

No. R. 1152

11 December 2009

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 14 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****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 & Leather Industries Association (SAFLIA)

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

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

and

Southern African Clothing & Textile Workers' Union (SACTWU)

(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, R.1070 of 16 November 2007, R.1175 of 7 November 2008 and R.479 of 8 May 2009.

W
CB AB
HS.

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 (1)

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2009 and remain in force for the period ending 30 June 2011.
- (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 2011.

3. ANNEXURE D

Substitute the following for Annexure D:

Handwritten signatures and initials, including 'UJH', 'AB', and 'H.A.'.

ANNEXURE D

WAGES: GENERAL



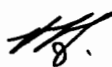
	Column A Per week	Column B Per week
A. Watchman	758.86	834.75
B. Storeman and or warehouseman, despatch clerk	779.42	857.36
C. Boiler attendant	758.86	834.75
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg	769.13	846.04
(ii) 2722 kg	779.42	857.36
(iii) over 2722 kg but not exceeding 4546 kg	829.62	912.58
(iv) over 4546 kg but not exceeding 6350 kg	985.16	1083.68
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months	486.90	535.59
Second six months	543.92	598.31
Third six months	603.49	663.84
Thereafter	758.86	834.75
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	1125.69	1238.26
(b) hand	907.48	998.23
(ii) Cardboard box-makers	758.86	834.75
(iii) Making cardboard boxes, according to experience:		
First six months	539.56	593.52
Second six months	543.92	598.31
Thereafter	758.86	834.75
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 ...	1018.84	1120.72
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	758.86	834.75
(ii) All other operators	758.86	834.75
I. Packers	758.86	834.75
J. Employees employed on currying	878.14	965.95
K. Employees employed on spraying of leather	1016.85	1118.54
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering	1224.75	1347.23
(ii) Finishing of joints after welding	796.46	876.11
(iii) Tack and/or spot welding	758.86	834.75
(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	758.86	834.75
(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	1274.95	1402.45
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards	1077.48	1185.23
(b) employed on grading machines	1077.48	1185.23
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	1077.48	1185.23
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof	852.79	938.07
(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	1263.37	1389.71
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)	1263.37	1389.71
(d) Any other materials	1263.37	1389.71
<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	1274.95	1402.45
(d) Examining of cut leather components for quality	1274.95	1402.45
(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	878.14	965.95
<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	878.14	965.95
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	878.14	965.95
<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	779.42	857.36
(iv) Giving out patterns	852.79	938.07
Operating splitting machine	852.79	938.07
(v) Size stamping and/or painting	758.86	834.75
Applying acme backing	758.86	834.75

Handwritten signature and initials, possibly 'AB' and 'TH'.

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(iii) Puritan machining	934.50	1027.95
(iv) Stitching aprons on uppers on out-sole stitching machines	934.50	1027.95
(v) Pilot machining	883.86	972.25
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	763.51	839.86
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)	763.51	839.86
(b) Operations on leathers other than those specified in (a):		
Vamping		
Fiat binding by machine	801.64	881.80
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	801.64	881.80
Golosh machining (whole goloshes)	801.64	881.80
Fancy shoes on the held-together system, machined through (all classes)	801.64	881.80
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	801.64	881.80
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides		
Vamping shoes with quarters over vamps	801.64	881.80
Conveyor belt console operator feeding individual operators	801.64	881.80
(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	801.64	881.80
(d) All operations on children's work up to size 1½	763.51	839.86
All leather slippers (men's, women's and children's)	763.51	839.86
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	763.51	839.86
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	801.64	881.80
(vi) Bagging	758.86	834.75
Turning of binding		
Button fastening	758.86	834.75
Buttonholding	758.86	834.75
Lacing	758.86	834.75
Handpunching	758.86	834.75
Portuguese seaming	758.86	834.75
Staying and taping	758.86	834.75
Seam rubbing	758.86	834.75
Seam hammering	758.86	834.75
Sewing on bows and buckles by hand or machine	758.86	834.75
Silk screen printing		
Table-hands	758.86	834.75
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	758.86	834.75

	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	1213.54	1334.89
On sorting, examining and fitting up ungraded and unstamped stock	1213.54	1334.89
On sorting and examining graded and stamped stock	1213.54	1334.89
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	1067.63	1174.39
On reducing shaped rubber soles on the press	1067.63	1174.39
[Ratio: See subclause P]		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Welted insoles	878.14	965.95
Other work	878.14	965.95
(ii) Press cutting operations, other than those in Class I	902.93	993.22
(iii) Assembling from stock, whether or not sorted or graded	852.79	938.07
Attaching ribs to welted insoles	852.79	938.07
Flap splitting	852.79	938.07
Gemming and taping	852.79	938.07
Heel breasting	852.79	938.07
Heel building	852.79	938.07
Heel compressing	852.79	938.07
Slugging	852.79	938.07
Sole and Insole rounding	852.79	938.07
Sole grooving, sole roughening and reducing on automatic machine	852.79	938.07
Tip filling	852.79	938.07
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Channel opening	758.86	834.75
Edge covering	758.86	834.75
Edge reducing	758.86	834.75
Automatic edge preparation machine operating for soles prior to attachment	758.86	834.75
Flexing	758.86	834.75
Insole feathering	758.86	834.75
Insole grooving	758.86	834.75
Insole slotting	758.86	834.75
Insole marking	758.86	834.75
Lift and/or rand tacking	758.86	834.75
Lip turning	758.86	834.75
Press room scouring operations	758.86	834.75
Shank assembling	758.86	834.75
Shank moulding	758.86	834.75
Skiving	758.86	834.75
Size stamping	758.86	834.75
Sole, insole and stiffener moulding	758.86	834.75
Sole and insole splitting	758.86	834.75
Sole grading machine operating	758.86	834.75
Sole roughening for stuck-on work	758.86	834.75
Solutioning	758.86	834.75
Staining and/or inking of insoles	758.86	834.75
Stiffener waxing and crimping	758.86	834.75
Welt preparation	758.86	834.75
[Ratio: See subclause (P)]		

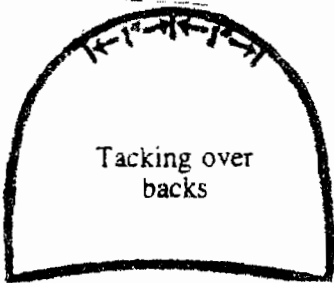




	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work	1213.54	1334.89
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	1067.63	1174.39
(e) Combined pulling over and forepart lasting	1213.54	1334.89
(f) All other grades	1213.54	1334.89
(i) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work	1213.54	1334.89
(b) Other work	1213.54	1334.89
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work		
(b) Other work	967.95	1064.75
<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>		
	967.95	1064.75
(v) Complete sole attaching by staple machine	870.12	957.13
Staple welt attaching	870.12	957.13
(ii) Welt sewing	1213.54	1334.89
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work	1213.54	1334.89
(b) Stitchdowns	1213.54	1334.89
(c) Other work	1213.54	1334.89
(vii) Sole sewing by any machine	1213.54	1334.89
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work	1213.54	1334.89
(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	1067.63	1174.39
(c) Other work	1213.54	1334.89
(ix) (a) Stitchdown staple lasting		
(b) Stitchdown thread lasting	870.12	957.13
(c) Stitchdown toe forming	870.12	957.13
(d) Wiping platform covers by machine	870.12	957.13
(e) Lasting operations on a Kamborian machine	870.12	957.13
(f) String-lasting by hand	870.12	957.13
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work	1017.80	1119.58
(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)	1115.46	1227.01
(c) Other work	1017.80	1119.58
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
	1213.54	1334.89
(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.....	928.54	1021.39
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press.....	902.93	993.22
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation.....	852.79	938.07
Sole positioning on upper at forepart and seat before pressing.....	852.79	938.07
Press operating with the sole previously positioned (See Class III for tracking at seat only).....	852.79	938.07
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	852.79	938.07
Stitchdown assembling and pulling over stitchdown work.....	852.79	938.07
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	852.79	938.07
Hobnailing by hand or machine.....	852.79	938.07
Putting on toe plates and heel tips by hand or machine.....	852.79	938.07
Heel attaching.....	852.79	938.07
Football boot studding and barring.....	852.79	938.07
Handlevelling, other than stitchdown.....	852.79	938.07
Inseam trimming.....	852.79	938.07
Jointing (clearing linings and tacking uppers down over joints).....	852.79	938.07
Loose nailing or pegging foreparts and waists.....	852.79	938.07
Louis flap trimming by hand.....	852.79	938.07
Machine levelling.....	852.79	938.07
Screwing.....	852.79	938.07
Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	852.79	938.07
Sole adhesive heat activating by machine.....	852.79	938.07
Stiffener cornering and tacking.....	852.79	938.07
Stitch separating.....	852.79	938.07
String nailing.....	852.79	938.07
Tacking forward of heel seats.....	852.79	938.07
Upper roughening.....	852.79	938.07
Waist reducing after being sewn.....	852.79	938.07
Wooden heel fitting.....	852.79	938.07
Welt butting and skiving.....	852.79	938.07
Welt wheeling.....	852.79	938.07
Rand welting by machine.....	852.79	938.07
Slugging and gang slugging.....	852.79	938.07
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	852.79	938.07
Back part and waist pre-moulding.....	852.79	938.07
Back part moulding.....	852.79	938.07
(iv) Vulcanising process:.....	852.79	938.07
Vulcanising soles to lasted uppers.....	852.79	938.07
Rand welting by machine.....	852.79	938.07
Moulding of sole units.....	852.79	938.07

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	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	758.86	834.75
Application by machine of hardening resins to puffs	758.86	834.75
Bottom filling	758.86	834.75
Channel closing and edge raising		
Feeding nails to heeling machines	758.86	834.75
Hand levelling of stitchdowns	758.86	834.75
Heel covering	758.86	834.75
Inserting stiffeners and puffs	758.86	834.75
Louis heel flap clamping, Louis heel slicking	758.86	834.75
Louis heel flap trimming by machine	758.86	834.75
Reverse seat moulding for stitchdowns	758.86	834.75
Seat nailing and/or pegging	758.86	834.75
Seat rounding	758.86	834.75
Shank attaching	758.86	834.75
Sole tacking at seat for stuck-on process	758.86	834.75
Solutioning, damping and pasting	758.86	834.75
Sorting hobs	758.86	834.75
Sole laying welted work and/or rubber soles		
Sole tacking or sole fitting throughs and runners	758.86	834.75
Tack pulling	758.86	834.75
Tacking bottom stock to last	758.86	834.75
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	758.86	834.75
		
Tacking over sandal backs where no stiffener is inserted	758.86	834.75
Tacking top pieces on stitchdowns and sandals	758.86	834.75
All other wire grip tacking	758.86	834.75
Upper stapling after lasting sides	758.86	834.75
Upper trimming	758.86	834.75
Plastic pelletising and granulating	758.86	834.75

[Ratio: See subclause (P)]

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	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.....	1077.48	1185.23
<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.....	852.79	938.07
Hand-lasting in the manufacture of clogs.....	852.79	938.07
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	852.79	938.07
Tacking leather straps to wooden soles.....	852.79	938.07
<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.....	1067.63	1174.39
Rubber and rubber composition soles.....	1067.63	1174.39
Children's footwear, all sizes up to and including size 12.....	1067.63	1174.39
All slippers (men's, women's and children's).....	1067.63	1174.39
Stitchdown footwear produced from box hide and willow hide.....	1067.63	1174.39
(b) All other work.....	1213.54	1334.89
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	870.12	957.13
Through runners.....	870.12	957.13
Waist and/or top pieces.....	870.12	957.13
Children's footwear, all sizes up to and including size 12.....	870.12	957.13
All slippers (men's, women's and children's).....	870.12	957.13
Stitchdown footwear produced from box hide and willow hide.....	870.12	957.13
(b) Automatic edge-setting machine, all grades.....	870.12	957.13
(c) All other work.....	1067.63	1174.39
(iii) Heel trimming.....	870.12	957.13
(vii) Examining.....	1213.54	1334.89
<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	852.79	938.07
Bottom scouring	852.79	938.07
Heel scouring	852.79	938.07
Heel spraying	852.79	938.07
Ploughing out	852.79	938.07
Complete finishing by hand	852.79	938.07
Top piece trimming	852.79	938.07
Bunk wheeling	852.79	938.07
Louis flap ironing	852.79	938.07
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	852.79	938.07
Seat wheeling	852.79	938.07
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	852.79	938.07
Well wheeling	852.79	938.07
Decorative feather stitching by hand after the sole is permanently attached to the upper	852.79	938.07
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	758.86	834.75
Crow wheeling	758.86	834.75
Finger scouring	758.86	834.75
Heel breast cornering	758.86	834.75
Inking, staining, waxing and damping	758.86	834.75
Inserting, slipping and putting away lasts	758.86	834.75
Ploughing (removing the scarf round under edge of sole)	758.86	834.75
Rubbing of edges and bottoms	758.86	834.75
Spew and/or flash trimming	758.86	834.75
Conveyor belt loading	758.86	834.75
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	1027.32	1130.05
Examining	1027.32	1130.05
Patent repairing	758.86	834.75
Embossing and/or stamping	758.86	834.75
Boxing	758.86	834.75
Dressing and/or sizing	758.86	834.75
Dressing by spray-gun	758.86	834.75
Hand polishing and cleaning	758.86	834.75
Ironing	758.86	834.75
Labelling	758.86	834.75
Lining trimming	758.86	834.75
Size stamping on footwear	758.86	834.75
Socking	758.86	834.75
Stamping descriptions and sizes on labels	758.86	834.75
Quarter forming by machine	758.86	834.75
Smoothing insole before socking or boxing	758.86	834.75





	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	776.06	853.67
Batch mass-measuring and assembling of chemicals	776.06	853.67
Operating extruding machine		
Operating an open mixing mill with a width of not less than 1,52m	776.06	853.67
Operating internal mixer	776.06	853.67
Slabbing sheet rubber to gauge (stretching compound)	776.06	853.67
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	776.06	853.67
Warming compound on open mill	776.06	853.67
Hydraulic press operating	776.06	853.67
Operating splitting machine	776.06	853.67
(ii) Group 1:		
Issuing soles and heels	758.86	834.75
Press cutting blanks (clicking)	758.86	834.75
Attending autoclave	758.86	834.75
Assisting mass-measurer	758.86	834.75
Mould checking	758.86	834.75
Operating an open mixing mill with a width of less than 1,01m	758.86	834.75
Masticating, sheeting out, cracking or breaking compound	758.86	834.75
Buffing or scouring machine operations	758.86	834.75
Feeding rubber into calendar (feeding stretchers)		
Grinding scrap by machine	758.86	834.75
Mould cleaning	758.86	834.75
Trimming	758.86	834.75
Blank cutting and mass-measuring to fixed standards	758.86	834.75
Extruding into trays	758.86	834.75
Bale cutting	758.86	834.75
Sieving chemicals, buffings and grindings	758.86	834.75
Stencilling or making bales	758.86	834.75
Applying powder	758.86	834.75
Packing soles and heels	758.86	834.75
Granulating	758.86	834.75
Assisting calendar operator	758.86	834.75
Dipping machine operator	758.86	834.75
[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	796.46	876.11
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	1263.37	1389.71
(iii) High-frequency welding, embossing of socks and other components		
(iv) High-frequency welding, combined with cutting of socks and other components	758.86	834.75
	878.14	965.95
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		

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	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	796.46	876.11
(ii) Flow moulding pre-cut socks	796.46	876.11
(iii) Flow moulding where eventual upper is presented in liquid form.....		
(iv) Colour application to moulds prior to flow moulding	796.46	876.11
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	796.46	876.11
	796.46	876.11
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
(K) INJECTION MOLDING 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	852.79	938.07
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	852.79	938.07
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	758.86	834.75
[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	852.79	938.07
(ii) String-lasting of synthetic uppers.....	852.79	938.07
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

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MB.

	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.....	902.93	993.22
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	902.93	993.22
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	758.86	834.75
(v) Cutting of heel covers to a pattern from layered heel covering material.....	902.93	993.22
(vi) (aa) Cross cutting of timber into lengths.....	902.93	993.22
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	758.86	834.75
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	758.86	834.75
(ad) Cupping of heels to fit heel seats.....	758.86	834.75
(vii) Cementing heels and heel covers.....	758.86	834.75
(viii) Spotting of heel covers to heels and pressing.....	758.86	834.75
(ix) Trimming of heel covers.....	758.86	834.75
(x) Top piece attaching.....	758.86	834.75
	852.79	938.07
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....		
(ii) Measuring, marking and cutting timber into required lengths.....	758.86	834.75
(iii) Marking top and side elevation for profile cutting of unit.....	758.86	834.75
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	758.86	834.75
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	852.79	938.07
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	852.79	938.07
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	758.86	834.75
(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.....	852.79	938.07
(ix) Attaching top pieces to heels.....	758.86	834.75
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	852.79	938.07
(ab) Scouring units by hand prior to or after sole attaching.....	758.86	834.75
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	852.79	938.07
	758.86	834.75
(xii) Examining for quality.....	1027.32	1130.05
(xiii) Repairing of units.....		
(xiv) Size stamping.....	758.86	834.75
(xv) Varnishing, painting, spraying or dipping units.....	758.86	834.75
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	758.86	834.75
	758.86	834.75

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H/B

	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months.....	636.95	700.65
Second six months	703.58	773.94
Third six months		
Fourth six months	773.68	851.05
Fifth six months	831.79	914.97
Thereafter, the prescribed rate	933.34	1026.67
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	487.09	535.80
Second six months	543.96	598.36
Third six months	603.49	663.84
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	487.09	535.80
Second six months	543.96	598.36
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	487.09	535.80
Second six months	543.96	598.36
Third six months	603.49	663.84
Fourth six months	670.00	737.00
Fifth six months	753.51	828.86
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.		

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18.

	Column A Per week	Column B Per week
<u>(Q) GENERAL WORKERS</u>		
General Workers	758.86	834.75
<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 -

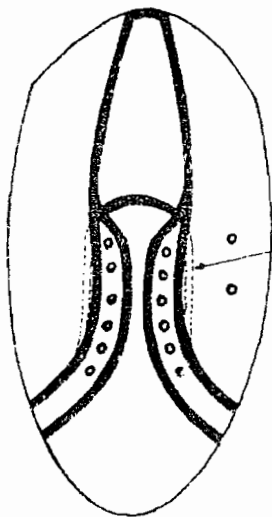
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (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

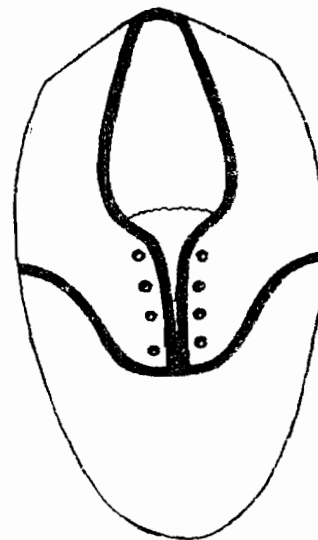
Group 4: Canvas fabric sandals.

ILLUSTRATION 1



(a)

Tongue completely
bound down to
leather edge



(b)

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AB CB
AA

	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	1126.09	1238.70
(ii) Cutting of rubber uppers	878.14	965.95
(iii) Cutting of fabric impregnated with rubber	878.14	965.95
(iv) Closing Departments:		
(a) Upper closing	801.64	881.80
(b) Lining closing	801.64	881.80
(c) Eyeletting	801.64	881.80
(d) Buffing tongues	758.86	834.75
(e) Inserting tongues	758.86	834.75
(f) Securing tongues	758.86	834.75
(g) Table-hands	758.86	834.75
(xxi) All sole cutting operations, whether by hand or press	1077.48	1185.23
(xxii) All other press cutting operations (bottom stock only)	758.86	834.75
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	852.79	938.07
(xxiv) Insole attaching	758.86	834.75
(xxv) Placing material around the last	758.86	834.75
(xxvi) Sole attaching	758.86	834.75
(xxvii) Attending an autoclave	758.86	834.75
(xxviii) Solutioning by hand	758.86	834.75
(xxix) Solutioning by machine	758.86	834.75
(xxx) (a) Moulding of soles, heels and/or sole and heel units	758.86	834.75
(b) Moulding of boots other than in an autoclave	758.86	834.75
(xxxi) Hobnailing	852.79	938.07
(xxxii) Sole roughing	758.86	834.75
(xxxiii) Upper roughing	758.86	834.75
(xxxiv) Edge trimming	758.86	834.75
(xxxv) Spew and/or flash trimming on moulded boots	758.86	834.75
(xxxvi) Inserting laces	758.86	834.75
(xxxvii) Slipping and sorting lasts	758.86	834.75
(xxxviii) Trimming linings	758.86	834.75
(xxxix) Rolling uppers	758.86	834.75
(xl) Cutting and/or inserting stays	758.86	834.75
(xli) Dressing	758.86	834.75
(xlii) Cleaning	758.86	834.75
(xliii) Stamping sizes on linings	758.86	834.75
(xliv) Loading trolley for autoclave	758.86	834.75
(xlv) Pairing	758.86	834.75
(xlvi) Attaching throughs or insole covers	758.86	834.75
(xlvii) Operations not specified in (i) to (xxx) above	758.86	834.75
(xlviii) General workers	758.86	834.75

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	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)	1126.08	1238.69
Group 2:		
Assisting clicker	758.86	834.75
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	758.86	834.75
Gum boots	758.86	834.75
Size marking	758.86	834.75
(ii) Closing Department:		
Group 3:		
Attaching stays	758.86	834.75
Size stamping on linings	758.86	834.75
Tread trimming	758.86	834.75
All other closing room operations, including eyeletting, perforating and skiving	801.64	881.80
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	1077.48	1185.23
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	758.86	834.75
Group 6:		
All other press cutting operations	758.86	834.75
(iv) Making Department:		
Group 7:		
Applying insole filler	758.86	834.75
Size stamping insole	758.86	834.75
Hand-lasting, rubber sole attaching by hand	758.86	834.75
Vulcanising soles to uppers	758.86	834.75
Solutioning by hand or machine	758.86	834.75
Assembling	758.86	834.75
Direct moulding of soles to canvas uppers	796.46	876.11
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	852.79	938.07
(b) Where two employees are employed on an injection moulding machine, each shall be paid	852.79	938.07
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	852.79	938.07
String-lasting	796.46	876.11
Lasting operations on a Kamborian machine	878.14	965.95
Lasting seats or sides by machine	976.93	1074.62
Combined pulling over and forepart lasting	1224.75	1347.23
(v) Group 8:		
Hobnailing by hand or machine	852.79	938.07
(vi) Group 9:		
Attaching back strip	758.86	834.75
Attaching foxing	758.86	834.75
Attaching insole	758.86	834.75
Attaching lining to upper	758.86	834.75
Cementing	758.86	834.75
Cleaning soles	758.86	834.75

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Cutting foxing	758.86	834.75
Feeding conveyer		
Granulating	758.86	834.75
Inserting the puffs	758.86	834.75
Rolling uppers	758.86	834.75
Slipping lasts	758.86	834.75
Sole rolling	758.86	834.75
Supplying lasts	758.86	834.75
Trimming uppers	758.86	834.75
Mass-measuring pellets for direct moulding	758.86	834.75
Wheeling	758.86	834.75
Checking and repairing	758.86	834.75
Edge scouring	758.86	834.75
Silk screen printing	758.86	834.75
(vii) Any operations not specified in (i) to (vi) above	758.86	834.75
(viii) General Workers	758.86	834.75
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	486.90	535.59
Second six months	543.96	598.36
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 align="center">CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</p> <p align="center">(1) WAGES</p> <p>Qualified employees on:</p>		
A. Upper Cutting Department:		
(i) Upper cutting	1125.69	1238.26
(ii) Stock cutting and/or lining cutting	878.14	965.95
(iii) Upper assembling	878.14	965.95
(iv) Marking and/or stamping	758.86	834.75
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	763.51	839.86
(ii) Machining of uppers, socks, pads and soft soles together ..	801.64	881.80
(iii) Machining elastic bound edges of uppers to soft soles ..	801.64	881.80
C. Rough Stuff Department:		
(i) Sole cutting from leather	1224.75	1347.23
(ii) Sole cutting from other than leather	1077.48	1185.23
(iii) Insole cutting and lift and top-piece cutting	1077.48	1185.23
(iv) Stamping	758.86	834.75
(v) Heel covering	758.86	834.75
D. Making Department:		
(i) Slipper turn sewing	930.39	1023.43
(v) Steaming and blocking into shape:		
(a) Felt work	852.79	938.07
(b) Leather work, fabric Cubans	852.79	938.07
(iii) Stuck-on process:		
(a) Hand-lasting	852.79	938.07
Sole roughening	852.79	938.07
Sole positioning on upper and press operating in one operation	852.79	938.07
Sole positioning on upper and forepart seat before pressing	852.79	938.07
Press operating with sole previously positioned	852.79	938.07
(b) Soluioning operation	758.86	834.75
(b) Sole and insole tacking	758.86	834.75

Handwritten signatures and initials:
 1. A signature resembling "LH" or "LH" with a flourish.
 2. The initials "AB".
 3. A signature resembling "H.A." or "H.A." with a flourish.

	Column A Per week	Column B Per week
Vulcanising soles to lasted uppers	852.79	938.07
(v) Slugging	758.86	834.75
(vi) Channelling	758.86	834.75
Hand-levelling	758.86	834.75
Heel attaching	758.86	834.75
Tacking backs	758.86	834.75
(vii) Slipper turning	758.86	834.75
(viii) Fetching and putting away lasts	758.86	834.75
(ix) Inserting heel pads	758.86	834.75
(x) Conveyor operating	758.86	834.75
(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	852.79	938.07
(b) Where two employees are employed on an injection moulding machine each shall be paid	852.79	938.07
(c) Where more than two employees are employed on injection moulding machine each shall be paid	852.79	938.07
E. Finishing Department		
Edge trimming	1077.48	1185.23
Edge setting	879.12	967.03
Heel trimming	758.86	834.75
Scouring operations	758.86	834.75
Inking, staining and brushing	758.86	834.75
Slipping uppers	758.86	834.75
F. Shoe Room Department		
Examining	758.86	834.75
All other Shoe Room operations	758.86	834.75
(2) LEARNERS		
According to experience:		
First six months	486.90	535.59
Second six months	543.92	598.31
Third six months	603.49	663.84
Fourth six months	670.01	737.01
Fifth six months	753.51	828.86
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	758.86	834.75
(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
(5) 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 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.		
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	851.48	936.63
(ii) Machining by power	763.51	839.86
Machining other than by power	763.51	839.86
Other Closing Department operations	763.51	839.86
(iii) Sole cutting by power	1007.48	1108.23
Sole cutting other than by power	758.86	834.75
(iv) Pulling over by hand and/or hand-lasting	758.86	834.75
Stitching by hand	758.86	834.75
(v) Edge trimming by power	859.35	945.29
Edge trimming other than by power	758.86	834.75
(vi) Pairing and/or size marking	758.86	834.75
(vii) Any operation other than those specified in (i) to (vi) hereof	758.86	834.75
(2) LEARNERS		
According to experience:		
First six months	486.90	535.59
Second six months	543.92	598.31
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.		
(3) GENERAL WORKERS		
General workers	758.86	834.75
(4) RATIO		
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.		
(5) 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 wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

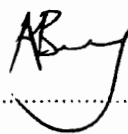
WA
AB
PB

SIGNED BY THE PARTIES AT DURBAN ON THIS THE 26th DAY OF AUGUST, 2009.

P Theron, Member of the Council


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A BENJAMIN, Member of the Council


.....

W VAN DER RHEEDE, Member of the
Council


.....

S NAIDOO, General Secretary of
the Council


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