
GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. R. 1175

7 November 2008

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR
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 17 November 2008 and for the period ending 30 June 2009.

M M S MDLADLANA
MINISTER OF LABOUR

**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA**

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995,
made and entered into by and between the

Southern African Footwear and Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the
one part, and the

National Union of Leather and Allied Workers' Union (NULAW)

and

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other
part, being parties to the National Bargaining Council of the Leather Industry of
South Africa, to amend the agreement published under Government Notice No
R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2 February
2007, R.512 of 22 June 2007 and R.1070 of 16 November 2007.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the *Footwear Section*
of the *Leather Industry*:
 - (a) 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 said
section of the *Industry*;
 - (b) 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, Ka Ngwane and
Kwa Ndebele;

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall ;
 - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2..

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2008 and remain in force for the period ending 30 June 2009.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2009.

3. CLAUSE 7 – LEAVE

Add the following new sub clauses 7.5, Family Responsibility Leave, and 7.6, Sick leave:

“7.5 Family Responsibility Leave

- (1) This sub clause applies to an employee –
 - (a) who has been in employment with an employer for longer than four months; and
 - (b) who works for at least four days a week for that employer.

- (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take –
 - (a) when the employee's child is born;
 - (b) when the employee's child is sick; or
 - (c) in the event of the death of –
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
- (3) subject to sub-clause (2), an employer must pay an employee for a day's family responsibility leave –
 - (a) the wage the employee would ordinarily have received for work on that day; and
 - (b) on the employee's usual pay day.
- (4) An employee may take family responsibility leave in respect of the whole or part of a day.
- (5) Before paying an employee for leave in terms of this section, an employer may require reasonable proof of an event contemplated in sub clause (2) for which the leave was required.
- (6) An employee's unused entitlement to leave in terms of this provision lapses at the end of the annual leave cycle in which it accrues.

7.6 Sick Leave

- (1) During every 36 month sick leave cycle, an employee's entitlement to paid sick leave will be limited to ten (10) days in each 12 months. This limitation shall not apply to employees whose incapacitation owing to illness or hospitalisation exceeds a period of ten (10) days. In such event, the provisions of the Basic Conditions of Employment Act shall apply.
- (2) The sick leave cycle runs from 1 January to 31 December. For July 2008 to December 2008 there will be a capping of 10 days.

(3) Despite sub-clause (1) above, during the first six months of employment, an employee is entitled to one day's paid sick leave for every 26 days worked.

(4) Employers shall not be required to pay employees in terms of the provision in sub clause (1), if, on request by the employer, the employee does not produce a medical certificate stating that the employee was unable to work for the duration of the employee's absence on account of sickness or injury.

4. CLAUSE 12 – GENERAL EMPLOYER OBLIGATIONS

12.2 – Guarantee: Leave Pay and Contributions

1. Substitute the following for sub clause (2):

“(2) An employer shall provide such guarantee within fourteen (14) days of the Council's request to do so.”

2. Add the following new sub clause (6):

“(6) Employers who are not in arrear with any of the levies, contributions and trade union subscriptions as mentioned in sub-clause (1)(b) for a period of less than sixty (60) days, and provide a written undertaking by no later than 31 October of the calendar year that they will honour their leave pay and bonus obligations, will not be required to submit a leave pay guarantee in terms of sub clauses (1) and (2).”

5. AGENCY SHOP AGREEMENT

Insert the following new clause 18, Agency Shop Agreement:

”18. AGENCY SHOP AGREEMENT

(1) An agency shop agreement is hereby introduced in terms of section 25 of the Labour Relations Act, 1995. The object of this agreement is to ensure that all employees who receive the benefits of collective bargaining contribute towards its costs.

- (2) Subject to the provisions of this clause, a levy to be known as an "Agency Fee" will be deducted from the wages of all employees who are employed in positions for which wages are prescribed in the Footwear Section collective agreement, and who are not members of the trade unions who are parties to the National Bargaining Council of the Leather Industry of South Africa.
- (3) Despite the provisions of this agreement, all prescribed employees who are not members of the trade unions remain eligible for membership of the trade unions.
- (4) In the event of any non-member electing to join either of the trade unions, such employee will be exempted from the agency fee, and will be transferred to the applicable trade union membership. Trade union membership fee deductions will then commence against the wages of such employee.
- (5) No employee who is covered by the Footwear Section collective agreement will be compelled to become a member of the trade unions.
- (6) The agency fee shall be equal to 1% (one percent) but not exceeding R10,50 of the employee's basic weekly wage.
- (7)
 - (a) The agency fee so calculated and deducted from the employee's basic wage will be paid monthly to the General Secretary of the National Bargaining Council of the Leather Industry of South Africa, P O Box 3959, North End, Port Elizabeth 6056, or at any other such address the Council may decide from time to time, by not later than the fifteenth (15th) day of the following month.
 - (b) The General Secretary (or any other duly designated Council employee) will deposit monies received in terms of sub clause 7(a) into a banking account administered by the Council.
 - (c) The General Secretary will, at the end of each month, transmit to the trade unions which are parties to the Council, the agency monies received for the preceding month in proportion to their representation in the Footwear Section. A conscientious objector may request an employer to pay the agency fee deducted from his wages into a fund administered by the Department of Labour.

- (d) The trade unions will, on receipt of the agency fees from the Council, deposit such amounts into separate accounts and administer same.
- (8) When transmitting payments in terms of sub clause 7(a), the employer will submit a list of the employees from whose wages the agency fee has been deducted.
- (9) The list submitted in terms of sub clause (8) must reflect the following:
 - (i) Name, surname and work number of contributor;
 - (ii) Weekly wage of contributor;
 - (iii) Agency fee deducted.
- (10) No agency fee deducted may be –
 - (a) paid to a political party as an affiliation fee;
 - (b) paid as a contribution in cash or kind to a political party or a person standing for election to any political office; or
 - (c) used for any expenditure that does not advance or protect the socio-economic interests of employees.
- (11) This agreement will terminate if the trade unions are no longer representative within the Footwear Section. In the event of this occurring, the employer's organisation must give the trade unions written notice of their lack of representation, and allow them 90 days from the date of notification to establish that they are representative. If the trade unions fail to establish their representation within the 90 day period, the employer must give the trade union and the employees covered by the agency shop agreement 30 days' notice of termination, after which period the agreement will terminate.
- (12) In the event of this agency shop agreement being terminated, the provisions of section 98, 100(b) and (c) of the labour Relations Act 1995 will apply in terms of subclauses 7(c) and 10.

6. ANNEXURE D

Substitute the following for Annexure D:

ANNEXURE D**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman.....	699.41	769.35
B. Storeman and or warehouseman, despatch clerk.....	718.36	790.20
C. Boiler attendant	699.41	769.35
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	708.88	779.77
(ii) 2722 kg.....	718.36	790.20
(iii) over 2722 kg but not exceeding 4546 kg.....	764.63	841.09
(iv) over 4546 kg but not exceeding 6350 kg.....	907.98	998.78
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	448.76	493.64
Second six months.....	501.31	551.44
Third six months.....	556.21	611.83
Thereafter.....	699.41	769.35
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	1037.50	1141.25
(b) hand.....	836.39	920.02
(ii) Cardboard box-makers.....	699.41	769.35
(iii) Making cardboard boxes, according to experience:		
First six months.....	497.29	547.02
Second six months.....	501.31	551.44
Thereafter.....	699.41	769.35
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine....	939.02	1032.92
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	699.41	769.35
(ii) All other operators.....	699.41	769.35
I. Packers	699.41	769.35
J. Employees employed on currying	809.35	890.29
K. Employees employed on spraying of leather.....	937.19	1030.91
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	1128.80	1241.68
(ii) Finishing of joints after welding.....	734.06	807.47
(iii) Tack and/or spot welding.....	699.41	769.35
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	699.41	769.35
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

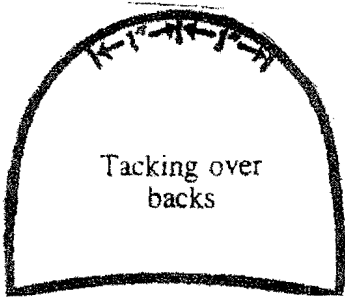
	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman	1175.07	1292.58
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards	993.07	1092.38
(b) employed on grading machines	993.07	1092.38
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	993.07	1092.38
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof	785.98	864.58
(B) CLICKING DEPARTMENT		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(c) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	1164.40	1280.84
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage) Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's)	1164.40	1280.84
(b) Any other materials		
<i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	1175.07	1292.58
(d) Examining of cut leather components for quality	1175.07	1292.58
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet	809.35	890.29
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns	809.35	890.29
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material	809.35	890.29
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching	718.36	790.20
(iv) Giving out patterns	785.98	864.58
Operating splitting machine	785.98	864.58
(v) Size stamping and/or painting	699.41	769.35
Applying acme backing	699.41	769.35

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(iii) Puritan machining	861.29	947.42
(iv) Stitching aprons on uppers on out-sole stitching machines	861.29	947.42
(v) Pilot machining	814.62	896.08
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	703.70	774.07
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	703.70	774.07
(b) Operations on leathers other than those specified in (a):		
Vamping		
Flat binding by machine	738.84	812.72
Machining additional rows of stitching on the vamp, parallel to the vamp stitching.	738.84	812.72
Golosh machining (whole goloshes)	738.84	812.72
Fancy shoes on the held-together system, machined through (all classes)	738.84	812.72
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	738.84	812.72
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	738.84	812.72
Vamping shoes with quarters over vamps	738.84	812.72
Conveyor belt console operator feeding individual operators	738.84	812.72
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	738.84	812.72
(d) All operations on children's work up to size 1½	703.70	774.07
All leather slippers (men's, women's and children's)	703.70	774.07
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	703.70	774.07
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	738.84	812.72
(vi) Bagging	699.41	769.35
Turning of binding	699.41	769.35
Button fastening	699.41	769.35
Buttonholding	699.41	769.35
Lacing	699.41	769.35
Handpunching	699.41	769.35
Portuguese seaming	699.41	769.35
Staying and taping	699.41	769.35
Seam rubbing	699.41	769.35
Seam hammering	699.41	769.35
Sewing on bows and buckles by hand or machine	699.41	769.35
Silk screen printing	699.41	769.35
Table-hands	699.41	769.35
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	699.41	769.35

	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	1118.47	1230.32
On sorting, examining and fitting up ungraded and unstamped stock	1118.47	1230.32
On sorting and examining graded and stamped stock	1118.47	1230.32
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	983.99	1082.39
On reducing shaped rubber soles on the press	983.99	1082.39
<i>[Ratio: See subclause P]</i>		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Welted insoles	809.35	890.29
Other work	809.35	890.29
(ii) Press cutting operations, other than those in Class I	832.19	915.41
(iii) Assembling from stock, whether or not sorted or graded	785.98	864.58
Attaching ribs to welted insoles	785.98	864.58
Flap splitting	785.98	864.58
Gemming and taping	785.98	864.58
Heel breasting	785.98	864.58
Heel building	785.98	864.58
Heel compressing	785.98	864.58
Slugging	785.98	864.58
Sole and Insole rounding	785.98	864.58
Sole grooving, sole roughening and reducing on automatic machine	785.98	864.58
Tip filling	785.98	864.58
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Channel opening	699.41	769.35
Edge covering	699.41	769.35
Edge reducing	699.41	769.35
Automatic edge preparation machine operating for soles prior to attachment	699.41	769.35
Flexing	699.41	769.35
Insole feathering	699.41	769.35
Insole grooving	699.41	769.35
Insole slotting	699.41	769.35
Insole marking	699.41	769.35
Lift and/or rand tacking	699.41	769.35
Lip turning	699.41	769.35
Press room scouring operations	699.41	769.35
Shank assembling	699.41	769.35
Shank moulding	699.41	769.35
Skiving	699.41	769.35
Size stamping	699.41	769.35
Sole, insole and stiffener moulding	699.41	769.35
Sole and insole splitting	699.41	769.35
Sole grading machine operating	699.41	769.35
Sole roughening for stuck-on work	699.41	769.35
Solutioning	699.41	769.35
Staining and/or inking of insoles	699.41	769.35
Stiffener waxing and crimping	699.41	769.35
Welt preparation	699.41	769.35
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work	1118.47	1230.32
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	983.99	1082.39
(e) Combined pulling over and forepart lasting	1118.47	1230.32
(f) All other grades	1118.47	1230.32
(i) Bed lasting (toes only):		
(a) Welted work, other than staple welted work	1118.47	1230.32
(b) Other work	1118.47	1230.32
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work		
(b) Other work	892.12	981.33
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(v) Complete sole attaching by staple machine	801.95	882.15
Staple welt attaching	801.95	882.15
(ii) Welt sewing	1118.47	1230.32
(vi) Rough rounding:		
(a) Welted work, other than staple welted work	1118.47	1230.32
(b) Stitchdowns	1118.47	1230.32
(c) Other work	1118.47	1230.32
(vii) Sole sewing by any machine	1118.47	1230.32
(viii) Sole stitching:		
(a) Welted work, other than staple welted work	1118.47	1230.32
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	983.99	1082.39
(c) Other work	1118.47	1230.32
(ix) (a) Stitchdown staple lasting		
(b) Stitchdown thread lasting	801.95	882.15
(c) Stitchdown toe forming	801.95	882.15
(d) Wiping platform covers by machine	801.95	882.15
(e) Lasting operations on a Kamborian machine	801.95	882.15
(f) String-lasting by hand	801.95	882.15
(x) Pounding:		
(a) Welted work, other than stapeled welted work	938.06	1031.87
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots)	1028.07	1130.88
(c) Other work	938.06	1031.87
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
	1118.47	1230.32
(xi) Examining		
<i>Ratios - Class I Operations : Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge	855.80	941.38
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	832.19	915.41
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	785.98	864.58
Sole positioning on upper at forepart and seat before pressing	785.98	864.58
Press operating with the sole previously positioned (See Class III for tracking at seat only)	785.98	864.58
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	785.98	864.58
Stitchdown assembling and pulling over stitchdown work	785.98	864.58
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	785.98	864.58
Hobnailing by hand or machine	785.98	864.58
Putting on toe plates and heel tips by hand or machine	785.98	864.58
Heel attaching	785.98	864.58
Football boot studding and barring	785.98	864.58
Handlevelling, other than stitchdown	785.98	864.58
Inseam trimming	785.98	864.58
Jointing (clearing linings and tacking uppers down over joints)	785.98	864.58
Loose nailing or pegging foreparts and waists	785.98	864.58
Louis flap trimming by hand	785.98	864.58
Machine levelling	785.98	864.58
Screwing	785.98	864.58
Sole attaching machine-sewn, riveted and/or riveted and stitched work	785.98	864.58
Sole adhesive heat activating by machine	785.98	864.58
Stiffener cornering and tacking	785.98	864.58
Stitch separating	785.98	864.58
String nailing	785.98	864.58
Tacking forward of heel seats	785.98	864.58
Upper roughening	785.98	864.58
Waist reducing after being sewn	785.98	864.58
Wooden heel fitting	785.98	864.58
Welt butting and skiving	785.98	864.58
Welt wheeling	785.98	864.58
Rand welting by machine	785.98	864.58
Slugging and gang slugging	785.98	864.58
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	785.98	864.58
Back part and waist pre-moulding	785.98	864.58
Back part moulding	785.98	864.58
(iv) Vulcanising process:	785.98	864.58
Vulcanising soles to lasted uppers	785.98	864.58
Rand welting by machine	785.98	864.58
Moulding of sole units	785.98	864.58

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	699.41	769.35
Application by machine of hardening resins to puffs	699.41	769.35
Bottom filling	699.41	769.35
Channel closing and edge raising		
Feeding nails to heeling machines	699.41	769.35
Hand levelling of stitchdowns	699.41	769.35
Heel covering	699.41	769.35
Inserting stiffeners and puffs	699.41	769.35
Louis heel flap clamping, Louis heel slicking	699.41	769.35
Louis heel flap trimming by machine	699.41	769.35
Reverse seat moulding for stitchdowns	699.41	769.35
Seat nailing and/or pegging	699.41	769.35
Seat rounding	699.41	769.35
Shank attaching	699.41	769.35
Sole tacking at seat for stuck-on process	699.41	769.35
Solutioning, damping and pasting	699.41	769.35
Sorting hobs	699.41	769.35
Sole laying welted work and/or rubber soles		
Sole tacking or sole fitting throughs and runners	699.41	769.35
Tack pulling	699.41	769.35
Tacking bottom stock to last	699.41	769.35
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat	699.41	769.35
 <p>Tacking over backs</p>		
Tacking over sandal backs where no stiffener is inserted		
Tacking top pieces on stitchdowns and sandals	699.41	769.35
All other wire grip tacking	699.41	769.35
Upper stapling after lasting sides	699.41	769.35
Upper trimming	699.41	769.35
Plastic pelletising and granulating	699.41	769.35
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	993.07	1092.38
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns	785.98	864.58
Hand-lasting in the manufacture of clogs	785.98	864.58
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	785.98	864.58
Tacking leather straps to wooden soles	785.98	864.58
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>		
<u>(F) FINISHING DEPARTMENT</u>		
Class I Operations		
Qualified employees on:		
(ii) Edge trimming:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	983.99	1082.39
Rubber and rubber composition soles	983.99	1082.39
Children's footwear, all sizes up to and including size 1½	983.99	1082.39
All slippers (men's, women's and children's)	983.99	1082.39
Stitchdown footwear produced from box hide and willow hide	983.99	1082.39
(b) All other work	1118.47	1230.32
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	801.95	882.15
Through runners	801.95	882.15
Waist and/or top pieces	801.95	882.15
Children's footwear, all sizes up to and including size 1½	801.95	882.15
All slippers (men's, women's and children's)	801.95	882.15
Stitchdown footwear produced from box hide and willow hide	801.95	882.15
(b) Automatic edge-setting machine, all grades	801.95	882.15
(c) All other work	983.99	1082.39
(iii) Heel trimming	801.95	882.15
(vii) Examining	1118.47	1230.32
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	785.98	864.58
Bottom scouring	785.98	864.58
Heel scouring	785.98	864.58
Heel spraying	785.98	864.58
Ploughing out	785.98	864.58
Complete finishing by hand	785.98	864.58
Top piece trimming	785.98	864.58
Bunk wheeling	785.98	864.58
Louis flap ironing	785.98	864.58
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	785.98	864.58
Seat wheeling	785.98	864.58
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	785.98	864.58
Welt wheeling	785.98	864.58
Decorative feather stitching by hand after the sole is permanently attached to the upper	785.98	864.58
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	699.41	769.35
Crow wheeling	699.41	769.35
Finger scouring	699.41	769.35
Heel breast cornering	699.41	769.35
Inking, staining, waxing and damping	699.41	769.35
Inserting, slipping and putting away lasts	699.41	769.35
Ploughing (removing the scarf round under edge of sole)	699.41	769.35
Rubbing of edges and bottoms	699.41	769.35
Spew and/or flash trimming	699.41	769.35
Conveyor belt loading	699.41	769.35
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	946.84	1041.52
Examining	946.84	1041.52
Patent repairing	699.41	769.35
Embossing and/or stamping	699.41	769.35
Boxing	699.41	769.35
Dressing and/or sizing	699.41	769.35
Dressing by spray-gun	699.41	769.35
Hand polishing and cleaning	699.41	769.35
Ironing	699.41	769.35
Labelling	699.41	769.35
Lining trimming	699.41	769.35
Size stamping on footwear	699.41	769.35
Socking	699.41	769.35
Stamping descriptions and sizes on labels	699.41	769.35
Quarter forming by machine	699.41	769.35
Smoothing insole before socking or boxing	699.41	769.35

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	715.26	786.79
Batch mass-measuring and assembling of chemicals	715.26	786.79
Operating extruding machine	715.26	786.79
Operating an open mixing mill with a width of not less than 1,52m	715.26	786.79
Operating internal mixer	715.26	786.79
Slabbing sheet rubber to gauge (stretching compound)	715.26	786.79
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	715.26	786.79
Warming compound on open mill	715.26	786.79
Hydraulic press operating	715.26	786.79
Operating splitting machine	715.26	786.79
(ii) Group 1:		
Issuing soles and heels	699.41	769.35
Press cutting blanks (clicking)	699.41	769.35
Attending autoclave	699.41	769.35
Assisting mass-measurer	699.41	769.35
Mould checking	699.41	769.35
Operating an open mixing mill with a width of less than 1,01m	699.41	769.35
Masticating, sheeting out, cracking or breaking compound	699.41	769.35
Buffing or scouring machine operations	699.41	769.35
Feeding rubber into calendar (feeding stretchers)	699.41	769.35
Grinding scrap by machine	699.41	769.35
Mould cleaning	699.41	769.35
Trimming	699.41	769.35
Blank cutting and mass-measuring to fixed standards	699.41	769.35
Extruding into trays	699.41	769.35
Bale cutting	699.41	769.35
Sieving chemicals, buffings and grindings	699.41	769.35
Stencilling or making bales	699.41	769.35
Applying powder	699.41	769.35
Packing soles and heels	699.41	769.35
Granulating	699.41	769.35
Assisting calendar operator	699.41	769.35
Dipping machine operator	699.41	769.35
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i>		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	734.06	807.47
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	1164.40	1280.84
(iii) High-frequency welding, embossing of socks and other components	699.41	769.35
(iv) High-frequency welding, combined with cutting of socks and other components	809.35	890.29
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]</i>		

	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	734.06	807.47
(ii) Flow moulding pre-cut socks	734.06	807.47
(iii) Flow moulding where eventual upper is presented in liquid form		
(iv) Colour application to moulds prior to flow moulding	734.06	807.47
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	734.06	807.47
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid	785.98	864.58
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	699.41	769.35
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	785.98	864.58
(ii) String-lasting of synthetic uppers	785.98	864.58
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....		
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	832.19	915.41
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	832.19	915.41
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	699.41	769.35
(v) Cutting of heel covers to a pattern from layered heel covering material	832.19	915.41
(vi) (aa) Cross cutting of timber into lengths.....	832.19	915.41
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides	699.41	769.35
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides	699.41	769.35
(ad) Cupping of heels to fit heel seats	699.41	769.35
(vii) Cementing heels and heel covers	699.41	769.35
(viii) Spotting of heel covers to heels and pressing	699.41	769.35
(ix) Trimming of heel covers	699.41	769.35
(x) Top piece attaching.....	785.98	864.58
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	699.41	769.35
(ii) Measuring, marking and cutting timber into required lengths.....	699.41	769.35
(iii) Marking top and side elevation for profile cutting of unit	699.41	769.35
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	785.98	864.58
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	785.98	864.58
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	699.41	769.35
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	785.98	864.58
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	699.41	769.35
(ix) Attaching top pieces to heels.....	785.98	864.58
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	699.41	769.35
(ab) Scouring units by hand prior to or after sole attaching	785.98	864.58
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	699.41	769.35
(xii) Examining for quality.....	946.84	1041.52
(xiii) Repairing of units	699.41	769.35
(xiv) Size stamping.....	699.41	769.35
(xv) Varnishing, painting, spraying or dipping units	699.41	769.35
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	699.41	769.35

	Column A Per week	Column B Per week
<u>(N) LEARNERS</u>		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months	587.05	645.76
Second six months	648.46	713.31
Third six months	713.07	784.37
Fourth six months	766.63	843.29
Fifth six months	860.22	946.24
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Third six months	556.21	611.83
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	448.93	493.82
Second six months	501.35	551.49
Third six months	556.21	611.83
Fourth six months	617.51	679.26
Fifth six months	694.48	763.93
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R632.95 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R668.63 per week or R737.21 per week or R779.45 if employed on operations for which these rates are prescribed;		
(xx) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R632.95. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	699.41	769.35
<u>(P) RATIOS</u>		
(v) Class I Operations in the Rough Stuff and Finishing Departments		
For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
(vi) Class II Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.		
(vii) Class III Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2)

Provided further that -

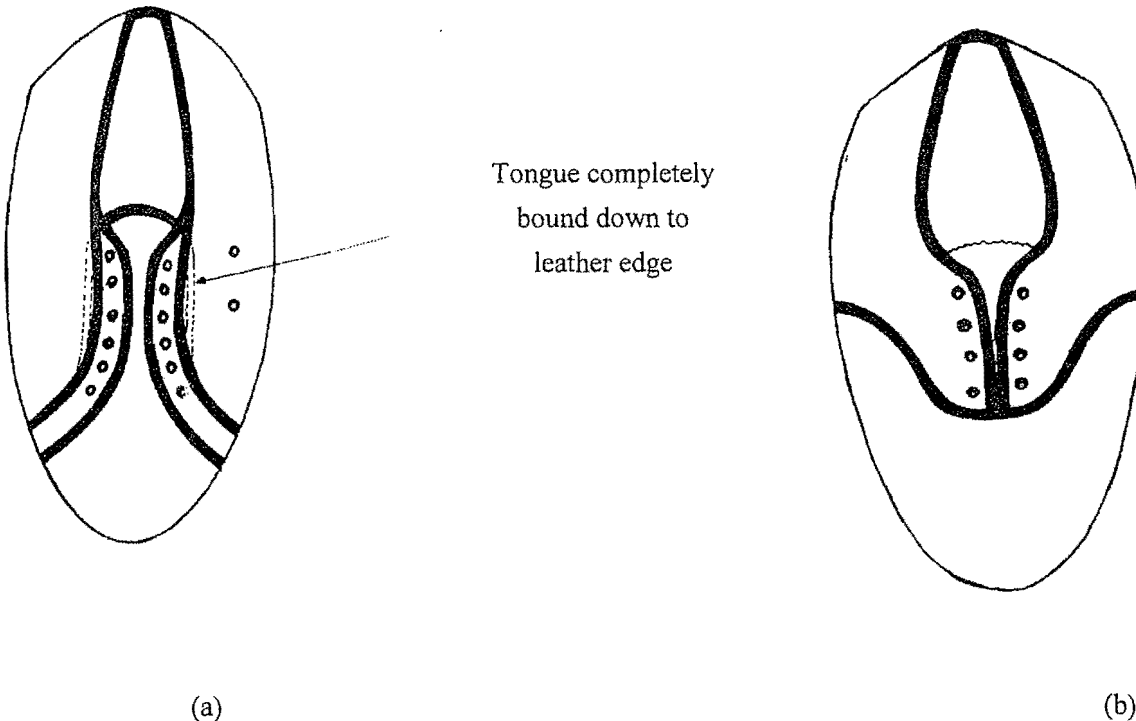
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	1037.87	1141.66
(ii) Cutting of rubber uppers	809.35	890.29
(iii) Cutting of fabric impregnated with rubber	809.35	890.29
(iv) Closing Departments:		
(a) Upper closing	738.84	812.72
(b) Lining closing	738.84	812.72
(c) Eyeletting		
(d) Buffing tongues	738.84	812.72
(e) Inserting tongues	699.41	769.35
(f) Securing tongues	699.41	769.35
(g) Table-hands	699.41	769.35
(xxi) All sole cutting operations, whether by hand or press	993.07	1092.38
(xxii) All other press cutting operations (bottom stock only)	699.41	769.35
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)		
.....	785.98	864.58
(xxiv) Insole attaching	699.41	769.35
(xxv) Placing material around the last	699.41	769.35
(xxvi) Sole attaching	699.41	769.35
(xxvii) Attending an autoclave	699.41	769.35
(xxviii) Solutioning by hand	699.41	769.35
(xxix) Solutioning by machine	699.41	769.35
(xxx) (a) Moulding of soles, heels and/or sole and heel units	699.41	769.35
(b) Moulding of boots other than in an autoclave	699.41	769.35
(xxxi) Hobnailing	785.98	864.58
(xxxii) Sole roughing	699.41	769.35
(xxxiii) Upper roughing	699.41	769.35
(xxxiv) Edge trimming	699.41	769.35
(xxxv) Spew and/or flash trimming on moulded boots	699.41	769.35
(xxxvi) Inserting laces	699.41	769.35
(xxxvii) Slipping and sorting lasts	699.41	769.35
(xxxviii) Trimming linings	699.41	769.35
(xxxix) Rolling uppers	699.41	769.35
(xl) Cutting and/or inserting stays	699.41	769.35
(xli) Dressing	699.41	769.35
(xlii) Cleaning	699.41	769.35
(xliii) Stamping sizes on linings	699.41	769.35
(xliv) Loading trolley for autoclave	699.41	769.35
(xlv) Pairing	699.41	769.35
(xlvi) Attaching thoughts or insole covers	699.41	769.35
(xlvii) Operations not specified in (i) to (xxx) above	699.41	769.35
(xlviii) General workers	699.41	769.35

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	1037.86	1141.65
Group 2:		
Assisting clicker	699.41	769.35
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	699.41	769.35
Gum boots	699.41	769.35
Size marking	699.41	769.35
(ii) Closing Department:		
Group 3:		
Attaching stays	699.41	769.35
Size stamping on linings	699.41	769.35
Tread trimming	699.41	769.35
All other closing room operations, including eyeletting, perforating and skiving	738.84	812.72
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	993.07	1092.38
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	699.41	769.35
Group 6:		
All other press cutting operations	699.41	769.35
(iv) Making Department:		
Group 7:		
Applying insole filler	699.41	769.35
Size stamping insole	699.41	769.35
Hand-lasting, rubber sole attaching by hand	699.41	769.35
Vulcanising soles to uppers	699.41	769.35
Solutioning by hand or machine	699.41	769.35
Assembling	699.41	769.35
Direct moulding of soles to canvas uppers	734.06	807.47
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine, each shall be paid	785.98	864.58
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid		
String-lasting	785.98	864.58
Lasting operations on a Kamborian machine	734.06	807.47
Lasting seats or sides by machine	809.35	890.29
Lasting seats or sides by machine	900.40	990.44
Combined pulling over and forepart lasting	1128.80	1241.68
(v) Group 8:		
Hobnailing by hand or machine	785.98	864.58
(vi) Group 9:		
Attaching back strip	699.41	769.35
Attaching foxing	699.41	769.35
Attaching insole	699.41	769.35
Attaching lining to upper	699.41	769.35
Cementing	699.41	769.35
Cleaning soles	699.41	769.35

	Column A Per week	Column B Per week
Cutting foxing	699.41	769.35
Feeding conveyer		
Granulating	699.41	769.35
Inserting the puffs		
Rolling uppers	699.41	769.35
Slipping lasts	699.41	769.35
Sole rolling	699.41	769.35
Supplying lasts	699.41	769.35
Trimming uppers	699.41	769.35
Mass-measuring pellets for direct moulding	699.41	769.35
Wheeling	699.41	769.35
Checking and repairing	699.41	769.35
Edge scouring		
Silk screen printing	699.41	769.35
	699.41	769.35
(vii) Any operations not specified in (i) to (vi) above		
(viii) General Workers	699.41	769.35
	699.41	769.35
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	448.76	493.64
Second six months	501.35	551.49
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		

	Column A Per week	Column B Per week
<p style="text-align: center;">CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</p> <p style="text-align: center;">(1) WAGES</p> <p>Qualified employees on:</p>		
A. Upper Cutting Department:		
(i) Upper cutting	1037.50	1141.25
(ii) Stock cutting and/or lining cutting	809.35	890.29
(iii) Upper assembling	809.35	890.29
(iv) Marking and/or stamping	699.41	769.35
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	703.70	774.07
(ii) Machining of uppers, socks, pads and soft soles together	738.84	812.72
(iii) Machining elastic bound edges of uppers to soft soles	738.84	812.72
C. Rough Stuff Department:		
(i) Sole cutting from leather	1128.80	1241.68
(ii) Sole cutting from other than leather	993.07	1092.38
(iii) Insole cutting and lift and top-piece cutting	993.07	1092.38
(iv) Stamping	699.41	769.35
(v) Heel covering	699.41	769.35
D. Making Department:		
(i) Slipper turn sewing	857.50	943.25
(v) Steaming and blocking into shape:		
(a) Felt work	785.98	864.58
(b) Leather work, fabric Cubans	785.98	864.58
(iii) Stuck-on process:		
(a) Hand-lasting	785.98	864.58
Sole roughening	785.98	864.58
Sole positioning on upper and press operating in one operation.	785.98	864.58
Sole positioning on upper and forepart seat before pressing.	785.98	864.58
Press operating with sole previously positioned	785.98	864.58
(b) Solutioning operation	699.41	769.35
(b) Sole and insole tacking	699.41	769.35

	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	785.98	864.58
(v) Slugging	699.41	769.35
(vi) Channelling	699.41	769.35
Hand-levelling.....	699.41	769.35
Heel attaching.....	699.41	769.35
Tacking backs.....	699.41	769.35
(vii) Slipper turning	699.41	769.35
(viii) Fetching and putting away lasts	699.41	769.35
(ix) Inserting heel pads	699.41	769.35
(x) Conveyor operating	699.41	769.35
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	785.98	864.58
(c) Where more than two employees are employed on injection moulding machine each shall be paid	785.98	864.58
E. Finishing Department		
Edge trimming.....		
Edge setting	993.07	1092.38
Heel trimming.....	810.25	891.28
Scouring operations	699.41	769.35
Inking, staining and brushing	699.41	769.35
Slipping uppers.....	699.41	769.35
F. Shoe Room Department		
Examining		
All other Shoe Room operations	699.41	769.35
(2) LEARNERS		
According to experience:		
First six months.....	448.76	493.64
Second six months	501.31	551.44
Third six months	556.21	611.83
Fourth six months	617.52	679.27
Fifth six months.....	694.48	763.93
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R632.95 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	699.41	769.35
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	784.77	863.25
(ii) Machining by power	703.70	774.07
Machining other than by power	703.70	774.07
Other Closing Department operations	703.70	774.07
(iii) Sole cutting by power	928.55	1021.41
Sole cutting other than by power	699.41	769.35
(iv) Pulling over by hand and/or hand-lasting	699.41	769.35
Stitching by hand	699.41	769.35
(v) Edge trimming by power	792.03	871.23
Edge trimming other than by power	699.41	769.35
(vi) Pairing and/or size marking	699.41	769.35
(vii) Any operation other than those specified in (i) to (vi) hereof	699.41	769.35
<u>(2) LEARNERS</u>		
According to experience:		
First six months	448.76	493.64
Second six months	501.31	551.44
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) GENERAL WORKERS</u>		
General workers	699.41	769.35
<u>(4) RATIO</u>		
For every three employees receiving not less than R632.95 per week there may be employed not more than one employee at a wage of less than R632.95 per week.		
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

SIGNED BY THE PARTIES AT CAPE TOWN ON THE 28th AUGUST 2008.

D J F LINDE, Member of the Council

A BENJAMIN, Member of the Council

W VAN DER RHEEDE, Member of the Council

S NAIDOO, General Secretary of the Council