


DEPARTMENT OF LABOUR

NOTICE 757 OF 2017

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.


.....
M N OLIPHANT, MP
MINISTER OF LABOUR
DATE: *19/09/2017*

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI****NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULELWA****KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA SOKUSHUKWA****KWEZIKHUMBA SELULELWA KULABO ABANGEYONA INGXYENYE****YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kuSheduli yesiNgisi exhunywe lapha, esenziwa umkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 somthetho wobudlelwano kwezabasebenzi ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 30 kuNhlanguvana 2021.


.....
M N OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI

DATE: 19/09/2017.....

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

And

National Union of Leather and Allied Workers (N.U.L.A.W)

(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, R.593 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, R.886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015, R.764 of 24 June 2016 and R.1281 of 21 October 2016.

Handwritten signature and initials in the bottom right corner of the page.

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,
 - (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 2017 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 6 – LEAVE

Subclause 6.4 : Family Responsibility Leave

Amend subclause 6.4(1)(d) as follows

- (d) when the employee's child or spouse is sick, or

Handwritten signature and initials, possibly 'W', 'AS', and 'MB'.

4. CLAUSE 17 – AGENCY SHOP AGREEMENT

Amend subclause 6 as follows:

6. The agency fee shall be equal to 1% (one percent) but not exceeding R15.64 of the employee's basic weekly wage

5. 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



SCHEDULE 1

W
A
B

	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	35.39
	FLESH TRIMMING	35.39
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	35.39
	HANG DRYING	35.39
	MILLING	35.39
	SUBSTANCE CHECKING	35.39
	TOGGLING	35.39
	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	28.87
	Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	41.71
	WET BLUE SORTER.....	41.71
	Band B employees engaged as a:	
	CRUST SORTER.....	38.97
	Band C employees engaged as a:	
	SPLIT SORTER.....	38.41
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	38.97
	Band C Employees engaged in –	
	BREAK FLESHING	38.41
	FINAL FLESHING	38.41
	PICKLE DRUM OPERATING	35.89
	SULPHIDE PAINTING	35.89
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	35.39
	COUNTING AND PACKING	35.39
	DRUM CLOSING	35.39
	HAND WOOL PULLING	35.39
	MACHINE WOOL PULLING	35.39
	PADDLE OPERATING	35.39
	WOOL BALING / PACKING	35.39
	WOOL DRYING	35.39
	WOOL PICKING	35.39
	WOOL WASHING	35.39

	Band E Employees General Workers entry level as defined in Definition of General Worker, entry level	28.87
	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	36.73
	COMBING	36.73
	CUTTING TO PATTERNS	36.14
	IRONING	36.73
	SHEARING	36.73
	STITCHING BY MACHINE.....	37.41
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	44.89
	FINAL INSPECTING	41.71
	Band A2 employees engaged in:	
	HAND CUTTING	41.71
	Band B employees engaged in:	
	COMPONENT SPLITTING	37.93
	CUTTER 2	41.17
	HIDE MARKING	41.17
	Band C employees engaged in:	
	COMPONENT PACKING	36.30
	LAMINATING	36.30
	LAYING OUT	36.30
	PERFORATING	36.30
	STAMPING (PIECE MARKING)	36.30
	TEMPLATE CONTROL	36.30

14
15
16

		<u>Rate Per Hour</u>
6	Band D employees engaged in –	
	General Workers on operations as defined in the Definition Of "General Worker"	35.39
	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	28.87
	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)	41.13
	Band B employees engaged as a:	
	Despatch Clerk	37.64
	Handyman	36.92
	Motor Vehicle General Driver	38.46
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	41.17
	Storeman and/or Warehouseman	37.64
	Tractor Driver	38.46
	Band C employees engaged as a:	
	Boiler Attendant	36.30
	Forklift Driver	38.41
	Security Guard	36.30
	Store Assistant and/or Warehouseman Assistant	36.30
	Band D employees engaged as a:	
	Nylon Replacer	35.39

SIGNED BY THE PARTIES IN DURBAN ON THIS 25th DAY OF JULY 2017

M OOSTHUIZEN, Member of the Council

.....


V MEMBINKOSI, Member of the Council

.....


A BENJAMIN, Member of the Council

.....

S NAIDOO, General Secretary of the Council

.....
