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**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

No. R. 580

24 June 2005

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT FOR THE NORTHERN REGION (KNITTING)**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 27 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

No. R. 580

24 Junie 2005

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE NOORDELIKE STREEK (BREI-AFDELING)**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 27 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**SCHEDULE**

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY MAIN COLLECTIVE AGREEMENT FOR THE NORTHERN REGION (KNITTING)**

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

**Transvaal Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the National Bargaining Council for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 106 of 7 February 2003, as amended, extended and re-enacted by Government Notices Nos. R. 787 and R. 788 of 20 June 2003, R. 1270 of 12 September 2003, R. 514 and R. 515 of 30 April 2004, R. 1181 of 15 October 2004 and R. 44 of 28 January 2005.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed—

- (a) by all employers who are members of the employers' organisation and who are engaged in the Knitting Industry, and by all employees who are members of the trade union and who are employed in the Industry;
- (b) in the Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort, as well as only those portions of the City of Tshwane, including only those portions of the Southern Pretoria Metropolitan Substructure, the Central Pretoria Metropolitan Substructure and the Northern Pretoria Metropolitan Substructure established in terms of the Premier of the Province of PWV Proclamation No. 38 of 1994 published in *Provincial Gazette Extraordinary* No. 5064 of 8 December 1994 as amended by the Premier's Notice No. 43 of 1995 published in *Provincial Gazette Extraordinary* No. 66 of 1 September 1995, which previously made up the "municipal area of Pretoria" as such existed immediately prior to the establishment of the Transitional Metropolitan Council with Transitional Metropolitan Substructures in respect of the Greater Pretoria Metropolitan Area published under aforementioned Proclamation No. 38 of 1994.

(2) Clauses 1 (1) (a), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Collective Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act, and shall remain in force until 30 June 2005.

## 3. CLAUSE 13: TRADE UNION LABOUR

Substitute the following Part A for clause 13A:

### "A EMPLOYMENT OF TRADE UNION LABOUR

- (1) No employer who is a member of the employers' organisation shall continue to employ an employee—
  - (a) who, while being eligible for membership of the trade union, is not a member of the trade union as at the date of coming into operation of this Agreement; or
  - (b) who does not become a member of the trade union within a period of 90 days from such date.
- (2) The provisions of this clause shall apply to persons who are eligible for membership in terms of the constitution of the trade union or employers' organisation, or who have been refused membership of or expelled from the trade union or employers' organisation.
- (3) Every employer shall forward all deductions made from the remuneration of employees in respect of trade union membership fees to the Regional Secretary of the Regional Chamber, P.O. Box 4866, Johannesburg, 2000, within seven days of the end of the week in which the deductions fall due. The Regional Secretary of the Regional Chamber shall within 15 days of receipt forward the amounts to the secretary of the trade union, together with such analyses of the amounts as are received from employers.
- (4) For the purposes of the Agreement no union membership subscriptions may be—
  - (a) paid to a political party as an affiliation fee;
  - (b) contributed in cash or kind to a political party or a person standing for election to any political office; or
  - (c) uses for any expenditure that does not advance or protect the socio-economic interests of employees."

## 4. CLAUSE 26: AGENCY SHOP: EMPLOYERS' ORGANISATION

Substitute the following for clause 26:

### "26: AGENCY SHOP: EMPLOYERS' ORGANISATION

- (1) Every employer that belongs to the employers' organisation shall pay the membership fee referred to in subclause (3).
- (2) Every employer that does not belong to the employers' organisation shall pay the levy referred to in subclause (3).
- (3) The amount of the monthly membership fee or monthly levy shall be calculated in accordance with the following formulae:
  - (i) an employer employing 60 or fewer employees, a total of R219,30 per month (exclusive of VAT);
  - (ii) an employer employing 61 or more employees, R3,73 (exclusive of VAT) per employee times the number of employees for whom wages are prescribed in this Agreement.
- (4) Every employer shall pay the monthly amount to the Regional Secretary of the Northern Chamber of the National Council, P.O. Box 5101, Johannesburg, 2000, before the 15th day of each month, together with an analysis of the amounts received, after withholding a collection fee as determined and agreed upon from time to time by the parties to the Council.
- (5) The Regional Secretary of the Northern Chamber of the National Council shall deposit all monies received in terms of this clause into the Northern Chamber's account and at the end of each month—
  - (a) pay all membership fees received to the employers' organisation; and
  - (b) deposit all the levies received into a separate account administered by the employers' organisation.
- (6) The monies held in the separate account may be used only for expenditure incurred by the employers' organisation relating to collective bargaining or dispute resolution in the Industry and may not be—
  - (a) paid to a political party as an affiliation fee; or
  - (b) contributed in cash or kind to a political party or a person standing for election to any political office.
- (7) The employers' organisation shall arrange for an annual audit of the separate account within six months of its financial year by an auditor who—
  - (a) conducts the audit in accordance with generally accepted auditing standards;
  - (b) reports in writing to the employers' organisation, and in this report expresses an opinion as to whether or not the employers' organisation has complied with the provisions of its constitution relating to financial matters and the provisions of subclause (6).

- (8) The employers' organisation shall submit to the Northern Chamber of the National Council, within 30 days of receipt of the auditor's report referred to in subclause (7), a certified copy of that report.
- (9) Any person may inspect the auditor's report submitted to the Northern Chamber of the National Council in terms of subclause (8) at the Northern Chamber's offices, 148 Kerk Street, Johannesburg.
- (10) The Northern Chamber of the National Council shall provide a certified copy of, or extract from, the auditor's report to any person requesting such copy or extract.
- (11) The Independent Exemptions Body may, on application from an employer who conscientiously objects to associating with persons other than those who share his religious beliefs, grant an exemption from the provisions of this clause.
- (12) Any dispute about the application, including enforcement, or interpretation of the provisions of this clause shall be referred to a conciliator and arbitrator: Provided that the parties mutually agree on such conciliator and arbitrator. If no agreement is reached within 30 days of the lodging of the dispute, the conciliator and arbitrator, who must be senior counsel, shall be appointed from the ranks of an accredited agency."

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

Chairperson

**C. O. JEFTHA**

Vice-Chairperson

**W. A. ROBERTS**

General Secretary

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**No. R. 586**

**24 June 2005**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO  
NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT FOR THE NORTHERN REGION (CLOTHING)**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 27 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

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**No. R. 586**

**24 Junie 2005**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE  
VAN HOOF KOLLEKTIEWE WYSIGINGSOORENKOMS VIR DIE NOORDELIKE STREEK (KLERASIE)**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan is, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 27 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY COUNTRY****MAIN COLLECTIVE AGREEMENT FOR THE NORTHERN REGION (CLOTHING)**

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

**Transvaal Clothing Manufacturers Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**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 for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1041 of 10 September 1999, as amended, extended and re-enacted by Government Notices Nos. R328 of 7 April 2000, R. 1351 of 15 December 2000, R. 5 April 2002, R. 223 of 14 February 2003, R. 783 and R. 784 of 20 June 2003, R. 1268 of 12 September 2003, R. 512 of 30 April 2004 and R. 1189 of 15 October 2004.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed—
- by all employers who are members of the employer's organisation and who are engaged in the Clothing Industry, and by all employees who are members of the trade union and who are employed in the Industry; and
  - in the Province of Transvaal, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).
- (2) Clauses 1 (1) (a), 2 and 5 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of the Act, and shall remain in force until 30 June 2005.

**3. CLAUSE 10: OVERTIME AND SUNDAY WORK**

In subclause (1), substitute reference to clause "(5) (a) and (b)" to read "(4) (a) and (b)".

**4. CLAUSE 25: AGENCY SHOP: EMPLOYERS' ORGANISATION**

Substitute the following for clause 25:

**"25: AGENCY SHOP: EMPLOYERS' ORGANISATION**

- Every employer that belongs to the employers' organisation shall pay the membership fee referred to in subclause (3).
- Every employer that does not belong to the employers' organisation shall pay the levy referred to in subclause (3).
- The amount of the monthly membership fee or monthly levy shall be calculated in accordance with the following formulae:
  - an employer employing 60 or fewer employees, a total of R219,30 per month (exclusive of VAT);
  - an employer employing 61 or more employees, R3,73 (exclusive of VAT) per employee times the number of employees for whom wages are prescribed in this Agreement.
- Every employer shall pay the monthly amount to the Regional Secretary of the Northern Chamber of the National Council, P.O. Box 5101, Johannesburg, 2000, before the 15th day of each month, together with an analysis of the amounts received, after withholding a collection fee as determined and agreed upon from time to time by the parties to the Council.
- The Regional Secretary of the Northern Chamber of the National Council shall deposit all monies received in terms of this clause into the Northern Chamber's account and at the end of each month—
  - pay all membership fees received to the employers' organisation; and
  - deposit all the levies received into a separate account administered by the employers' organisation.
- The monies held in the separate account may be used only for expenditure incurred by the employers' organisation relating to collective bargaining or dispute resolution in the Industry and may not be—
  - paid to a political party as an affiliation fee; or
  - contributed in cash or kind to a political party or a person standing for election to any political office.
- The employers' organisation shall arrange for an annual audit of the separate account within six months of its financial year by an auditor who—
  - conducts the audit in accordance with generally accepted auditing standards;
  - reports in writing to the employers' organisation, and in this report expresses an opinion as to whether or not the employers' organisation has complied with the provisions of its constitution relating to financial matters and the provisions of subclause (6).

- (8) The employer's organisation shall submit to the Northern Chamber of the National Council, within 30 days of receipt of the auditor's report referred to in subclause (7), a certified copy of that report.
- (9) Any person may inspect the auditor's report submitted to the Northern Chamber of the National Council in terms of subclause (8) at the Northern Chamber's offices, 148 Kerk Street, Johannesburg.
- (10) The Northern Chamber of the National Council shall provide a certified copy of, or extract from, the auditor's report to any person requesting such copy or extract.
- (11) The Independent Exemptions Body may, on application from an employer who conscientiously objects to associating with persons other than those who share his religious beliefs, grant an exemption from the provisions of this clause.
- (12) Any dispute about the application, including enforcement, or interpretation of the provisions of this clause shall be referred to a conciliator and arbitrator: Provided that the parties mutually agree on such conciliator and arbitrator. If no agreement is reached within 30 days of the lodging of the dispute, the conciliator and arbitrator, who must be senior counsel, shall be appointed from the ranks of an accredited agency."

#### **5. CLAUSE 26: TRADE UNION LABOUR**

Substitute the following for clause 26A:

##### **"A. EMPLOYMENT OF TRADE UNION LABOUR**

- (1) No employer who is a member of the employers' organisation shall continue to employ an employee—
  - (a) who, while being eligible for membership of the trade union, is not a member of the trade union as at the date of coming into operation of this Agreement; or
  - (b) who does not become a member of the trade union within a period of 90 days from such date.
- (2) The provisions of this clause shall apply to persons who are eligible for membership in terms of the constitution of the trade union or employers' organisation, or who have been refused membership of or expelled from the trade union or employers' organisation.
- (3) Every employer shall forward all deductions made from the remuneration of employees in respect of trade union membership fees to the Regional Secretary of the Regional Chamber, P.O. Box 4866, Johannesburg, 2000, within seven days of the end of the week in which the deductions fall due. The Regional Secretary of the Regional Chamber shall within 15 days of receipt forward the amounts to the secretary of the trade union, together with such analyses of the amounts as are received from employers.
- (4) For the purposes of this Agreement no union membership subscriptions may be—
  - (a) paid to a political party as an affiliation fee;
  - (b) contributed in cash or kind to a political party or a person standing for election to any political office; or
  - (c) used for any expenditure that does not advance or protect the socio-economic interests of employees."

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

Chairperson

**C. O. JEFTHA**

Vice-Chairperson

**W. A. ROBERTS**

General Secretary

**No. R. 587**

**24 June 2005**

#### LABOUR RELATIONS ACT, 1995

#### **NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING AGREEMENT FOR THE NON-METRO AREAS**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 20 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

No. R. 587

24 Junie 2005

## WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYIE VAN DIE HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE NIE-METRO STREKE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 20 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister of Arbeid

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY, MAIN COLLECTIVE AGREEMENT FOR THE NON-METRO AREAS**

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

**Cape Clothing Association****Eastern Province Clothing Manufacturers' Association****Free State and Northern Cape Clothing Manufacturers' Association****Lower South Coast Clothing Manufacturers' Association****Natal Clothing Manufacturers' Association****Northern Decentralised Clothing Manufacturers' Association****Northern KwaZulu-Natal Clothing Manufacturers' Association****QwaQwa Clothing Manufacturer's Association****Transvaal Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade union") of the other part,

being the parties to the National Bargaining Council for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1001 of 25 July 2003, as amended and re-enacted by Government Notices Nos. R. 214 of 20 February 2004, R. 507 of 30 April 2004 and R. 1141 of 8 October 2004.

**1. SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged and employed in the said Industry, and by any employers' organisation and its members which may be admitted to membership of the Bargaining Council during the currency of this Agreement;
- (b) in all areas of the Republic of South Africa excluding those areas or Magisterial Districts covered by the scopes of the bargaining councils which amalgamated on 23 May 2002 to establish the current National Bargaining Council for the Clothing Manufacturing Industry, including those referred to below, and excluding those garment knitting establishments which fall within the scope of the Main Collective Agreement for the Northern Region (Knitting) as set out below and also those clothing establishments which fall within the scope of the Main Collective Agreement for the Northern Region (Clothing) and the Fund Collective Agreement for the Northern Region, as detailed below. The exclusions referred to are as follows:

(i) In the Province of the Eastern Cape—

- (aa) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. R. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, and that portion which was transferred by the publication of Government Notice No. R. 1687 of 5 September 1975 to Uitenhage, and excluding that portion of Hankey which was transferred by Government Notice No. R. 1974 of 26 September 1980 to Port Elizabeth; and



- (bb) East London, including that portion which was transferred to Mdantsane by Government Notice No. R. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. R. 1877 of 4 September 1981 and Government Notice No. R. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. R. 2354 of 5 October 1990.
- (ii) in the Province of KwaZulu-Natal—  
the Magisterial Districts of Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg and Pinetown;
- (iii) in the Province of the Free State—  
the Magisterial Districts of Bloemfontein, Frankfort, Kroonstad, Parys and Vredefort;
- (iv) in the Province of the Northern Cape—  
the Magisterial District of Kimberley;
- (v) In the Province of Gauteng—  
(aa) in respect of garment knitting establishments which fall within the scope of application of the Main Collective Agreement for the Northern Region (Knitting)—  
the Magisterial Districts of Alberton, Benoni, Germiston, Johannesburg and Roodepoort as well as only those portions of the City of Tshwane, including only those portions of the Southern Pretoria Metropolitan Substructure, the Central Pretoria Metropolitan Substructure and the Northern Pretoria Metropolitan Substructure established in terms of the Premier of the Province of PWV Proclamation No. 38 of 1994 published in *Provincial Gazette Extraordinary* No. 5064 of 8 December 1994 as amended by Premier's Notice No. 43 of 1995 published in *Provincial Gazette Extraordinary* No. 66 of 1 September 1995, which previously made up the 'municipal area of Pretoria' as such existed immediately prior to the establishment of the Transitional Metropolitan Council with Transitional Metropolitan Substructures in respect of the Greater Pretoria Metropolitan Area published under aforementioned Proclamation No. 38 of 1994;
- (bb) in respect of the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and Fund Collective Agreement for the Northern Region—  
the Province of the Transvaal, as it existed prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), but only in respect of clothing establishment, which fall within the scope of application of the Main Collective Agreement for the Northern Region (Clothing) and the Fund Collective Agreement for the Northern Region;".
- (vi) In the Province of the Western Cape—  
the Magisterial Districts of Bellville, George, Goodwood, Malmesbury (including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice No. 2649), Simonstown, Somerset West, Strand, The Cape, Worcester and Wynberg, including those portions of the Magisterial Districts of Bellville, Goodwood, Simonstown and Wynberg from which the Magisterial District of Mitchells Plain was constituted on 2 March 1992;
- (c) in so far as those areas or magisterial districts covered by the scopes of the bargaining councils which amalgamated on 23 May 2002 to establish the current National Bargaining Council for the Clothing Manufacturing Industry are concerned, should one or more magisterial districts have been inadvertently omitted from subclause (b) (i)–(vii) above, the overriding test as to whether a particular magisterial district is excluded from the provisions of this Agreement or not, is whether such magisterial district was covered by the geographical scope of the bargaining councils which amalgamated to form the National Bargaining Council for the Clothing Manufacturing Industry on 23 May 2002.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—  
(a) apply in respect of employees for whom wages are prescribed in this Agreement; and  
(b) apply to every employer in the Clothing and Garment Knitting sectors as defined herein and to all employees in these sectors: Provided that the terms of this Agreement shall not apply to employees whose basic wages exceed two and a half times the wage rate for a qualified Category B employee or whose occupation is paid monthly and of a managerial, specialist technical or non-production related nature.
- (3) (a) The purpose of this Agreement shall be to establish levels of remuneration and other conditions of employment for employees without seeking to restrict entrepreneurial initiative and employment opportunities.  
(b) Employers employing five or fewer employees shall upon application to the Council in terms of clause 31, be exempted from the provisions of this Agreement.

(c) Where an employer or an employee can satisfy the Council that any of the provisions of this Agreement unduly restrict entrepreneurial initiative and/or employment opportunities, such employer or employee may apply to the Council for exemption from those specific provisions in terms of clause 31 of this Agreement.

(4) Clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade union, respectively.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Labour Relations Act, 1995, and shall remain in force until 30 June 2005.

Signed at Cape Town on behalf of the Parties this 5th day of May 2005.

**P. J. BRAND**

Chairperson

**C. O. JEFTHA**

Vice-Chairperson

**W. A. ROBERTS**

General Secretary

**No. R. 588**

**24 June 2005**

### LABOUR RELATIONS ACT, 1995

#### **NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF PROVIDENT FUND COLLECTIVE AMENDING AGREEMENT FOR THE EASTERN CAPE REGION**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of this Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Clothing Manufacturing Industry 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 20 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 588**

**24 Junie 2005**

### WET OP ARBEIDSVERHOUDINGE, 1995

#### **NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTY E VAN VOORSORGFONDS KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE OOS-KAAP STREEK**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 20 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

## SCHEDULE

#### **NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY PROVIDENT FUND COLLECTIVE AGREEMENT FOR THE EASTERN CAPE REGION**

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

##### **Eastern Province Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

##### **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 for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1444 of 10 December 1999, as amended, extended and re-enacted by Government Notices Nos. R. 666 of 30 June 2000, R. 249 of 21 February 2003, R. 790 of 20 June 2003, R. 1295 of 19 September 2003, R. 516 of 30 April 2004 and R. 1173 of 15 October 2004.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the Clothing Industry—
- (a) by employers who are members of the employers' organisation and by all employees who are members of the trade union;
  - (b) in the Magisterial Districts of—
    - (i) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and
    - (ii) East London, including that portion which was transferred to Mdantsane by Government Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei which were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion which was transferred to Ciskei by Government Notice No. 2354 of 5 October 1980.
- (2) The terms of this Agreement shall also cover all garment knitting employees, and who shall receive the same package labour cost increase as agreed to for all other employees covered by the scope of the Council.
- (3) Clauses 1(1)(a), and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation:

- (1) In respect of the parties of this Agreement, on the date of signature;
- (2) in respect of non-parties on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties;

and shall remain in force until 30 June 2005.

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

Chairperson

**C. O. JEFTHA**

Vice-Chairperson

**W. A. ROBERTS**

General Secretary

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**No. R. 589**

**24 June 2005**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT FOR THE KWAZULU-NATAL REGION**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 20 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

No. R. 589

24 Junie 2005

## WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE KWAZULU-NATAL STREEK**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 20 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY****MAIN COLLECTIVE AGREEMENT FOR THE KWAZULU-NATAL REGION**

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

**Natal Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**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 for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1517 of 27 November 1998, as amended, extended and re-enacted by Government Notices Nos. R. 1259 of 22 October 1999, R. 225 of 14 February 2003, R. 761 of 20 June 2003, R. 1285 of 19 September 2003, R. 522 of 30 April 2004 and R. 1171 of 15 October 2004.

**1. SCOPE OF APPLICATION OF THE AGREEMENT**

(1) The terms of this Agreement shall be observed—

- (a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry, and by all employees who are members of the trade union and who are employed in the Industry;
- (b) in the Magisterial Districts of Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

(2) Notwithstanding the provisions of subclause (1), the terms of the Agreement shall—

- (a) apply in respect of employees for whom wages are prescribed in this Agreement; and
- (b) not apply in respect of employees whose basic wages exceed two and a half times the wages rate for a qualified Grade 1 employee or whose occupation is monthly paid and of a managerial, specialist, technical or non-production related nature.

(3) The terms of this Agreement shall also cover all garment knitting employees, and who shall receive the same package labour cost increase as agreed to for all other employees covered by the scope of the Council.

(4) (a) The purpose of this Agreement shall be to establish levels of remuneration and other conditions of employment for employees without seeking to restrict entrepreneurial initiative and employment opportunities.

(b) Employers employed five or fewer employees shall, upon application to the Council in terms of clause 23, be exempted from this Agreement.

(c) Where an employer or an employee can satisfy the Council that any of the provisions of this Agreement are restricting entrepreneurial initiative and/or employment opportunities, such employer or employee may apply to the Council for exemption from those specific provisions in terms of clause 23 of the Agreement.

(5) Clauses 1(1)(a), and 2 of this Collective Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties and shall remain in force until 30 June 2005.

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

Chairperson

**C. O. JEFTHA**

Vice-Chairperson

**W. A. ROBERTS**

General Secretary

No. R. 590

24 June 2005

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE AMENDING AGREEMENT FOR THE EASTERN CAPE REGION**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 20 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**  
Minister of Labour

No. R. 590

24 June 2005

## WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE OOS-KAAP STREEK**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 20 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**  
Minister van Arbeid

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY, MAIN COLLECTIVE AGREEMENT FOR THE EASTERN CAPE REGION**

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

**Eastern Province Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade union") of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1204 of 29 October 1999, as amended and re-enacted by Government Notice Nos. R. 227 of 14 February 2003, R. 789 of 20 June 2003, R. 1272 of 12 September 2003, R. 523 of 30 April 2004 and R. 1179 of 15 October 2004.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed in the said Industry, and
- (b) within the Magisterial Districts of—
  - (i) Port Elizabeth, including that portion of Hankey which, prior to the publication of Government Notice No. R. 1515 of 4 October 1963, fell within the Magisterial District of Port Elizabeth, including that portion which was transferred by the publication of Government Notice No. 1687 of 5 September 1975 to Uitenhage, and excluding that portion of Hankey which was transferred by Government Notice No. 1974 of 26 September 1980 to Port Elizabeth; and
  - (ii) East London, including that portion which was transferred to Mdantsane by Government Notice No. 1481 of 27 August 1971, excluding those portions of the Ciskei that were transferred to East London by Government Notice No. 1877 of 4 September 1981 and Government Notice No. 1079 of 10 June 1988 and including that portion that was transferred to Ciskei by Government Notice No. 2354 of 5 October 1990.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are specified in this Agreement.

(3) The terms of this Agreement shall not apply to a designer, foreman, factory clerk and supervisor who are remunerated monthly at a rate in excess of the weekly wage specified in this Agreement for such employees, multiplied by four and a third, and whose conditions of employment include the following provisions:

- (a) That his contract of service may not be terminated without a month's notice;
- (b) that his monthly remuneration may not be reduced as a result of short time working, unpaid public holidays or periods of absence through illness, not exceeding 10 working days in any one year of employment and subject to the production of a medical certificate, if required by the employer.

(4) The terms of this agreement shall also cover all garment knitting employees, and who shall receive the same package labour cost increase as agreed to for all other employees covered by the scope of the Council.

(5) Clause 1(1)(a), and 2 of this Agreement shall not apply to employers and employees who are not members of the employer's organisation and trade union, respectively.

## 2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation—

- (1) in respect of the parties to this Agreement, on the date of signature;
- (2) in respect of non-parties, on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties;

and shall remain in force until 30 June 2005.

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

**Chairperson**

**C. O. JEFTHA**

**Vice-Chairperson**

**W. A. ROBERTS**

**General Secretary**

**No. R. 591**

**24 June 2005**

### LABOUR RELATIONS ACT, 1995

#### **NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF PROVIDENT FUND COLLECTIVE AMENDING AGREEMENT FOR THE KWAZULU-NATAL REGION**

I, Membathisi Mphumzi Shepherd Mdladlana, 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 for the Clothing Manufacturing Industry 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 20 June 2005, and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

**Minister of Labour**

**No. R. 591**

**24 Junie 2005**

### WET OP ARBEIDSVARHOUDINGE, 1995

#### **NASIONALE BEDINGINGSRAAD VIR DIE KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-PARTYE VAN VOORSORGFONDS KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE KWAZULU-NATAL STREEK**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 20 Junie 2005, en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

**Minister of Arbeid**

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY  
PROVIDENT FUND COLLECTIVE AGREEMENT FOR THE KWAZULU-NATAL REGION**

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

**Natal Clothing Manufacturers' Association**

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**Southern African Clothing and Textile Workers' Union**

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry, to amend the Agreement published under Government Notice No. R. 1516 of 27 November 1998, as amended and re-enacted by Government Notices Nos. R. 1281 of 29 October 1999, R. 399 of 28 March 2003, R. 782 of 20 June 2003, R. 1289 of 19 September 2003, R. 521 of 30 April 2004 and R. 1169 of 15 October 2004.

**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the Clothing Industry—
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged and employed in the Industry;
  - (b) in the Magistral District of Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg and Lower Tugela.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
  - (a) apply in respect of employees for whom wages are prescribed in the Main Agreement; and
  - (b) not apply in respect of employees whose basic wages exceed two and a half times the wage rate for a qualified Grade 1 employee or whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.
- (3) The terms of this Agreement shall also cover all garment knitting employees, and who shall receive the same package labour cost increase as agreed to for all other employees covered by the scope of the Council.
- (4)
  - (a) The purpose of this Agreement is to make provision for retirement, disability, death and retrenchment benefits.
  - (b) Employers employing five or fewer employees shall, upon application to the Council in terms of clause 15 of the Agreement published under Government Notice No. 1516 of 27 November 1998 be exempted from this Agreement.
  - (c) Where an employer or an employee can satisfy the Council that any of the provisions of this Agreement are restricting entrepreneurial initiative and/or employment opportunities, such employer or employee may apply to the Council for exemption from those specified provisions in terms of clause 15 of this Agreement.
  - (d) Clauses 1(1)(a), and 2 of this Agreement shall not apply to employers and employees who are not members of the employers organisation and trade union, respectively.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 30 June 2005.

Signed at Cape Town on behalf of the parties this 5th day of May 2005.

**P. J. BRAND**

**Chairperson**

**C. O. JEFTHA**

**Vice-Chairperson**

**W. A. ROBERTS**

**General Secretary**

**No. R. 592****24 June 2005**

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE LEATHER INDUSTRY OF SOUTH AFRICA: RENEWAL OF TANNING SECTION COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R. 823 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 and R. 593 of 24 June 2005, to be effective from 1 July 2005 and for the period ending 30 June 2006.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 592****24 Junie 2005**

## WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA: HERNUWING VAN TYDPERK VAN KOLLEKTIEWE OOREENKOMS VIR DIE LOOISEKSIE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewings R. 823 van 7 September 2001, R. 1230 van 30 November 2001, R. 693 van 17 Mei 2002, R. 1531 van 13 Desember 2002, R. 714 van 6 Junie 2003, R. 1357 van 3 Oktober 2003, R. 748 van 25 Junie 2004 en R. 593 van 24 Junie 2005, van krag is vanaf 1 Julie 2005 en vir die tydperk wat op 30 Junie 2006 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**No. R. 593****24 June 2005**

## LABOUR RELATIONS ACT, 1995

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

I, Membathisi Mphumzi Shepherd Mdladlana, 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 27 June 2005 and for the period ending 30 June 2005.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 593****24 Junie 2005**

## WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE LOOI-SEKSIE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 27 Junie 2005 en vir die tydperk wat op 30 Junie 2005 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid



**SCHEDULE**

**NATIONAL BARGAINING COUNCIL FOR 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 by and between the

**South African Tanning Employers' Organisation (SATEO)**

(hereinafter referred to as the "employers" or the "employers' organisation") of the one part, and the

**Southern African Clothing and Textile Workers' Union (SACTWU)**

and

**National Union of Leather and Allied Workers (NULAW)**

(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 Notices Nos. R. 1318 dated 6 November 1998, R. 287 dated 12 March 1999, R. 1017 dated 27 August 1999, R. 47 dated 28 January 2000, R. 555 dated 9 June 2000, R. 128 of 9 February 2001, R. 389 of 18 May 2001, R. 823 of 7 September 2001, R. 1230 of 30 November 2001, R. 693 of 17 May 2002, R. 1451 of 13 December 2003, R. 714 of 6 June 2003, R. 1357 of 3 October 2003 and R. 748 of 25 June 2004.

**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, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwa-Qwa, Lebowa, Gazankulu, Ka Ngwana and Kwa Ndebele;
- (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 2004, and remain in force until 30 June 2006.

(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 until 30 June 2006.

**3. CLAUSE 6: LEAVE**

Substitute the following for subclause (1) (a) and (b) of clause 6.1:

- "(1) (a) An employer will give his employees annual leave of not less than fifteen (15) working days.
- (b) An employer may, in line with operational requirements, and in consultation with the affected employees and their trade union representative(s), determine the scheduling of annual leave: Provided that the granting of annual leave in terms hereof will include at least the five (5) working days occurring immediately prior to 1 January."

**4. CLAUSE 7: REMUNERATION**

Substitute the following for clause 7.1 (1):

- "(1) An employer will pay an employee at least the wages prescribed in terms of this clause for the operation performed by the employee.

**WAGE AND WAGE RATES**

		Rate per hour
1.	<b>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section rates:</b>	
	<b><i>Band A1 employees engaged in—</i></b>	
	Rounding .....	16,97
	Splitting .....	20,98
	<b><i>Band A2 employees engaged in—</i></b>	
	Shaving .....	17,98

	Rate per hour
<b>Band B employees engaged in—</b>	
Colour matching.....	15,85
Glazing.....	15,85
Hand spraying.....	16,74
Hand tipping.....	15,85
Pilot plant operating.....	16,74
Polishing .....	15,85
<b>Band C employees engaged in—</b>	
Assisting splitter.....	15,61
Brushing.....	15,61
Buffing.....	15,61
Chemical weighing.....	15,61
Colour mixing.....	15,61
Curtain coating.....	15,61
Conditioning.....	14,59
Drum operating.....	14,59
Dry cleaning machine.....	14,59
Embossing/printing.....	15,61
Fleshing (hand or machine).....	15,61
Hide stamping.....	14,75
Hydraulic press.....	15,61
Measuring.....	15,61
Padding.....	15,61
Pasting.....	15,61
Roller coating.....	15,61
Rotor press.....	15,61
Rotor spraying.....	15,61
Sammying.....	15,61
Setting.....	15,61
Sole rolling.....	15,61
Staking.....	15,61
Trimming after shaving.....	14,59
Vacuum drying.....	15,61
<b>Band D employees engaged in—</b>	
Flesh trimming.....	14,39
General workers (on operations as defined in the definition of general worker).....	14,39
Hand drying.....	14,39
Milling.....	14,39
Toggling.....	14,39
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
<b>2. Quality examining and/or sorting rates:</b>	
<b>Band A1 employees engaged as a—</b>	
Final sorter.....	16,97
Wet blue sorter.....	16,97

	Rate per hour
<b>Band B employees engaged as a—</b>	
Crust sorter .....	15,85
<b>Band C employees engaged as a—</b>	
Split sorter.....	15,61
<b>3. Wool-skin processing and operations not elsewhere specified rates:</b>	
<b>Band C employees engaged in—</b>	
Carding .....	14,93
Combing .....	14,93
Cutting to patterns .....	14,70
Ironing.....	14,93
Shearing .....	14,93
Stitching by machine .....	15,21
<b>4. Cutting section rates:</b>	
<b>Band A1 employees engaged in—</b>	
Cutter 1 .....	18,26
Final inspecting.....	16,97
<b>Band A2 employees engaged in—</b>	
Hand cutting.....	16,97
<b>Band B employees engaged in—</b>	
Component splitting .....	15,42
Cutter 2.....	16,74
Hide marking.....	16,74
<b>Band C employees engaged in—</b>	
Component packing.....	14,75
Laminating .....	14,75
Laying out.....	14,75
Perforating .....	14,75
Stamping (piece marking).....	14,75
Template control .....	14,75
<b>Band D employees engaged in—</b>	
General workers on operations as defined in the definition of general worker.....	14,39
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
<b>5. The following wage rates will be paid to employees other than those referred to in 1, 2, 3 and 4:</b>	
<b>Band A2 employees engaged as a—</b>	
Motor vehicle delivery driver (Code C licence or higher) .....	16,73
<b>Band B employees engaged as a—</b>	
Despatch clerk.....	15,29
Handyman .....	15,01
Motor vehicle general driver (Code C1 licence or lower) .....	15,64
Spray gun mechanic.....	16,74

	Rate per hour
Storeman and/or warehouseman .....	15,29
Tractor driver.....	15,64
<b>Band C employees engaged as a—</b>	
Boiler attendant.....	14,75
Fork-lift driver.....	15,61
Security guard.....	14,75
Stores assistant and/or warehouse assistant.....	14,75
<b>Band D employees engaged as a—</b>	
Nylon replacer.....	14,39*

Signed by the parties at Durban on this the 18th day of November 2004.

**J. HENRY**

**Member of the Council**

**W. VAN DER RHEEDE**

**Member of the Council**

**M. PAULSEN**

**Member of the Council**

**L. VAN LOGGERENBERG**

**General Secretary of the Council**

**No. R. 595**

**24 June 2005**

**LABOUR RELATIONS ACT, 1995**

**BARGAINING COUNCIL FOR THE CONTRACT CLEANING INDUSTRY (NATAL): RENEWAL OF PERIOD OF OPERATION OF THE MAIN AND PROVIDENT FUND COLLECTIVE AGREEMENT**

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice No. R. 1083 of 17 September 2004 to be effective from 1 July 2005 and for the period ending 28 February 2006.

**Executive Manager: Collective Bargaining**

**No. R. 595**

**24 June 2005**

**WET OP ARBEIDSVERHOUDINGE, 1995**

**BEDINGINGSRAAD VIR DIE KONTRAKSKOONMAAKBEDRYF (NATAL): HERNUWING VAN TYDPERK VAN HOOF- EN VOORSORGFONDS KOLLEKTIEWE OOREENKOMS**

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewing No. R. 1083 van 17 September 2004 van krag is vanaf 1 Julie 2005 en vir die tydperk wat op 28 Februarie 2006 eindig.

**Uitvoerende Bestuurder: Kollektiewe Bedinging**