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**GOVERNMENT NOTICES  
GOEWERMENTSKENNISGEWINGS**

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**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

**No. R. 1175**

**7 November 2008**

**LABOUR RELATIONS ACT, 1995**

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF  
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR  
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 17 November 2008 and for the period ending 30 June 2009.

**M M S MDLADLANA  
MINISTER OF LABOUR**

No. R. 1175

7 November 2008

**WET OP ARBEIDSVERHOUDINGE, 1995****NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN  
SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN SKOEISELSEKSIE  
KOLLEKTIEWE WYSIGINGSOORENKOMS**

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 17 November 2008 en vir die tydperk wat op 30 Junie 2009 eindig.

M M S MDLADLANA  
MINISTER VAN ARBEID

**NATIONAL BARGAINING COUNCIL OF THE LEATHER  
INDUSTRY OF SOUTH AFRICA**

**FOOTWEAR SECTOR COLLECTIVE AGREEMENT**

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

**Southern African Footwear and Leather Industries Association (SAFLIA)**

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

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

and

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

(hereinafter referred to as the “employees” or the “trade unions”) of the other  
part, being parties to the National Bargaining Council of the Leather Industry of  
South Africa, to amend the agreement published under Government Notice No  
R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2 February  
2007, R.512 of 22 June 2007 and R.1070 of 16 November 2007.

**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the *Footwear Section*  
of the *Leather Industry*:
- (a) by all employers who are members of the employers’  
organisation and by all employees who are members of the  
trade unions and who are engaged or employed in the said  
section of the *Industry*;
  - (b) in the Republic of South Africa, 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 Ngwane and  
Kwa Ndebele;

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall ;
- (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
  - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2.

## **2. DATE AND PERIOD OF OPERATION**

- (1) This Agreement will come into operation for the parties on 1 July 2008 and remain in force for the period ending 30 June 2009.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2009.

## **3. CLAUSE 7 – LEAVE**

Add the following new sub clauses 7.5, Family Responsibility Leave, and 7.6, Sick leave:

### **“7.5 Family Responsibility Leave**

- (1) This sub clause applies to an employee –
- (a) who has been in employment with an employer for longer than four months; and
  - (b) who works for at least four days a week for that employer.

- (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take –
- (a) when the employee's child is born;
  - (b) when the employee's child is sick; or
  - (c) in the event of the death of –
    - (i) the employee's spouse or life partner; or
    - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
- (3) subject to sub-clause (2), an employer must pay an employee for a day's family responsibility leave –
- (a) the wage the employee would ordinarily have received for work on that day; and
  - (b) on the employee's usual pay day.
- (4) An employee may take family responsibility leave in respect of the whole or part of a day.
- (5) Before paying an employee for leave in terms of this section, an employer may require reasonable proof of an event contemplated in sub clause (2) for which the leave was required.
- (6) An employee's unused entitlement to leave in terms of this provision lapses at the end of the annual leave cycle in which it accrues.

#### **7.6 Sick Leave**

- (1) During every 36 month sick leave cycle, an employee's entitlement to paid sick leave will be limited to ten (10) days in each 12 months. This limitation shall not apply to employees whose incapacitation owing to illness or hospitalisation exceeds a period of ten (10) days. In such event, the provisions of the Basic Conditions of Employment Act shall apply.
- (2) The sick leave cycle runs from 1 January to 31 December. For July 2008 to December 2008 there will be a capping of 10 days.

- (3) Despite sub-clause (1) above, during the first six months of employment, an employee is entitled to one day's paid sick leave for every 26 days worked.
- (4) Employers shall not be required to pay employees in terms of the provision in sub clause (1), if, on request by the employer, the employee does not produce a medical certificate stating that the employee was unable to work for the duration of the employee's absence on account of sickness or injury.

#### **4. CLAUSE 12 – GENERAL EMPLOYER OBLIGATIONS**

##### **12.2 – Guarantee: Leave Pay and Contributions**

1. Substitute the following for sub clause (2):

“(2) An employer shall provide such guarantee within fourteen (14) days of the Council's request to do so.”

2. Add the following new sub clause (6):

“(6) Employers who are not in arrear with any of the levies, contributions and trade union subscriptions as mentioned in sub-clause (1)(b) for a period of less than sixty (60) days, and provide a written undertaking by no later than 31 October of the calendar year that they will honour their leave pay and bonus obligations, will not be required to submit a leave pay guarantee in terms of sub clauses (1) and (2).”

#### **5. AGENCY SHOP AGREEMENT**

Insert the following new clause 18, Agency Shop Agreement:

##### **”18. AGENCY SHOP AGREEMENT**

- (1) An agency shop agreement is hereby introduced in terms of section 25 of the Labour Relations Act, 1995. The object of this agreement is to ensure that all employees who receive the benefits of collective bargaining contribute towards its costs.



- (2) Subject to the provisions of this clause, a levy to be known as an "Agency Fee" will be deducted from the wages of all employees who are employed in positions for which wages are prescribed in the Footwear Section collective agreement, and who are not members of the trade unions who are parties to the National Bargaining Council of the Leather Industry of South Africa.
- (3) Despite the provisions of this agreement, all prescribed employees who are not members of the trade unions remain eligible for membership of the trade unions.
- (4) In the event of any non-member electing to join either of the trade unions, such employee will be exempted from the agency fee, and will be transferred to the applicable trade union membership. Trade union membership fee deductions will then commence against the wages of such employee.
- (5) No employee who is covered by the Footwear Section collective agreement will be compelled to become a member of the trade unions.
- (6) The agency fee shall be equal to 1% (one percent) but not exceeding R10,50 of the employee's basic weekly wage.
- (7)
  - (a) The agency fee so calculated and deducted from the employee's basic wage will be paid monthly to the General Secretary of the National Bargaining Council of the Leather Industry of South Africa, P O Box 3959, North End, Port Elizabeth 6056, or at any other such address the Council may decide from time to time, by not later than the fifteenth (15<sup>th</sup>) day of the following month.
  - (b) The General Secretary (or any other duly designated Council employee) will deposit monies received in terms of sub clause 7(a) into a banking account administered by the Council.
  - (c) The General Secretary will, at the end of each month, transmit to the trade unions which are parties to the Council, the agency monies received for the preceding month in proportion to their representation in the Footwear Section. A conscientious objector may request an employer to pay the agency fee deducted from his wages into a fund administered by the Department of Labour.

- (d) The trade unions will, on receipt of the agency fees from the Council, deposit such amounts into separate accounts and administer same.
- (8) When transmitting payments in terms of sub clause 7(a), the employer will submit a list of the employees from whose wages the agency fee has been deducted.
- (9) The list submitted in terms of sub clause (8) must reflect the following:
- (i) Name, surname and work number of contributor;
  - (ii) Weekly wage of contributor;
  - (iii) Agency fee deducted.
- (10) No agency fee deducted may be –
- (a) paid to a political party as an affiliation fee;
  - (b) paid as a contribution 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.
- (11) This agreement will terminate if the trade unions are no longer representative within the Footwear Section. In the event of this occurring, the employer's organisation must give the trade unions written notice of their lack of representation, and allow them 90 days from the date of notification to establish that they are representative. If the trade unions fail to establish their representation within the 90 day period, the employer must give the trade union and the employees covered by the agency shop agreement 30 days' notice of termination, after which period the agreement will terminate.
- (12) In the event of this agency shop agreement being terminated, the provisions of section 98, 100(b) and (c) of the labour Relations Act 1995 will apply in terms of subclauses 7(c) and 10.

## 6. ANNEXURE D

Substitute the following for Annexure D:

## ANNEXURE D

WAGES: GENERAL

	Column A Per week	Column B Per week
A. Watchman.....	699.41	769.35
B. Storeman and or warehouseman, despatch clerk.....	718.36	790.20
C. Boiler attendant.....	699.41	769.35
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	708.88	779.77
(ii) 2722 kg.....	718.36	790.20
(iii) over 2722 kg but not exceeding 4546 kg.....	764.63	841.09
(iv) over 4546 kg but not exceeding 6350 kg.....	907.98	998.78
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	448.76	493.64
Second six months.....	501.31	551.44
Third six months.....	556.21	611.83
Thereafter.....	699.41	769.35
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	1037.50	1141.25
(b) hand.....	836.39	920.02
(ii) Cardboard box-makers.....	699.41	769.35
(iii) Making cardboard boxes, according to experience:		
First six months.....	497.29	547.02
Second six months.....	501.31	551.44
Thereafter.....	699.41	769.35
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine....	939.02	1032.92
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	699.41	769.35
(ii) All other operators.....	699.41	769.35
I. Packers.....	699.41	769.35
J. Employees employed on currying.....	809.35	890.29
K. Employees employed on spraying of leather.....	937.19	1030.91
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	1128.80	1241.68
(ii) Finishing of joints after welding.....	734.06	807.47
(iii) Tack and/or spot welding.....	699.41	769.35
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	699.41	769.35
(Note: For the purpose of par L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

**WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED**

	Column A Per week	Column B Per week
<b><u>(A) PATTERN DEPARTMENT</u></b>		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman .....	1175.07	1292.58
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards .....	993.07	1092.38
(b) employed on grading machines .....	993.07	1092.38
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced .....	993.07	1092.38
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof .....	785.98	864.58
<b><u>(B) CLICKING DEPARTMENT</u></b>		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(c) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins .....	1164.40	1280.84
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage) Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's) .....	1164.40	1280.84
Slippers (men's, women's and children's) .....	1164.40	1280.84
(b) Any other materials <i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers .....	1175.07	1292.58
(d) Examining of cut leather components for quality .....	1175.07	1292.58
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet .....	809.35	890.29
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns .....	809.35	890.29
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material .....	809.35	890.29
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching .....	718.36	790.20
(iv) Giving out patterns .....	785.98	864.58
Operating splitting machine .....	785.98	864.58
(v) Size stamping and/or painting .....	699.41	769.35
Applying acme backing .....	699.41	769.35

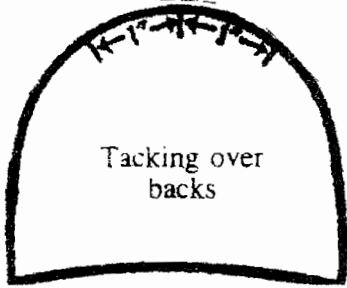
	Column A Per week	Column B Per week
<b>(C) CLOSING DEPARTMENT</b>		
Qualified employees on:		
(iii) Puritan machining .....	861.29	947.42
(iv) Stitching aprons on uppers on out-sole stitching machines .....	861.29	947.42
(v) Pilot machining .....	814.62	896.08
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	703.70	774.07
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	703.70	774.07
(b) Operations on leathers other than those specified in (a):		
Vamping.....	738.84	812.72
Flat binding by machine .....	738.84	812.72
Machining additional rows of stitching on the vamp, parallel to the vamp stitching .....	738.84	812.72
Golosh machining (whole goloshes).....	738.84	812.72
Fancy shoes on the held-together system, machined through (all classes).....	738.84	812.72
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers) .....	738.84	812.72
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides .....	738.84	812.72
Vamping shoes with quarters over vamps .....	738.84	812.72
Conveyor belt console operator feeding individual operators.....	738.84	812.72
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	738.84	812.72
(d) All operations on children's work up to size 1½.....	703.70	774.07
All leather slippers (men's, women's and children's) .....	703.70	774.07
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type) .....	703.70	774.07
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine .....	738.84	812.72
(vi) Bagging .....	699.41	769.35
Turning of binding .....	699.41	769.35
Button fastening.....	699.41	769.35
Buttonholding .....	699.41	769.35
Lacing .....	699.41	769.35
Handpunching.....	699.41	769.35
Portuguese seaming.....	699.41	769.35
Staying and taping .....	699.41	769.35
Seam rubbing.....	699.41	769.35
Seam hammering.....	699.41	769.35
Sewing on bows and buckles by hand or machine .....	699.41	769.35
Silk screen printing.....	699.41	769.35
Table-hands .....	699.41	769.35
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	699.41	769.35

	Column A Per week	Column B Per week
<b>(D) ROUGH STUFF DEPARTMENT</b>		
<b>Class I Operations</b>		
Qualified employees:		
(i) On cutting sole from leather .....	1118.47	1230.32
On sorting, examining and fitting up ungraded and unstamped stock .....	1118.47	1230.32
On sorting and examining graded and stamped stock .....	1118.47	1230.32
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather .....	983.99	1082.39
On reducing shaped rubber soles on the press .....	983.99	1082.39
<i>[Ratio: See subclause P]</i>		
<b>Class II Operations</b>		
Qualified employees on:		
(i) Channelling:		
Welted insoles .....	809.35	890.29
Other work .....	809.35	890.29
(ii) Press cutting operations, other than those in Class I .....	832.19	915.41
(iii) Assembling from stock, whether or not sorted or graded .....	785.98	864.58
Attaching ribs to welted insoles .....	785.98	864.58
Flap splitting .....	785.98	864.58
Gemming and taping .....	785.98	864.58
Heel breasting .....	785.98	864.58
Heel building .....	785.98	864.58
Heel compressing .....	785.98	864.58
Slugging .....	785.98	864.58
Sole and Insole rounding .....	785.98	864.58
Sole grooving, sole roughening and reducing on automatic machine .....	785.98	864.58
Tip filling .....	785.98	864.58
<i>[Ratio: See subclause (P)]</i>		
<b>Class III Operations</b>		
Qualified employees on:		
Channel opening .....	699.41	769.35
Edge covering .....	699.41	769.35
Edge reducing .....	699.41	769.35
Automatic edge preparation machine operating for soles prior to attachment .....	699.41	769.35
Flexing .....	699.41	769.35
Insole feathering .....	699.41	769.35
Insole grooving .....	699.41	769.35
Insole slotting .....	699.41	769.35
Insole marking .....	699.41	769.35
Lift and/or rand tacking .....	699.41	769.35
Lip turning .....	699.41	769.35
Press room scouring operations .....	699.41	769.35
Shank assembling .....	699.41	769.35
Shank moulding .....	699.41	769.35
Skiving .....	699.41	769.35
Size stamping .....	699.41	769.35
Sole, insole and stiffener moulding .....	699.41	769.35
Sole and insole splitting .....	699.41	769.35
Sole grading machine operating .....	699.41	769.35
Sole roughening for stuck-on work .....	699.41	769.35
Solutioning .....	699.41	769.35
Staining and/or inking of insoles .....	699.41	769.35
Stiffener waxing and crimping .....	699.41	769.35
Welt preparation .....	699.41	769.35
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
<b>(E) MAKING DEPARTMENT</b>		
<b>Class I Operations</b>		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work .....	1118.47	1230.32
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots .....	983.99	1082.39
(e) Combined pulling over and forepart lasting .....	1118.47	1230.32
(f) All other grades .....	1118.47	1230.32
(i) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work .....	1118.47	1230.32
(b) Other work .....	1118.47	1230.32
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work .....		
(b) Other work .....	892.12	981.33
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>	892.12	981.33
(v) Complete sole attaching by staple machine .....	801.95	882.15
Staple welt attaching .....	801.95	882.15
(ii) Welt sewing .....	1118.47	1230.32
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work .....	1118.47	1230.32
(b) Stitchdowns .....	1118.47	1230.32
(c) Other work .....	1118.47	1230.32
(vii) Sole sewing by any machine .....	1118.47	1230.32
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work .....	1118.47	1230.32
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear .....	983.99	1082.39
(c) Other work .....	1118.47	1230.32
(ix) (a) Stitchdown staple lasting .....		
(b) Stitchdown thread lasting .....	801.95	882.15
(c) Stitchdown toe forming .....	801.95	882.15
(d) Wiping platform covers by machine .....	801.95	882.15
(e) Lasting operations on a Kamborian machine .....	801.95	882.15
(f) String-lasting by hand .....	801.95	882.15
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work .....	938.06	1031.87
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots) .....	1028.07	1130.88
(c) Other work .....	938.06	1031.87
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
	1118.47	1230.32
(xi) Examining .....		
<i>Ratios - Class I Operations : Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		

	Column A Per week	Column B Per week
<b>Class II Operations</b>		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge .....	855.80	941.38
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press .....	832.19	915.41
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation .....	785.98	864.58
Sole positioning on upper at forepart and seat before pressing .....	785.98	864.58
Press operating with the sole previously positioned (See Class III for tracking at seat only) .....	785.98	864.58
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear .....	785.98	864.58
Stitchdown assembling and pulling over stitchdown work .....	785.98	864.58
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding .....	785.98	864.58
Hobnailing by hand or machine .....	785.98	864.58
Putting on toe plates and heel tips by hand or machine .....	785.98	864.58
Heel attaching .....	785.98	864.58
Football boot studding and barring .....	785.98	864.58
Handlevelling, other than stitchdown .....	785.98	864.58
Inseam trimming .....	785.98	864.58
Jointing (clearing linings and tacking uppers down over joints) .....	785.98	864.58
Loose nailing or pegging foreparts and waists .....	785.98	864.58
Louis flap trimming by hand .....	785.98	864.58
Machine levelling .....	785.98	864.58
Screwing .....	785.98	864.58
Sole attaching machine-sewn, riveted and/or riveted and stitched work .....	785.98	864.58
Sole adhesive heat activating by machine .....	785.98	864.58
Stiffener cornering and tacking .....	785.98	864.58
Stitch separating .....	785.98	864.58
String nailing .....	785.98	864.58
Tacking forward of heel seats .....	785.98	864.58
Upper roughening .....	785.98	864.58
Waist reducing after being sewn .....	785.98	864.58
Wooden heel fitting .....	785.98	864.58
Welt butting and skiving .....	785.98	864.58
Welt wheeling .....	785.98	864.58
Rand welting by machine .....	785.98	864.58
Slugging and gang slugging .....	785.98	864.58
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine .....	785.98	864.58
Back part and waist pre-moulding .....	785.98	864.58
Back part moulding .....	785.98	864.58
(iv) Vulcanising process: .....	785.98	864.58
Vulcanising soles to lasted uppers .....	785.98	864.58
Rand welting by machine .....	785.98	864.58
Moulding of sole units .....	785.98	864.58



	Column A Per week	Column B Per week
<b>Class III Operations</b>		
Qualified employees on:		
Beating .....	699.41	769.35
Application by machine of hardening resins to puffs .....	699.41	769.35
Bottom filling .....	699.41	769.35
Channel closing and edge raising .....		
Feeding nails to heeling machines .....	699.41	769.35
Hand levelling of stitchdowns .....	699.41	769.35
Heel covering .....	699.41	769.35
Inserting stiffeners and puffs .....	699.41	769.35
Louis heel flap clamping, Louis heel slicking .....	699.41	769.35
Louis heel flap trimming by machine .....	699.41	769.35
Reverse seat moulding for stitchdowns .....	699.41	769.35
Seat nailing and/or pegging .....	699.41	769.35
Seat rounding .....	699.41	769.35
Shank attaching .....	699.41	769.35
Sole tacking at seat for stuck-on process .....	699.41	769.35
Solutioning, damping and pasting .....	699.41	769.35
Sorting hobs .....	699.41	769.35
Sole laying welted work and/or rubber soles .....		
Sole tacking or sole fitting throughs and runners .....	699.41	769.35
Tack pulling .....	699.41	769.35
Tacking bottom stock to last .....	699.41	769.35
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat .....	699.41	769.35
		
Tacking over sandal backs where no stiffener is inserted .....	699.41	769.35
Tacking top pieces on stitchdowns and sandals .....	699.41	769.35
All other wire grip tacking .....	699.41	769.35
Upper stapling after lasting sides .....	699.41	769.35
Upper trimming .....	699.41	769.35
Plastic pelletising and granulating .....	699.41	769.35

[Ratio: See subclause (P)]

	Column A Per week	Column B Per week
<b><u>HAND-LASTING OPERATIONS</u></b>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear .....	993.07	1092.38
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns .....	785.98	864.58
Hand-lasting in the manufacture of clogs .....	785.98	864.58
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	785.98	864.58
Tacking leather straps to wooden soles .....	785.98	864.58
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>		
<b><u>(F) FINISHING DEPARTMENT</u></b>		
<b>Class I Operations</b>		
Qualified employees on:		
(ii) Edge trimming:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....	983.99	1082.39
Rubber and rubber composition soles .....	983.99	1082.39
Children's footwear, all sizes up to and including size 1½ .....	983.99	1082.39
All slippers (men's, women's and children's) .....	983.99	1082.39
Stitchdown footwear produced from box hide and willow hide .....	983.99	1082.39
(b) All other work .....	1118.47	1230.32
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....	801.95	882.15
Through runners .....	801.95	882.15
Waist and/or top pieces .....	801.95	882.15
Children's footwear, all sizes up to and including size 1½ .....	801.95	882.15
All slippers (men's, women's and children's) .....	801.95	882.15
Stitchdown footwear produced from box hide and willow hide .....	801.95	882.15
(b) Automatic edge-setting machine, all grades .....	801.95	882.15
(c) All other work .....	983.99	1082.39
(iii) Heel trimming .....	801.95	882.15
(vii) Examining .....	1118.47	1230.32
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
<b>Class II Operations</b>		
Qualified employees on:		
Bitting by hand or machine .....	785.98	864.58
Bottom scouring .....	785.98	864.58
Heel scouring .....	785.98	864.58
Heel spraying .....	785.98	864.58
Ploughing out .....	785.98	864.58
Complete finishing by hand .....	785.98	864.58
Top piece trimming.....	785.98	864.58
Bunk wheeling .....	785.98	864.58
Louis flap ironing.....	785.98	864.58
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	785.98	864.58
Seat wheeling.....	785.98	864.58
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished .....	785.98	864.58
Welt wheeling.....	785.98	864.58
Decorative feather stitching by hand after the sole is permanently attached to the upper .....	785.98	864.58
<i>[Ratio: See subclause (P)]</i>		
<b>Class III Operations</b>		
Qualified employees on:		
Brushing, padding and/or burnishing .....	699.41	769.35
Crow wheeling.....	699.41	769.35
Finger scouring .....	699.41	769.35
Heel breast cornering .....	699.41	769.35
Inking, staining, waxing and damping.....	699.41	769.35
Inserting, slipping and putting away lasts.....	699.41	769.35
Ploughing (removing the scarf round under edge of sole).....	699.41	769.35
Rubbing of edges and bottoms.....	699.41	769.35
Spew and/or flash trimming .....	699.41	769.35
Conveyor belt loading .....	699.41	769.35
<i>[Ratio: See subclause (P)]</i>		
<b>(G) SHOE ROOM</b>		
Qualified employees on:		
Faking .....	946.84	1041.52
Examining.....	946.84	1041.52
Patent repairing.....	699.41	769.35
Embossing and/or stamping .....	699.41	769.35
Boxing .....	699.41	769.35
Dressing and/or sizing .....	699.41	769.35
Dressing by spray-gun .....	699.41	769.35
Hand polishing and cleaning .....	699.41	769.35
Ironing .....	699.41	769.35
Labelling .....	699.41	769.35
Lining trimming.....	699.41	769.35
Size stamping on footwear .....	699.41	769.35
Socking .....	699.41	769.35
Stamping descriptions and sizes on labels .....	699.41	769.35
Quarter forming by machine .....	699.41	769.35
Smoothing insole before socking or boxing .....	699.41	769.35

	Column A Per week	Column B Per week
<b>(H) MILL-ROOM OPERATIONS</b>		
Qualified employees on:		
(i) Group 2:		
Calendar operating .....	715.26	786.79
Batch mass-measuring and assembling of chemicals .....	715.26	786.79
Operating extruding machine .....	715.26	786.79
Operating an open mixing mill with a width of not less than 1,52m .....	715.26	786.79
Operating internal mixer .....	715.26	786.79
Slabbing sheet rubber to gauge (stretching compound) .....	715.26	786.79
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m .....	715.26	786.79
Warming compound on open mill .....	715.26	786.79
Hydraulic press operating .....	715.26	786.79
Operating splitting machine .....	715.26	786.79
(ii) Group 1:		
Issuing soles and heels .....	699.41	769.35
Press cutting blanks (clicking) .....	699.41	769.35
Attending autoclave .....	699.41	769.35
Assisting mass-measurer .....	699.41	769.35
Mould checking .....	699.41	769.35
Operating an open mixing mill with a width of less than 1,01m .....	699.41	769.35
Masticating, sheeting out, cracking or breaking compound .....	699.41	769.35
Buffing or scouring machine operations .....	699.41	769.35
Feeding rubber into calendar (feeding stretchers) .....	699.41	769.35
Grinding scrap by machine .....	699.41	769.35
Mould cleaning .....	699.41	769.35
Trimming .....	699.41	769.35
Blank cutting and mass-measuring to fixed standards .....	699.41	769.35
Extruding into trays .....	699.41	769.35
Bale cutting .....	699.41	769.35
Sieving chemicals, buffings and grindings .....	699.41	769.35
Stencilling or making bales .....	699.41	769.35
Applying powder .....	699.41	769.35
Packing soles and heels .....	699.41	769.35
Granulating .....	699.41	769.35
Assisting calendar operator .....	699.41	769.35
Dipping machine operator .....	699.41	769.35
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i>		
<b>(I) HIGH FREQUENCY WELDING</b>		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers .....	734.06	807.47
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding) .....	1164.40	1280.84
(iii) High-frequency welding, embossing of socks and other components .....	699.41	769.35
(iv) High-frequency welding, combined with cutting of socks and other components .....	809.35	890.29
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]</i>		

	Column A Per week	Column B Per week
<b><u>(J) FLOW MOULDING</u></b>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers .....	734.06	807.47
(ii) Flow moulding pre-cut socks .....	734.06	807.47
(iii) Flow moulding where eventual upper is presented in liquid form .....		
(iv) Colour application to moulds prior to flow moulding .....	734.06	807.47
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials .....	734.06	807.47
	734.06	807.47
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
<b><u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u></b>		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine.....	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	785.98	864.58
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	699.41	769.35
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
<b><u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u></b>		
Qualified employees on:		
(i) String-lasting of fabric uppers .....	785.98	864.58
(ii) String-lasting of synthetic uppers .....	785.98	864.58
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

	Column A Per week	Column B Per week
<b>(M) WOODEN UNIT MANUFACTURING</b>		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	832.19	915.41
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers .....	832.19	915.41
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	699.41	769.35
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	832.19	915.41
(v) Cutting of heel covers to a pattern from layered heel covering material.....	832.19	915.41
(vi) (aa) Cross cutting of timber into lengths.....	699.41	769.35
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides .....	699.41	769.35
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides .....	699.41	769.35
(ad) Cupping of heels to fit heel seats .....	699.41	769.35
(vii) Cementing heels and heel covers .....	699.41	769.35
(viii) Spotting of heel covers to heels and pressing .....	699.41	769.35
(ix) Trimming of heel covers.....	699.41	769.35
(x) Top piece attaching.....	785.98	864.58
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	699.41	769.35
(ii) Measuring, marking and cutting timber into required lengths.....	699.41	769.35
(iii) Marking top and side elevation for profile cutting of unit .....	699.41	769.35
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base .....	785.98	864.58
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	785.98	864.58
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance .....	699.41	769.35
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	785.98	864.58
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles .....	699.41	769.35
(ix) Attaching top pieces to heels.....	785.98	864.58
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	699.41	769.35
(ab) Scouring units by hand prior to or after sole attaching .....	785.98	864.58
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations .....	699.41	769.35
(xii) Examining for quality.....	946.84	1041.52
(xiii) Repairing of units.....	699.41	769.35
(xiv) Size stamping.....	699.41	769.35
(xv) Varnishing, painting, spraying or dipping units .....	699.41	769.35
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting .....	699.41	769.35

	Column A Per week	Column B Per week
<b>(N) LEARNERS</b>		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months .....	587.05	645.76
Second six months .....	648.46	713.31
Third six months .....	713.07	784.37
Fourth six months .....	766.63	843.29
Fifth six months .....	860.22	946.24
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months .....	448.93	493.82
Second six months .....	501.35	551.49
Third six months .....	556.21	611.83
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months .....	448.93	493.82
Second six months .....	501.35	551.49
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months .....	448.93	493.82
Second six months .....	501.35	551.49
Third six months .....	556.21	611.83
Fourth six months .....	617.51	679.26
Fifth six months .....	694.48	763.93
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R632.95 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R668.63 per week or R737.21 per week or R779.45 if employed on operations for which these rates are prescribed;		
(xx) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R632.95. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<p><b><u>(O) GENERAL WORKERS</u></b></p>		
<p>General Workers.....</p>	699.41	769.35
<p><b><u>(P) RATIOS</u></b></p>		
<p>(v) Class I Operations in the Rough Stuff and Finishing Departments</p> <p>For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.</p>		
<p>(vi) Class II Operations in the Rough Stuff and Finishing Departments</p> <p>On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.</p>		
<p>(vii) Class III Operations in the Rough Stuff and Finishing Departments</p> <p>On these operations all taken collectively there may be employed not more than two learners to each qualified employee.</p>		
<p><b><u>(Q) MILK</u></b></p>		
<p>All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.</p>		



## WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2)

Provided further that -

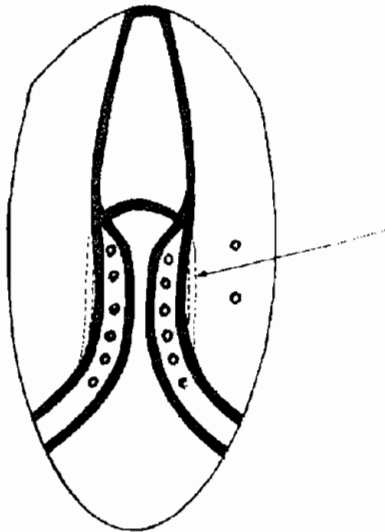
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear

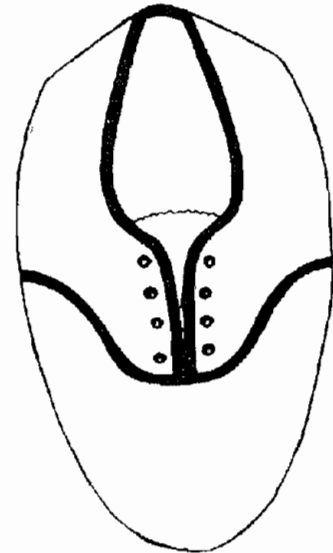
Group 4: Canvas fabric sandals.

ILLUSTRATION 1



(a)

Tongue completely  
bound down to  
leather edge



(b)

	Column A Per week	Column B Per week
<b>(1) WAGES</b>		
<b>A. LACE-UP RUBBER BOOTS</b>		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics .....	1037.87	1141.66
(ii) Cutting of rubber uppers .....	809.35	890.29
(iii) Cutting of fabric impregnated with rubber .....	809.35	890.29
(iv) Closing Departments:		
(a) Upper closing .....	738.84	812.72
(b) Lining closing .....	738.84	812.72
(c) Eyeletting .....		
(d) Buffing tongues .....	738.84	812.72
(e) Inserting tongues .....	699.41	769.35
(f) Securing tongues .....	699.41	769.35
(g) Table-hands .....	699.41	769.35
(xxi) All sole cutting operations, whether by hand or press .....	993.07	1092.38
(xxii) All other press cutting operations (bottom stock only) .....	699.41	769.35
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole) .....		
	785.98	864.58
(xxiv) Insole attaching .....	699.41	769.35
(xxv) Placing material around the last .....	699.41	769.35
(xxvi) Sole attaching .....	699.41	769.35
(xxvii) Atteriding an autoclave .....	699.41	769.35
(xxviii) Solutioning by hand .....	699.41	769.35
(xxix) Solutioning by machine .....	699.41	769.35
(xxx) (a) Moulding of soles, heels and/or sole and heel units .....	699.41	769.35
(b) Moulding of boots other than in an autoclave .....	699.41	769.35
(xxxi) Hobnailing .....	785.98	864.58
(xxxii) Sole roughing .....	699.41	769.35
(xxxiii) Upper roughing .....	699.41	769.35
(xxxiv) Edge trimming .....	699.41	769.35
(xxxv) Spew and/or flash trimming on moulded boots .....	699.41	769.35
(xxxvi) Inserting laces .....	699.41	769.35
(xxxvii) Slipping and sorting lasts .....	699.41	769.35
(xxxviii) Trimming linings .....	699.41	769.35
(xxxix) Rolling uppers .....	699.41	769.35
(xl) Cutting and/or inserting stays .....	699.41	769.35
(xli) Dressing .....	699.41	769.35
(xlii) Cleaning .....	699.41	769.35
(xliiii) Stamping sizes on linings .....	699.41	769.35
(xliv) Loading trolley for autoclave .....	699.41	769.35
(xlv) Pairing .....	699.41	769.35
(xlvi) Attaching throughs or insole covers .....	699.41	769.35
(xlvii) Operations not specified in (i) to (xxx) above .....	699.41	769.35
(xlviii) General workers .....	699.41	769.35

	Column A Per week	Column B Per week
<b>B. OTHER FOOTWEAR IN THIS SECTION</b>		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric) .....	1037.86	1141.65
Group 2:		
Assisting clicker .....	699.41	769.35
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	699.41	769.35
Gum boots .....	699.41	769.35
Size marking .....	699.41	769.35
(ii) Closing Department:		
Group 3:		
Attaching stays .....		
Size stamping on linings .....	699.41	769.35
Tread trimming .....	699.41	769.35
All other closing room operations, including eyeletting, perforating and skiving .....	699.41	769.35
	738.84	812.72
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand .....	993.07	1092.38
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels .....	699.41	769.35
Group 6:		
All other press cutting operations .....	699.41	769.35
(iv) Making Department:		
Group 7:		
Applying insole filler .....	699.41	769.35
Size stamping insole .....	699.41	769.35
Hand-lasting, rubber sole attaching by hand .....	699.41	769.35
Vulcanising soles to uppers .....	699.41	769.35
Solutioning by hand or machine .....	699.41	769.35
Assembling .....	699.41	769.35
Direct moulding of soles to canvas uppers .....	699.41	769.35
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine .....	785.98	864.58
(b) Where two employees are employed on an injection moulding machine, each shall be paid .....	785.98	864.58
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid .....	785.98	864.58
String-lasting .....	785.98	864.58
Lasting operations on a Kamborian machine .....	734.06	807.47
Lasting seats or sides by machine .....	809.35	890.29
Lasting seats or sides by machine .....	900.40	990.44
Combined pulling over and forepart lasting .....	1128.80	1241.68
(v) Group 8:		
Hobnailing by hand or machine .....	785.98	864.58
(vi) Group 9:		
Attaching back strip .....	699.41	769.35
Attaching foxing .....	699.41	769.35
Attaching insole .....	699.41	769.35
Attaching lining to upper .....	699.41	769.35
Cementing .....	699.41	769.35
Cleaning soles .....	699.41	769.35

	Column A Per week	Column B Per week
Cutting foxing.....	699.41	769.35
Feeding conveyer.....		
Granulating.....	699.41	769.35
Inserting the puffs.....		
Rolling uppers.....	699.41	769.35
Slipping lasts.....	699.41	769.35
Sole rolling.....	699.41	769.35
Supplying lasts.....	699.41	769.35
Trimming uppers.....	699.41	769.35
Mass-measuring pellets for direct moulding.....	699.41	769.35
Wheeling.....	699.41	769.35
Checking and repairing.....	699.41	769.35
Edge scouring.....	699.41	769.35
Silk screen printing.....	699.41	769.35
(vii) Any operations not specified in (i) to (vi) above.....	699.41	769.35
(viii) General Workers.....	699.41	769.35
<b>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</b>		
According to experience:		
First six months.....	448.76	493.64
Second six months.....	501.35	551.49
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b>(3) RATIOS</b>		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
<b>(4) DIFFERENTIAL WORKING</b>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<b>(5) DEFINITIONS</b>		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		

	Column A Per week	Column B Per week
<b>CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</b>		
<b>(1) WAGES</b>		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting .....	1037.50	1141.25
(ii) Stock cutting and/or lining cutting .....	809.35	890.29
(iii) Upper assembling .....	809.35	890.29
(iv) Marking and/or stamping .....	699.41	769.35
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning .....	703.70	774.07
(ii) Machining of uppers, socks, pads and soft soles together .....	738.84	812.72
(iii) Machining elastic bound edges of uppers to soft soles .....	738.84	812.72
C. Rough Stuff Department:		
(i) Sole cutting from leather .....	1128.80	1241.68
(ii) Sole cutting from other than leather .....	993.07	1092.38
(iii) Insole cutting and lift and top-piece cutting .....	993.07	1092.38
(iv) Stamping .....	699.41	769.35
(v) Heel covering .....	699.41	769.35
D. Making Department:		
(i) Slipper turn sewing .....	857.50	943.25
(v) Steaming and blocking into shape:		
(a) Felt work .....	785.98	864.58
(b) Leather work, fabric Cubans .....	785.98	864.58
(iii) Stuck-on process:		
(a) Hand-lasting .....	785.98	864.58
Sole roughening .....	785.98	864.58
Sole positioning on upper and press operating in one operation .....	785.98	864.58
Sole positioning on upper and forepart seat before pressing .....	785.98	864.58
Press operating with sole previously positioned .....	785.98	864.58
(b) Solutioning operation .....	699.41	769.35
(b) Sole and insole tacking .....	699.41	769.35

	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	785.96	864.58
(v) Slugging .....	699.41	769.35
(vi) Channelling .....	699.41	769.35
Hand-levelling.....	699.41	769.35
Heel attaching.....	699.41	769.35
Tacking backs.....	699.41	769.35
(vii) Slipper turning .....	699.41	769.35
(viii) Fetching and putting away lasts.....	899.41	769.35
(ix) Inserting heel pads.....	699.41	769.35
(x) Conveyor operating .....	699.41	769.35
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting:		
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine .....	785.98	864.58
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	785.98	864.58
(c) Where more than two employees are employed on injection moulding machine each shall be paid .....	785.98	864.58
<b>E. Finishing Department</b>		
Edge trimming.....		
Edge setting .....	993.07	1092.38
Heel trimming.....	810.25	891.28
Scouring operations .....	699.41	769.35
Inking, staining and brushing .....	699.41	769.35
Slipping uppers.....	699.41	769.35
<b>F. Shoe Room Department</b>		
Examining		
All other Shoe Room operations .....	699.41	769.35
<b>(2) LEARNERS</b>		
According to experience:		
First six months.....	448.76	493.64
Second six months .....	501.31	551.44
Third six months .....	556.21	611.83
Fourth six months .....	617.52	679.27
Fifth six months.....	694.48	763.93
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R632.95 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b>(3) GENERAL WORKERS</b>		
General workers .....	699.41	769.35
<b>(4) RATIO</b>		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
<b><u>(5) DIFFERENTIAL WORKING</u></b>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<b><u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u></b>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking .....	784.77	863.25
(ii) Machining by power .....	703.70	774.07
Machining other than by power .....		
Other Closing Department operations .....	703.70	774.07
(iii) Sole cutting by power .....	703.70	774.07
Sole cutting other than by power .....	928.55	1021.41
(iv) Pulling over by hand and/or hand-lasting .....	699.41	769.35
Stitching by hand .....	699.41	769.35
(v) Edge trimming by power .....	792.03	871.23
Edge trimming other than by power .....	699.41	769.35
(vi) Pairing and/or size marking .....	699.41	769.35
(vii) Any operation other than those specified in (i) to (vi) hereof .....	699.41	769.35
<b><u>(2) LEARNERS</u></b>		
According to experience:		
First six months .....	448.76	493.64
Second six months .....	501.31	551.44
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b><u>(3) GENERAL WORKERS</u></b>		
General workers .....	699.41	769.35
<b><u>(4) RATIO</u></b>		
For every three employees receiving not less than R632.95 per week there may be employed not more than one employee at a wage of less than R632.95 per week.		
<b><u>(5) DIFFERENTIAL WORKING</u></b>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

SIGNED BY THE PARTIES AT CAPE TOWN ON THE 28<sup>th</sup> AUGUST 2008.

D J F LINDE, Member of the Council .....

A BENJAMIN, Member of the Council .....

W VAN DER RHEEDE, Member of the Council .....

S NAIDOO, General Secretary of the Council .....



No. R. 1176

7 November 2008

**LABOUR RELATIONS ACT, 1995 (ACT NO. 66 OF 1995)**  
**COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION**  
**RULES FOR THE CONDUCT OF PROCEEDINGS BEFORE THE CCMA**

**AMENDMENT NOTICE**

- (1) Government Notice No. R. 97 published in *Government Gazette* No. 29587 (*Regulation Gazette* No. 8626) of 9 February 2007 is hereby amended as follows:

By substituting pages 11 – 15 with the attached annexure A

AND

- (2) Government Notice No. R. 1442 published in *Government Gazette* No. 25515 (*Regulation Gazette* No. 7781) of 10 October 2003 is hereby amended as follows:

By substitution pages 111(LRA3.23); 114(LRA4.1); 133(LRA5.1); 136(LRA5.2); 176(LRA7.11); 185(LRA7.13); 187(LRA7.14); 189(LRA7.15); 192(LRA7.17); 205(LRA7.19); 206(LRA7.20) and 210(LRA7.21 with the attached annexure A

## SCHEDULE ONE

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