

DEPARTMENT OF LABOUR

No. R. 1150

11 December 2009

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL GOODS
AND HANDBAG SECTION COLLECTIVE AMENDING AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from14 December 2009..... and for the period ending 30 June 2011.

*M. M. S. MDLADLANA***MINISTER OF LABOUR**

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER****INDUSTRY OF SOUTH AFRICA****GENERAL GOODS AND HANDBAG SECTOR****COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

**Association of South African Manufacturers of Luggage, Handbags
and General Goods**

(Hereinafter referred to as the 'employers' or the 'employer organisation') of the one part, and the

National Union of Leather and Allied Workers

and

Southern African Clothing and Textile Workers' Union

(Hereinafter referred to as the 'employees' or the 'trade unions') of the other part,

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1316 of 6 November 1998, as amended, extended, renewed and re-enacted by Government Notices No's R.288 of 12 March 1999, R.1273 of 29 October 1999, R.46 of 28 January 2000, R.647 of 30 June 2000, R.1173 of 24 November 2000, R.388 of 18 May 2001, R.1223 of 30 November 2001, R.692 of 17 May 2002, R.1216 of 4 October 2002, R.713 of 6 June 2003, R.1358 of 3 October 2003, R.660 of 28 May 2004, R.206 of 18 March 2005, R.569 of 17 June 2005, R.867 of 9 September 2005, R.547 of 15 June 2006, R.850 of 25 August 2006, R.511 of 22 June 2007, R.1067 of 16 November 2007, R1039 of 3 October 2008 and R.525 of 15 May 2009.



**1. CLAUSE 1 - SCOPE OF APPLICATION OF
AGREEMENT**

- (1) The terms of this agreement shall be observed in the general goods and handbag sector of the leather industry:
- (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwa-Qwa, Lebowa, Gazankulu, KaNgwana and KwaNdebele;
- (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1)(b), the terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2.

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

This agreement shall come into operation on such date as the Minister of Labour extends the agreement to non-parties, and shall remain in force for the period ending 30 June 2011.

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3. CLAUSE 4, WAGES, RATES AND REMUNERATION

Substitute the following for subclause (2), Attendance Bonus:

"(2) Attendance Bonus

- (i) Subject to subclause (2)(ii), an employee who does not absent himself/herself for more than fifteen (15) minutes in any working week (other than absence authorized by his/her employer, or on account of illness, supported by a certificate signed by a registered Health Practitioner), shall also be paid an attendance bonus, and shall receive an amount of not less than the rate prescribed in column B of Annexure C for the operation performed by the employee.
- (ii) If an employee is absent^t with a sick certificate, that employee will be entitled to the attendance bonus. If the employee is again absent within a four (4) month cycle, there will be no entitlement to the attendance bonus.
- (iii) Subclause (ii) above does not apply to employees attending clinic or hospitals for chronic medication, or family responsibility leave as per the main agreement.
- (iv) An employee who is aggrieved at not being paid the attendance bonus, or feels that his/her employer has unreasonably refused to accept evidence of an event beyond the control of the employee who has caused the lateness, may submit a written appeal to the District Committee in the area. Both parties shall be entitled to make written or personal representation to the District Committee, which, after hearing the appeal, may confirm or reverse the employer's decision, and

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this shall be binding on the employer and the employee concerned.

4. **ANNEXURE C**

Substitute the following for Annexure C.

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ANNEXURE 'C'**1. WAGE RATES**

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	1062.56	1168.82
(ii) Chargehand (Grade B2)	807.33	888.06
(iii) Despatch Clerk (Grade A3)	679.85	747.84
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	704.63	775.09
(b) Over 2722 Kg (Grade B2)	807.33	888.06
(v) General Worker (Grade A1)	525.83	578.41
(vi) Night Watchman (Grade A2)	572.03	629.23
(vii) Packer (Grade A1)	525.83	578.41
(viii) Storeman (Grade A3)	679.85	747.84
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	525.83	578.41
(ii) Grade A2	572.03	629.23
(iii) Grade A3	679.85	747.84
(iv) Grade B1	704.63	775.09
(v) Grade B2	807.33	888.06
(vi) Grade B3	884.00	972.40

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	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	525.83	578.41
(ii) Grade A2	572.03	629.23
(iii) Grade A3	679.85	747.84
(iv) Grade B1	704.63	775.09
(v) Grade B2	807.33	888.06
(vi) Grade B3	884.00	972.40
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	426.27	468.90
During the second six months of experience	508.87	559.76

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

(a) Not less than one foreman shall be employed in every establishment.

(b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

(2) Saddlery -

(a) not less than one foreman shall be employed in every establishment.

(b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

(3) Harness -

(a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R578.41 per week during the period ending 30 June 2010, not more than one employee may be employed at a wage less than R578.41 per week during the period ending 30 June 2010: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R578.41 per week during the period ending 30 June 2010, not more than one employee may be employed at a wage of less than R578.41 per week during the period ending 30 June 2010: Provided

that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R578.41 per week during the period ending 30 June 2010, not more than one employee may be employed at a wage of less than R578.41 per week during the period ending 30 June 2010: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) Handbags -

(a) Not less than one foreman shall be employed in each *establishment*.

(b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.

(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed.

(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.

(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

(iii) Handbag framing department - Not more than three learner handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

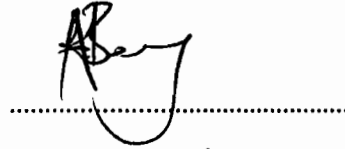
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SIGNED BY THE PARTIES AT DURBAN ON THIS THE 26th day of AUGUST 2009.

S ESSON, Member of the Council

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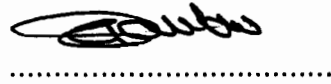
A BENJAMIN, Member of the Council

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Member of the Council

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S NAIDOO, General Secretary of
the Bargaining Council

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