

## DEPARTMENT OF LABOUR

NO. R. 1413

01 NOVEMBER 2019

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTION AMENDING COLLECTIVE AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 the date of publication of this notice and for the period ending 30 June 2021.



MR TW NXESI, MP

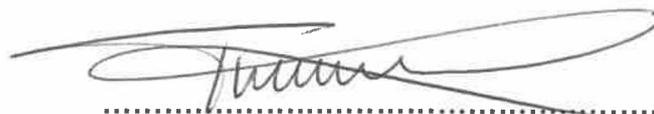
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 21/10/2019

**UMNYANGO WEZEMISEBENZI NEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA -1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA: UKWELUWA KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA ABESIFAZANE ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi nezabaSebenzi ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke 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.



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**MNUMZANE TW NXESI, MP**

**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**

**USUKU: 21/10/2019**  
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**SCHEDULE**  
**NATIONAL BARGAINING COUNCIL OF THE LEATHER**  
**INDUSTRY OF SOUTH AFRICA**  
**GENERAL GOODS AND HANDBAG SECTOR**  
**COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the employers or the “employer organization”) of the one part, and the

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

and

(c) **Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the employees or the trade unions) of the other part, being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017 and R.1230 of 16 November 2018.



## 1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
  - (a) in the Republic of South Africa,
  - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

## 2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 July 2019 and remain in force for the period ending 30 June 2021.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2021.

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### 3. CLAUSE 4 WAGES, RATES AND REMUNERATION

Amend subclause (9) "Subsistence Allowance" as follows:

"Where a motor vehicle driver and his assistant are required by their employer to be away from home, an allowance of R200 shall be paid in respect of every night such employees spend away from home."

### 4. ANNEXURE C - WAGE RATES

Substitute the following for Annexure "C"

"Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer."

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**ANNEXURE C****1. WAGE RATES**

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1) .....	2200.12	2420.13
(ii) Chargehand (Grade B2) .....	1671.64	1838.80
(iii) Despatch Clerk (Grade A3) .....	1407.69	1548.46
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1) .....	1459.00	1604.90
(b) Over 2722 Kg (Grade B2) .....	1671.64	1838.80
(v) General Worker (Grade A1) .....	1088.77	1197.65
(vi) Night Watchman (Grade A2) .....	1184.45	1302.90
(vii) Packer (Grade A1) .....	1088.77	1197.65
(viii) Storeman (Grade A3) .....	1407.69	1548.46
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1 .....	1088.77	1197.65
(ii) Grade A2 .....	1184.45	1302.90
(iii) Grade A3 .....	1407.69	1548.46
(iv) Grade B1 .....	1459.00	1604.90
(v) Grade B2 .....	1671.64	1838.80
(vi) Grade B3 .....	1830.37	2013.41

Handwritten signatures and initials, including a large signature and smaller initials 'AT' and 'W'.

	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Belville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1 .....	1088.77	1197.65
(ii) Grade A2 .....	1184.45	1302.90
(iii) Grade A3 .....	1407.69	1548.46
(iv) Grade B1 .....	1459.00	1604.90
(v) Grade B2 .....	1671.64	1838.80
(vi) Grade B3 .....	1830.37	2013.41
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience .....	882.62	970.88
During the second six months of experience .....	1053.66	1159.03

## 2. PROPORTION AND RATIO OF EMPLOYEES

### (1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

### (2) Saddlery -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

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(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
- (b) For each employee receiving a wage of not less than R1197.65 per week during the period ending 30 June 2020, not more than one employee may be employed at a wage less than R1197.65: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

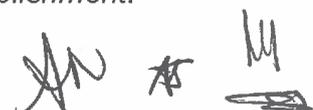
For each employee receiving a wage of not less than R1197.65 per week during the period ending 30 June 2020, not more than one employee may be employed at a wage less than R1197.65 per week during the period ending 30 June 2020: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R1197.65 per week during the period ending 30 June 2020, not more than one employee may be employed at a wage less than R1197.65 per week during the period ending 30 June 2020: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) Handbags -

- (a) Not less than one foreman shall be employed in each *establishment*.



(b ) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.

(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed:

(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.

(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

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

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SIGNED BY THE PARTIES AT **DURBAN** ON THIS **23<sup>rd</sup>** DAY OF **JULY 2019**.

A OWEN, Member of the Council



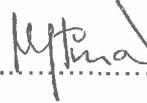
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A BENJAMIN, Member of the Council



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V MEMBINKOSI, Member of the Council



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S NAIDOO, General Secretary of  
the Bargaining Council



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