

DEPARTMENT OF LABOUR

NO. R. 1484

15 NOVEMBER 2019

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE AGENCY SHOP COLLECTIVE AGREEMENT FOR EMPLOYEES

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) read with section 32(8) of the Labour Relations Act, 1995, declare that the provisions of 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 the agreement and for the period ending 30 June 2027.

.....
MR TW NXESI, MP**MINISTER OF EMPLOYMENT AND LABOUR**DATE: 31/10/2019
.....

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI BEMBONINI YEZIKHUMBA:****UKWELULELWA KWESIVUMELWANO SEGATSHA ELIPHATHELENE NENTELA
YABASEBENZI SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi nezabaSebenzi, ngokwesigaba 32(2) sifundwa kanye nesigaba 32(8) 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 wasibili emuva kokushicilelwa kwalesiSivumelwano kufikela ngomhlaka 30 kuNhlangulana 2027.


MR TW NXESI, MP**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**

USUKU: 31/10/2019

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH
AFRICA
AGENCY SHOP COLLECTIVE AGREEMENT FOR EMPLOYEES**

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

- a) Southern African Footwear and Leather Industries Association (SAFLIA)**
- b) South African Tanning Employers Organisation (SATEO);**
- c) Association of South African Manufacturers of Luggage, Handbags and General Goods;**

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

- d) National Union of Leather & Allied Workers (N.U.L.A.W)**

and

- e) Southern African Clothing and Textile Workers Union**

(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 and extend the Agreement published under Government Notice No. 909 of 24 November 2017.



1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Leather Industry -
 - (a) by all employers who are members of the employers' organisations and by the party trade unions in the Leather Industry, respectively;
 - (b) in the Republic of South Africa.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in any of the Main Collective Agreements of the Council.
- (3) The terms of this Agreement shall 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 01 July 2019 and remain in force for the period ending 30 June 2027,
- (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 thereafter remain in force for the period ending 30 June 2027.

3. CLAUSE 4: THE AGENCY SHOP AGREEMENT

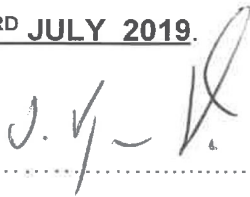
Substitute the following for subclause 4(6):

"The agency fee shall be equal to 1% (one percent) but not exceeding R19.15 of the employee's basic weekly wage."


Handwritten signatures and initials in black ink, including a large signature on the left, a smaller signature on the right, and several initials below them.

SIGNED BY THE PARTIES AT DURBAN ON THE 23RD JULY 2019.

J J V VYMETAL, Member of the Council


.....


M J OOSTHUIZEN, Member of the Council


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A OWEN, 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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