

## DEPARTMENT OF EMPLOYMENT AND LABOUR

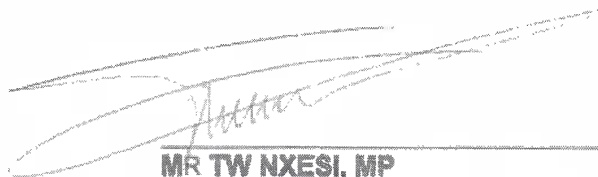
NO. R. 2702

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.

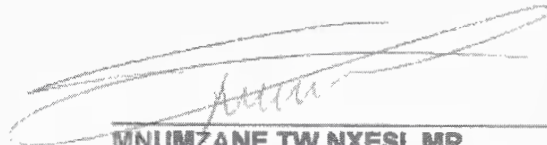


MR TW NXESI, MP  
MINISTER OF EMPLOYMENT AND LABOUR  
DATE: 26/10/2022

**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 kuNhlanguvana 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**

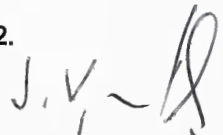
Substitute the following for subclause 4(6):

"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 28<sup>th</sup> DAY OF JULY 2022.

J J V VYMETAL, Member of the Council



M J OOSTHUIZEN, Member of the Council



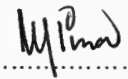
H STRAUSS, Member of the Council



A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of  
the Council

