

4. DEFINITIONS

Any expression used under this Agreement which are defined in the Labour Relations Act, 1995, shall have the same meaning as in that Act and any reference to an Act shall include any amendments to such Act, and unless the contrary intention appears, words importing the masculine gender shall also include the feminine gender and vice versa; further, unless inconsistent with the context-

“**Act**” means the Labour Relations Act, 1995 (Act 66 of 1995)(as amended);

“**adoption order**” means an adoption order as envisaged in the Children’s Act, 2005 (Act No. 38 of 2005);

“**adoptive parent**” has the meaning assigned to it in section 1 of the Children’s Act, 2005 (Act No. 38 of 2005);

“**assistant despatch clerk**” means an employee who assists the despatch clerk, and who is under his direct supervision;

“**assistant storeman**” means an employee who assists the storeman, and who is under his direct supervision;

“**auditor**” means an auditor registered under the Public Accountant’s and Auditor’s Act, 1991 (Act 80 of 1991);

“**caretaker**” means an employee who is resident on the factory premises and who is responsible for any one or more of the following duties:

- (a) care of contents on the premises;
- (b) care and cleaning of the premises;
- (c) supervision of cleaning staff;

“**casual driver of motor vehicle**” means an employee who is employed as a driver of a motor vehicle by the same employer for not more than 3 days in any one month, to be remunerated daily for 9 hours at no less than the applicable minimum hourly rate for drivers, plus full leave pay monies and maximum holiday bonus monies;

“**casual employee**” means an employee who is employed by the same employer for not more than 3 days in any one month, to be remunerated at the applicable hourly rate for the occupation skills level of work performed plus full leave pay monies and maximum holiday bonus monies;

“**chargehand**” means an employee who customarily and regularly directs, subject to the instructions of management, the work of general workers while he may also be engaged in the production of furniture and/or upholstery and/or bedding in the capacity of a general worker;

“**Collective Agreement**” means any current agreement for the Furniture, Bedding and Upholstery Manufacturing Industry in which wages are prescribed, or in the absence of such an agreement, the last wage agreement published for the Industry in terms of the Act;