

No. R. 886

2 November 2012

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

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into 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, to amend the agreement for the Tanning Section published under Government Notice No. R. 1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R. 1017 of 27 August 2000, 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. 1067 of 16 November 2007, R. 1357 of 3 October 2003, R. 748 of 25 June 2004, R. 592 of 24 June 2005, R593 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 16 November 2007, R. 1038 of 3 October 2008, R. 474 of 8 May 2009, R. 1184 of 18 December 2009, R. 1191 of 17 December 2010, R. 523 of 24 June 2011 and R. 886 of 28 October 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, 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, Ka Ngwana and Kwa Ndebele;
  - (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 2012 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 remain in force for the period ending 30 June 2016.

### 3. CLAUSE 7 – REMUNERATION

#### 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

- (1) An employer will pay an employee at least the wages prescribed in terms of Schedule 1 for the operation performed by the employee.

SCHEDULE 1WAGES 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 ..... 29.26</p> <p>SPLITTING ..... 36.20</p> <p><b>Band A2 employees engaged in:</b></p> <p>SHAVING ..... 31.02</p> <p><b>Band B employees engaged in:</b></p> <p>COLOUR MATCHING ..... 27.34</p> <p>GLAZING ..... 27.34</p> <p>HAND SPRAYING ..... 28.88</p> <p>HAND TIPPING ..... 27.34</p> <p>PILOT PLANT OPERATING ..... 28.88</p> <p>POLISHING ..... 27.34</p> <p><b>Band C employees engaged in:</b></p> <p>ASSISTING SPLITTER ..... 26.94</p> <p>BRUSHING ..... 26.94</p> <p>BUFFING ..... 26.94</p> <p>CHEMICAL WEIGHING ..... 26.94</p> <p>COLOUR MIXING ..... 26.94</p> <p>CURTAIN COATING ..... 26.94</p> <p>CONDITIONING ..... 25.18</p> <p>DRUM OPERATING ..... 25.18</p> <p>DRY CLEANING MACHINE ..... 25.18</p> <p>EMBOSSING/PRINTING ..... 26.94</p> <p>FLESHING (HAND OR MACHINE) ..... 26.94</p> <p>HIDE STAMPING ..... 25.46</p> <p>HYDRAULIC PRESS ..... 26.94</p> <p>MEASURING ..... 26.94</p> <p>PADDING ..... 26.94</p> <p>PASTING ..... 26.94</p> <p>ROLLER COATING ..... 26.94</p> <p>ROTOR PRESS ..... 26.94</p> <p>ROTOR SPRAYING ..... 26.94</p> <p>SAMMYING ..... 26.94</p> <p>SETTING ..... 26.94</p> <p>SOLE ROLLING ..... 26.94</p> <p>STAKING ..... 26.94</p> <p>TRIMMING AFTER SHAVING ..... 25.18</p> <p>VACUUM DRYING ..... 26.94</p> |                      |

|   |                                                                                                         |                        |
|---|---------------------------------------------------------------------------------------------------------|------------------------|
|   | <b>Band D employees engaged in:</b>                                                                     |                        |
|   | FLESH TRIMMING .....                                                                                    | 24.82                  |
|   | GENERAL WORKERS.....                                                                                    | 24.82                  |
|   | (on operations as defined in definition of General Worker)                                              |                        |
|   | HANG DRYING .....                                                                                       | 24.82                  |
|   | MILLING .....                                                                                           | 24.82                  |
|   | SUBSTANCE CHECKING .....                                                                                | 24.82                  |
|   | TOGGLING .....                                                                                          | 24.82                  |
|   | <b>Band E Employees</b>                                                                                 |                        |
|   | General Worker Entry Level as defined in Definition of General Worker, Entry Level                      | 20.16                  |
|   | 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.....                                                                                       | 29.26                  |
|   | WET BLUE SORTER.....                                                                                    | 29.26                  |
|   | <b>Band B employees engaged as a:</b>                                                                   |                        |
|   | CRUST SORTER.....                                                                                       | 27.34                  |
|   | <b>Band C employees engaged as a:</b>                                                                   |                        |
|   | SPLIT SORTER.....                                                                                       | 26.94                  |
| 3 | <b>Fellmongering Section Rates:</b>                                                                     |                        |
|   | <b>Band B Employees engaged in –</b>                                                                    |                        |
|   | PICKLE SORTING .....                                                                                    | 27.34                  |
|   | <b>Band C Employees engaged in –</b>                                                                    |                        |
|   | BREAK FLESHING .....                                                                                    | 26.94                  |
|   | FINAL FLESHING .....                                                                                    | 26.94                  |
|   | PICKLE DRUM OPERATING .....                                                                             | 25.18                  |
|   | SULPHIDE PAINTING .....                                                                                 | 25.18                  |
|   | <b>Band D Employees engaged in –</b>                                                                    |                        |
|   | BREAK FLESHING ASSISTANT .....                                                                          | 24.82                  |
|   | COUNTING AND PACKING .....                                                                              | 24.82                  |
|   | DRUM CLOSING .....                                                                                      | 24.82                  |
|   | HAND WOOL PULLING .....                                                                                 | 24.82                  |
|   | MACHINE WOOL PULLING .....                                                                              | 24.82                  |
|   | PADDLE OPERATING .....                                                                                  | 24.82                  |
|   | WOOL BALING / PACKING .....                                                                             | 24.82                  |
|   | WOOL DRYING .....                                                                                       | 24.82                  |
|   | WOOL PICKING .....                                                                                      | 24.82                  |
|   | WOOL WASHING .....                                                                                      | 24.82                  |

|   |                                                                                                                |                        |
|---|----------------------------------------------------------------------------------------------------------------|------------------------|
| 4 | <b>Band E Employees</b><br>General Workers entry level as defined in Definition of General Worker, entry level | 20.16                  |
|   | 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 .....                                                                                                  | 25.77                  |
|   | COMBING .....                                                                                                  | 25.77                  |
|   | CUTTING TO PATTERNS .....                                                                                      | 25.35                  |
|   | IRONING .....                                                                                                  | 25.77                  |
| 5 | SHEARING .....                                                                                                 | 25.77                  |
|   | STITCHING BY MACHINE.....                                                                                      | 26.24                  |
|   | <b>Cutting Section Rates:</b>                                                                                  |                        |
|   | <b>Band A1 employees engaged in:</b>                                                                           |                        |
|   | CUTTER 1 .....                                                                                                 | 31.49                  |
|   | FINAL INSPECTING .....                                                                                         | 29.26                  |
|   | <b>Band A2 employees engaged in:</b>                                                                           |                        |
|   | HAND CUTTING .....                                                                                             | 29.26                  |
|   | <b>Band B employees engaged in:</b>                                                                            |                        |
|   | COMPONENT SPLITTING .....                                                                                      | 26.61                  |
|   | CUTTER 2 .....                                                                                                 | 28.88                  |
|   | HIDE MARKING .....                                                                                             | 28.88                  |
|   | <b>Band C employees engaged in:</b>                                                                            |                        |
|   | COMPONENT PACKING .....                                                                                        | 25.46                  |
|   | LAMINATING .....                                                                                               | 25.46                  |
|   | LAYING OUT .....                                                                                               | 25.46                  |
|   | PERFORATING .....                                                                                              | 25.46                  |
|   | STAMPING (PIECE MARKING) .....                                                                                 | 25.46                  |
|   | TEMPLATE CONTROL .....                                                                                         | 25.46                  |

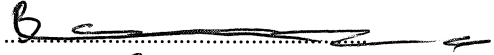
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|---|-------------------------------------------------------------------------------------------------------------|------------------------|
| 6 | <b>Band D employees engaged in –</b>                                                                        |                        |
|   | General Workers on operations as defined in the Definition Of "General Worker" .....                        | 24.82                  |
|   | 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                         | 20.16                  |
|   | <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.....<br>(Code C Licence or higher)                                            | 28.85                  |
|   | <b>Band B employees engaged as a:</b>                                                                       |                        |
|   | Despatch Clerk .....                                                                                        | 26.39                  |
|   | Handyman .....                                                                                              | 25.90                  |
|   | Motor Vehicle General Driver .....                                                                          | 26.97                  |
|   | (Code C1 Licence or lower)                                                                                  |                        |
|   | Spray Gun Mechanic .....                                                                                    | 28.88                  |
|   | Storeman and/or Warehouseman .....                                                                          | 26.39                  |
|   | Tractor Driver .....                                                                                        | 26.97                  |
|   | <b>Band C employees engaged as a:</b>                                                                       |                        |
|   | Boiler Attendant .....                                                                                      | 25.46                  |
|   | Forklift Driver .....                                                                                       | 26.94                  |
|   | Security Guard .....                                                                                        | 25.46                  |
|   | Store Assistant and/or Warehouseman Assistant .....                                                         | 25.46                  |
|   | <b>Band D employees engaged as a:</b>                                                                       |                        |
|   | Nylon Replacer .....                                                                                        | 24.82                  |

SIGNED BY THE PARTIES IN DURBAN ON THIS 28<sup>th</sup> DAY OF August 2012.

M OOSTHUIZEN, Member of the Council

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B.N. 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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