

No. R. 1039

3 October 2008

**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 from 6 October 2008 and for the period ending 30 June 2009.

M M S MDLADLANA  
MINISTER OF LABOUR

**SCHEDULE****NATIONAL BARGAINING COUNCIL OF THE LEATHER  
INDUSTRY OF SOUTH AFRICA****GENERAL GOODS AND HANDBAG SECTION  
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 "employers'  
organisation") of the one part, and the

**National Union of Leather and Allied Workers**

and the

**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 Section, published under Government Notice No. R. 1316 of 6 November 1998, as amended, extended, renewed and re-enacted by Government Notices Nos. 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 and R. 1067 of 16 November 2007.

## **1. CLAUSE 1 : SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the General Goods and Handbag Section 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, Qwaqwa, Lebowa, Gazankulu, KaNgwan e and KwaNdebele;
  - (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade unions and who are engaged or employed in the General Goods and Handbag Sections 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 this 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 this Agreement to non-parties, and shall remain in force for the period ending 30 June 2009.

**3. CLAUSE 4: WAGES, RATES AND REMUNERATION**

Insert the following new paragraph in subclause (7), "Overtime Rates":

"(iv) Load Shedding

Notwithstanding the above, where factories are prevented from working owing to load shedding during their usual working hours, employers and employees (and their representative trade union(s), where applicable), may meet and agree at factory level to work before the usual starting time or after the usual finishing time at ordinary or agreed overtime rates. Such agreements shall be reduced to writing, signed by or on behalf of both parties, and a copy lodged with the General Secretary of the Council before implementation."

**4. CLAUSE 8: PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND MATERNITY LEAVE**

Substitute the following for subclause (11), Family Responsibility Leave:

"(11) Family Responsibility Leave

Employees shall be entitled to three days' paid family responsibility leave. Employees may be required to submit prior proof of an event as specified in the Basic Conditions of Employment Act, 1997, in respect of payment for such leave."

**5. ANNEXURE C**

Substitute the following for Annexure C:

"Nothing in this Agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this Agreement for such employee while he remains in the service of the same employer.

## ANNEXURE C

## 1. WAGE RATES

|  | Column A<br>Per Week<br>R | Column B<br>Per Week<br>R |
|--|---------------------------|---------------------------|
| (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) .....   | 979, 32                   | 1 077, 25                 |
| (ii) Chargehand (Grade B2) .....   | 744, 08                   | 818, 49                   |
| (iii) Despatch Clerk (Grade A3) .....  | 626, 59                   | 689, 25                   |
| (iv) Driver of a motor vehicle authorised to carry or haul a payload of:   |                           |                           |
| (a) Under 2722 Kg (Grade B1)   | 649, 43                   | 714, 37                   |
| (b) Over 2 722 Kg (Grade B2)   | 744, 08                   | 818, 49                   |
| (v) General Workers (Grade A1) .....   | 484, 64                   | 533, 10                   |
| (vi) Night Watchman (Grade A2) .....   | 527, 22                   | 579, 94                   |
| (vii) Packer (Grade A1) .....  | 484, 64                   | 533, 10                   |
| (viii) Storeman (Grade A3) .....   | 626, 59                   | 689, 25                   |
| (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 .....   | 484, 64                   | 533, 10                   |
| (ii) Grade A2 .....  | 527, 22                   | 579, 94                   |
| (iii) Grade A3 .....   | 626, 59                   | 689, 25                   |
| (iv) Grade B1 .....  | 649, 43                   | 714, 37                   |
| (v) Grade B2 .....   | 744, 08                   | 818, 49                   |
| (vi) Grade B3 .....  | 814, 75                   | 896, 23                   |

|   | Column A<br>Per Week<br>R | Column B<br>Per Week<br>R |
|---|---------------------------|---------------------------|
| (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 .....  | 484, 64                   | 533, 10                   |
| (ii) Grade A2 .....   | 527, 22                   | 579, 94                   |
| (iii) Grade A3 .....  | 626, 59                   | 689, 25                   |
| (iv) Grade B1 .....   | 649, 43                   | 714, 37                   |
| (v) Grade B2 .....  | 744, 08                   | 818, 49                   |
| (vi) Grade B3 .....   | 814, 75                   | 896, 23                   |
| (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 .....   | 392, 88                   | 432, 17                   |
| During the second six months of experience ...  | 469, 00                   | 515, 90                   |

## 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 R533.10 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage less than R533.10 per week during the period ending 30 June 2009: 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 R533.10 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage of less than R533.10 per week during the period ending 30 June 2009: 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 R533.10 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage of less than R533.10 per week during the period ending 30 June 2009: 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."

SIGNED BY THE PARTIES AT CAPE TOWN ON THIS THE 3rd DAY OF JUNE 2008.

**S ESSON**

Member of the Council

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**A BENJAMIN**

Member of the Council

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**W VAN DER RHEEDE**

Member of the Council

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**S NAIDOO**

General Secretary of the Bargaining  
Council

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