

DEPARTMENT OF EMPLOYMENT AND LABOUR

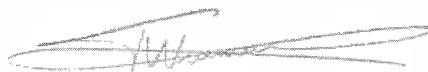
NO. R. 2701

4 November 2022

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR
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 2026.



MR T W NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/10/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA
ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXYENYE
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 kuMkhandlu 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 kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.



**MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/10/2022**

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**

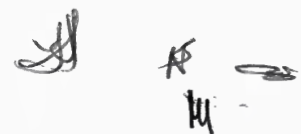
(Hereinafter referred to as the employers or the "employer organization") of the one part, and the

(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, R.1230 of 16 November 2018, R.1413 of 01 November 2019, R.219 of 18 March 2021, R.453 of 28 May 2021 and R.1588 of 10 December 2021.



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 2022 and remain in force for the period ending 30 June 2026.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2026.



3. CLAUSE 4 – WAGES, RATES AND REMUNERATION**Subclause (15) “Phasing in Period”**

Delete subclause (15) in its entirety.

4. CLAUSE 8 – PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND MATERNITY LEAVE

4.1 Insert a new subclause 10A as follows:

10A Paternity Leave, Adoption Leave and Commissioning Leave

The granting of Paternity Leave, Adoption Leave and Commissioning Leave shall be in accordance with the provisions of the Basic Conditions of Employment Act (Act No 75 of 1997 as amended).

4.2 Subclause (11): Family Responsibility Leave

Substitute subclause (11)(2) with the following:

- 2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take-
- (a) when the employee's child is sick;
 - (b) when the employee's spouse or life partner is sick or
 - (c) in the event of the death of—
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.



5. CLAUSE 10 – TERMINATION OF EMPLOYMENT**Subclause 7 : Retirement**

Delete subclause (7)(iii)

6. CLAUSE 13 – ORGANISATIONAL RIGHTS**Subclause (4) : Shop Stewards Leave**

Substitute subclause (4)(i) with the following:

- (i) An elected shop steward shall be entitled to six days' paid leave and two day's unpaid leave in a calendar year to attend training courses or any other union business. The granting of paid leave in terms of this sub-clause, shall be limited to one shop steward if there are between 10 and 50 employees for whom trade union subscriptions are being deducted and thereafter one shop steward for every additional 50 employees for whom trade union subscriptions are being deducted.

7. ANNEXURE C –

Substitute Annexure "C" with the following:

"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)	2521.55	2773.71
(ii) Chargehand (Grade B2)	1915.87	2107.46
(iii) Despatch Clerk (Grade A3)	1613.35	1774.69
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	1672.16	1839.38
(b) Over 2722 Kg (Grade B2)	1915.87	2107.46
(v) General Worker (Grade A1)	1247.83	1372.61
(vi) Night Watchman (Grade A2)	1357.50	1493.25
(vii) Packer (Grade A1)	1247.83	1372.61
(viii) Storeman (Grade A3)	1613.35	1774.69
(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	1247.83	1372.61
(ii) Grade A2	1357.50	1493.25
(iii) Grade A3	1613.35	1774.69
(iv) Grade B1	1672.16	1839.38
(v) Grade B2	1915.87	2107.46
(vi) Grade B3	2097.79	2307.57



	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 Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	1247.83	1372.61
(ii) Grade A2	1357.50	1493.25
(iii) Grade A3	1613.35	1774.69
(iv) Grade B1	1672.16	1839.38
(v) Grade B2	1915.87	2107.46
(vi) Grade B3	2097.79	2307.57
(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	1011.57	1112.73
During the second six months of experience	1207.60	1328.36

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.

(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 R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: 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 R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: Provided

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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 R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: 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*.

SIGNED AT DURBAN ON THIS 28TH DAY OF JULY 2022.

H STRAUSS, Member of the Council



A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council



DEPARTMENT OF EMPLOYMENT AND LABOUR

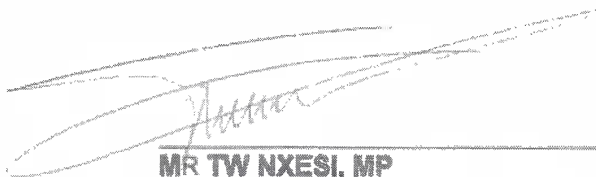
NO. R. 2702

4 November 2022

LABOUR RELATIONS ACT, 1995

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

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 2027.

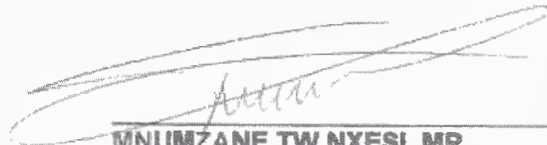


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/10/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**R.****USUKU:****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA 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 kuMkhandlu 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 kosuku lokushicilelwa kwalesiSaziso kuze kube sekhathi esiphela mhlaka 30 kuNhlangulana 2026.



**MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/10/2022**

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 extend and amend the Agreement published under Government Notice
No. 909 of 24 November 2017 as further amended under Government Notice
Numbers R.1484 of 15 November 2019 and R.2078 of 13 May 2022.



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).

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) 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

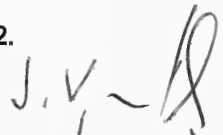
Substitute the following for subclause 4(6):

"The agency fee shall be equal to 1% (one percent) but not exceeding R22.03 of the employee's basic weekly wage."



SIGNED AT DURBAN ON THE 28th DAY OF JULY 2022.

J J V VYMETAL, Member of the Council



M J OOSTHUIZEN, Member of the Council



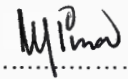
H STRAUSS, Member of the Council



A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council



DEPARTMENT OF EMPLOYMENT AND LABOUR**NO. R. 2703****4 November 2022****LABOUR RELATIONS ACT, 1995****CORRECTION NOTICE****BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
RENEWAL OF PERIOD OF OPERATION OF THE EXEMPTIONS
COLLECTIVE AGREEMENT**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45696 of 24 December 2021 is hereby published for general information:

1. Please replace page 70 of the above mentioned gazette with the page attached

SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
EXEMPTIONS COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers organisation” of the one party and the –

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

(Hereinafter referred to as the “employees” or the “trade union” of the other party, being the parties to the Bargaining Council for the Civil Engineering Industry)

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry.

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DEPARTMENT OF EMPLOYMENT AND LABOUR**NO. R. 2704****4 November 2022****LABOUR RELATIONS ACT, 1995****CORRECTION NOTICE****BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
EXTENSION OF AMENDMENT OF THE WAGE AND TASK GRADE
COLLECTIVE AGREEMENT TO NON-PARTIES**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45645 of 17 December 2021 is hereby published for general information:

1. Please replace page 184 of the above mentioned gazette with the page attached.

SCHEDULE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
WAGE AND TASK GRADE COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers organisation” of the one party and the –

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

(Hereinafter referred to as the “employees” or the “trade union” of the other party, being the parties to the Bargaining Council for the Civil Engineering Industry)

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry

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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2705

4 November 2022

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
EXTENSION OF AMENDMENT OF CONDITION OF EMPLOYMENT
COLLECTIVE AGREEMENT TO NON-PARTIES**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45696 of 24 December 2021 is hereby published for general information:

1. Please replace page 17 of the above mentioned gazette with the page attached

SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
CONDITIONS OF EMPLOYMENT COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers organisation” of the one party and the –

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

(Hereinafter referred to as the “employees” or the “trade union” of the other party, being the parties to the Bargaining Council for the Civil Engineering Industry)

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry

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DEPARTMENT OF EMPLOYMENT AND LABOUR

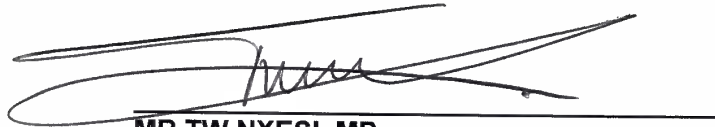
NO. R. 2706

4 November 2022

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR 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 2026.



MR TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 07/10/2022

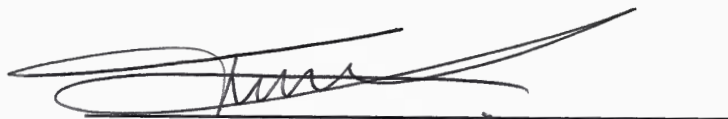
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R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZICATHULO 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 **kuMkhandlu 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 kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 07/10/2022

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

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

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of
the one part, and the

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

and

Southern African Clothing & 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 the agreement published under Government
Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2
February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007,
R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December
2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the
14 October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326
of 3 May 2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of
17 October 2014 , R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763
of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017



R.1257 of 16 November 2018, R.1382 of 25 October 2019. R.217 of 18 March 2021, R.454 of 28 May 2021 and R.1586 of 10 December 2021.

1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry: -
 - (a) 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*;
 - (b) in the Republic of South Africa.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall;
 - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will 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 shall come into operation for the parties on 1 July 2022 and remain in force for the period ending 30 June 2026.

- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

3. CLAUSE 7: LEAVE

Subclause 7.5 Family Responsibility Leave

Substitute the following for subclause 7.5(2):

- (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, four days paid leave, which the employee is entitled to take –
- (a) when an employee's child is born;
 - (b) when an employee's child is sick; or
 - (c) in the event of the death of –
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
 - (d) when an employee's spouse is hospitalized or has a chronic/serious illness.

4. ANNEXURE D

Substitute the following for Annexure D:



ANNEXURE D

WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	1915.92	2107.51
B Storeman and or warehouseman, despatch clerk.....	1967.79	2164.57
C Boiler attendant.....	1915.92	2107.51
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of- (i) under 2722 kg.....	1941.83	2136.01
(ii) 2722 kg.....	1967.79	2164.57
(iii) over 2722 kg but not exceeding 4546 kg.....	2094.56	2304.02
(iv) over 4546 kg but not exceeding 6350 kg.....	2487.22	2735.94
E Minors employed in occupations for which rates have not been prescribed in this Agreement: First six months.....	1229.28	1352.21
Second six months.....	1373.19	1510.51
Thereafter.....	1915.92	2107.51
F Cardboard box-making operations: (i) Guillotine and/or rotary cutting machine and/or scoring machine operated by- (a) power.....	2842.03	3128.23
(b) hand.....	2291.11	2520.22
(ii) Cardboard box-makers.....	1915.92	2107.51
(iii) Making cardboard boxes, according to experience: First six months.....	1362.26	1498.49
Second six months.....	1373.19	1510.51
Thereafter.....	1915.92	2107.51
G Employees employed on hand typesetting and printing labels on a printing machine	2572.27	2829.50
H Employees employed on well-making: (i) Splitting, skiving, cutting, grooving and bevelling.....	1915.92	2107.51
(ii) All other operators.....	1915.92	2107.51
I Packers.....	1915.92	2107.51
J Employees employed on currying.....	2217.06	2438.77
K Employees employed on spraying of leather.....	2567.26	2823.99
L Employees employed on knife-making (i) Welding and/or brazing and/or silver soldering.....	3092.13	3401.34
(ii) Finishing of joints after welding.....	2010.82	2211.90
(iii) Tack and/or spot welding.....	1915.92	2107.51
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	1915.92	2107.51
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Rates		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman.....	3218.89	3540.78
(ii) (a) employed on hand grading and not producing original standards.....	2720.32	2992.35
(b) employed on grading machines.....	2720.32	2992.35
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2720.32	2992.35
(d) CAD-CAM operator not producing original standard	2720.32	2992.35
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	2153.05	2368.36
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	3189.64	3508.60
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage).....	3189.64	3508.60
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	3189.64	3508.60
(b) Any other materials	3189.64	3508.60
(c) Cutting by CAD-CAM technology:		
employed on nesting operation	3189.64	3508.60
employed on cutting (excluding nesting)	1969.92	2168.91
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	3218.89	3540.78
(e) Examining of cut leather components for quality.....	3218.89	3540.78
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	2217.06	2438.77
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	2217.06	2438.77
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	2217.06	2438.77
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	1967.79	2164.57
(iv) Giving out patterns.....	2153.05	2368.36
Operating splitting machine.....	2153.05	2368.36
(v) Size stamping and/or painting.....	1915.92	2107.51
Applying acme backing.....	1915.92	2107.51

		Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT			
Qualified employees on:			
(i)	Puritan machining.....	2359.34	2595.27
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	2359.34	2595.27
(iii)	Pilot machining.....	2231.51	2454.66
(iv)	Strobel machining.....	2231.51	2454.66
(v)	Other machining:		
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1927.65	2120.42
	White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	1927.65	2120.42
	(b) Operations on leathers other than those specified in (a):		
	Vamping.....	2023.90	2226.29
	Flat binding by machine.....	2023.90	2226.29
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	2023.90	2226.29
	Golosh machining (whole goloshes).....	2023.90	2226.29
	Fancy shoes on the held-together system, machined through (all classes).....	2023.90	2226.29
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....	2023.90	2226.29
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	2023.90	2226.29
	Vamping shoes with quarters over vamps.....	2023.90	2226.29
	Conveyor belt console operator feeding individual operators.....	2023.90	2226.29
	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	2023.90	2226.29
	(d) Computerised stitching machine operator.....	1969.92	2166.91
	(e) All operations on children's work up to size 1½.....	1927.65	2120.42
	All leather slippers (men's, women's and children's).....	1927.65	2120.42
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1927.65	2120.42
(vi)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	2023.90	2226.29
(vii)	Bagging.....	1915.92	2107.51
	Turning of binding.....	1915.92	2107.51
	Button fastening.....	1915.92	2107.51
	Buttonholding.....	1915.92	2107.51
	Lacing.....	1915.92	2107.51
	Handpunching.....	1915.92	2107.51
	Portuguese seaming.....	1915.92	2107.51
	Staying and taping.....	1915.92	2107.51
	Seam rubbing.....	1915.92	2107.51
	Seam hammering.....	1915.92	2107.51
	Sewing on bows and buckles by hand or machine.....	1915.92	2107.51
	Silk screen printing.....	1915.92	2107.51
	Table-hands.....	1915.92	2107.51
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1915.92	2107.51

		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	3063.84	3370.22
	On sorting, examining and fitting up ungraded and unstamped stock.....	3063.84	3370.22
	On sorting and examining graded and stamped stock.....	3063.84	3370.22
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	2695.43	2964.97
	On reducing shaped rubber soles on the press.....	2695.43	2964.97
[Ratio: See subclause (P)]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Wetted insoles.....	2217.06	2438.77
	Other work.....	2217.06	2438.77
(ii)	Press cutting operations, other than those in Class I.....	2279.64	2507.60
(iii)	Assembling from stock, whether or not sorted or graded.....	2153.05	2368.36
	Attaching ribs to wetted insoles.....	2153.05	2368.36
	Flap splitting.....	2153.05	2368.36
	Gemming and taping.....	2153.05	2368.36
	Heel breasting.....	2153.05	2368.36
	Heel building.....	2153.05	2368.36
	Heel compressing.....	2153.05	2368.36
	Slugging.....	2153.05	2368.36
	Sole and insole rounding.....	2153.05	2368.36
	Sole grooving, sole roughening and reducing on automatic machine.....	2153.05	2368.36
	Tip filling.....	2153.05	2368.36
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	1915.92	2107.51
	Edge covering.....	1915.92	2107.51
	Edge reducing.....	1915.92	2107.51
	Automatic edge preparation machine operating for soles prior to attachment.....	1915.92	2107.51
	Flexing.....	1915.92	2107.51
	Insole feathering.....	1915.92	2107.51
	Insole grooving.....	1915.92	2107.51
	Insole slotting.....	1915.92	2107.51
	Insole marking.....	1915.92	2107.51
	Lift and/or rand tacking.....	1915.92	2107.51
	Lip turning.....	1915.92	2107.51
	Press room scouring operations.....	1915.92	2107.51
	Shank assembling.....	1915.92	2107.51
	Shank moulding.....	1915.92	2107.51
	Skiving.....	1915.92	2107.51
	Size stamping.....	1915.92	2107.51
	Sole, insole and stiffener moulding.....	1915.92	2107.51
	Sole and insole splitting.....	1915.92	2107.51
	Sole grading machine operating.....	1915.92	2107.51
	Sole roughening for stuck-on work.....	1915.92	2107.51
	Solutioning.....	1915.92	2107.51
	Staining and/or inking of insoles.....	1915.92	2107.51
	Stiffener waxing and crimping.....	1915.92	2107.51
	Welt preparation.....	1915.92	2107.51
[Ratio: See subclause (P)]			

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2895.43	2964.97
(e) Combined pulling over and forepart lasting.....	3063.84	3370.22
(f) All other grades.....	3063.84	3370.22
(ii) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(b) Other Work.....	3063.84	3370.22
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work.....	2443.80	2688.18
(b) Other work.....	2443.80	2688.18
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(iv) Complete sole attaching by staple machine.....	2196.80	2416.48
Staple welt attaching.....	2196.80	2416.48
(v) Welt sewing.....	3063.84	3370.22
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(b) Stitchdowns.....	3063.84	3370.22
(c) Other work.....	3063.84	3370.22
(vii) Sole sewing by any machine.....	3063.84	3370.22
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....	2695.43	2964.97
(c) Other work.....	3063.84	3370.22
(ix)(a) Stitchdown staple lasting.....	2196.80	2416.48
(b) Stitchdown thread lasting.....	2196.80	2416.48
(c) Stitchdown toe forming.....	2196.80	2416.48
(d) Wiping platform covers by machine.....	2196.80	2416.48
(e) Lasting operations on a Kamborian machine.....	2196.80	2416.48
(f) String-lasting by hand.....	2196.80	2416.48
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work.....	2569.65	2826.62
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots.....	2816.2	3097.82
(c) Other work.....	2569.65	2826.62
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	3063.84	3370.22
[Ratio: See subclause (P)]		