

No. R. 1191

17 December 2010

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF  
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE TANNING  
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**

#### **COLLECTIVE AGREEMENT: TANNING SECTION**

Made and entered in accordance with the provisions of the Labour Relations Act, 1995, between the

**South African Tanning Employers' Organisation (SATEO)**

(hereinafter referred to as the "employers" or the "employers' organisation")

and the

**Southern African Clothing and Textile Workers' Union (SACTWU)**

and

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

(hereinafter referred to as the "employees" or the "trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa.

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

(1) The terms of this agreement will be observed in the tanning section of the leather industry -

(a) in the Republic of South Africa .

- (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade unions, and who are engaged or employed in the said section of the industry.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) The terms of this agreement will not apply to non parties in respect of clauses 1(1)(b), 2(1) and 3.

## **2. DATE AND PERIOD OF OPERATION**

- (1) This Agreement will come into operation for the parties on 1 September 2010 and remain in force for the period ending 30 June 2011.
- (2) This Agreement will come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and will thereafter remain in force for the period ending 30 June 2011.

## **3. SPECIAL PROVISIONS**

The provisions contained in clauses 8, 14(2) and (3) and 15 of the Agreement published under Government Notice No. R.1318 of 6

November 1998, as amended, re-enacted and renewed by Government Notices Nos. R. 287 of 12 March 1999, R. 1017 of 27 August 1999, R. 47 of 28 January 2000, R. 555 of 9 June 2000, R.128 of 9 February 2001, R. 389 of 18 May 2001, R. 823 of 7 September 2001, R. 1230 of 30 November 2001, R. 693 of 17 May 2002, R. 1531 of 13 December 2002, R. 714 of 6 June 2003, R. 1357 of 3 October 2003, R. 748 of 25 June 2004, R. 592 and R. 593 of 24 June 2005, R. 335 of 13 April 2006, R. 631 of 30 June 2006, R. 1269 of 15 December 2006, R. 513 of 22 June 2007, R. 1068 of 11 November 2007, R. 1038 of 3 October 2008, R. 474 of 8 May 2009 and R. 1184 of 18 December 2009 (hereinafter referred to as the "Former Agreement"), as further amended, renewed, extended and 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 7, 9 to 14(1) and 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 "Leather Industry" or "Industry".

“Leather Industry” or “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.
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- (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 the following:  
washing, soaking, fleshing, deburring, liming, unhairing, dewooling the removal of 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 sub-paragraphs (i) to (iii) “hides and skins”, include 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 and of 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" 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, calendared, extruded or moulded into various shapes by flow, usually through the application singularly or together of heat and pressure.



**6. CLAUSE 10. GENERAL**

Substitute the following for sub-clause 10.4 HIV/AIDS

**10.4 HIV/AIDS**

Employees will be granted a paid thirty (30) minute break preceding or following upon their meal break on 1 December (World Aids Day) for the purpose of commemorating this event, provided that the employer is given at least 2 weeks prior notification of the programme that will be followed during the period of commemoration.

**6. SCHEDULE 1**

Substitute the following for Schedule 1:

**SCHEDULE 1**  
**WAGES AND WAGE RATES**

		<u>Rate Per Hour</u>
1	<p><b>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</b></p> <p><b>Band A1 employees engaged in:</b></p> <p>ROUNDING ..... 25.56</p> <p>SPLITTING ..... 31.62</p> <p><b>Band A2 employees engaged in:</b></p> <p>SHAVING ..... 27.09</p> <p><b>Band B employees engaged in:</b></p> <p>COLOUR MATCHING ..... 23.88</p> <p>GLAZING ..... 23.88</p> <p>HAND SPRAYING ..... 25.22</p> <p>HAND TIPPING ..... 23.88</p> <p>PILOT PLANT OPERATING ..... 25.22</p> <p>POLISHING ..... 23.88</p> <p><b>Band C employees engaged in:</b></p> <p>ASSISTING SPLITTER ..... 23.53</p> <p>BRUSHING ..... 23.53</p> <p>BUFFING ..... 23.53</p> <p>CHEMICAL WEIGHING ..... 23.53</p> <p>COLOUR MIXING ..... 23.53</p> <p>CURTAIN COATING ..... 23.53</p> <p>CONDITIONING ..... 21.99</p> <p>DRUM OPERATING ..... 21.99</p> <p>DRY CLEANING MACHINE ..... 21.99</p> <p>EMBOSSING/PRINTING ..... 23.53</p> <p>FLESHING (HAND OR MACHINE) ..... 23.53</p> <p>HIDE STAMPING ..... 22.23</p> <p>HYDRAULIC PRESS ..... 23.53</p> <p>MEASURING ..... 23.53</p> <p>PADDING ..... 23.53</p> <p>PASTING ..... 23.53</p> <p>ROLLER COATING ..... 23.53</p> <p>ROTOR PRESS ..... 23.53</p> <p>ROTOR SPRAYING ..... 23.53</p> <p>SAMMYING ..... 23.53</p> <p>SETTING ..... 23.53</p> <p>SOLE ROLLING ..... 23.53</p> <p>STAKING ..... 23.53</p> <p>TRIMMING AFTER SHAVING ..... 21.99</p> <p>VACUUM DRYING ..... 23.53</p>	

	<b>Band D employees engaged in:</b>	
	FLESH TRIMMING .....	21.68
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	21.68
	HANG DRYING .....	21.68
	MILLING .....	21.68
	SUBSTANCE CHECKING .....	21.68
	TOGGLING .....	21.68
	<b>Band E Employees</b>	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	17.61
	Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience .....	80% of prescribed wage
	Second six months of experience .....	90% of prescribed wage
2	<b>Quality examining and/or Sorting rates:</b>	
	<b>Band A1 employees engaged as a:</b>	
	FINAL SORTER.....	25.56
	WET BLUE SORTER.....	25.56
	<b>Band B employees engaged as a:</b>	
	CRUST SORTER.....	23.88
	<b>Band C employees engaged as a:</b>	
	SPLIT SORTER.....	23.53
3	<b>Fellmongering Section Rates:</b>	
	<b>Band B Employees engaged in –</b>	
	PICKLE SORTING .....	23.88
	<b>Band C Employees engaged in –</b>	
	BREAK FLESHING .....	23.53
	FINAL FLESHING .....	23.53
	PICKLE DRUM OPERATING .....	21.99
	SULPHIDE PAINTING .....	21.99
	<b>Band D Employees engaged in –</b>	
	BREAK FLESHING ASSISTANT .....	21.68
	COUNTING AND PACKING .....	21.68
	DRUM CLOSING .....	21.68
	HAND WOOL PULLING .....	21.68
	MACHINE WOOL PULLING .....	21.68
	PADDLE OPERATING .....	21.68
	WOOL BALING / PACKING .....	21.68
	WOOL DRYING .....	21.68
	WOOL PICKING .....	21.68
	WOOL WASHING .....	21.68

4	<b>Band E Employees</b>	
	General Workers entry level as defined in Definition of General Worker, entry level	17.61
	Learners employed on operations as specified in Bands B and C will be paid on the following basis:	
	First six months of experience .....	80% of prescribed wage
	Second six months of experience .....	90% of prescribed wage
	<b>Wool-Skin Processing and Operations not elsewhere Specified rates:</b>	
	<b>Band C employees engaged in –</b>	
	CARDING .....	22.50
	COMBING .....	22.50
	CUTTING TO PATTERNS .....	22.14
5	IRONING .....	22.50
	SHEARING .....	22.50
	STITCHING BY MACHINE.....	22.92
	<b>Cutting Section Rates:</b>	
	<b>Band A1 employees engaged in:</b>	
	CUTTER 1 .....	27.50
	FINAL INSPECTING .....	25.56
	<b>Band A2 employees engaged in:</b>	
	HAND CUTTING .....	25.56
	<b>Band B employees engaged in:</b>	
	COMPONENT SPLITTING .....	23.24
	CUTTER 2 .....	25.22
	HIDE MARKING .....	25.22
	<b>Band C employees engaged in:</b>	
	COMPONENT PACKING .....	22.23
	LAMINATING .....	22.23
	LAYING OUT .....	22.23
	PERFORATING .....	22.23
	STAMPING (PIECE MARKING) .....	22.23
	TEMPLATE CONTROL .....	22.23

		<u>Rate Per Hour</u>
	<b>Band D employees engaged in –</b>	
	General Workers on operations as defined in the Definition Of "General Worker" .....	21.68
	Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience .....	80% of prescribed wage
	Second six months of experience .....	90% of prescribed wage
	<b>Band E Employees</b>	
	General Workers Entry Level as defined in Definition of General Worker, entry level	17.61
6	<b>The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:</b>	
	<b>Band A2 employees engaged as a:</b>	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	25.20
	<b>Band B employees engaged as a:</b>	
	Despatch Clerk .....	23.05
	Handyman .....	22.63
	Motor Vehicle General Driver .....	23.56
	(Code C1 Licence or lower)	
	Spray Gun Mechanic .....	25.22
	Storeman and/or Warehouseman .....	23.05
	Tractor Driver .....	23.56
	<b>Band C employees engaged as a:</b>	
	Boiler Attendant .....	22.23
	Forklift Driver .....	23.53
	Security Guard .....	22.23
	Store Assistant and/or Warehouseman Assistant .....	22.23
	<b>Band D employees engaged as a:</b>	
	Nylon Replacer .....	21.68

SIGNED BY THE PARTIES IN DURBAN ON THIS 30th DAY OF SEPTEMBER 2010.

M OOSTHUIZEN, Member of the Council

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W VAN DER RHEEDE, Member of the Council

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A BENJAMIN, Member of the Council

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S NAIDOO, General Secretary of the Council

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