

No. R. 886

28 October 2011

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

I, **MILDRED NELISIWE 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 **7 November 2011** and for the period ending 30 June 2016.

MILDRED NELISIWE 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)

(hereafter 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)

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, who hereby agree to amend the Agreement re-enacted and extended published under Government Notices Nos R.1191 of 17 December 2010 and R.523 of 24 June 2011



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) and 2 (1).

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2011 and remain in force for the period ending 30 June 2016.
- (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 2016.
- (3) Notwithstanding subclause (1) and (2), this Agreement shall come into effect at a date not earlier than 1 December 2011 in respect of employers who are engaged in the tanning process of Ostrich Skins.

3. SCHEDULE 1

Substitute the following for Schedule 1

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SCHEDULE 1
WAGES AND WAGE RATES

		<u>Rate Per Hour</u> <u>From: 01/07/2011</u>	<u>Rate Per Hour</u> <u>From: 01/12/2011</u>
1	Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates: Band A1 employees engaged in: ROUNDING 27.22 27.35 SPLITTING 33.68 33.83 Band A2 employees engaged in: SHAVING 28.85 28.99 Band B employees engaged in: COLOUR MATCHING 25.43 25.55 GLAZING 25.43 25.55 HAND SPRAYING 26.86 26.99 HAND TIPPING 25.43 25.55 PILOT PLANT OPERATING 26.86 26.99 POLISHING 25.43 25.55 Band C employees engaged in: ASSISTING SPLITTER 25.06 25.18 BRUSHING 25.06 25.18 BUFFING 25.06 25.18 CHEMICAL WEIGHING 25.06 25.18 COLOUR MIXING 25.06 25.18 CURTAIN COATING 25.06 25.18 CONDITIONING 23.42 23.53 DRUM OPERATING 23.42 23.53 DRY CLEANING MACHINE 23.42 23.53 EMBOSSING/PRINTING 25.06 25.18 FLESHING (HAND OR MACHINE) 25.06 25.18 HIDE STAMPING 23.67 23.79 HYDRAULIC PRESS 25.06 25.18 MEASURING 25.06 25.18 PADDING 25.06 25.18 PASTING 25.06 25.18 ROLLER COATING 25.06 25.18 ROTOR PRESS 25.06 25.18 ROTOR SPRAYING 25.06 25.18 SAMMYING 25.06 25.18 SETTING 25.06 25.18 SOLE ROLLING 25.06 25.18 STAKING 25.06 25.18 TRIMMING AFTER SHAVING 23.42 23.53 VACUUM DRYING 25.06 25.18		


	Band D employees engaged in:		
	FLESH TRIMMING	23.09	23.20
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	23.09	23.20
	HANG DRYING	23.09	23.20
	MILLING	23.09	23.20
	SUBSTANCE CHECKING	23.09	23.20
	TOGGING	23.09	23.20
	Band E Employees		
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	18.75	18.84
	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	80% of prescribed wage
	Second six months of experience	90% of prescribed wage	90% of prescribed wage
2	Quality examining and/or Sorting rates:		
	Band A1 employees engaged as a:		
	FINAL SORTER.....	27.22	27.35
	WET BLUE SORTER.....	27.22	27.35
	Band B employees engaged as a:		
	CRUST SORTER.....	25.43	25.55
	Band C employees engaged as a:		
	SPLIT SORTER.....	25.06	25.18
3	Fellmongering Section Rates:		
	Band B Employees engaged in –		
	PICKLE SORTING	25.43	25.55
	Band C Employees engaged in –		
	BREAK FLESHING	25.06	25.18
	FINAL FLESHING	25.06	25.18
	PICKLE DRUM OPERATING	23.42	23.53
	SULPHIDE PAINTING	23.42	23.53
	Band D Employees engaged in –		
	BREAK FLESHING ASSISTANT	23.09	23.20
	COUNTING AND PACKING	23.09	23.20
	DRUM CLOSING	23.09	23.20
	HAND WOOL PULLING	23.09	23.20
	MACHINE WOOL PULLING	23.09	23.20
	PADDLE OPERATING	23.09	23.20
	WOOL BALING / PACKING	23.09	23.20
	WOOL DRYING	23.09	23.20
	WOOL PICKING	23.09	23.20
	WOOL WASHING	23.09	23.20

4	Band E Employees General Workers entry level as defined in Definition of General Worker, entry level	18.75	18.84
	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	80% of prescribed wage
	Second six months of experience	90% of prescribed wage	90% of prescribed wage
	Wool-Skin Processing and Operations not elsewhere Specified rates:		
	Band C employees engaged in –		
	CARDING	23.96	24.08
	COMBING	23.96	24.08
	CUTTING TO PATTERNS	23.58	23.69
	IRONING	23.96	24.08
5	SHEARING	23.96	24.08
	STITCHING BY MACHINE.....	24.41	24.52
	Cutting Section Rates:		
	Band A1 employees engaged in:		
	CUTTER 1	29.29	29.43
	FINAL INSPECTING	27.22	27.35
	Band A2 employees engaged in:		
	HAND CUTTING	27.22	27.35
	Band B employees engaged in:		
	COMPONENT SPLITTING	24.75	24.87
	CUTTER 2	26.86	26.99
	HIDE MARKING	26.86	26.99
	Band C employees engaged in:		
	COMPONENT PACKING	23.67	23.79
	LAMINATING	23.67	23.79
	LAYING OUT	23.67	23.79
	PERFORATING	23.67	23.79
	STAMPING (PIECE MARKING)	23.67	23.79
	TEMPLATE CONTROL	23.67	23.79

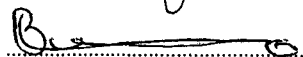
		Rate Per Hour From: 01/07/2011	Rate Per Hour From: 01/12/2011
6	Band D employees engaged in –		
	General Workers on operations as defined in the Definition Of "General Worker"	23.09	23.20
	Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:		
	First six months of experience	80% of prescribed wage	80% of prescribed wage
	Second six months of experience	90% of prescribed wage	90% of prescribed wage
	Band E Employees		
	General Workers Entry Level as defined in Definition of General Worker, entry level	18.75	18.84
	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:		
	Band A2 employees engaged as a:		
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	26.84	26.96
	Band B employees engaged as a:		
	Despatch Clerk	24.55	24.66
	Handyman	24.10	24.21
	Motor Vehicle General Driver	25.09	25.21
	(Code C1 Licence or lower)		
	Spray Gun Mechanic	26.86	26.99
	Storeman and/or Warehouseman	24.55	24.66
	Tractor Driver	25.09	25.21
	Band C employees engaged as a:		
	Boiler Attendant	23.67	23.79
	Forklift Driver	25.06	25.18
	Security Guard	23.67	23.79
	Store Assistant and/or Warehouseman Assistant	23.67	23.79
	Band D employees engaged as a:		
	Nylon Replacer	23.09	23.20

SIGNED BY THE PARTIES IN DURBAN ON THIS 25th DAY OF JULY 2011.

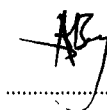
M OOSTHUIZEN, Member of the Council


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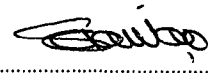
B LOUBSER, Member of the Council


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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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