

No. R. 885

2 November 2012

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF  
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL  
GOODS AND HANDBAG 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...12.....November.....2012..... and for the period ending 30 June 2016.

*M N OLIPHANT***MINISTER OF LABOUR**

**SCHEDULE**  
**NATIONAL BARGAINING COUNCIL OF THE LEATHER**  
**INDUSTRY OF SOUTH AFRICA**

**GENERAL GOODS AND HANDBAG SECTOR**  
**COLLECTIVE AGREEMENT**

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

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the "employers" or the "employer organisation") of the one part, and the

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

and

(c) **Southern African Clothing and Textile Workers Union**

(Hereinafter 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 for the General Goods and Handbag Section, published under Government Notice No. R. 1316 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R. 288 of 12 March 1999, R. 1273 of 29 October 1999, R. 46 of 28 January 2000, R. 647 of 30 June 2000, R. 1173 of 24 November 2000, R. 388 of 18 May 2001, R. 1223 of 30 November 2001, R. 692 of 17 May 2002, R. 1216 of 4 October 2002, R. 713 of 6 June 2003, R. 1358 of 3 October 2003, R. 660 of 28 May 2004, R. 206 of 18 March 2005, R. 569 of 17 June 2005, R. 867 of 9 September 2005, R. 547 of 15 June 2006, R. 850 of 25 August 2006, R. 511 of 22 June 2007, R. 1067 of 16 November 2007, R. 1039 of 3 October 2008, R. 525 of 15 May 2009, R. 1150 of 11 December 2009, R. 1193 of 17 December 2010, R. 524 of 24 June 2011 and R. 1018 of 7 December 2011.

**1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this agreement shall be observed in the general goods and handbag sector of the leather industry:
- (a) 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, KaNgwana and KwaNdebele;
- (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1)(b), the terms of this agreement shall not apply to non-parties in respect of Clause 1(1)(b) and 2.

**2. CLAUSE 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 30 June 2016.

**3. CLAUSE 13: ORGANISATIONAL RIGHTS**

Substitute the following for Sub-Clause (4) Shop Stewards Training

of paid leave in terms of this sub-clause, shall be limited to one shop steward per 50 employees for whom trade union subscriptions are being deducted.

- (ii) Notwithstanding the provisions made in sub-clause (4)(i) and subject to agreement at plant level, employers will grant at least 2 days paid time-off for not more than one shop steward per party trade union to attend seminars, training sessions and workshops which will have mutual benefit to the industry such as: Economic Development, Customised Sector Programmes of the Department of Trade and Industry and Sector Education and Training Authority (SETA). The party trade unions who wish to send their shop steward to such seminars, training sessions and workshops are required to consult with the employer at least seven days prior to the event and to produce reasonable evidence of that event.

#### **4. CLAUSE 28, AGENCY SHOP AGREEMENT**

Substitute the following for Sub-Clause (6):

- (6) "The agency fee shall be equal to 1% (one percent) of the employee's basic weekly wage up to maximum amount of R12.75."

#### **5. ANNEXURE C WAGES**

Substitute the following for Annexure "C"

"Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer.

# 1. WAGE RATES

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1) .....	1313.88	1445.27
(ii) Chargehand (Grade B2) .....	998.28	1098.11
(iii) Despatch Clerk (Grade A3) .....	840.65	924.72
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1) .....	871.29	958.42
(b) Over 2722 Kg (Grade B2) .....	998.28	1098.11
(v) General Worker (Grade A1) .....	650.20	715.22
(vi) Night Watchman (Grade A2) .....	707.33	778.06
(vii) Packer (Grade A1) .....	650.20	715.22
(viii) Storeman (Grade A3) .....	840.65	924.72
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1 .....	650.20	715.22
(ii) Grade A2 .....	707.33	778.06
(iii) Grade A3 .....	840.65	924.72
(iv) Grade B1 .....	871.29	958.42
(v) Grade B2 .....	998.28	1098.11
(vi) Grade B3 .....	1093.08	1202.39

	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1 .....	650.20	715.22
(ii) Grade A2 .....	707.33	778.06
(iii) Grade A3 .....	840.65	924.72
(iv) Grade B1 .....	871.29	958.42
(v) Grade B2 .....	998.28	1098.11
(vi) Grade B3 .....	1093.08	1202.39
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience .....	527.09	579.80
During the second six months of experience .....	629.23	692.15

## 2. PROPORTION AND RATIO OF EMPLOYEES

### (1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

### (2) Saddlery -

- (a) not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

### (3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
- (b) For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of

such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage of less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage of less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) Handbags -

(a) Not less than one foreman shall be employed in each *establishment*.

(b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.

(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed.

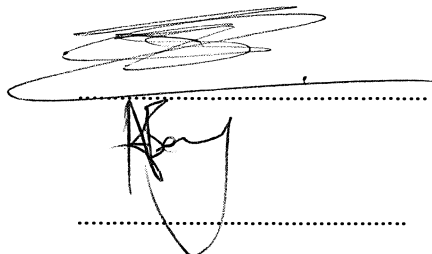
(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.

(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

(iii) Handbag framing department - Not more than three learner handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

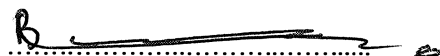
SIGNED BY THE PARTIES AT DURBAN ON THIS THE 23<sup>rd</sup> DAY OF JULY 2012.

S ESSON, Member of the Council



A BENJAMIN, Member of the Council

B.N. LOUBSER, Member of the Council



S NAIDOO, General Secretary of  
the Bargaining Council

