

- 13.7.4 Any employee employed continuously during the year from the first pay week in October of the previous year to the last pay week in September of the current year shall receive a Holiday Bonus Fund monies during December of that year calculated in accordance with the formula reflected in Schedule 1 of the prevailing Collective Agreement.
- 13.7.5 Holiday Bonus Fund monies which remain unclaimed for a period of two years from the date on which they become payable shall accrue to the general funds of the Council: Provided that the Council shall be liable for payment from the Council's general funds of any Holiday Bonus Fund monies due and claimed during a further period of three years after such accrual to the Council's general funds. Should the Council be dissolved within either of the periods mentioned herein, such monies shall finally accrue to the general funds of the Council three months after the date of such dissolution. However, if any claim for Holiday Bonus Fund monies is proved successfully by an applicant while the Council is still in existence, it shall remain obliged to pay that Holiday Bonus Fund monies.

14. REMUNERATION

14.1 Wages

No employer shall pay and no employee shall accept wages lower than those prescribed in the Addendums to this Agreement.

14.2 Set-off of wages

14.2.1 No employee shall, while in the employ of an employer, give to, and no such employer shall receive from such employee, any gift, bonus, loan guarantee or refund either in cash or in kind which will in effect amount to a set-off of the wages which must in terms of this Agreement be paid to such employee.

14.2.2 No employee shall be required as part of his contract of service to board or lodge with his employer, or at any place nominated by his employer, or to purchase any goods or hire property from his employer.

14.3 Hourly rates of pay

All work performed by employees shall be paid for at an hourly rate, which hourly rate shall be determined by dividing the employee's actual weekly wage by 44 or by such lesser hours ordinarily worked by the establishment.