

No. R. 1188

17 December 2010

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

I, **NELISIWE MILDRED OLIPHANT**, 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 20 December 2010 and for the period ending 30 June 2011.

N.M. OLIPHANT
MINISTER OF LABOUR

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTION COLLECTIVE AGREEMENT**

Made and entered into, in accordance with the provisions of
the Labour Relations Act, No.66 of 1995, between the

**Southern African Footwear and Leather Industries
Association (SAFLIA)**

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

National Union of Leather and Allied Workers (NULAW)

and

Southern African Clothing & 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.

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.
- (2) Notwithstanding the provisions of sub-clause (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) Notwithstanding the provisions of sub-clause (1)(a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a), 2(1) and 13(1).

2. PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 July 2010 and remain in force until 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. SPECIAL PROVISIONS

The provisions contained in clauses 11 and 13(1) of the Agreement published under Government Notice No. 906 16

September 2005, as amended and renewed by Government Notices Nos. 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, R. 479 of 8 May 2009 and R. 1152 of 11 December 2009 (hereinafter referred to as the "Former Agreement") as further amended, extended, renewed or re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

4. GENERAL PROVISIONS

The provisions contained in clauses 4 to 10, 12, 13(2) and 14 to 17 of the Former Agreement (as further amended, extended, renewed or re-enacted from time to time), shall apply to employers and employees.

5. CLAUSE 3: - DEFINITIONS

Substitute the following for definition of "Footwear Section":

"Footwear Section" means that part of the Leather Industry in which employers and employees are associated for the manufacture and/or partial manufacture, and/or finishing of partially manufactured, and/or of components, and/or assembling of components of all types of footwear, excluding bespoke footwear".

Substitute the following for the definition of "Leather Industry".

"Leather Industry" means the industry in which employers and their employees are associated for one or

more of the following:

- (1) The manufacture and/or partially manufacture, and/or finishing of partially manufactured, and/or of components, and/or assembling of components of –
 - (a) footwear, excluding bespoke made footwear;
 - (b) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers;
 - (c) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armlets, excluding belts, braces, suspenders, garters, armlets manufactured from cloth and other similar articles designed as substitutes;
 - (d) handbags and other bags, and containers designed to hold ladies' and gentlemen's personal effects;
 - (e) footballs, punch balls, netball balls and boxing gloves;
 - (f) hockey and cricket balls.
- (2) (a) For the tanning, dressing and fellmongering of hides and skins; and

- (b) (i) preparation of cured or uncured hides and/or skins for tanning: for this purpose "preparation of hides and/or skins for tanning" without detracting from its ordinary or technical meaning, includes any of the following:

Washing, soaking, fleshing, deburring, liming, unhairing, dewooling, removing scales, deliming, batting and pickling; and

- (ii) tanning of cured or uncured hides and/or skins; and/or

- (iii) retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and

- (iv) cutting of upholstery panels from leather:

Provided that, for the purposes of subparagraphs (i) to (iii) "Hides and Skins", includes the following:

Pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins, and bird skins, with or without the feathers attached: Provided that the activities listed under sub paragraphs (1)(b) and (c) shall not include –

- (aa) the manufacture of metal components and/or attachments;
- (bb) the manufacture of canvas bank bags, canvas kit bags, canvas ruck sacks, canvas haversacks, canvas sampling

- bags and canvas explosives bags;
- (cc) the manufacture of any article from rubber;
 - (dd) the manufacture of any article or the practice of any trade or occupation covered by the "Printing Industry" which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
 - (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper, and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibres or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit.

The word "plastic" as contained in the paragraph directly above, means any of the group of material which consists of or contains as an essential ingredient, an organic substance

of a large molecular mass, and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singularly or together of heat and pressure.

6 CLAUSE 5: EMPLOYEES

Add the following new sub-clause 5.2:

“5.2 Contract Labour

Employees who have attained 12 continuous months of employment with the same employer shall be deemed to be permanently employed. This provision shall be applicable to contracts of employment entered into on or after 1 July 2010”.

7. CLAUSE 8: REMUNERATION

CLAUSE 8.2 Overtime rates

Substitute the following for sub-clauses 8.2(1),(2),(3) and (6)

“8.2 Overtime rates

- (1) An employer shall pay an employee, except a watchman, who works overtime at one and a half times his hourly rate where such overtime is worked during Monday to Saturday.
- (2) Payment of the overtime rate shall be subject to the employee completing his/her ordinary hours of work

as provided for in Clause 6.1 or in terms of an agreement concluded in accordance with the provision of Clause 17(1) of the Agreement Provided that where shift work is performed in such an establishment, the employer may require the employees engaged on a shift which commences and ends between 06h00 and 18h00 to complete the normal week of 42 hours, or in terms of an agreement concluded in accordance with the provision of Clause 17(1) of the Agreement, by working not more than four and a half hours on a Saturday morning.

- (3) For the purpose of determining overtime worked in any pay work any unauthorized leave/absence will be excluded in calculation of such ordinary hours of work.
- (6) A watchman shall be paid overtime at one and a half times his hourly rate where he works for longer than 12 hours in a period of 24 hours. Where he is required to work during his rest period, he shall be paid at double his hourly rate".

Substitute the following for sub-clause 8.5(5):

"8.5 Holiday Bonus

- (5) The holiday bonus shall be paid to employees by no later than one day prior to the commencement of the annual leave period".

Add the following new sub-clause 8.8:

"8.8 Payment of Annual Leave Allowance

The Annual Leave Allowance shall be paid to employees by no later than one day prior to the commencement of the Annual Leave period".

8. CLAUSE 10 PLACE OF EMPLOYMENT AND OUTWORK

1. Substitute the following for sub-clause (4):

"(4) Where an employer requires outwork to be done, such outwork shall only be executed by a party that is registered and compliant in terms of collective agreements relevant to the Footwear Section, provided that the employer supplying the outwork shall not be held accountable for any incidence of non-compliance".

2. Add the following new sub-clause (5);

"(5) When such a party is non-compliant, the Bargaining Council shall implement the procedures in terms of this agreement, to rectify such incidence of non-compliance".

9. ANNEXURE D

Substitute the following for Annexure D:

ANNEXURE D**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman	813.88	895.27
B. Storeman and or warehouseman, despatch clerk	835.93	919.52
C. Boiler attendant	813.88	895.27
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg	824.89	907.38
(ii) 2722 kg	835.93	919.52
(iii) over 2722 kg but not exceeding 4546 kg	889.77	978.74
(iv) over 4546 kg but not exceeding 6350 kg	1056.58	1162.24
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months	522.20	574.42
Second six months	583.35	641.69
Third six months	647.24	711.97
Thereafter	813.88	895.27
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	1207.30	1328.03
(b) hand	973.27	1070.60
(ii) Cardboard box-makers	813.88	895.27
(iii) Making cardboard boxes, according to experience:		
First six months	578.68	636.55
Second six months	583.35	641.69
Thereafter	813.88	895.27
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 ...	1092.71	1201.98
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	813.88	895.27
(ii) All other operators	813.88	895.27
I. Packers	813.88	895.27
J. Employees employed on currying	941.81	1035.99
K. Employees employed on spraying of leather	1090.57	1199.63
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering	1313.54	1444.90
(ii) Finishing of joints after welding	854.20	939.62
(iii) Tack and/or spot welding	813.88	895.27
(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	813.88	895.27
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack 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	1367.38	1504.12
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards.....	1155.60	1271.16
(b) employed on grading machines	1155.60	1271.16
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	1155.60	1271.16
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof	914.62	1006.08
(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	1354.96	1490.46
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)	1354.96	1490.46
(b) Any other materials	1354.96	1490.46
<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	1367.38	1504.12
(d) Examining of cut leather components for quality	1367.38	1504.12
(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	941.81	1035.99
<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	941.81	1035.99
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.....	941.81	1035.99
<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.....	835.93	919.52
(iv) Giving out patterns	914.62	1006.08
Operating splitting machine	914.62	1006.08
(v) Size stamping and/or painting	813.88	895.27
Applying acme backing	813.88	895.27

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(iii) Puritan machining.....	1002.25	1102.48
(iv) Stitching aprons on uppers on out-sole stitching machines	1002.25	1102.48
(v) Pilot machining	947.94	1042.73
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	818.86	900.75
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)	818.86	900.75
(b) Operations on leathers other than those specified in (a):		
Vamping		
Flat binding by machine	859.76	945.74
Machining additional rows of stitching on the vamp, parallel to the vamp stitching.	859.76	945.74
Golosh machining (whole goloshes)	859.76	945.74
Fancy shoes on the held-together system, machined through (all classes).....	859.76	945.74
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....	859.76	945.74
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides		
Vamping shoes with quarters over vamps.....	859.76	945.74
Conveyor belt console operator feeding individual operators	859.76	945.74
(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	859.76	945.74
(d) All operations on children's work up to size 1½	818.86	900.75
All leather slippers (men's, women's and children's).....	818.86	900.75
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	818.86	900.75
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	859.76	945.74
(vi) Bagging	813.88	895.27
Turning of binding.....		
Button fastening.....	813.88	895.27
Buttonholding.....	813.88	895.27
Lacing	813.88	895.27
Handpunching	813.88	895.27
Portuguese seaming.....	813.88	895.27
Staying and taping.....	813.88	895.27
Seam rubbing	813.88	895.27
Seam hammering		
Sewing on bows and buckles by hand or machine.....	813.88	895.27
Silk screen printing	813.88	895.27
Table-hands.....	813.88	895.27
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	813.88	895.27

	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	1301.52	1431.67
On sorting, examining and fitting up ungraded and unstamped stock	1301.52	1431.67
On sorting and examining graded and stamped stock	1301.52	1431.67
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	1145.03	1259.54
On reducing shaped rubber soles on the press	1145.03	1259.54
<i>[Ratio: See subclause P]</i>		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Wetted insoles	941.81	1035.99
Other work	941.81	1035.99
(ii) Press cutting operations, other than those in Class I	968.39	1065.23
(iii) Assembling from stock, whether or not sorted or graded	914.62	1006.08
Attaching ribs to wetted insoles	914.62	1006.08
Flap splitting	914.62	1006.08
Gemming and taping	914.62	1006.08
Heel breasting	914.62	1006.08
Heel building	914.62	1006.08
Heel compressing	914.62	1006.08
Slugging	914.62	1006.08
Sole and Insole rounding	914.62	1006.08
Sole grooving, sole roughening and reducing on automatic machine	914.62	1006.08
Tip filling	914.62	1006.08
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Channel opening	813.88	895.27
Edge covering	813.88	895.27
Edge reducing	813.88	895.27
Automatic edge preparation machine operating for soles prior to attachment	813.88	895.27
Flexing	813.88	895.27
Insole feathering	813.88	895.27
Insole grooving	813.88	895.27
Insole slotting	813.88	895.27
Insole marking	813.88	895.27
Lift and/or rand tacking	813.88	895.27
Lip turning	813.88	895.27
Press room scouring operations	813.88	895.27
Shank assembling	813.88	895.27
Shank moulding	813.88	895.27
Skiving	813.88	895.27
Size stamping	813.88	895.27
Sole, insole and stiffener moulding	813.88	895.27
Sole and insole splitting	813.88	895.27
Sole grading machine operating	813.88	895.27
Sole roughening for stuck-on work	813.88	895.27
Solutioning	813.88	895.27
Staining and/or inking of insoles	813.88	895.27
Stiffener waxing and crimping	813.88	895.27
Welt preparation	813.88	895.27
<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	1301.52	1431.67
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	1145.03	1259.54
(e) Combined pulling over and forepart lasting	1301.52	1431.67
(f) All other grades	1301.52	1431.67
(i) Bed lasting (toes only):		
(a) Welted work, other than staple welted work	1301.52	1431.67
(b) Other work	1301.52	1431.67
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work		
(b) Other work	1038.13	1141.94
<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	933.20	1026.52
Staple welt attaching	933.20	1026.52
(ii) Welt sewing	1301.52	1431.67
(vi) Rough rounding:		
(a) Welted work, other than staple welted work	1301.52	1431.67
(b) Stitchdowns	1301.52	1431.67
(c) Other work	1301.52	1431.67
(vii) Sole sewing by any machine	1301.52	1431.67
(viii) Sole stitching:		
(a) Welted work, other than staple welted work	1301.52	1431.67
(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	1145.03	1259.54
(c) Other work	1301.52	1431.67
(ix) (a) Stitchdown staple lasting	933.20	1026.52
(b) Stitchdown thread lasting	933.20	1026.52
(c) Stitchdown toe forming	933.20	1026.52
(d) Wiping platform covers by machine	933.20	1026.52
(e) Lasting operations on a Kamborian machine	933.20	1026.52
(f) String-lasting by hand	933.20	1026.52
(x) Pounding:		
(a) Welted work, other than stapeled welted work	1091.59	1200.75
(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)	1196.33	1315.96
(c) Other work	1091.59	1200.75
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
	1301.52	1431.67
(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.....	995.86	1095.45
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press.....	968.39	1065.23
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	914.62	1006.08
Sole positioning on upper at forepart and seat before pressing	914.62	1006.08
Press operating with the sole previously positioned (See Class III for tracking at seat only).....	914.62	1006.08
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	914.62	1006.08
Stitchdown assembling and pulling over stitchdown work.....	914.62	1006.08
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	914.62	1006.08
Hobnailing by hand or machine.....	914.62	1006.08
Putting on toe plates and heel tips by hand or machine.....	914.62	1006.08
Heel attaching	914.62	1006.08
Football boot studding and barring.....	914.62	1006.08
Handlevelling, other than stitchdown.....	914.62	1006.08
Inseam trimming.....	914.62	1006.08
Jointing (clearing linings and tacking uppers down over joints)	914.62	1006.08
Loose nailing or pegging foreparts and waists	914.62	1006.08
Louis flap trimming by hand	914.62	1006.08
Machine levelling	914.62	1006.08
Screwing.....	914.62	1006.08
Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	914.62	1006.08
Sole adhesive heat activating by machine	914.62	1006.08
Stiffener cornering and tacking.....	914.62	1006.08
Stitch separating.....	914.62	1006.08
String nailing.....	914.62	1006.08
Tacking forward of heel seats.....	914.62	1006.08
Upper roughening.....	914.62	1006.08
Waist reducing after being sewn	914.62	1006.08
Wooden heel fitting	914.62	1006.08
Welt butting and skiving	914.62	1006.08
Welt wheeling.....	914.62	1006.08
Rand welting by machine	914.62	1006.08
Slugging and gang slugging	914.62	1006.08
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	914.62	1006.08
Back part and waist pre-moulding	914.62	1006.08
Back part moulding.....	914.62	1006.08
(iv) Vulcanising process:	914.62	1006.08
Vulcanising soles to lasted uppers	914.62	1006.08
Rand welting by machine	914.62	1006.08
Moulding of sole units.....	914.62	1006.08

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	813.88	895.27
Application by machine of hardening resins to puffs.....	813.88	895.27
Bottom filling.....	813.88	895.27
Channel closing and edge raising		
Feeding nails to heeling machines	813.88	895.27
Hand levelling of stitchdowns	813.88	895.27
Heel covering	813.88	895.27
Inserting stiffeners and puffs	813.88	895.27
Louis heel flap clamping, Louis heel slicking	813.88	895.27
Louis heel flap trimming by machine	813.88	895.27
Reverse seat moulding for stitchdowns.....	813.88	895.27
Seat nailing and/or pegging.....	813.88	895.27
Seat rounding.....	813.88	895.27
Shank attaching	813.88	895.27
Sole tacking at seat for stuck-on process.....	813.88	895.27
Solutioning, damping and pasting	813.88	895.27
Sorting hobs	813.88	895.27
Sole laying welted work and/or rubber soles.....		
Sole tacking or sole fitting throughs and runners.....	813.88	895.27
Tack pulling	813.88	895.27
Tacking bottom stock to last	813.88	895.27
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.....	813.88	895.27
 <p>Tacking over backs</p>		
Tacking over sandal backs where no stiffener is inserted	813.88	895.27
Tacking top pieces on stitchdowns and sandals	813.88	895.27
All other wire grip tacking.....	813.88	895.27
Upper stapling after lasting sides	813.88	895.27
Upper trimming.....	813.88	895.27
Plastic pelletising and granulating	813.88	895.27
[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.....	1155.60	1271.16
<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.....	914.62	1006.08
Hand-lasting in the manufacture of clogs.....	914.62	1006.08
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	914.62	1006.08
Tacking leather straps to wooden soles.....	914.62	1006.08
<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	1145.03	1259.54
Rubber and rubber composition soles	1145.03	1259.54
Children's footwear, all sizes up to and including size 1½.....	1145.03	1259.54
All slippers (men's, women's and children's)	1145.03	1259.54
Stitchdown footwear produced from box hide and willow hide.....	1145.03	1259.54
(b) All other work	1301.52	1431.67
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	933.20	1026.52
Through runners	933.20	1026.52
Waist and/or top pieces	933.20	1026.52
Children's footwear, all sizes up to and including size 1½.....	933.20	1026.52
All slippers (men's, women's and children's)	933.20	1026.52
Stitchdown footwear produced from box hide and willow hide.....	933.20	1026.52
(b) Automatic edge-setting machine, all grades.....	933.20	1026.52
(c) All other work	1145.03	1259.54
(iii) Heel trimming.....	933.20	1026.52
(vii) Examining	1301.52	1431.67
<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	914.62	1006.08
Bottom scouring	914.62	1006.08
Heel scouring	914.62	1006.08
Heel spraying	914.62	1006.08
Ploughing out	914.62	1006.08
Complete finishing by hand	914.62	1006.08
Top piece trimming	914.62	1006.08
Bunk wheeling	914.62	1006.08
Louis flap ironing	914.62	1006.08
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	914.62	1006.08
Seat wheeling	914.62	1006.08
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	914.62	1006.08
Welt wheeling	914.62	1006.08
Decorative feather stitching by hand after the sole is permanently attached to the upper	914.62	1006.08
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	813.88	895.27
Crow wheeling	813.88	895.27
Finger scouring	813.88	895.27
Heel breast cornering	813.88	895.27
Inking, staining, waxing and damping	813.88	895.27
Inserting, slipping and putting away lasts	813.88	895.27
Ploughing (removing the scarf round under edge of sole)	813.88	895.27
Rubbing of edges and bottoms	813.88	895.27
Spew and/or flash trimming	813.88	895.27
Conveyor belt loading	813.88	895.27
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	1101.80	1211.98
Examining	1101.80	1211.98
Patent repairing	813.88	895.27
Embossing and/or stamping	813.88	895.27
Boxing	813.88	895.27
Dressing and/or sizing	813.88	895.27
Dressing by spray-gun	813.88	895.27
Hand polishing and cleaning	813.88	895.27
Ironing	813.88	895.27
Labelling	813.88	895.27
Lining trimming	813.88	895.27
Size stamping on footwear	813.88	895.27
Socking	813.88	895.27
Stamping descriptions and sizes on labels	813.88	895.27
Quarter forming by machine	813.88	895.27
Smoothing insole before socking or boxing	813.88	895.27

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	832.32	915.56
Batch mass-measuring and assembling of chemicals	832.32	915.56
Operating extruding machine	832.32	915.56
Operating an open mixing mill with a width of not less than 1,52m	832.32	915.56
Operating internal mixer	832.32	915.56
Slabbing sheet rubber to gauge (stretching compound)	832.32	915.56
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	832.32	915.56
Warming compound on open mill	832.32	915.56
Hydraulic press operating	832.32	915.56
Operating splitting machine	832.32	915.56
(ii) Group 1:		
Issuing soles and heels	813.88	895.27
Press cutting blanks (clicking)	813.88	895.27
Attending autoclave	813.88	895.27
Assisting mass-measurer	813.88	895.27
Mould checking	813.88	895.27
Operating an open mixing mill with a width of less than 1,01m	813.88	895.27
Masticating, sheeting out, cracking or breaking compound	813.88	895.27
Buffing or scouring machine operations	813.88	895.27
Feeding rubber into calendar (feeding stretchers)	813.88	895.27
Grinding scrap by machine	813.88	895.27
Mould cleaning	813.88	895.27
Trimming	813.88	895.27
Blank cutting and mass-measuring to fixed standards	813.88	895.27
Extruding into trays	813.88	895.27
Bale cutting	813.88	895.27
Sieving chemicals, buffings and grindings	813.88	895.27
Stencilling or making bales	813.88	895.27
Applying powder	813.88	895.27
Packing soles and heels	813.88	895.27
Granulating	813.88	895.27
Assisting calendar operator	813.88	895.27
Dipping machine operator	813.88	895.27
<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	854.20	939.62
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	1354.96	1490.46
(iii) High-frequency welding, embossing of socks and other components	813.88	895.27
(iv) High-frequency welding, combined with cutting of socks and other components	941.81	1035.99
<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
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	854.20	939.62
(ii) Flow moulding pre-cut socks	854.20	939.62
(iii) Flow moulding where eventual upper is presented in liquid form.....		
(iv) Colour application to moulds prior to flow moulding	854.20	939.62
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	854.20	939.62
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
 <u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>		
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	914.62	1006.08
(b) Where two employees are employed on an injection moulding machine each shall be paid	914.62	1006.08
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	813.88	895.27
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
 <u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>		
Qualified employees on:		
(i) String-lasting of fabric uppers	914.62	1006.08
(ii) String-lasting of synthetic uppers.....	914.62	1006.08
[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.....	968.39	1065.23
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	968.39	1065.23
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	813.88	895.27
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	968.39	1065.23
(v) Cutting of heel covers to a pattern from layered heel covering material.....	968.39	1065.23
(vi) (aa) Cross cutting of timber into lengths	813.88	895.27
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides.....	813.88	895.27
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides.....	813.88	895.27
(ad) Cupping of heels to fit heel seats	813.88	895.27
(vii) Cementing heels and heel covers.....	813.88	895.27
(viii) Spotting of heel covers to heels and pressing.....	813.88	895.27
(ix) Trimming of heel covers	813.88	895.27
(x) Top piece attaching	914.62	1006.08
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	813.88	895.27
(ii) Measuring, marking and cutting timber into required lengths	813.88	895.27
(iii) Marking top and side elevation for profile cutting of unit	813.88	895.27
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	914.62	1006.08
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	914.62	1006.08
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	813.88	895.27
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units	914.82	1006.08
(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.....	813.88	895.27
(ix) Attaching top pieces to heels	914.62	1006.08
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	813.88	895.27
(ab) Scouring units by hand prior to or after sole attaching.....	914.62	1006.08
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	813.88	895.27
(xii) Examining for quality	1101.80	1211.98
(xiii) Repairing of units.....	813.88	895.27
(xiv) Size stamping	813.88	895.27
(xv) Varnishing, painting, spraying or dipping units	813.88	895.27
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	813.88	895.27

	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	683.13	751.44
Second six months	754.59	830.05
Third six months	829.77	912.75
Fourth six months	892.09	981.30
Fifth six months	1001.01	1101.11
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	522.40	574.64
Second six months	583.40	641.74
Third six months	647.24	711.97
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	522.40	574.64
Second six months	583.40	641.74
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	522.40	574.64
Second six months	583.40	641.74
Third six months	647.24	711.97
Fourth six months	718.58	790.43
Fifth six months	808.14	888.95
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 R813.88 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 R859.76 per week or R947.94 per week or R1002.25 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 R813.88.		
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	813.88	895.27
<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 -

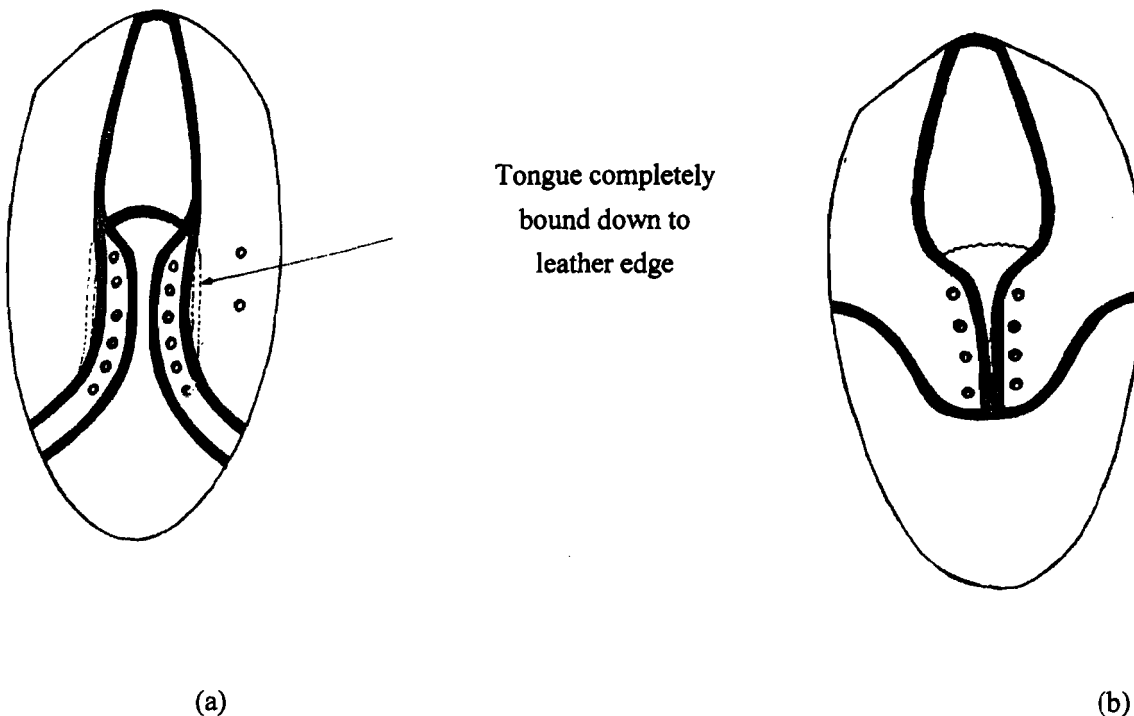
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (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.....	1207.73	1328.50
(ii) Cutting of rubber uppers.....	941.81	1035.99
(iii) Cutting of fabric impregnated with rubber.....	941.81	1035.99
(iv) Closing Departments:		
(a) Upper closing.....	859.76	945.74
(b) Lining closing.....	859.76	945.74
(c) Eyeletting.....	859.76	945.74
(d) Buffing tongues.....	813.88	895.27
(e) Inserting tongues.....	813.88	895.27
(f) Securing tongues.....	813.88	895.27
(g) Table-hands.....	813.88	895.27
(xxi) All sole cutting operations, whether by hand or press.....	1155.60	1271.16
(xxii) All other press cutting operations (bottom stock only).....	813.88	895.27
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	914.62	1006.08
(xxiv) Insole attaching.....	813.88	895.27
(xxv) Placing material around the last.....	813.88	895.27
(xxvi) Sole attaching.....	813.88	895.27
(xxvii) Attending an autoclave.....	813.88	895.27
(xxviii) Solutioning by hand.....	813.88	895.27
(xxix) Solutioning by machine.....	813.88	895.27
(xxx) (a) Moulding of soles, heels and/or sole and heel units.....	813.88	895.27
(b) Moulding of boots other than in an autoclave.....	813.88	895.27
(xxxi) Hobnailing.....	914.62	1006.08
(xxxii) Sole roughing.....	813.88	895.27
(xxxiii) Upper roughing.....	813.88	895.27
(xxxiv) Edge trimming.....	813.88	895.27
(xxxv) Spew and/or flash trimming on moulded boots.....	813.88	895.27
(xxxvi) Inserting laces.....	813.88	895.27
(xxxvii) Slipping and sorting lasts.....	813.88	895.27
(xxxviii) Trimming linings.....	813.88	895.27
(xxxix) Rolling uppers.....	813.88	895.27
(xl) Cutting and/or inserting stays.....	813.88	895.27
(xli) Dressing.....	813.88	895.27
(xlii) Cleaning.....	813.88	895.27
(xlili) Stamping sizes on linings.....	813.88	895.27
(xliv) Loading trolley for autoclave.....	813.88	895.27
(xlv) Pairing.....	813.88	895.27
(xlvi) Attaching thoughts or insole covers.....	813.88	895.27
(xlvii) Operations not specified in (i) to (xxx) above.....	813.88	895.27
(xlviii) General workers.....	813.88	895.27

	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)	1207.72	1328.49
Group 2:		
Assisting clicker	813.88	895.27
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	813.88	895.27
Gum boots	813.88	895.27
Size marking	813.88	895.27
(ii) Closing Department:		
Group 3:		
Attaching stays	813.88	895.27
Size stamping on linings	813.88	895.27
Tread trimming	813.88	895.27
All other closing room operations, including eyeletting, perforating and skiving	859.76	945.74
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	1155.60	1271.16
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	813.88	895.27
Group 6:		
All other press cutting operations	813.88	895.27
(iv) Making Department:		
Group 7:		
Applying insole filler	813.88	895.27
Size stamping insole	813.88	895.27
Hand-lasting, rubber sole attaching by hand	813.88	895.27
Vulcanising soles to uppers.	813.88	895.27
Solutioning by hand or machine	813.88	895.27
Assembling	813.88	895.27
Direct moulding of soles to canvas uppers.	854.20	939.62
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	914.62	1006.08
(b) Where two employees are employed on an injection moulding machine, each shall be paid	914.62	1006.08
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid		
String-lasting	914.62	1006.08
Lasting operations on a Kamborian machine	854.20	939.62
Lasting seats or sides by machine	941.81	1035.99
Combined pulling over and forepart lasting	1047.76	1152.53
	1313.54	1444.90
(v) Group 8:		
Hobnailing by hand or machine	914.62	1006.08
(vi) Group 9:		
Attaching back strip	813.88	895.27
Attaching foxing	813.88	895.27
Attaching insole	813.88	895.27
Attaching lining to upper	813.88	895.27
Cementing	813.88	895.27
Cleaning soles	813.88	895.27

Cutting foxing	813.88	895.27
Feeding conveyer.....	813.88	895.27
Granulating.....	813.88	895.27
Inserting the puffs.....	813.88	895.27
Rolling uppers	813.88	895.27
Slipping lasts	813.88	895.27
Sole rolling	813.88	895.27
Supplying lasts	813.88	895.27
Trimming uppers.	813.88	895.27
Mass-measuring pellets for direct moulding.....	813.88	895.27
Wheeling	813.88	895.27
Checking and repairing	813.88	895.27
Edge scouring	813.88	895.27
Silk screen printing.....	813.88	895.27
(vii) Any operations not specified in (i) to (vi) above	813.88	895.27
(viii) General Workers	813.88	895.27
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	522.20	574.42
Second six months.....	583.40	641.74
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	1207.30	1328.03
(ii) Stock cutting and/or lining cutting	941.81	1035.99
(iii) Upper assembling	941.81	1035.99
(iv) Marking and/or stamping	813.88	895.27
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	818.86	900.75
(ii) Machining of uppers, socks, pads and soft soles together	859.76	945.74
(iii) Machining elastic bound edges of uppers to soft soles	859.76	945.74
C. Rough Stuff Department:		
(i) Sole cutting from leather	1313.54	1444.90
(ii) Sole cutting from other than leather	1155.60	1271.16
(iii) Insole cutting and lift and top-piece cutting	1155.60	1271.16
(iv) Stamping	813.88	895.27
(v) Heel covering	813.88	895.27
D. Making Department:		
(i) Slipper turn sewing	997.84	1097.63
(v) Steaming and blocking into shape:		
(a) Felt work	914.62	1006.08
(b) Leather work, fabric Cubans	914.62	1006.08
(iii) Stuck-on process:		
(a) Hand-lasting	914.62	1006.08
Sole roughening	914.62	1006.08
Sole positioning on upper and press operating in one operation	914.62	1006.08
Sole positioning on upper and forepart seat before pressing.	914.62	1006.08
Press operating with sole previously positioned.	914.62	1006.08
(b) Solutioning operation	813.88	895.27
(b) Sole and insole tacking	813.88	895.27

	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers	914.62	1006.08
(v) Slugging	813.88	895.27
(vi) Channelling	813.88	895.27
Hand-levelling	813.88	895.27
Heel attaching	813.88	895.27
Tacking backs	813.88	895.27
(vii) Slipper turning	813.88	895.27
(viii) Fetching and putting away lasts	813.88	895.27
(ix) Inserting heel pads	813.88	895.27
(x) Conveyor operating		
(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	914.62	1006.08
(b) Where two employees are employed on an injection moulding machine each shall be paid	914.62	1006.08
(c) Where more than two employees are employed on injection moulding machine each shall be paid	914.62	1006.08
E. Finishing Department		
Edge trimming	1155.60	1271.16
Edge setting	942.86	1037.14
Heel trimming	813.88	895.27
Scouring operations	813.88	895.27
Inking, staining and brushing	813.88	895.27
Slipping uppers	813.88	895.27
F. Shoe Room Department		
Examining		
All other Shoe Room operations	813.88	895.27
(2) LEARNERS		
According to experience:		
First six months	522.20	574.42
Second six months	583.35	641.69
Third six months	647.24	711.97
Fourth six months	718.59	790.44
Fifth six months	808.14	888.95
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 R813.88 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	813.88	895.27
(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	913.21	1004.53
(ii) Machining by power	818.86	900.75
Machining other than by power	818.86	900.75
Other Closing Department operations	818.86	900.75
(iii) Sole cutting by power	1080.52	1188.57
Sole cutting other than by power	813.88	895.27
(iv) Pulling over by hand and/or hand-lasting	813.88	895.27
Stitching by hand	813.88	895.27
(v) Edge trimming by power	921.65	1013.82
Edge trimming other than by power	813.88	895.27
(vi) Pairing and/or size marking	813.88	895.27
(vii) Any operation other than those specified in (i) to (vi) hereof	813.88	895.27
<u>(2) LEARNERS</u>		
According to experience:		
First six months	522.20	574.42
Second six months	583.35	641.69
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	813.88	895.27
<u>(4) RATIO</u>		
For every three employees receiving not less than R813.88 per week there may be employed not more than one employee at a wage of less than R813.88 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 DURBAN ON THIS THE 22 day of JULY 2010.


P THERON, Member of the Council


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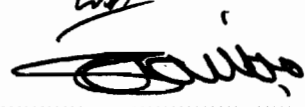
A BENJAMIN, Member of the Council


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W van der Rheede Member of the Council


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S NAIDOO, General Secretary of the Council


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