

- 31.4 All Employers shall grant each employee 30 minutes paid time off on World Aids Day (1 December) to commemorate the day and participate in awareness activities arranged by the union. Details of the program to be agreed to at plant level.
- 31.5 Subject to an agreement at plant level, an additional half an hour paid extension of the normal lunch break may be taken on 01 December of each year in the event of an HIV/AIDS specific campaign taking place in the workplace on this day.

32. REGISTERED LEARNERSHIPS

The provisions of clause 32 of Part 1 of this Agreement are not applicable in this subsector.

F: TERMINATION OF CONTRACT OF EMPLOYMENT

33. TERMINATION OF CONTRACT OF EMPLOYMENT

- 33.1 An employer or employee who wants to terminate the contract of employment during the first four weeks of employment must give—
- (a) at least 24 hours' notice; or
 - (b) the basic daily wage.
- 33.2 An employer or employee who wants to terminate the contract of employment after the first four weeks of employment must give—
- (a) at least one week's written notice; or
 - (b) the basic weekly wage.
- 33.3 Clause 33.3 of Part 1 of this Agreement is not applicable in this subsector.
- 33.4 Notice of termination must—
- (a) be given in writing unless the employee does not understand the employer's language or is illiterate;
 - (b) not be given during any period of leave.
- 33.5 Clause 33.5 of Part 1 of this Agreement is not applicable in this sub-sector.
- 33.6 As per the provisions of clause 33.6 of Part 1 of this Agreement.
- 33.7 As per the provisions of clause 33.7 of Part 1 of this Agreement.

34. SEVERANCE PAY

As per the provisions of Clause 34 of Part 1 of this Agreement.

35. CERTIFICATE OF SERVICE

As per the provisions of clause 35 of Part 1 of this Agreement.

G: ORGANISATIONAL RIGHTS

36. COLLECTION OF MEMBERSHIP FEES FOR TRADE UNION

The provisions of clause 36 of Part 1 of this Agreement shall apply, subject to the following:

- 36.1 Any employee who is a member of the trade union party to this Agreement may authorise the employer in writing to deduct subscriptions or levies of the trade union from the employee's wages.
- 36.2 As per the provisions of sub-clause 36.2 of Part 1 of this Agreement.
- 36.3 As per the provisions of sub-clause 36.3 of Part 1 of this Agreement.
- 36.4 An employee may revoke an authorisation given in terms of sub-clause 36.1 of Annexure C of Part 2 of this Agreement by giving the employer and the trade union one month's written notice.
- 36.5 As per the provisions of sub-clause 36.5 of Part 1 of this Agreement.

37. TRADE UNION REPRESENTATION ON THE COUNCIL

As per the provisions of clause 37 of Part 1 of this Agreement.

38. SHOP STEWARDS RIGHTS AND FACILITIES

The provisions of clause 38 of Part 1 of this Agreement shall apply, subject to the following:

- 38.1 As per the provisions of sub-clause 38.1 of this Agreement
- 38.2 As per the provisions of sub-clause 38.2 of this Agreement