

No. R. 503

11 June 2010

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON- PARTIES OF SICK BENEFIT FUND
COLLECTIVE
RE- ENATCTING AND 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 from21 June 2010.....and for the period ending 10 May 2018.

M M S MDLADLANA
MINISTER OF LABOUR

SCHEDULE

**NATIONAL BARGAINING COUNCIL OF THE
LEATHER INDUSTRY OF SOUTH AFRICA****SICK BENEFIT FUND
COLLECTIVE AGREEMENT**

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

- (a) Southern African Footwear and Leather Industries Association (SAFLIA),**
 - (b) Association of South African Manufacturers of Luggage, Handbags and General Goods,**
 - (c) South African Tanning Employers' Organisation (SATEO)**
- and

(Hereafter referred to as the "employers" or the "employers' organisation") of the one part, and

- (d) National Union of Leather and Allied Workers (NULAW)**
- and
- (e) Southern African Clothing and Textile Workers' Union (SACTWU)**

(Hereafter referred to as the "employees" or the "trade unions") of the other part, being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notices Nos R.426 of 12 May 2006, and R.583 of 13 July 2007.

The block contains three handwritten signatures in black ink. One signature is at the top left, another is at the top right, and a third, more stylized signature is at the bottom right.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Leather Industry –
- (a) by all employers who are members of the employer organisation and by all employees who are members of the trade unions, who are engaged and employed in the Leather Industry;
 - (b) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophutatswana, the former Republic of Venda and the former Republic of Ciskei, as well as those former self governing territories of KwaZulu, Qwa-Qwa, Lebowa, Gazankulu, KwaNgwane and KwaNdebele.
 - (c) notwithstanding the provisions of subclause (1)(a), the terms of this Agreement shall not apply to non-parties in respect of Clauses 1(1)(a) and 2.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 10 May 2010.

3. CLAUSE 6 BENEFITS

Substitute the following for Clause 6.1 Maternity Pay

6.1 Maternity Pay Benefits

- (1) The Management Committee may determine from time to time the maternity benefits to members as provided for in accordance with the rules of the Fund.

SIGNED BY THE PARTIES AT DURBAN ON THE 24th MARCH 2010.

P. Theron, Member of the Council

.....*P. Theron*.....

A BENJAMIN, Member of the Council

.....*A Benjamin*.....

Member of the Council

.....*[Signature]*.....

S NAIDOO, General Secretary of
the Council

.....*S Naidoo*.....