


DEPARTMENT OF LABOUR

NO. R. 1281

21 OCTOBER 2016

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 the second Monday after date of publication of this notice and for the period ending 30 June 2021.


MINISTER OF LABOUR
11/10/2016

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 extend and amend the Agreement published under Government Notices 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 1999, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 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.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, R.886 of 28 October 2011, R886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015 and R.764 of 24 June 2016.



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 2016 and remain in force for the period ending 30 June 2021.
- 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 2021.

3. CLAUSE 3: DEFINITIONS

Insert the following new definition:

"Effluent Plant Operator" means an Employee responsible for the treatment of effluent water by monitoring and ensuring its uninterrupted flow through the treatment system whilst checking and ensuring that the applicable PH balances are maintained at all stages of the process including at the discharge of treated water".

4. CLAUSE 7: REMUNERATION

7.1 Wages and Wage Rates

Substitute the following for subclause (1):

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

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SCHEDULE 1
WAGES AND WAGE RATES

		<u>Rate Per Hour</u>
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING..... 38.71</p> <p>SPLITTING..... 47.89</p> <p>Band A2 employees engaged in:</p> <p>SHAVING..... 41.03</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING..... 36.17</p> <p>GLAZING..... 36.17</p> <p>HAND SPRAYING..... 38.21</p> <p>HAND TIPPING..... 36.17</p> <p>PILOT PLANT OPERATING..... 38.21</p> <p>POLISHING..... 36.17</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER..... 35.65</p> <p>BRUSHING..... 35.65</p> <p>BUFFIN..... 35.65</p> <p>CHEMICAL WEIGHING..... 35.65</p> <p>COLOUR MIXING..... 35.65</p> <p>CURTAIN COATING..... 35.65</p> <p>CONDITIONING..... 33.31</p> <p>DRUM OPERATING..... 33.31</p> <p>DRY CLEANING MACHINE..... 33.31</p> <p>EMBOSSING/PRINTING..... 35.65</p> <p>FLESHING (HAND OR MACHINE)..... 35.65</p> <p>HIDE STAMPING..... 33.69</p> <p>HYDRAULIC PRESS..... 35.65</p> <p>MEASURING..... 35.65</p> <p>PADDING..... 35.65</p> <p>PASTING..... 35.65</p> <p>ROLLER COATING..... 35.65</p> <p>ROTOR PRESS..... 35.65</p> <p>ROTOR SPRAYING..... 35.65</p> <p>SAMMYING..... 35.65</p> <p>SETTING..... 35.65</p> <p>SOLE ROLLING..... 35.65</p> <p>STAKING..... 35.65</p> <p>TRIMMING AFTER SHAVING..... 33.31</p> <p>VACUUM DRYING..... 35.65</p>	

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	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR.....	32.84
	FLESH TRIMMING.....	32.84
	GENERAL WORKERS.....	32.84
	(on operations as defined in definition of General Worker)	
	HANG DRYING.....	32.84
	MILLING.....	32.84
	SUBSTANCE CHECKING.....	32.84
	TOGGLING.....	32.84
2	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	26.67
	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
	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	38.71
3	WET BLUE SORTER.....	38.71
	Band B employees engaged as a:	
	CRUST SORTER.....	36.17
	Band C employees engaged as a:	
	SPLIT SORTER.....	35.65
	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING.....	36.17
	Band C Employees engaged in –	
	BREAK FLESHING	35.65
	FINAL FLESHING.....	35.65
	PICKLE DRUM OPERATING.....	33.31
	SULPHIDE PAINTING.....	33.31
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT.....	32.84
	COUNTING AND PACKING.....	32.84
	DRUM CLOSING.....	32.84
	HAND WOOL PULLING.....	32.84
	MACHINE WOOL PULLING.....	32.84
	PADDLE OPERATING.....	32.84
	WOOL BALING / PACKING.....	32.84
	WOOL DRYING.....	32.84
	WOOL PICKING.....	32.84
	WOOL WASHING.....	32.84

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	Band E Employees General Workers entry level as defined in Definition of General Worker, entry level	26.67
	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
4	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in –	
	CARDING.....	34.09
	COMBING.....	34.09
	CUTTING TO PATTERNS.....	33.54
	IRONING.....	34.09
	SHEARING.....	34.09
	STITCHING BY MACHINE.....	34.72
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	41.66
	FINAL INSPECTING	38.71
	Band A2 employees engaged in:	
	HAND CUTTING	38.71
	Band B employees engaged in:	
	COMPONENT SPLITTING	35.20
	CUTTER 2	38.21
	HIDE MARKING	38.21
	Band C employees engaged in:	
	COMPONENT PACKING	33.69
	LAMINATING	33.69
	LAYING OUT	33.69
	PERFORATING	33.69
	STAMPING (PIECE MARKING)	33.69
	TEMPLATE CONTROL	33.69

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6	Band D employees engaged in –	
	General Workers on operations as defined in the Definition Of "General Worker"	32.84
	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
	Band E Employees	
	General Workers Entry Level as defined in Definition of General Worker, entry level	26.67
	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	38.17
	Band B employees engaged as a:	
	Despatch Clerk	34.93
	Handyman	34.26
	Motor Vehicle General Driver	35.69
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	38.21
	Storeman and/or Warehouseman	34.93
	Tractor Driver	35.69
	Band C employees engaged as a:	
	Boiler Attendant	33.69
	Forklift Driver	35.65
	Security Guard	33.69
	Store Assistant and/or Warehouseman Assistant	33.69
	Band D employees engaged as a:	
	Nylon Replacer	32.84

7.3 Holiday Bonus

Substitute the following for subclause (1):

- (1) An employer will pay every employee who has completed twelve (12) months employment a holiday bonus. Employees employed in the automotive tanning industry and non-automotive tanning industry will be paid a holiday bonus equal to fifteen (15) days basic wage. In the event of an employee not utilising his/her sick leave entitlement in terms of clause 6.5(2), he/she will be entitled to an additional bonus calculated as follows:
- (a) an additional two days' wages in respect of the first five (5) days of sick leave not taken; and
 - (b) a further three days in respect of an employee not utilising the balance of his/her sick leave entitlement (five (5) days).

SIGNED BY THE PARTIES IN **DURBAN** ON THIS **21st** DAY OF **JULY 2016**

M OOSTHUIZEN, Member of the Council

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V MEMBINKOSI, 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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