


No. 790

17 October 2014

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 from2014.-10-.2.7..... and for the period ending 30 June 2016.


MINISTER OF LABOUR
01/10/2014

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 Sector, published under Government Notices No. R.1193 of
17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011,
R.885 of 2 November 2012 and R.771 of 18 October 2013.

1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag 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, 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) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 July 2014 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 non-parties, and shall remain in force for the period ending 30 June 2016.

3. CLAUSE 8: PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND MATERNITY LEAVE

Substitute the following for Sub-Clause (7) Holiday Bonus

(7) Holiday Bonus

Employees who have completed 12 consecutive months employment with an employer when the *establishment* closes for the annual leave period shall be paid a holiday bonus of not less than six days wage.

In the event of an employee having been absent without good cause during such period, the holiday bonus shall be reduced on a pro-rata basis. This shall be done by dividing the total number of days the employee has worked with the same employer during the preceding twelve months by 245, multiplied by six days wage.

4. 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)	1518.35	1670.19
(ii) Chargehand (Grade B2)	1153.64	1269.00
(iii) Despatch Clerk (Grade A3)	971.48	1068.63
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	1006.89	1107.58
(b) Over 2722 Kg (Grade B2)	1153.64	1269.00
(v) General Worker (Grade A1)	751.39	826.53
(vi) Night Watchman (Grade A2)	817.41	899.15
(vii) Packer (Grade A1)	751.39	826.53
(viii) Storeman (Grade A3)	971.48	1068.63
(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	751.39	826.53
(ii) Grade A2	817.41	899.15
(iii) Grade A3	971.48	1068.63
(iv) Grade B1	1006.89	1107.58
(v) Grade B2	1153.64	1269.00
(vi) Grade B3	1263.19	1389.51

	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	751.39	826.53
(ii) Grade A2	817.41	899.15
(iii) Grade A3	971.48	1068.63
(iv) Grade B1	1006.89	1107.58
(v) Grade B2	1153.64	1269.00
(vi) Grade B3	1263.19	1389.51
(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	609.12	670.03
During the second six months of experience	727.15	799.87

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 R826.53 per week during the period ending 30 June 2015, not more than one employee may be employed at a wage less than R826.53 per week during the period ending 30 June 2015: 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 R826.53 per week during the period ending 30 June 2015, not more than one employee may be employed at a wage of less than R826.53 per week during the period ending 30 June 2015: 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 R826.53 per week during the period ending 30 June 2015, not more than one employee may be employed at a wage of less than R826.53 per week during the period ending 30 June 2015: 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.

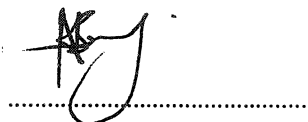
(iii) Handbag framing department - Not more than three learner handbag framers shall be employed to every two qualified handbag framers employed in each establishment.

SIGNED BY THE PARTIES AT **DURBAN** ON THIS THE **23rd** DAY OF **JULY 2014**.

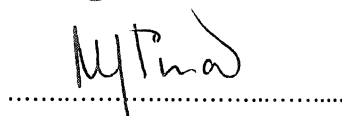
S ESSON, Member of the Council



A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council

