
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR**NO. R. 1024****30 OCTOBER 2015****LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR 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 the second Monday after date of publication of this notice and for the period ending 30 June 2016.


MINISTER OF LABOUR
14/10/2015

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995, made
and entered into by and between the

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the one
part, and the

National Union of Leather & Allied Workers' Union (NULAW)

and

Southern African Clothing & Textile Workers' Union (SACTWU)

(hereinafter referred to as the "employees" or the "trade unions") of the other part,
being parties to the National Bargaining Council of the Leather Industry of South
Africa, to amend the agreement published under Government Notice No R.906 of 16
September 2005, R.849 of 25 August 2006, R.63 of 2 February 2007, R.512 of 22 June 2007,
R.1070 of 16 November 2007, R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11
December 2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the
14 October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326 of 3 May
2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of 17 October 2014 and
R.456 of 5 June 2015.



1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the *Footwear Section of the Leather Industry*:-
- (a) 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*;
 - (b) 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 Ngwane and Kwa Ndebele;
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall ;
- (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1)

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2015 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.

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3. CLAUSE 11: ORGANISATIONAL RIGHTS**Sub-Clause 11.3: Shop Stewards**

Substitute the following for Sub-Clause 11.3(3)

- (3) A shop steward elected in terms of (1) shall be entitled to 8 days paid and 2 days unpaid leave in a calendar year for the purpose of attending to union business, which shall include training. An additional 3 days' paid leave shall be granted to trade union office bearers.

4. CLAUSE 18: AGENCY SHOP AGREEMENT

Substitute the following for Sub-Clause 18(6)

- (6) The agency fee shall be equal to 1% (one percent) of the employee's basic weekly wage but not exceeding R14.75.

5. ANNEXURE D

Substitute the following for Annexure D:

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ANNEXURE D

WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	1171.15	1288.27
B Storeman and or warehouseman, despatch clerk.....	1202.86	1323.15
C Boiler attendant.....	1171.15	1288.27
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	1186.98	1305.68
(ii) 2722 kg.....	1202.86	1323.15
(iii) over 2722 kg but not exceeding 4546 kg.....	1280.34	1408.37
(iv) over 4546 kg but not exceeding 6350 kg.....	1520.37	1672.41
E Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	751.43	826.57
Second six months.....	839.40	923.34
Third six months.....	931.34	1024.47
Thereafter.....	1171.15	1288.27
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	1737.26	1910.99
(b) hand.....	1400.49	1540.54
(ii) Cardboard box-makers.....	1171.15	1288.27
(iii) Making cardboard boxes, according to experience:		
First six months.....	832.70	915.97
Second six months.....	839.40	923.34
Thereafter.....	1171.15	1288.27
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G Employees employed on hand typesetting and printing labels on a printing machine	1572.36	1729.60
H Employees employed on well-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	1171.15	1288.27
(ii) All other operators.....	1171.15	1288.27
I Packers.....	1171.15	1288.27
J Employees employed on currying.....	1355.23	1490.75
K Employees employed on spraying of leather.....	1569.30	1726.23
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	1890.13	2079.14
(ii) Finishing of joints after welding.....	1229.17	1352.09
(iii) Tack and/or spot welding.....	1171.15	1288.27
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	1171.15	1288.27
Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman.....	1967.62	2164.38
(ii) (a) employed on hand grading but not restrictions and not producing original standards.....	1662.86	1829.15
(b) employed on grading machines.....	1662.86	1829.15
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	1662.86	1829.15
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	1316.10	1447.71
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	1949.73	2144.70
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African tannage).....	1949.73	2144.70
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	1949.73	2144.70
(b) Any other materials [Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	1967.62	2164.38
(d) Examining of cut leather components for quality.....	1967.62	2164.38
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	1355.23	1490.75
Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	1355.23	1490.75
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	1355.23	1490.75
[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	1202.86	1323.15
(iv) Giving out patterns.....	1316.10	1447.71
Operating splitting machine.....	1316.10	1447.71
(v) Size stamping and/or painting.....	1171.15	1288.27
Applying acme backing.....	1171.15	1288.27

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		Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT			
Qualified employees on:			
(i)	Puritan machining.....	1442.19	1586.41
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	1442.19	1586.41
(iii)	Pilot machining.....	1364.06	1500.47
(iv)	Other machining:		
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1178.32	1296.15
	White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	1178.32	1296.15
	(b) Operations on leathers other than those specified in (a):		
	Vamping.....	1237.16	1360.88
	Flat binding by machine.....	1237.16	1360.88
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	1237.16	1360.88
	Golosh machining (whole goloshes).....	1237.16	1360.88
	Fancy shoes on the held-together system, machined through (all classes).....	1237.16	1360.88
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....	1237.16	1360.88
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	1237.16	1360.88
	Vamping shoes with quarters over vamps.....	1237.16	1360.88
	Conveyor belt console operator feeding individual operators.....	1237.16	1360.88
	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	1237.16	1360.88
	(d) All operations on children's work up to size 1½.....	1178.32	1296.15
	All leather slippers (men's, women's and children's).....	1178.32	1296.15
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1178.32	1296.15
(v)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	1237.16	1360.88
(vi)	Bagging.....	1171.15	1288.27
	Turning of binding.....	1171.15	1288.27
	Button fastening.....	1171.15	1288.27
	Buttonholding.....	1171.15	1288.27
	Lacing.....	1171.15	1288.27
	Handpunching.....	1171.15	1288.27
	Portuguese seaming.....	1171.15	1288.27
	Staying and taping.....	1171.15	1288.27
	Seam rubbing.....	1171.15	1288.27
	Seam hammering.....	1171.15	1288.27
	Sewing on bows and buckles by hand or machine.....	1171.15	1288.27
	Silk screen printing.....	1171.15	1288.27
	Table-hands.....	1171.15	1288.27
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1171.15	1288.27


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		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	1872.83	2060.11
	On sorting, examining and fitting up ungraded and unstamped stock.....	1872.83	2060.11
	On sorting and examining graded and stamped stock.....	1872.83	2060.11
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	1647.64	1812.40
	On reducing shaped rubber soles on the press.....	1647.64	1812.40
[Ratio: See subclause P]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Wetted insoles.....	1355.23	1490.75
	Other work.....	1355.23	1490.75
(ii)	Press cutting operations, other than those in Class I.....	1393.48	1532.83
(iii)	Assembling from stock, whether or not sorted or graded.....	1316.10	1447.71
	Attaching ribs to wetted insoles.....	1316.10	1447.71
	Flap splitting.....	1316.10	1447.71
	Gemming and taping.....	1316.10	1447.71
	Heel breasting.....	1316.10	1447.71
	Heel building.....	1316.10	1447.71
	Heel compressing.....	1316.10	1447.71
	Slugging.....	1316.10	1447.71
	Sole and Insole rounding.....	1316.10	1447.71
	Sole grooving, sole roughening and reducing on automatic machine.....	1316.10	1447.71
	Tip filling.....	1316.10	1447.71
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	1171.15	1288.27
	Edge covering.....	1171.15	1288.27
	Edge reducing.....	1171.15	1288.27
	Automatic edge preparation machine operating for soles prior to attachment.....	1171.15	1288.27
	Flexing.....	1171.15	1288.27
	Insole feathering.....	1171.15	1288.27
	Insole grooving.....	1171.15	1288.27
	Insole slotting.....	1171.15	1288.27
	Insole marking.....	1171.15	1288.27
	Lift and/or rand tacking.....	1171.15	1288.27
	Lip turning.....	1171.15	1288.27
	Press room scouring operations.....	1171.15	1288.27
	Shank assembling.....	1171.15	1288.27
	Shank moulding.....	1171.15	1288.27
	Skiving.....	1171.15	1288.27
	Size stamping.....	1171.15	1288.27
	Sole, insole and stiffener moulding.....	1171.15	1288.27
	Sole and insole splitting.....	1171.15	1288.27
	Sole grading machine operating.....	1171.15	1288.27
	Sole roughening for stuck-on work.....	1171.15	1288.27
	Solutioning.....	1171.15	1288.27
	Staining and/or inking of insoles.....	1171.15	1288.27
	Stiffener waxing and crimping.....	1171.15	1288.27
	Welt preparation.....	1171.15	1288.27
[Ratio: See subclause (P)]			

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Weltped work, other than staple weltped work.....	1872.83	2060.11
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	1647.64	1812.40
(e) Combined pulling over and forepart lasting.....	1872.83	2060.11
(f) All other grades.....	1872.83	2060.11
(ii) Bed lasting (toes only):		
(a) Weltped work, other than staple weltped work.....	1872.83	2060.11
(b) Other Work.....	1872.83	2060.11
(iii) Lasting of seats and sides by machine		
(a) Weltped work, other than staple weltped work.....	1493.82	1643.20
(b) Other work.....	1493.82	1643.20
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(iv) Complete sole attaching by staple machine.....	1342.84	1477.12
Staple welt attaching.....	1342.84	1477.12
(v) Welt sewing.....	1872.83	2060.11
(vi) Rough rounding:		
(a) Weltped work, other than staple weltped work.....	1872.83	2060.11
(b) Stitchdowns.....	1872.83	2060.11
(c) Other work.....	1872.83	2060.11
(vii) Sole sewing by any machine.....	1872.83	2060.11
(viii) Sole stitching:		
(a) Weltped work, other than staple weltped work.....	1872.83	2060.11
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....	1647.64	1812.40
(c) Other work.....	1872.83	2060.11
(ix)(a) Stitchdown staple lasting.....	1342.84	1477.12
(b) Stitchdown thread lasting.....	1342.84	1477.12
(c) Stitchdown toe forming.....	1342.84	1477.12
(d) Wiping platform covers by machine.....	1342.84	1477.12
(e) Lasting operations on a Kamborian machine.....	1342.84	1477.12
(f) String-lasting by hand.....	1342.84	1477.12
(x) Pounding:		
(a) Weltped work, other than stapelad weltped work.....	1570.76	1727.84
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots.....	1721.46	1893.61
(c) Other work.....	1570.76	1727.84
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	1872.83	2060.11
Ratios - Class I Operations : Making Department		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		

		Column A Per week	Column B Per week
Class II Operations			
Qualified employees on:			
(i)	Sole positioning on upper with pre-finished extended welt edge.....	1433.00	1576.30
(ii)	Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	1393.48	1532.83
(iii)	Stuck-on process work:		
	Sole positioning on upper and press, operating in one operation.....	1316.10	1447.71
	Sole positioning on upper at forepart and seat before pressing.....	1316.10	1447.71
	Press operating with the sole previously positioned (See Class III for tracking at seat only).....	1316.10	1447.71
	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	1316.10	1447.71
	Stitchdown assembling and pulling over stitchdown work.....	1316.10	1447.71
	Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	1316.10	1447.71
	Hobnailing by hand or machine.....	1316.10	1447.71
	Putting on toe plates and heel tips by hand or machine.....	1316.10	1447.71
	Heel attaching.....	1316.10	1447.71
	Football boot studding and barring.....	1316.10	1447.71
	Handlevelling, other than stitchdown.....	1316.10	1447.71
	Inseam trimming.....	1316.10	1447.71
	Jointing (clearing linings and tacking uppers down over joints).....	1316.10	1447.71
	Loose nailing or pegging foreparts and waists.....	1316.10	1447.71
	Louis flap trimming by hand.....	1316.10	1447.71
	Machine levelling.....	1316.10	1447.71
	Screwing.....	1316.10	1447.71
	Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	1316.10	1447.71
	Sole adhesive heat activating by machine.....	1316.10	1447.71
	Stiffener cornering and tacking.....	1316.10	1447.71
	Stitch separating.....	1316.10	1447.71
	String nailing.....	1316.10	1447.71
	Tacking forward of heel seats.....	1316.10	1447.71
	Upper roughening.....	1316.10	1447.71
	Waist reducing after being sewn.....	1316.10	1447.71
	Wooden heel fitting.....	1316.10	1447.71
	Welt butting and skiving.....	1316.10	1447.71
	Welt wheeling.....	1316.10	1447.71
	Rand welting by machine.....	1316.10	1447.71
	Slugging and gang slugging.....	1316.10	1447.71
	Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	1316.10	1447.71
	Back part and waist pre-moulding.....	1316.10	1447.71
	Back part moulding.....	1316.10	1447.71
(iv)	Vulcanising process.....	1316.10	1447.71
	Vulcanising soles to lasted uppers.....	1316.10	1447.71
	Rand welting by machine.....	1316.10	1447.71
	Moulding of sole units.....	1316.10	1447.71

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	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating.....	1171.15	1288.27
Application by machine of hardening resins to puffs.....	1171.15	1288.27
Bottom filling.....	1171.15	1288.27
Channel closing and edge raising.....	1171.15	1288.27
Feeding nails to heeling machines.....	1171.15	1288.27
Hand levelling of stitchdowns.....	1171.15	1288.27
Heel covering.....	1171.15	1288.27
Inserting stiffeners and puffs.....	1171.15	1288.27
Louis heel flap clamping, Louis heel slicking.....	1171.15	1288.27
Louis heel flap trimming by machine.....	1171.15	1288.27
Reverse seat moulding for stitchdowns.....	1171.15	1288.27
Seat nailing and/or pegging.....	1171.15	1288.27
Seat rounding.....	1171.15	1288.27
Shank attaching.....	1171.15	1288.27
Sole tacking at seat for stuck-on process.....	1171.15	1288.27
Solutioning, damping and pasting.....	1171.15	1288.27
Sorting hobs.....	1171.15	1288.27
Sole laying welted work and/or rubber soles.....	1171.15	1288.27
Sole tacking or sole fitting throughs and runners.....	1171.15	1288.27
Tack pulling.....	1171.15	1288.27
Tacking bottom stock to last.....	1171.15	1288.27
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1171.15	1288.27
		
Tacking over sandal backs where no stiffener is inserted.....	1171.15	1288.27
Tacking top pieces on stitchdowns and sandals.....	1171.15	1288.27
All other wire grip tacking.....	1171.15	1288.27
Upper stapling after lasting sides.....	1171.15	1288.27
Upper trimming.....	1171.15	1288.27
Plastic pelletising and granulating.....	1171.15	1288.27
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear.....	1662.86	1829.15
Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns.....	1316.10	1447.71
Hand-lasting in the manufacture of clogs.....	1316.10	1447.71
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	1316.10	1447.71
	1316.10	1447.71
[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		
<u>(F) FINISHING DEPARTMENT</u>		
Class I Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	1647.64	1812.40
Rubber and rubber composition soles.....	1647.64	1812.40
Children's footwear, all sizes up to and including size 12.....	1647.64	1812.40
All slippers (men's, women's and children's).....	1647.64	1812.40
Stitchdown footwear produced from box hide and willow hide.....	1647.64	1812.40
(b) All other work.....	1872.83	2060.11
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	1342.84	1477.12
Through runners.....	1342.84	1477.12
Waist and/or top pieces.....	1342.84	1477.12
Children's footwear, all sizes up to and including size 12.....	1342.84	1477.12
All slippers (men's, women's and children's).....	1342.84	1477.12
Stitchdown footwear produced from box hide and willow hide.....	1342.84	1477.12
(b) Automatic edge-setting machine, all grades.....	1342.84	1477.12
(c) All other work.....	1647.64	1812.40
(v) Heel trimming.....	1342.84	1477.12
(vi) Examining.....	1872.83	2060.11
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	1316.10	1447.71
Bottom scouring.....	1316.10	1447.71
Heel scouring.....	1316.10	1447.71
Heel spraying.....	1316.10	1447.71
Ploughing out.....	1316.10	1447.71
Complete finishing by hand.....	1316.10	1447.71
Top piece trimming.....	1316.10	1447.71
Bunk wheeling.....	1316.10	1447.71
Louis flap ironing.....	1316.10	1447.71
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	1316.10	1447.71
Seat wheeling.....	1316.10	1447.71
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	1316.10	1447.71
Welt wheeling.....	1316.10	1447.71
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	1316.10	1447.71
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	1171.15	1288.27
Crow wheeling.....	1171.15	1288.27
Finger scouring.....	1171.15	1288.27
Heel breast cornering.....	1171.15	1288.27
Inking, staining, waxing and damping.....	1171.15	1288.27
Inserting, slipping and putting away lasts.....	1171.15	1288.27
Ploughing (removing the scarf round under edge of sole).....	1171.15	1288.27
Rubbing of edges and bottoms.....	1171.15	1288.27
Spew and/or flash trimming.....	1171.15	1288.27
Conveyor belt loading.....	1171.15	1288.27
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking.....	1585.45	1744.00
Examining.....	1585.45	1744.00
Patent repairing.....	1171.15	1288.27
Embossing and/or stamping.....	1171.15	1288.27
Boxing.....	1171.15	1288.27
Dressing and/or sizing.....	1171.15	1288.27
Dressing by spray-gun.....	1171.15	1288.27
Hand polishing and cleaning.....	1171.15	1288.27
Ironing.....	1171.15	1288.27
Labelling.....	1171.15	1288.27
Lining trimming.....	1171.15	1288.27
Size stamping on footwear.....	1171.15	1288.27
Socking.....	1171.15	1288.27
Stamping descriptions and sizes on labels.....	1171.15	1288.27
Quarter forming by machine.....	1171.15	1288.27
Smoothing insole before socking or boxing.....	1171.15	1288.27

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	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating.....	1197.67	1317.44
Batch mass-measuring and assembling of chemicals.....	1197.67	1317.44
Operating extruding machine.....	1197.67	1317.44
Operating an open mixing mill with a width of not less than 1,52m.....	1197.67	1317.44
Operating internal mixer.....	1197.67	1317.44
Slabbing sheet rubber to gauge (stretching compound).....	1197.67	1317.44
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1197.67	1317.44
Warming compound on open mill.....	1197.67	1317.44
Hydraulic press operating.....	1197.67	1317.44
Operating splitting machine.....	1197.67	1317.44
(ii) Group 1:		
Issuing soles and heels.....	1171.15	1288.27
Press cutting blanks (clicking).....	1171.15	1288.27
Attending autoclave.....	1171.15	1288.27
Assisting mass-measurer.....	1171.15	1288.27
Mould checking.....	1171.15	1288.27
Operating an open mixing mill with a width of less than 1,01m.....	1171.15	1288.27
Masticating, sheeting out, cracking or breaking compound.....	1171.15	1288.27
Buffing or scouring machine operations.....	1171.15	1288.27
Feeding rubber into calendar (feeding stretchers).....	1171.15	1288.27
Grinding scrap by machine.....	1171.15	1288.27
Mould cleaning.....	1171.15	1288.27
Trimming.....	1171.15	1288.27
Blank cutting and mass-measuring to fixed standards.....	1171.15	1288.27
Extruding into trays.....	1171.15	1288.27
Bale cutting.....	1171.15	1288.27
Sieving chemicals, buffings and grindings.....	1171.15	1288.27
Stencilling or making bales.....	1171.15	1288.27
Applying powder.....	1171.15	1288.27
Packing soles and heels.....	1171.15	1288.27
Granulating.....	1171.15	1288.27
Assisting calendar operator.....	1171.15	1288.27
Dipping machine operator.....	1171.15	1288.27
[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers.....	1229.17	1352.09
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	1949.73	2144.70
(iii) High-frequency welding, embossing of socks and other components.....	1171.15	1288.27
(iv) High-frequency welding, combined with cutting of socks and other components.....	1355.23	1490.75
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		

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	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	1229.17	1352.09
(ii) Flow moulding pre-cut socks.....	1229.17	1352.09
(iii) Flow moulding where eventual upper is presented in liquid form.....	1229.17	1352.09
(iv) Colour application to moulds prior to flow moulding.....	1229.17	1352.09
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	1229.17	1352.09
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine.....	1316.10	1447.71
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	1316.10	1447.71
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	1171.15	1288.27
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>		
Qualified employees on:		
(i) String-lasting of fabric uppers.....	1316.10	1447.71
(ii) String-lasting of synthetic uppers.....	1316.10	1447.71
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		

	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	1393.48	1532.83
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	1393.48	1532.83
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1171.15	1288.27
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	1393.48	1532.83
(v) Cutting of heel covers to a pattern from layered heel covering material.....	1393.48	1532.83
(vi) (aa) Cross cutting of timber into lengths.....	1171.15	1288.27
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	1171.15	1288.27
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	1171.15	1288.27
(ad) Cupping of heels to fit heel seats.....	1171.15	1288.27
(vii) Cementing heels and heel covers.....	1171.15	1288.27
(viii) Spotting of heel covers to heels and pressing.....	1171.15	1288.27
(ix) Trimming of heel covers.....	1171.15	1288.27
(x) Top piece attaching.....	1316.10	1447.71
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	1171.15	1288.27
(ii) Measuring, marking and cutting timber into required lengths.....	1171.15	1288.27
(iii) Marking top and side elevation for profile cutting of unit.....	1171.15	1288.27
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	1316.10	1447.71
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	1316.10	1447.71
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1171.15	1288.27
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	1316.10	1447.71
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles.....	1171.15	1288.27
(ix) Attaching top pieces to heels.....	1316.10	1447.71
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1171.15	1288.27
(ab) Scouring units by hand prior to or after sole attaching.....	1316.10	1447.71
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1171.15	1288.27
(xii) Examining for quality.....	1585.45	1744.00
(xiii) Repairing of units.....	1171.15	1288.27
(xiv) Size stamping.....	1171.15	1288.27
(xv) Varnishing, painting, spraying or dipping units.....	1171.15	1288.27
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1171.15	1288.27

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	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months.....	983.00	1081.30
Second six months.....	1085.84	1194.42
Third six months.....	1194.00	1313.40
Fourth six months.....	1283.69	1412.06
Fifth six months.....	1440.40	1584.44
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months.....	751.72	826.89
Second six months.....	839.50	923.45
Third six months.....	931.34	1024.47
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months.....	751.72	826.89
Second six months.....	839.50	923.45
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months.....	751.72	826.89
Second six months.....	839.50	923.45
Third six months.....	931.34	1024.47
Fourth six months.....	1034.01	1137.41
Fifth six months.....	1162.88	1279.17
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R1171.15 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R1237.16 per week or R1364.06 per week or R1442.19 if employed on operations for which these rates are prescribed;		
(iv) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R1171.15.		
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:		
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

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	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	1171.15	1288.27
<u>(P) RATIOS</u>		
(v) Class I Operations in the Rough Stuff and Finishing Departments		
For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
(vi) Class II Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.		
(vii) Class III Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		



WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or loecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2)

Provided further that -

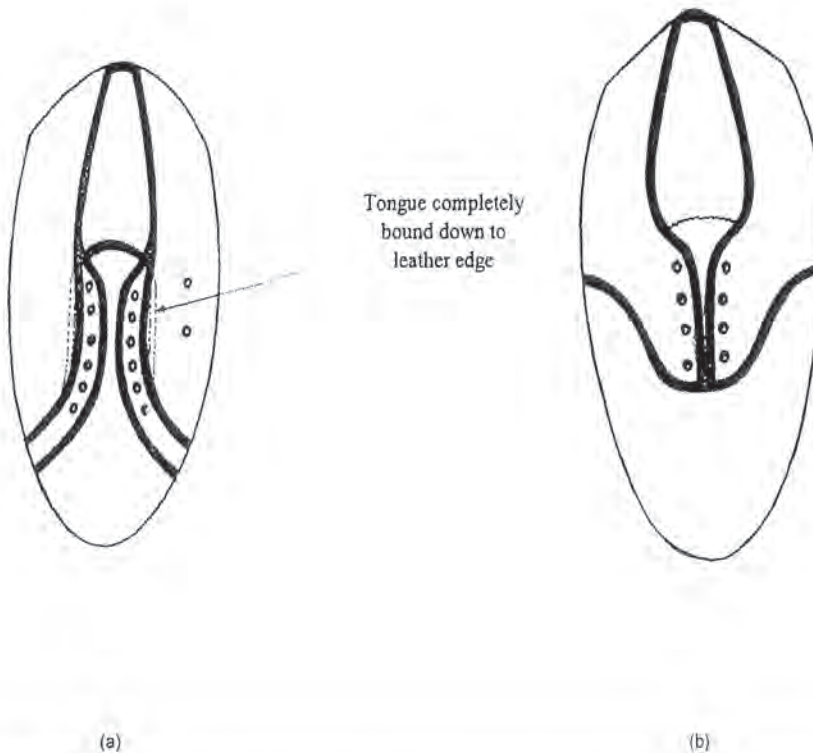
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



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	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	1737.88	1911.67
(ii) Cutting of rubber uppers.....	1355.23	1490.75
(iii) Cutting of fabric impregnated with rubber.....	1355.23	1490.75
(iv) Closing Departments:		
(a) Upper closing.....	1237.16	1360.88
(b) Lining closing.....	1237.16	1360.88
(c) Eyeletting.....	1237.16	1360.88
(d) Buffing tongues.....	1171.15	1288.27
(e) Inserting tongues.....	1171.15	1288.27
(f) Securing tongues.....	1171.15	1288.27
(g) Table-hands.....	1171.15	1288.27
(v) All sole cutting operations, whether by hand or press.....	1662.86	1829.15
(vi) All other press cutting operations (bottom stock only).....	1171.15	1288.27
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	1316.10	1447.71
(viii) Insole attaching.....	1171.15	1288.27
(ix) Placing material around the last.....	1171.15	1288.27
(x) Sole attaching.....	1171.15	1288.27
(xi) Attending an autoclave.....	1171.15	1288.27
(xii) Solutioning by hand.....	1171.15	1288.27
(xiii) Solutioning by machine.....	1171.15	1288.27
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1171.15	1288.27
(b) Moulding of boots other than in an autoclave.....	1171.15	1288.27
(xv) Hobnailing.....	1316.10	1447.71
(xvi) Sole roughing.....	1171.15	1288.27
(xvii) Upper roughing.....	1171.15	1288.27
(xviii) Edge trimming.....	1171.15	1288.27
(xix) Spew and/or flash trimming on moulded boots.....	1171.15	1288.27
(xx) Inserting laces.....	1171.15	1288.27
(xxi) Slipping and sorting lasts.....	1171.15	1288.27
(xxii) Trimming linings.....	1171.15	1288.27
(xxiii) Rolling uppers.....	1171.15	1288.27
(xxiv) Cutting and/or inserting slays.....	1171.15	1288.27
(xxv) Dressing.....	1171.15	1288.27
(xxvi) Cleaning.....	1171.15	1288.27
(xxvii) Stamping sizes on linings.....	1171.15	1288.27
(xxviii) Loading trolley for autoclave.....	1171.15	1288.27
(xxix) Pairing.....	1171.15	1288.27
(xxx) Attaching thoughts or insole covers.....	1171.15	1288.27
(xxxi) Operations not specified in (i) to (xxx) above.....	1171.15	1288.27
(xxxii) General workers.....	1171.15	1288.27

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	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	1737.87	1911.66
Group 2:		
Assisting clicker.....	1171.15	1288.27
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1171.15	1288.27
Gum boots.....	1171.15	1288.27
Size marking.....	1171.15	1288.27
(ii) Closing Department:		
Group 3:		
Attaching stays.....	1171.15	1288.27
Size stamping on linings.....	1171.15	1288.27
Tread trimming.....	1171.15	1288.27
All other closing room operations, including eyeletting, perforating and skiving.....	1237.16	1360.88
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	1662.86	1829.15
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	1171.15	1288.27
Group 6:		
All other press cutting operations.....	1171.15	1288.27
(iv) Making Department:		
Group 7:		
Applying insole filler.....	1171.15	1288.27
Size stamping insole.....	1171.15	1288.27
Hand-lasting, rubber sole attaching by hand.....	1171.15	1288.27
Vulcanising soles to uppers.....	1171.15	1288.27
Solutioning by hand or machine.....	1171.15	1288.27
Assembling.....	1171.15	1288.27
Direct moulding of soles to canvas uppers.....	1229.17	1352.09
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine.....	1316.10	1447.71
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	1316.10	1447.71
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	1316.10	1447.71
String-lasting.....	1229.17	1352.09
Lasting operations on a Kamborian machine.....	1355.23	1490.75
Lasting seats or sides by machine.....	1507.69	1658.46
Combined pulling over and forepart lasting.....	1890.13	2079.14
v) Group 8:		
Joining by hand or machine.....	1316.10	1447.71
vi) Group 9:		
Attaching back strip.....	1171.15	1288.27
Attaching foxing.....	1171.15	1288.27
Attaching insole.....	1171.15	1288.27
Attaching lining to upper.....	1171.15	1288.27
Stitching.....	1171.15	1288.27
Finishing soles.....	1171.15	1288.27

	Column A Per week	Column B Per week
Cutting foxing.....	1171.15	1288.27
Feeding conveyer.....	1171.15	1288.27
Granulating.....	1171.15	1288.27
Inserting the puffs.....	1171.15	1288.27
Rolling uppers.....	1171.15	1288.27
Slipping lasts.....	1171.15	1288.27
Sole rolling.....	1171.15	1288.27
Supplying lasts.....	1171.15	1288.27
Trimming uppers.....	1171.15	1288.27
Mass-measuring pellets for direct moulding.....	1171.15	1288.27
Wheeling.....	1171.15	1288.27
Checking and repairing.....	1171.15	1288.27
Edge scouring.....	1171.15	1288.27
Silk screen printing.....	1171.15	1288.27
(vii) Any operations not specified in (i) to (vi) above.....	1171.15	1288.27
(viii) General Workers.....	1171.15	1288.27
<u>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</u>		
According to experience:		
First six months.....	751.43	826.57
Second six months.....	839.50	923.45
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) RATIOS</u>		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
<u>(4) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>(5) DEFINITIONS</u>		
For the purposes of this clause -		
Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
one colour" is an entirely natural or bleached colour of one solid shade or tone.		

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	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting.....	1737.26	1910.99
(ii) Stock cutting and/or lining cutting.....	1355.23	1490.75
(iii) Upper assembling.....	1355.23	1490.75
(iv) Marking and/or stamping.....	1171.15	1288.27
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....	1178.32	1296.15
(ii) Machining of uppers, socks, pads and soft soles together.....	1237.16	1360.88
(iii) Machining elastic bound edges of uppers to soft soles.....	1237.16	1360.88
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	1890.13	2079.14
(ii) Sole cutting from other than leather.....	1662.86	1829.15
(iii) Insole cutting and lift and top-piece cutting.....	1662.86	1829.15
(iv) Stamping.....	1171.15	1288.27
(v) Heel covering.....	1171.15	1288.27
D. Making Department:		
(i) Slipper turn sewing.....	1435.85	1579.44
(ii) Steaming and blocking into shape:		
(a) Felt work.....	1316.10	1447.71
(b) Leather work, fabric Cubans.....	1316.10	1447.71
(iii) Stuck-on process:		
(a) Hand-lasting.....	1316.10	1447.71
Sole roughening.....	1316.10	1447.71
Sole positioning on upper and press operating in one operation.....	1316.10	1447.71
Sole positioning on upper and forepart seat before pressing.....	1316.10	1447.71
Press operating with sole previously positioned.....	1316.10	1447.71
(b) Solutioning operation.....	1171.15	1288.27
(c) Sole and insole tacking.....	1171.15	1288.27

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	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	1316.10	1447.71
(v) Slugging.....	1171.15	1288.27
(vi) Channelling.....	1171.15	1288.27
Hand-levelling.....	1171.15	1288.27
Heel attaching.....	1171.15	1288.27
Tacking backs.....	1171.15	1288.27
(vii) Slipper turning.....	1171.15	1288.27
(viii) Fetching and putting away lasts.....	1171.15	1288.27
(ix) Inserting heel pads.....	1171.15	1288.27
(x) Conveyor operating.....	1171.15	1288.27
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine.....	1316.10	1447.71
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	1316.10	1447.71
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....	1316.10	1447.71
E. Finishing Department		
Edge trimming.....	1662.86	1829.15
Edge setting.....	1356.75	1492.43
Heel trimming.....	1171.15	1288.27
Scouring operations.....	1171.15	1288.27
Inking, staining and brushing.....	1171.15	1288.27
Slipping uppers.....	1171.15	1288.27
F. Shoe Room Department		
Examining		
All other Shoe Room operations.....	1171.15	1288.27
(2) LEARNERS		
According to experience:		
First six months.....	751.43	826.57
Second six months.....	839.40	923.34
Third six months.....	931.34	1024.47
Fourth six months.....	1034.02	1137.42
Fifth six months.....	1162.88	1279.17
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R1171.15 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers.....	1171.15	1288.27
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with rimples or pitch thread.		
Qualified employees on:		
(i) Clicking.....	1314.08	1445.49
(ii) Machining by power.....	1178.32	1296.15
Machining other than by power.....	1178.32	1296.15
Other Closing Department operations.....	1178.32	1296.15
(iii) Sole cutting by power.....	1554.83	1710.31
Sole cutting other than by power.....	1171.15	1288.27
(iv) Pulling over by hand and/or hand-lasting.....	1171.15	1288.27
Stitching by hand.....	1171.15	1288.27
(v) Edge trimming by power.....	1326.22	1458.84
Edge trimming other than by power.....	1171.15	1288.27
(vi) Pairing and/or size marking.....	1171.15	1288.27
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1171.15	1288.27
(2) LEARNERS		
According to experience:		
First six months.....	751.43	826.57
Second six months.....	839.40	923.34
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers.....	1171.15	1288.27
(4) RATIO		
For every three employees receiving not less than R1171.15 per week there may be employed not more than one employee at a wage of less than R1171.15 per week.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

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6. CLAUSE 14: EXEMPTIONS

Replace clause 14 with the following:

"Exemptions and exemption appeals shall be followed in terms of provisions made in Annexure G"

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ANNEXURE G

EXEMPTION AND EXEMPTION APPEAL POLICY AND PROCEDURE

1. BACKGROUND

Section 32(3)(dA) of the Labour Relations Act (the "Act") requires that a Bargaining Council have an effective procedure to deal with applications by non-parties for exemptions from the provisions of its collective agreements.

Accordingly an exemption and exemption appeal policy & procedure in respect of the National Bargaining Council of the Leather Industry of S.A (hereafter referred to as the "Council") for both party and non-party is established and maintained in terms hereof.

2. DEFINITIONS

"Act" means the Labour Relations Act, 1995 (Act 66 Of 1995) as amended

"Agent" means a designated agent of the National Bargaining Council of the Leather Industry of South Africa

"Agreements" means collective agreements concluded in the National Bargaining Council of the Leather Industry of South Africa

"Applicant" means a party or non-party employer conducting a business under the jurisdiction of the Council and who applies for an exemption or appeals against a decision of the Exemptions Committee in terms of this procedure.

"Bargaining Council or Council" means the National Bargaining Council of the Leather Industry of South Africa

"Day" means any day other than a Saturday, Sunday or public holiday, and when any particular number of days is prescribed for the doing of any act, the number of days must be calculated by excluding the first day and including the last day;

"Exemptions Committee" means the National Exemptions Committee or any other sub-committee delegated by the National Exemptions Committee to perform all or part of its functions

"Exemption Criteria" means the exemption criteria contained in the collective agreements of the National Bargaining Council of the Leather Industry of South Africa

"General Secretary" means the General Secretary of the Council



3. EXEMPTIONS AND EXEMPTION APPEALS

- 3.1 **EXEMPTIONS:** An Applicant may apply to the Bargaining Council for exemption from the provisions of collective agreements concluded in the Bargaining Council.

3.1.1 The Council must consider applications for exemptions within 30 days of receipt of a valid application.

- 3.2 **EXEMPTION APPEALS:** An Applicant who is aggrieved by the Exemption Committee's decision has the right to appeal to the Independent Exemptions Appeal Body appointed by the Council.

3.2.1 The Independent Appeal Body will hear and decide appeals as soon as possible and not later than 30 days after a valid appeal is lodged

3.2.2 A decision of the Independent Exemption Appeal Body shall be final.

4. EXEMPTIONS COMMITTEE

- 4.1 **Establishment & Composition of the Exemptions Committee:**

The Council shall establish a National Exemptions Committee consisting of eight (8) members four (4) of whom are appointed by the employer organisations party to the Council and four (4) appointed by the trade unions party to the Council. The employer organizations are for the time being each entitled to one member, with the most representative being entitled to appoint an additional member. The trade unions to the Council are for the time being entitled to entitled to a minimum of one member each with the remaining two positions being filled by the unions' based on their representativeness in the COUNCIL.

- 4.2 **Exemption Committee Meetings**

4.2.1 A quorum for the meetings shall be the attendance of at least two party employer members and at least two party trade union members.

4.2.2 Exemption Committee meetings shall be held on an ad-hoc basis in the province in which the applicant conducts business subject to the decision of the Exemptions Committee.

5. THE EXEMPTIONS MANDATE

- 5.1 The Exemptions Committee is mandated by the Council to consider all party and non-party applications for exemption from the collective agreements concluded in the Bargaining Council.

- 5.2 The Exemptions Committee may delegate any of its functions or duties to a District Committee or any other committee of the Council as the case may be.

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- 5.3 The Exemptions Committee will consider and determine applications for exemption in a manner it considers appropriate to determine the application fairly and quickly, which may be limited to a consideration of written motivations or the hearing of oral submissions as the case may be.
- 5.4 The Exemptions Committee, when considering an application for exemption must take into account the exemption criteria.
- 5.5 The Exemptions Committee shall have the power to approve, refuse, partly approve or withdraw an application for exemption
- 5.6 The Exemptions Committee, on not approving an application or part thereof or withdrawing an exemption must provide the Applicant with written reasons for its decision.

6. EXEMPTIONS

6.1 APPLICATION PROCESS

- 6.1.1 Applications for exemption from the provisions of a collective agreement must be made in writing on the prescribed application form, and lodged with the local office of the Council.
- 6.1.2 Applications must be motivated and supported by relevant documents, data, audited financial statements (where applicable) and other relevant financial information.
- 6.1.3 Applications that impact employees terms and conditions of employment must be accompanied by written proof that employees and/or their representatives/trade unions have been consulted and furthermore be accompanied by a record of their support or not of the application.
- 6.1.4 Applications must indicate the period for which the exemption is sought.

6.2 EXEMPTION PROCEDURE

- 6.2.1 The Council must open and maintain a register for each application which records the following:
 - 6.2.1.1 date of receipt of application
 - 6.2.1.2 reference number
 - 6.2.1.3 name of applicant
 - 6.2.1.4 brief description of exemption application
 - 6.2.1.5 name of the Agreement and the clause/s from which exemption is sought
 - 6.2.1.6 date of validation of exemption application
 - 6.2.1.7 date of exemption hearing



- 6.2.2 Upon receipt of an application, the date received must be recorded in the register
- 6.2.3 The agent of the relevant District Office shall on receipt of an application scrutinise the application to ensure that the application is complete and valid.
- 6.2.4 Should the agent find the application to be incomplete, the agent shall send written communication to the applicant advising of this and what is required to complete the application
- 6.2.5 After the agent is satisfied that the application is complete, the application shall be considered valid and the agent shall record the date of validation accordingly.
- 6.2.6 Within five days from date of validation the agent shall verify the employer's consultation with the employees/trade union and report in writing whether the employees / trade union support or oppose the application.
- 6.2.7 Within seven days of receipt of the agent's report on the consultation process, the General Secretary shall arrange a date, time and venue for the hearing of the application.
- 6.2.8 The set down date for the hearing must not be later than 30 days of the validation of the application by the Agent.
- 6.2.9 The General Secretary shall notify the applicant in writing of the date, time and venue of the hearing.
- 6.2.10 In the event that the applicant does not attend the hearing, the Exemptions Committee will consider the application on the written application and supporting documents.
- 6.2.11 The General Secretary must within fourteen days of the exemption being granted advise the applicant of such decision in writing and issue a Licence of Exemption setting out the following:
 - 6.2.11.1 The full names of the Applicant,
 - 6.2.11.2 The provisions of the collective agreement from which the exemption has been granted.
 - 6.2.11.3 The conditions subject to which the exemption is granted.
 - 6.2.11.4 The period which the exemption will operate clearly stating The commencement and expiring dates.
- 6.2.12 Where the Committee does not approve an Application or part thereof or when deciding to withdraw an Exemption, the General Secretary must advise the applicant in writing within fourteen days of

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the date of such decision and provide the Applicant with reasons therefor.

7. EXEMPTION APPEALS

7.1 Establishment of an Independent Appeal Body

7.1.1 In terms of section 32(3)(e) of the Act, the Council creates and maintains an Independent Exemptions Appeal Body to hear and decide appeals against an Exemptions Committee's refusal or partial refusal to grant an exemption or its withdrawal or partial withdrawal of an exemption.

7.1.2 An Independent Appeal Body must be appointed by the Council and may consist of one or more persons, as determined by the Council

7.1.3 No representative, office-bearer or official of a trade union or employers' organisation party to the Council may be a member of the Independent Exemptions Appeal Body.

7.2 APPLICATION PROCESS & PROCEDURE

7.2.1 An Applicant aggrieved by an Exemptions Committee's decision shall within **30 days** of being notified of the Exemptions Committee's decision have the right to appeal to the Independent Exemptions Appeal Body.

7.2.2 Should the appellant show good cause, the Independent Appeal Body may condone a late appeal.

7.2.3 A valid notice of appeal must be in writing clearly setting out the grounds on which the appeal is based and be accompanied by relevant supporting documentation.

7.2.4 Upon receipt of an appeal application, the General Secretary shall forward the appeal application together with the original application for exemption and supporting documents to the Independent Appeal Body for a decision

7.2.5 The General Secretary in consultation with the Independent Appeal Body will arrange a date, time and venue for the appeal hearing. The date of the hearing shall not be later than 30 days from which a valid appeal was filed with the Council.

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- 7.2.6 The Independent Appeal Body shall hear and determine appeals in any manner it considers appropriate to determine the application fairly and quickly.
- 7.2.7 The Independent Appeal Body shall render a decision within fourteen days from the last date of the appeal hearing.
- 7.2.8 Should the Independent Appeal Body reverse a decision of the Exemptions Committee, the Council must issue the applicant with a licence of exemption accordingly.
- 7.2.9 The Independent Appeal Body has discretion to order against the appellant payment of all costs incurred by the Council in arranging and conducting the appeal in the event of it upholding the decision of the Exemptions Committee.

8. EXEMPTION CRITERIA

The Exemptions Committee and Independent Appeal Body must when considering an exemption application/appeal, take into account the following criteria:

- (a) any written and/or verbal substantiation provided by the applicant;
- (b) fairness to the employer, its employees and other employers and the employees in the industry;
- (c) whether an exemption, if granted, would undermine this Agreement or the collective bargaining process;
- (d) whether it will make a material difference to the viability of a new business, or a business previously outside the jurisdiction of the Council;
- (e) unexpected economic hardship occurring during the currency of the Agreement, and job creation and/or loss thereof.
- (f) the infringement of basic conditions of employment rights;
- (g) the fact that a competitive advantage might be created by the exemption;
- (h) comparable benefits or provisions where applicable;
- (i) the applicant's compliance with other statutory requirements such as the Occupational Injuries and Diseases Act or Unemployment Insurance; or
- (j) any other factor which is considered appropriate.



SIGNED BY THE PARTIES AT **DURBAN** ON THIS THE **22nd** DAY OF **JULY 2015**.

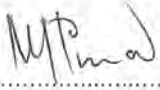
J J V VYMETAL, Member of the Council


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A O BENJAMIN, Member of the Council


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V MEMBINKOSI, Member of the Council


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S NAIDOO, General Secretary of
the Council


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