

DEPARTMENT OF LABOUR

NO. R. 1229

16 NOVEMBER 2018

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.

.....*MN Oliphant*.....
MN OLIPHANT, MP
MINISTER OF LABOUR
USUKU: 24/11/2018.....

UMNYANGO WEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO
SABAQASHI NABASEBENZI BESIGABA SOKUSHUKWA KWEZIKHUMBA
ESICHIBIYELAYO 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 exhanywe 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.

.....


MN OLIPHANT, MP

UNGQONGQOSHE WEZABASEBENZI

USUKU: *24/10/2018*

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

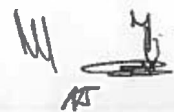
National Union of Leather and Allied Workers (N.U.L.A.W)

(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 and 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

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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, R.1281 of 21 October 2016 and 757 of 29 September 2017.

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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 2018 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.

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3. 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

	Rate Per Hour
1	
Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:	
Band A1 employees engaged in:	
ROUNDING	44.94
SPLITTING	55.60
Band A2 employees engaged in:	
SHAVING	47.64
Band B employees engaged in:	
COLOUR MATCHING	41.99
GLAZING	41.99
HAND SPRAYING	44.36
HAND TIPPING	41.99
PILOT PLANT OPERATING	44.36
POLISHING	41.99
Band C employees engaged in:	
ASSISTING SPLITTER	41.39
BRUSHING	41.39
BUFFING	41.39
CHEMICAL WEIGHING	41.39
COLOUR MIXING	41.39
CURTAIN COATING	41.39
CONDITIONING	38.67
DRUM OPERATING	38.67
DRY CLEANING MACHINE	38.67
EMBOSSING/PRINTING	41.39
FLESHING (HAND OR MACHINE)	41.39
HIDE STAMPING	39.11
HYDRAULIC PRESS	41.39
MEASURING	41.39
PADDING	41.39
PASTING	41.39
ROLLER COATING	41.39
ROTOR PRESS	41.39
ROTOR SPRAYING	41.39
SAMMYING	41.39
SETTING	41.39
SOLE ROLLING	41.39
STAKING	41.39
TRIMMING AFTER SHAVING	38.67
VACUUM DRYING	41.39

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	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	38.13
	FLESH TRIMMING	38.13
	GENERAL WORKERS	38.13
	(on operations as defined in definition of General Worker)	
	HANG DRYING	38.13
	MILLING	38.13
	SUBSTANCE CHECKING	38.13
	TOGGLING	38.13
	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	31.11
	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.....	44.94
	WET BLUE SORTER.....	44.94
	Band B employees engaged as a:	
	CRUST SORTER.....	41.99
	Band C employees engaged as a:	
	SPLIT SORTER.....	41.39
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	41.99
	Band C Employees engaged in –	
	BREAK FLESHING	41.39
	FINAL FLESHING	41.39
	PICKLE DRUM OPERATING	38.67
	SULPHIDE PAINTING	38.67
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	38.13
	COUNTING AND PACKING	38.13
	DRUM CLOSING	38.13
	HAND WOOL PULLING	38.13
	MACHINE WOOL PULLING	38.13
	PADDLE OPERATING	38.13
	WOOL BALING / PACKING	38.13
	WOOL DRYING	38.13
	WOOL PICKING	38.13
	WOOL WASHING	38.13

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	Band E Employees	
	General Workers entry level as defined in Definition of General Worker, entry level	31.11
	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	39.58
	COMBING	39.58
	CUTTING TO PATTERNS	38.94
	IRONING	39.58
	SHEARING	39.58
	STITCHING BY MACHINE.....	40.31
5	<u>Cutting Section Rates:</u>	
	Band A1 employees engaged in:	
	CUTTER 1	48.37
	FINAL INSPECTING	44.94
	Band A2 employees engaged in:	
	HAND CUTTING	44.94
	Band B employees engaged in:	
	COMPONENT SPLITTING	40.87
	CUTTER 2	44.36
	HIDE MARKING	44.36
	Band C employees engaged in:	
	COMPONENT PACKING	39.11
	LAMINATING	39.11
	LAYING OUT	39.11
	PERFORATING	39.11
	STAMPING (PIECE MARKING)	39.11
	TEMPLATE CONTROL	39.11

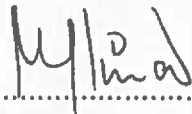
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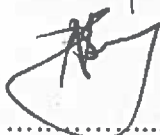

	<u>Rate Per Hour</u>
Band D employees engaged in –	
General Workers on operations as defined in the Definition Of "General Worker"	38.13
Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
First six months of experience	80% of prescribed wage
Second six months of experience	90% of prescribed wage
Band E Employees	
General Workers Entry Level as defined in Definition of General Worker, entry level	31.11
6 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)	44.32
Band B employees engaged as a:	
Despatch Clerk	40.56
Handyman	39.78
Motor Vehicle General Driver	41.44
(Code C1 Licence or lower)	
Spray Gun Mechanic	44.36
Storeman and/or Warehouseman	40.56
Tractor Driver	41.44
Band C employees engaged as a:	
Boiler Attendant	39.11
Forklift Driver	41.39
Security Guard	39.11
Store Assistant and/or Warehouseman Assistant	39.11
Band D employees engaged as a:	
Nylon Replacer	38.13

M A J

SIGNED BY THE PARTIES IN DURBAN ON THIS 30th DAY OF AUGUST 2018

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 