

No. R. 771

18 October 2013

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 **2013 -10- 2 8** and for the period ending 30 June 2016.


MINISTER OF LABOUR
30/09/2013

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
GENERAL GOODS AND HANDBAG SECTOR
AMENDING OF 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 employer 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 Sector, published under Government Notices 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, R.1018 of 7 December 2011 and R.885 of 2 November 2012.



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 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 2013 and remain in force for the period ending 30 June 2016.
- (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 2016.



3. 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) | 1412.42 | 1553.66 |
| (ii) Chargehand (Grade B2) | 1073.15 | 1180.47 |
| (iii) Despatch Clerk (Grade A3) | 903.70 | 994.07 |
| (iv) Driver of a motor vehicle authorised to carry or haul a payload of: | | |
| (a) Under 2722 Kg (Grade B1) | 936.64 | 1030.30 |
| (b) Over 2722 Kg (Grade B2) | 1073.15 | 1180.47 |
| (v) General Worker (Grade A1) | 698.97 | 768.87 |
| (vi) Night Watchman (Grade A2) | 760.38 | 836.42 |
| (vii) Packer (Grade A1) | 698.97 | 768.87 |
| (viii) Storeman (Grade A3) | 903.70 | 994.07 |
| (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 | 698.97 | 768.87 |
| (ii) Grade A2 | 760.38 | 836.42 |
| (iii) Grade A3 | 903.70 | 994.07 |
| (iv) Grade B1 | 936.64 | 1030.30 |
| (v) Grade B2 | 1073.15 | 1180.47 |
| (vi) Grade B3 | 1175.06 | 1292.57 |

| | 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 | 698.97 | 768.87 |
| (ii) Grade A2 | 760.38 | 836.42 |
| (iii) Grade A3 | 903.70 | 994.07 |
| (iv) Grade B1 | 936.64 | 1030.30 |
| (v) Grade B2 | 1073.15 | 1180.47 |
| (vi) Grade B3 | 1175.06 | 1292.57 |
| (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 | 566.62 | 623.28 |
| During the second six months of experience | 676.42 | 744.06 |

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 R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage less than R768.87 per week during the period ending 30 June 2014: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

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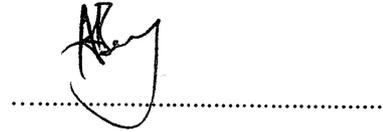
- (4) Braces -
For each employee receiving a wage of not less than R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage of less than R768.87 per week during the period ending 30 June 2014: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.
- (5) Personal Goods -
For each employee receiving a wage of not less than R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage of less than R768.87 per week during the period ending 30 June 2014: 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 29th DAY OF July 2013.

S ESSON, Member of the Council



A BENJAMIN, Member of the Council



BN LOUBSER, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council

