



## **BARGAINING COUNCIL FOR THE CONTRACT CLEANING SERVICES INDUSTRY (KWA-ZULU NATAL)**

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### **INTERPRETATION OF CLAUSE 4.5 OF THE MAIN AGREEMENT.**

#### **1. Definition of Full Calendar Month of Service:**

##### **1.1 Employees:**

It is agreed between the parties that employees who are in the service of employers and who do not ordinarily work on a Saturday, Sunday or Public Holiday, will not attract a pro-rata penalty, for purposes of bonus calculations, where the first day of the month falls on a Saturday, Sunday or public holiday.

##### **1.2 New Employees:**

It is agreed between the parties that new employees, who are engaged after the 1<sup>st</sup> day of the month, will attract a pro-rata penalty when Annual Incentive Bonuses are calculated.


#### **2. Calculation of Annual Incentive Bonus on Old / New Rate during full Calendar Year:**

It is agreed between the parties that the Annual Incentive Bonus will be calculated on the prevailing rate during the months of January and February and on the prevailing rate during the months of March to December of each year during the currency of the existing Wage Agreement.

#### **3. Incentive Bonus Penalty due to Absence from Work**

**3.1** It is agreed between the parties that any statutory absence from work in terms of the Basic Conditions of Employment Act, the Main Agreement and Lay-Offs due to an Injury on Duty, will not attract a pro-rata penalty when calculating the Annual Incentive Bonus.

**3.2** All other absence from work, whether authorized or unauthorized, will attract a penalty when Annual Incentive Bonuses are calculated.

  
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4. Clause 1.2; 2; and 3.2 above, are subject to the employer's right to exercise his/her discretion to regard these clauses as minimums to the Main Agreement.

This being agreed to at a Full Council meeting on Wednesday 7<sup>th</sup> November 2007

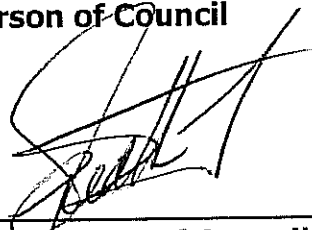
Dated at DURBAN this 7<sup>th</sup> Day of NOVEMBER 2007.

**Signed**

Sipho Ntshakala.

07/11/2007

**Chairperson of Council**



**Vice-Chairperson of Council**