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**GOVERNMENT NOTICES
GOEWERMENSKENNISGEWINGS**

**DEPARTMENT OF AGRICULTURE
DEPARTEMENT VAN LANDBOU**

No. R. 424

12 May 2006

AGRICULTURAL PRODUCT STANDARDS ACT, 1990
(ACT No. 119 OF 1990)

REGULATIONS REGARDING INSPECTIONS AND APPEALS: EXPORT

CORRECTION NOTICE

1. The Schedule to Government Notice No. R. 272 of 31 March 2006 published in Government Gazette No. 28652 is hereby corrected by substituting Table 3 for the following table:

TABLE 3

LABORATORY FEES

[Reg. 3]

Laboratory analysis 1	Fees payable 2
Qualitative microbiological analyses	
(a) E. Coli	R 60.00 per sample
(b) Salmonella	R 60.00 per sample
(c) Total Bacterial Count	R 60.00 per sample

No. R. 424

12 Mei 2006

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

REGULASIES BETREFFENDE ONDERSOEKE EN APPELLE: UITVOER

VERBETERINGSKENNISGEWING

1. Goewermentskennisgewing No. R. 272 van 31 Maart 2005 gepubliseer in Staatskoerant No. 28652 word hiermee verbeter deur Tabel 3 met die volgende tabel te vervang:

TABEL 3

LABORATORIUMGELDE

[Reg. 3]

Laboratoriumontledings 1	Gelde betaalbaar 2
Kwalitatiewe mikrobiologiese ondersoek	
(a) E. Coli	R 60.00 per monster
(b) Salmonella	R 60.00 per monster
(c) Totale Bakteriese Telling	R 60.00 per monster

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 425****12 May 2006**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
SICK BENEFIT FUND COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1446 of 22 November 2002, R. 1359 of 3 October 2003 and R. 487 of 27 May 2005 with effect from 22 May 2006.

M. M. S. MDLADLANA
Minister of Labour**No. R. 425****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENSKENNISGEWINGS

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA:
SIEKTEBYSTANDSFONDS KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewings Nos. R. 1446 van 22 November 2002, R. 1359 van 3 Oktober 2003 en R. 487 van 27 Mei 2005 in, met ingang van 22 Mei 2006.

M. M. S. MDLADLANA
Minister van Arbeid**No. R. 426****12 May 2006**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES
OF SICK BENEFIT FUND COLLECTIVE RE-ENACTING AND 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 22 May 2006, and for the period ending 10 May 2010.

M. M. S. MDLADLANA
Minister of Labour**No. R. 426****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN
SIEKTEBYSTANDSFONDS KOLLEKTIEWE HERBEKRAFTIGING- EN WYSIGINGSOOREENKOMS**

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 van 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 22 Mei 2006, en vir die tydperk wat op 10 Mei 2010 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA
SICK BENEFIT FUND COLLECTIVE AGREEMENT

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

Southern African Footwear and Leather Industries' Association (SAFLIA);

Association of South African Manufacturers of Luggage, Handbags and General Goods;

South African Tanning Employers' Organisation (SATEO)

and

Association of Small and Medium Footwear Manufacturers and Allied Products

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

National Union of Leather and Allied Workers (NULAW)

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 of the Leather Industry of South Africa.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

Substitute clause 1 for the following:

"1. SCOPE OF APPLICATION OF AGREEMENT

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 all employees who are members of the trade unions and who are engaged and employed in the Leather Industry, respectively;
- (b) 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 those former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
- (c) notwithstanding the provisions of subclause 1 (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (b), 2 and 4."

2. SPECIAL PROVISIONS

The provisions contained in clause 13 of the Agreement published under Government Notice No. R. 1446 of 22 November 2002 as re-enacted, amended and extended by Government Notices Nos. R. 1359 of 3 October 2003 and R. 487 of 27 May 2005 (hereinafter referred to as the "Former Agreement"), as further as amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 12 of the Former Agreement (as further as amended, extended and re-enacted from time to time) shall apply to employers and employees.

4. CLAUSE 2 OF THE FORMER AGREEMENT: DATE AND PERIOD OF OPERATION

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 for the period ending 10 May 2010.

5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

Substitute the following for the definition of "Leather Industry":

"Leather Industry of Industry means the industry in which employers and their employees are associated for the performance of one or more of the following activities:

- (1) the manufacture of—
 - (a) footwear, excluding bespoke made footwear;
 - (b) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers;
 - (c) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armllets (excluding belts, braces, suspenders, garters and armllets manufactured from cloth) and other similar articles designed as substitutes;
 - (d) handbags and other bags, and containers designed to hold ladies' and gentlemen's personal effects;
 - (e) footballs, punch balls, netball balls and boxing gloves; and
 - (f) hockey and cricket balls;
- (2) (a) the tanning, dressing and fellmongering of hides and skins; and

- (b) (i) preparation of cured or uncured hides and/or skins for tanning; and for this purpose preparation of hides and/or skins for tanning without detracting from its ordinary or technical meaning, includes any of the following:
- Washing, soaking, fleshing, deburring, liming, unhairing, dewooling, removing scales, delimiting, batting and pickling; and
- (ii) the tanning of cured or uncured hides and/or skins; and/or
- (iii) the retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
- (iv) the cutting of upholstery panels from leather: Provided that, for the purposes of sub-paragraphs (i) to (iii) hides and skins include the following: Pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins, and bird skins, with or without the feathers attached: Provided that the activities listed under subparagraphs (1)(b) and (c) shall not include—
- (aa) the manufacture of metal components and/or attachments;
- (bb) the manufacture of canvas bank bags, canvas kit bags, canvas rucksacks, canvas haversacks, canvas sampling bags and canvas explosives bags;
- (cc) the manufacture of any article from rubber;
- (dd) the manufacture of any article or the practise of any trade or occupation covered by the printing industry which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
- (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper, and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibres or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit; and
- the word plastic as contained in the paragraph directly above, means any of the group of materials which consists of or contains as an essential ingredient, an organic substance of a large molecular mass, and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;”.

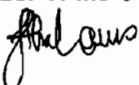
6. CLAUSE 4 OF THE FORMER AGREEMENT: CONTRIBUTIONS


Substitute the following for subclause (4):

- “(4) An employer must pay the total amount deducted in terms of (1) and contributed in terms of (3) to the Fund at P.O. Box 3959, North End, 6056, Port Elizabeth, on a monthly basis not later than the 15th of the following month.”.

Signed by the parties at Durban on this 17th day of November 2005.


Member of the Council


Member of the Council


Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 427**12 May 2006**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
PROVIDENT FUND COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notice Nos. R. 1362 of 3 October 2003, with effect from 22 May 2006.

M. M. S. MDLADLANA
Minister of Labour**No. R. 427****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENSKENNISGEWING

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA:
VOORSORGFONDS KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermenskenninggewing Nos. R. 1362 van 3 Oktober 2003 in, met ingang van 22 Mei 2006.

M. M. S. MDLADLANA
Minister van Arbeid**No. R. 428****12 May 2006**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES
OF THE PROVIDENT FUND COLLECTIVE****RE-ENACTIVE AND 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 22 May 2006, and for the period ending 10 May 2008.

M. M. S. MDLADLANA
Minister of Labour**No. R. 428****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN
KOLLEKTIEWE VOORSORGFONDS****HERBEKRAGTIGING EN WYSIGINGSOOREENKOMS**

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 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 22 Mei 2006, en vir die tydperk wat op 10 Mei 2008 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA
PROVIDENT FUND 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 and Leather Industries' Association (SAFLIA);

South African Tanning Employers' Organisation (SATEO);

Association of South African Manufacturers of Luggage, Handbags and General Goods;

and the

Association of Small and Medium Manufacturers of Footwear and Allied Products (ASMAMP)

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

National Union of Leather and Allied Workers (NULAW)

and the

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.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

Substitute clause 1 for the following:

"1. SCOPE OF APPLICATION OF AGREEMENT

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 all employees who are members of the trade unions and who are engaged and employed in the Industry;
- (b) 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 those former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
- (c) notwithstanding the provisions of subclause 1 (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 4.

2. SPECIAL PROVISIONS

The provisions contained in clauses 7.3 and 14 of the Agreement published under Government Notice No. R. 1362 of 3 October 2003 (hereinafter referred to as the "Former Agreement"), as further as amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7.2 and 8 to 13 of the Former Agreement (as further as amended, extended and re-enacted from time to time) shall apply to employers and employees.

4. CLAUSE 2 OF THE FORMER AGREEMENT: DATE AND PERIOD OF OPERATION

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 for the period ending 10 May 2008.

5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

Substitute the following for the definition of "Leather Industry":

"Leather Industry of Industry" means the industry in which employers and their employees are associated for the performance of one or more of the following activities:

- (1) the manufacture of—
 - (a) footwear, excluding bespoke made footwear;
 - (b) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers;
 - (c) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armlets (excluding belts, braces, suspenders, garters and armlets manufactured from cloth) and other similar articles designed as substitutes;
 - (d) handbags and other bags, and containers designed to hold ladies' and gentlemen's personal effects;
 - (e) footballs, punch balls, netball balls and boxing gloves; and
 - (f) hockey and cricket balls;
- (2) (a) the tanning, dressing and fellmongering of hides and skins; and

- (b) (i) preparation of cured and uncured hides and/or skins for tanning;
for this purpose preparation of hides and/or skins for tanning without detracting from its ordinary or technical meaning, includes any of the following:
Washing, soaking, fleshing, deburring, liming, unhairing, dewooling, removing scales, deliming, batting and pickling; and
- (ii) the tanning of cured or uncured hides and/or skins; and/or
- (iii) the retanning and/or dyeing and/or dying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
- (iv) the cutting of upholstery panels from leather: Provided that, for the purposes of subparagraphs (i) to (iii) hides and skins, include the following: Pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins, and bird skins, with or without the feathers attached: Provided that the activities listed under subparagraphs (1) (b) and (c) shall not include—
- (aa) the manufacture of metal components and/or attachments;
- (bb) the manufacture of canvas bank bags, canvas kit bags, canvas rucksacks, canvas haversacks, canvas sampling bags and canvas explosives bags;
- (cc) the manufacture of any article from rubber;
- (dd) the manufacture of any article or the practise of any trade or occupation covered by the Printing Industry which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
- (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper, and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibres or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit; and
- the word plastic as contained in the paragraph directly above, means any of the group of materials which consists of or contains as an essential ingredient, an organic substance of a large molecular mass, and which, while solid in the finished state, at some state in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;”.

Signed by the parties at Durban on this the 17th day of November 2005.

Member of the Council

Member of the Council

Member of the Council

L. M. VAN LOGGERENBERG
(General Secretary of the Council)

No. R. 429**12 May 2006**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1365 of 3 October 2003 and R. 634 of 8 July 2005 with effect from 22 May 2006.

M. M. S. MDLADLANA

Minister of Labour

No. R. 429**12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENSKENNISGEWINGS

NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: ADMINISTRATIEWE UITGAWES KOLLEKTIEWE OOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewings Nos. R. 1365 van 3 Oktober 2003 en R. 634 van 8 Julie 2005 in, met ingang van 22 Mei 2006.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 430**12 May 2006**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF ADMINISTRATION EXPENSES COLLECTIVE RE-ENACTING AND 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 22 May 2006, and for the period ending 10 May 2008.

M. M. S. MDLADLANA

Minister of Labour

No. R. 430**12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN ADMINISTRATIEWE UITGAWES KOLLEKTIEWE HERBEKRAGTIGING- EN WYSIGINGSOOREENKOMS

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 van 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 22 Mei 2006, en vir die tydperk wat op 10 Mei 2008 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT**

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);

Southern African Footwear and Leather Industries' Association (SAFLIA);

Association of South African Manufacturers of Luggage, Handbags and General Goods;

and the

Association of Small and Medium Footwear Manufacturers and Allied Products (ASMAP);

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

National Union of Leather and Allied Workers

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 of the Leather Industry of South Africa.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

Substitute clause 1 for the following:

"1. SCOPE OF APPLICATION OF AGREEMENT

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 all employees who are members of the trade unions and who are engaged and employed in the Leather Industry, respectively (other than persons engaged exclusively on repair work);
- (b) 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 those former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
- (c) notwithstanding the provisions of subclause 1 (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 4.

2. SPECIAL PROVISIONS

The provisions contained in clause 6 of the Agreement published under Government Notice No. R. 1365 of 3 October 2003, as amended by Government Notice No. R. 634 of 8 July 2005 (hereinafter referred to as the "Former Agreement"), as further as amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5 and 7 to 8 of the Former Agreement (as further as amended, extended and re-enacted from time to time) shall apply to employers and employees.

4. CLAUSE 2 OF THE FORMER AGREEMENT: DATE AND PERIOD OF OPERATION

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 for the period ending 10 May 2008.

5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS

Substitute the following for the definition of "Leather Industry":

"Leather Industry or Industry" means the industry in which employers and their employees are associated for the performance of one or more of the following activities:

- (1) the manufacture of—
 - (a) footwear, excluding bespoke made footwear;
 - (b) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers;

- (c) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armlets (excluding belts, braces, suspenders, garters and armlets manufactured from cloth) and other similar articles designed as substitutes;
 - (d) handbags and other bags, and containers designed to hold ladies' and gentlemen's personal effects;
 - (e) footballs, punch balls, netball balls and boxing gloves; and
 - (f) hockey and cricket balls;
- (2) (a) the tanning, dressing and fellmongering of hides and skins; and
- (b) (i) preparation of cured or uncured hides and/or skins for tanning and for this purpose preparation of hides and/or skins for tanning without detracting from its ordinary or technical meaning, includes any of the following: washing, soaking, fleshing, deburring, liming, unhairing, dewooling, removing scales, delimiting, batting and pickling; and
- (ii) the tanning of cured or uncured hides and/or skins; and/or
- (iii) the retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
- (iv) the cutting of upholstery panels from leather: Provided that, for the purposes of subparagraphs (i) to (iii) hides and skins, include the following: Pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins, and bird skins, with or without the feathers attached: Provided that the activities listed under subparagraphs (1)(b) and (c) shall not include—
- (aa) the manufacture of metal components and/or attachments;
 - (bb) the manufacture of canvas bank bags, canvas kit bags, canvas rucksacks, canvas haversacks, canvas sampling bags and canvas explosives bags;
 - (cc) the manufacture of any article from rubber;
 - (dd) the manufacture of any article or the practise of any trade or occupation covered by the printing industry which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
 - (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper, and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibres or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit; and

the word plastic as contained in the paragraph directly above, means any of the group of materials which consists of or contains as an essential ingredient, an organic substance of a large molecular mass, and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;".

Signed by the Parties at Durban on this 17th day of November 2005.

Member of the Council

Member of the Council

Member of the Council

L. M. VAN LOGGERENBERG,
General Secretary of the Council

No. R. 431**12 May 2006**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: FOOTWEAR SECTION
TECHNOLOGICAL FUND COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1321 of 6 November 1998, R. 1102 of 17 September 1999, R. 1341 of 8 December 2000, R. 1323 of 26 September 2003 and R. 1014 of 21 October 2005 with effect from 22 May 2006.

M. M. S. MDLADLANA
Minister of Labour**No. R. 431****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENSKENNISGEWINGS

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: SKOEISELSEKSIE
TEGNOLOGIESE FONDS KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermenskenisgewings Nos. R. 1321 van 6 November 1998, R. 1102 van 17 September 1999, R. 1341 van 8 Desember 2000, R. 1323 van 26 September 2003 en R. 1014 van 21 Oktober 2005 in, met ingang van 22 Mei 2006.

M. M. S. MDLADLANA
Minister van Arbeid**No. R. 432****12 May 2006**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES
OF FOOTWEAR SECTION TECHNOLOGICAL FUND COLLECTIVE RE-ENACTING AND 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 22 May 2006, and for the period ending 10 May 2008.

M. M. S. MDLADLANA
Minister of Labour**No. R. 432****12 Mei 2006**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN
SKOEISELSEKSIE TEGNOLOGIESE FONDS KOLLEKTIEWE HERBEKRAGTIGING- EN WYSIGINGSOOREENKOMS**

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 van 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 22 Mei 2006, en vir die tydperk wat op 10 Mei 2008 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTION: TECHNOLOGICAL FUND COLLECTIVE AGREEMENT**

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

Southern African Footwear and Leather Industries' Association (SAFLIA)

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

National Union of Leather and Allied Workers

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 of the Leather Industry of South Africa.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

Substitute clause 1 for the following:

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed—

- (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 those former self-governing territories of KwaZulu-Natal, QwaQwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
- (b) by all employers who are members of the employers' organisations and who are engaged in the Footwear Section of the Leather Industry and by all employees who are members of the trade unions and who are employed in the Footwear Section of the Leather Industry;
- (c) notwithstanding the provisions of subclause 1 (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 4.

2. SPECIAL PROVISIONS

The provisions of the Agreement published under Government Notice No. R. 1321 of 6 November 1998, as amended and extended by Government Notices No. R. 1102 of 17 September 1999, R. 1341 of 8 December 2000, R. 1223 of 26 September 2003 and R. 1014 of 21 October 2005 (hereinafter referred to as the "Former Agreement"), as further as amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

3. GENERAL PROVISIONS

The provisions contained the Former Agreement (as further as amended, extended and re-enacted from time to time) shall apply to employers and employees.

4. CLAUSE 2 OF THE FORMER AGREEMENT: DATE AND PERIOD OF OPERATION

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 for the period ending 10 May 2008.

5. CLAUSE 4 OF THE FORMER AGREEMENT: FOOTWEAR SECTOR TECHNOLOGICAL FUND

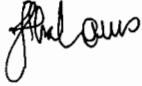
Substitute the following for subclause (4):

- "(4) The amount payable each month in terms of this Agreement shall be forwarded to the General Secretary of the Council, P.O. Box 3959, North End, 6056, Port Elizabeth, not later than the 15th day of the month immediately following the month to which it relates, together with a statement in such form as may be prescribed from time to time."

Signed by the parties at Durban on this the 26th day of May 2005.



Member of the Council



Member of the Council



Member of the Council

L.M. VAN LOGGERENBERG
General Secretary of the Council
