

observing conditions which he would have had to pay or observe had such engagement or employment not been prohibited.

10.8 Employment of trade union members

No person shall be prohibited from working in the Industry, because of his trade union affiliation or non-affiliation.

10.9 Trade union representatives on the Council and committees of a national character in the Industry

Every employer shall grant to any of his employees who are representatives on the Council, or on committees of the trade unions who are party to the Council, every reasonable facility to attend to their duties in connection with meetings held by these bodies.

10.10 Subscriptions to trade unions

Every employer shall deduct from the wages of those of his employees who are members of a trade union party to the Agreement, union subscriptions in terms of their constitutions and pay such union subscriptions to the concerned union as prescribed by the trade union concerned.

10.11 Council levies

10.11.1 For the purpose of assisting the Council to meet its expenses, every employer and every employee in the Industry shall pay to the Council an amount as prescribed in **Addendum 1** of this Agreement.

10.11.2 Every employer and every employee in the Industry shall pay to the Council a dispute resolution levy as prescribed in **Addendum 1** of this Agreement, for the maintenance of a dispute resolution system as required by the Act.

10.12 Exhibition of Agreement and notices

10.12.1 Every employer on whom the Collective Agreement is binding shall keep a copy of the Collective Agreement available in the workplace at all times.

10.12.2 Every employer shall display in his establishment in a place readily accessible to his employees a notice of the official hours of work specifying the starting and finishing time of work for each day of the week, the meal interval, and the forenoon and afternoon tea intervals.

10.13 Administration and enforcement of Agreement