry (B/C)
SCARVES	Clothing & Knitting Industry (B/C)
SCENTS	Chemical Industry (B/C) -BCEA for non parties
SCHOOL, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
SCRAP METAL	Metal and Engineering Industry (B/C)
SCRAP RUBBER	Basic Conditions of Employment Act
SCREWS	Metal and Engineering Industry (B/C)
SCRAPING PAINT	Building Industry (B/C) or BCEA in some areas
SCREWS	Metal and Engineering Industry (B/C)
SEA DEFENCE WORK	Basic Conditions of Employment Act
SEALING COMPOUNDS	Chemical Industry (B/C) -BCEA for non parties
SEAMING MACHINIST	Motor Industry (B/C)
SECONDARY AGRICULTURE	Farm Worker (S/D)
SECURITY GUARD	Private Security Sector (S/D), Forestry (S/D)



SECURITY SERVICES	Private Security Sector (S/D)
SELF CATERING	Hospitality Sector (S/D)
SEMI-PRECIOUS STONES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
SERVICE STATIONS	Motor Industry (B/C)
SETTING OF ORNAMENTAL STONES	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
SEWERAGE WORKS	Civil Engineering Industry (B/C)
SEWERS	Civil Engineering Industry (S/D)
SHACKLES	Metal and Engineering Industry (B/C)
SHAFTS	Civil Engineering Industry (B/C)
SHAMPOO/SHAVING PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
SHAWLS	Textiles Industry (B/C)
SHEET METAL	Metal and Engineering Industry (B/C)
SHEET METAL CONTAINERS	Metal and Engineering Industry (B/C)
SHEET METAL WORK (MANUFACTURE/FITTING)	Building Industry (B/C) or BCEA in some areas
SHEETING, GROUND	Canvas Goods Industry (B/C) or BCEA in some areas
SHEETING RUBBER	Canvas Goods Industry (B/C) or BCEA in some areas
SHIPPING AGENCIES	Basic Conditions of Employment Act
SHIPS	Metal and Engineering Industry (B/C)
SHIP WRITING	Metal and Engineering Industry (B/C)
SHIRTS	Clothing & Knitting Industry (B/C)
SHOES	
Leather Industry Footwear Sector (B/C)	
SHOPPING BAGS (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
SHOPS	Wholesale and retail Sector (S/D)
SHOP COUNTERS (MANUFACTURING/FITTING)	Building Industry (B/C) or BCEA in some areas
SHOP FRONTS (MANUFACTURING/FITTING)	Building Industry (B/C) or BCEA in some areas
SHOP INTERIOR	

FITTINGS/FIXTURES	Building Industry (B/C) or BCEA in some areas
SHOP SCREENS (MANUFACTURING)	Building Industry (B/C) or BCEA in some areas
SHOP OFFICE AND BANK FITTING	Building Industry (B/C) or BCEA in some areas
SHOPS (FITTING & FIXTURES)	Building Industry (B/C) or BCEA in some areas
SHORT STAY ACCOMMODATION (MANUFACTURING/FIXING)	Hospitality Sector (S/D)
SHOW-GROUNDS (MAINTENANCE)	Building Industry (B/C) or BCEA in some areas
SHUTTERING (MANUFACTURING/ERECTING)	Building Industry (B/C) or BCEA in some areas
SIGNALLING EQUIPMENT (ASSEMBLY/MANUFACTURING)	Electrical Engineering Industry (B/C) or Metal and Engineering Industry (B/C)
SIGNALLING EQUIPMENT (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
SIGN WRITING	Building Industry (B/C) or Metal and Engineering Industry (B/C) or BCEA in some areas
SILKING (HAIR)	Hairdressing and Cosmetology Services Industry (B/C)
SILK SCREENING	Printing, Newspaper and Packaging Industry (S/D)
SILOS	Civil Engineering Industry (B/C)
SILVER	Jewellery and Precious Metal Industry (B/C) or BCEA in some areas
SISAL MATS	Canvas Goods Industry (B/C) or BCEA in some areas
SITES (PREPARATION)	Building Industry (B/C) or BCEA in some areas
SKINS, ANIMAL	Leather Industry Tanning Section (B/C)
SLABS/PLATES (CONCRETING/FIXING)	Building Industry (B/C) or BCEA in some areas
SLAG, BLAST FURNACE	Metal Engineering Industry (B/C)
SLAGWOOL	Chemical Industry (B/C) -BCEA for non parties
SLATING BCEA in some areas	Building Industry (B/C) or
SLATING (FACING WORK)	Building Industry (B/C) or BCEA in some areas
SLAUGHTERING, LIVESTOCK	Meat Industry (B/C) or BCEA in some areas

SLAUGHTERING POULTRY	Meat industry (B/C) or BCEA in some areas
SLEEPERS	Civil Engineering Industry (B/C)
SLEEPING BAGS	Canvas Goods Industry (B/C) or BCEA in some areas
SLIDE PROJECTOR	Basic Conditions of Employment Act
SLIDES (PRODUCTION/REPRODUCTION/PROCESS)	Basic Conditions of Employment Act
SLING	Leather Industry Goods & Handbag Sector (B/C)
SMITH WORK	Building Industry (B/C) or Metal and Engineering Industry (B/C)
SNACK BAR	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
SNACKS	Hospitality Sector (S/D) or Restaurant and Catering (B/C) or Tearoom, Restaurant and Catering (B/C)
SNUFF	Basic Conditions of Employment Act
SOAP	Chemical Industry (B/C) -BCEA for non parties
SOCCER BALLS	Leather Industry Goods & Handbag Sector (B/C)
SOCKS	Clothing & Knitting Industry (B/C)
SODA, CAUSTIC	Basic Conditions of Employment Act
SOFT DRINKS	Basic Conditions of Employment Act
SOIL (EXCAVATION)	Civil Engineering Industry (B/C)
SOIL (DELIVERY)	Basic Conditions of Employment Act
SOIL TRANSPORTATION	Basic Conditions of Employment Act
SOLUTIONS RUBBER	Basic Conditions of Employment Act
SOUND PROOFING	Building Industry (B/C) or BCEA in some areas
SPARES, MOTOR VEHICLE	Metal and Engineering Industry or Motor Industry (B/C)
SPECIAL HIRE CLERK	Road Passenger Transportation Industry B/C)
SPECIALITY CHEMICALS	Chemical Industry (B/C) -BCEA for non parties
SPECTACLES	Basic Conditions of Employment Act
SPORTS EQUIPMENT	Leather Industry Goods & Handbag Sector (B/C) or Canvas Goods Industry Gauteng(B/C)
SPORTS GROUNDS	Basic Conditions of Employment Act
SPRING MATTRESSES	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
SPRINGS, METAL	Metal and Engineering Industry (B/C)
STAGE PROPS	Basic Conditions of Employment Act
STAINING	Building Industry (B/C) or BCEA in some areas

STAINLESS STEEL	Metal and Engineering Industry (B/C)
STAIRS, METAL	Building Industry (B/C) or BCEA in some areas
STAIRWELLS	Civil Engineering Industry (B/C)
STAMPING (RUBBER OR OTHER)	Basic Conditions of Employment Act (B/C)
STAPLES	Metal and Engineering Industry (B/C)
STARCH	Basic Conditions of Employment Act
STATIONERY	Printing, Newspaper and Packaging Industry (S/D)
STEEL	Metal and Engineering Industry (B/C)
STEEL CEILINGS (FIXING)	Building Industry (B/C) or BCEA in some areas
STEEL CONSTRUCTION	Building Industry (B/C) or BCEA in some areas
STEEL JOINTS	Building Industry (B/C) or BCEA in some areas
STEEL REINFORCEMENT	Building Industry (B/C) Metal and Engineering Industry (B/C) or BCEA in some areas
STEEL, STAINLESS	Metal and Engineering Industry (B/C)
STIRRUP STRAPS	Leather Industry Goods & Handbag Sector (B/C)
STOCKINGS	Clothing & Knitting Industry (B/C)
STONE CRUSHING INDUSTRY	Basic Conditions of Employment Act
STONE CUTTING	Building Industry (B/C) or BCEA in some areas
STONE (EXCAVATION)	Civil Engineering Industry (B/C)
STONE (QUARRYING)	Basic Conditions of Employment Act
STORAGE OF GOODS	Road Freight Industry (B/C)
STRUCTURAL METALWORK	Metal and Engineering Industry (B/C)
STUDIO COUCHES (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
SURFACE COATINGS	Chemical Industry (B/C) -BCEA for non parties
SUITCASES	Leather Industry Goods & Handbag Sector (B/C)
SUSPENDERS	Clothing & Knitting Industry (B/C)
SWEETS	Basic Conditions of Employment Act
SWIMMING BATHS	Civil Engineering Industry (B/C)
SWITCH & CONTROL GEAR (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
SWITCH/CONTROL GEAR	

(MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
SWITCHES	Metal and Engineering Industry (B/C)
SYNTHETIC FIBRES & TEXTILES	Textiles Industry (B/C)
SYNTHETIC RUBBER PRODUCTS	Basic Conditions of Employment Act
TABLEWARE, GLASS	Chemical Industry (B/C) -BCEA for non parties
TACKS	Metal and Engineering Industry (B/C)
TAILORED GARMENTS	Clothing & Knitting Industry (B/C)
TALC	Chemical Industry (B/C) -BCEA for non parties
TANNING (LEATHER)	Leather Industry Tanning Section (B/C)
TANNING EXTRACT TEXTILES	Leather Industry Tanning Section (B/C)
TAPES	Textiles Industry Sector (B/C)
TARPAULINS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
TARRING	Building Industry (B/C) or BCEA in some areas
TAVERNS	Hospitality Sector (S/D)
TAXIS	Taxi Sector (S/D)
TEA-ROOM BIOSCOPE	Hospitality Sector (S/D) or Tearoom, Restaurant and Catering (B/C)
TEAROOMS	Restaurant and Catering Industry (B/C) or Tearoom, Restaurant and Catering (B/C) or BCEA in some areas
TEA ROOMS, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
TELEGRAPH EQUIPMENT	Metal and Engineering industry (B/C)
TELEPHONE EQUIPMENT	Metal and Engineering Industry (B/C)
TELEVISION EQUIPMENT (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
TELEVISION EQUIPMENT (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
TENTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
TERRAZZO FLOOR LAYING	Building Industry (B/C) or BCEA in some areas
TERYLENE PRODUCTS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
TEXTILES (VEGETABLE FIBRES)	Textiles Industry (B/C)
TEXTILES (ANIMAL FIBRES)	Textiles Industry (B/C)
TEXTILES (MINERAL FIBRES)	Textiles Industry or Sector (B/C)

TEXTILES (MANUFACTURED FIBRES)	Textiles Industry or Sector (B/C)
TEXTILES (SYNTHETIC POLYMERS)	Textiles Industry or Sector (B/C)
TEXTILES (NATURAL POLYMERS)	Textiles Industry or Sector (B/C)
TEXTILES (MINERALS)	Textiles Industry or Sector (B/C)
TEXTILES (PRINTING)	Printing, Newspaper and Packaging Industry (S/D)
TIME SHARES	Hospitality Sector (S/D)
TINS (CONTAINERS)	Metal and Engineering Industry (B/C)
TINTING (HAIR)	Hairdressing and Cosmetology Services Industry (B/C)
TIN-PLATE PRODUCTS	Metal and Engineering Industry (B/C)
TILING WALLS/FLOORS	Building Industry (B/C) or BCEA in some areas
TOBACCO MANUFACTURING INDUSTRY	Basic Conditions of Employment Act
TOBACCO PRODUCTS	Basic Conditions of Employment Act
TOBACCO POUCHES	Leather Industry Goods & Handbag Sector (B/C)
TOILET PREPARATIONS	Chemical industry (B/C) -BCEA for non parties
TOILET ROLLS	Wood and Paper Sector (B/C)
TOMATO SAUCE	Basic Conditions of Employment Act
TOMBSTONES	Building Industry (B/C) or BCEA in some areas
TOOL MAKING	Metal and Engineering Industry (B/C)
TOOTHPASTE	Chemical industry (B/C) -BCEA for non parties
TOOTHPASTE TUBES	Metal and Engineering Industry (B/C)
TOPS	Metal and Engineering Industry (B/C)
TOWERS COOLING WATER & OTHER	Civil engineering Industry (B/C)
TOYS, METAL	Metal and Engineering Industry (B/C)
TOYS TIN PLATE	Metal and Engineering Industry (B/C)
THEATRES	Basic Conditions of Employment Act
THEATRE, FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
THINNERS	Chemical industry (B/C) -BCEA for non parties
TIES	Clothing & Knitting Industry (B/C)
TILES	Building Industry (B/C) or BCEA in some areas
TIMBER (TREATMENT)	Basic Conditions of Employment Act
TOYS, TIN PLATE	Metal and Engineering Industry (B/C)
TRACER/MARKER	Clothing & Knitting Industry (B/C)

TRACKS (RAILWAY LAYING & BOLTING)	Basic Conditions of Employment Act
TRACTORS	Motor Industry (B/C)
TRACTORS (SALE & DISTRIBUTION)	Motor Industry (B/C)
TRAILERS	Motor Industry (B/C)
TRAINS	Metal and Engineering Industry (B/C)
TRANSFORMERS (MANUFACTURE/ASSEMBLY)	Metal and Engineering Industry (B/C)
TRANSFORMERS (REPAIR/SERVICE/INSTALLATION)	Electrical Industry (B/C)
TRANSMISSION BELTS	Basic Conditions of Employment Act
TRANSMISSION COMPONENTS (MOTOR VEHICLES)	Motor Industry (B/C)
TRANSPORTATION (PASSENGERS)	Road Passenger Transportation Industry (B/C)
TRANSPORTATION (RAIL)	Transnet (B/C)
TRANSPORTATION (ROAD)	Road Freight Industry (B/C)
TRAVELLING BAGS LEATHER	Leather Industry Goods & Handbag Sector (B/C)
TRAVELLING FOLDING	Leather Industry Goods & Handbag Sector (B/C)
TRAYS	Metal and Engineering Industry (B/C)
TREES (FELLING)	Forestry Sector (S/D)
TRUNKS	Metal and Engineering Industry (B/C) or Leather Industry Goods & Handbag Sector (B/C)
TUBES METAL	Metal and Engineering Industry (B/C)
TUBES RUBBER	Basic Conditions of Employment Act
TUNGSTEN CARBIDE	Metal and Engineering Industry (B/C)
TUNNELS	Civil Engineering Industry (B/C)
TURNBUCKLES	Metal and Engineering Industry (B/C)
TWILL TEXTILES	Canvas Goods Industry (B/C) or BCEA in some areas
TYPECASTING	Printing, Newspaper and Packaging Industry (S/C)
TYRE MANUFACTURING	New Tyre Manufacturing Industry (B/C)
TYRES & TUBES	New Tyre Manufacturing Industry (B/C)
TYRES (REPAIRING, VULCANIZING AND RETREADING)	Motor Industry (B/C)
ULTRASONIC MEASURING	Metal and Engineering Industry (B/C)
UMBRELLA COVERS	Canvas Goods Industry (B/C) or BCEA in some areas
UNDER FELT	Textiles Industry (B/C)

UNDERGROUND STRUCTURES	Civil Engineering Industry (B/C)
UNDERWEAR	Clothing & Knitting Industry (B/C)
UNIFORMS	Clothing & Knitting Industry (B/C)
UNFERMENTED DRINKS	Basic Conditions of Employment Act
UPHOLSTERY	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
UPHOLSTERY (CLEANING/DYEING/LAUNDRY)	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
USHERS	Basic Conditions of Employment Act
VANITY CASES	Leather Industry Goods & Handbag Sector (B/C)
VARNISHES	Chemical Industry (B/C) -BCEA for non parties
VARNISHING	Building Industry (B/C) or BCEA in some areas
VEGETABLES (SORTING OR PACKING)	Basic Conditions of Employment Act
VEHICLE ALTERATION (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLE ASSEMBLY (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLE BODY BUILDING	Motor Industry (B/C)
VEHICLE CONSTRUCTION (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLES COVERS	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
VEHICLE ERECTION (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLE FABRICATION (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLE MAINTENANCE (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLES (GUARDING OR PROTECTING)	Motor Industry (B/C)
VEHICLE REPAIR (OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VEHICLE REPLACEMENT	



(OTHER THAN MOTOR VEHICLE)	Metal and Engineering Industry (B/C)
VENEER FURNITURE	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
VENEERING	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
VENEER (PANELLING)	Building Industry (B/C) or BCEA in some areas
VENEER STITCHER	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
VENTILATION	Building Industry (B/C) or BCEA in some areas
VERTICALS	Textiles Industry (B/C)
VIADUCTS	Civil Engineering Industry (B/C)
VETERINARY MEDICAL PREPARATIONS	Chemical industry (B/C)
VIDEOS & VIDEO MACHINES	Basic Conditions of Employment Act
VITREOUS ENAMELLING	Metal and Engineering Industry (B/C)
VULCANITE	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
WAFERS	Basic Conditions of Employment Act
WAITER	Restaurant & Catering Industry (B/C) or BCEA in some areas
WALL CLADDING (FIXING)	Building Industry (B/C) or BCEA in some areas
WALL DECORATION	Building Industry (B/C) or BCEA in some areas
WALL TILES	Building Industry (B/C) or BCEA in some areas
WALLETS, LEATHER	Leather Industry Goods & Handbag Sector (B/C)
WALLS	Building Industry (B/C) or Civil Engineering Industry (B/C) or BCEA in some areas
WALLS (PAPERING)	Building Industry (B/C) or BCEA in some areas
WAREHOUSING (PRINTERS)	Printing, Newspaper and Packaging Industry (S/C)
WASHING/SCOURING PRODUCTS	Chemical Industry (B/C) -BCEA for non parties
WASHING MACHINE (SELF OPERATED)	Laundry, Cleaning and Dyeing Industry (B/C) or BCEA in some areas
WASH LINE EQUIPMENT	Metal and Engineering Industry (B/C)
WASTE GLASS (RECOVERY)	Basic Conditions of Employment Act
WATCH PATROL	Private Security Sector (S/D)
WATCH STRAPS, (LEATHER)	Leather Industry Goods & Handbag Sector (B/C)
WATER BAGS	Canvas Goods Industry (B/C) or BCEA in some areas
WATERPROOFING (BUILDINGS, BASEMENTS, FOUNDATIONS)	Building Industry (B/C) or BCEA in some areas

WATER TOWERS	Civil Engineering Industry (B/C)
WATER (TRANSPORTATION)	Basic Conditions of Employment Act
WATER TRAYS	Metal and Engineering Industry (B/C)
WATER TREATMENT PLANTS	Civil Engineering Industry (B/C)
WAXES	Basic Conditions of Employment Act
WAX INJECTOR (JEWELLERY)	Jewellery and Precious Metal Industry Cape (B/C) or BCEA in some areas
WAX POLISHING	Building Industry (B/C) or BCEA in some areas
WEATHERPROOF	
FABRIC	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
WEBBING ARTICLES (MANUFACTURING)	Canvas Goods Industry Gauteng (B/C) or BCEA in some areas
WELDING	Building Industry (B/C) or Metal Engineering Industry (B/C) or BCEA in some areas
WHARVES	Civil Engineering Industry (B/C)
WHEELS	New Tyre Manufacturing Industry (B/C)
WHOLESALE DISTRIBUTION	Wholesale and retail Sector (S/D)
WICKER CURTAINS (MANUFACTURING)	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
WIG MAKING	Hairdressing and Cosmetology Services Industry (B/C)
WINDMILLS	Metal and Engineering Industry (B/C)
WINDOW ENCLOSURES (MANUFACTURE/FIXING)	Building Industry (B/C) or BCEA in some areas
WINDOWS	Building Industry (B/C) or Metal Engineering Industry (B/C) or Chemical Industry (B/C)
WINE STEWARD	Restaurant & Catering Industry (B/C) or BCEA in some areas
WINNING	Basic Conditions of Employment Act
WIRE & WIRE PRODUCTS	Metal and Engineering Industry (B/C)
WIRING, ELECTRICAL	Metal and Engineering Industry (B/C)
WOOD AND WOOD PRODUCTS	Building Industry (B/C) or Furniture, Bedding, Upholstery and Curtain Industry (B/C)
WOOD BENDING	Furniture, Bedding, Upholstery and Curtain Industry (B/C)

WOOD CARPENTRY/VENEER

PANELLING	Building Industry (B/C) or BCEA in some areas
WOOD FLOORING	Building Industry (B/C) or BCEA in some areas
WOOD-LATHING	Building Industry (B/C) or BCEA in some areas
WOOD LINOLEUM	Building Industry (B/C) or BCEA in some areas
WOOD MACHINING	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
WOOD TURNING	Furniture, Bedding, Upholstery and Curtain Industry (B/C)
WOODWORKING	Building Industry (B/C) or BCEA in some areas
WOODWORK (PAINTING)	Building Industry (B/C) or BCEA in some areas
WOODWORK (POLISHING)	Building Industry (B/C) or BCEA in some areas
WOODWORK (SHIPS)	Metal and Engineering Industry (B/C)
WOOLS, MINERAL	Chemical Industry (B/C) -BCEA for non parties
WOOL & WOOL	
PRODUCTS	Clothing & Knitting Industry (B/C) or Textile Industry (B/C)
WORSTED PRODUCTS	Textiles Industry (B/C)
WORSTED TEXTILE MANUFACTURING INDUSTRY	Textiles Industry (B/C)
WRAPPING PAPER (MANUFACTURE)	Wood and Paper Sector (B/C)
WRAPPING (OF SWEETS)	Basic Conditions of Employment Act
WRITING INK	Printing, Newspaper and Packaging Industry (S/C)
WROUGHT IRON	Metal and Engineering Industry (B/C)
XHOSA BAGS	Leather Industry Goods & Handbag Sector (B/C)
YARNS	Textiles Industry (B/C)
YEAST	Chemical Industry (B/C) -BCEA for non parties
YOGHURT	Basic Conditions of Employment Act

# SCOPE – BARGAINING COUNCILS

Scope – Bargaining  
Councils



# CWAO

CASUAL WORKERS ADVICE OFFICE

## Checklist of Bargaining Councils and the Geographical Areas they Cover

Bargaining Council	Area Covered
Building	Bloemfontein
Building	Boland
Building	Cape of Good Hope
Building	Kimberley
Building	Eastern Cape
Canvas Goods Industry	Witwatersrand and Pretoria
Civil Engineering	National
Chemical Industry	National but parties only
Clothing Manufacturing Industry	National
Contract Cleaning Services Industry	Kwa-Zulu Natal
Diamond Cutting Industry	National
Electrical Industry	National
Furniture Manufacturing	Western Cape
Furniture Manufacturing Industry	Semi – National (Gauteng, North West, Mpumalanga, Limpopo and Free State)
Furniture Manufacturing Industry	KwaZulu Natal
Furniture Manufacturing Industry	South Western Districts
Hairdressing and Cosmetology Services	Semi – National (Gauteng, Klerksdorp, Potchefstroom Port Elizabeth, Uitenhage, Humansdorp, Free State and Kimberley)
Hairdressing Cosmetology	KwaZulu-Natal
Hairdressing Trade	Cape Peninsula
Hairdressing and Cosmetology Trade	Pretoria and Wonderboom
Jewellery and Precious Metal Industry	Cape

<b>Bargaining Council</b>	<b>Area Covered</b>
Laundry, Cleaning and Dyeing Industry	Cape
Laundry, Cleaning and Dyeing Industry	Natal
Leather Industry – Footwear	National
Leather Industry – General Goods and Handbags	National
Leather Industry – Tanning	National
Meat Trade	Gauteng
Metal and Engineering Industries	National
Motor Industry	National
Road Freight Industry	National
Road Passanger	National
Restaurant, Catering and Allied Trades	JHB
Tearoom, Restaurant & Catering Trade	Pretoria
Textile	National
Transnet	National
Wood and Paper Sector – Fibre & Board	National
Wood and Paper Sector – Sawmilling Chamber	National
Wood and Paper Sector -Tissue and Allied	National

## **Building Industry Bloemfontein**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms and conditions of the Agreement shall be observed-
  - (a) in the Magisterial District of Bloemfontein;
  - (b) by all employers who are members of the employers' organisation and by all employees who are members of the trade union(s);
  - (c) by all employers and employees to whom the Minister of Labour may extend this Agreement;
  - (d) by all employers and employees who are directly or indirectly involved in the Building Industry.
  
- (2) Notwithstanding the provisions of sub-clause (1) [above] the terms of this agreement shall apply to –
  - (a) apprentices only in so far as the terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
  - (b) trainees under the Manpower Training Act, 1981, and the Skills Development Act, 1998, in so far as the terms are not inconsistent with the provisions of those Acts or any conditions fixed thereunder;
  - (c) working partners, directors and owners of a building-related business.
  
- (3) Notwithstanding the provisions of sub-clause (1) [above], the terms of this agreement shall not apply to –
  - (a) clerical and administrative employees;
  - (b) university students and graduates in Building Science and to construction supervisors, construction surveyors, architects and other persons doing practical work in the completion of their academic training;
  - (c) casual employees as defined in clause 3 [see definition below];
  - (d) non-parties in respect of clause 1 (1) (b) and 2 [how long the agreement lasts].

**Definitions**

**“Building Industry”** means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and their employees are associated for the purposes of erecting, completing, renovating, repairing, maintaining or altering, building and structures, and/or making articles for use in the erection, completion or alteration, of buildings and structures, whether the work is performed, the material is prepared, or the necessary articles are made on the site of the building or structure or elsewhere, and shall include all work executed or carried out by persons therein.



## **Building (North and West) Boland**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed -
  - (a) by all employers engaged or employees employed in the Building Industry who are members of the employers' organisation and the trade union, respectively;
  - (b) in the Magisterial Districts of Ceres, Hopfield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg and Worcester.
  
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall apply to
  - (a) only those classes of employees for whom wages are prescribed in this Agreement;
  - (b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed thereunder.
  - (c) labour-only contractors, working partners and working directors, principals and contractors
  
- (3) Notwithstanding the provisions of subclause (1)(a) [above], the terms of this Agreement shall apply to-
  - (a) clerical employees and administrative staff;
  - (b) university students and graduates in Building Science and construction surveyors and other persons doing practical work in the completion of their academic training;
  - (c) foremen or general foremen;
  - (d) non-parties in respect of clause 1(1)(a) and 2 [how long the agreement lasts] of this Agreement.

## Definitions

**“Building Industry”** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or making articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared or the necessary articles are made on the site of the buildings or structures or elsewhere (provided that such manufacturing activities shall be limited to the specific manufacturing activities that are mentioned in the following trades or subdivisions) thereof and shall further be limited to the carrying out of such activities by an employer who is associated with his employees for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, for use by him in the conducting of the aforesaid activities), and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof, including, excavations and the preparation of sites for buildings as well as the demolition of buildings, unless such demolition was not carried out for the purpose of preparing the sites for building operations:

bricklaying, asphaltting and sheeting, concrete paving, french polishing, joinery, masonry, metalwork, painting, plastering, plumbing, shop, office and bank fitting, steel construction, and wood working.

## Areas

**Area A** means the Magisterial District of Worcester;

**Area B** means the Magisterial Districts of Hopefield, Moorresberg, Piketberg and Vredenburg;

**Area C** means the Magisterial Districts of Ceres and Tulbagh;

**Area D** means the Magisterial Districts of Montagu, Robertson and Swellendam.

## **Building Industry (Cape of Good Hope)**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this agreement shall be observed in the Building and Monumental Masonry Industries -
  - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;
  - (b) by all employers who are not members of the employers' organisations and by all employees who are not members of the trade unions;
  - (c) 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.R.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. R. 171 of February 1957 and R.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. R. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962 (Government Notice No. R. 283 of 2 March 1962), fell within the Magisterial District of Bellville;
  - (d) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuils River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice No.R.283 of March 1962, fell within the Magisterial District of Bellville), Somerset West [excluding that portion which, prior to 9 March 1973 (Government Notice No. R. 173 of 9 February 1973), fell within the Magisterial District of Wynberg].
- (2) Notwithstanding the provisions of sub clause (1) [above], the terms of this Agreement shall apply to
  - (a) employees in the industry undergoing training consistent with the provisions of the Skills Development Act, 1998;
  - (b) temporary employment services, labour-only contractors, working partners, working directors, principals, contractors and working members of close corporations who do work in the Building Industry.

- (3) Notwithstanding the provisions of sub clause (1) (a) [above], the terms of this Agreement shall not apply to –
- (a) clerical employees and administrative staff;
  - (b) university students and graduates in Building Science, and to construction supervisors, construction surveyors and other persons doing practical work in completion of their academic training and to Section 18.2 learners registered in terms of the Skills Development Act;
  - (c) non-parties in respect of clauses 1 (1) (a) [above] and 19 [special membership levy for employers]of this Agreement

## Definitions

**“Building Industry”** or **“Industry”** means, subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956, and without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures and/or making articles for use in erection, completion or alteration of building or structures, whether the work is performed, the material is prepared or necessary articles are made on the sites of buildings or structures or elsewhere: Provided that such manufacturing activities shall be limited to the specific manufacturing activities that are mentioned in the following trades or subdivisions thereof, and shall further be limited to the carrying out of such activities by an employer who is associated with his employees for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures for use by him in the conducting of building work, and includes all work executed or carried out by persons therein who are engaged in the following trades or subdivisions thereof, including excavations and preparation of sites for building as well as the demolition of buildings, unless such demolitions were not carried out for purpose of preparing the sites for building operations, but does not include clerical employees and administrative staff, nor the wiring of or installation in buildings of lighting, heating or other permanent electrical fixtures and the installation, maintenance or repairs of lifts in the buildings:

Asphalting, bricklaying, concrete work, French polishing, glazing, joinery, light-, making, masonry, metal work, painting, preservation, plastering, plumbing, shop, office and bank fittings, steel reinforcing, steel construction, woodworking.

## Areas

**“Area A”** means the Magisterial Districts of The Cape, Wynberg, Simonstown, Goodwood, Mitchells Plain and Bellville

**“Area B1”** means the Magisterial Districts of Kuils River, Somerset West and Strand;

**“Area B”** means the Magisterial Districts of Paarl, Wellington, Stellenbosch,

**“Area C”** means the Magisterial District of Malmesbury

## **Building Industry Eastern Cape**

### **Who is covered by the Agreement (Scope of Application)**

- (a) This agreement shall apply to all employers and employees in the Building Industry in the area.
- (b) The provision of this agreement will supercede and take preference over the provisions of any recognition agreement entered into between the trade unions and the employers and will be the sole recognition agreement between the parties in the area.
- (c) The parties agree that the provisions of this agreement will not apply to SMMEs as defined herein. [“SMME” means an employer who employs less than 10 employees or who is not required to register in terms of the skills development levies Act.]
- (d) The parties agree that representativeness is the cornerstone to recognition and that the percentage thresholds referred to in this agreement will form the basis of its scope of application.
- (e) The parties agree to instruct the Council to apply to the Minister to have the agreement extended to cover non – parties in terms of the provisions of the Act, failing which the Agreement signed by the parties on 21 September 2009 will apply.

### **Definitions**

**“Building Industry”** or **“Industry”** means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or the making of articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared, or the necessary articles are made on the sites of the buildings or structures or elsewhere, and shall include all work executed or carried out by persons therein who are engaged in the following trades, activities or subdivisions thereof and all work incidental to the activities of an employer in connection with the erection of a building, including the demolition of buildings:

**Asphalting**, which includes the fixing of asphaltting roofing and flooring materials, sheeting of bitumastic or similar materials and the water-proofing of roof areas, basements or foundations, using asphaltic sheeting, mastic or asphalt, whether the process used is hot or cold;

**BRICKLAYING** , which includes concreting and the fixing of concrete blocks, excluding fixing of interlocking concrete blocks without mortar, under supervision, tiling of walls and floor, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drain laying, slating and roof tiling;

**Electrical Installation**, which includes electrical fitting and wiring and operations incidental thereto;

**Flooring**, which includes laying of floors of wood, composition, rubber or any other material, and sandpapering of same, and the laying of all types of floor covering including linoleum, inlaid lino, malthoid, asphalt tiles or asphalt-based floor coverings, cork, rubber and plastic compositions: Provided, however, that the laying of linoleum by a supplier whose main business is in the Commercial Distributive Trade shall be excluded from this definition when such laying is incidental to the sale of such linoleum and forms no part of the direct cost to the customer;

**French Polishing**, which includes polishing with a brush or pad and spraying with any composition;

**Glazing**, which includes cutting, bedding and facing of glass, excluding making of lead lights and stained glass windows;

**Joinery**, which includes machining and fixing of wooden doors and windows, skylights, cupboards or any other wooden fixtures which form a permanent part of a building, and the manufacture of all articles of joinery, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**Light Making**, which includes the manufacture and/or fixing of lights, display signs, and glazing relating thereto;

**Masonry**, which includes stone cutting and building [also the cutting and building of ornamental and monumental stone work], concreting and the mixing or building of precast or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating of stone working machinery and sharpening of masons' tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**Metal Work**, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames and metal stairs, and architectural metal work, the preparation and/or fixing of drawn metal work and sheet metal and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used; **Painting**, which includes decorating, paper-hanging, distemping, staining, varnishing, graining, marbling, spraying, signwriting, plastic texture relief-work, wall decorating;

**Plastering**, which includes modeling, granolithic and composition flooring, fixing cork, composition wall covering and polishing of precast or artificial stone work, wall and floor tiling, paving and mosaic work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**Plumbing**, which includes lead burning, bitumen jointing, gas fitting, sanitary and domestic engineering, drainlaying, lead caulking, ventilating, heating, hot and cold water fitting, fire installation, fixing asbestos box gutters, valley gutters, eaves gutters and down pipes, and the manufacture and fitting of all sheet metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

**Saw Doctoring**, which includes sharpening and setting, hammering, tensioning, gulleting and rolling all types of circular saws, bandsaws and other saw blades, including the razing or welding of band saws;

**Shop, Office and Bank Fitting**, which includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counters, screens and interior fittings and fixtures;

**Steel Reinforcing On Site**, which includes the marking out, bending, placing and fixing of reinforcing on the site;

**Steel Construction**, which includes the fixing and priming and painting on the site of all classes of steel or other metal columns, girders, steel joists or metal in any other form which form part of a building or structure;

**Woodworking**, which includes carpentry, woodworking, machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, wood



shingles, asbestos sheet, malthoid, thatching, and all types of roof covering, wood lathing, composition ceiling and wall covering, covering of woodwork with metal, rodent-proofing, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

“**Area**” means the Nelson Mandela Metropolitan area.

## **Building Industry Kimberley**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Building Industry –
  - (a) by the employers and employees who are members of the employers' organisation and trade union, respectively;
  - (b) in an area bounden by and included within a radius of 20 kilometers of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
  - (c) in the Magisterial District of Gordonia.
  
- (2) Notwithstanding the provisions of sub clause (1) [above], the terms of this Agreement shall apply to –
  - (a) apprentices, only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or with any contract entered into or any conditions fixed thereunder;
  - (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or with any conditions fixed thereunder;
  - (c) labour – only contractors, working partners and working directors, principals and contractors.
  
- (3) Notwithstanding the provisions of sub-clause (1) (a) [above], the terms of this Agreement shall not apply to –
  - (a) clerical employees and administrative staff;
  - (b) university students and graduates in Building Science, and to construction supervisors, construction surveyors and other persons doing practical work with a view to the completion of their academic training;
  - (c) casual employees as defined by Basic Conditions of Employment Act, 1983;
  - (d) non-parties in respect of clauses 1 (1) (a) [above], 34 [union subscriptions], 36 [Northern Cape Master Builders' subscriptions], and 37 [Building Industries of South Africa subscriptions] of this agreement.

### **Definitions**

**“Building Industry or Industry”** means the Industry as defined and set out in the certificate of registration issued to the Council in terms of section 29 of the Act, and also, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining, or altering buildings and structures, and/ or making articles for use in the erection, completion or alteration, of buildings and structures, irrespective of whether the work is being performed, the material prepared, or the necessary articles made on the sites of the building or structure or elsewhere, and shall include all work executed or carried out by persons who are engaged in the following activities or subdivisions thereof, including paving, excavations and the preparation of sites for buildings as well as the demolition of building, unless it can be shown by the employer concerned that such demolition was not carried out for purpose of preparing the sites for building operations.

Asphalting, bricklaying, glazing, joinery, lead-light making, masonry, metal work, painting, plastering, plumbing, shop, office and bank fittings, steel reinforcing, steel construction, woodwork

## **Canvas Goods Industry Witwatersrand And Pretoria**

### **Who is covered by the Agreement (Scope Of Application)**

- (1) The terms of this Agreement shall be observed in the Canvas Goods Industry –
  - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged or employed in the said industry;
  - (b) in the Magisterial Districts of Alberton, Benoni, Boksburg {excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg}, Brakpan {excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (proclamation No. 149 of 25 July 1930 and Government notices Nos. 1779 of 6 November 1964, 498 of 1 April 1966 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970 ), fell within the Magisterial District of Brakpan }, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp {including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notice Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp}, Pretoria {including those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits, which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (proclamation No 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1968 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksvley 345}, Randburg, Randfontein {excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Phatiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 and Rietfontein 48, but including those portions of the Magisterial Districts Oberholzer and Koster which, prior to 14 August 1953 and 26 July 1963, (government notices 1718 of 14 August 1953 and 1105 of 26 July 1963, respectively), fell within the Magisterial District of Randfontein}, Roodepoort, Springs and Westonaria {excluding those portions which, prior to 1 October 1966 and 1 September 1978 (Government Notices Nos. 476 of 30 September 1966 and 1745 of 1 September

1978), fell within the Magisterial Districts of Vanderbijlpark and Potchefstroom, respectively, but including the portion of the Magisterial District of Vereeniging which, prior to 1 November 1970 (Government Notice No. 1618 of 2 October 1970), fell within the Magisterial District of Westonaria} and Wonderboom.

- (2) Notwithstanding the provisions of sub clause (1)[above], the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 7.
- (3) The terms of this agreement shall not apply to:
  - (a) non-parties in respect of Clauses 1.1.1 [who is covered by the agreement], 2 [how long the agreement is in operation for], 5.6 [Joint Working Committee], 6.4 [shop stewards leave] and 8.4 [organisational rights].
  - (b) employees whose wages are not prescribed in the wage schedule contained in Clause 7 of this agreement.

### Definitions

“**Canvas Goods Industry**” or “**Industry**” means, without in any way limiting the ordinary interpretation of the term, the Industry relating to the making up of goods or articles from any or some of the following materials:

- (i) canvas made from cotton, flax, jute, hemp, or similar decorticated vegetable and/or acrylic fibres or mixtures thereof;
- (ii) rope made from manila, sisal, cotton, coir or similar, decorticated vegetable and/or acrylic, fibres or mixtures thereof;

and includes the manufacture of articles from hessian, bunting, calico, webbing and other similar materials whether unproofed, proofed or otherwise treated providing that the production thereof is incidental to the activities described in (i) and (ii) above, and includes the manufacture of articles from a plastic fabric where such articles form part of and are manufactured by employers engaged in the manufacture of the articles described

in (i) and (ii) above: provided that the said interests shall not include the undertakings, industries, trades or occupations in respect of which the Transnet Industrial Council has been registered on 2 October 1991. The latter Council has been registered in respect of the undertakings, industries, trades or occupations of Transnet Limited known as Spoornet, South African Airways, Autonet, Portnet, Transtel, Transwerk, Promat, Protekon or any other business, undertaking, industry, trade, occupation, unit, department or section of Transnet Limited in the Republic of South Africa, as these undertakings, industries, trades or occupations were constituted on 2 October 1991.

## Chemical Industry

### Who is covered by the Agreement (Scope of Application)

1.1 The terms of this Agreement shall be observed in the Chemical Industry throughout the Gauteng Province and shall bind, with effect from the date referred to in clause 2 below -

- (a) The employer organizations who are party to the National Bargaining Council for the Chemical Industry and their members in Gauteng; and
- (b) The trade unions who are party to the National Bargaining Council for the Chemical Industry and their members in Gauteng;

1.2 Clause 1.1 (a), 1.1 (b) [above] and 2 [how long the agreements lasts] of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively

### Definitions

“**Chemical Industry**” or “**Industry**” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated within the following categories:

- Chemically-related consumer goods
  - Glass
  - Industrial Chemicals
  - Petroleum
  - Pharmaceuticals
1. “**Chemically-related consumer goods**” Includes the manufacture of all chemically based general household and personal care products, including soap in any form; synthetic detergents; shampoos and shaving products; cleansers; washing and securing powders and similar cleaning preparations; air fresheners and insecticides for domestic use; household pesticides and disinfectants; cosmetics; fragrances; deodorants; lotions; hair dressings; toothpaste and other toilet preparations, and all operations incidental to these activities and

2. **“Glass”** includes-

- (1) The manufacture, smelting, decoration, distribution, conversion and storage processes of glass products in the following markets:
  - (a) Packaging and container ware;
  - (b) Blown glass, whether this is performed mechanically or manually, including glass bending
  - (c) Building glass for building, architectural, toughening and silvering use, including application;
  - (d) Automotive glass for original equipment and replacement, including application;
  - (e) Fibreglass, mineral wools, slag wool and rock wool
  - (f) Insulator glass and fibreglass and continuous filament products
  - (g) Glass tableware
  - (h) Glass for pharmaceutical purposes
  - (i) Cutting and colouring activities
  - (j) Covering, including any articles consisting wholly or mainly of glass
  - (k) Safety glass and laminated glass
  - (l) Talc, kaolin, bentonite and limestone

And includes all operations incidental to these activities, but excludes the activities of the “glazing shop, office and bank fitting” and “painting” trades of the Building industry;

- (2) the extraction, processing and distribution of industrial minerals and other non-metallic mineral products that are specifically employed in the manufacture of glass and /or glass products, or are by-products of the extraction and processing of silicate, glass, sand or any other non-metallic mineral product primarily for use in the manufacture of glass
3. **“Industrial Chemicals”** includes base chemicals, explosives, fertilizers, speciality chemicals and surface coatings.

4. **“Petroleum”** includes-

- (1) (a) the acquisition, importation, manufacture, supply, distribution, storage or blending of any finished or partly finished petroleum product;
- (b) the acquisition, importation, storage or use of any feedstock;



- (c) all operations concerned with the exploration for and testing of natural gas deposits;
  - (d) oil well and gas well operations and the drilling, and completing and equipping of such wells;
  - (e) the storage and marketing of a petroleum product, including liquid petroleum gas, to resellers, agents, distributors and end users; and all operations incidental to these activities;
- (2) the following activities are, however, excluded from the definition of the category “petroleum” :
- (a) The storage or marketing of any petroleum product by service stations, co-operative of the Co-operatives Act 1981 and sellers of illuminating paraffin:
  - (b) The mere transportation of any petroleum product, i.e, where the person affecting the transport does not-
    - (i) acquire, supply or market such product:
    - (ii) manufacture, blend or import such product;
    - (iii) store or intend to store such product
  - (c) The acquisition, importation, storage or consumption of a petroleum product by the end consumer thereof;
  - (d) The manufacture and supply of any chemical additive to be used to manufacture a petroleum product;
  - (e) The activities in respect of which either the National Bargaining Council for the motor industry or the Transnet Bargaining Council have jurisdiction.

##### **5. *Pharmaceuticals includes-***

The manufacture, fabrication, processing and distribution (excluding wholesaling) of drugs, medicines and health-monitoring preparations, including biological products such as bacterial and virus vaccines, serums and plasmas; medicinal chemicals and botanical products such as antibiotics, quine, strychnine, sulpha drugs, opium and derivatives, adrenal, caffeine and codeine derivatives, vitamins, diagnostics and pharmaceutical preparations for human or veterinary use; and antiseptics for medical but not for household use, and all operations incidental to these activities.

## Civil Engineering Sector:

### Scope of Application:

- (a) These Terms and Conditions shall be observed in the Civil Engineering Industry;
- (b) By all employers who are a member of SAFCEC;
- (c) by all employees falling within the bargaining unit for Task Grades 1 to 9 in Annexure A to the Civil Engineering Interim Procedural Agreement, and as defined in the Sectoral Determination No2: Civil Engineering Sector, South Africa;
- (d) This agreement will come into operation upon promulgation of the amendments made to the Sectoral Determination, unless specifically indicated that a specific matter is excluded from this provision;
- (e) Upon promulgation in the Sectoral Determination, the terms and conditions of this agreement shall be extended to all employers and employees in this Industry.

### Definition:

**‘Civil Engineering Industry’** means the industry in which employers (other than local authorities) and employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with one or more of the following activities:

- (i) The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements ; housings or supports f plant, machinery or factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants; excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures;
- (ii) Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, grade control drilling and sampling; re drilling of holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/ or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering

- of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro- seeding and watering and/or
- (iii) Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
  - (iv) The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or siles; and further includes -
    - a) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and/or:
    - b) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses (i) to (iv) inclusive

Excluding the following:

- aa) Work in connection with any one or more of the activities specified in subclause (2.1.3) where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- bb) Work in connection with any one or more of the activities specified in subclause (2.1.3) when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- cc) Any work falling within the scope of any other industry, and
- dd) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

## **Clothing Manufacturing Industry**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region Part C Provisions for the KwaZulu – Natal Region

Part D Provisions for the Northern Region (Clothing) Part E Provision for the Northern Region (Knitting)

Part F Provision for the Western Cape Region (Clothing)

Part G Provision for the Western Cape Region (Country Areas) Part H Provision for the Western Cape Region (Knitting)

Part I Provision for the Non – Metro Areas

- (b) by the employers and employees in the Clothing Industry who are members of the employers' organisation and trade union, respectively.

- (1) Clause 1 (1) (b) [above], 2 [how long the agreement lasts] and 3 [special provisions] of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade union, respectively.

### **Definitions**

“**Clothing Industry**” means, without in way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the making of all classes of the under mentioned items of apparel/clothing/garments:

Belts (manufactured from cloth), braces, brassieres, caps, collars, corsetry, cummerbunds, gloves, handkerchiefs, hats, hosiery (including ladies' stockings, pantyhose and socks), knitted outerwear, knitted underwear, nightwear (including pyjamas), outerwear, protective wear including overalls and wetsuits, scarves, shirts, suspenders, ties (including bowties) and underwear.

**A. and includes**

- (a) all operations incidental thereto and consequent thereon and all succeeding processes or operations performed in connection therewith carried on by such employers and any of their employees, irrespective of the process or operations performed on the premises of such employers, or elsewhere;
- (b) all types of hand-sewing operations (including beading and embroidery), whether by hand and/or machine, on garments and/or parts of garments and irrespective of whether such operations are performed by such employers and any of their employees or by an establishment or persons undertaking such work on behalf of such employers and any of their employees;
- (c) any of the aforementioned items made for quantity production tailoring made to the order of any government department, provincial administration, SA Airways, Telkom, Transnet or local authority;
- (d) any part(s) of garments whether by means of a knitting process or otherwise;
- (e) design-room services, irrespective of whether or not such services are provided by such employers and any of their employees or any and establishment or persons undertaking such work on behalf of such employers and any of their employees
- (f) fully-fashioned and /or semi fashioned garments knitted on circular, flat or full-fashioned machinery
- (g) screen process printing on garments and parts of garments performed in a clothing textile and/or knitting establishment
- (h) tailored outer garments for the execution of special measure orders from dealers whose customers' measurements are taken by or on the responsibility of such dealers;
- (i) the changing of labels, irrespective of whether or not such operation is performed by such employers and any of their employees or by an establishment or persons undertaking such work on behalf of such employers and any of their employees;
- (j) the making of buttonholes, irrespective of whether or not such operation is performed by such employers and any of their employees or by an establishment or persons undertaking such work on behalf of such employers and any of their employees
- (k) the ironing of garments and/or parts of garments, irrespective of whether or not such ironing is done in the establishment in which such items were manufactured or in an establishment or by persons undertaking such work on newly manufactured garments on behalf of such employers and any of their employees

- (l) the making up of garments from knitted fabric in the establishment in which the fabric was knitted;
- (m) the making of sample garments and/or parts of garments, irrespective of whether or not such operation is performed by such employers and any of their employees or by an establishment or persons undertaking such work on behalf of such employers and any of their employees
- (n) the marking-in and/or cutting off garments or parts of garments, irrespective of whether or not such operation(s) is (are) performed by such employers and any of their employees or by an establishment or persons undertaking such work on behalf of such employers and any of their employees
- (o) the packing of garments and/or parts of garments, irrespective of whether or not such packing is done in the establishment in which such items were manufactured or in an establishment or by persons undertaking such work with newly manufactured garments on behalf of such employers and any of their employees;

**B. but excludes-**

- (a) belts, braces, garters, suspenders and armlets manufactured from leather;
- (b) boxing gloves;
- (c) retail dressmaking; i.e. the making of single garments to the measurement of individual persons
- (d) retail millinery, i.e., the making of hats in shops for sale in such shops and the making of single hats to the measurement of individual persons
- (e) tailor made garments for individual persons, provided such garments are not manufactured in a factory

## **Contract Cleaning Services Industry Kwa-Zulu Natal**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Collective Agreement shall be observed in the Cleaning Services Industry in the Province of Natal as it existed immediately prior to the date of commencement of the Constitution of the Republic of South Africa, 1993 (Act no. 200 of 1993) –
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions; and
  - (b) by all employers and employees, other than those referred to in paragraph (a), who are engaged in the Cleaning Services Industry in the area specified.

### **Definitions**

**“Cleaning Services Industry”** means the industry in which employers and their employees are associated for the purpose of cleaning industrial and commercial premises and buildings, including flats let commercially, but excluding employers and employees engaged solely in the building industry.

## **Diamond Cutting Industry**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed -
  - (a) throughout the Republic of South Africa;
  - (b) by all employers who are members of the employers' organisation and who are engaged in the Diamond Cutting Industry and by all the employees who are members of the trade union who are employed in that industry
  
- (2) Notwithstanding the provisions of sub clause (1) [above], the terms of this Agreement shall
  - (a) only apply to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and
  - (b) apply in respect of learners only insofar as such application is not inconsistent with the provisions of the Skills Development Act, 1998 (Act No 97 of 1998) read in conjunction with the Manpower Training Act, 1981 (Act No 56 of 1981)
  - (c) not apply in respect of cleaving
  
- (3) Notwithstanding the provisions of sub clause (2)(a) [above], the provisions of this Agreement shall apply to foremen where applicable in terms thereof.
  
- (4) When a journeyman performs work in the Industry in an area for which no wage is prescribed in the Agreement, the provisions of the following sections shall continue to apply in respect of such employee whilst remaining as a member of the trade union and the employer remains a member of the employers' organisation:-  
Sections 2 [how long the agreement lasts], 3 [definitions], 5 [payment of wages], 7 [annual leave], 8A [parental rights], 9 public holidays and Sundays], 10 short time], 12 [, protective clothing] 15 [termination of service], 17 [exemptions], 21 [administration of the agreement], 22 [council funds], 24 [training of learners/apprentices], 25 [registration of employers and employees], 27 [designated foremen, section heads and supervisors], 28 [trade union congresses/council meetings], 29 [security], 31 [council procedures], 32 [dispute resolution] and 33 [ultra vires].



**Definitions**

**“Diamond Cutting Industry”** or **“Industry”** means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of converting uncut gem diamonds into cut polished gem diamonds and further includes the cutting and/or re-cutting and/or re-polishing of gem diamonds and all operations incidental to or consequent upon the process of cutting and polishing gem diamonds;

## Electrical Industry

### Who is covered by the Agreement (Scope of Application)

- (1) The terms of this Agreement shall be observed –
  - (a) by all employers and employees in the Electrical Industry who are members of the employers' organisation and trade union, respectively, who are engaged or employed in the Industry
  - (b) 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, Noupoot, Pearston, Philipstown, Prince Albert, Richmond (Northern Cape) Somerset, East, Sterkstroom, Steynburg, Steytlerville, Stutterheim, Tarkastad, Venterstad, Victoria West, Williston, Willowmore and Wodehouse, as they existed at 13 April 1995;
    - (v) In the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzorp, George, Humansdorp, Joubertina, Knysna, Ladismith, Mossel Bay, Oudtshoorn, Port Elizabeth, Queenstown, 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 Notice No. 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 of No.661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial Districts 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.
- (2) Notwithstanding the provisions of sub-clause 1.1 [above] 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 purpose 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 “hourly rate” shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

**Definitions:**

“**Electrical Industry**” means the industry in which employers and their employees are associated for any or all of the following:

- (a) The design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent part of buildings and/or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;
- (b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building and/or structure is used, including any wiring, cable jointing and laying and electrical overhead line

construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere;

- (c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings and/or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere
- (d) the design, preparation, erection, installation, repair and maintenance of all electrical equipment not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material prepared on the site of the buildings or structures or elsewhere,
- (e) (Area J and K only) the installation and/or maintenance and/or repair and/or servicing of domestic television antennas,
- (f) The installation and/or maintenance and/or repair and/or servicing of overhead lines and underground cable associated with domestic and/or industrial and/or commercial installations and/or street lighting, and for the purposes of this definition-
  - (i) Electrical equipment includes:
    - (aa) electrical cable and overhead lines, and
    - (bb) generators, motors, converters, switch and control gear (including relays, contactors electrical instruments, and equipment associated therewith) electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment,

- (ii) the design, preparation, erection, installation, repair and maintenance does not include –
- (aa) the manufacture, installation, repair, and/or maintenance of lifts and escalators,
  - (ab) the manufacture and/or assembly by the manufacture of the aforementioned electrical equipment and/or components thereof,
  - (ac) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise,
  - (ad) the manufacture, repair and servicing of motor vehicle batteries, the manufacture of lead –acid batteries and the repair, maintenance and installation of such batteries when performed by the manufacturers thereof, and
  - (ae) the sale, and/or repair and/or servicing of manual and/or electrical typewriters and/or electro-mechanical office machines and equipment: Provided that –

the Electrical Industry, as above, shall not include the Iron, Steel Engineering and Metallurgical Industry, the Local Authority Undertaking and the Building Industry (Areas A to H and L only)

### **Areas**

**“Area A”** means the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Carletonville, Cullinan, Delmas, Germiston, Heidelberg, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodeport, Sasolburg, Springs, Vanderbijipark, Vereeniging, Westonaria, Witbank and Wonderboom;

**“Area B”** means the Magisterial Districts of Amersfoort, Balfour, Bethal, Brits, Ermelo, Highveld Ridge, Klerksdorp, Middelburg (Mpumalanga), Nelspruit, Pietersburg, Piet Retief, Pongola, Potchefstroom, Rustenburg, Standerton, Volksrust and White River;

**“Area C”** means the Magisterial Districts of Barberton, Belfast, Bloemfontein, Bloemhof, Carolina, Christiana, Coligny, Delareyville, Eesterhoek, Ellisras, Groblersdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Pilgrim’s Rest 1 and 2, Phalaborwa, Potgietersrus (only the district north of the Melk River), Schweizer- Reneke, Southpansberg, Swartruggens, Thabazimbi, Ventersdorp, Waterberg, Waterval Boven, and Wolmaransstad, and the Municipal Area of Warmbaths;

**“Area D”** means the Magisterial Districts of Bethlehem, Harrismith, Hennenman, Kroonstad, Odendaalsrus, Parys, Ventersburg, Virginia and Welkom;

**“Area E”** means the Magisterial Districts of Barkly West, Bethulie, Boshof, Bothaville, Brandfort, Britstown, Bultfontein, Carnarvon, Clocolan, Colesberg, De Aar, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Fraserburg, Gordonia, Hanover, Hartwater, Heilbron, Hoopstad, Jacobsdal, Jagersfontein, Koffiefontein, Koppies, Kuruman, Ladybrand, Lindley, Marquard, Noupoort, Petrusburg, Philippolis, Philipstown, Postmasburg, Reddersburg, Reitz, Richmond (Northern Cape) Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Victoria West, Viljoenskroon, Vrede, Vredefort, Wepener, Wesselsbron, Williston, Winburg and Zastron;

**“Area F”** means the Magisterial Districts of Port Elizabeth and Uitenhage;

**“Area G”** means the Magisterial Districts of Albany, Alexandria, Bathurst, Beaufort West, Calitzdorp, George, Humansdorp, Joubertina, Knysna, Ladysmith, Mossel Bay, Oudtshoorn, Riverdale and Uniondale; **“Area H”** means the Magisterial Districts of Aberdeen, Adelaide, Albert, Aliwal North, Barkly East, Bedford, Cathcart, Cradock, Elliot, Fort Beaufort, Graff-Reinet, Hankey, Hofmeyer, Indwe, Jansenville, King William’s Town, Kirkwood, Komga, Lady Grey, Maclear, Middelburg (Eastern Cape), Melton Murraysburg, Pearston, Prince Albert, Queenstown, Somerset West, Sterkstroom, Steynsburg, Steytlerville, Stutterheim, Tarkastad, Venterstad, Willowmore and Wodehouse;

**“Area I”** means 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) Simontown, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notice 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 August 1987, fell within the Magisterial District of Bellville;

**“Area J”** means the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Lion River, Lower Tugela, New Hanover, Pietermaritzburg and Pinetown;

**“Area K”** means 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 and excluding those Magisterial Districts in the Province of KwaZulu Natal which are included in the definition of “Area J”

**“Area L”** means the Magisterial Districts of East London.

## **Furniture Manufacturing Industry Western Cape**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the Western Cape —
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed in the Industry; and
  - (b) in the Magisterial Districts of Barkly West, Beaufort West, Bellville, Bredasdorp, Britstown, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, De Aar, Fraserburg, Goodwood, Gordonia, Hay, Heidelberg, (CP), Herbert, Hermanus, Hopefield, Hopetown, Kenhardt, Kimberley, Kuils River, Kuruman, Ladismith, Laingsburg, Malmesbury, Mitchells Plain, Montagu, Moorreesburg, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simon's Town, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredendaal, Wellington, Worcester, Wynberg, and that portion of the Magisterial District of Postmasburg which, prior to the publication of Government Notice No.1254 of 27 June 1975, fell within the Magisterial District of Kuruman, but excluding that portion of the Magisterial District of Kuruman which, prior to the publication of Government Notice No. 1314 of 28 August 1964, fell within the Magisterial District of Postmasburg, Philipstown and Prieska.
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall:
  - (a) apply to all employees in the Furniture Manufacturing Industry and to all the employers of such employees;
  - (b) apply to learners in so far as these provisions are not inconsistent with the provisions of the Skills Development Act, No. 97 of 1998, or any contract entered into or any condition fixed thereunder.



## Definitions

“**Furniture Manufacturing Industry**” or “**Industry**” means, without in any way limiting the ordinary meaning of the expression, the industry concerned with the manufacture, either in whole or in part, of all types of furniture, irrespective of the material used, and includes inter alia, the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing wood; making loose covers and/or curtains; and/or making and/or repairing box-springs mattresses and/or frames for upholstering; wood-machining, veneering, wood-turning and carving in connection with manufacturing and/or repairing furniture; polishing pianos; or manufacturing and/or staining, spraying and polishing and/or re polishing tearoom, office, church, school, bar, pool and snooker tables or theatre furniture and cabinets for musical instruments and radio, wireless cabinets, television cabinets, speaker boxes, and includes the manufacture or processes in the manufacture of bedding, the definition and interpretation of which includes all manner or types of mattresses, spring-mattresses, overlays, pillows, bolsters and cushions; and also includes the activities carried on in any premises where wood-machining, wood-turning, and/or carving in connection with the production of furniture is carried on; and further includes repairing, re-upholstering or re-polishing furniture in or in connection with establishment in which the production of furniture or any operation associated with the preparation of any article of furniture for sale, either in whole or in part, is carried on, and veneering, laminating and/or foiling board used for furniture, and all parts of materials used in the constructions of furniture; but **excludes** the manufacture of articles made principally of wicker, grass and/or cane, and **excludes** the manufacture of metal furniture, including the manufacture of metal bedsteads.

## **Furniture Manufacturing Industry**

### **Who is covered by the Agreement (Scope of Application)**

- 1.1 The terms of this Agreement shall be observed in the Furniture, Bedding, Upholstery and Curtain Manufacturing Industry-
  - 1.1.1 by all employers who are members of the party employers' organisations, which are party to this Agreement and by all employees who are members of the party trade union, which is party to this Agreement, and who are engaged or employed in the Furniture, Bedding, Upholstery and Curtain Manufacturing Industry, respectively;
  - 1.1.2 in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.
- 1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement -
  - 1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and
  - 1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.
- 1.3 The following provisions shall not apply to non-parties: Clauses 1.1.1 [who is covered by the agreement], 2 [how long the agreement lasts] and 3 [agreement not to strike] of Chapter 1, Chapter 2A [benefit funds] and clauses 5.1, 5.2, 5.3 and 5.4 of Schedule 1 [all referring to the Sick Benefit Fund].

### **Definitions**

**“Furniture, Bedding, Upholstery and Curtain Manufacturing Industry”** or **“Industry”** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or in part, of all types of furniture, bedding and curtains as well as upholstery and/or re-upholstery and will, inter alia, include the following:

- (a)

**(a) Furniture**

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. Furniture manufacturing will also include the manufacturing, repairing, polishing, re-polishing, staining, spraying of pianos, organs, kitchen cupboards, attached wall cupboards, built-in cupboards, free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres and theatres but excluding the manufacturing of furniture made mainly of metal and/or plastic materials.

**(b) Bedding**

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattress, overlays, bolsters, pillows, cushions for studio couches, spring units, box-spring mattresses and studio couches but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

“Studio Couch” means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and/or cushions.

**(c) Upholstery**

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

**(d) Curtain making**

The making, altering, repairing and hanging of curtains and/or blinds made mainly of wood, cane, wicker or grass. Curtain making includes window treatment, cutting of rails and rods, fitting of pelmets, curtains, blinds and associated products.

## Furniture Manufacturing Industry KwaZulu Natal

### Who is covered by the Agreement (Scope of application)

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry KwaZulu Natal -
  - (a) By all employers who are members of the employer's organisation and by all employees who are members of the trade union, and who are engaged and employed therein;
  - (b) In **Area A**, which consists of Magisterial of Districts of Camperdown, Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg, Pinetown and Mount Currie.
  
- (2) Notwithstanding the provisions of sub-clause (1) the provisions of this Collective Agreement shall -
  - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement:
  - (b) apply to learners in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder:
  - (c) not apply to professional, technical, administrative, sales and office staff, provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, plus R35.00
  - (d) not to apply to managers, sub-managers and supervisory staff if such employees are in receipt of regular remuneration of not less than R98,301.31 per annum or R115.644.72 per annum where the employer of such employee does not provide or maintain a registered retirement fund and a registered medical aid fund. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in schedule A of this Agreement:
  - (e) not apply to non-parties in respect of clauses 1 (1)(a) [above] and 2 [period of operation of the agreement].
  
- (3) Notwithstanding the provisions of sub-clauses (1) and (2), employers who carry on not more than one business within the scope of application of this Agreement and **who employ less than ive employees at all times** in or in connection with such business will be entitled to a **phasing-in concession**, provided that their employees consent to it in writing in the prescribed from.

**Definitions**

**“Furniture Manufacturing Industry”** means without in any way limiting the ordinary meaning of the expression, the manufacture of furniture either in whole or in part of all types of furniture irrespective of the materials used and shall include: Assembling of all items and/or components of furniture, repairing, spraying, polishing, re-polishing, wood machining, veneering, woodturning, and carving.

## **Furniture Manufacturing Industry South Western Districts**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of South Western Districts –
  - (a) By all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged and employed, respectively, in the Industry; and
  - (b) In the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn (hereinafter referred to as the South-Western Districts).
  
- (2) Notwithstanding the provision of sub-clause (1) [above], the terms of this Agreement shall apply –
  - (a) to all employees in the Furniture Manufacturing Industry and to all employers of such employees;
  - (b) to learners only in so far as these provisions are not inconsistent with the provisions of the Skills Development Act, No 97 of 1998, or of any contract entered into or any condition fixed thereunder.

### **Definitions**

**“Furniture Manufacturing Industry”** or **“Industry”** means, without in any way limiting the ordinary meaning of the expression, the industry concerned with the manufacture, either in whole or in part, of all types of furniture, irrespective of the material used, and includes inter alia, the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing; and/or re-polishing; making loose covers and/or cushions and/or curtains; and/or making and/ or repairing box-spring mattresses and/or frames for upholstering; veneering, wood-machining; wood-turning and carving in connection with manufacturing and/or repairing furniture; polishing and/or repolishing pianos; and/or manufacturing and/or staining, spraying and polishing and/or re polishing tearoom, office, church, school, bar, pool and snooker tables or theatre furniture and cabinets for musical instruments and radio, wireless and television cabinets, and speaker boxes, and includes the manufacture or processes in the manufacture of bedding, the definition and interpretation of which includes all manner or types of mattresses, spring-mattresses, overlays, pillows, bolsters and cushions; and also includes the activities carried on in any premises where wood-machining, wood-turning, and/or wood carving in connection with the production of furniture is carried on; and further includes repairing, re-upholstering or re-polishing furniture in or in connection with establishments in which the production of furniture or any operation associated with the preparation of any article of furniture for sale, either in whole or in part, is carried on, and veneering, laminating and/or foiling of board used in furniture, and all parts of materials used in the constructions of furniture; but excludes the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture, including the manufacture of metal bedsteads.

## **Hairdressing and Cosmetology Services Industry**

### **Who is covered by the Agreement (Scope of Application)**

- 1.1 The terms of this Agreement shall be observed in the Industry:
  - 1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
  - 1.1.2 in the following areas:
    - 1.1.2.2 "Area 1" which means the Provincial Districts of Gauteng (excluding Pretoria, Wonderboom & Cullinan);
    - 1.1.2.3 "Area 2" which means the Magisterial Districts of Klerksdorp and Potchefstroom;
    - 1.1.2.4 "Area 3" which means the Magisterial District of East London and Port Alfred;
    - 1.1.2.5 "Area 4" which means the Magisterial Districts of Port Elizabeth, Uitenhage and Humansdorp; and
    - 1.1.2.6 "Area 5" which means the Provincial Districts of the Province of the Free State and Kimberley.
- 1.2 The terms of this Agreement shall apply to all employers and employees in the Industry other than those referred to in clause 1.1.1 [above] and to all legal owners of establishments in the Industry in the Magisterial Districts referred to in clause 1.1.2 from the date fixed by the Minister of Labour in terms of section 32(2) of the Labour Relations Act, No. 66 of 1995.
- 1.3 The parties hereby agree that clauses 1.1.1, 2 [how long the agreement lasts] and 22.7 [payment of bargaining council levy] of this Agreement shall not apply to non-parties.



### **Definitions**

**“Hairdressing”** means any one or more of the hairdressing and cosmetology services usually performed by a hairdresser in an establishment, and includes, but is not limited to any service to the scalp or the hair of the head or face, including the following:

1. shampooing, cleansing, conditioning and treating;
2. chemical reformation of the hair including permanent waving, relaxing and straightening of the hair;
3. hair colouring, including tinting, dyeing and colouring by means of permanent, semi-permanent or temporary processes, including the use of colour rinses, shampoos, gels or mousses; and lightening by means of tints, bleaches, highlights or high lifting tints or toners;
4. hair cutting and shaping;
5. barbering services including shaving and singeing of hair; hair styling, designing, shaping, curling, waving, including blow drying, styling, tonging, crimping, straightening and silking; whether or not any apparatus, appliance, heat, preparation or substance is used in any of these operations;
6. massage or stimulative treatment of the face, scalp or neck;
7. adding hair, either natural or artificial, including hair extensions, board work, postiche, wigmaking, or performing any of the above operations on any wig or hairpiece to be worn by any person;
8. trichology and trichological treatment including the treatment of abnormalities and disorders of the hair and scalp.

**“Cosmetology services”** means any one or more or a combination of the practices generally and usually performed by, and known as the profession of, beauty, culturists or cosmeticians or cosmetologists or hairdressers, as set out in the Council’s Certificate of Registration.

## **Hairdressing Cosmetology Industry KwaZulu-Natal**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of the Agreement shall be observed in the Industry -
  - (a) by all employers who are members of the employers' organisation and by all the employees who are members of the trade union;
  - (b) in the Magisterial District of Durban and Inanda, excluding those areas falling within the former self-governing territory of KwaZulu.
  
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall apply to -
  - (a) apprentices in so far as such terms are not inconsistent with Conditions of Apprenticeship published under the Skills Development Act, No.97 of 1998, or any contract entered into or any conditions fixed there under.
  
- (3) Notwithstanding the provisions of sub clause (1) (a) [above], the terms of this Agreement shall not apply to casual employees.
  
- (4) The terms of this Agreement shall not apply to non parties in respect of clauses 1 (1) [above], 2 [how long the agreement lasts], 20 (2) [public holiday pay], 24 (4) [shop steward facilities], 25 [sick benefit fund], 26 (5) (a) (i) [pension fund membership] and 27 [retirement annuity fund].

**Definitions**

**“Hairdressing Trade”** means the trade in which employers and employees are associated for the purpose of rendering cosmetological services in any hairdressing salon.

**“Cosmetological services”** means any one or more or a combination of the practices generally and usually performed by and known as the profession of beauty culturists or cosmetologists or hairdressers, and includes but is not limited to the following operations:

- (1) Hair arranging, hairdressing, haircutting, highlighting, shaving, curling, cleaning, singeing, tinting, straightening, waving (permanent, Marcel or water), or any other treatment of the hair of the of the head or the face; or
- (2) The massage or other stimulative treatment or exercise of the face, scalp or neck; or
- (3) Manicuring of the nails, eyebrow plucking, boardwork, trichological treatment or beauty culture; or
- (4) Performing any operation referred to in (1) on any wig or hairpiece to be worn by any person, whether or not any apparatus, appliance, preparation or substance is used in any of these operations;

**“Hairdressing salon”** means any premises in which cosmetological services are rendered, to either males or females or both males and females together.

## **Hairdressing Trade Cape Peninsula**

### **Who is covered by the Agreement (Scope of Application)**

- 1.1 The terms of this Agreement shall be observed in the Hairdressing Trade –
  - 1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
  - 1.1.2 in the Magisterial Districts of The Cape, Wynberg, Simonstown, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices 171 of 8 February 1957 and 283 of 2 March 1982, respectively, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuilsriver which, prior to the publication of Government Notice 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, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 1683 of 7 August 1987, fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg.
- 1.2 Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall-
  - 1.2.1 apply only to employees for whom wages are specified in this agreement and to the employers of such employees;
  - 1.2.2 apply to learners only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contract entered into or any condition fixed there under.

**Definition**

*Neither the Agreement nor the council's registration certificate contains a clear definition of the Hairdressing Trade. Below is the definition used by the Hairdressing Pretoria bargaining council, which should be used purely as a guide:*

**“Hairdressing Trade”** means the trade in which employers and employees are associated for the purpose of rendering toilet services in any hairdressing salon;

**“Toilet services”** means any one or more or a combination of the practices generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not to be limited to the following operations:

1. Hair arranging, hairdressing, hair cutting, highlighting, shaving, curling, cleaning;
2. Singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) or any other treatment of the hair of the head or the face; or
3. The massage or other simulative treatment or exercise of the face, scalp or neck; or
4. Manicuring of the nails, eyebrow plucking, board work, trichological treatment, or beauty culture; or
5. Performing any operation referred to in (1) on any wig or hairpiece to be worn by any person, whether or not any apparatus, appliance, preparation, or substance is used in any of these operations;

**“Hairdressing salon”** means any premises in which toilet services are normally rendered to the public.

## **Hairdressing and Cosmetology Trade Pretoria and Wonderboom**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Hairdressing and Cosmetology Trade-
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union in the Hairdressing and Cosmetology Trade;
  - (b) in the Magisterial Districts of Pretoria and Wonderboom
  
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall
  - (a) apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;
  - (b) Apply to learners only in so far as such terms are not inconsistent with the provisions of the Skills Development Act, No 97 of 1998, or any contract entered into or any condition fixed there under.
  
- (3) The terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a) [who is covered by the agreement] and 2 [how long the agreement lasts].

## Definitions

**“Hairdressing Trade”** means the trade in which employers and employees are associated for the purpose of rendering toilet services in any hairdressing salon.

**“Toilet services”** means any one or more or a combination of the practices generally and usually performed by and known as the profession of beauty culturists or cosmeticians or cosmetologists or hairdressers, and includes but is not to be limited to the following operations:

- Hair arranging, hairdressing, hair cutting, highlighting, shaving, curling, cleaning;• Singeing, shampooing, bleaching, dyeing, colouring, tinting, straightening, styling, waving (permanent, Marcel or water) or any other treatment of the hair of the head or the face; or
- The massage or other simulative treatment or exercise of the face, scalp or neck; or
- Manicuring of the nails, eyebrow plucking, board work, trichological treatment, or beauty culture; or
- Performing any operation referred to in (1) on any wig or hairpiece to be worn by any person,

whether or not any apparatus, appliance, preparation, or substance is used in any of these operations;

**“Hairdressing salon”** means any premises in which toilet services are normally rendered to the public.

## **Jewellery and Precious Metal Industry (Cape)**

### **Who is covered by the Agreement (Scope of Application)**

- 1.1 Notwithstanding the provisions of sub-clause 1.1, the terms of this Agreement shall:
- 1.1.1 apply only to employees for whom wages are specified in this agreement and to the employers of such employees;
  - 1.1.2 apply to apprentices in so far as the terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder;
  - 1.1.3 apply to university or technikon graduates in jewellery manufacturing occupying a grade defined in clause 8.4 [grade IV]
  - 1.1.4 apply to learners in so far as the terms are not inconsistent with the provisions of the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder, excluding the Pension Fund

### **Definitions**

**“Jewellery and Precious Metal Industry”** means the joint enterprise in which employer and employee are associated for any one or more of the following purposes:

- (a) The manufacture of the following articles, wrought or unwrought, from precious metals, including all operations incidental to such manufacture: Articles of jewellery and/or personal adornment with or without ornamental stones; medals, medallions, badges, masonic jewels and/or like articles; ornaments, ornamental vessels, ornamental utensils, and/or like ornamental articles; parts of any of the aforesaid articles;(b) the setting and or resetting of ornamentals stones in any articles referred to in paragraph (a);
- (b) the engraving of any articles referred to in paragraph (a);
- (c) the repairing, altering and/or renovating of any such articles referred to in paragraph (a);
- (d) the enamelling of any articles referred to in paragraph (a)



## **Laundry, Cleaning and Dyeing Industry (Cape)**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Cape) in which employers and employees are associated for the purpose of laundering, cleaning or dyeing all types of woven, spun, knitted, crocheted fabrics; or articles made from such fabrics, including upholstery or upholstered articles; and includes all operations, incidental thereto or consequent thereon, if carried out by such employers and their employees:
  - (a) by all employers who are members of the employers' organization and who are engaged in the Laundry, Cleaning and Dyeing Industry, and by all employees who are members of the trade union and who are employed in the said Industry;
  - (b) in the Magisterial Districts of the Cape, Bellville, Goodwood, Kuils River, Simonstown, Paarl, Somerset West, Strand, Wynberg, Stellenbosch, Wellington and that portion of the Magisterial District of Malmesbury which portion, prior to publication of Government Notice No. 1710 of 8 February 1957, fell within the Magisterial District of Bellville.
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall only apply in respect of those employees for whom remuneration is stipulated in this Agreement.
- (3) Clauses 1 (1) (a) [who is covered by the agreement] and 2 [how long the agreement lasts] of this Agreement shall not apply to employers and employees who are not members of the employers' organization and trade union, respectively.

### **Definitions**

**“Laundry, Cleaning and Dyeing Industry”** or **“Industry”** means the industry in which employers and their employees are associated for the purpose of laundering, cleaning or dyeing all types of woven, spun, knitted or crocheted fabrics, or articles made from such fabrics, including upholstery of upholstered articles, and includes all operations incidental thereto or consequent thereon, if carried out by such employers and their employees.

## **Laundry, Cleaning and Dyeing Industry (Kwazulu-Natal)**

### **Who is covered by the Agreement (Scope of Application)**

- 1.1 The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal) -
- (a) by all employers and 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 15 mile radius of the General Post Office, Durban
- 1.2 Notwithstanding the provisions of sub clause (1) [above], 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) [above] and 2 [how long the agreement lasts] 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.

### **Definitions**

**“Laundry, Cleaning and Dyeing Industry”** means the industry in which employers and their employees are associated for the purpose of laundering, cleaning or dyeing all types of woven, spun, knitted or crocheted fabrics, or articles made from such fabrics, including upholstery of upholstered articles, and includes all operations incidental thereto or consequent thereon, if carried out by such employers and their employees.

## **Leather Industry – Footwear Section**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry:
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;
  - (b) in the Republic of South Africa.
  
- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall;
  - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
  - (b) not apply to employers and employees in Informal Sector establishments, save in respect of clause 4 [registration of employers].
- (3) Notwithstanding the provisions of sub clause (1)(a), the terms of this Agreement shall not apply to non-parties in respect of Clauses 1(1)(a)[above], 2 [how long the agreement lasts], 11 [organisational rights and 13(1) [appointment and rights of council agents].

### **Definitions**

**“Footwear Section”** means that part of the Leather Industry in which employers and employees are associated for the manufacture and/or partial manufacture, and/or finishing of partially manufactured, and/or of components, and/or assembling of components of all types of footwear, excluding bespoke footwear.

## **Leather Industry – General Goods and Handbags Section**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the General Goods and Handbag Section of the Leather Industry
  - (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of Kwa-Zulu, Qwa-Qwa, Lebowa, Gazankulu KaNgwana and Kwa Ndebele
  - (b) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed in the above section of the Leather Industry, respectively;
- (2) Notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement, and to the employers of such employees.
- (3) Notwithstanding the provisions of Sub-Clause (1) (b), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (b) [above], (2) [how long the agreement lasts], 11 (3) [organisational rights and 13[appointment and rights of council agents].

### **Definitions**

**“General Goods and Handbag Section”** of the Leather Industry means that part of the industry in which employers and employees are associated for the manufacture and/or partial manufacture, and/or finishing of partially manufacture, and/or of components, and/or assembling of components of:-

- (a) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers
- (b) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters,

- armlets (excluding belts, braces, suspenders, garters, armlets manufactured from cloth), and other similar articles designed as substitutes;
- (c) handbags and other bags, and containers designed to hold ladies and gentlemen's personal effects;
- (d) footballs, punchballs, netball balls and boxing gloves;

hockey and cricket balls; provided that the activities listed under sub-paragraphs (a) and

(b) **shall not include-**

- (aa) the manufacture of metal components and/or attachments.
- (bb) the manufacture of canvas bank bags, canvas kitbags, canvas rucksacks, canvas haversacks, canvas sampling bags and canvas explosive bags;
- (cc) the manufacture of any article from rubber;
- (dd) the manufacture of any article or the practice of any trade or occupation covered by the Printing Industry which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
- (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper and/or any like material a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibre or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit.

## Leather Industry – Tanning Section

### Who is covered by the Agreement (Scope of Application)

- (1) The terms of this agreement will be observed in the tanning section of the leather industry:
  - (a) in the Republic of South Africa.
  - (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade unions, and who are engaged or employed in the said section of the industry.
  
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees(3) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) [above], 2 (1) [how long the agreement lasts], 8 [organisational rights], 14(2) and (3) [both referring to the appointment and powers of council agents] and 16 [amendment of the agreement].

### Definitions

**“Tanning Section”** means that part of the leather industry in which employers and employees are associated

- (a) for the tanning, dressing and fellmongering of hides and skins; and
  - (i) preparation of cured or uncured hides and/or skins for tanning; for this purpose “preparation of hides and/or skins for tanning” without detracting from its ordinary or technical meaning, includes the following: washing, soaking, fleshing, deburring, liming, unhairing, dewooling, removing scales, deliming, batting and pickling; and
  - (ii) tanning of cured or uncured hides and/or skins; and/or
  - (iii) retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
  - (iv) cutting of upholstery panels from leather: Provided that, for the purposes of sub paragraphs (i) to (iii), “hides and skins” include the following: pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins and bird skins with or without the feathers attached.

## **Local Government**

### **Who is covered by the Agreement (Scope of Application)**

The terms of this agreement shall be observed in the Local Government Undertaking in the republic of South Africa by all employers and by all employees who fall within the scope of the South African Local Government Bargaining Council (SALGBC).

Municipal managers and those employees appointed as managers directly accountable to municipal managers in terms of section 57(6) of the Municipal Systems Act 32 of 2000 shall be excluded from this collective agreement.

### **Definitions**

**“Local Government Undertaking”** means the undertaking in which the employer and employees are associated for the institution, continuance or finalization of any act, scheme or activity undertaken by a Municipality and by municipal entities as established in terms of the Local Government: Municipal Systems Act, 32 of 2000.

## **Meat Trade Gauteng**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Meat Trade in the following Magisterial Districts:

Alberton, Boksburg, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs, and the area within a 25km radius of Church Square, Pretoria -

- (a) by all employers who are members of the employers' organisation; and by all  
(b) employees who are members of the trade unions, and who are engaged or employed in the Meat Trade,
- (2) Notwithstanding the provisions of sub clause (1) [above], the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.
- (3) The provisions of clauses 1 (1) (a) and (b), 1A [how long the agreement lasts], 5(6) [fines and deductions] and clause 26 [trade union subscriptions] of this Agreement shall not be binding on non-parties.

### **Definitions**

**“Meat Trade”** means the trade in which employers and/or their employees are associated with the retail sale of fresh and/or frozen raw meat, including all operations incidental thereto.



## **Metal and Engineering Industries**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed –
  - (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa;
  - (b) in the Provinces of the Transvaal and Natal by the section of the Industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;
  - (c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the industry concerned with radio manufacture;
  - (d) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions.
  
- (2) Notwithstanding the provisions of clauses 1(1) (d) [above] and 2 [how long the agreement lasts], the terms of this Agreement shall not apply to employers and employees who are not members of the employers organizations and trade unions, respectively.
  
- (3) Notwithstanding the provisions of sub-clause (1)[above], the terms of this Agreement shall not apply to the following:
  - (a) the installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State
  - (b) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Boksburg, Johannesburg, Pietermaritzburg and Vereeniging
  - (c) the manufacture of aluminium sheet and/or foil, and interrelated operations
  - (d) the installation and/or repair and/or maintenance of electrical lifts and escalators
  - (e) the production of iron and/or steel and/or ferro-alloys

- (f) the installation, maintenance and repair of electrical equipment referred to in paragraph (a)(ii) of the definition Electrical Engineering Industry' in clause 3 of Part 1 of the former Agreement in the Provinces of the Cape of Good Hope and Orange Free State.
- (g) the manufacturing of tungsten carbide (hard metal).
- (h) the assembling of, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculation and/or office and or educational procedures
- (i) The Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal
- (j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State
- (k) the manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining
- (l) the undertaking of Union Steel Corporation of South Africa (Pty) Limited, in the Magisterial District of Vereeniging, Transvaal
- (m) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape.
- (n) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.
- (o) the undertaking of Billiton Aluminium S.A. (Pty) Ltd in the Magisterial District of Lower Umfolozi.
- (p) the erecting, on site, of products referred to in the preamble to Division D/7 of Part II of the Agreement published under Government Notice R.404 of 31 March 1998 (but shall exclude the manufacture on site of palisade fencing).

- (q) the servicing and/or maintenance and/or repairing of lawn-mowing machines, cultivators, sickle- cutters, grass-cutters, edge-trimmers, chainsaws and/or parts and/or components thereof
- (4) Notwithstanding the provisions of subclause (1) [above], the terms of this Agreement shall apply to
  - (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, and learners in terms of chapter iv of the Skills Development Act 97/1998, or any contract entered into or any conditions fixed thereunder; and
  - (b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder
- (5) Notwithstanding the limitation of the Agreement to the operations therein scheduled—
  - (a) the provisions of the clauses relating to Leave Pay, Additional Leave Pay and Leave Enhancement Pay of Part I of the Agreement published under Government Notice No. R.404 of 31 March 1998 shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that prescribed from time to time in the Agreement for Rate D employees, whether paid weekly or monthly, but excluding payment for overtime;
  - (b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate H as prescribed from time to time in Part II of this Agreement.

For the purposes of this sub-clause, 'employed in a manufacturing or production process' shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative staff and/or those employees employed in non-production operations.

- (6) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement, except in respect of ordinary working hours, which shall be a maximum of 44 hours per week

### **Definitions**

**“Iron, Steel, Engineering and Metallurgical Industry”** means (subject to the provisions of any demarcation determination made in terms of section 62 of the Labour Relations Act, No 66 of 1995 and section 76 of the Labour Relations Act, 1956) the industry concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys, from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metalwork, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships; and general woodworking undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, the Lift and Escalator Industry and the Plastics Industry, but does not include the Motor Industry. For the purposes of this definition—

**“Electrical Engineering Industry”** means the industry concerned with –  
the manufacture and/or assembly from component parts of electrical equipment namely generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps, electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment; (ii) the installation, maintenance and repair of the equipment referred to in paragraph (i) above, but does not include the Electrical Industry;

**“Lift and Escalator Industry”** means the industry concerned with the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

**“Plastics Industry”** means the industry concerned with the conversion of thermoplastic and/or thermosetting polymers, including the compounding or recycling thereof, or the manufacture of articles or parts of articles wholly or mainly made of such polymers into rigid, semi-rigid or flexible form, whether blown, moulded, extruded, cast, injected, formed, calendered, coated, compression moulded or rotation moulded, including inhouse printing on such plastics by the manufacturers, and all operations incidental to these activities.

**“Region A”** means the Western Cape Province and the Northern Cape Province but excluding the following magisterial districts in the Western Cape: Calitzdorp, Murraysburg, Oudtshoorn, and Uniondale and excluding the following magisterial districts in the Northern Cape: Barkly West, De Aar, Gordonia, Hartswater, Herbert, Hopetown, Kimberley, Kuruman, Postmasburg and Warrenton.

**“Region B”** means the following magisterial districts in the Eastern Cape Province: Albert, Aliwal North, Barkly East, Bizana, Butterworth, Cala, Cathcart, Cofimvaba, East London, Elliot, Engcobo, Flagstaff, Hoffmeyer, Idutywa, Indwe, Keiskammahoek, Kentani, King William’s Town, Kwabhaca, Komga, Lady Grey, Libode, Lusikisiki, Maclear, Matatiele, Mdantsane, Middeltdrift, Mount Ayliff, Mount Fletcher, Mqanduli, Ngqeleni, Nqamakwe, Queenstown, Qumbu, Seymour (Mpopu), Sterkstroom, Stutterheim, Tsolo, Tsomo, Umtata, Umzimkulu, Whittlesea, Willowvale, Wodehouse, Victoria East and Zwelitsha.

**“Region C”** means the Province of KawZulu Natal.

**“Region D”** means the following magisterial districts in the Eastern Cape Province: Aberdeen, Adelaide, Albany, Alexandra, Bathurst, Bedford, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Humansdorp, Jansenville, Joubertina, Kirkwood, Middleburg, Pearston, Port Elizabeth, Somerset East, Steytlerville, Steynsburg, Uitenhage, Venterstad and Willowmore and the following magisterial districts in the Western Cape Province: Calitzdorp, Murraysburg, Oudtshoorn, Uniondale, and the following magisterial districts in the Northern Cape Province: Colesburg, Hanover, Noupoot and Richmond.

**“Region E”** means all the magisterial districts in the Gauteng Province, Mpumalanga Province, Northern Province (Limpopo) and North West Province, but excludes the following magisterial districts in the North West Province: Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp, Vryburg and Wolmaransstad.

**“Region F”** means all the magisterial districts in the Free State and includes the following magisterial districts in the North West Province: Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp, Vryburg and Wolmaransstad, and includes the following magisterial districts in the Northern Cape Province: Barkly West, De Aar, Gordonia, Hartswater, Herbert, Hopetown, Kimberley, Kuruman, Postmasburg, and Warrenton.

## **Motor Industry**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this Agreement shall be observed in the Motor Industry –
  - (a) throughout the Republic of South Africa as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act 200 of 1993);
  - (b) by the employers and the employees in the Motor Industry who are members of the employers' organizations and the trade unions, respectively.
  
- (2) Notwithstanding the provisions of sub-clause (1) [above], the provisions of this Agreement shall apply to-
  - (a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981, and learners in terms of Chapter IV of the Skills Development Act, Act No. 97 of 1998; and
  - (b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.
  
- (3) The provisions of Clauses 1(1) (b), 2 [how long the agreement lasts], 5(1) (d) [notice period to renegotiate contracts], 7 [differential rates for journeymen], 12 [additional holiday pay for apprentices] and 13 [retrenchment pay] of this Agreement shall not apply to employers and employees who are not members of the employers' organizations and trade unions who entered into this agreement.

### **Definitions**

**“Motor Industry” or “Industry”**, without in any way limiting the ordinary meaning of the expression and subject to the provisions of any statutory demarcation determination made, means the industry concerned with –

- (a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, re-wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with:
  - (i) chassis and/or bodies of motor vehicles;
  - (ii) internal combustion engines and transmission components of motor vehicles;
  - (iii) the electrical equipment connected with motor vehicles, including radios;

- (b) automotive engineering
- (c) auto valet establishments
- (d) repairing, vulcanising and/or retreading tyres;
- (e) repairing, servicing and/or reconditioning batteries for motor vehicles;
- (f) the business of parking and/or recovery and/or storing motor vehicles;
- (g) the business conducted by filling and/or services station;
- (h) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly of or repairs to motor vehicles is carried out;
- (i) the business conducted by motor graveyards;
- (j) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components thereof are manufactured;
- (k) vehicle body building;
- (l) the sale of tractors, agricultural and irrigation equipment (not connected with the manufacture thereof) in the Republic of South Africa but excluding the Magisterial District of Kimberley, in respect of the sale of:
  - (i) agricultural and irrigation equipment; and
  - (ii) tractors, except when undertaken by establishments substantially engaged in the sale and/or repair of other motor vehicles.

**‘Area A (EC)’** means the Magisterial District of East London, and the municipal areas of Despatch, Port Elizabeth and Uitenhage;

**‘Area B (EC)’** means the Magisterial Districts of Aberdeen, Adelaide, Albany, Albert, Alexandria, Aliwal North, Barkly East, Bathurst, Bedford, Calitsoorp, Cathcart, Colesberg, Cradock, Elliot, Fort Beaufort, George, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Indwe, Jansenville, Joubertina, King William’s Town, Kirkwood, Knysna, Komga, Lady Grey, Maclear, Middelburg (C.P.), Molteno, Mosselbay, Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth (excluding the municipal area of Port Elizabeth), Queenstown, Somerset East, Sterkstroom, Steynsburg, Steytlerville, Stockenström, Stutterheim, Tarka, Uitenhage (excluding the municipal area of Uitenhage), Uniondale, Venterstad, Willowmore and Wodehouse;



**‘Area A (KZNL)’** means the Magisterial Districts of Chatsworth, Durban, Pietermaritzburg and Pinetown and the municipal areas of Ladysmith, Newcastle and Umhlanga Rocks;

**‘Area B (KZNL)’** means the districts and areas in the Province of Kwazulu Natal not referred to in Area A (KZNL), and the Magisterial District of Mount Currie;

**‘Area A (FS & NC)’** means the Magisterial District of Bloemfontein and the municipal areas of Kimberley, Sasolburg and Welkom;

**‘Area B (FS & NC)’** means the Province of the Free State, excluding those districts and areas referred to in Area A (FS & NC), and the Magisterial Districts of Barkly West, Bristown, De Aar, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafikeng, Philipstown, Postmasburg, Prieska, Upington, Vryburg and Warrenton [but excluding those municipal areas included in Area A (FS & NC)];

**‘Area A (Highveld)’** means the Magisterial Districts of Oberholzer, Randfontein and Westonaria, and the municipal areas of Alberton, Bedfordview, Benoni, Boksburg, Brakpan, Edenvale, Elsburg, Germiston, Heidelberg (Gauteng), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Meyerton, Midrand, Nigel, Potchefstroom, Randburg, Roodepoort, Maraisburg, Sandton, Springs, Vanderbijlpark and Vereeniging;

**‘Area B (Highveld)’** means the Magisterial Districts of Amersfoort, Amsterdam, Balfour, Bethal, Bloemhof, Breyten, Christiana, Coligny, Davel, Delareyville, Delmas, Ermelo, Fochville, Heidelberg, Lichtenburg, Nigel, Orkney, Ottosdal, Piet Retief, Pongola, Schweizer Reneke, Standerton, Stilfontein, Volksrust, Wolmaransstad, Wakkerstroom, and the municipal areas of Amalia, Armadene, Bank, Biesiesvlei, Bosfontein, Claudina, Chrissiesmeer, Dasville, De Deur, Devon, Ebner-on-Vaal, Eendracht, Eikenhof, Eloff, Evander, Evaton, Glenharvie, Gollel, Grasmere, Greylingstad, Grootvlei, Hartbeesfontein, Hekpoort, Holmdene, Kinross, Klipdrift, Kliprivier, Klipvalley, Leeudoringstad, Leslie, Lothair, Magaliesberg, Makokskraal, Makwassi, Migdol, Moolman, Moosrivier, Morgenzon, Muldersdrift, Paardekraal, Perdekop, Plat Rand, Redan, Residensia, Rykaartspos, Sannieshof, Sibasa, Sundra, Sebokeng, Trichardt, Val, Van Wyksrust, Venterspos, Vermaas, Welbekend, Welverdiend, Walkerville, Zuurbekom, but excluding those Districts and Areas referred to in Area A (Highveld);

**‘Area A (Northern Region)’** means the municipal areas of Akasia, Middelburg (Mpumalanga), Nelspruit, Pietersburg, Potgietersrus, Pretoria, Rustenburg, Centurion and Witbank;

**‘Area B (Northern Region)’** means the Magisterial Districts of Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Cullinan, Eerstehoek/Badplaas, Ellisras, Groblersdal, Koster, Letaba (including Tzaneen), Lydenburg, Marico (including Zeerust), Messina, Moutse, Phalaborwa, Pilgrims Rest (including Graskop and Sabie), Sibasa, Soshanguve, Soutpansberg (including Louis Trichardt), Swartruggens, Thabazimbi, Warmbaths, Waterval Boven, White River and Waterberg (including Nylstroom), but excluding those Districts and Areas referred to in Area A (Northern Region) and the Areas as they existed prior to the proclamation of the Constitution of the Republic of South Africa, 1993 (Act 200 of 1993).

**‘Area A (WP)’** means the Magisterial Districts of Bellville, Goodwood, Kuils River, Simon’s Town, The Cape and Wynberg, and the municipal areas of Paarl, Somerset West, Stellenbosch and Strand;

**‘Area B (WP)’** means the Magisterial Districts of Beaufort West, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Fraserburg, Heidelberg (C.P.), Hermanus, Hopefield, Ladismith, Laingsburg, Malmesbury, Montagu, Moorreesburg, Namaqualand, Paarl, Piketberg, Prince Alfred, Riversdale, Robertson, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston and Worcester, but excluding those municipal areas referred to in Area A (WP);

## **Restaurant, Catering and Allied Trades Johannesburg**

### **Who is covered by the Agreement (Scope of Application)**

- (1) The terms of this agreement shall be observed in the Restaurant and Catering and Allied Trades -
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions.
  - (b) in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Randfontein, Roodepoort, Springs, Stilfontein and Westonaria.
- (2) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 1 (a) [above], 2 [how long the agreement lasts] and 3 [special provisions] of this agreement.

### Definitions

**“Restaurant, Catering and Allied Trades”** means the Tearoom, Restaurant and Catering Trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in one or more classes of premises or parts thereof-

- (a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments takes place on or from the premises of an accommodation establishment;
- (b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;
- (c) Where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises, and
- (d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any entertainment and/or function, but does not include the sale and/or provision of edibles and/or liquid refreshments to persons attending cinema performances or theatre productions on the premises of and by the establishment providing such performances or productions, and also includes the supply of liquor in any such establishments or any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act,1989, but does not include hotelkeepers, boarding-housekeepers or lodging- housekeepers and further includes all operations incidental to or consequent on any of the aforesaid activities

## Road Freight Industry

### Who is covered by the Agreement (Scope of Application)

- (1) The terms of this Agreement shall be observed in the Road Freight Industry:-
- (a) by all the employers who are member of the employers' organization and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
- (b) In the A Area, which consists of the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice No. R. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1966 and 1 July 1972 (Government Notices Nos. R. 498 and R. 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel, Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. R. 556 and R.1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. R. 1105 and R. 872 of 26 July 1963 and 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice No. R. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. R. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. R. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria; and
- (c) in the B Area, which consists of the rest of the Republic of South Africa, excluding the Magisterial Districts specified in paragraph (b) except where otherwise indicated.

- (2) Notwithstanding the provisions of sub-clause (1) [above}, this Agreement shall apply only to employees for whom minimum wages are prescribed herein and to the employers of such employees
- (3) Notwithstanding the provisions of sub-clause (2), this Agreement shall not apply to an owner-driver, as defined, who possesses only one motor vehicle and who is the permanent driver of such vehicle, or to the employees employed by him, except insofar as clauses 3 [registration of employers] and 5 (4) [hours of work for owner-drivers] are applicable.
- (4) The provisions of clauses 1 (1) (a) and 1A [how long the agreement lasts] of this Agreement shall not apply to employers and employees who are not members of the employers' organization and the trade unions respectively, who entered into this Agreement, unless the Minister of Labour has declared the Agreement binding on such employers and employees in terms of section 32 (2) of the Labour Relations Act, 1995.
- (5) The provisions of clauses 31 [subscriptions], 43 [daily logbook], 45 (1) [appointment of agents], 49 [bargaining unit] and 50 (3) [strikes and lockouts] of this Agreement shall not apply to employers who are not members of the employers organization and the trade unions respectively, who entered into this Agreement.

### **Definitions**

**“Road Freight Industry” or “Industry”** means the Industry in which employers and employees are associated for carrying on one or more of the following activities for hire or reward:

- (1) The transportation of goods by means of motor transport;
- (2) the storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (1)

and

- (3) the hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation of goods, irrespective of the class of undertaking, industry, trade or occupation in which the client is engaged as an employer; but the “transportation of goods” does not include the following:

The undertakings, industries, trades or occupations in respect of which the Transnet Industrial Council was registered on 2 October 1991; the interests in respect of which that Council was registered being the undertakings, industries, trades or occupations of Transnet Ltd as engaged in by Spoornet, South African Airways, Autonet, Portnet, Transnet, Transwork, Promat and Protekon, or any other business, undertaking, industry, trade, occupation, unit, department or section of Transnet Ltd;

**“The Motor Ferry Industry”**, which means the Industry in which employers and employees are associated for the transportation of motor vehicles by road, sea or rail, between vehicle manufacturers and motor dealerships.

## Road Passenger Industry

### Who is covered by the Agreement (Scope of Application)

The terms of this Agreement shall be observed in the Road Passenger Transport Trade -

- 1.1.1 By all employers who are members of the employers' association and by all eligible employees who are the members of the trade unions;
- 1.1.2 By all employers and eligible employees within the Road Passenger Transport Industry in the republic of South Africa.
- 1.1.3 The agreement shall also apply and be binding upon all Parties and/or Individuals to whom the collective agreement is extended in terms of Section 32 of the Labour Relations Act of 1995.
- 1.1.4 Clauses 1.1.1 [above], 1.2 [how long the agreement lasts] and 36.1 [council agents] of this Agreement shall not apply to employers and employees who are not members of the employers' association and trade unions respectively.

### Definitions

**“Road Passengers Transportation Industry”** or **“Industry”** means the Industry in which employers and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power-driven vehicle (other than a vehicle in the possession and under the control of Transnet or a local authority) intended to carry more than 16 persons simultaneously including the driver of the vehicle, and includes all operations incidental thereto or consequent thereto.



## **Tearoom, Restaurant & Catering Trade Pretoria**

### **Who is covered by the Agreement (Scope of Application)**

The terms of this Agreement shall be observed in the Tearoom, Restaurant and Catering Trade:

- (1) (a) by all employers and employees who are members of the employers' organisation and the trade union, respectively
- (b) in the Magisterial Districts of Pretoria, Brits, Bronkhorstspuit, Cullinan, Rustenburg, Warmbaths, Witbank and Wonderboom
- (2) Clauses 1 (1) (a) [above] and (2) [how long the agreement lasts] and 2A [special provisions], of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively.

### **Definitions**

**“Catering”** means the provision of meals and/or refreshments.

**Area A:** Magisterial Districts of Pretoria, Rustenburg and Wonderboom.

**Area B:** Magisterial Districts of Brits, Bronkhorstspuit, Cullinan, Warmbaths and Witbank.

## **Textile Industry**

### **Who is covered by the Agreement (Scope of Application)**

- (a) This agreement applies to all employers and all employees who are members of the parties to this Agreement and who are engaged in the Textile Industry, as defined hereunder, in the Republic of South Africa.
- (b) The Textile Industry in the Republic of South Africa is defined as follows:  
“Textile Industry or Sector Industry” means without in anyway limiting the ordinary meaning of the expression, the enterprise in which the employer(s) and the employees are associated, either in whole and or in part, for any activity relating to the processing or manufacture of fibres, filaments or yarn, natural or man-made and the processing or manufacture of products obtained therefrom, including all activities incidental thereto or consequent thereon, defined as follows:  
Fibre Manufacture, Preparation of Natural Fibres, Manufacture of Textiles
- (c) The provisions of this Agreement shall not apply to employees whose wages are not prescribed herein, unless otherwise specified in this Agreement.
- (d) The terms of this Agreement shall not apply to non-parties in respect of clause 1. (a) [above] and 2 [how long the agreement lasts].

## **Transnet**

### **Who is covered by the Agreement (Scope of Application)**

- (1) This Agreement shall be applicable to-
  - (a) all employees of Transnet Limited in the Republic of South Africa as it existed immediately prior to the date of coming into operation of the constitution of the Republic of South Africa, 1993 (Act No 200 of 1993), who have been appointed permanently or temporarily, irrespective of whether they are represented by a trade union or not, except-
    - (i) employees in the Management-and middle Management corps except where mentioned otherwise;
    - (b) employees in a casual capacity, except where-
      - (i) mentioned otherwise in this Agreement; or
      - (ii) the provision of any agreement entered into with a casual employee contains service conditions which differ from the provision of this agreement.
  - (2) notwithstanding the provisions of sub-clause (1) [above], the terms of this Agreement shall not apply to non-party employees in respect of clauses B(3), B(4)(4)(r) (vii) d [all referring to how long the agreement lasts], G 18(1), 18(2) [wages] and M76 (14) and (15)[unions and employers renegotiating sick leave provisions].

## **Wood and Paper – Fibre & Board Sector**

### **Who is covered by the Agreement (Scope of Application)**

This agreement covers all employees falling within the bargaining units as defined by the individual recognition agreements between the trade union parties and individual employers to this agreement.

## **Wood and Paper – Pulp and Paper Sector**

### **Who is covered by the Agreement (Scope of Application)**

This agreement shall apply to all employees in the bargaining unit of the Pulp and Paper Chamber of the Bargaining Council.

## **Wood and Paper – Sawmilling Sector**

### **Who is covered by the Agreement (Scope of Application)**

This Agreement shall apply to all wage earning employees of the Employers within the Sawmilling Industry.

## **Wood and Paper – Tissue and Allied Sector**

### **Who is covered by the Agreement (Scope of Application)**

This Agreement will be applicable to eligible employees in the existing Bargaining Unit of the [Tissue & Allied Employers] Association's employees.

# SCOPE – SECTORAL DETERMINATIONS



**CWAO**  
CASUAL WORKERS ADVICE OFFICE

Scope – Sectoral  
Determinations

## Checklist of Sectoral Determinations and the Geographical Areas They Cover

Sector	Geographical Area Covered
Children in Performing Arts	National
Contract Cleaning	National but <b>excluding Kwa-Zulu Natal</b> , where a bargaining council exists
Domestic Worker	National
Farm Worker	National
Forestry	National
Hospitality	National
Learnerships	National
Private Security	National
Taxi	National
Wholesale & Retail	National

### Ministerial Determination

Sector	Geographical Area Covered
Expanded Public Works Programme	National

## Children in Performing Arts : Sectoral Determination 10

### Scope of Application

- (1) This Determination applies to the employment of children under 15 years of age in the performance of advertising, artistic and cultural activities.
- (2) An employer that has been granted a permit in terms of this Determination allowing it to employ children under 15 years of age in advertising, artistic and cultural activities must comply with this Determination.
- (3) An employer that has not been granted a permit in terms of this Determination is prohibited by section 43 of the Basic Conditions of Employment Act from employing children.
- (4) This Determination does not apply to a child's participation in activities that are not for profit-making purposes performed under the auspices of one of the following organizations:
  - (a) a school attended by the child; or
  - (b) a youth organization, amateur dramatic society, church or other religious institution to which the child belongs.
- (5) The provisions of the Basic Conditions of Employment Act apply to children and employers covered by this Determination in respect of any matter not regulated by this Determination.

### Definition:

“Child” means any person younger than 15 years of age.

## Contract Cleaning Sector: Sectoral Determination 1

### Area and Scope of Application

- (1) This determination shall apply in the Republic of South Africa to every employer in the Contract Cleaning Sector and to all employees in that trade, except
  - (a) a manager;
  - (b) administrative personnel;
  - (c) any employer or employee who is subject to a bargaining council agreement in terms of the Labour Relations Act, 1995; or
  - (d) employees who work less than 24 hours a month for an employer
  
- (2) For the purposes of determining the wage rate applicable to an employee, the area where the employee performed that work shall be the area contemplated in clause 3 irrespective of whether or not the employer has an establishment in that area.

### Definitions

**“Contract Cleaning Sector”** means the sector in which employers and employees are associated on a fixed-term – project contract for the purpose of cleaning or washing by hand or machine, of furniture, windows, carpets, doors, floors, tools, machinery, under supervision at industrial and commercial premises, buildings, and flats that are let commercially or any airplanes, trucks, cars, buses, trains or any other vehicle requiring to be so cleaned.

### Area A

#### **Metropolitan Councils:**

City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tswane and Nelson Mandela.

#### **Local Councils:**

Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria

### Area C

In the rest of RSA, except for the province of KZN, which is covered by KZN Contract Cleaning bargaining Council agreement. (KZN is referred to as area B in the sectoral determination, and applies to areas not covered by the Contract Cleaning bargaining council agreement, except the agreement actually covers the whole province.)



## Domestic Worker Sector: Sectoral Determination 7

### Scope of Application:

- (1) The determination applies to the employment of all domestic workers in the Republic of South Africa including domestic workers -
  - (a) employed or supplied by employment services;
  - (b) employed as independent contractors.
  
- (2) This determination does not apply to domestic workers –
  - (a) employed on farms on which employees performing agricultural work are employed;
  - (b) covered by another sectoral determination in terms of the Basic Conditions of Employment Act; or
  - (c) covered by an agreement of a bargaining council in terms of the Labour Relations Act, 1995.
  
- (3) Only clause 2 and 3 setting minimum wages apply to domestic workers who work less than 24 hours per month for an employer.
  
- (4) The provisions of the Basic Conditions of Employment Act apply to all domestic workers covered determination.

### Definitions:

**“domestic worker”** means any domestic worker or independent contractor who performs domestic work in a private household and who receives, or is entitled to receive, pay and includes -

- (a) a gardener;
- (b) a person employed by a house hold as a driver of a motor vehicle; and
- (c) a person who takes care of children, the aged, the sick, the frail or the disabled;
- (d) domestic workers employed or supplied by employment services.

**“employment service”** means any person who recruits, procures or provides domestic workers for clients in return for payment, regardless of which party pays the domestic worker;

## Farm Worker Sector: Sectoral Determination 13

### Scope of Application:

- (1) The determination applies to the employment of farm workers in all farming activities in the Republic of South Africa.
- (2) Without limiting its meaning, 'farming activities' includes primary and secondary agriculture, mixed farming, horticulture, aqua farming and the farming of animal products or field crops excluding the Forestry Sector.(3) For the purposes of this determination, a farm worker includes –
  - (a) a domestic worker employed in a home on a farm;
  - (b) a security guard employed to guard a farm or other premises where farming activities are conducted, who is not employed in the private security industry; and
- (3) Subject to clause (3), this determination does not apply to any person employed in activities covered by another sectoral determination or by a bargaining council agreement in terms of the Labour Relations Act, 1995.
- (4) The provisions of the Basic Conditions of Employment Act apply to all farm workers covered by this determination and their employers in respect of any matter that is not regulated by this sectoral determination.

## Forestry Sector: Sectoral Determination 12

### Scope of application:

- (1) The determination applies to the employment of forestry workers in all forestry activities in the Republic of South Africa.
- (2) For the purpose of this determination Forestry Sector refers to forestry operations related to planting, growing, tending and harvesting of trees. Without limiting its meaning, 'forestry activities' includes:
  - (a) commercial timber growers;
  - (b) emergent timber growers;
  - (c) contractors where the majority of time is spent in relation to forestry contracting activities;
  - (d) all transportation within the sector not covered by the Road Freight Bargaining Council;
  - (e) a domestic worker employed in a home on a plantation where forestry activities take place;
  - (f) a security guard employed to guard a plantation or other premises where forestry activities are conducted, who is not employed in the private security sector.
- (3) The determination does not apply to:
  - (a) mixed farming employers where the majority of the time is spent in relation to farming activities;
  - (b) community forestry employers and employees;
  - (c) employers where the majority of the time is spent in relation to conservation forestry activities;
  - (d) any person employed or engaged in forestry activities covered by another sectoral determination or by a bargaining council agreement in terms of the Labour Relations Act, 1995, and includes but is not limited to:
    - (i) transportation covered by the Road Freight Bargaining Council;
    - (ii) the forest products sector, which includes all primary and secondary timber processing activities including the pulp and paper sector and whose operations are currently covered by bargaining council agreements.

## Hospitality Sector: Sectoral Determination 14

### Scope of Application:

- (1) The determination applies to employers and employees engaged in the Hospitality Sector activities in the Republic of South Africa.
- (2) Hospitality Sector means any commercial business or part of a commercial business in which employers and employees are associated for the purpose of carrying on or conducting one or more of the following activities for reward:
  - (a) providing accommodation in a hotel, motel, inn, resort, game lodge, hostel, guest house, guest farm or bed and breakfast establishment, including short stay accommodation, self –catering, timeshares, camps, caravan parks;
  - (b) restaurants, pubs, taverns, cafés tearooms, coffee shops, fast food outlets, snack bars, industrial or commercial caterers, function caterers, contract caterers that prepare, serve or provide prepared food or liquid refreshments, other than drinks in sealed bottles or cans whether indoors or outdoors or in the open air, for consumption on or off the premises; and
- (c) Includes all activities or operations incidental to or arising from any of the activities mentioned in paragraphs (a) and (b).
- (3) This determination does not apply to employers and employees who are:
  - (a) Involved in the trade of letting of flats, rooms or houses;(b) covered by another sectoral determination in terms of the Basic Conditions of Employment Act,75, of 1997; or
  - (b) covered by a collective agreement of a bargaining council in terms of the Labour Relations Act; of 1995.
- (4) The provisions of the Basic Conditions of Employment Act apply to all employees covered by this determination and their employers in respect of any matter that is not regulated by this sectoral determination.
- (5) The provisions of the Ministerial Determination for Small Business apply to those employers employing less than 10 employees in respect of overtime, averaging of working hours, and family responsibility leave.

## Learnerships: Sectoral Determination 5

### Application of the Determination:

2. (1) This determination applies to -
  - (a) the employment of a learner –
    - (i) who has concluded a learnership agreement in terms of section 17 of the Act;  
and
    - (ii) who was not in the employment of the employer party to the learnership agreement when the agreement was concluded.
  - (b) to every employer who employs a learner contemplated in sub-paragraph (a) in respect of the employment of that learner.
2. (a) This determination forms part of the contract of employment of any learner employed in terms of section 18(2) of the Act.
  - (b) Sub-paragraph (a) does not prevent an employer and a learner concluding a contract of employment in terms of section 18(2) of the Act, which contains terms, and conditions that are more favourable to the learner.
- (3) This determination takes precedence over any collective agreement, except insofar as a collective agreement concluded after this determination comes into effect expressly provides for learners to receive an allowance or conditions of employment that are more favourable to the employee than provided for in this determination.

## Private Security Sector: Sectoral Determination 6

### Area and scope of application:

- (1) This determination shall apply in the Republic of South Africa to every employer in the Private Security Sector as defined in sub clause (2), and to all employees in that sector, except those employers and employees referred to sub clause (3)
- (2) **“Private Security Sector”** means the sector in which employers and employees are associated for the purpose of guarding or protecting fixed property, premises, goods, person or employees, including monitoring and responding to alarms at premises which are guarded by persons or by electronic means.
- (3) The provisions of this determination shall not apply –
  - (a) to a manager as defined in clause 2 (28); or
  - (b) to any employer or employee who is subject to an agreement of a bargaining council in terms of the Labour Relation Act, 1995.
- (4) For the purposes of determining the wage rate applicable to an employee, the area where the employee performs the employer’s duties shall be the area contemplated in clause 3 sub clause (1) irrespective of whether or not the employer has an establishment in that area.
- (5) Subject to the provisions of the National Keypoint Act, 1980, this determination shall also apply to employers and employees who provide security services at National Key Points.

**Area 1**

**Magisterial District of:** Alberton, Belville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

**Area 2**

Bloemfontein, East London, Kimberley, Klerksdorp, Pietersburg, Somerset West, Stellenbosch and Strand.

**Area 3**

Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank

**Area 4**

All other areas

## Taxi Sector: Sectoral Determination 11

### Scope of Application:

- (1) Subject to sub-clauses (3) and (4), the determination applies to the employment of all employees working in the taxi sector, as defined.
- (2) This determination applies throughout the Republic of South Africa.
- (3) For the purposes of this determination, an employee in the taxi sector includes, but is not limited to –
  - (a) taxi drivers;
  - (b) administrative staff;
  - (c) rank marshalls;
  - (d) employees engaged to clean vehicles, premises, machinery, tools, or any other articles used in relation to taxi operations;
  - (e) employees who check and collect fares from passengers and who manage the loading of passengers into different taxi vehicles.
- (4) The determination does not apply to –
  - (a) owner-drivers;
  - (b) employers and employees in the metered taxi sector;
  - (c) any person employed in activities covered by another sectoral determination or by a bargaining council agreement in terms of the Labour Relations Act, 1995.
- (5) The provisions of the Basic Conditions of Employment Act, 1997 apply to all employees and employers in the sector covered by this determination in respect of any matter that is not regulated by this sectoral determination.
- (6) Only clauses 2 and 3 setting minimum wages and regulating annual increases to minimum wages, apply to employees who work for an employer in the taxi sector for less than 24 hours in a month.

### Definitions:

“**Taxi sector**” means the sector in which employers and employees are associated for the purpose of conveying for reward on any public road any person by means of a self-propelled vehicle intended to carry not more than 35 persons, including the driver simultaneously, and includes all operations incidental thereto or consequent thereon but excludes the metered taxi industry;



## Wholesale and Retail Sector: Sectoral Determination 9

### Application:

- (1) This determination applies to the employment of employees in the wholesale and retail sector in the Republic of South Africa.
- (2) In this determination, the “**wholesale and retail sector**” means the sector in which employers and employees are mainly or wholly associated for the purpose of procuring products from any supplier or manufacturer for the purpose of sale to any person, whether on a wholesale or retail basis; and, in addition, includes-
  - (a) Any other activities engaged in by an employer in the wholesale and retail sector including, but no limited to, merchandising, warehousing or distribution operations that are incidental to, or supportive of, the employer’s enterprise; and
  - (b) Any other activity conducted by an employer whose core business falls within the wholesale and retail sector on or at the premises where that business is conducted.)
- (3) This determination does not apply to employees
  - (a) employed in activities covered by another sectoral determination in terms of the Basic Conditions of Employment Act; or
  - (b) covered by an agreement of a bargaining council in terms of the Labour Relations Act
- (4) Employees who work for an employer for 24 or less hours in a month
  - (a) must be paid at least the hourly rate set out in tables 1-6 of this determination
  - (b) except as provided in paragraph (a), this determination does not apply to an employee who works for an employer for 24 hours or less per month
- (5) The provisions of the Basic Conditions of Employment Act apply to all employees covered by this determination and their employers in respect of any matter not dealt with in this sectoral determination

**Area A**

**Metropolitan and Local Municipality**

Bergrivier, Breederivier, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, Ethekezi Metropolitan Municipality, Gamagara, George, Hibiscus Coast, Karoo Hoogland, Kgatelopele, Khara Hais, Knysna, Kungwini, Kouga, Langeberg, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middleburg, Midvaal, Mngeni, Mogale, Mosselbaai, Msunduzi, Mtubatuba, NamaKhoi, Nelson Mandela, Nokeng tsa Taamane, Oudtshoorn, Overstrand, Plattenbergbaai, Potchefstroom, Randfontein, Richtersveld, Saldanha Bay, Sol Plaatje, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Umdoni, Umhlathuze and Witzenberg.

## Area B

### Metropolitan and Local Municipality

Abaqulusi, Beaufort West, Bela Bela, Blue Crane Route, Boland District Management Area, Breede Rivier/Winelands, Camdeboo, Central Karoo, Dannhauser, DC43 District, Delmas, Dihlabeng, Dikgatlong, Dipaliseng, District Highlands, Emnambithi; Endumeni, Enthenjeni, Frances Baard, Garden route/ Klein Karoo, Garib, Ga- Segonyana, Great Kei, Greater Kokstad, Greater Tzaaneen, Hantam, Highlands, Highveld East, Ikwezi, Impendle, Inkwanca, Inxuba Yethemba, Kamiesberg, Kannaland, Kareeberg, Karoo, Kai- Ma, Kheis, King Sabate dalindyebo, Kopanong, Kou-Kamma, Kwa Sani, Ladysmith, Laingsburg, Lepele Nkupi, Lukhanji, Mafikeng, Mafube, Magareng, Makhado, Malaamulele, Maletshwai, Malutia Mandeni, Mantsopa, Maquassi Hills, Masilonyana, Matatiela, Matjhabeng, Merafeng City, Messina, Mier, Mkhambathini, Modimolle, Mofutsanyane, Mogalakwena, Mohokare, Molopo, Mooi Mpofana, Mookgong, Moqhaka, Moretele, Moses Kotane, Nala, Naledi, Namakwa district, Ndlambe, Newcastle, Ngwathe, Nketoana, Phalaborwa, Maluti a Phofung, Phokwane, Phumelela, Polokwane, Prince Albert, Renosterberg, Richmond, Rustenburg, Schweizer-Renek, Setsolo, Siyancuma, Siyanda District, Siyathemba, Sunday's River Valley, Thabazimbi, Thabo The KwaDukuza, Thembekihle, Thohoyandou, Tokologo, Tsantsabane, Tsolwana, Tswelopele, Ubuntu, Umlazi, Umsobovu, Umtshezi, Uphongolo, Utrecht, West Rand District, Western District, Westonaria, Zeerust.

# **BARGAINING COUNCIL AND UNION CONTACTS**



# **CWAO**

**CASUAL WORKERS ADVICE OFFICE**

**Bargaining Council  
and Union Contacts**

**LIST OF REGISTERED PRIVATE SECTOR BARGAINING  
COUNCILS (PER INDUSTRY/ SECTOR) IN SOUTH AFRICA FOR  
AUGUST 2014**

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
1	LR 2/6/6/161	Amanzi Bargaining Council General Secretary: Mr. Johan Kohl Tel: (028) 313 0649 Fax: (028) 313 0649 E-Mail: jkohl@worldonline.co.za Postal address: PO Box 1998, HERMANUS, 7200 Physical address: 3 Erica Close, Hermanus Heights, Hermanus, 7200
2	LR 2/6/6/9	<b>BUILDING INDUSTRY</b>  Bargaining Council for the Building Industry (Bloemfontein) General Secretary: Mrs. A.C.M. van Vuuren PA: Jenny Slabbert jenny@bcbi.co.za Tel: (051) 447 7441 / 2 Fax: (051) 447 1902 E-Mail: tilla1@mweb.co.za Postal address: PO Box 693, BLOEMFONTEIN, 9300 Physical address: Boudustria Building, 101 (A) Zastron Street, Bloemfontein, 9301
3	LR 2/6/6/10	Building Industry Bargaining Council (Kimberley) General Secretary: Adv. Pieta R Serfontein PA: Renthia Brits renthia@telkomsa.net Tel: (053) 831 1117 / (053) 831 2033 Fax: (053) 831 2911 / 086 667 9700 E-Mail: pietas@telkomsa.net Postal address: PO Box 810, KIMBERLEY, 8300 Physical address: 2nd Floor, MBA Building, 20 Currey Street, Kimberley, 8301
4	LR 2/6/6/13	Building Industry Bargaining Council (Southern and Eastern Cape) General Secretary: Mr T.M. Verschuur PA: Cheryl Jonker cheryljonker@bibcpe.co.za Tel: (041) 453 2751 Fax: (041) 453 6179 / 086 514 5659 E-Mail: secretary@bibcpe.co.za Website: www.bibcpe.co.za Postal address: Private Bag x4089, KORSTEN. P.E. , 6014 Physical address: F.G. Black Building, 169 Haupt Street, Sidwell, Port Elizabeth, 6001

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
5	LR 2/6/6/14	Building Industry Bargaining Council (Cape of Good Hope) General Secretary: Mr. Arnold Williams PA: Ilse Slabbert islabbert@bipc.co.za Tel: (021) 950 7400/ 15 Fax: (021) 950 7407 E-Mail: Awilliams@bipc.co.za bipc@bipc.co.za Website: www.bipc.co.za Postal address: Private Bag x29, BELLVILLE, 7535 Physical address: 133 Voortrekker Road, Bellville, 7530
6	LR 2/6/6/17	Building Industry Bargaining Council (East London) General Secretary: Mr. T.M. Verschuur PA: Cheryl Jonker cheryljonker@bipcpe.co.za Tel: (041) 453 2751 or (043) 722 1205 Fax: (041) 453 6179 / 086 514 5659 or (043) 743 2154 E-Mail: secretary@bipcpe.co.za Website: www.bipcpe.co.za Postal address: Private Bag x4089, KORSTEN. P.E., 6014 Physical address: 7-9 Stephenson Street, East London, 5201
7	LR 2/6/6/18	Building Bargaining Council (North and West Boland) General Secretary: Mr. Lionel Ontong PA: Monique worcester@bbcnwbol.org.za Tel: (023) 342 0085 / 347 2676 Fax: (023) 347 3630 E-Mail: worcester@bbcnwbol.org.za; lionel@bbcnwbol.org.za Website: www.bbcnwbol.org.za Postal address: PO Box 240, WORCESTER, 6849 Physical address: 162 Durban Street, Worcester, 6850
8	LR 2/6/6/19	<b>CANVAS GOODS INDUSTRY</b>  Bargaining Council for the Canvas Goods Industry (Witwatersrand & Pretoria) General Secretary: Mr Selwyn Stanley Cohen Tel: (011) 334 4229 Fax: (011) 334 2801 E-Mail: wendy@mervynsmith.co.za Postal address: PO Box 9890, JOHANNESBURG, 2000 Physical address: Ground Floor, 14 Nugget Street, City and Suburban, JHB, 2001
9	LR 2/6/6/154	<b>CLOTHING INDUSTRY</b>  National Bargaining Council for Clothing Manufacturing Industry (Head Office) General Secretary: Mr Sicelo David Nduna PA: Wilma Prade wilmap@cibc.co.za Tel: (021) 460 4000 / 4020 / 4019 Fax: (021) 460 4166 / 4191 E-Mail: snduna@cibc.co.za Website: www.nbc.co.za Postal address: PO Box 1142, WOODSTOCK, 7915 Physical address: 7th Floor, Industria House, 350 Victoria Road, Salt River, 7925

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
10	LR 2/6/6/91	<b>CONTRACT CLEANING INDUSTRY</b>
		Bargaining Council for the Contract Cleaning Services Industry (Kwazulu-Natal) General Secretary: Mr Stephan Venter Tel: (031) 303 4959 Fax: (031) 303 2987 / 9709 / 086 618 0057 E-Mail: secretary@bccci.co.za bccciadmin@telkomsa.net Website: www.bccci.co.za Postal address: PO Box 47435, GREYVILLE, 4023 Physical address: 15/21 Woodford Grove, Stamford Hill, 4001
11	LR 2/6/6/160	<b>CIVIL ENGINEERING INDUSTRY</b>
		Bargaining Council for the Civil Engineering Industry General Secretary: Mr Nick Faasen Tel: (011) 450 4966/3/ 082 094 1271 Fax: (011) 450 0089/086 243 3602 E-Mail: gs@bccei.co.za Postal address: P.O. Box 2699, BEDFORDVIEW, 2008 Physical address: SAFSEC House, 2rd Floor, 12 Skeen Boulevard, Bedfordview, 2008
12	LR 2/6/6/137	<b>CHEMICAL INDUSTRY</b>
		National Bargaining Council for the Chemical Industry General Secretary: Ms Sebolelo Ingrid Dimo PA: Sibongile Ndebele Tel: Main: Tel:011-833-0922 (011) 836 3271 Fax: (011) 833 0921/ 833 0452 / 833 5565 / 0865 024 738 E-Mail: nbcci@nbcci.org.za sdimo@nbcci.org.za cphakade@nbcci.org.za complaints@nbcci.org.za Website: www.nbcci.org.za Postal address: PO Box 61418, MARSHALLTOWN, 2107 Physical address: 5 Hollard Street, Chamber of Mines Building, Marshalltown, Johannesburg, 2107
13	LR 2/6/6/24	<b>DIAMOND CUTTING INDUSTRY</b>
		Bargaining Council for the Diamond Cutting Industry (SA) General Secretary: Mrs. Cheryl C Berry Tel: (011) 334 9004 Fax: (011) 334 7752 / 086 615 8967 E-Mail: bcdiamondcut@mweb.co.za Postal address: PO Box 8304, JOHANNESBURG, 2000 Physical address: 3rd Floor, 216 Fox Street, Johannesburg, 2001

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
14	LR 2/6/6/128	<b>ELECTRICAL INDUSTRY</b>
		National Bargaining Council for the Electrical Industry of South Africa Acting General Secretary: Mr Deon van Deventer PA: Elaine Schlebusch Tel: (011) 339 2312 Fax: (011) 339 7112 E-Mail: elaine@nbcei.co.za Website: www.nbcei.co.za Postal address: P.O. Box 31402, BRAAMFONTEIN, 2017 Physical address: 9th Floor, The Liberty, 17 Wolmarans Street, (between Simonds & Biccard Streets) Braamfontein, 2001
15	LR 2/6/6/149	<b>FISHING INDUSTRY</b>
		Bargaining Council for the Fishing Industry (National) General Secretary: Victoria Hanmer Tel: (021) 421 0336 / 9 Fax: (021) 421 0341 E-Mail: gensec@bc4fi.co.za Website: http://bc4fi.co.za/ Postal address: PO Box 7734, ROGGEBAAI, 8012 Physical address: Picbel Centre, 10thFloor, Suite 1035A, 58 Strand Street, Cape Town, 8001
16	LR 2/6/6/69	<b>FOOD, RESTAURANT, CATERING AND ALLIED TRADES</b>
		Bargaining Council for the Food Retail, Restaurant, Catering & Allied Trades General Secretary: Ms Monica Basilio Tel: (012) 341 1504 / 341 1928 Fax: (012) 341 0722 E-Mail: caterc@mweb.co.za Website: www.cateringcouncil.co.za Postal address: PO Box 1256, PRETORIA, 0001 Physical address: Office 403, 4th Floor, MBA Building, 527 Stanza Bopape street, Arcadia, Pretoria, 0083
17	LR 2/6/6/68	<b>Bargaining Council for the Restaurant, Catering and Allied Trades</b> General Secretary: Mr Jan J Alberts (Tel direct: 011-832 1188) Tel - (011) 832 1180/1/2/3/4 Fax - (011) 832 1189/ 1192/ 1178 E-Mail: secretary@bcrc.co.za sbongile@bcrc.co.za Website: www.bcrcat.co.za Postal address: PO Box 30822, BRAAMFONTEIN, 2017 Physical address: 2nd Floor, No. 1 Rissik Street, Penmore Towers, Johannesburg, 2001



	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
18	LR 2/6/6/158	FURNITURE MANUFACTURING INDUSTRY  Furniture Bargaining Council General Secretary: Mr. W. A. Janse van Rensburg PA: Louise Pienaar louise@furnbed.co.za Tel: (011) 242 9200 Fax: (011) 482 6420 / 086 658 9744 E-Mail: council@furnbed.co.za Website: www.furnbed.co.za Postal address: PO Box 32789, BRAAMFONTEIN, 2017 Physical address: North Block, 39 Empire Road, Parktown Extension, Parktown, 2193
19	LR 2/6/6/32	Bargaining Council for the Furniture Manufacturing Industry of the Western Cape General Secretary: Mr. Terry. O. Miles Tel: (021) 948 9019 / 5775 / 9019 Fax: (021) 917 1394 E-Mail: secretary@furniture.org.za; correspondence@furniture.org.za Website: www.furniture.org.za Postal address: PO Box 1529, SANLAMHOF, 7532 Physical address: 7-9 Maritz Street, Bellville, 7530
20	LR 2/6/6/34	Bargaining Council for the Furniture Manufacturing Industry of the Eastern Cape General Secretary: Ms Thembe Heugh Tel: (041) 463-0117 (Bookkeeper: M.J. Tait: Tel/Fax: 041-378 1942) Fax: (086) 651 5696 E-Mail: thembieheugh@telkomsa.net gltait@tiscali.co.za Postal address: PO Box 3220, North End, PORT ELIZABETH, 6056 Physical address: Chamber House, Ground Floor, 22 Grahamstown Road, North End, P.E., 6001
21	LR 2/6/6/35	Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts General Secretary: Mr Terry O. Miles Tel: (021) 448 4436 (044) 382 3409 Fax: (021) 447 0376 (044) 382 1961 E-Mail: secretary@furniture.org.za Postal address: PO Box 1123, WOODSTOCK, 7915 (P.O. Box 102, Knysna, 6570) Physical address: Furniture Industry House, 19 Kent Street, Salt River, 7925 (Cnr Queen & Pitt Street), Outeniqua Building, Knysna, 6570
22	LR 2/6/6/33	Bargaining Council for the Furniture Manufacturing Industry, KwaZulu/Natal General Secretary: Mr Gawie JP Blignaut PA: Daphne Keet Tel: (031) 301 7788 / 306 1022 Fax: (031) 301 7337 / 086 751 6822 E-Mail: bcfmikzn@mweb.co.za Website: www.bcfmikzn.co.za Postal address: PO Box 1554, DURBAN, 4000 Physical address: Furniture Industry Centre, 1st Floor, 36 Dullah Omar Rd, Durban, 4001

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
23	LR 2/6/6/90	<b>GRAIN INDUSTRY</b>  Bargaining Council for the Grain Industry (National) Acting General Secretary Tel: (012) 323 4061 / 9526 Fax: (086) 504 2566 E-Mail: bcgrain@mweb.co.za Postal address: Private Bag X 20003, GARSFONTEIN, 0042 Physical address: Ground Floor, Agriseta House, 529 Belvedere Street, Arcadia. 0083
24	LR2/6/6/162	<b>HAIRDRESSING, COSMETOLOGY, BEAUTY AND SKINCARE INDUSTRY</b>  National Bargaining Council for the Hairdressing, Cosmetology, Beauty and Skincare Industry General Secretary: Ms Karen Ellis PA: Tuku Khaole tuku@hcsbc.co.za Tel: (011) 760 1685 Fax: (011) 760 1274 E-Mail: cobus@eohcb.com stephen@uasa.org.za karen@hcsbc.co.za Website: www.hcsbc.co.za Postal address: PO Box 1963, ROODEPOORT, 1725 Physical address: 15 Edward Street, Roodepoort, West Rand, 1724
25	LR 2/6/6/43	<b>LAUNDRY, CLEANING AND DYEING INDUSTRY</b>  Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Cape) General Secretary: Ms Desiree Buise Tel: (021) 448 8000 Fax: (021) 448 8001 E-Mail: council@laundrybc.co.za Website: www.laundrybc.co.za Postal address: PO Box 109, OBSERVATORY, 7935 Physical address: Suite 107, Premiere Centre, 451 Main Road, Observatory, 7925
26	LR 2/6/6/45	Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Kwa Zulu Natal) Acting General Secretary: Mr Bennet Nkabinde Tel: (031) 301 2293 / 2374 Fax: (086) 770 6562 E-Mail: bennet@bclcdikzn.co.za Postal address: PO Box 18294, DALBRIDGE, 4014 Physical address: 1st Floor, James Bolton Hall, 127 Magwaza Maphalala Street, Umbilo, Durban, 4001

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
27	LR 2/6/6/46	<b>LEATHER INDUSTRY</b>
		National Bargaining Council of the Leather Industry of South Africa General Secretary: Mr Gerald Naidoo PA: Ashley ashley-nbcli@mweb.co.za Tel: (031) 305 8230 Fax: (031) 305 8222 E-Mail: geraldkzndc@mweb.co.za Postal address: PO Box 4857, DURBAN, 4000 Physical address: 2nd Floor, Station Building, 160 Monty Naicker Street, Durban, 4001
28	LR 2/6/6/136	<b>MEAT INDUSTRY</b>
		Bargaining Council for the Meat Trade, Gauteng General Secretary: Mr Corne van Rensburg Tel: (011) 646 0290 Fax: (011) 646 3566 E-Mail: bcmt@wadavidson.co.za lesley@wadavidson.co.za; corne@wadavidson.co.za Postal address: Private Bag X 3060, RANDBURG, 2125 Physical address: 72 A Oxford Road, Riviera, Johannesburg, 2193
29	LR 2/6/6/41	<b>METAL AND ENGINEERING INDUSTRY</b>
		Metal and Engineering Industries Bargaining Council (National) General Secretary: Mr Thulani Lucas Mthiyane. PA: Lerato Wisani leratow@meibc.co.za Executive Assistant: Elsie Masuku elsiem@meibc.co.za Tel: (011) 639 8049 / 639 8000 Fax: (011) 492 1047 / 086 636 8690 E-Mail: thulanim@meibc.co.za ceo@meibc.co.za Website: www.meibc.co.za Postal address: PO Box 9381, JOHANNESBURG, 2000 Physical address: Union Corporation Building, 1st Floor, 77 Marshall Str., JHB, 2001
30	LR 2/6/6/1	<b>MOTOR INDUSTRY</b>
		Motor Industry Bargaining Council (National) General Secretary: Mr. Tom Mkhwanazi PA: Nothando Dlamini Nothando.Dlamini@mibco.org.za Tel: (011) 369 7500/ 7604 Fax: (011) 369 7600 E-Mail: tom.mkhwanazi@mibco.org.za Website: www.mibco.org.za Postal address: PO Box 4616, RANDBURG, 2125 Physical address: 275 Kent Avenue, Randburg, 2124

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
31	LR 2/6/6/152	<b>MOTOR FERRY INDUSTRY</b>
		Motor Ferry Industry Bargaining Council of South Africa (National) Acting General Secretary: Mr Larry Palk - 083 414 0069 Mrs Sumayya Abed-Cassim – sumayya@tokiso.com or Merle Denson – merle@tokiso.com Tel: (011) 853 6327/15 / (011) 853 6300 ext 6315 Fax: (086) 638 4179 / 086 575 3062 E-Mail: larry@mfibc.co.za lungi@tokiso.com Website: www.mfibc.co.za Postal address: Postnet Suite 553, Private Bag X113, Melville , Johannesburg , 1209 Physical address: Tokiso Dispute Settlement (Pty) Ltd, The Atrium, 10th Floor, 41 Stanley Avenue , Milpark , Johannesburg , 2193
32	LR 2/6/6/78	<b>NEW TYRE INDUSTRY</b>
		Bargaining Council for the New Tyre Manufacturing Industry (National) General Secretary: Ms Thembela C. Heugh Tel: (041) 463 0117 / 041-487 1874/5A Fax: (086) 651 5696 / 041-487 1761 E-Mail: thembieheugh@telkomsa.net; gltait@tiscali.co.za Postal address: PO Box 21269, PORT ELIZABETH, 6001 Physical address: Chamber House, 22 Grahamstown Road, Port Elizabeth, 6056
33	LR 2/6/6/55	<b>ROAD FREIGHT AND LOGISTICS INDUSTRY</b>
		National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI) Acting General Secretary: Tersia Ströh (PA: Annette Mostert) Tel: (011) 703 7000 ext 1067 Fax: (011) 403 0150 / 086 600 4305 (011) 403 1726 / 339 1380. E-Mail: tersia.stroh@nbcffi.co.za anette.mostert@nbcffi.co.za Website: www.nbcffi.org.za Postal address: Private Bag x69, BRAAMFONTEIN, 2017 Physical address: Road Freight House, 8th Floor, 31 De Korte Street, Braamfontein, 2001
34	LR 2/6/6/129	<b>ROAD PASSENGER INDUSTRY</b>
		South African Road Passenger Bargaining Council (SARPBAC) General Secretary: Mr Gary Wilson PA: Wendy Faleni Tel: (021) 685 0769 or (021) 685 8036 Fax: (021) 685 8048 / 0866 102 401 E-Mail: gen.sec@sarpbac.org.za gary@sarpbac.org.za garywilson@kingsley.co.za Website: www.sarpbac.com Postal address: P.O. Box 13238, MOWBRAY, 7705 Physical address: 1st Floor, Stone House, Stonefountain Terrace, 95 Klipfontein Road, Rondebosh, 7700

	<b>Reg No</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
35	LR 2/6/6/65	<b>SUGAR MANUFACTURING INDUSTRY</b>  National Bargaining Council for the Sugar Manufacturing and Refining Industry General Secretary: Ms Yasmeen Motala Tel: (031) 508 7331/2 Fax: (031) 508 7339 E-Mail: ymotala@iafrica.com Rebekah.Moodley@nbcs.co.za Postal address: PO Box 472, MOUNT EDGECOMBE, 4300 Physical address: 170 Flanders Drive, Mount Edgecombe, 4300
36	LR 2/6/6/155	<b>TEXTILE INDUSTRY</b>  National Textile Bargaining Council General Secretary: Mr Ganasan Poonsamy (Alvan) Pillay Tel: (031) 307 1860 / 1925 Fax: (031) 305 8447 E-Mail: secretary@ntbc.org.za Website: www.ntbc.co.za Postal address: PO Box 18414, DALBRIDGE, 4014 Physical address: James Bolton Hall, 3rdFlr, 27 Magwaza Maphalala Street, (Gale Street), Umbilo, 4001
37	LR 2/6/6/92	<b>TRANSNET</b>  Transnet Bargaining Council (National) General Secretary: Mr Mthimkulu Mashlya Tel: (011) 486 3003/8 Fax: (011) 486 1226 E-Mail: secretary@tbc.co.za Website: www.tbc.co.za Postal address: PO Box 2951, HOUGHTON, 2041 Physical address: 7-4th Avenue, Cnr Fifth & River Streets, Houghton Estate, Johannesburg, 2198
38	LR 2/6/2/148	<b>WOOD AND PAPER SECTOR</b>  National Bargaining Council for the Wood and Paper Sector General Secretary: Mr Linda Dlamini Tel: (011) 832 2080 Fax: (011) 832 2288 E-Mail: lindah@nbcwps.org.za; Website: www.nbcwps.org.za Postal address: PO Box 62670, MARSHALLTOWN, 2107 Physical address: Braam Fisher Towers, 20 Albert Street, 6th Floor, Johannesburg, 2001

**LIST OF REGISTERED LOCAL GOVERNMENT AND  
GOVERNMENT BARGAINING COUNCILS IN SOUTH AFRICA  
FOR AUGUST 2014**

	<b>Reg No.</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
1.	LR 2/6/6/110	<p>Education Labour Relations Council                      General Secretary: Mahalingum Dhaya Govender                      Tel: (012) 663 7446 /0432 Fax: (086) 697 5108 / (012) 663 9599 / 3418                      E-Mail: gen.sec@elrc.co.za elrc.rsa@gmail.com                      Website: www.elrc.org.za                      Postal address: Private Bag x126, CENTURION, 0046                      Physical address: ELRC Building, 261 West Avenue, Centurion, 0046</p>
2.	LR 2/6/6/143	<p>General Public Service Sectoral Bargaining Council                      Acting General Secretary: Ms Sharlaine Oodit                      Portia Maluleka (PA -Client Liaison)                      Tel: (012) 644 8100/ 8144/ 8132 /Mobile: 079 880 7109                      Fax: (012) 012 664 8749 / 086 619 7884                      E-Mail: general@gpssbc.org.za; sharlaineo@gpssbc.org.za                      Website: www.gpssbc.org.za                      Postal address: PO Box 16663, LYTTELTON, 0140                      Physical address: 260 Basden Ave, Public Service Bargaining Centre,                      Lyttelton, 0176</p>
3.	LR 2/6/6/144	<p>Public Health and Social Development Sectoral Bargaining Council                      General Secretary: Mr Mpumelelo Sibiya                      PA: Sabinah Phaladi                      Tel: (012) 644 8118 / 8122 / 072 152 0221                      Fax: (086) 212 7193                      E-Mail: servicedesk@phsdsbc.org.za sabinahp@phsdsbc.org.za                      Website: www.phsdsbc.org.za                      Postal address: PO Box 11467, CENTURION, 0046                      Physical address: Public Service Bargaining Centre, Building E, 260 Basden Rd,                      Lyttelton, Centurion, 0176</p>
4.	LR 2/6/6/126	<p>Public Service Co-ordinating Bargaining Council                      General Secretary: Frikkie de Bruyn                      PA: Shohana Toli                      Tel: (012) 644 8100 / 8114 / 644 8102                      Fax: (086) 619 7884                      E-Mail: info@pscbc.org.za frikkie@pscbc.org.za                      valenciak@pscbc.org.za shohanat@pscbc.org.za oomangp@pscbc.org.za                      Website: www.pscbc.org.za                      Postal address: PO Box 3123, LYTTELTON SOUTH, 0176                      Physical address: PSCBC Office, Building A, 260 Basden Avenue, Lyttelton, 0176</p>

	<b>Reg No.</b>	<b>NAME OF BARGAINING COUNCIL &amp; CONTACT DETAILS</b>
5.	LR 2/6/6/147	Safety and Security Sectoral Bargaining Council General Secretary: Ms Khomotso Mosoane Tel: (012) 644 8115 / 116/ 172 Fax: (012) 664 8992 / 086 235 6298 E-Mail: khomotsom@sssbc.org.za contact@sssbc.org.za TinyM@sssbc.org.za Website: www.sssbc.org.za Postal address: PO Box 11269, CENTURION, 0046 Physical address: 260 Basden Ave, Public Service Bargaining Centre, Lyttelton, 0176
6.	LR 2/6/6/140	South African Local Government Bargaining Council General Secretary: Mr. S.S. Govender PA: Mrs Dina C Mc Murray dina@salgbc.org.za Tel: (031) 201-8210/6219/6255 Fax: (031) 201-9788 E-Mail: info@salgbc.org.za; bill@salgbc.org.za Website: www.salgbc.org.za Postal address: Private Bag X16, MUSGRAVE, 4062 Physical address: Head Office, 461 King Dinuzulu Road (South), Berea, 4062

## LIST OF REGISTERED STATUTORY COUNCILS IN SOUTH AFRICA FOR AUGUST 2014

	Reg No.	NAME OF STATUTORY BARGAINING COUNCIL & CONTACT DETAILS
1	LR2/6/8/10	Statutory Council for the Fast Food, Restaurant, Catering and Allied Trades (SCFFRCAT) General Secretary: Mr Dirk Coetzee Tel: (011) 675 0825 / 011-672 7623 Fax: (011) 675 0870 E-Mail: headoffice@scffrcat.co.za secretary@scffrcat.co.za Website: www.scffrcat.co.za Postal address: P.O. Box 878, Florida Hills, 1716 Physical address: 397 Ontdekkers Service Road, Florida Park, Ext 3, 1709
2	LR2/6/8/8	Statutory Council for the Squid and Related Fisheries of South Africa General Secretary: Mr Andre Grobler Tel: (042) 296 0816 Fax: (086) 528 1578 E-Mail: secretary@squidcouncil.co.za squidcouncil@telkomsa.net Website: www.squidcouncil.co.za Postal address: PO Box 2034, Noorsekloof, Jeffreys Bay, 6331 Physical address: 17 Rina van der Merwe avenue, Wave Crest, Jeffreys Bay
3	LR2/6/8/2	Statutory Council of the Printing, Newspaper and Packaging Industry of South Africa General Secretary: Mr KC Moodley Tel: (011) 403 6865 / 6865 Fax: (011) 403 9986 E-Mail: credit.statcouncil@telkomsa.net admin.statcouncil@telkomsa.net generalsec@telkomsa.net Website: www.pnpi.org.za Postal address: PO Box 30886, BRAAMFONTEIN, 2017 Physical address: 25th Floor, UCS House, 209 Smit Street, Braamfontein, 2018



## ALPHABETICAL LIST OF REGISTERED TRADE UNIONS IN SOUTH AFRICA FOR AUGUST 2014

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1840</b> <b>Registered on</b> <b>4/2/2011</b>	Abanqobi Workers Union (AWU) The Secretary Tel: (031) 301 4482 / Cell 083 512 1600 Fax : (031) 304 9769 e-mail: <a href="mailto:abanqobiworkersunion@gmail.com">abanqobiworkersunion@gmail.com</a> Postal & Physical Address: Suite 1206-7, Sangro House, 417 Anton Lambede Str, Durban, 4001
<b>LR2/6/2/619</b> <b>Registered on</b> <b>12/12/1997</b>	Academic and Professional Staff of the University of South Africa (APSA-UNISA) The General Secretary Tel: (012) 429 8728 / 6212 / Cell 083 326 9802 Fax: (012) 429 2956 / 086 535 3907 e-mail: <a href="mailto:apsa@unisa.ac.za">apsa@unisa.ac.za</a> Postal address: P.O. Box 392, Pretoria, 0003 Physical address: TVW Building 5-181, UNISA Campus, Pretoria, 0002
<b>LR2/6/2/1736</b> <b>Registered on</b> <b>21/10/2009</b>	Academic Staff Association of Wits University (ASAWU) Tel: (011) 717 4537 / 1499 Fax: (011) 717 1492/9 e-mail: <a href="mailto:mark.pringle@wits.ac.za">mark.pringle@wits.ac.za</a> <a href="mailto:asawu@wits.ac.za">asawu@wits.ac.za</a> <a href="mailto:Sharon.vergie@wits.ac.za">Sharon.vergie@wits.ac.za</a> website: <a href="http://www.asawu.org.za">www.asawu.org.za</a> Postal address: Senate House 2004, Private Bag x 3, Wits, 2050 Physical Address: Senate House 2004, (Rm 2029) University of the Witwatersrand, Jorissen Street, Braamfontein, 2001
<b>LR2/6/2/1739</b> <b>Registered on</b> <b>21/10/2009</b>	Administrative, Library and Technical Staff Association (AL TSA) The Secretary Tel: (011) 717 1499 Fax: (011) 717 1499 e-mail: <a href="mailto:mark.pringle@wits.ac.za">mark.pringle@wits.ac.za</a> <a href="mailto:nalose.langa@wits.ac.za">nalose.langa@wits.ac.za</a> <a href="mailto:Sharon.vergie@wits.ac.za">Sharon.vergie@wits.ac.za</a> Postal address: P.O. Box 176, WITS, 2050 Physical Address: Senate House 2029, University of the Witwatersrand, 1 Jan Smuts Avenue, Braamfontein, 2001

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1884</b> <b>Registered on</b> <b>30/8/2011</b>	Adult Educators Progressive Union (AEPU) The General Secretary Tel: (073) 481 7296 Fax : (086) 612 5008 e-mail: <a href="mailto:szhloma@gmail.com">szhloma@gmail.com</a> <a href="mailto:aepu.ec@gmail.com">aepu.ec@gmail.com</a> Postal & Physical Address: 3498 Kanana Location, Fort Beauford, Eastern Cape, 5720
<b>LR2/6/2/1859</b> <b>Registered on</b> <b>8/2/2012</b>	African Meat Industry & Allied Trade Union (AMITU) The Secretary Tel: (031) 301 7251/ 822 3012 / Cell 083 973 3611 Fax : (086) 5661 616 / (031) 301 6693 e-mail: <a href="mailto:gs.saimatu@gmail.com">gs.saimatu@gmail.com</a> Postal & Physical Address: Suite 2020, 20 <sup>th</sup> Floor, Commercial City Building, 40 Commercial Street, Durban, 4001
<b>LR2/6/2/1981</b> <b>Registered on</b> <b>31/8/2012</b>	Agricultural Broadbase and Allied National Trade Union (ABANTU) The Secretary Tel: (021) 908 0705 / Cell 076 614 5918 Fax: (086) 637 7571 e-mail: <a href="mailto:27714544648@vodamail.co.za">27714544648@vodamail.co.za</a> Postal address: 65 King Arthur Street, Camelot, Kuilsriver, 7580 Physical address: Office 2, Progress Park, Drie Bergen Street, Daljosafat, Paarl, 7646
<b>LR2/6/2/273</b> <b>Registered on</b> <b>18/6/1992</b>	Air Line Pilots' Association of South Africa (ALPA-SA) The General Secretary Tel: (011) 394 5310 Fax: (011) 970 1357 e-mail: <a href="mailto:alpasa@iafrica.com">alpasa@iafrica.com</a> <a href="mailto:alpasa@mweb.co.za">alpasa@mweb.co.za</a> website: <a href="http://www.alpasa.co.za">www.alpasa.co.za</a> Postal address: P.O. Box 796, Kempton Park, 1620 Physical address: 10 Blockhouse Street, Kempton Park. 1619
<b>LR2/6/2/5</b> <b>Registered on</b> <b>15/12/1950</b>	Amalgamated Union of Building Trade Workers of South Africa The General Secretary Tel: (011) 434 0760/1 Fax: (011) 434 0763 e-mail: <a href="mailto:aubtwjhb@mweb.co.za">aubtwjhb@mweb.co.za</a> Postal address: P.O. Box 5378, Johannesburg, 2000 Physical address: 106 Riveira Court, Donnelly Street, Turffontein, 2190

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/974</b> <b>Registered on</b> <b>04/07/2001</b>  <b>(NACTU</b> <b>Affiliate)</b>	Association of Mineworkers and Construction Union (AMCU) The General Secretary Tel: (013) 656 5111/5 Fax: (013) 656 5112 e-mail: Postal Address: P.O Box 4566, Witbank, 1035 Physical Address: Hi Tech House, 198 Cnr. Rhodes and Botha Street, Witbank, 1035
<b>LR2/6/2/90</b> <b>Registered on</b> <b>1/10/1960</b>	Aviation Union of Southern Africa The General Secretary Tel: (011) 978 6508 / 3576 /86 /96 Fax: (011) 978 3616 e-mail: <a href="mailto:info@ausa.co.za">info@ausa.co.za</a> <a href="mailto:ausa@flysaa.com">ausa@flysaa.com</a> website: <a href="http://www.ausa.co.za">www.ausa.co.za</a> Postal address: P.O. Box 26794, East Rand, 1462 Physical address: 707 Annex Building, Room 205 Hangar 5, S.A.A. Technical Area, Jones Road, O.R. Tambo International Airport
<b>LR2/6/2/1700</b> <b>Registered on</b> <b>27/10/2009</b>  <b>(NACTU</b> <b>Affiliate)</b>	Banking, Insurance, Finance and Assurance Workers Union (BIFAWU) The Secretary Tel: (011) 836-4564/5 / Cell 072 969 0016 / Cell 073 632 3515 Fax: (011) 834-6513 e-mail: <a href="mailto:mthembus@gam.co.za">mthembus@gam.co.za</a> <a href="mailto:mphahlelesk@gam.co.za">mphahlelesk@gam.co.za</a> website: <a href="http://www.bifawu.co.za">www.bifawu.co.za</a> Postal Address: P O Box 61196, Marshalltown, 2107 Physical Address: Suite 7, 4th Floor, Renaissance Centre, 16-20 New Street South, Ghandi Square, Johannesburg, 2001
<b>LR2/6/2/1809</b> <b>Registered on</b> <b>20/10/2010</b>	Basebenzi Union Of South Africa (BUSA) The Secretary Tel: (073) 182 4487 Fax : (086) 621 3532 e-mail: <a href="mailto:nkadies@gmail.com">nkadies@gmail.com</a> Postal & Physical Address: R10, Sanlam Building, 26 Bhimy Damane Street, Middelburg, 1050
<b>LR2/6/2/1662</b> <b>Registered on</b> <b>3/8/2009</b>	BAWSI Agricultural Workers Union of South Africa (BAWUSA) The Secretary Tel: (021) 872 6350 / 6265 / 021-870 1746      - 083 391 2311 Fax: (021) 872 0356 e-mail: <a href="mailto:admin@bawsi.org.za">admin@bawsi.org.za</a> <a href="mailto:mandrews@bawsi.org.za">mandrews@bawsi.org.za</a> <a href="mailto:justinep@bawsi.org.za">justinep@bawsi.org.za</a> <a href="mailto:andrea@bawusa.co.za">andrea@bawusa.co.za</a> Postal address: Suite 170, Postnet x3036, Paarl, 7620 Physical Address: JFC Building, 367 Main Street, 3rd Floor, Paarl, 7646

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/2095</b>  <b>Registered on</b>  <b>23/5/2013</b></p>	<p>Broadcasting, Electronic Media and Allied Workers Union (BEMAWU)                      The Secretary                      Tel: (080) 023 6298 / Cell 082 920 8669 / Cell 082 920 8672                      Fax: (086) 671 5585                      e-mail: <a href="mailto:headoffice@bemawu.org.za">headoffice@bemawu.org.za</a>                      website: <a href="http://www.bemawu.org.za">www.bemawu.org.za</a>                      Postal address: P O Box 203, Wierda Park, 0149                      Physical address: 1 Display Gardens, Sarel Baard Crescent, Gateway Industrial park, Rooihuiskraal, Centurion, 0157</p>
<p><b>LR2/6/2/159</b>  <b>Registered on</b>  <b>23/1/1997</b></p>	<p>Building Allied Mining and Construction Workers Union (BAMCWU)                      The General Secretary                      Tel: (011) 833 1542/3 or 011-833 8551/25                      Fax: (011) 833 6306                      e-mail: <a href="mailto:bamcwu@telkomsa.net">bamcwu@telkomsa.net</a> <a href="mailto:miekiemuister@gmail.com">miekiemuister@gmail.com</a>                      Postal address: P.O. Box 6683, Johannesburg, 2000                      Physical address: MASA House, 1st Floor, 12 New Street South, Ghandi Square, Johannesburg, 2001</p>
<p><b>LR2/6/2/1970</b>  <b>Registered on</b>  <b>25/4/2012</b></p>	<p>Building Construction Catering Hardware Hotel Liquor Transportation and Commercial Workers union of South Africa (BUTHOLICCA)                      The Secretary                      Tel: (047) 491 5599 / 491 4142 / 072 254 0706 / 083 868 2335                      Fax: (047) 491 4142                      e-mail: <a href="mailto:butholicca@vodamail.co.za">butholicca@vodamail.co.za</a>                      Postal address: P.O. Box 142, Ndaba Bakazi, Butterworth, 4962                      Physical address: 25 King Street, Butterworth, 4960</p>
<p><b>LR2/6/2/894</b>  <b>Registered on</b>  <b>20/9/2000</b></p>	<p>Building Wood and Allied Workers Union of South Africa (BWAWUSA)                      The General Secretary                      Tel: (021) 948 2664/1                      Fax: (021) 948 3385 / 086 666 0822                      e-mail: <a href="mailto:bwawusa@workmail.co.za">bwawusa@workmail.co.za</a> <a href="mailto:theo@bwawusa.org.za">theo@bwawusa.org.za</a>                      website: <a href="http://www.bwawusa.org.za">www.bwawusa.org.za</a>                      Postal address: P.O. Box 561, Bellville, 7535                      Physical address: No. 101 cnr Voortrekker &amp; Rhos Road, RAK Building, 1<sup>st</sup> Floor, Bellville, 7530</p>
<p><b>LR2/6/2/87</b>  <b>Registered on</b>  <b>21/8/1979</b></p>	<p>Building Workers' Union                      The General Secretary                      Tel: (021) 949 5585                      Fax: (021) 949 5606                      e-mail: <a href="mailto:mwbwu@mweb.co.za">mwbwu@mweb.co.za</a> <a href="mailto:roddamon@mweb.co.za">roddamon@mweb.co.za</a>                      Postal address: P.O. Box 2837, Bellville, 7535                      Physical address: Van der Stel Building, 6<sup>th</sup> Floor, 68 Durban Road, Bellville, 7530</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/140</b> <b>Registered on</b> <b>6/10/1981</b>  <b>(NACTU</b> <b>Affiliate)</b>	Building, Construction & Allied Workers Union (BCAWU) The General Secretary Tel: (011) 333 4898 / 9180/2 / 082 924 5945 / 073 469 9347 Fax: (011) 333 9944 / 086 240 1756 e-mail: <a href="mailto:bcawu@netactive.co.za">bcawu@netactive.co.za</a> <a href="mailto:dgs@nactu.org.za">dgs@nactu.org.za</a> website: <a href="http://www.bcawu.co.za">www.bcawu.co.za</a> Postal address: P.O. Box 96, Johannesburg, 2000 Physical address: Standard Bank Galleries, 4th Floor, 81 Market Str, Johannesburg, 2001
<b>LR2/6/2/1272</b> <b>Registered on</b> <b>1/9/2005</b>	Cape Peninsula University Employees Union (CPUEU) The Secretary Tel: (021) 959 6163 / 6280 Fax: (086) 6960 8032 e-mail: <a href="mailto:davidsr@cput.ac.za">davidsr@cput.ac.za</a> <a href="mailto:bassonj@cput.ac.za">bassonj@cput.ac.za</a> website: <a href="http://www.cpeue.org">www.cpeue.org</a> Postal address: P O Box 285, Kasselsvlei, 7530 Physical address: Symphony Way, Bellville, 7530
<b>LR2/6/2/300</b> <b>Registered on</b> <b>8/12/1994</b>	Care Centre, Catering, Retail and Allied Workers' Union (CCRAWUSA) The General Secretary Tel: (012) 323 0271 / 072 696 7308 Fax: (012) 323 0274/5 / 320 3764 e-mail: <a href="mailto:isaacmosweucrawussa@gmail.com">isaacmosweucrawussa@gmail.com</a> <a href="mailto:james@ccrawusa.co.za">james@ccrawusa.co.za</a> <a href="mailto:somavia@mailzone.co.za">somavia@mailzone.co.za</a> Postal address: P.O. Box 26300, Arcadia, 0007 Physical address: Central Towers, 4 <sup>th</sup> Floor, Room 410-411, 286 Pretorius street, Pretoria Central, 0002
<b>LR2/6/2/833</b> <b>Registered on</b> <b>12/9/1999</b>  <b>(COSATU</b> <b>Affiliate)</b>	Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU) The General Secretary Tel: (011) 712 0300 Fax: (011) 403 0248 e-mail: <a href="mailto:secretariat@ceppwawu.org.za">secretariat@ceppwawu.org.za</a> <a href="mailto:chief@ceppwawu.org.za">chief@ceppwawu.org.za</a> <a href="mailto:thulasizwe@ceppwawu.org.za">thulasizwe@ceppwawu.org.za</a> website: <a href="http://www.ceppwawu.org.za">www.ceppwawu.org.za</a> Postal address: P.O. Box 3219, Johannesburg, 2000 Physical address: 8 <sup>th</sup> Floor, Success (Kopano) House, 2 Melle street, Cnr Melle & Wolmarans Street, Braamfontein, Johannesburg, 2001
<b>LR2/6/2/1746</b> <b>Registered on</b> <b>1/6/2010</b>	Chemical, Wood and Allied Workers Union (CWAWU) Tel: (011) 744 0359 Fax: (011) 744 5040 e-mail: <a href="mailto:cwawu@telkomsa.net">cwawu@telkomsa.net</a> Postal address: P.O. Box 768, Brakpan, 1541 Physical Address: 2 <sup>nd</sup> Floor, Shefreel House, 339 Prince George Ave, Brakpan, 1541

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/536</b> Registered on <b>28/1/1997</b></p>	<p>Combined Staff Association of the University of Durban-Westville (COMSA) The General Secretary Tel: (031) 260 7231 / 8154 / 8671 / 7080 Fax: (031) 260 7161 e-mail: <a href="mailto:comsa@ukzn.ac.za">comsa@ukzn.ac.za</a> <a href="mailto:khanyileza@ukzn.ac.za">khanyileza@ukzn.ac.za</a> <a href="mailto:cebekhulue@ukzn.ac.za">cebekhulue@ukzn.ac.za</a> Postal address: COMSA Office, Private Bag X 54001, Durban, 4000 Physical address: COMSA Office, Lower Library Level, University of KZN, Westville Campus, Westville</p>
<p><b>LR2/6/2/1492</b> Registered on <b>25/7/2007</b></p>	<p>Commercial, Stevedoring, Agricultural and Allied Workers' Union (CSAAWU) The Secretary Tel: (021) 917 1924 / 083 546 2911 Fax: (021) 917 1492 e-mail: <a href="mailto:csaawutav@gmail.com">csaawutav@gmail.com</a> Postal address: P.O. Box 485, Kasselsvlei, 7533 Physical address: Regkam Building, 4<sup>th</sup> Floor, Bellville</p>
<p><b>LR2/6/2/575</b> Registered on <b>6/6/1997</b></p>	<p>Commission Staff Association (CSA) The General Secretary Tel: (011) 220 5026 / 377 6763 (Direct Line) / 076 611 4611 Direct line of GS: (011) 469 0111 Fax: (086) 569 4983 e-mail: <a href="mailto:epheniam@iburst.co.za">epheniam@iburst.co.za</a> <a href="mailto:franklin@ccma.org.za">franklin@ccma.org.za</a> website: <a href="http://www.csa.org.za">www.csa.org.za</a> Postal address: P.O. Box 61367, Marshalltown, 2107 Physical address: 28 Harrison Street, Marshalltown, Johannesburg, 2000</p>
<p><b>LR2/6/2/553</b> Registered on <b>6/3/1997</b></p> <p><b>(COSATU Affiliate)</b></p>	<p>Communication Workers Union (CWU) The Acting Secretary Tel: (011) 720 0360 / 720 0131 / 082 710 5666 &amp; 083 317 3584 Fax: (011) 720 0864 / 086 670 1229 / 086 607 5040 e-mail: <a href="mailto:mogalanet@gmail.com">mogalanet@gmail.com</a> <a href="mailto:nomim@cwu.org.za">nomim@cwu.org.za</a> website: <a href="http://www.cwu.org.za">www.cwu.org.za</a> Postal address: P.O. Box 10248, Johannesburg, 2000 Physical address: Transnet Building, 222 Smith Street, 20<sup>th</sup> Floor, Braamfontein, 2017</p>
<p><b>LR2/6/2/1674</b> Registered on <b>11/5/2009</b></p> <p><b>(FEDUSA Affiliate)</b></p>	<p>Congregated and Allied Workers Union of South Africa (CAWUSA) The Secretary Tel: (011) 892 3692 Fax: (011) 892 3691 / 088 011 892 3692 e-mail: <a href="mailto:sarah@cawusa.co.za">sarah@cawusa.co.za</a> <a href="mailto:cawusa@telkomsa.net">cawusa@telkomsa.net</a> website: <a href="http://www.cawusa.co.za">www.cawusa.co.za</a> Postal &amp; Physical address: 69 Market Street, KIMAX Building, 1<sup>st</sup> Floor, Office 7, Boksburg, 1459</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1680</b> <b>Registered on</b> <b>26/1/2010</b>	Consolidated Workers' Union of South Africa (COWUSA) The Secretary Tel: (011) 492 0241 / (011) 025 1489 / 084 470 2784 Fax: (086) 655 3496 / (011) 492 0557 e-mail: <a href="mailto:cowusaadmin@webmail.co.za">cowusaadmin@webmail.co.za</a> <a href="mailto:luckyv@cowusa.org.za">luckyv@cowusa.org.za</a> <a href="mailto:info@cowusa.org.za">info@cowusa.org.za</a> Postal Address: P.O. Box 62098, Marshalltown, 2107 Physical Address: 62 Marshall Street, 6 <sup>th</sup> Floor, Suite 603, Khotso House, Marshalltown, 2107
<b>LR2/6/2/682</b> <b>Registered on</b> <b>24/2/1998</b>  <b>(COSATU</b> <b>Affiliate)</b>	Democratic Nursing Organisation of South Africa (DENOSA) The General Secretary Tel: (012) 343 2315/6/7      Cell 079 524 2227 Fax: (012) 344 0750 e-mail: <a href="mailto:info@denosa.org.za">info@denosa.org.za</a> <a href="mailto:thembekag@denosa.org.za">thembekag@denosa.org.za</a> <a href="mailto:thulesiles@denosa.org.za">thulesiles@denosa.org.za</a> website: <a href="http://www.denosa.org.za">www.denosa.org.za</a> Postal address: P.O. Box 1280, Pretoria, 0001 Physical address: 605 Church Street, Pretoria, 0002
<b>LR2/6/2/2209</b> <b>Registered on</b> <b>27/05/2014</b>	Democratic Postal and Communications Union (DEPACU) The General Secretary Tel: (074) 289 2719 Fax: (011) 4331070 e-mail: <a href="mailto:siphogeorge2010@gmail.com">siphogeorge2010@gmail.com</a> <a href="mailto:294depacu@gmail.com">294depacu@gmail.com</a> Postal Address: P.O.Box 1912, Southdale, 2135 Physical Address: 2 Merry Lane, Cnr Landsborough Street, Southdale, Johannesburg, 2001
<b>LR2/6/2/775</b> <b>Registered on</b> <b>17/3/1999</b>	Democratic Union of Security Workers (DUSWO) The General Secretary Tel: (021) 423 6976 / 7062 Fax: (021) 422 3175 / 086 716 5258 e-mail: <a href="mailto:mabaso@duswo.co.za">mabaso@duswo.co.za</a> <a href="mailto:mabongo@duswo.co.za">mabongo@duswo.co.za</a> <a href="mailto:headoffice@duswo.co.za">headoffice@duswo.co.za</a> Postal & Physical address: Dumbarton House, No. 1 Church Street, Cape Town, 8001
<b>LR2/6/2/876</b> <b>Registered on</b> <b>20/9/2000</b>	EL Shadaai Workers' Union of South Africa The General Secretary Tel: (031) 690 3371 / 1007 Fax: (013) 656 2077 e-mail: <a href="mailto:phindishabangu@yahoo.com">phindishabangu@yahoo.com</a> Postal address: P.O. Box 1278, Witbank, 1035 Physical address: Office 102C – 1 <sup>ST</sup> Floor, Witbank Centre, 36 Mandela & Delville Str, Witbank, 1035

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/111</b>  <b>Registered on</b>  <b>21/1/1969</b></p>	<p>Electronic, Allied and Metal Workers Union of South Africa (EAMWUSA)                      The General Secretary                      Tel: (021) 930 9237/67                      Fax: (021) 930 9226                      e-mail: <a href="mailto:bellap@mweb.co.za">bellap@mweb.co.za</a>                      Postal address: P.O.Box 587, Parow, 7499                      Physical address: Prima Park, Suite No 17, Kind Edward Street, Parow, 7500</p>
<p><b>LR2/6/2/68</b>  <b>Registered on</b>  <b>14/7/1989</b></p> <p>(NACTU                      Affiliate)</p>	<p>Entertainment Catering Commercial and Allied Workers Union of South Africa (ECCAWUSA)                      The General Secretary                      Tel: (011) 331 2626 / 083 348 6148 / 078 408 4720                      Fax: (011) 331 8642/ 2595                      e-mail: <a href="mailto:eccawusa@iafrica.com">eccawusa@iafrica.com</a>                      Postal address: P.O. Box 7480, Johannesburg, 2000                      Physical address: 1st Floor, East Wing, 132 Fox Street cnr Kruis, Johannesburg, 2001</p>
<p><b>LR2/6/2/180</b>  <b>Registered on</b>  <b>26/2/1993</b></p> <p>(NACTU                      Affiliate)</p>	<p>Federal Council of Retail and Allied Workers (FEDCRAW)                      The General Secretary                      Tel: (011) 838 3332/3 or 492 2720/1/2/ (011) 331 6135/3101 / 084 789 8812                      Fax: (011) 836 5982 / 331 3100 / 492 2723 / 086 732 1203                      e-mail: <a href="mailto:admin@fedcraw.org.za">admin@fedcraw.org.za</a> <a href="mailto:fedcraw@worldonline.co.za">fedcraw@worldonline.co.za</a> <a href="mailto:eseitei@fedcraw.org.za">eseitei@fedcraw.org.za</a>                      Postal address: P.O. Box 2974, Johannesburg, 2000                      Physical address: 132 Fox Street, NPO Bld, 6th Floor, Suite 2, Johannesburg, 2001</p>
<p><b>LR2/6/2/116</b>  <b>Registered on</b>  <b>2/12/1992</b></p>	<p>Federated Mining and Allied Industries Union                      The General Secretary                      Tel: (014) 592 5658 / 082 369 7322                      Fax: (086) 667 7508 (014) 597 2241                      e-mail: <a href="mailto:fmuong@telkomsa.net">fmuong@telkomsa.net</a>                      Postal address: P.O. Box 2645, Rustenburg, 0300                      Physical address: Frans Vos Building, 1<sup>st</sup> Flr, Room 8 &amp; 9, 32 Nelson Mandela Drive, Rustenburg, 0299</p>
<p><b>LR2/6/2/1348</b>  <b>Registered on</b>  <b>10/4/2007</b></p> <p>(COSATU                      Affiliate)</p>	<p>Food and Allied Workers Union (FAWU)                      The Secretary                      Tel: (021) 637 9040                      Fax: (021) 637 9190/ 637 6164                      e-mail: <a href="mailto:nicoleen@fawu.org.za">nicoleen@fawu.org.za</a> <a href="mailto:landuv@telkomsa.net">landuv@telkomsa.net</a> <a href="mailto:mhlakanem@telkomsa.net">mhlakanem@telkomsa.net</a>                      cynthia Nkohla <a href="mailto:fawu-sld@intekom.co.za">fawu-sld@intekom.co.za</a>                      website: <a href="http://www.fawu.org.za">www.fawu.org.za</a>                      Postal address: P.O. Box 1234, Woodstock, 7915                      Physical address: Vuyisile Mini Centre, Cnr NY1 and NY110, Guguletu, 7750</p>



Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1764</b> <b>Registered on</b> <b>26/1/2010</b>	Food and General Workers Union (FGWU) The Secretary Tel: (041) 484 7310 / 64388 Fax: (041) 484 1329 / 2295 e-mail: <a href="mailto:admin.fgwugp@telkomsa.net">admin.fgwugp@telkomsa.net</a> <a href="mailto:fgwu@iafrica.com">fgwu@iafrica.com</a> Postal address: P.O. Box 1551, Port Elizabeth, 6000 Physical address: Capitol Building, 545 Govan Mbeki Avenue, North End, Port Elizabeth, 6001
<b>LR2/6/2/648</b> <b>Registered on</b> <b>23/3/1998</b>	Free State Taxi Drivers' Trade Union The General Secretary Tel: (057) 352 1951 Fax: (057) 353 2309 e-mail: Postal address: P.O. Box 4967, Welkom, 9460 Physical address: Bok Street, Medex Building. 3 <sup>rd</sup> Floor, Welkom, 9460
<b>LR2/6/2/2005</b> <b>Registered on</b> <b>13/8/2012</b>  <b>(NACTU</b> <b>Affiliate)</b>	Future of South African Workers Union (FOSAWU) The Secretary Tel: (011) 492 0394 / 331 8709 Fax: (011) 492 0394 / 331 6689 e-mail: <a href="mailto:fosawu@telkomsa.net">fosawu@telkomsa.net</a> <a href="mailto:fosawugaming@yahoo.com">fosawugaming@yahoo.com</a> Postal address: P O Box 2668, Johannesburg, 2000 Physical address: 20 Albert Street, Braam Fisher Towers, 1 <sup>st</sup> Floor, Suite No 113, Johannesburg, 2001
<b>LR2/6/2/642</b> <b>Registered on</b> <b>6/11/1997</b>	Gauteng Meat Traders Employees Union The General Secretary Tel: (011) 673 0980 Fax: (011) 673 1052 e-mail: <a href="mailto:faniekok@corpdial.co.za">faniekok@corpdial.co.za</a> website: <a href="http://www.redmeatsa.co.za">www.redmeatsa.co.za</a> Postal address: P.O. Box 1488, Florida Hills, 1716 Physical address: 25 Gebhardt Avenue, Bergbron, Roodepoort, 1709
<b>LR2/6/2/221</b> <b>Registered on</b> <b>20/3/1989</b>	General Industries Workers' Union of South Africa (GIWUSA) The General Secretary Tel: (011) 873 4804/5/6 / 072422 6823 Fax: (011) 873 6289 e-mail: <a href="mailto:Edson.ntsibande@giwusa.co.za">Edson.ntsibande@giwusa.co.za</a> <a href="mailto:goje.mdlanyoka@gmail.com">goje.mdlanyoka@gmail.com</a> Postal address: P.O. Box 1713, Germiston, 1400 Physical address: 201/2 Melody Centre, 2 <sup>nd</sup> Floor, 159 Meyer Street, Germiston, 1401

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/320</b> <b>Registered on 3/6/1994</b></p> <p><b>(FEDUSA Affiliate)</b></p>	<p>Health and Other Service Personnel Trade Union of South Africa (HOSPERSA) The General Secretary Tel: (012) 664 6302/53 Fax: (012) 664 6366 e-mail: <a href="mailto:officegs@hospersa.co.za">officegs@hospersa.co.za</a> <a href="mailto:noel@hospersa.co.za">noel@hospersa.co.za</a> <a href="mailto:kwazulunatal@hospersa.co.za">kwazulunatal@hospersa.co.za</a> <a href="mailto:agsadmin@hospersa.co.za">agsadmin@hospersa.co.za</a> <a href="mailto:admyolandie@hospersa.co.za">admyolandie@hospersa.co.za</a> website: <a href="http://www.hospersa.co.za">www.hospersa.co.za</a> Postal address: <b>Head Office:</b> P.O. Box 17474, Lyttleton, Pretoria, 0140 Physical address: <b>Head Office:</b> Building C, 242 Jean Ave, Die Hoewes, Centurion, 0157</p>
<p><b>LR2/6/2/19</b> <b>Registered on 24/6/1929</b></p> <p><b>(FEDUSA Affiliate)</b></p>	<p>Hospitality Industry &amp; Allied Workers Union (HIAWU) The General Secretary Tel: (031) 301 0288 / 3056579 Fax: (031) 301 0293 e-mail: <a href="mailto:hiawu@pcnet.co.za">hiawu@pcnet.co.za</a> Postal address: P.O. Box 290, Durban, 4000 Physical address: KMS House, 4<sup>th</sup> Floor, 173 Yusuf Dadoo Street (Grey Str), Durban, 4001</p>
<p><b>LR2/6/2/961</b> <b>Registered on 28/6/2001</b></p>	<p>Hospitality, Catering and Farm Workers Union (HOCAFAWU) The General Secretary Tel: (013) 795 5915 /5828 (Attorney) 015-295 8658 / 071 482 1215 Fax: (013) 795 5915 e-mail: <a href="mailto:Harold@matsepe.co.za">Harold@matsepe.co.za</a> Postal address: P.O. Box 1080, Acornhoek, 1360 Physical address: Acornhoek Main Road, opposite Mbebe Building, Transnet House No 2, Office 2, Acornhoek, 1360</p>
<p><b>LR2/6/2/1675</b> <b>Registered on 21/10/2009</b></p>	<p>Hospitality, Industrial, Catering, Retail &amp; Allied Workers Union (HICRAWU) The Secretary Tel: (012) 328 2002 Fax: (086) 603 3638 / 012-328 2001 e-mail: <a href="mailto:hicrawu@gmail.com">hicrawu@gmail.com</a> <a href="mailto:modise.martin@gmail.com">modise.martin@gmail.com</a> Postal Address: P.O. Box 9011, Pretoria, 0001 Physical Address: Karl Kling Building, 7th Floor, Room 704, 262 Vermeulen Street, Pretoria, 0002</p>
<p><b>LR2/6/2/139</b> <b>Registered on 5/4/1982</b></p> <p><b>(NACTU Affiliate)</b></p>	<p>Hotel, Liquor, Catering Commercial &amp; Allied Workers Union of S.A. (HOTELICCA) The General Secretary Tel: (011) 838 5263/ 3816/ 3433 / 0830 / 082 538 5279 Fax: (011) 838 3688 e-mail: <a href="mailto:info@hotelicca.org.za">info@hotelicca.org.za</a> <a href="mailto:admin@hotelicca.org.za">admin@hotelicca.org.za</a> <a href="mailto:plaatjie.hotelicca@iburst.co.za">plaatjie.hotelicca@iburst.co.za</a> <a href="mailto:carolinerakgotsoka@yahoo.co.za">carolinerakgotsoka@yahoo.co.za</a> Postal address: P.O. Box 9873, Johannesburg, 2000 Physical address: 3rd Floor, Hunts Corner, 16-20 New Street South, Ghandi Square No 409, Johannesburg, 2001</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1908</b> <b>Registered on</b> <b>16/2/2012</b>	IMBUMBA Workers' Union (IWU) The Secretary Tel: (021) 422 22452 / 073 182 1204 Fax: (021) 422 2452 e-mail: <a href="mailto:iwu@telkomsa.net">iwu@telkomsa.net</a> Postal & Physical Address: 55 Short Market Street, 3rd Floor, Office No; 5, Cape Town, 8001
<b>LR2/6/2/482</b> <b>Registered on</b> <b>17/12/1996</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	Independent Commercial Hospitality and Allied Workers Union (ICHAWU) The General Secretary Tel: (044) 880 2909 / (021) 447 2554 (GS) 083 729 7311 Fax: (044) 880 2910 / (021) 447 2892 e-mail: Postal address: P.O. Box 9721, George, 6530 Physical address: Multipurpose Centrum, Sandkraal Road, Thembalethu, George, 6529
<b>LR2/6/2/533</b> <b>Registered on</b> <b>20/3/1997</b>	Independent Municipal and Allied Trade Union (IMATU) The General Secretary Tel: (012) 460 6276 / 7 / 8 / 9 Fax: (086) 611 8948 / (012) 460 8444 e-mail: <a href="mailto:johan@imatu.co.za">johan@imatu.co.za</a> <a href="mailto:stephanie@imatu.co.za">stephanie@imatu.co.za</a> <a href="mailto:trix@imatu.co.za">trix@imatu.co.za</a> website: <a href="http://www.imatu.org.za">www.imatu.org.za</a> Postal address: P.O. Box 35343, Menlo Park, 0102 Physical address: 47 Selati Street, Ashlea Gardens, Pretoria, 0081
<b>LR2/6/2/1075</b> <b>Registered on</b> <b>16/5/2003</b>  <b>(NACTU</b> <b>Affiliate)</b>	Industrial Commercial and Allied Workers Union (ICAWU) The General Secretary Tel: (011) 873 5689 / 073 149 7873 / 072 474 7816 / 073 928 4327  Fax: (011) 873 5689 e-mail: <a href="mailto:icawu@telkomsa.net">icawu@telkomsa.net</a> <a href="mailto:gs.icawu@gmail.com">gs.icawu@gmail.com</a> Postal address: P.O. Box 1394, Germiston, 1400 Physical address: 27 cnr President & Odendaal str, Rutland Place, 2 <sup>nd</sup> floor, Suite K. Germiston, 1401
<b>LR2/6/2/1972</b> <b>Registered on</b> <b>15/5/2012</b>	Information Communication Technology Union (ICTU) The Secretary Tel: (012) 320 8526/ 8509 / 082 505 8856 Fax: (012) 320 8526 / 086 617 5001 e-mail: <a href="mailto:ictu@telkomsa.net">ictu@telkomsa.net</a> Postal address: P.O. Box 11253, Swartkop, 0051 Physical address: Prime Towers, 296 Francis Baard (Schoeman) & van der Walt Street, Office 401, 4 <sup>th</sup> Floor, Pretoria, 0002

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/1850</b> <b>Registered on</b> <b>19/7/2011</b></p> <p><b>(NACTU</b> <b>Affiliate)</b></p>	<p>Inqubelaphambili Trade Union (ITU) The Secretary Tel: (011) 492 2204/ 079 205 9225 Fax: (011) 492 2999 / 2204 e-mail: <a href="mailto:inqubelaphambili.tradeunion@gmail.com">inqubelaphambili.tradeunion@gmail.com</a> Postal Address: P.O.Box 62676, Marshalltown, 2017 Physical Address: His Majesty's Building, Office No 155-156, 1<sup>st</sup> Floor, 22 Joubert street, Johannesburg, 2001</p>
<p><b>LR2/6/2/43</b> <b>Registered on</b> <b>5/2/1076</b></p> <p><b>(FEDUSA</b> <b>Affiliate)</b></p>	<p>Insurance and Banking Staff Association (IBSA) The General Secretary Tel: (011) 782 0291 / 2 / 3 Fax: (011) 782 0307 e-mail: <a href="mailto:ibsa@global.co.za">ibsa@global.co.za</a> website: <a href="http://www.ibsa.org.za">www.ibsa.org.za</a> Postal address: P.O. Box 5129, Cresta, 2118 Physical address: Unit 11, Northcliff Office Park, 203 Beyers Naude Drive, Northcliff, 2195</p>
<p><b>LR2/6/2/55</b> <b>Registered on</b> <b>19/6/1945</b></p>	<p>Jewellers' and Goldsmiths' Union (J &amp; GU) The General Secretary Tel: (021) 465 9941 Fax: (021) 465 2663 e-mail: <a href="mailto:jgu@mweb.co.za">jgu@mweb.co.za</a> Postal address: P.O. Box 2884, Cape Town, 8000 Physical address: 8 Benzal House, Room 207, 2nd Floor, 3 Barrack Street, Cape Town, 8001</p>
<p><b>LR2/6/2/918</b> <b>Registered on</b> <b>8/11/2000</b></p> <p><b>(FEDUSA</b> <b>Affiliate)</b></p>	<p>Joint Affirmative Management Forum (JAMAFO) The General Secretary Tel: (011) 333 0107/8 Fax: (011) 333 0120 e-mail: <a href="mailto:jamafo@icon.co.za">jamafo@icon.co.za</a> <a href="mailto:info@jamafo.org.za">info@jamafo.org.za</a> <a href="mailto:jzaca@iburst.co.za">jzaca@iburst.co.za</a> <a href="mailto:jmphahlele@iburst.co.za">jmphahlele@iburst.co.za</a> website: <a href="http://www.jamafo.org.za">www.jamafo.org.za</a> Postal address: P.O. Box 62646, Marshalltown, 2107 Physical address: 132 Market Street, Cnr. Von Brandies, Mansion House, 7 th Floor, Suite 701, Marshalltown, 2001</p>
<p><b>LR2/6/2/1195</b> <b>Registered on</b> <b>5/8/2004</b></p>	<p>Kungwini Amalgamated Workers Union (KAWU) The General Secretary Tel: (011) 333 6550/2752 / 082 624 1680 Fax: (011) 333 6551 e-mail: <a href="mailto:admin@kawu.co.za">admin@kawu.co.za</a> Postal address: P O Box 61848, Marshalltown, 2107 Physical address: 83 Market Str, 1<sup>st</sup> Flr, Room 101-103, Works@Market Building, Johannesburg, 2001</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1061</b> <b>Registered on</b> <b>2/10/2002</b>  <b>(NACTU</b> <b>Affiliate)</b>	Labour Equity General Workers Union of South Africa (LEWUSA) The General Secretary Tel: (011) 845 3797 / 421 0476 / 083 478 0184 / 076 668 1224 Fax: (011) 421 7308/ 4150 / 427 1109 e-mail: <a href="mailto:lewusa.benoni@gmail.com">lewusa.benoni@gmail.com</a> <a href="mailto:albertentshitse@gmail.com">albertentshitse@gmail.com</a> website: <a href="http://www.lewusaunion.com">www.lewusaunion.com</a> Postal address: P.O. Box 1169, Benoni, 1500 Physical address: Kitchner Building, 57 Amphill Avenue, 1st Floor, Office No.10b, Benoni, 1501
<b>LR2/6/2/165</b> <b>Registered on</b> <b>18/5/1984</b>	Laundry and Allied Workers' Union of South Africa (LAWUSA) The General Secretary Tel: (021) 448 5055 Fax: (021) 448 6424 / 086 602 5055 e-mail: <a href="mailto:lcd@mweb.co.za">lcd@mweb.co.za</a> Postal address: P.O. Box 12946, Mowbray, 7705 Physical address: Premier Centre, Office 602, 451 Main Road, Observatory, 7925
<b>LR2/6/2/1891</b> <b>Registered on</b> <b>15/4/2011</b>	Meat and Allied Workers Union The Secretary Tel: (011) 891 7279 / 079 2152 3871 Fax : (011) 646 3566 e-mail: Postal & Physical Address: 19 Church Street, Boksburg, 1460
<b>LR2/6/2/2169</b> <b>Registered on</b> <b>11/12/2013</b>  <b>(NACTU</b> <b>Affiliate)</b>	Media Workers Association of South Africa (MWASA) The Secretary Tel: (011) 337 1019 / 082 743 3867 (GS) Fax: (011) 337 1806 e-mail: <a href="mailto:tuwgum@yahoo.com">tuwgum@yahoo.com</a> <a href="mailto:generalsecretary@mwasa.org.za">generalsecretary@mwasa.org.za</a> website: <a href="http://www.mwasa.org.za">www.mwasa.org.za</a> Postal address: P.O. Box 11136, Johannesburg, 2000 Physical address: Office 701, Works@Market Building, 83 Albertina Sisulu street, Johannesburg, 2000
<b>LR2/6/2/513</b> <b>Registered on</b> <b>11/11/1996</b>  <b>(COSATU</b> <b>Affiliate)</b>	Medical Association of South Africa (SAMA) The General Secretary Tel: (012) 481 2000 / 2071 / 481 2006 Fax: (012) 481 2100 / 481 2095 e-mail: <a href="mailto:online@samedical.org">online@samedical.org</a> <a href="mailto:jeanettes@samedical.org">jeanettes@samedical.org</a> website: <a href="http://www.samedical.org">www.samedical.org</a> Postal address: P.O. Box 74789, Lynnwood Ridge, 0040 Physical address: Block F, Castle Walk Office Park, Nossob Street, Erasmuskloof, Ext 3, Pretoria, 0183

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/765</b>  <b>Registered on 15/4/1999</b></p>	<p>Medunsa United Staff Union (MUSU)                      The General Secretary                      Tel: (012) 521 5834 / 012 521 5723 012 521 4995                      Fax: (012) 521 3991                      e-mail: <a href="mailto:edward@medunsa.ac.za">edward@medunsa.ac.za</a>                      Postal address: P.O. Box 78, Medunsa, 0204                      Physical address: Basic Medical Physical Building, BMS N216, Medunsa</p>
<p><b>LR2/6/2/88</b>  <b>Registered on 14/10/1961</b></p> <p>(NACTU Affiliate)</p>	<p>Metal &amp; Electrical Workers Union of South Africa (MEWUSA)                      The General Secretary                      Tel: (011) 331 6739/40/41 / 011-336 1055/ 9369 / 084 602 8877/ 084 399 9900                      Fax: (011) 331 6719 / 086 546 9654                      e-mail: <a href="mailto:headoffice@mewusa.org.za">headoffice@mewusa.org.za</a> <a href="mailto:danie@mewusa.org.za">danie@mewusa.org.za</a> <a href="mailto:mthobejane@mewusa.org.za">mthobejane@mewusa.org.za</a>                      website: <a href="http://www.mewusa.org.za">www.mewusa.org.za</a>                      Postal address: P.O. Box 3669, Johannesburg, 2000                      Physical address: 145 Commissioner Street, Suite 701, East Wing, Nedbank Building, Small Street Mall, Johannesburg, 2001</p>
<p><b>LR2/6/2/1761</b>  <b>Registered on 11/2/2010</b></p>	<p>Metal, Farming, Entertainment, Retail, Electrical, Building and Allied Workes Union (M.F.E.R.E.B.U)                      The Secretary                      Tel: (014) 596 7535 / 072 257 9363                      Fax: (014) 596 7527 / 086 234 5620                      e-mail: <a href="mailto:mfarebu@vodamail.co.za">mfarebu@vodamail.co.za</a>                      Postal address: P.O. Box 382, Swartruggens, 2835                      Physical Address: 302 Zinniaville, Tuin Street, Rustenburg, 0299</p>
<p><b>LR2/6/2/859</b>  <b>Registered on 2/2/2000</b></p>	<p>Millennium Workers Union (MWU)                      The General Secretary                      Tel: (013) 737 7309                      Fax: (013) 737 7310                      e-mail:                      Postal address: P.O. Box 816, Hazyview, 1242                      Physical address: Kai City Centre, Office No 4, Arend Street, Hazyview, 1242</p>
<p><b>LR2/6/2/1097</b>  <b>Registered on 19/3/2003</b></p> <p>(CONSAWU Affiliate)</p>	<p>Mine, Engineering and Distributors Workers Union of South Africa (MEDWUSA)                      The General Secretary                      Tel: (011) 660 7826 / 083 771 5514                      Fax: (011) 660 7827                      e-mail: <a href="mailto:admin@medwusa.co.za">admin@medwusa.co.za</a>                      Postal address: P.O. Box 09, Randfontein, 1760                      Physical address: ABSA Building, 3rd Floor, cnr Human &amp; Kruger street, Krugersdorp, 1740</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1226</b> <b>Registered on</b> <b>5/12/2003</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	Motor Industry Staff Association (MISA) The General Secretary Tel: (011) 476 3920 / 1 / 011-678 6328 (Karen) Fax: (086) 605 2736 / (011) 678 4537 e-mail: <a href="mailto:info@ms.org.za">info@ms.org.za</a> <a href="mailto:Karen.schoonraad@ms.org.za">Karen.schoonraad@ms.org.za</a> <a href="mailto:ddev@ms.org.za">ddev@ms.org.za</a> <a href="mailto:koosolivier9@gmail.com">koosolivier9@gmail.com</a> website: <a href="http://www.misa.org.za">www.misa.org.za</a> Postal address: P O Box 1604, Northcliff , 2115 Physical address: 201 Misa Centre, 12 Fir Drive, Northcliff Ext 2, Johannesburg, 2115
<b>LR2/6/2/42</b> <b>Registered on</b> <b>21/10/1948</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	Motor Transport Workers' Union of South Africa (MTWU) The General Secretary Tel: (011) 403 1619 Fax: (011) 403 1852 e-mail: <a href="mailto:mtwu@wirelessza.co.za">mtwu@wirelessza.co.za</a> <a href="mailto:membership@mtwu.co.za">membership@mtwu.co.za</a> <a href="mailto:londiwe@mtwu.co.za">londiwe@mtwu.co.za</a> Postal address: P.O. Box 30925, Braamfontein, 2017 Physical address: 6 <sup>th</sup> Floor, Samro House, 20 de Korte Street, Braamfontein, 2017
<b>LR2/6/2/909</b> <b>Registered on</b> <b>21/2/2001</b>	NACCUSA The General Secretary Tel: (012) 751 1786 / 083 761 6317 Fax: (012) 324 3007 e-mail: <a href="mailto:snaccusa@yahoo.com">snaccusa@yahoo.com</a> <a href="mailto:0837616317@mtnloaded.co.za">0837616317@mtnloaded.co.za</a> website: <a href="http://www.naccusatradeunion.co.za">www.naccusatradeunion.co.za</a> Postal address: P.O. Box 2733, Pretoria, 0001 Physical address: Van Erkom Building, Room 347, 217 Pretorius Street, Pretoria, 0002
<b>LR2/6/2/681</b> <b>Registered on</b> <b>8/4/1998</b>	Natal General Allied Workers Union (NGAWU) The General Secretary Tel: (031) 305 1090 / 071 152 4808 Fax: (031) 301 1736 e-mail: <a href="mailto:ngawu@telkomsa.net">ngawu@telkomsa.net</a> Postal address: P O Box 4303, Durban, 4000 Physical address: 347 West str (Dr Pixley Kaseme), Suite 1001-3, Tower C, Salisbury Centre, Durban, 4000
<b>LR2/6/2/1913</b> <b>Registered on</b> <b>23/1/2012</b>	National Associated Municipal Trade Union (NAMTU) The Secretary Tel: (031) 824 0466 Fax : (086) 715 1315 e-mail: <a href="mailto:info.namtu@mweb.co.za">info.namtu@mweb.co.za</a> website: <a href="http://www.namtu.org">www.namtu.org</a> Postal Address: P.O Box 3103, Durban,4000 Physical Address: St Johns Bldg, 129 KeMasinga Rd (Old Fort Rd), Entrance Durnford Rd,Durban, 4000

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/73</b>  <b>Registered on 5/9/1947</b></p> <p><b>(CONSAWU Affiliate)</b></p>	<p>National Certificated Fishing and Allied Workers Union (NCFAWU)                      The General Secretary                      Tel: (021) 448 9959 / 021-838 2295 -- Assistant GS Mr Llowellyn Domingo                      Fax: (021) 447 2572 / 4574 / 086 601 8833                      e-mail: <a href="mailto:connie@ncfawu.co.za">connie@ncfawu.co.za</a> <a href="mailto:andile.ncfawu@gmail.com">andile.ncfawu@gmail.com</a> <a href="mailto:mpandla@webmail.co.za">mpandla@webmail.co.za</a>                      website: <a href="http://www.ncfawu.20fr.com">www.ncfawu.20fr.com</a>                      Postal &amp; Physical address: Premier House, 451 Main Road, 1<sup>st</sup> Floor, Office 103, Observatory, 7925</p>
<p><b>LR2/6/2/328</b>  <b>Registered on 11/1/1995</b></p>	<p>National Construction Building and Allied Workers Union (NACBAWU)                      The General Secretary                      Tel: (012) 341 1793/7 / 012-320 8691                      Fax: (012) 440 1412 / 086 573 5233 / 012-320 1601                      e-mail: <a href="mailto:nacbawu@worldonline.co.za">nacbawu@worldonline.co.za</a> <a href="mailto:saulshaba@mweb.co.za">saulshaba@mweb.co.za</a>                      Postal address: P.O. Box 28583, Sunnyside, 0132                      Physical address: NACBAWU House, 15 Innez Street, Sunnyside, 0132</p>
<p><b>LR2/6/2/1694</b>  <b>Registered on 14/5/2009</b></p>	<p>National Contact Centre Union (NCCU)                      The Secretary                      Tel: (078) 802 5874 / 011-849 2383                      Fax: (086) 664 4898                      e-mail: <a href="mailto:Karen@nccu.co.za">Karen@nccu.co.za</a>                      website: <a href="http://www.nccu.co.za">www.nccu.co.za</a>                      Postal Address: Suite 465, Private Bag x043, Benoni, 1500                      Physical Address: 57 Kanna Street, Northmead, Ext 4, Benoni, 1500</p>
<p><b>LR2/6/2/1082</b>  <b>Registered on 7/4/2003</b></p>	<p>National Democratic Change and Allied Workers Union (NDCAWU)                      The General Secretary                      Tel: (011) 838 0068 / 0731946359                      Fax: (011) 838 0068 / 832 2725 / 086 573 0169                      e-mail: <a href="mailto:ndcawu@telkomsa.net">ndcawu@telkomsa.net</a>                      website: <a href="http://www.ndcawu.org.za">www.ndcawu.org.za</a>                      Postal address: P.O. Box 96544, Brixton, 2019                      Physical address: Howard House, Office 106, 1<sup>st</sup> Floor, 23 Loveday street, Johannesburg, 2001</p>
<p><b>LR2/6/2/672</b>  <b>Registered on 21/9/1998</b></p>	<p>National Domestic Security Agriculture and Allied Workers Union (NDOSAWU)                      The General Secretary                      Tel: (013) 764 1820 / 082 966 8818 (GS) / 083 598 2911 (President)                      Fax: (013) 764 1820                      e-mail: <a href="mailto:ndosawu@telkomsa.net">ndosawu@telkomsa.net</a>                      Postal address: P.O. Box 775, Sabie, 1260                      Physical address: Sabie Shopping Centre, Shop No 9A, Sabie</p>



Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/214</b> <b>Registered on</b> <b>14/7/1995</b>  <b>(COSATU</b> <b>Affiliate)</b>	National Education Health and Allied Workers Union (NEHAWU) The General Secretary Tel: (011) 833 2902/836 5614 Fax: (011) 833 0757 / 834 3416 e-mail: <a href="mailto:thulani@nehawu.org.za">thulani@nehawu.org.za</a> <a href="mailto:stuart@nehawu.org.za">stuart@nehawu.org.za</a> <a href="mailto:sthembiso@nehawu.org.za">sthembiso@nehawu.org.za</a> <a href="mailto:SecretariatPA@nehawu.org.za">SecretariatPA@nehawu.org.za</a> website: <a href="http://www.nehawu.org.za">www.nehawu.org.za</a> Postal address: P.O. Box 10812, Johannesburg, 2000 Physical address: NEHAWU House, 56 Marshall Street, Marshalltown, 2107
<b>LR2/6/2/474</b> <b>Registered on</b> <b>17/12/1996</b>	National General Workers Union (NAGEWU) The General Secretary Tel: (031) 307 7016 / 082 573 7520 / 076 208 1774 Fax: (031) 306 3346 e-mail: <a href="mailto:nagewu@worldonline.co.za">nagewu@worldonline.co.za</a> Postal address: P.O. Box 62880, Bishopsgate, 4008 Physical address: Denor House. Suite 801, 8 <sup>th</sup> Floor, 350 Smith Street, Durban, 4001
<b>LR2/6/2/1493</b> <b>Registered on</b> <b>1/11/2006</b>	National Professional Teachers' Associations of South Africa (NAPTOSA) The Secretary Tel: (012) 324 1365 / 5214 Fax: (012) 324 1366 / 5233 e-mail: <a href="mailto:info@naptosa.org.za">info@naptosa.org.za</a> <a href="mailto:naptosa@mweb.co.za">naptosa@mweb.co.za</a> website: <a href="http://www.naptosa.org.za">www.naptosa.org.za</a> Postal address: P.O. Box 572, Pretoria, 0001 Physical address: NAPTOSA House, 270 Prince's Park Avenue, Pretoria, 0002
<b>LR2/6/2/726</b> <b>Registered on</b> <b>7/7/1998</b>  <b>(NACTU</b> <b>Affiliate)</b>	National Public Service Workers Union (NPSWU) The General Secretary Tel: (031) 304 7563 / 083 445 9600 / 083 445 9609 Fax: (031) 307 3306 / 304 6380 e-mail: <a href="mailto:npswu@mweb.co.za">npswu@mweb.co.za</a> <a href="mailto:patience@npswu.org">patience@npswu.org</a> <a href="mailto:veni@npswu.org">veni@npswu.org</a> <a href="mailto:vela@npswu.org">vela@npswu.org</a> website: <a href="http://www.npswu.org.za">www.npswu.org.za</a> Postal address: P.O. Box 1100, Durban, 4000 Physical address: 2 <sup>nd</sup> Floor, Redefine Properties, 320 Pixley Kasemane Street (West Street), Durban, 4001
<b>LR2/6/2/738</b> <b>Registered on</b> <b>14/9/1998</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	National Security and Unqualified Workers Union (NASUWU) The General Secretary: Tel: (031) 305 9320/1 Fax: (031) 305 9621 e-mail: <a href="mailto:mdinekah@polka.co.za">mdinekah@polka.co.za</a> <a href="mailto:haroldm@pffpf.co.za">haroldm@pffpf.co.za</a> Postal address: P.O. Box 63015, Bishopsgate, Durban, 4008 Physical address: Absa Building, 58 Field Street, 10 <sup>th</sup> Floor, Durban, 4001

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/776</b>  <b>Registered on</b>  <b>14/6/1999</b></p> <p>(NACTU  Affiliate)</p>	<p>National Security Commercial and General Workers Union (NASECGWU)  The General Secretary  Tel: (053) 298 1527/ 2906 / 078 368 8727 (GS) / 083 229 0513  Fax: (053) 298 2906 /  e-mail: <a href="mailto:nasecgwu.32@gmail.com">nasecgwu.32@gmail.com</a> <a href="mailto:nasecgwuct@telkomsa.net">nasecgwuct@telkomsa.net</a>  Postal address: P.O. Box 230, Douglas, 8730  Physical address: 177 Arnot Street, Douglas, 8730</p>
<p><b>LR2/6/2/371</b>  <b>Registered on</b>  <b>2/5/1995</b></p>	<p>National Security Workers Union (NASWU)  The General Secretary  Tel: (031) 309 3881  Fax: (031) 309 3881/ 2538  e-mail: <a href="mailto:naswu@telkomsa.net">naswu@telkomsa.net</a>  Postal address: P O Box 61638, Bishopsgate, 4008  Physical address: Teachers Centre, Suite 702, 113 Albert Street, Durban, 4001</p>
<p><b>LR2/6/2/134</b>  <b>Registered on</b>  <b>26/11/1980</b></p> <p>(NACTU  Affiliate)</p>	<p>National Service and Allied Workers Union (NASAWU)  The General Secretary  Tel: (011) 333 1082 / 083 969 5683 / 078 957 6224  Fax: (086) 556 8315  e-mail: <a href="mailto:tsndou@webmail.co.za">tsndou@webmail.co.za</a>  Postal address: P.O. Box 1585, Johannesburg, 2000  Physical address: Ottawa Mall Building, 94 President Str, 3<sup>rd</sup> Floor, Johannesburg, 2001</p>
<p><b>LR2/6/2/133</b>  <b>Registered on</b>  <b>2/6/1983</b></p>	<p>National Sugar and Refining and Allied Industries Employees' Union (NASARU(EU))  The General Secretary  Tel: (035) 474 4492  Fax: (035) 474 4493  e-mail:  Postal address: P.O. Box 1068, Eshowe, 3815  Physical address: Eshowe Centre, 77 Osborne Road, Office No 117, Eshowe</p>
<p><b>LR2/6/2/580</b>  <b>Registered on</b>  <b>4/8/1998</b></p>	<p>National Teachers Union (NATU)  The General Secretary  Tel: (035) 772 1608/792 3148  Fax: (035) 772 1651  e-mail: <a href="mailto:biyela@natu.co.za">biyela@natu.co.za</a> <a href="mailto:info@natu.org.za">info@natu.org.za</a> <a href="mailto:hsntuli@natu.org.za">hsntuli@natu.org.za</a>  website: <a href="http://www.natu.org.za">www.natu.org.za</a>  Postal address: P.O. Box 716, Empangeni, 3880  Physical address: NATU Centre, 47-57 Biyela Street, Empangeni, 3880</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1769</b> <b>Registered on</b> <b>25/2/2010</b>	National Tertiary Education Union (NTEU) The Secretary Tel: (041) 365 1486 Fax: (041) 365 1487 e-mail: <a href="mailto:office@nteu.org.za">office@nteu.org.za</a> Andre (office@nteu.org.za) website: <a href="http://www.nteu.org.za">www.nteu.org.za</a> Postal address: P.O. Box 7147, Newton Park, Port Elizabeth, 6055 Physical address: 41 A King Edward street, Newton Park, Port Elizabeth, 6055
<b>LR2/6/2/2025</b> <b>Registered on</b> <b>27/9/2012</b>  <b>(NACTU</b> <b>Affiliate)</b>	National Transport Movement (NTM) The Secretary Tel: (011) 394 0334 / 011-057 5965/ 5966 / 079 320 6669 Fax: (086) 544 1833 / 086 609 2610 e-mail: <a href="mailto:craig@ntmunion.org.za">craig@ntmunion.org.za</a> <a href="mailto:ebrahim@ntmunion.org.za">ebrahim@ntmunion.org.za</a> Postal & Physical address: Office 301, 3 <sup>rd</sup> Floor, Trust Centre, Kempton Park, 1620
<b>LR2/6/2/592</b> <b>Registered on</b> <b>24/6/1997</b>  <b>(NACTU</b> <b>Affiliate)</b>	National Union of Food, Beverage, Wine, Spirit and Allied Workers (NUFWBSAW) The General Secretary Tel: (011) 833 1140 / 2 /357 4083 / 079 048 0580 Fax: (011) 833 1503 e-mail: <a href="mailto:nufbwsaw@wbs.co.za">nufbwsaw@wbs.co.za</a> <a href="mailto:pnkosi@distell.co.za">pnkosi@distell.co.za</a> Postal address: P O Box 5718, Johannesburg, 2000 Physical address: VUSA House, 4 <sup>th</sup> Floor, 8 New Street South, Johannesburg, 2001
<b>LR2/6/2/89</b> <b>Registered on</b> <b>12/1/1962</b>	National Union of Furniture & Allied Workers of South Africa (NUFAWSA) The General Secretary Tel: (021) 948 5872 Fax: (021) 948 4253 e-mail: <a href="mailto:info@nufawsa.org.za">info@nufawsa.org.za</a> <a href="mailto:walter@nufawsa.org.za">walter@nufawsa.org.za</a> website: <a href="http://www.fbuma.co.za/nufawsa">www.fbuma.co.za/nufawsa</a> Postal address: P.O. Box 1543, Sanlamhof, Belville, 7530 Physical address: 9 Maritz Street, Kemperville, Belville, 7533
<b>LR2/6/2/254</b> <b>Registered on</b> <b>28/5/1991</b>  <b>(CONSAWU</b> <b>Affiliate)</b>	National Union of Hotel Restaurant Catering Commercial Health and Allied Workers (NUHRCCHAW) The General Secretary Tel: (012) 324 8265 / 083 765 1419 / 072 269 4183 Fax: (012) 324 8265 e-mail: <a href="mailto:nuhrechaw@gmail.com">nuhrechaw@gmail.com</a> <a href="mailto:s.sonyane57@gmail.com">s.sonyane57@gmail.com</a> Postal address: P.O. Box 12004, Tramshed, 0126 Physical address: Karlking Building, 262 Madiba Street, 3rd Floor, Room 342-345, Pretoria, 0002

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/24</b> <b>Registered on</b> <b>16/3/1926</b></p> <p><b>(FEDUSA</b> <b>Affiliate)</b></p>	<p>National Union of Leather and Allied Workers (NULAW) The General Secretary Tel: (031) 206 0105/ (011) 834 5691 / 083 258 4433 Fax: (031) 206 0109 / (011) 834 8020 / 086 689 4920 e-mail: <a href="mailto:nulawjhb@telkomsa.net">nulawjhb@telkomsa.net</a> <a href="mailto:ashleybenjamin@nulaw.co.za">ashleybenjamin@nulaw.co.za</a> <a href="mailto:nulaw.mar@mweb.co.za">nulaw.mar@mweb.co.za</a> <a href="mailto:roshillarabikissoon@nulaw.co.za">roshillarabikissoon@nulaw.co.za</a> website: <a href="http://www.nulaw.org.za">www.nulaw.org.za</a> Postal address: P.O. Box 59088, Umbilo, 4075 or P.O. Box 839, Durban, 4000 Physical address: 33 Selbourne Road, Umbilo, Durban, 4075</p>
<p><b>LR2/6/2/91</b> <b>Registered on</b> <b>5/9/1968</b></p> <p><b>(COSATU</b> <b>Affiliate)</b></p>	<p>National Union of Metalworkers of South Africa (NUMSA) The General Secretary Tel: (011) 689 1700/1/2/3/4 Fax: (011) 838 4092 e-mail: GS: Irvin Jim: <a href="mailto:IrvinJ@numsa.org.za">IrvinJ@numsa.org.za</a>; DGS: Karl Cloete: <a href="mailto:KarlC@numsa.org.za">KarlC@numsa.org.za</a> <a href="mailto:mavisd@numsa.org.za">mavisd@numsa.org.za</a> <a href="mailto:normac@numsa.org.za">normac@numsa.org.za</a> website: <a href="http://www.numsa.org.za">www.numsa.org.za</a> Postal address: P.O. Box 260483, Excom, 2023 Physical address: NUMSA Head Office, 153 Bree Street, cnr Gerhard Sekoto Street, Newtown, Johannesburg, 2001</p>
<p><b>LR2/6/2/1002</b> <b>Registered on</b> <b>16/1/2002</b></p> <p><b>(COSATU</b> <b>Affiliate)</b></p>	<p>National Union of Mineworkers (NUM) The General Secretary Tel: (011) 377 2000/1 (Direct line – 011-377 2091) Fax: (086) 560 0329 / 086 732 4517 / 011-836 6051 e-mail: <a href="mailto:nrakau@num.org.za">nrakau@num.org.za</a> <a href="mailto:fmadihlaba@num.org.za">fmadihlaba@num.org.za</a> (PA) <a href="mailto:Zmaduna@num.org.za">Zmaduna@num.org.za</a> website: <a href="http://www.num.org.za">www.num.org.za</a> Postal address: P.O. Box 2424, Johannesburg, 2000 Physical address: 7 Rissik Street, cnr Frederick Street, Johannesburg, 2001</p>
<p><b>LR2/6/2/723</b> <b>Registered on</b> <b>13/8/1998</b></p> <p><b>(CONSAWU</b> <b>Affiliate)</b></p>	<p>National Union of Public Service and Allied Workers (NUPSAW) The General Secretary Tel: (012) 342 1674 Fax: (086) 672 4354 / 012-328 6410 e-mail: <a href="mailto:generalsecretary@nupsaw.co.za">generalsecretary@nupsaw.co.za</a> <a href="mailto:smataitsane@nupsaw.co.za">smataitsane@nupsaw.co.za</a> website: <a href="http://www.nupsaw.co.za">www.nupsaw.co.za</a> Postal address: P.O. Box 11459, Tramshed, 0126 Physical address: NUPSAW House, 814 Church Street, Eastwood, Pretoria, 0001</p>
<p><b>LR2/6/2/101</b> <b>Registered on</b> <b>13/5/1958</b></p>	<p>Noordelike Bouwerkersvakbond (NBV) Die Algemene Sekretaris Tel: (012) 346 9898 / 082 927 6884 Faks: (012) 346 9899 e-pos: <a href="mailto:kobousvj@gmail.com">kobousvj@gmail.com</a> Posadres: Posbus 1482, Pretoria, 0001 Fisiese adres: Brooklyn Office Park, Unit B13, 107 Nicolson Street, Brooklynn, 2001</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1211</b> <b>Registered on</b> <b>17/1/2005</b>	Pelindaba Workers Union The General Secretary Tel: (012) 305 6567 Fax: (012) 305 6218 e-mail: <a href="mailto:pwu@vodamail.co.za">pwu@vodamail.co.za</a> Postal address: P O Box 582, Pretoria, 0001 Physical address: Government Building, Room 1001, Pelindaba, Brits, 0250
<b>LR2/6/2/512</b> <b>Registered on</b> <b>11/11/1996</b>  <b>(COSATU</b> <b>Affiliate)</b>	Police and Prisons Civil Rights Union (POPCRU) The General Secretary Tel: (011) 242 4600 Fax: (086) 625 3054 e-mail: <a href="mailto:gs@popcru.org.za">gs@popcru.org.za</a> website: <a href="http://www.popcru.org.za">www.popcru.org.za</a> Postal address: P.O. Box 8657, Johannesburg, 2000 Physical address: POPCRU House, 1 Marie Road, Auckland Park, 2000
<b>LR2/6/2/2040</b> <b>Registered on</b> <b>26/2/2013</b>	Private Sector Workers Trade Union (PSWTU) The Secretary Tel: (011) 036 6496 or (011) 492 4409 / 073 215 7422 Fax: (086) 650 5188 or (011) 492 4409 e-mail: Postal & Physical address: Suite 602, 6 <sup>th</sup> Flr, 86 Focus House, cnr Loveday & Plein str, JHB, 2000
<b>LR2/6/2/597</b> <b>Registered on</b> <b>29/10/1998</b>  <b>(CONSAWU &amp;</b> <b>NACTU Affiliate)</b>	Professional Educators Union (P. E. U.) The General Secretary Tel: (011) 403 2990/1 / 079 515 1165 / 082 904 6843 Fax: (011) 339 8246 / 086 724 7620 e-mail: <a href="mailto:generalsecretary@peuoffice.com">generalsecretary@peuoffice.com</a> <a href="mailto:president@peuoffice.com">president@peuoffice.com</a> <a href="mailto:finance@peuoffice.com">finance@peuoffice.com</a> <a href="mailto:maggie.makgoba@gmail.com">maggie.makgoba@gmail.com</a> website: <a href="http://www.peu.org.za">www.peu.org.za</a> Postal address: P.O. Box 32838, Braamfontein, 2017 Physical address: 1 <sup>st</sup> Floor, PEU House, 79 De Korte Street, Braamfontein, 2017
<b>LR2/6/2/538</b> <b>Registered on</b> <b>3/4/1997</b>	Professional Employees Trade Union of South Africa (PETUSA) The General Secretary Tel: (021) 551 5058 Fax: (086) 672 0471 e-mail: <a href="mailto:brentbari@iafrica.com">brentbari@iafrica.com</a> website: <a href="http://www.petusa.co.za">www.petusa.co.za</a> Postal address: P.O. Boc 1731, Milnerton, 7435 Physical address: 4 Disa Road, Milnerton, 7441

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/121</b>  <b>Registered on</b>  <b>23/1/1980</b></p> <p><b>(FEDUSA</b>  <b>Affiliate)</b></p>	<p>Professional Transport and Allied Workers' Union of South Africa (PTAWU)                      The General Secretary                      Tel: (011) 333 0904 / 4923022/3 / 079 497 6340                      Fax: (086) 691 7873 / (011) 4923024 / 333 1448                      e-mail: <a href="mailto:rksnbaloyi6@gmail.com">rksnbaloyi6@gmail.com</a> <a href="mailto:headoffice@ptawu.co.za">headoffice@ptawu.co.za</a>  <a href="mailto:ptwu1@telkomsa.net">ptwu1@telkomsa.net</a>                      website: <a href="http://www.ptawu.co.za">www.ptawu.co.za</a>                      Postal address: P.O. Box 31415, Braamfontein, 2017                      Physical address: 107 Market Street, Elephant House, Office No. 219, 2nd Floor, Johannesburg, 2001</p>
<p><b>LR2/6/2/1768</b>  <b>Registered on</b>  <b>5/10/2010</b></p>	<p>Progressive Trade Union (PTU)                      The Secretary                      Tel: (021) 839 4844 / 074 509 0353                      Fax: (086) 564 4160                      e-mail: <a href="mailto:ptu@worker.com">ptu@worker.com</a>                      Postal &amp; Physical address: 26 Russell crescent, Belhar, 7493</p>
<p><b>LR2/6/2/928</b>  <b>Registration</b>  <b>cancelled on</b>  <b>07/02/2013</b></p> <p><b>Court Order</b>  <b>on 7/7/2013</b>  <b>to continue to</b>  <b>operate until</b>  <b>appeal case is</b>  <b>finalized</b></p>	<p>Protector's Workers Union (PROWU)                      The General Secretary                      Tel: (011) 334 4118 / 083 206 2797                      Fax: (086) 729 8774                      e-mail: <a href="mailto:stannetshi@yahoo.com">stannetshi@yahoo.com</a>                      Postal address: P.O. Box 7034, Johannesburg, 2000                      Physical address: 12 Factor House, 2<sup>nd</sup> Floor, Suite 214, cnr Kruis &amp; Albert Street, Marshalltown, 2107</p>
<p><b>LR2/6/2/518</b>  <b>Registered on</b>  <b>11/11/1996</b></p> <p><b>(COSATU</b>  <b>Affiliate)</b></p>	<p>Public and Allied Workers Union of South Africa (PAWUSA)                      The General Secretary                      Tel: (021) 424 2055 / Share call = 0860 109 426 / GS 082 828 5208</p> <p>Fax: (021) 424 6804/06                      e-mail: <a href="mailto:gensec@pawusa.co.za">gensec@pawusa.co.za</a> <a href="mailto:gavinjood@vodamail.co.za">gavinjood@vodamail.co.za</a> <a href="mailto:services@pawusa.org.za">services@pawusa.org.za</a>                      website: <a href="http://www.pawusa.org.za">www.pawusa.org.za</a>                      Postal address: P.O. Box 2759, Cape Town, 8000                      Physical address: 5 Buiten Street, 3<sup>rd</sup> Floor, Graphic Centre, Unit 3B, Cape Town, 8001</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1409</b> <b>Registered on</b> <b>21/2/2006</b>	Public Servants Association of South Africa (PSA) The Secretary Tel: (012) 303-6500/ 95 / 96 Fax: (012) 303-6652/3/ 40 e-mail: <a href="mailto:sylvia.stapelberg@psa.co.za">sylvia.stapelberg@psa.co.za</a> <a href="mailto:elena.botha@psa.co.za">elena.botha@psa.co.za</a> website: <a href="http://www.psa.co.za">www.psa.co.za</a> Postal address: P.O. Box 40404, Arcadia, 0007 Physical address: PSA Head Office Building, 563 Belvedere Street, Arcadia, 0007
<b>LR2/6/2/816</b> <b>Registration</b> <b>cancelled</b> <b>23/11/2017.</b>  <b>Court order</b> <b>to continue</b> <b>to operate</b> <b>until appeal is</b> <b>finalized</b>	Retail and Allied Workers Union The General Secretary Tel: (012) 323 5879 Fax: (012) 323 5879 Postal address: P O Box 77270, Mamelodi-West, 0101 Physical address: 4th Floor suite 445, Karl Kling Building, 262 Vermeulen street, Pretoria, 0002
<b>LR2/6/2/161</b> <b>Registered on</b> <b>24/6/1983</b>	Richards Bay Employee's Union (RBEU) The General Secretary Tel: (031) 901 3411 Fax: (031) 901 3411 / 086 716 9242 e-mail: <a href="mailto:alistaire.sweetman@rbm.co.za">alistaire.sweetman@rbm.co.za</a> <a href="mailto:nlaubscher@rbct.co.za">nlaubscher@rbct.co.za</a> Postal address: P.O. Box 1316, Richards Bay, 3900 Physical address:
<b>LR2/6/2/10</b> <b>Registered on</b> <b>4/4/1925</b>  <b>(COSATU</b> <b>Affiliate)</b>	SASBO: The Finance Union The General Secretary Tel: (011) 467-0192 Fax: (011) 467 0188/9 e-mail: <a href="mailto:research@sasbo.org.za">research@sasbo.org.za</a> <a href="mailto:gizellec@sasbo.org.za">gizellec@sasbo.org.za</a> website: <a href="http://www.sasbo.org.za">www.sasbo.org.za</a> Postal address: Private Bag X 84, Bryanston, 2021 Physical address: SASBO House, Fourmall Office Park West, Roos Road, Fourways, Johannesburg, 2055
<b>LR2/6/2/336</b> <b>Registered on</b> <b>8/12/1994</b>	Security Officers Civil Rights and Allied Workers Union (SOCRAWU) The General Secretary Tel: (011) 331 5997 / 071 358 6735 Fax: (011) 331 5998 / 011-838 9936 e-mail: Postal address: P.O. Box 30930, Braamfontein, 2017 Physical address: 132 Fox Street, 3 <sup>rd</sup> Floor, Johannesburg, 2001

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/1152</b> Registered on <b>23/5/2006</b></p>	<p>Security, Cleaning, Manufacturing and Allied Workers Union (SCMAWU) The General Secretary Tel: (011) 333 6958 Fax: (086) 605 5975 e-mail: <a href="mailto:scmawu@webmail.co.za">scmawu@webmail.co.za</a> Postal address: P.O. Box 4138, Johannesburg, 2000 Physical address: 126-128 Market Str, Cnr Von Brandis, Mr Price BLDG, Office 313, Johannesburg, 2001</p>
<p><b>LR2/6/2/2174</b> Registered on <b>17/2/2014</b></p>	<p>Shosholozo Workers Union of South Africa (SHOWUSA) The Secretary Tel: (017) 685 2653 / 073 037 1056 Fax: (017) 685 3000 / 086 556 6605 e-mail: <a href="mailto:showusa14@gmail.com">showusa14@gmail.com</a> Postal Address: P.O. Box 1891, Embalenhle, 2285 Physical Address: 9785 ext 6, 9 Small Business Centre, Ingwe Drive, Embalenhle, 2285</p>
<p><b>LR2/6/2/1304</b> Registered on <b>10/12/2004</b></p>	<p>Sikhula Sonke The Secretary Tel: (021) 883 3180/2/7 / 083 286 9075 (GS) Fax: (021) 887 4496/ 086 546 8071 e-mail: <a href="mailto:gssonke@org.za">gssonke@org.za</a> <a href="mailto:reception@ssonke.org.za">reception@ssonke.org.za</a> <a href="mailto:nec@ssonke.org.za">nec@ssonke.org.za</a> website: <a href="http://www.ssonke.org.za">www.ssonke.org.za</a> Postal address: Suite 311, Private Bag x5061, Stellenbosch, 7599 Physical address: 14 Stoffel Smith Street, Plankenburg Industrial Area, Suite 311, Stellenbosch, 7599</p>
<p><b>LR2/6/2/1677</b> Registered on <b>1/3/2010</b></p>	<p>Socialist Organised Workers' Union (SOWU) The Secretary Tel: (011) 331 2602 / 078 286 9132 Fax: (011) 331 2602 e-mail: <a href="mailto:trumanluphindo@yahoo.com">trumanluphindo@yahoo.com</a> <a href="mailto:socialist@hotmail.co.za">socialist@hotmail.co.za</a> Postal Address: P.O. Box 7602, Johannesburg, 2000 Physical Address: Intec House, Office 702, cnr Eloff &amp; Marshall Str, Marshalltown, 2001</p>
<p><b>LR2/6/2/971</b> Registered on <b>11/7/2001</b></p>	<p>Society Development Trade Union The General Secretary Tel: (023) 342 6346 / 074 687 2249 / 073 002 2311 Fax: (023) 342 6346 e-mail: <a href="mailto:sdtu@live.co.za">sdtu@live.co.za</a> Postal address: P.O. Box 128, Worcester, 6849 Physical address: U Save Building, 77 Porter Street, Worcester, 6850</p>



Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/509</b> <b>Registered on</b> <b>11/11/1996</b>	Society of State Advocates of South Africa The General Secretary Tel: (012) 351 6700 / 845 6483 / 012-845 6000/6990 Fax: (012) 843 3336 e-mail: <a href="mailto:ajrossouw@npa.gov.za">ajrossouw@npa.gov.za</a> <a href="mailto:bhendry@npa.gov.za">bhendry@npa.gov.za</a> website: <a href="http://www.stateadvocate.org">www.stateadvocate.org</a> Postal address: Private Bag x 300, Pretoria, 0001 Physical address: 28 Church Square, Church Square, Pretoria, 0002
<b>LR2/6/2/1253</b> <b>Registered on</b> <b>17/6/2004</b>  <b>(CONSAWU</b> <b>Affiliate)</b>	Solidariteit / Solidarity The General Secretary Tel: (012) 644 4300 / 94 Fax: (012) 664 1302 / 664 1198 e-mail: <a href="mailto:nica@solidariteit.co.za">nica@solidariteit.co.za</a> <a href="mailto:paulize@solidariteit.co.za">paulize@solidariteit.co.za</a> <a href="mailto:danet@solidariteit.co.za">danet@solidariteit.co.za</a> website: <a href="http://www.solidarity.co.za">www.solidarity.co.za</a> Postal address: P O Box 11760, Centurion, 0046 Physical address: Cnr DF Malan & Eendracht street, Kloofsig, Centurion, 0157
<b>LR2/6/2/1053</b> <b>Registered on</b> <b>31/10/2002</b>  <b>(NACTU</b> <b>Affiliate)</b>	South Africa Private Security Workers' Union (SAPSWU) The General Secretary Tel: (011) 953 6829 / 079 530 2331 / 083 639 8325 / 079 530 2331 Fax: (011) 953 6906 / 086 660 3932 e-mail: <a href="mailto:sapswu@gmail.com">sapswu@gmail.com</a> Postal address: P.O. Box 840, Krugersdorp, 1740 Physical address: 20 Monument Str, Optometrist Bld, 5th Flr, Office No. 2, Krugersdorp, 1740
<b>LR2/6/2/1519</b> <b>Registration on</b> <b>26/9/2007</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	South African Abet Educators Union (SAAEU) The Secretary Tel: (051) 447 5365 / 083 767 4561 Fax: (051) 447 5365 / 434 1191 e-mail: <a href="mailto:saau@webmail.co.za">saau@webmail.co.za</a> <a href="mailto:kpalefatsa@gmail.com">kpalefatsa@gmail.com</a> Postal address: P.O. Box 466, Bloemfontein, 9300 Physical address: NBS Building, 3 <sup>rd</sup> Floor, Elizabeth Street, Bloemfontein, 9301
<b>LR2/6/2/1833</b> <b>Registered on</b> <b>11/3/2011</b>	South African Amalgamated and Intergrated Workers Union (SAA&IWU) The Secretary Tel: (033) 212 3935 / 076 176 8661 Fax : (086) 225 3339 e-mail: <a href="mailto:admin@saaiwu.co.za">admin@saaiwu.co.za</a> <a href="mailto:shokoa@vodamail.co.za">shokoa@vodamail.co.za</a> <a href="mailto:shokoa@saaiwu.co.za">shokoa@saaiwu.co.za</a> Postal Address: P O Box 1191, Richmond, 3780 Physical Address: Office 2-B, 50 Harding Street, Richmond, 3780

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/1693</b>  <b>Registered on</b>  <b>14/9/2009</b></p>	<p>South African Aviation and Allied Workers Union (SA-AAWU)                      The Secretary                      Tel: (011) 394 6212 / 082 503 3389 / 071 735 7441                      Fax: (011) 394 7406 / 086 651 6488                      e-mail: <a href="mailto:peter.mabena@saaawu.org.za">peter.mabena@saaawu.org.za</a> <a href="mailto:peter.mlaba@saaawu.org.za">peter.mlaba@saaawu.org.za</a> <a href="mailto:xolisa.taai@saaawu.org.za">xolisa.taai@saaawu.org.za</a> <a href="mailto:mamadi.jiyane@saaawu.org.za">mamadi.jiyane@saaawu.org.za</a>                      website: <a href="http://www.saaawu.org.za">www.saaawu.org.za</a>                      Postal address: P.O. Box 489, Glen Marais, Kempton Park, 1620                      Physical Address: 3<sup>rd</sup> Floor, 32 Kempton Road, Kempton Park, 1621</p>
<p><b>LR2/6/2/1987</b>  <b>Registered on</b>  <b>31/5/2012</b></p>	<p>South African Cabin Crew Association (SACCA)                      The Secretary                      Tel: (011) 036 5916 / 076 379 9553                      Fax: (086) 651 4753 / 086 597                      e-mail: <a href="mailto:info@flysacca.co.za">info@flysacca.co.za</a>                      Postal address: P.O. Box 101, O.R. Tambo International Airport, Kempton Park, 1623                      Physical address: 5B Anna Bella Road, Bardene, Boksburg, 1459</p>
<p><b>LR2/6/2/123</b>  <b>Registered on</b>  <b>19/11/1980</b></p> <p>(NACTU                      Affiliate)</p>	<p>South African Chemical Workers Union (SACWU)                      The General Secretary                      Tel: (011) 838 8581/ 6581 /2-9 / 073 317 4097 / 082 788 3162                      Fax: (011) 838 6622                      e-mail: <a href="mailto:athalia@sacwu.co.za">athalia@sacwu.co.za</a> <a href="mailto:bosolechidi@yahoo.com">bosolechidi@yahoo.com</a> <a href="mailto:mosehla@sacwu.co.za">mosehla@sacwu.co.za</a> <a href="mailto:legalunit@sacwu.co.za">legalunit@sacwu.co.za</a>                      Postal address: P O Box 236, Johannesburg, 2000                      Physical address: 35 Pritchard Street, cnr Harrison Steetr, 3<sup>rd</sup> Floor, 1066 Building, Johannesburg, 2001</p>
<p><b>LR2/6/2/265</b>  <b>Registered on</b>  <b>30/6/1992</b></p>	<p>South African Cleaners, Security and Allied Workers' Union (SACSAAWU)                      The General Secretary                      Tel: (012) 326 1569 / 079 2075 354                      Fax: (012) 325 2048 / 086 570 9839                      e-mail: <a href="mailto:sacsaaawu@iburst.co.za">sacsaaawu@iburst.co.za</a>                      Postal address: P.O. Box 12126, Tramshed, 0126                      Physical address: Centenary Building, Suite 617-620, 6<sup>th</sup> Floor, 23 Bureau Lane, Pretoria, 0002</p>
<p><b>LR2/6/2/135</b>  <b>Registered on</b>  <b>28/11/1981</b></p> <p>(COSATU                      Affiliate)</p>	<p>South African Commercial, Catering and Allied Workers Union (SACCAWU)                      The General Secretary                      Tel: (011) 403 8333/ 8327/ 0306                      Fax: (011) 403 0309 / 086 235 7054                      e-mail: <a href="mailto:bzskulu@saccawu.org.za">bzskulu@saccawu.org.za</a> <a href="mailto:noel@saccawu.org.za">noel@saccawu.org.za</a> <a href="mailto:secretariatadmin@saccawu.org.za">secretariatadmin@saccawu.org.za</a>                      website: <a href="http://www.saccawu.org.za">www.saccawu.org.za</a>                      Postal address: P.O. Box 10730, Johannesburg, 2000                      Physical address: SACCAWU House, 2<sup>nd</sup> Floor, 11 Leyds Street, Braamfontein 2017</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/275</b> <b>Registered on</b> <b>31/10/1994</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	South African Communications Union (SACU) The General Secretary Tel: (021) 914 2562 / 701 1106/ 082 377 5837 / 086 100 7228 Fax: (021) 914 5883 / (086) 600 3342 / 086 600 1234 e-mail: <a href="mailto:swaggie@cybersmart.co.za">swaggie@cybersmart.co.za</a> <a href="mailto:harem@telkom.co.za">harem@telkom.co.za</a> <a href="mailto:sacuho@cybersmart.co.za">sacuho@cybersmart.co.za</a> website: <a href="http://www.sacu.co.za">www.sacu.co.za</a> Postal address: P.O. Box 38094, Gatesville, 7766 Physical address: 3B Canal Edge, Fountain Road, Bellville, 7530
<b>LR2/6/2/1733</b> <b>Registered on</b> <b>31/8/2009</b>	South African Correctional Services Workers' Union (SACOSWU) The Secretary Tel: (043) 722 2378 Fax: (043) 722 5641 / 726 0014 / e-mail: <a href="mailto:sacoswu@telkomsa.net">sacoswu@telkomsa.net</a> Postal Address: P.O. Box 1060, East London, 5200 Physical Address: Office 10, 2 <sup>nd</sup> Flr, Central Square, 44 Union Str, East London, 5241
<b>LR2/6/2/2029</b> <b>Registered on</b> <b>13/11/2012</b>  <b>(COSATU</b> <b>Affiliate)</b>	South African Democratic Nurses Union (SADNU) The Secretary Tel: (051) 448 7551 / 076 709 4380 Fax: (051) 448 6365 / 086 606 9710 e-mail: <a href="mailto:mfmohai@gmail.com">mfmohai@gmail.com</a> Postal address: P.O.Box 9637, Bloemfontein, 9300 Physical address: 39A Charlotte Maxeke Str, 4th Flr Office 402, Stabilitas Building, Bloemfontein, 9301
<b>LR2/6/2/2008</b> <b>Registered on</b> <b>12/11/2012</b>  <b>(COSATU</b> <b>Affiliate)</b>	South African Democratic Teachers Union (SADTU) The Secretary Tel: (011) 334 4830/1/2/3/4/5 / 082 414 8799 Fax: (011) 334 4836 e-mail: <a href="mailto:tntshangase@sadtu.org.za">tntshangase@sadtu.org.za</a> <a href="mailto:ddudzile031@gmail.com">ddudzile031@gmail.com</a> <a href="mailto:nationaloffice@sadtu.org.za">nationaloffice@sadtu.org.za</a> <a href="mailto:thoko@sadtu.org.za">thoko@sadtu.org.za</a> website: <a href="http://www.sadtu.org.za">www.sadtu.org.za</a> Bottom of Form 2 Postal address: P.O. Box 6401, Johannesburg, 2000 Physical address: Matthew Goniwe House, 49 Goud Street, cnr Marshall Street, Johannesburg, 2001
<b>LR2/6/2/1552</b> <b>Registered on</b> <b>19/2/2008</b>	South African Emergency Personnel's Union (SAEPU) The Secretary Tel: (013) 265 1625 Fax: (013) 265 1623 / 086 636 3523 e-mail: <a href="mailto:info@saepu.co.za">info@saepu.co.za</a> website: <a href="http://www.saepu.co.za">www.saepu.co.za</a> Postal address: P.O. Box 17, Jane Furse, 1085 Physical address: Kwena Motor Spares, Office No 10, Jane Furse, 1085

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1157</b> <b>Registered on</b> <b>17/7/2003</b>	South African Equity Workers Association (SAEWA) The General Secretary Tel: (011) 827 5353 Call Centre: 086 077 2392 Fax: (086) 686 9103 / (011) 824 1154 e-mail: <a href="mailto:headoffice@saewa.co.za">headoffice@saewa.co.za</a> ; <a href="mailto:cape@saewa.co.za">cape@saewa.co.za</a> website: <a href="http://www.saewa.org.za">www.saewa.org.za</a> Postal address: Lambton, P O Box 874, Germiston, 1400 Physical address: 6 Cachet Road, Lambton, Germiston, 1401
<b>LR2/6/2/376</b> <b>Registered on</b> <b>6/9/1995</b>  <b>(COSATU</b> <b>Affiliate)</b>	South African Football Players Union (SAFPU) The General Secretary Tel: (011) 339 1906 / 082 520 1434 Fax: (011) 339 3694 e-mail: <a href="mailto:thulayo@gmail.com">thulayo@gmail.com</a> (GS) <a href="mailto:christo@safpu.org.za">christo@safpu.org.za</a> website: <a href="http://www.safpu.org.za">www.safpu.org.za</a> Postal address: P O Box 1019, Braamfontein, 2017 Physical address: 110 Jorrisen and Cnr Simmons Street, COSATU House, Braamfontein, 2001
<b>LR2/6/2/2134</b> <b>Registered</b> <b>4/12/2013</b>	South African Funeral Parlour and Allied Workers' Union The Secretary Tel: (013) 947 2722 / 074 342 3240 Fax : (013) 947 2722 / 086 770 7843 e-mail: <a href="mailto:safpawu@gmail.com">safpawu@gmail.com</a> Postal & Physical Address: Office No F18, Amanda Building, Kwa-Mhlanga, 1022
<b>LR2/6/2/1895</b> <b>Registered on</b> <b>14/10/2011</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	South African Furniture and Allied Workers Union (SAFAWU) The Secretary Tel: (021) 447 4209 / 3875 / 074 077 9902 (GS) Fax : (021) 447 4208 e-mail: <a href="mailto:safawu@telkomsa.net">safawu@telkomsa.net</a> website: <a href="http://www.safawu.webs.com">www.safawu.webs.com</a> Postal & Physical Address: 1 Malta Road, Palace House, Room 110, 1st Floor, Salt River, 8001
<b>LR2/6/2/56</b> <b>Registered on</b> <b>27/7/1942</b>  <b>(COSATU</b> <b>Affiliate)</b>	South African Municipal Workers Union (SAMWU) The General Secretary Tel: (011) 100 2605/4 Fax: (011) 100 2611 / 086 542 7473 e-mail: <a href="mailto:walter.theledi@samwu.org.za">walter.theledi@samwu.org.za</a> <a href="mailto:claudia.mckenzie@samwu.org.za">claudia.mckenzie@samwu.org.za</a> <a href="mailto:moshidi.mothamme@samwu.org.za">moshidi.mothamme@samwu.org.za</a> website: <a href="http://www.samwu.org.za">www.samwu.org.za</a> Postal address: P.O. Box 2617, Johannesburg, 2000 Physical address: SAMWU House, 84 Frederick street, cnr van Brandis street, Johannesburg, 2000

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/446</b> <b>Registered on</b> <b>11/10/1996</b>	South African Museum Workers' Association (SAMWA) The General Secretary Tel: (021) 481 3800/30 Fax: (021) 481 3993 e-mail: <a href="mailto:amayekiso@iziko.org.za">amayekiso@iziko.org.za</a> <a href="mailto:elouw@iziko.org.za">elouw@iziko.org.za</a> Postal address: P.O. Box 61, Cape Town, 8000 Physical address: 25 Queen Victoria Street, Cape Town, 8001
<b>LR2/6/2/633</b> <b>Registered on</b> <b>14/10/1997</b>	South African National Security and Allied Workers' Forum (SANSAWF) The General Secretary Tel: (012) 321 9845 Fax: (086) 609 8686 e-mail: Postal address: P.O. Box 13597, Tramshed, 0126 Physical address: 216 Sediba House, 173 Bosman Street, Pretoria, 0002
<b>LR2/6/2/1606</b> <b>Registered on</b> <b>15/10/2008</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	South African Parastatal and Tertiary Institutions Union (SAPTU) The Secretary Tel: (012) 807 4798 / 348 1180 Fax: (012) 807 4797 e-mail: <a href="mailto:saptu@iafrica.com">saptu@iafrica.com</a> <a href="mailto:info@saptu.co.za">info@saptu.co.za</a> <a href="mailto:henry@saptu.co.za">henry@saptu.co.za</a> website: <a href="http://www.saptu.co.za">www.saptu.co.za</a> Postal address: P.O. Box 1952, Wapadrand, 0050 Physical address: Wapadrand Office Park, Suite No.6, Office 61, 90 Kingbolt Crescent, Wapadrand, Pretoria, 0500
<b>LR2/6/2/483</b> <b>Registered on</b> <b>11/11/1996</b>	South African Policing Union (SAPU) The General Secretary Tel: (086) 192 7278 Fax: (086) 604 8996 e-mail: <a href="mailto:nationaloffice@sapu.org.za">nationaloffice@sapu.org.za</a> <a href="mailto:noel@sapu.co.za">noel@sapu.co.za</a> <a href="mailto:Janine@sapu.co.za">Janine@sapu.co.za</a> website: <a href="http://www.sapu.org.za">www.sapu.org.za</a> Postal address: Private Bag X900, Pretoria, 0001 Physical address: 85 Rauch Avenue, Georgeville, Pretoria, 0002
<b>LR2/6/2/1672</b> <b>Registered on</b> <b>27/5/2009</b>	South African Postal Worker's Union (SAPWU) The Secretary Tel: (012) 320 7625 Fax: (086) 516 4608 / 012-320 8406 e-mail: <a href="mailto:sapwu@yahoo.com">sapwu@yahoo.com</a> <a href="mailto:david.mangena@postoffice.co.za">david.mangena@postoffice.co.za</a> website: <a href="http://www.sapwu.org">www.sapwu.org</a> Postal address: P.O. Box 3667, Pretoria, 0001 Physical address: Room 218 & 219, Prime Towers, 296 Francis Baard street. Pretoria, 0002

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/643</b> Registered on <b>23/3/1998</b></p>	<p>South African Rugby Players Association (SARPA) The General Secretary Tel: (021) 887 5786 / 082 563 3336 Fax: (086) 606 2728 e-mail: <a href="mailto:info@sarpa.net">info@sarpa.net</a>; <a href="mailto:pietsarpa@absamail.co.za">pietsarpa@absamail.co.za</a> website: <a href="http://www.sarpa.net">www.sarpa.net</a> Postal address: P O Box 44380, Claremont, 7738 Physical address: Ground Floor, Table Bay Building, Tygerberg Office Park, 163 Uys Krige Drive, Platteklouf, 7500</p>
<p><b>LR2/6/2/935</b> Registered on <b>20/10/2000</b></p> <p><b>(COSATU Affiliate)</b></p>	<p>South African State and Allied Workers Union (SASAWU) The General Secretary Tel: (011) 403 1753 / (011) 403 5631/ (011) 339 7012/1362 / 083 659 4441 (GS)  Fax: (011) 339 3406 / 086 543 8321 e-mail: <a href="mailto:Mike.Ngqolowa@labour.gov.za">Mike.Ngqolowa@labour.gov.za</a> (GS) <a href="mailto:basjant@edu.fs.gov.za">basjant@edu.fs.gov.za</a> website: <a href="http://www.sasawu.org.za">www.sasawu.org.za</a> Postal address: P.O. Box 30654, Braamfontein, 2017 Physical address: Cosatu House, 6th Floor, 110 Jorrison, cnr Simmonds Street, Braamfontein, 2017</p>
<p><b>LR2/6/2/914</b> Registered <b>23/10/2000</b></p> <p><b>(COSATU Affiliate)</b></p>	<p>South African Transport and Allied Workers Union (SATAWU) The General Secretary (Zenzo Mahlangu) Tel: (011) 403 2077 / 072 613 1332 Fax: (011) 403 2021 e-mail: <a href="mailto:Phala@satawu.org.za">Phala@satawu.org.za</a> <a href="mailto:Mosai@satawu.org.za">Mosai@satawu.org.za</a> <a href="mailto:bukie@satawu.org.za">bukie@satawu.org.za</a> website: <a href="http://www.satawu.org.za">www.satawu.org.za</a> Postal address: P.O. Box 9451, Johannesburg, 2000 Physical address: SATAWU House, 117 De Korte Street, Braamfontein , 2001</p>
<p><b>LR2/6/2/8</b> Registered <b>on15/10/1924</b></p> <p><b>(FEDUSA Affiliate)</b></p>	<p>South African Typographical Union (SATU) The General Secretary Tel: (012) 338 2021 / 2071 Fax: (012) 326 4196 e-mail: <a href="mailto:admin@satu.co.za">admin@satu.co.za</a> <a href="mailto:martind@satu.co.za">martind@satu.co.za</a> <a href="mailto:martind@transfin.co.za">martind@transfin.co.za</a> <a href="mailto:edwardn@satu.co.za">edwardn@satu.co.za</a> <a href="mailto:thereseS@satu.co.za">thereseS@satu.co.za</a> website: <a href="http://www.satu.co.za">www.satu.co.za</a> Postal address: P.O. Box 1993, Pretoria, 0001 Physical address: SATU House, 3rd Floor, 166 Visagie Street, Pretoria, 0002</p>
<p><b>LR2/6/2/2074</b> Registered on <b>5/4/2013</b></p>	<p>South African Union of the Financial Industry (SAUFI) The Secretary Tel: (011) 915 8435 / 083 520 0609 Fax: (086) 639 6448 e-mail: <a href="mailto:Sydney.nkuna@sanlamconnect.co.za">Sydney.nkuna@sanlamconnect.co.za</a> <a href="mailto:dlaminim.petrus@gmail.com">dlaminim.petrus@gmail.com</a> Postal &amp; Physical address: 26 Umkomazi Street, Leachville, Brakpan, 1541</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/1792</b> <b>Registered on</b> <b>9/11/2010</b>	South African United Workers' Liberation Movement (SAUWOLIMO) The Secretary Tel: (021) 946 3247 / Cell 072 558 2269 Fax : (021) 946 5160 / 086 511 4101 e-mail: <a href="mailto:lefa1960@gmail.com">lefa1960@gmail.com</a> Postal Address: P.O. Box 1800, Bellville, 7535 Physical Address: No 1 Kort Street, Regkam Building, 4 <sup>th</sup> Floor, Office No 401, Bellville, 7535
<b>LR2/6/2/128</b> <b>Registered on</b> <b>23/10/1989</b>  <b>(COSATU</b> <b>Affiliate)</b>	Southern African Clothing and Textile Workers Union (SACTWU) The General Secretary Tel: (021) 447 4570 Fax: (021) 447 2194 / 4593 e-mail: <a href="mailto:headoffice@sactwu.org.za">headoffice@sactwu.org.za</a> <a href="mailto:hazelj@sactwu.org.za">hazelj@sactwu.org.za</a> <a href="mailto:andrek@sactwu.org.za">andrek@sactwu.org.za</a> <a href="mailto:charlenea@sactwu.org.za">charlenea@sactwu.org.za</a> website: <a href="http://www.sactwu.org.za">www.sactwu.org.za</a> Postal address: P.O. Box 1194, Woodstock, 7915 Physical address: Industria House, 3rd Floor, 350 Victoria Road, Salt River, 7925
<b>LR2/6/2/759</b> <b>Registered on</b> <b>14/1/2000</b>	Staff Association of the National Bargaining Council of the Leather Industry of S.A. The General Secretary Tel: (041) 484 1550 Fax: (041) 484 1658 e-mail: Postal address: P.O. Box 3959, North End, Port Elizabeth, 6056 Physical address: Silver Oaks Building, 1 <sup>st</sup> Floor, North Street, North End, PE, 6056
<b>LR2/6/2/531</b> <b>Registered on</b> <b>23/1/1997</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	Suid Afrikaanse Onderwysers Unie (SAOU) Die Algemene Sekretaris Tel: (012) 436 0900 / 436 0902 / 348 9641 / 086 072 6843 (Call Centre) Faks: (012) 348 9658 / 086 557 1017 e-pos: <a href="mailto:saou@saou.co.za">saou@saou.co.za</a> <a href="mailto:pdelport@saou.co.za">pdelport@saou.co.za</a> <a href="mailto:jprinsloo@saou.co.za">jprinsloo@saou.co.za</a> <a href="mailto:zeldar@saou.co.za">zeldar@saou.co.za</a> <a href="mailto:CKlopper@saou.co.za">CKlopper@saou.co.za</a> Webtuiste: <a href="http://www.saou.co.za">www.saou.co.za</a> Pos adres: P.O. Box 90120, Garsfontein, 0042 Fisiese adres: Serene Street 278, Garsfontein, 0042
<b>LR2/6/2/1231</b> <b>Registered on</b> <b>9/3/2005</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	Tertiary Education National Union of South Africa (TENUSA) The General Secretary Tel: (031) 373 5438 Fax: (031) 373 5194/ 373 5698 e-mail: <a href="mailto:sentoona@dut.ac.za">sentoona@dut.ac.za</a> <a href="mailto:tenusa@dut.ac.za">tenusa@dut.ac.za</a> <a href="mailto:alvinn@dut.ac.za">alvinn@dut.ac.za</a> Postal address: P.O. Box 1334, Durban, 4000 Physical address: Durban University of Technology, 41-43 M.L. Sultan Rd, Durban, 4001

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/1106</b>  <b>Registered on</b>  <b>11/12/2002</b></p>	<p>The South African Cricketers Association (SACA)                      The General Secretary                      Tel: (021) 462 0438 / 083 777 5355                      Fax: (021) 462 5139                      e-mail: <a href="mailto:tony@saca.org.za">tony@saca.org.za</a> <a href="mailto:behardien@saca.org.za">behardien@saca.org.za</a>                      website: <a href="http://www.saca.org.za">www.saca.org.za</a>                      Postal address: P.O. Box 1796, Cape Town, 8000                      Physical address: The Coach House, 117 Hatfield Street, Gardens, Cape Town, 8001</p>
<p><b>LR2/6/2/1631</b>  <b>Registered on</b>  <b>11/9/2008</b></p>	<p>The University of Cape Town Academics' Union (UCTAU)                      The Secretary                      Tel: (021) 650 2418                      Fax: (021) 650 2418                      e-mail: <a href="mailto:au-office@uct.ac.za">au-office@uct.ac.za</a> <a href="mailto:Ian.Jay@uct.ac.za">Ian.Jay@uct.ac.za</a> website: <a href="http://www.au.uct.ac.za">www.au.uct.ac.za</a>                      Postal address: University of Cape Town, Private Bag, Rondebosch, 7701                      Physical address: UCTAU Room 2.202.2, Humanities Graduate, School Bld, University Ave, Upper Campus, University of Cape Town</p>
<p><b>LR2/6/2/442</b>  <b>Registered on</b>  <b>18/3/1997</b></p> <p><b>(CONSAWU</b>  <b>Affiliate)</b></p>	<p>Thor Transport Action Retail &amp; General Workers Union (THOR)                      The General Secretary                      HO Tel: (021) 448 9814                      HO Fax: (021) 448 9814                      e-mail: <a href="mailto:thor1@telkomsa.net">thor1@telkomsa.net</a>                      Postal address: P.O. Box 43297, Salt River, 7924                      Physical address: 56 Argyle Street, Woodstock, 7915</p>
<p><b>LR2/6/2/1058</b>  <b>Registered on</b>  <b>5/4/2004</b></p>	<p>Tirisano Transport and Services Workers Union (TASWU)                      The General Secretary                      Tel: (011) 331 6575                      Fax: (011) 331 7093                      e-mail: <a href="mailto:gauteng@tirisanowu.org.za">gauteng@tirisanowu.org.za</a> <a href="mailto:lindiwe@tirisanowu.org.za">lindiwe@tirisanowu.org.za</a>                      website: <a href="http://www.tirisanoworkersunion.co.za">www.tirisanoworkersunion.co.za</a>                      Postal address: P O Box 62126, Johannesburg, 2107                      Physical address: 7<sup>th</sup> Flr, Office 701, Romi-Lee Building, cnr Eloff &amp; Marshall streets, Johannesburg, 2107</p>
<p><b>LR2/6/2/973</b>  <b>Registration</b>  <b>cancelled on</b>  <b>10/7/2008.</b></p> <p><b>Court Order</b>  <b>to continue to</b>  <b>operate until</b>  <b>appeal case is</b>  <b>finalized</b></p>	<p>Togetherness Amalgamated Workers' Union of S.A. (TAWUSA)                      The General Secretary                      Tel: (014) 592 6413                      Fax: (014) 594 2551                      e-mail: <a href="mailto:emelda@tawusa.org.za">emelda@tawusa.org.za</a>                      Postal address: P.O. Box 7358, Rustenburg, 0300                      Physical address: Mosque Plaza, 1st Floor, Office 109, 53 Berg Str, Rustenburg, 0300</p>



Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<b>LR2/6/2/6</b> <b>Registered on</b> <b>1/9/1989</b>  <b>(NACTU</b> <b>Affiliate)</b>	Transport & Omnibus Workers Union (TOWU) The General Secretary Tel: (021) 447 4750 / 1 / 2 / 079 021 7683 / 082 808 3875 Fax: (021) 447 0795 e-mail: <a href="mailto:paulettemaarman@kingsley.co.za">paulettemaarman@kingsley.co.za</a> <a href="mailto:frankstony09@yahoo.com">frankstony09@yahoo.com</a> <a href="mailto:president.inglis@kingsley.co.za">president.inglis@kingsley.co.za</a> Postal address: P.O. Box 13688, Mowbray, 7705 Physical address: Suite 601, 6 <sup>th</sup> Floor, Premier Centre, 451 Main Rd, Observatory, 7925
<b>LR2/6/2/130</b> <b>Registered on</b> <b>30/4/1981</b>  <b>(NACTU</b> <b>Affiliate)</b>	Transport and Allied Workers Union of South Africa (TAWU) The General Secretary Tel: (011) 838 3848 / 9/ 52 / 073 214 9453 / 083 507 5714 Fax: (011) 838 4452 e-mail: <a href="mailto:headoffice.admin@tawusa.org.za">headoffice.admin@tawusa.org.za</a> <a href="mailto:zack@tawusa.org.za">zack@tawusa.org.za</a> <a href="mailto:Limpopo.admin@tawusa.org.za">Limpopo.admin@tawusa.org.za</a> Postal address: P.O. Box 4469, Johannesburg, 2000 Physical address: 14 New Street South, 5 <sup>th</sup> Floor, Bono House, Johannesburg, 2001
<b>LR2/6/2/1725</b> <b>Registered on</b> <b>26/5/2010</b>	Transport, Retail & Amalgamated Workers Union SA (TRAWUSA) The Secretary Tel: (011) 075 5445 / 082 214 4905 Fax: (086) 613 9275 e-mail: <a href="mailto:trawusa@gmail.com">trawusa@gmail.com</a> Postal address: Postal address to follow Physical Address: Office 403, 4 <sup>th</sup> Floor, 87 Market Street, Regent House, JHB, 2000
<b>LR2/6/2/67</b> <b>Registered on</b> <b>8/6/1944</b>  <b>(CONSAWU</b> <b>Affiliate)</b>	Trawler and Line Fishermen's Union (TALFU) The General Secretary Tel: (021) 418 0479 / 076 878 3776 Fax: (021) 425 4214 e-mail: <a href="mailto:christiegypt@ymail.com">christiegypt@ymail.com</a> : Postal address: P.O. Box 6949, Roggebaai, 8012 / P.O.Box 31, Picbel Centre, Cape Town, 8000 Physical address: 1011a Picbel Centre, 58 Strand Street, 10 <sup>th</sup> Floor, Cape Town, 8001
<b>LR2/6/2/1499</b> <b>Registered on</b> <b>23/6/1998</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	UASA – The Union The Secretary Tel: (011) 472 3600 Ext. 106 Fax: (011) 674 4057 / (086) 504 0968 e-mail: <a href="mailto:jplbez@uasa.org.za">jplbez@uasa.org.za</a> <a href="mailto:admin@uasa.org.za">admin@uasa.org.za</a> <a href="mailto:pa.ceo@uasa.org.za">pa.ceo@uasa.org.za</a> website: <a href="http://www.uasa.org.za">www.uasa.org.za</a> Postal address: P O Box 565, Florida, 1710 Physical address: 42 Goldman Street, Florida, 1709

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
<p><b>LR2/6/2/1864</b> Registered on <b>14/10/2011</b></p>	<p>Union for National Democratic Equity Workers (UNADEWO) The Secretary Tel: (047) 491 2456 / 072 464 4395 / 074 655 4774 Fax : (086) 513 1245 e-mail: <a href="mailto:unadewo@gmail.com">unadewo@gmail.com</a> Postal Address: 6 Scanlen Street, Butterworths, Physical Address: P.O. Box 232, Butterworths, 4960</p>
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<p><b>LR2/6/2/370</b> Registered on <b>13/9/1995</b></p>	<p>United Chemical Industries Mining Electrical State Health and Aligned Workers Unions (UCIMESHAWU) The General Secretary Tel: (011) 336 9003 /072 177 1303 – GS /011-682 0575 (Mr B Buthelezi – President) Cell: 072 370 4495 (Mr Ngubane – General Secretary) Fax: (011) 336 9002 e-mail: <a href="mailto:workpart@mweb.co.za">workpart@mweb.co.za</a> Postal address: P.O. Box 6383, Johannesburg, 2000 Physical address: Mansion House, 132 Market Str, 6th Flr, Room 606, 607 &amp; 608, Johannesburg, 2001</p>
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Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
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<b>LR2/6/2/551</b> <b>Registered on</b> <b>8/4/1998</b>  <b>(FEDUSA</b> <b>Affiliate)</b>	United National Public Servants Association of South Africa and Allied Workers Union (UNIPSAWU) The General Secretary Tel: (015) 812-3455 / 4962 / 073 443 3544 Fax: (015) 812-3455 e-mail: <a href="mailto:unipsawu@telkomsa.net">unipsawu@telkomsa.net</a> <a href="mailto:bilak@agri.limpopo.gov.za">bilak@agri.limpopo.gov.za</a> Postal address: P.O. Box 904, Giyani, 0826 Physical address: Stand 1609, Section A, near Mangombe Butchery, Giyani Old Post Office Building, Giyani, 0826
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<b>LR2/6/2/945</b> <b>Registered on</b> <b>6/3/2001</b>	University of Cape Town Employees Union The General Secretary Tel: (021) 650 2380 / 2418 / 082 553 1833 Fax: (021) 650 4836 e-mail: <a href="mailto:Yasmin.fazel-ellahi@uct.ac.za">Yasmin.fazel-ellahi@uct.ac.za</a> <a href="mailto:roger.arendse@uct.ac.za">roger.arendse@uct.ac.za</a> website: <a href="http://www.employeesunion.uct.ac.za">www.employeesunion.uct.ac.za</a> Postal address: Private Bag, Rondebosch, 7701 Physical address: Graduate School in Humanities Building, Room 2. 02. 3, University Avenue, Upper Campus, UCT, Cape Town

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
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<p><b>LR2/6/2/1262</b>  <b>Registered on</b>  <b>1/11/2004</b></p>	<p>University of Pretoria Workers Organisation (UPWO)                      The Secretary                      Tel: (012) 420 4518 / 2411                      Fax: (012) 420 4213                      e-mail: <a href="mailto:jo-anne.adams@up.ac.za">jo-anne.adams@up.ac.za</a>                      website: <a href="http://www.web.up.ac.za">www.web.up.ac.za</a>                      Postal address: University of Pretoria, P.O. Box 13841, Hatfield, 0028                      Physical address: Univercity of Pretoria, Room 2/3, Huis and Haard Bld, cnr Lunnon, &amp; Tindall Street, Hillcrest, Pretoria, 0002</p>
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<p><b>LR2/6/2/1057</b>  <b>Registered on</b>  <b>25/4/2003</b></p>	<p>Wood Electrical Printing Union (WEPU)                      The General Secretary                      Tel : (012) 321 3100                      Fax: (012) 323 0996 / 086 662 0996                      e-mail: <a href="mailto:wepu.union@gmail.com">wepu.union@gmail.com</a>                      Postal address: P.O. Box 12385, Tramshed, 0128                      Physical address: 217 Pretorius street, Van Erkom Building, Office 338 &amp; 339, Pretoria, 0002</p>

Number & Date of Registration	NAME OF UNION & CONTACT DETAILS
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<b>LR2/6/2/2069</b> <b>Registered on</b> <b>11/3/2013</b>	Workers Consultative Forum (WOCOFO) The Secretary Tel: (012) 803 2882 / 082 950 1848 Fax: (086) 696 1370 e-mail: <a href="mailto:hmanage@gmail.com">hmanage@gmail.com</a> Postal & Physical Address: 1157 Schoeman Street, Hatfield, 0083
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### **Acknowledgement**

This book is closely modeled on the “Complete Guide to Wage Regulating Measures” produced by the Centre for Applied Legal Studies (CALs) at the University of Witwatersrand from the late 1970s until the early 1990s. It is an essential resource for giving accurate advice to workers about their wages and conditions of employment. We have revived the book for this reason, with some changes.

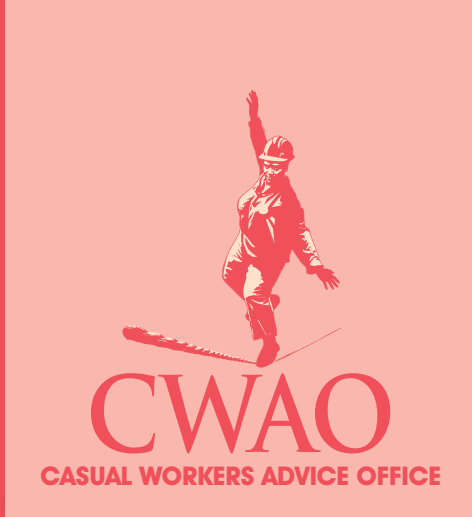
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### **Casual Workers Advice Office**

**November 2014**

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**This book is aimed mainly at advice offices.**

**Workers from different industries and economic sectors have different conditions of employment and different wages. The book will help advice offices to find out what the rights of different workers are.**



**The book should be used together with the Worker Rights Toolbox, a CD also produced by the Casual Workers Advice Office. The Toolbox Contains all bargaining council agreements, sectoral determinations and labour laws, including the Basic Conditions of Employments Act. The Toolbox also contains other vital resources for sound worker advice.**

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