PART II

INDEX

1. WAGES AND/OR EARNINGS 55

2. ALLOWANCES 56
   ▪ Subsistence Allowances
   ▪ Abnormally Dirty Work Allowance
   ▪ Height Allowances

3. WAGE TABLES 57
   A. (a) RATES A TO H OPERATIONS, INCLUDING WATCHMAN’S WORK 57
   (b) VEHICLE DRIVING – EXTERNAL TRANSPORT INCLUDING FORKLIFT DRIVING 58
   (c) WAGE RATES WITH SPECIFIC APPLICATION 59

   (1) SCHEDULE G: 59
       Subsection (i): Learners, Rate D, Operation 1
       Subsection (x): Vitreous Enamelling, Operations 1(a) and (b)
       Subsection (d): Structural Engineering, Categories 5 to 1(a)

   (2) DIVISION D/4: 60
       Rate B, Operation 1

   (3) DIVISION D/12 60
       Learnership rates of pay:
       Rate B Newcomers
       Rate C Newcomers
       Rate D Newcomers

   (4) DIVISION D/19: 60
       Subsection (f), Rate A, Operation 1

   (5) DIVISION D/22: 61
       Subsection (b), Operation 1
       Subsection (c), Operations 1 to 33

   (6) DIVISION D/23: 61
       Training period rates of pay:
       Rate DDD Newcomers
       Rate E Newcomers
<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>(7)</td>
<td><strong>DIVISION D/24:</strong> Rate D, Operation 1</td>
</tr>
<tr>
<td>(8)</td>
<td><strong>DIVISION E/2:</strong> Subsection (b) Rate A1</td>
</tr>
<tr>
<td>(d)</td>
<td>SCHEDULE F: WAGE RATES</td>
</tr>
<tr>
<td>(e)</td>
<td>APPRENTICE WAGE RATES</td>
</tr>
<tr>
<td>(f)</td>
<td>WAGE RATES APPLICABLE TO OPERATIONS IN DIVISION D/7 ONLY</td>
</tr>
<tr>
<td>B.</td>
<td>For the period 1 July 2009 to 30 June 2010 (wage model)</td>
</tr>
<tr>
<td>C.</td>
<td>for the period 1 July 2010 to 30 June 2011</td>
</tr>
<tr>
<td>4.</td>
<td>TECHNICAL SCHEDULES:</td>
</tr>
<tr>
<td></td>
<td>SCHEDULE G</td>
</tr>
<tr>
<td>• Section (a) -</td>
<td>General</td>
</tr>
<tr>
<td>(i)</td>
<td>Learners</td>
</tr>
<tr>
<td>(ii)</td>
<td>Juveniles</td>
</tr>
<tr>
<td>(iii)</td>
<td>Cranes and hoists</td>
</tr>
<tr>
<td>(iv)</td>
<td>Vehicle driving – External transport including Forklift driving</td>
</tr>
<tr>
<td>(v)</td>
<td>Locomotive driving</td>
</tr>
<tr>
<td>(vi)</td>
<td>Stationary engines</td>
</tr>
<tr>
<td>(vii)</td>
<td>Pupil engineers and/or approved students</td>
</tr>
<tr>
<td>(viii)</td>
<td>Watchman’s work</td>
</tr>
<tr>
<td>(ix)</td>
<td>Electrolytic finishing</td>
</tr>
<tr>
<td>(x)</td>
<td>Vitreous enamelling</td>
</tr>
<tr>
<td>(xi)</td>
<td>Machine engraving</td>
</tr>
<tr>
<td>(xii)</td>
<td>Metal and/or ceramic spraying</td>
</tr>
<tr>
<td>• Section (b)-</td>
<td>Electrical engineering (installation/maintenance/repair in the provinces Transvaal and Natal)</td>
</tr>
<tr>
<td>• Section (c)-</td>
<td>Saw doctoring and/or sharpening and/or reconditioning and/or repairing all types of cutting tools (excluding machine tools)</td>
</tr>
<tr>
<td>• Section (d)-</td>
<td>Structural engineering</td>
</tr>
<tr>
<td>• Section (e) -</td>
<td>Fibreglass boatbuilding</td>
</tr>
<tr>
<td>• Section (f) -</td>
<td>Patternmaking</td>
</tr>
<tr>
<td>• Section (g) -</td>
<td>Metal service centres</td>
</tr>
<tr>
<td>• Section (h) -</td>
<td>Electronics and/or Telecommunication Division (erection, Installation, maintenance and repair in provinces of Transvaal and Natal)</td>
</tr>
<tr>
<td>• Section (i) -</td>
<td>Radio, Television, Refrigeration and Related Equipment and Domestic Electrical Appliances Section (installation, repair and servicing)</td>
</tr>
<tr>
<td>• Section (j) -</td>
<td>Stores Operations</td>
</tr>
</tbody>
</table>
Schedule M
(I) Machining operations
(II) Forming and/or bending and/or pressbrake operations
(III) Cutting and punching operations
(IV) Drilling operations
(V) Welding and soldering operations
(VI) Miscellaneous operations
(VII) Inspecting and checking operations
(VIII) Stores operations

Schedule D
Division D/O
- Light Fabricating and/or Light Manufacturing Division (n.e.s.)
  Section (a) - General
  Section (b) - Precision engineering and cutting tool manufacture

Division D/1
- Agricultural Implement and/or Irrigation Machinery (including Windmills)
  and/or Engines Manufacturing, Erecting and Assembling Division

Division D/2
- Chain Manufacturing Division

Division D/3
- Cycle Manufacturing Division
  Section (a) - General
  Section (b) - Plastic operations

Division D/4
- Edge hand and Small Tools (other than Precision and/or Machine Tools) and/or Saw Manufacturing Division

Division D/5
- Press knife and Cutter and Footwear Tack and Nail Manufacturing Division

Division D/6
- Foundry and/or Castings Division

Division D/7
- Gate and Fence manufacturing Division
  Section (a) - Manufacturing of fencing, railings, gates, burglar-proofing and wash-line components
  Section (b) - Miscellaneous Manufacturing
Division D/8
- Industrial Fasteners Manufacturing division

Division D/9
- Lead Products manufacturing Division

Division D/10
- Manufacturing of Carbon Products Division

Division D/11
- Electrical Element Manufacturing Division

Division D/12
- Windows and/or Doors and/or Flyscreens and/or Louvres and/or
  Burglars Bars manufacturing Division
  Learnership periods and rates of pay therefore

Division D/13
- Neon Signs and/or electric and/or Fluorescent Lamp Manufacturing
  And Assembling Division

Division D/14
- Conversion of plastic Polymer, including the Manufacture of Articles or Parts
  of Articles Wholly or Mainly Made of Plastic, including the In-House
  Printing of such articles by the Manufacturer

Division D/15
- Spring Manufacturing Division

Division D/16
- Steel Reinforcement Division

Division D/17
- Tungsten Carbide Tipped Drilling Equipment Manufacturing Division

Division D/18
- Wire Drawing and/or Working and/or Weaving and/or
  Forming Manufacturing Division
  Section (a) - Wire drawing
  Section (b) - Wire drawing die manufacturing
  Section (c) - Wire working and/or weaving and/or forming
  and/or fabrication
Division D/19 128
- Wire and Wire Rope Manufacturing Division
  - Section (a) - Cable stranding plant
  - Section (b) - Fibre core making plant
  - Section (c) - Wire drawing plant
  - Section (d) - Wire drawing die manufacture
  - Section (e) - Wire galvanizing plant
  - Section (f) - Wire rope making plant
  - Section (g) - Wire rope splicing plant
  - Section (h) - Drum making plant
  - Section (i) - Miscellaneous

Division D/20 131
- Tube and/or Pipe Manufacturing division

Division D/21 134
- Manufacture, including Remanufacture and/or Assembly of Domestic and/or portable Appliances Division

Division D/22 136
- Sheetmetal Manufacturing Division
  - Section (a) - General
  - Section (b) - Hollowware manufacturing operations
  - Section (c) - Woodworking operations when performed conjointly with metal furniture manufacture

Division D/23 140
- Electronic, Radio Communications and/or Telecommunications Manufacturing Division (including Assembly and/or Erection)
- Manufacturing of electrical and/or electronic components for sale in bulk
- Training periods and rates of pay therefore

Division D/24 146
- Tungsten Carbide Tool Manufacture Division

Division D/25 147
- Motor Vehicle Parts and Components Manufacturing Division
- Exclusion of operations

Division D/26 150
- Elevator and/or Escalator Manufacturing Division

Division D/27 152
- Locomotive Manufacturing Division
  - Section (a) - Electrical work and related activities
Section (b) - Mechanical work and related activities
Section (c) - Painting and related activities
Section (d) - Woodworking and related activities

Division D/28
- Railway Wagon Manufacturing
  Section (a) - Electrical work and related activities
  Section (b) - Mechanical work and related activities

Division D/29
- Electrical Engineering Division (n.e.s.)
  Section (a) - Transformers
  Section (b) - Motors
  Section (c) - Switchgear and accessories
  Section (d) - Field work
  Section (e) - General electrical
  Section (f) - General mechanical

Division D/30
- Bright Bar Manufacturing Division

Division D/31
- Forging Division
  Section A - Closed-die forging (closed impression forging)
  Section B.1 - Open-die forging on hammers
  Section B.2 - Open-die press forging

Division D/32
- Radio, Television and Related Equipment Manufacturing Division

Division D/33 - Manufacturers of metal containers

Schedule E/1
- Coaching Stock Division
  Section (a) - Electrical work and related activities
  Section (b) - Mechanical work and related activities
  Section (c) - Woodworking and related activities
  Section (d) - Painting and related activities

Division E/2
- Burglar and other similar alarm systems Division (Manufacture, Installation, Repair and Servicing)
  Section (a) - Manufacturing section
  Section (b) - Installation work
Section (c) - Stand-by duty for employees engaged on Rate A1 worker

Schedule E/3

- Industrial Refrigeration and Air Conditioning Industry Division
  - Section (a) - Manufacture and fabrication (shopwork)
  - Section (b) - Installation section
    - (i) General
    - (ii) Piping
    - (iii) Ductwork
    - (iv) Insulation
    - (v) Electrical
    - (vi) Pneumatic

Schedule F

- Manufacture and/or Re-manufacture of Electric Cable and/or Electrical Conductors (excluding Busbars)
  - Section (a) - Exceptions
  - Section (b) - Employment at Group Z work

5. ANNEXURE A

Security of Employment and Severance Pay
1. Retrenchments and/or redundancies
2. Lay-offs
3. Limited Duration Contracts of Employment
   - Contract of Employment

ANNEXURE B

- Five Grade Job and Wage Structure
- Industry Training Issues

ANNEXURE C

- The Skill Definitions accompanying the New Five Grade Structure
- Five Grade Structure

ANNEXURE D

- Productivity Bargaining
- Objective
- Productivity Guidelines

ANNEXURE E

- Employee Share option Participation Schemes (ESOPS) and the requirements of the Broad-Based black Economic Empowerment Act (BBBEE Act)

ANNEXURE F

- Code of Good Practice on Key Aspects of HIV/AIDS and Employment

ANNEXURE G

- Attendance of worker Representatives on National and Regional Bargaining Council Committees

ANNEXURE H

Special Provisions Limited to Construction Sites