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**Closing times *PRIOR TO PUBLIC HOLIDAYS* for  
GOVERNMENT NOTICES, GENERAL NOTICES,  
REGULATION NOTICES AND PROCLAMATIONS** **2012**

*The closing time is 15:00 sharp on the following days:*

**13 December, Thursday, for the issue of Friday 21 December 2012**  
**18 December, Tuesday, for the issue of Friday 28 December 2012**  
**21 December, Friday, for the issue of Friday 4 January 2013**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a SEPARATE *Government Gazette* must be handed in not later than three calendar weeks before date of publication

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## GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

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### DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 881

2 November 2012

### LABOUR RELATIONS ACT, 1995

#### BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING INDUSTRY (CAPE): EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, **THEMBINKOSI MKALIPI**, Chief Director: Labour Relations, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R. 936 of 6 August 1999, R. 260 of 24 March 2000, R. 781 of 11 August 2000, R. 1210 of 1 December 2000, R. 297 of 6 April 2001, R. 20 of 11 January 2002, R. 162 of 15 February 2002, R. 926 and R. 927 of 27 June 2003, R. 1013 of 3 September 2004, R. 1143 and R. 1153 of 8 October 2004, R. 626 and R. 627 of 1 July 2005, R. 322 of 28 March 2008, R. 530 of 16 May 2008, R. 934 of 22 October 2010, R. 326 of 15 April 2011 and R. 431 of 20 May 2011 by a further period ending 31 October 2013.

**T MKALIPI**  
CHIEF DIRECTOR: LABOUR RELATIONS

No. R. 881

2 November 2012

**WET OP ARBEIDSVERHOUDINGE, 1995****BEDINGINGSRAAD VIR DIE WAS-, SKOONMAAK- EN KLEURBEDRYF (KAAP):  
VERLENGING VAN TYDPERK VAN HOOF KOLLEKTIEWE OOREENKOMS**

Ek, **THEMBINKOSI MKALIPI** Hoof Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32(6)(a)(i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewings Nos R. 936 van 6 Augustus 1999, R. 260 van 24 Maart 2000, R. 781 van 11 Augustus 2000, R. 1210 van 1 Desember 2000, R. 297 van 6 April 2001, R. 20 van 11 Januarie 2002, R. 162 van 15 Februarie 2002, R. 926 en R. 927 van 27 Junie 2003, R. 1013 van 3 September 2004, R. 1143 en R. 1153 van 8 Oktober 2004, R. 626 en R. 627 van 1 Julie 2005, R. 322 van 28 Maart 2008, R. 530 van 16 Mei 2008, R. 934 van 22 Oktober 2010, R. 326 van 15 April 2011 en R. 431 van 20 Mei 2011 met 'n verdere tydperk wat op 31 Oktober 2013 eindig.

**T MKALIPI****HOOF DIREKTEUR: ARBEIDSHOUDINGE**

No. R. 882

2 November 2012

**LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING  
INDUSTRY (NATAL): EXTENSION TO NON-PARTIES OF  
AMENDING COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), 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 .....**12 November 2012**..... and for the period ending 31 December 2015.

**MN OLIPHANT  
MINISTER OF LABOUR**

No. R. 882

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**BARGAINING COUNCIL FOR THE LAUNDRY CLEANING AND DYEING  
INDUSTRY (NATAL): UKWELULELWA KWESIVUMELWANO  
ESIYINGQIKITHI PHAKATHI KWABAQASHI NABASEBENZI  
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXEYENYE  
YESIVUMELWANO**

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi- Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka-  
..... **12 kuLwezi 2012**..... kuze kube ngu 31 kuZibandlela 2015.

**MN OLIPHANT  
UNGQONGQOSHE WEZABASEBENZI**

**SCHEDULE**  
**BARGAINING COUNCIL FOR THE LAUNDRY, CLEANING AND DYEING**  
**INDUSTRY (NATAL)**

**AMENDING COLLECTIVE AGREEMENT**

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

**Natal Laundry, Cleaners and Dyers' Association**

(hereinafter referred to as the “employers” or the “employers’ organization”), of the one part, and the

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

(hereinafter referred to as the “employees” or the “trade union”, of the other part, being the parties to the Bargaining Council for the Laundry, Cleaning and Dyeing Industry (Natal), to amend the Collective Agreement published under Government Notice No. R.556 of 30 April 1999, as amended, extended and renewed by Government Notice No. R. 70 of 26 January 2001, R. 1014 of 12 October 2001, R. 358 of 22 March 2002, R. 213 of 14 February 2003, R. 1046 of 25 July 2003, R. 1084 of 17 September 2004, R. 764 and R. 765 of 5 August 2005, R. 764 of July 2006, R. 827 of 11 August 2006, R. 585 of 13 July 2007, R.713 of 17 August 2007, R. 794 and R. 795 of 25 July 2008, R. 624 and R. 625 of 05 June 2009, R. 527, R. 528 of 18 June 2010 and R. 658 of 19 August 2011 and R.592 of 3 August 2012.

## **PART A**

### **1. SCOPE OF APPLICATION OF AGREEMENT**

- 1.1 The terms of this Agreement shall be observed in the Laundry, Cleaning and Dyeing Industry (Natal)
- (a) by all employers and all employees who are members of the parties to this Agreement;
  - (b) in the Magisterial Districts of Durban, Chatsworth, Pinetown and Inanda, excluding the areas falling outside a radius of 15 miles of the General Post Office, Durban
- 1.2 Notwithstanding the provisions of clause 1.1, the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in any agreement of the Council which is binding in terms of section 32 of the Act.
- 1.3 The provisions of clauses 1(1)(a) and 2 of this Agreement shall not apply to employees who are not members of the employers' organization and the trade union, respectively, who entered into this Agreement.

### **2. PERIOD OF OPERATION**

- 2.1 This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32(2) of the Labour Relations Act, 1995, and shall remain in force until 31 December 2015.



**ANNEXUE B**

Substitute the following for items 1 and 3

**1. COUNCIL LEVIES**

For the purpose of Council levies, every employer must on each pay day deduct from the wages of each employee who has worked in any week an amount of R3-00 and the employer is to add a like amount per week per employee.

**3. MEDICAL ASSISTANCE FUND**

For the purpose of the Fund every employer must on each pay day deduct from wages of each member who was worked in any week an amount of R25.25 the employer is to add a like amount per week per employee

**46. ATTESTATION**

This Agreement signed in Durban on the 04 day of June 2012.

\_\_\_\_\_  
C RENNIE

NLCDEA

\_\_\_\_\_  
Witness

\_\_\_\_\_  
D. MALULEKA

SACTWU

\_\_\_\_\_  
Witness

\_\_\_\_\_  
B NKABINDE

SECRETARY

\_\_\_\_\_  
Witness

No. R. 883

2 November 2012

**LABOUR RELATIONS ACT, 1995****SOUTH AFRICAN ROAD PASSENGER BARGAINING COUNCIL:  
EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING  
AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 South African Road Passenger Bargaining Council 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 ..... **12 November 2012**..... and for the period ending 31 March 2013.

**MN OLIPHANT****MINISTER OF LABOUR**

No. R. 883

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WASENINGIZIMU AFRIKA WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YOKUHANJISWA KWABANTU EMGWAQWENI: UKWELULELWA KWESIVUMELWANO PHAKATHI KWABAQASHI NABASEBENZI ESIYINGQIKITHI ESICHIBIYELAYO NABASEBENZI KULABO ABANGEYONA INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu waseningizimu Afrika Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Bemboni Yokuhanjiswa Kwabantu Emgwaqeni, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibophezela labo abasenzayo, sizobopho bonke abaqashi nabasebenzi kuleyo Mboni kusukela mhlaka. ....12 kuLwezi 2012.....kuze kube ngu 31 kuNdasa 2013.

**MN OLIPHANT****UNGQONGQOSHE WEZABASEBENZI**

## **SCHEDULE**

### **THE SOUTH AFRICAN ROAD PASSENGER BARGAINING COUNCIL (SARPBAC)**

### **AMENDMENT OF MAIN COLLECTIVE AGREEMENT**

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

#### **SOUTH AFRICAN BUS EMPLOYERS' ASSOCIATION**

(hereinafter referred to as the "Employers" or the "Employers' Association"), of the one part, and the

#### **SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION**

And

#### **TRANSPORT AND OMNIBUS WORKERS UNION**

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

being the parties to the South African Road Passenger Bargaining Council (SARPBAC)

(hereinafter referred to as the "Bargaining Council")

To amend the Agreement published under Government Notice R.482 dated 9 June 2012.

## **1. SCOPE OF APPLICATION AND PERIOD OF AGREEMENT**

### **1.1. SCOPE OF APPLICATION**

The terms of this agreement shall be observed in the Road Passenger Transport Trade:

- 1.1.1. by all Employers who are members of the Employers' Association and by all Eligible Employees who are members of the trade unions.
- 1.1.2. by all Employers and Eligible Employees within the Road Passenger Transport Trade in the Republic of South Africa, the agreement shall also apply and be binding upon all Parties and/or Individuals to whom the operation of the collective agreement is extended in terms of Section 32 of the Labour Relations Act (LRA) of 1995.
- 1.1.3. Clauses 1.1.1. and 1.2, of this Agreement shall not apply to Employers and Employees who are not members of the Employers' Association and trade unions respectively.

### **1.2. PERIOD OF AGREEMENT**

This Agreement shall come into operation for the parties to this Agreement on 1 April 2011 and for non parties on such date as may be decided upon by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995 and shall remain in force until 31 March 2013 and shall be applicable to all Eligible Employees.

## **2. CLAUSE 9. SUBSISTENCE & TRAVEL ALLOWANCE**

Substitute the following for clause 9:

### **"9. SUBSISTENCE & TRAVEL ALLOWANCE**

9.1 An Employee, who is away from his Employer's establishment on special hire/charter duties or on instructions from his Employer and is, as a consequence thereof and at the instruction of the Employer, required to sleep out, will be paid an allowance of R380.00 for each night that he is required to sleep out to cover the costs of meals and accommodation.

9.2 An Employee, who is away from his Employer's establishment, for more than 12 hours, on special hire/charter duties or on the instruction of the Employer, but is not required/instructed by the Employer to sleep out, will be paid a meal allowance of R5.30 per hour for each completed hour of such special hire/charter or absence.

9.3 The above allowances will not be paid where, in terms of the Employer procedures, the Employer or a third party provides accommodation and/or food, pays for such expenses directly or where accommodation and/or food are made available at no cost to the Employee."

We the undersigned, as the official representatives of our respective organisations, do hereby, on behalf of the organisations, its members and all Employees, agree to the terms of this agreement and bind our organisations, members and all Employees thereto.

SIGNED BY  
DATE

ON BEHALF OF

SIGNED AT

\_\_\_\_\_ South African Bus Employers Association  
Klaus Heimes

JOHANNESBURG  
17/09/2012

\_\_\_\_\_ Transport & Omnibus Workers Union  
Nezaam Davids

JOHANNESBURG  
17/09/2012

\_\_\_\_\_ South African Transport & Allied Workers Union  
Assaria Mataboge

JOHANNESBURG  
17/09/2012

No. R. 884

2 November 2012

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND  
LOGISTICS INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN  
COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight and Logistics Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from ..... **12 November 2012**..... and for the period ending 28 February 2013.

**MN OLIPHANT****MINISTER OF LABOUR**

No. R. 884

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI  
NABASEBENZI BEMBONI YOKUHLELWA KOKUTHUTHWA KANYE  
NOKUTHUTHWA KWEMPAHLA EMGWAQWENI: UKWELULELWA  
KWESIVUMELWANO ESIYINGQIKITHI ESICHIBIYELAYO SABAQASHI  
NABASEBENZI KULABO ABANGEYONA INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Bemboni Yokuhlelwa Kokuthuthwa Kanye Nokuthuthwa Kwempahla Emgwaqweni, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibophezela labo abasenzayo, sizobophezela bonke abaqashi nabasebenzi kuleyo Mboni kusukela mhlaka. ....**12 kuLwezi 2012**.....kuze kube ngu 28 kuNhlolanja 2013.

**MN OLIPHANT**  
**UNGQONGQOSHE WEZABASEBENZI**



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## **Schedule**

### **National Bargaining Council for the Road Freight & Logistics Industry**

#### **Amendment to the Main Collective Agreement**

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

#### **Road Freight Employers' Association (RFEA)**

(referred to in this Agreement as the "employers" or the "employers' organisation")  
on the one part, and the

#### **Motor Transport Workers' Union (MTWU)**

#### **Professional Transport and Allied Workers' Union of South Africa (PTAWU)**

#### **South African Transport and Allied Workers' Union (SATAWU)**

#### **Transport and Allied Workers' Union of South Africa (TAWU)**

(referred to in this Agreement as the "employees" or the "trade unions"),  
on the other part,

being the parties to the National Bargaining Council for the Road Freight and Logistics Industry to amend the Agreement published under Government Notice No. R4 of 6 January 2012.

### **1. Scope of Application**

- (1) The terms of this Agreement shall be observed in the Road Freight and Logistics Industry:
  - (a) by all the employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
  - (b) In the Republic of South Africa.

### **1.A. Period of Operation of the Agreement**

This Agreement shall come into operation on such a date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 28 February 2013.

### **2. Schedule 4: Wellness Fund**

1. Substitute the following for item 8:

#### **"8. Extension of the Wellness Fund**

- (1) The wellness fund is hereby extended to include a basic medical insurance for a period of 2 years at no extra cost to employers and employees.
- (2) Notwithstanding the provisions of sub-item (1) above, an employee whose monthly contributions to the fund is less than R50-00 per month will not be covered by the basic medical insurance. The monthly contribution referred to in this sub-item includes the combined monthly contribution by both an employer and his employee. Such an employee will still receive the normal benefits of the fund provided for in item 3(1)(a) to (c) above."

Signed at Johannesburg for and on behalf of the parties to the Council on this 4<sup>th</sup>  
\_\_\_\_\_ day of September 2012.

\_\_\_\_\_  
D Behrens  
Chairperson of  
the Council

\_\_\_\_\_  
M Gwedashe  
Vice-Chairperson of  
the Council

\_\_\_\_\_  
T Ströh  
Acting National  
Secretary of the Council

No. R. 885

2 November 2012

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF  
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL  
GOODS AND HANDBAG SECTION COLLECTIVE AMENDING  
AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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...12.....November.....2012..... and for the period ending 30 June 2016.

*MIV OLIPHANT***MINISTER OF LABOUR**

No. R. 885

2 November 2012

## UMNYANGO WEZABASEBENZI

## UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI  
 KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULELWA  
 KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA  
 SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE  
 EZIPHATHWA ABESIFAZANE SELULELWA KULABO ABANGEYONA  
 INGXYENYE YESIVUMELWANO

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka.....12.....kukwezi.....2012.....kuze kube mhlaka 30 kuNhlangulana 2016.

*MV OLIPHANT*

**UNGQONGQOSHE WEZABASEBENZI**

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

**GENERAL GOODS AND HANDBAG SECTOR**  
**COLLECTIVE AGREEMENT**

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

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

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

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

and

(c) **Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the "employees" or the "trade unions") of the other part,

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Section, published under Government Notice No. R. 1316 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R. 288 of 12 March 1999, R. 1273 of 29 October 1999, R. 46 of 28 January 2000, R. 647 of 30 June 2000, R. 1173 of 24 November 2000, R. 388 of 18 May 2001, R. 1223 of 30 November 2001, R. 692 of 17 May 2002, R. 1216 of 4 October 2002, R. 713 of 6 June 2003, R. 1358 of 3 October 2003, R. 660 of 28 May 2004, R. 206 of 18 March 2005, R. 569 of 17 June 2005, R. 867 of 9 September 2005, R. 547 of 15 June 2006, R. 850 of 25 August 2006, R. 511 of 22 June 2007, R. 1067 of 16 November 2007, R. 1039 of 3 October 2008, R. 525 of 15 May 2009, R. 1150 of 11 December 2009, R. 1193 of 17 December 2010, R. 524 of 24 June 2011 and R. 1018 of 7 December 2011.

**1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this agreement shall be observed in the general goods and handbag sector of the leather industry:
  - (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, KaNgwana and KwaNdebele;
  - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1)(b), the terms of this agreement shall not apply to non-parties in respect of Clause 1(1)(b) and 2.

**2. CLAUSE 2 - 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 30 June 2016.

**3. CLAUSE 13: ORGANISATIONAL RIGHTS**

Substitute the following for Sub-Clause (4) Shop Stewards Training

of paid leave in terms of this sub-clause, shall be limited to one shop steward per 50 employees for whom trade union subscriptions are being deducted.

- (ii) Notwithstanding the provisions made in sub-clause (4)(i) and subject to agreement at plant level, employers will grant at least 2 days paid time-off for not more than one shop steward per party trade union to attend seminars, training sessions and workshops which will have mutual benefit to the industry such as: Economic Development, Customised Sector Programmes of the Department of Trade and Industry and Sector Education and Training Authority (SETA). The party trade unions who wish to send their shop steward to such seminars, training sessions and workshops are required to consult with the employer at least seven days prior to the event and to produce reasonable evidence of that event.

#### **4. CLAUSE 28, AGENCY SHOP AGREEMENT**

Substitute the following for Sub-Clause (6):

- (6) "The agency fee shall be equal to 1% (one percent) of the employee's basic weekly wage up to maximum amount of R12.75."

#### **5. ANNEXURE C WAGES**

Substitute the following for Annexure "C"

"Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer.

1. **WAGE RATES**

|  | Column A<br>Per Week | Column B<br>Per Week |
|--|----------------------|----------------------|
| (A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:  |                      |                      |
| (i) Foreman (Grade C1) .....   | 1313.88              | 1445.27              |
| (ii) Chargehand (Grade B2) .....   | 998.28               | 1098.11              |
| (iii) Despatch Clerk (Grade A3) .....  | 840.65               | 924.72               |
| (iv) Driver of a motor vehicle authorised to carry or haul a payload of:   |                      |                      |
| (a) Under 2722 Kg (Grade B1) .....   | 871.29               | 958.42               |
| (b) Over 2722 Kg (Grade B2) .....  | 998.28               | 1098.11              |
| (v) General Worker (Grade A1) .....  | 650.20               | 715.22               |
| (vi) Night Watchman (Grade A2) .....   | 707.33               | 778.06               |
| (vii) Packer (Grade A1) .....  | 650.20               | 715.22               |
| (viii) Storeman (Grade A3) .....   | 840.65               | 924.72               |
| (B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags: |                      |                      |
| (i) Grade A1 .....   | 650.20               | 715.22               |
| (ii) Grade A2 .....  | 707.33               | 778.06               |
| (iii) Grade A3 .....   | 840.65               | 924.72               |
| (iv) Grade B1 .....  | 871.29               | 958.42               |
| (v) Grade B2 .....   | 998.28               | 1098.11              |
| (vi) Grade B3 .....  | 1093.08              | 1202.39              |



|   | Column A<br>Per Week | Column B<br>Per Week |
|---|----------------------|----------------------|
| (C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg: |                      |                      |
| (i) Grade A1 .....  | 650.20               | 715.22               |
| (ii) Grade A2 .....   | 707.33               | 778.06               |
| (iii) Grade A3 .....  | 840.65               | 924.72               |
| (iv) Grade B1 .....   | 871.29               | 958.42               |
| (v) Grade B2 .....  | 998.28               | 1098.11              |
| (vi) Grade B3 .....   | 1093.08              | 1202.39              |
| (D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):  |                      |                      |
| During the first six months of experience .....   | 527.09               | 579.80               |
| During the second six months of experience .....  | 629.23               | 692.15               |

## 2. PROPORTION AND RATIO OF EMPLOYEES

### (1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

### (2) Saddlery -

- (a) not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

### (3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
  - (b) For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of

such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage of less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R715.22 per week during the period ending 30 June 2012, not more than one employee may be employed at a wage of less than R715.22 per week during the period ending 30 June 2012: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) Handbags -

(a) Not less than one foreman shall be employed in each establishment.

(b) The number of learners employed in each establishment shall not exceed three such employees to every two qualified employees employed in such establishment.

(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed.

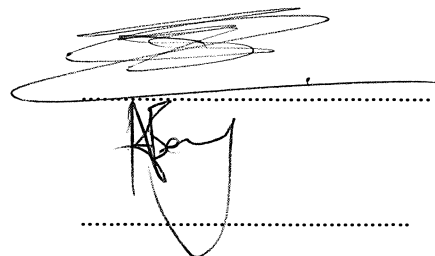
(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each establishment.

(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each establishment.

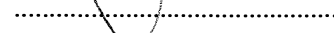
(iii) Handbag framing department - Not more than three learner handbag framers shall be employed to every two qualified handbag framers employed in each establishment.

SIGNED BY THE PARTIES AT DURBAN ON THIS THE 23<sup>rd</sup> DAY OF JULY 2012.

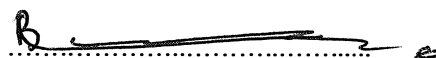
S ESSON, Member of the Council



A BENJAMIN, Member of the Council



B.N. LOUBSER Member of the Council



S NAIDOO, General Secretary of the Bargaining Council



No. R. 886

2 November 2012

**LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF  
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE TANNING  
SECTION COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 *12 November 2012*..... and for the period ending 30 June 2016.

*M N OLIPHANT***MINISTER OF LABOUR**

No. R. 886

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTEHTHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU KAZWELONE WOKUXOXISANA PHAKATHI  
KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA:  
UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI  
BESIGABA SOKUSHUKWA KWEZIKHUMBA SELULELWA KULABO  
ABANGEYONA INGZENYE YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, Ungqongoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka 12 Kulwezi 2012..... kuze kube mhlaka 30 kuNhlangulana 2016.

*MIV OLIPHANT***UNGQONGQOOSHE WEZABASEBENZI**

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

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

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

(hereafter referred to as the "employers" or the "employers' organisation")

and the

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

and

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

(hereafter referred to as the "employees" or the "trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement for the Tanning Section published under Government Notice No. R. 1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R. 1017 of 27 August 2000, R. 47 of 28 January 2000, R. 555 of 9 June 2000, R. 128 of 9 February 2001, R. 389 of 18 May 2001, R. 823 of 7 September 2001, R. 1230 of 30 November 2001, R. 693 of 17 May 2002, R. 1531 of 13 December 2002, R. 714 of 6 June 2003, R. 1067 of 16 November 2007, R. 1357 of 3 October 2003, R. 748 of 25 June 2004, R. 592 of 24 June 2005, R593 of 24 June 2005, R. 335 of 13 April 2006, R. 631 of 30 June 2006, R. 1269 of 15 December 2006, R. 513 of 22 June 2007, R. 1068 of 16 November 2007, R. 1038 of 3 October 2008, R. 474 of 8 May 2009, R. 1184 of 18 December 2009, R. 1191 of 17 December 2010, R. 523 of 24 June 2011 and R. 886 of 28 October 2011.

### 1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement will be observed in the tanning section of the leather industry -
  - (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwa-Qwa, Lebowa, Gazankulu, Ka Ngwana and Kwa Ndebele;
  - (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade unions, and who are engaged or employed in the said section of the industry.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) and 2 (1).

### 2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2012 and remain in force for the period ending 30 June 2016.
- (2) This Agreement will come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and will remain in force for the period ending 30 June 2016.

### 3. CLAUSE 7 – REMUNERATION

#### 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

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

SCHEDULE 1WAGES AND WAGE RATES

|   |  | <u>Rate Per Hour</u> |
|---|--|----------------------|
| 1 | <p><b>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</b></p> <p><b>Band A1 employees engaged in:</b></p> <p>ROUNDING ..... 29.26</p> <p>SPLITTING ..... 36.20</p> <p><b>Band A2 employees engaged in:</b></p> <p>SHAVING ..... 31.02</p> <p><b>Band B employees engaged in:</b></p> <p>COLOUR MATCHING ..... 27.34</p> <p>GLAZING ..... 27.34</p> <p>HAND SPRAYING ..... 28.88</p> <p>HAND TIPPING ..... 27.34</p> <p>PILOT PLANT OPERATING ..... 28.88</p> <p>POLISHING ..... 27.34</p> <p><b>Band C employees engaged in:</b></p> <p>ASSISTING SPLITTER ..... 26.94</p> <p>BRUSHING ..... 26.94</p> <p>BUFFING ..... 26.94</p> <p>CHEMICAL WEIGHING ..... 26.94</p> <p>COLOUR MIXING ..... 26.94</p> <p>CURTAIN COATING ..... 26.94</p> <p>CONDITIONING ..... 25.18</p> <p>DRUM OPERATING ..... 25.18</p> <p>DRY CLEANING MACHINE ..... 25.18</p> <p>EMBOSSING/PRINTING ..... 26.94</p> <p>FLESHING (HAND OR MACHINE) ..... 26.94</p> <p>HIDE STAMPING ..... 25.46</p> <p>HYDRAULIC PRESS ..... 26.94</p> <p>MEASURING ..... 26.94</p> <p>PADDING ..... 26.94</p> <p>PASTING ..... 26.94</p> <p>ROLLER COATING ..... 26.94</p> <p>ROTOR PRESS ..... 26.94</p> <p>ROTOR SPRAYING ..... 26.94</p> <p>SAMMYING ..... 26.94</p> <p>SETTING ..... 26.94</p> <p>SOLE ROLLING ..... 26.94</p> <p>STAKING ..... 26.94</p> <p>TRIMMING AFTER SHAVING ..... 25.18</p> <p>VACUUM DRYING ..... 26.94</p> |                      |

|   |   |                        |
|---|---|------------------------|
|   | <b>Band D employees engaged in:</b>   |                        |
|   | FLESH TRIMMING .....  | 24.82                  |
|   | GENERAL WORKERS.....<br>(on operations as defined in definition of General Worker)                      | 24.82                  |
|   | HANG DRYING .....   | 24.82                  |
|   | MILLING .....   | 24.82                  |
|   | SUBSTANCE CHECKING .....  | 24.82                  |
|   | TOGGLING .....  | 24.82                  |
|   | <b>Band E Employees</b>   |                        |
|   | General Worker Entry Level as defined in Definition of General Worker, Entry Level                      | 20.16                  |
|   | Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis: |                        |
|   | First six months of experience .....  | 80% of prescribed wage |
|   | Second six months of experience .....   | 90% of prescribed wage |
| 2 | <b>Quality examining and/or Sorting rates:</b>  |                        |
|   | <b>Band A1 employees engaged as a:</b>  |                        |
|   | FINAL SORTER.....   | 29.26                  |
|   | WET BLUE SORTER.....  | 29.26                  |
|   | <b>Band B employees engaged as a:</b>   |                        |
|   | CRUST SORTER.....   | 27.34                  |
|   | <b>Band C employees engaged as a:</b>   |                        |
|   | SPLIT SORTER.....   | 26.94                  |
| 3 | <b>Fellmongering Section Rates:</b>   |                        |
|   | <b>Band B Employees engaged in –</b>  |                        |
|   | PICKLE SORTING .....  | 27.34                  |
|   | <b>Band C Employees engaged in –</b>  |                        |
|   | BREAK FLESHING .....  | 26.94                  |
|   | FINAL FLESHING .....  | 26.94                  |
|   | PICKLE DRUM OPERATING .....   | 25.18                  |
|   | SULPHIDE PAINTING .....   | 25.18                  |
|   | <b>Band D Employees engaged in –</b>  |                        |
|   | BREAK FLESHING ASSISTANT .....  | 24.82                  |
|   | COUNTING AND PACKING .....  | 24.82                  |
|   | DRUM CLOSING .....  | 24.82                  |
|   | HAND WOOL PULLING .....   | 24.82                  |
|   | MACHINE WOOL PULLING .....  | 24.82                  |
|   | PADDLE OPERATING .....  | 24.82                  |
|   | WOOL BALING / PACKING .....   | 24.82                  |
|   | WOOL DRYING .....   | 24.82                  |
|   | WOOL PICKING .....  | 24.82                  |
|   | WOOL WASHING .....  | 24.82                  |




|   |  |                        |
|---|--|------------------------|
|   | <b>Band E Employees</b><br>General Workers entry level as defined in Definition of General Worker, entry level | 20.16                  |
|   | Learners employed on operations as specified in Bands B and C will be paid on the following basis:             |                        |
|   | First six months of experience .....   | 80% of prescribed wage |
|   | Second six months of experience .....  | 90% of prescribed wage |
| 4 | <b>Wool-Skin Processing and Operations not elsewhere Specified rates:</b>                                      |                        |
|   | <b>Band C employees engaged in –</b>   |                        |
|   | CARDING .....  | 25.77                  |
|   | COMBING .....  | 25.77                  |
|   | CUTTING TO PATTERNS .....  | 25.35                  |
|   | IRONING .....  | 25.77                  |
|   | SHEARING .....   | 25.77                  |
|   | STITCHING BY MACHINE.....  | 26.24                  |
| 5 | <b>Cutting Section Rates:</b>  |                        |
|   | <b>Band A1 employees engaged in:</b>   |                        |
|   | CUTTER 1 .....   | 31.49                  |
|   | FINAL INSPECTING .....   | 29.26                  |
|   | <b>Band A2 employees engaged in:</b>   |                        |
|   | HAND CUTTING .....   | 29.26                  |
|   | <b>Band B employees engaged in:</b>  |                        |
|   | COMPONENT SPLITTING .....  | 26.61                  |
|   | CUTTER 2 .....   | 28.88                  |
|   | HIDE MARKING .....   | 28.88                  |
|   | <b>Band C employees engaged in:</b>  |                        |
|   | COMPONENT PACKING .....  | 25.46                  |
|   | LAMINATING .....   | 25.46                  |
|   | LAYING OUT .....   | 25.46                  |
|   | PERFORATING .....  | 25.46                  |
|   | STAMPING (PIECE MARKING) .....   | 25.46                  |
|   | TEMPLATE CONTROL .....   | 25.46                  |

|   |   |                        |
|---|---|------------------------|
| 6   | <b>Band D employees engaged in –</b>  |                        |
|   | General Workers on operations as defined in the Definition Of "General Worker" .....                        | 24.82                  |
|   | Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:  |                        |
|   | First six months of experience .....  | 80% of prescribed wage |
|   | Second six months of experience .....   | 90% of prescribed wage |
|   | <b>Band E Employees</b>   |                        |
|   | General Workers Entry Level as defined in Definition of General Worker, entry level                         | 20.16                  |
|   | <b>The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:</b> |                        |
|   | <b>Band A2 employees engaged as a:</b>  |                        |
|   | Motor Vehicle Delivery Driver.....<br>(Code C Licence or higher)  | 28.85                  |
|   | <b>Band B employees engaged as a:</b>   |                        |
|   | Despatch Clerk .....  | 26.39                  |
|   | Handyman .....  | 25.90                  |
|   | Motor Vehicle General Driver .....  | 26.97                  |
|   | (Code C1 Licence or lower)  |                        |
|   | Spray Gun Mechanic .....  | 28.88                  |
|   | Storeman and/or Warehouseman .....  | 26.39                  |
|   | Tractor Driver .....  | 26.97                  |
|   | <b>Band C employees engaged as a:</b>   |                        |
|   | Boiler Attendant .....  | 25.46                  |
| Forklift Driver .....                               | 26.94   |                        |
| Security Guard .....                                | 25.46   |                        |
| Store Assistant and/or Warehouseman Assistant ..... | 25.46   |                        |
| <b>Band D employees engaged as a:</b>               |   |                        |
| Nylon Replacer .....                                | 24.82   |                        |

SIGNED BY THE PARTIES IN DURBAN ON THIS 28<sup>th</sup> DAY OF AUGUST 2012.


M OOSTHUIZEN, Member of the Council

.....  



**B.N. LOUBSER** Member of the Council

**B**.....  


A BENJAMIN, Member of the Council

.....  


S NAIDOO, General Secretary of the Council

  
.....

No. R. 887

2 November 2012

**LABOUR RELATIONS ACT, 1995****FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF  
THE COLLECTIVE BARGAINING FEE COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 Furniture Bargaining Council 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 .....**12 November 2012**..... and for the period ending 30 June 2013.

**MN OLIPHANT****MINISTER OF LABOUR**

No. R. 887

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI  
NABASEBENZI BEMBONI YEFENISHA: UKWELULELWA  
KWESIVUMELWANO SENKOKHELO SELULELWA KULABO  
ABANGEYONA INGXYENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Bemboni Yefenisha, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibophezela labo abasenzayo, sizobophezela bonke abaqashi nabasebenzi kuleyo Mboni kusukela mhlaka. ....**12 kuLwezi 2012**.....kuze kube ngu 30 kuNhlangulana 2013.

**MN OLIPHANT  
UNGQONGQOSHE WEZABASEBENZI**

**SCHEDULE****FURNITURE BARGAINING COUNCIL****COLLECTIVE BARGAINING FEE COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995 (Act 66 of 1995)(as amended), made and entered into by and between the

**Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern  
Region**

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

**National Union of Furniture and Allied Workers of South Africa**

and

**Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)**

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

being the parties to the Furniture Bargaining Council.

## CHAPTER 1

### 1. SCOPE OF APPLICATION

1.1 The terms of this Agreement shall be observed in the Furniture, Bedding and Upholstery Manufacturing Industry-

1.1.1 by all employers who are members of the party employers' organisation, which is party to this Agreement and by all employees who are members of the party trade unions, which are party to this Agreement and the Council's Main Collective Agreement, and who are engaged or employed in the Furniture, Bedding and Upholstery Manufacturing Industry, respectively;

1.1.2 in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

1.2.1 apply only to employees for whom wages are prescribed in the Council's Main Collective Agreement and to the employers of such employees; and

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

### 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall, in terms of section 32 of the Act, come into operation on such date as may be fixed by the Minister of Labour and shall remain in force for the period ending 30 June 2013.

### 3. TERMS AND CONDITIONS

A separate Collective Bargaining Fee Agreement is hereby agreed to and the provisions of the Labour Relations Act, 1995 (Act 66 of 1995)(as amended)(hereinafter referred to as the Act), where applicable, shall apply to this Agreement. The object of this Agreement is to ensure that all employees and employers in the scope of the Council who receive the benefits of collective bargaining contribute towards its costs.

This Agreement shall be subject to the respective parties being representative, as required by section 25 of the Act, of employees or employers who are covered by the Main Collective Agreement of the Furniture Bargaining Council as verified by the Department of Labour from time to time. Accordingly, the application of this agreement to either of the parties shall be subject to that party being representative.

### 4. DEFINITIONS

Any expressions used in this Agreement which are defined in the Labour Relations Act, 1995, shall have the same meaning as in that Act and any reference to an Act shall include any amendments to such Act, and unless the contrary intention appears, words importing the masculine gender shall also include the feminine gender and vice versa further, unless inconsistent with the context-

“Act” means the Labour Relations Act, 1995 (Act 66 of 1995)(as amended);

“Collective Bargaining Fee” means the fee set out in clause 5 of this Agreement;

“Council” means the Furniture Bargaining Council;



**“Furniture, Bedding and Upholstery Manufacturing Industry” or “Industry”** means; without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or in part, of all types of furniture and bedding as well as upholstery and/or re-upholstery and will, inter alia, include the following:

**(a) Furniture**

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. Furniture manufacturing will also include the manufacturing, repairing, polishing, re-polishing, staining, spraying of pianos, organs, kitchen cupboards, attached wall cupboards, built-in cupboards, free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres and theatres but excluding the manufacturing of furniture made mainly of metal and/or plastic materials.

**(b) Bedding**

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring units, box-spring mattresses and studio couches but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

“Studio Couch” means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and/or cushions.

(c) **Upholstery**

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

**5. COLLECTIVE BARGAINING FEE**

- 5.1 A Collective Bargaining Fee is payable by an employer who is not a member of the representative employers' organisation known as the Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region, although such an employer is eligible for membership thereof but is not compelled to be a member thereof.
- 5.2 For the purposes of this agreement, "representative employers' organisation" means a registered employers' organisation whose members employ the majority of employees in the furniture, bedding and upholstery manufacturing industry in the scope of the Council.
- 5.3 This Collective Bargaining Fee Agreement is binding on all employers who are not members of the representative employers' organisation, being the non-party employers in the furniture, bedding and upholstery manufacturing industry and in the scope of the Council's Main Agreement
- 5.4 The prescribed Collective Bargaining Fee shall be equivalent to or less than the amount of the prevailing membership fees payable by the employer members of the Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region to the same association.
- 5.5 The prescribed Collective Bargaining Fee payable by employers who are not members of the employers' organisation known as Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region, who is a party to this Agreement, shall be as follows:

| <b>Number of employees employed</b> | <b>Monthly membership fees</b> |
|-------------------------------------|--------------------------------|
| 0-15                                | R 307-80                       |
| 16-50                               | R 433-20                       |
| 51-100                              | R 615-60                       |
| 101-200                             | R 912-00                       |
| 201+                                | R1 140-00                      |

- 5.6 Every non-party employer shall together with the Collective Bargaining Fee also submit to the Secretary of the Council, at the same time, a monthly return form reflecting the amount of the Collective Bargaining Fee due on the return form as specified by the Council from time to time.
- 5.7 The Secretary of the Council shall deposit all moneys received as Collective Bargaining Fees in terms of clause 5.5 into a bank account of the Council.
- 5.8 The prescribed Collective Bargaining Fee must be paid by the employers as identified in clause 5.3 to the Council by the 10<sup>th</sup> day of each month following the month in which it became due and the same Collective Bargaining Fee must be paid by the Council monthly to the Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region.
- 5.9 The Secretary of the Council shall transfer all moneys received as Collective Bargaining Fees into a separate bank account administered by the party employers' organisation.
- 5.10 Despite sub-clause 5.9, a conscientious objector may request the Council in writing to pay his Collective Bargaining Fees into a fund administered by the Department of Labour.
- 5.11 No Collective Bargaining Fee may be:
- 5.11.1 paid to a political party as an affiliation fee; or

- 5.11.2 contributed in cash or kind to a political party or a person standing for election to any political office; or
  - 5.11.3 used for any expenditure that does not advance or protect collective bargaining and the socio-economic interests of employers in the scope of the Furniture Bargaining Council.
- 5.12 The provisions of sections 98 and 100 (b) and (c) of the Act apply, read with the changes required by the context, to the separate account referred to in sub-clause 5.9.
- 5.13 Any person may inspect the auditor's report, in so far as it relates to an account referred to in sub-clause 5.9.
- 5.14 The Registrar must provide a certified copy of, or an extract from, any of the documents referred to in clause 5 to any person who has paid the prescribed fees.
- 5.15 If an employer or an employers' organisation or any interested person or organisation alleges that the representative employer's organisation is no longer a representative employers' organisation as envisaged in sub-clause 5.2 it must give the employers' organisation written notice of the allegation, and must allow the employers' organisation 90 days from the date of the notice to prove that it is a representative employers' organisation.
- 5.16 If, within the 90-day period, the representative employers' organisation fails to prove that it is a representative employers' organisation, the employer or employers' organisation or interested person or organisation making the allegation, must give the employers' organisation which claims to be representative notice of its intention to request the Minister of Labour to withdraw the extension of this agreement to non-parties.
- 5.17 If the extension of this agreement to non-parties is withdrawn by the Minister of Labour for any reason, the provisions of sub-clauses 5.8 and 5.9 shall apply until all the Collective Bargaining Fees due up until the date of the withdrawal of this Agreement have been received and paid out in accordance with sub-clauses 5.8 and 5.9.

## 6. UNPAID COLLECTIVE BARGAINING FEES

- 6.1 Should any amounts due to the Council in terms of this agreement not be received by the Council by the 10<sup>th</sup> day of the month following the month in respect of which the amounts are payable, the employer shall forthwith be liable for and be required to pay interest on such amounts or on such lesser amounts that remain unpaid at a rate which does not exceed the maximum rate as prescribed by the Prescribed Rate of Interest Act, 1975 (Act 55 of 1975)(as amended), calculated from the 11<sup>th</sup> day of the month until the day upon which the payment is actually received by the Council. The Council shall be entitled at its absolute discretion to waive payment of such interest or part thereof in any individual instance.
- 6.2 In the event of the Council incurring any costs or becoming obliged to pay any collection costs and commission by reason of the failure of the employer to make any payment on or before the applicable due date, the employer shall then also be liable to forthwith pay all such collection costs and commission to the Council and the Council shall be entitled in its absolute discretion to allocate any payment received from such an employer firstly to such costs, collection commission and interest, and thereafter to the reduction of the unpaid Collective Bargaining Fees.
- 6.3 Disputes about the interpretation, application or enforcement of this agreement shall be resolved in accordance with the Dispute Resolution Procedure prescribed in the Furniture Bargaining Council's Main Collective Agreement.

## 7. EXEMPTIONS

### 7.1 Exemptions Body and Independent Appeal Body

An exemptions body and an independent appeal body is hereby established to consider all applications for exemptions from the provisions of this agreement and to hear and decide, as soon as possible and according to the prescribed criteria, any appeal against-

7.1.1 the Bargaining Council's refusal of a party's or non-party's application for an

exemption from the provisions of this agreement; and

7.1.2 the withdrawal of an exemption by the Bargaining Council.

## 7.2 Administration

7.2.1 Any person bound by this agreement may apply for exemption from any of the provisions of this agreement.

7.2.2 An application for exemption shall be in writing on the Bargaining Council's prescribed application form, fully motivated, and served on the Bargaining Council. The Applicant or the Appellant, depending on the nature of the process, must satisfy the Body concerned that a proper application or appeal has been served on the appropriate body.

7.2.3 The Bargaining Council shall issue to every person to whom an exemption has been granted by either the Exemptions Body or the Independent Appeal Body, a notice of exemption, setting out the following:

7.2.3.1 the full name of the person(s) or establishment concerned;

7.2.3.2 the exact provision(s) of this agreement from which the exemption has been granted;

7.2.3.3 the conditions subject to which the exemption was granted;

7.2.3.4 the duration of the exemption; and

7.2.3.5 the date from which the exemption shall operate.

7.2.4 The Bargaining Council must ensure that:-

7.2.4.1 all notices of exemption are issued to the applicants;

7.2.4.2 a copy of each notice is retained by the Bargaining Council.

7.2.5 The Bargaining Council may, on good cause shown, give the holder of an exemption 30 days' notice of its intention to apply to the Independent Appeal Body for the withdrawal of the exemption.

7.2.6 The following processes and criteria shall be considered with regard to an application for exemption from the provisions of the Collective Bargaining Fee collective agreement concluded in the Bargaining Council:

In considering an application for exemption or an appeal against a refusal of exemption, the Bargaining Council or the Independent Appeal Body shall consider all recommendations submitted to it, the views expressed by the Bargaining Council, employer(s), as well as any other representations received in relation to that application and the possible effect of the exemption on competitors and others;

7.2.7 the exemption may not contain terms and conditions that would have an unreasonably detrimental effect on the fair, equitable and uniform application in the Industry of any Collective Bargaining Fee collective agreement concluded in the Bargaining Council;

7.2.8 no exemption in terms of this agreement, may be granted for an indefinite period or as a total (blanket) exemption;

7.2.9 no exemption may be granted retrospectively for any liabilities incurred by an employer in terms of this agreement, which became payable by the employer to the Council prior to the date on which the application for such an exemption was received by the Council.

Agreement signed at Johannesburg on this 10<sup>th</sup> day of April 2012.

**P LUNGA**

Chairman of the Council

**K CHAUKE**

Vice-Chairman of the Council

**WA JANSE VAN RENSBURG**

General Secretary

No. R. 888

2 November 2012

**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, **MILDRED NELISIWE OLIPHANT**, 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 *..12 November 2012.....*and for the period ending 30 June 2013.

*MN Oliphant***MINISTER OF LABOUR**



No. R. 888

2 November 2012

**UMNYANGO WEZABASEBENZI****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKHATHI KWABAQASHI  
NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULELWA  
KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA  
SEZICATHULO SELULELWA KULABO ABANGEYONA INGXENYE  
YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka 12 kuhlwezi 2012..... kuze kube mhlaka 30 kuNhlangulana 2013.

M N Oliphant

**UNGQONGQOSHE WEZABASEBENZI**

**SCHEDULE****NATIONAL BARGAINING COUNCIL OF THE LEATHER****INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTOR COLLECTIVE AGREEMENT**

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

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

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

**National Union of Leather & Allied Workers' Union (NULAW)**

and

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

(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.849 of 25 August 2006, R. 63 of 2 February 2007, R. 1175 of 7 November 2008, R. 479 of 8 May 2009, R. 1152 of 11 December 2009, R. 1188 of 17 December 2010, R. 522 of 24 June 2011 and R. 411 of 1 June 2012.

## 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 (1)

## 2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 3 July 2012 and remain in force for the period ending 30 June 2013.
- (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 2013.

### 3. CLAUSE 12 GENERAL EMPLOYER OBLIGATIONS

**Substitute the following for Sub-clause 12.2 (6)**

**Guarantee: Leave Pay and Contributions**

- (6) "Employers who had not previously defaulted with the leave allowance and holiday bonuses within the preceding twelve months and employers who are not in arrear with any of the levies, contributions and trade unions 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-clause (1) and (2)."

### 4. CLAUSE 17 ENABLING CLAUSE

**Substitute the following for Sub-clause (5)**

- (5) "The minimum wages for a Semi-Formal Sector establishment shall be 75% of the current prescribed rates provided that:

The wage rate for current employers having a collective agreement to pay rates of between 60% and 75% shall be permitted to remunerate employees as follows:

- With effect from 3 July 2013, not less than 67.5% of the minimum prescribed rates
- With effect from 1 July 2014, not less than 75% of the minimum prescribed rates.

### 5. CLAUSE 18 AGENCY SHOP AGREEMENT

**Substitute the following for Sub-Clause (6)**

- (6) "The agency fee shall be equal to 1% (one percent) but not exceeding R12.75 of the employee's basic wage."

### 6. ANNEXURE D

Substitute the following for Annexure D:

**ANNEXURE D**  
**WAGES: GENERAL**

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| A Watchman.....   | 938.36               | 1032.20              |
| B Storeman and or warehouseman, despatch clerk.....   | 963.77               | 1060.15              |
| C Boiler attendant.....   | 938.36               | 1032.20              |
| D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-  |                      |                      |
| (i) under 2722 kg.....  | 951.04               | 1046.14              |
| (ii) 2722 kg.....   | 963.77               | 1060.15              |
| (iii) over 2722 kg but not exceeding 4546 kg.....   | 1025.85              | 1128.44              |
| (iv) over 4546 kg but not exceeding 6350 kg.....  | 1218.17              | 1339.99              |
| E Minors employed in occupations for which rates have not been prescribed in this Agreement:  |                      |                      |
| First six months.....   | 602.06               | 662.27               |
| Second six months.....  | 672.56               | 739.82               |
| Third six months.....   | 746.22               | 820.84               |
| Thereafter.....   | 938.36               | 1032.20              |
| 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.....  | 1391.94              | 1531.13              |
| (b) hand.....   | 1122.12              | 1234.33              |
| (ii) Cardboard box-makers.....  | 938.36               | 1032.20              |
| (iii) Making cardboard boxes, according to experience:  |                      |                      |
| First six months.....   | 667.18               | 733.90               |
| Second six months.....  | 672.56               | 739.82               |
| Thereafter.....   | 938.36               | 1032.20              |
| 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  | 1259.82              | 1385.80              |
| H Employees employed on welt-making:  |                      |                      |
| (i) Splitting, skiving, cutting, grooving and bevelling.....  | 938.36               | 1032.20              |
| (ii) All other operators.....   | 938.36               | 1032.20              |
| I Packers.....  | 938.36               | 1032.20              |
| J Employees employed on currying.....   | 1085.85              | 1194.44              |
| K Employees employed on spraying of leather.....  | 1257.36              | 1383.10              |
| L Employees employed on knife-making  |                      |                      |
| (i) Welding and/or brazing and/or silver soldering.....   | 1514.43              | 1665.87              |
| (ii) Finishing of joints after welding.....   | 984.84               | 1083.32              |
| (iii) Tack and/or spot welding.....   | 938.36               | 1032.20              |
| (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..... | 938.36               | 1032.20              |
| (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<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(A) PATTERN DEPARTMENT</b>  |                      |                      |
| (i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman.....  | 1576.51              | 1734.16              |
| (ii) (a) (a) employed on hand grading but not restrictions and not producing original standards.....   | 1332.33              | 1465.56              |
| (b) employed on grading machines.....  | 1332.33              | 1465.56              |
| (c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....  | 1332.33              | 1465.56              |
| (iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....   | 1054.50              | 1159.95              |
| <b>(B) CLICKING DEPARTMENT</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.....   | 1562.18              | 1718.4               |
| 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).....   | 1562.18              | 1718.4               |
| 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).....   | 1562.18              | 1718.4               |
| (b) Any other materials<br><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.....   | 1576.51              | 1734.16              |
| (d) Examining of cut leather components for quality.....   | 1576.51              | 1734.16              |
| (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.....  | 1085.85              | 1194.44              |
| <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.....   | 1085.85              | 1194.44              |
| 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.....   | 1085.85              | 1194.44              |
| <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.....   | 963.77               | 1060.15              |
| (iv) Giving out patterns.....  | 1054.50              | 1159.95              |
| Operating splitting machine.....   | 1054.50              | 1159.95              |
| (v) Size stamping and/or painting.....   | 938.36               | 1032.20              |
| Applying acme backing.....   | 938.36               | 1032.20              |


|                               |  | Column A<br>Per week | Column B<br>Per week |
|-------------------------------|--|----------------------|----------------------|
| <b>(C) CLOSING DEPARTMENT</b> |  |                      |                      |
| Qualified employees on:       |  |                      |                      |
| (iii)                         | Puritan machining.....   | 1155.53              | 1271.08              |
| (iv)                          | Stitching aprons on uppers on out-sole stitching machines.....   | 1155.53              | 1271.08              |
| (v)                           | Pilot machining.....   | 1092.92              | 1202.21              |
| (vi)                          | Other machining:   |                      |                      |
|                               | (a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....  | 944.10               | 1038.51              |
|                               | 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).....   | 944.10               | 1038.51              |
|                               | (b) Operations on leathers other than those specified in (a):  |                      |                      |
|                               | Vamping.....   | 991.25               | 1090.38              |
|                               | Flat binding by machine.....   | 991.25               | 1090.38              |
|                               | Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....  | 991.25               | 1090.38              |
|                               | Golosh machining (whole goloshes).....   | 991.25               | 1090.38              |
|                               | Fancy shoes on the held-together system, machined through (all classes).....   | 991.25               | 1090.38              |
|                               | Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....   | 991.25               | 1090.38              |
|                               | Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....   | 991.25               | 1090.38              |
|                               | Vamping shoes with quarters over vamps.....  | 991.25               | 1090.38              |
|                               | Conveyor belt console operator feeding individual operators.....   | 991.25               | 1090.38              |
|                               | (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..... | 991.25               | 1090.38              |
|                               | (d) All operations on children's work up to size 1½.....   | 944.10               | 1038.51              |
|                               | All leather slippers (men's, women's and children's).....  | 944.10               | 1038.51              |
|                               | All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....  | 944.10               | 1038.51              |
| (v)                           | Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....   | 991.25               | 1090.38              |
| (vi)                          | Bagging.....   | 938.36               | 1032.20              |
|                               | Turning of binding.....  | 938.36               | 1032.20              |
|                               | Button fastening.....  | 938.36               | 1032.20              |
|                               | Buttonholding.....   | 938.36               | 1032.20              |
|                               | Lacing.....  | 938.36               | 1032.20              |
|                               | Handpunching.....  | 938.36               | 1032.20              |
|                               | Portuguese seaming.....  | 938.36               | 1032.20              |
|                               | Staying and taping.....  | 938.36               | 1032.20              |
|                               | Seam rubbing.....  | 938.36               | 1032.20              |
|                               | Seam hammering.....  | 938.36               | 1032.20              |
|                               | Sewing on bows and buckles by hand or machine.....   | 938.36               | 1032.20              |
|                               | Silk screen printing.....  | 938.36               | 1032.20              |
|                               | Table-hands.....   | 938.36               | 1032.20              |
|                               | Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....  | 938.36               | 1032.20              |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(D) ROUGH STUFF DEPARTMENT</b>  |                      |                      |
| <b>Class I Operations</b>  |                      |                      |
| Qualified employees:   |                      |                      |
| (i) On cutting sole from leather.....  | 1500.57              | 1650.63              |
| On sorting, examining and fitting up ungraded and unstamped stock  | 1500.57              | 1650.63              |
| On sorting and examining graded and stamped stock  | 1500.57              | 1650.63              |
| (ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather..... | 1320.14              | 1452.15              |
| On reducing shaped rubber soles on the press.....  | 1320.14              | 1452.15              |
| [Ratio: See subclause P]   |                      |                      |
| <b>Class II Operations</b>   |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Channelling:   |                      |                      |
| Welted insoles.....  | 1085.85              | 1194.44              |
| Other work.....  | 1085.85              | 1194.44              |
| (ii) Press cutting operations, other than those in Class I.....  | 1116.50              | 1228.15              |
| (iii) Assembling from stock, whether or not sorted or graded.....  | 1054.50              | 1159.95              |
| Attaching ribs to welted insoles.....  | 1054.50              | 1159.95              |
| Flap splitting.....  | 1054.50              | 1159.95              |
| Gemming and taping.....  | 1054.50              | 1159.95              |
| Heel breasting.....  | 1054.50              | 1159.95              |
| Heel building.....   | 1054.50              | 1159.95              |
| Heel compressing.....  | 1054.50              | 1159.95              |
| Slugging.....  | 1054.50              | 1159.95              |
| Sole and Insole rounding.....  | 1054.50              | 1159.95              |
| Sole grooving, sole roughening and reducing on automatic machine.....  | 1054.50              | 1159.95              |
| Tip filling.....   | 1054.50              | 1159.95              |
| [Ratio: See subclause (P)]   |                      |                      |
| <b>Class III Operations</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| Channel opening.....   | 938.36               | 1032.20              |
| Edge covering.....   | 938.36               | 1032.20              |
| Edge reducing.....   | 938.36               | 1032.20              |
| Automatic edge preparation machine operating for soles prior to attachment.....  | 938.36               | 1032.20              |
| Flexing.....   | 938.36               | 1032.20              |
| Insole feathering.....   | 938.36               | 1032.20              |
| Insole grooving.....   | 938.36               | 1032.20              |
| Insole slotting.....   | 938.36               | 1032.20              |
| Insole marking.....  | 938.36               | 1032.20              |
| Lift and/or rand tacking.....  | 938.36               | 1032.20              |
| Lip turning.....   | 938.36               | 1032.20              |
| Press room scouring operations.....  | 938.36               | 1032.20              |
| Shank assembling.....  | 938.36               | 1032.20              |
| Shank moulding.....  | 938.36               | 1032.20              |
| Skiving.....   | 938.36               | 1032.20              |
| Size stamping.....   | 938.36               | 1032.20              |
| Sole, insole and stiffener moulding.....   | 938.36               | 1032.20              |
| Sole and insole splitting.....   | 938.36               | 1032.20              |
| Sole grading machine operating.....  | 938.36               | 1032.20              |
| Sole roughening for stuck-on work.....   | 938.36               | 1032.20              |
| Solutioning.....   | 938.36               | 1032.20              |
| Staining and/or inking of insoles.....   | 938.36               | 1032.20              |
| Stiffener waxing and crimping.....   | 938.36               | 1032.20              |
| Welt preparation.....  | 938.36               | 1032.20              |
| [Ratio: See subclause (P)]   |                      |                      |



|   | Column A<br>Per week | Column B<br>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) Weltd work, other than staple weltd work.....   | 1500.57              | 1650.63              |
| (d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....  | 1320.14              | 1452.15              |
| (e) Combined pulling over and forepart lasting.....   | 1500.57              | 1650.63              |
| (f) All other grades.....   | 1500.57              | 1650.63              |
| (i) Bed lasting (toes only):  |                      |                      |
| (a) Weltd work, other than staple weltd work.....   | 1500.57              | 1650.63              |
| (b) Other Work.....   | 1500.57              | 1650.63              |
| (iii) Lasting of seats and sides by machine   |                      |                      |
| (a) Weltd work, other than staple weltd work.....   | 1196.89              | 1316.58              |
| (b) Other work.....   | 1196.89              | 1316.58              |
| <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> |                      |                      |
| (v) Complete sole attaching by staple machine.....  | 1075.92              | 1183.51              |
| Staple welt attaching.....  | 1075.92              | 1183.51              |
| (ii) Welt sewing.....   | 1500.57              | 1650.63              |
| (vi) Rough rounding:  |                      |                      |
| (a) Weltd work, other than staple weltd work.....   | 1500.57              | 1650.63              |
| (b) Stitchdowns.....  | 1500.57              | 1650.63              |
| (c) Other work.....   | 1500.57              | 1650.63              |
| (vii) Sole sewing by any machine.....   | 1500.57              | 1650.63              |
| (viii) Sole stitching:  |                      |                      |
| (a) Weltd work, other than staple weltd work.....   | 1500.57              | 1650.63              |
| (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.....  | 1320.14              | 1452.15              |
| (c) Other work.....   | 1500.57              | 1650.63              |
| (ix)(a) Stitchdown staple lasting.....  | 1075.92              | 1183.51              |
| (b) Stitchdown thread lasting.....  | 1075.92              | 1183.51              |
| (c) Stitchdown toe forming.....   | 1075.92              | 1183.51              |
| (d) Wiping platform covers by machine.....  | 1075.92              | 1183.51              |
| (e) Lasting operations on a Kamborian machine.....  | 1075.92              | 1183.51              |
| (f) String-lasting by hand.....   | 1075.92              | 1183.51              |
| (x) Pounding:   |                      |                      |
| (a) Weltd work, other than stapeled weltd work.....   | 1258.53              | 1384.38              |
| (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).....   | 1379.29              | 1517.22              |
| (c) Other work.....   | 1258.53              | 1384.38              |
| <i>Note: No employee under the age of 18 may be employed on pounding</i>  |                      |                      |
| (Xi) Examining.....   | 1500.57              | 1650.63              |
| Ratios - Class I Operations : Marketing Department  |                      |                      |
| (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<br>Per week | Column B<br>Per week |
|----------------------------|---|----------------------|----------------------|
| <b>Class II Operations</b> |   |                      |                      |
| Qualified employees on:    |   |                      |                      |
| (i)                        | Sole positioning on upper with pre-finished extended welt edge.....   | 1148.16              | 1262.98              |
| (ii)                       | Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....   | 1116.50              | 1228.15              |
| (iii)                      | Stuck-on process work:  |                      |                      |
|                            | Sole positioning on upper and press, operating in one operation.....  | 1054.50              | 1159.95              |
|                            | Sole positioning on upper at forepart and seat before pressing.....   | 1054.50              | 1159.95              |
|                            | Press operating with the sole previously positioned (See Class III for tracking at seat only).....  | 1054.50              | 1159.95              |
|                            | Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear..... | 1054.50              | 1159.95              |
|                            | Stitchdown assembling and pulling over stitchdown work.....   | 1054.50              | 1159.95              |
|                            | Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....                               | 1054.50              | 1159.95              |
|                            | Hobnailing by hand or machine.....  | 1054.50              | 1159.95              |
|                            | Putting on toe plates and heel tips by hand or machine.....   | 1054.50              | 1159.95              |
|                            | Heel attaching.....   | 1054.50              | 1159.95              |
|                            | Football boot studding and barring.....   | 1054.50              | 1159.95              |
|                            | Handlevelling, other than stitchdown.....   | 1054.50              | 1159.95              |
|                            | Inseam trimming.....  | 1054.50              | 1159.95              |
|                            | Jointing (clearing linings and tacking uppers down over joints).....  | 1054.50              | 1159.95              |
|                            | Loose nailing or pegging foreparts and waists.....  | 1054.50              | 1159.95              |
|                            | Louis flap trimming by hand.....  | 1054.50              | 1159.95              |
|                            | Machine levelling.....  | 1054.50              | 1159.95              |
|                            | Screwing.....   | 1054.50              | 1159.95              |
|                            | Sole attaching machine-sewn, riveted and/or riveted and stitched work.....  | 1054.50              | 1159.95              |
|                            | Sole adhesive heat activating by machine.....   | 1054.50              | 1159.95              |
|                            | Stiffener cornering and tacking.....  | 1054.50              | 1159.95              |
|                            | Stitch separating.....  | 1054.50              | 1159.95              |
|                            | String nailing.....   | 1054.50              | 1159.95              |
|                            | Tacking forward of heel seats.....  | 1054.50              | 1159.95              |
|                            | Upper roughening.....   | 1054.50              | 1159.95              |
|                            | Waist reducing after being sewn.....  | 1054.50              | 1159.95              |
|                            | Wooden heel fitting.....  | 1054.50              | 1159.95              |
|                            | Welt butting and skiving.....   | 1054.50              | 1159.95              |
|                            | Welt wheeling.....  | 1054.50              | 1159.95              |
|                            | Rand welting by machine.....  | 1054.50              | 1159.95              |
|                            | Slugging and gang slugging.....   | 1054.50              | 1159.95              |
|                            | Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....  | 1054.50              | 1159.95              |
|                            | Back part and waist pre-moulding.....   | 1054.50              | 1159.95              |
|                            | Back part moulding.....   | 1054.50              | 1159.95              |
| (iv)                       | Vulcanising process:.....   | 1054.50              | 1159.95              |
|                            | Vulcanising soles to lasted uppers.....   | 1054.50              | 1159.95              |
|                            | Rand welting by machine.....  | 1054.50              | 1159.95              |
|                            | Moulding of sole units.....   | 1054.50              | 1159.95              |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>Class III Operations</b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| Beating.....  | 938.36               | 1032.20              |
| Application by machine of hardening resins to puffs.....  | 938.36               | 1032.20              |
| Bottom filling.....   | 938.36               | 1032.20              |
| Channel closing and edge raising.....   | 938.36               | 1032.20              |
| Feeding nails to heeling machines.....  | 938.36               | 1032.20              |
| Hand levelling of stitchdowns.....  | 938.36               | 1032.20              |
| Heel covering.....  | 938.36               | 1032.20              |
| Inserting stiffeners and puffs.....   | 938.36               | 1032.20              |
| Louis heel flap clamping, Louis heel slicking.....  | 938.36               | 1032.20              |
| Louis heel flap trimming by machine.....  | 938.36               | 1032.20              |
| Reverse seat moulding for stitchdowns.....  | 938.36               | 1032.20              |
| Seat nailing and/or pegging.....  | 938.36               | 1032.20              |
| Seat rounding.....  | 938.36               | 1032.20              |
| Shank attaching.....  | 938.36               | 1032.20              |
| Sole tacking at seat for stuck-on process.....  | 938.36               | 1032.20              |
| Solutioning, damping and pasting.....   | 938.36               | 1032.20              |
| Sorting hobs.....   | 938.36               | 1032.20              |
| Sole laying welted work and/or rubber soles.....  | 938.36               | 1032.20              |
| Sole tacking or sole fitting throughs and runners.....  | 938.36               | 1032.20              |
| Tack pulling.....   | 938.36               | 1032.20              |
| Tacking bottom stock to last.....   | 938.36               | 1032.20              |
| Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....    | 938.36               | 1032.20              |
|  <p style="text-align: center;">Tacking over<br/>backs</p> |                      |                      |
| Tacking over sandal backs where no stiffener is inserted.....   | 938.36               | 1032.20              |
| Tacking top pieces on stitchdowns and sandals.....  | 938.36               | 1032.20              |
| All other wire grip tacking.....  | 938.36               | 1032.20              |
| Upper stapling after lasting sides.....   | 938.36               | 1032.20              |
| Upper trimming.....   | 938.36               | 1032.20              |
| Plastic pelletising and granulating.....  | 938.36               | 1032.20              |
| [Ratio: See subclause (P)]  |                      |                      |

|  | Column A<br>Per week | Column B<br>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.....   | 1332.33              | 1465.56              |
| Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.     |                      |                      |
| (ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins                                   |                      |                      |
| Hand-lasting seats of stitchdowns.....   | 1054.50              | 1159.95              |
| Hand-lasting in the manufacture of clogs.....  | 1054.50              | 1159.95              |
| Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....                         | 1054.50              | 1159.95              |
|  | 1054.50              | 1159.95              |
| [Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).] |                      |                      |
| <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.....                 | 1320.14              | 1452.15              |
| Rubber and rubber composition soles.....   | 1320.14              | 1452.15              |
| Children's footwear, all sizes up to and including size 12.....  | 1320.14              | 1452.15              |
| All slippers (men's, women's and children's).....  | 1320.14              | 1452.15              |
| Stitchdown footwear produced from box hide and willow hide.....  | 1320.14              | 1452.15              |
| (b) All other work.....  | 1500.57              | 1650.63              |
| (ii) Edge setting:   |                      |                      |
| (a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....                 | 1075.92              | 1183.51              |
| Through runners.....   | 1075.92              | 1183.51              |
| Waist and/or top pieces.....   | 1075.92              | 1183.51              |
| Children's footwear, all sizes up to and including size 12.....  | 1075.92              | 1183.51              |
| All slippers (men's, women's and children's).....  | 1075.92              | 1183.51              |
| Stitchdown footwear produced from box hide and willow hide.....  | 1075.92              | 1183.51              |
| (b) Automatic edge-setting machine, all grades.....  | 1075.92              | 1183.51              |
| (c) All other work.....  | 1320.14              | 1452.15              |
| (iii) Heel trimming.....   | 1075.92              | 1183.51              |
| (vii) Examining.....   | 1500.57              | 1650.63              |
| [Ratio: See subclause (P)]   |                      |                      |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>Class II Operations</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| Bitting by hand or machine.....   | 1054.50              | 1159.95              |
| Bottom scouring.....  | 1054.50              | 1159.95              |
| Heel scouring.....  | 1054.50              | 1159.95              |
| Heel spraying.....  | 1054.50              | 1159.95              |
| Ploughing out.....  | 1054.50              | 1159.95              |
| Complete finishing by hand.....   | 1054.50              | 1159.95              |
| Top piece trimming.....   | 1054.50              | 1159.95              |
| Bunk wheeling.....  | 1054.50              | 1159.95              |
| Louis flap ironing.....   | 1054.50              | 1159.95              |
| Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....                     | 1054.50              | 1159.95              |
| Seat wheeling.....  | 1054.50              | 1159.95              |
| 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..... | 1054.50              | 1159.95              |
| Welt wheeling.....  | 1054.50              | 1159.95              |
| Decorative feather stitching by hand after the sole is permanently attached to the upper.....   | 1054.50              | 1159.95              |
| [Ratio: See subclause (P)]  |                      |                      |
| <b>Class III Operations</b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| Brushing, padding and/or burnishing.....  | 938.36               | 1032.20              |
| Crow wheeling.....  | 938.36               | 1032.20              |
| Finger scouring.....  | 938.36               | 1032.20              |
| Heel breast cornering.....  | 938.36               | 1032.20              |
| Inking, staining, waxing and damping.....   | 938.36               | 1032.20              |
| Inserting, slipping and putting away lasts.....   | 938.36               | 1032.20              |
| Ploughing (removing the scarf round under edge of sole).....  | 938.36               | 1032.20              |
| Rubbing of edges and bottoms.....   | 938.36               | 1032.20              |
| Spew and/or flash trimming.....   | 938.36               | 1032.20              |
| Conveyor belt loading.....  | 938.36               | 1032.20              |
| [Ratio: See subclause (P)]  |                      |                      |
| <b><u>(G) SHOE ROOM</u></b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| Faking.....   | 1270.31              | 1397.34              |
| Examining.....  | 1270.31              | 1397.34              |
| Patent repairing.....   | 938.36               | 1032.20              |
| Embossing and/or stamping.....  | 938.36               | 1032.20              |
| Boxing.....   | 938.36               | 1032.20              |
| Dressing and/or sizing.....   | 938.36               | 1032.20              |
| Dressing by spray-gun.....  | 938.36               | 1032.20              |
| Hand polishing and cleaning.....  | 938.36               | 1032.20              |
| Ironing.....  | 938.36               | 1032.20              |
| Labelling.....  | 938.36               | 1032.20              |
| Lining trimming.....  | 938.36               | 1032.20              |
| Size stamping on footwear.....  | 938.36               | 1032.20              |
| Socking.....  | 938.36               | 1032.20              |
| Stamping descriptions and sizes on labels.....  | 938.36               | 1032.20              |
| Quarter forming by machine.....   | 938.36               | 1032.20              |
| Smoothing insole before socking or boxing.....  | 938.36               | 1032.20              |

|   |  | Column A<br>Per week | Column B<br>Per week |
|---|--|----------------------|----------------------|
| <b><u>(H) MILL-ROOM OPERATIONS</u></b>  |  |                      |                      |
| Qualified employees on:   |  |                      |                      |
| (i)   | Group 2:   |                      |                      |
|   | Calendar operating.....  | 959.61               | 1055.57              |
|   | Batch mass-measuring and assembling of chemicals.....                                      | 959.61               | 1055.57              |
|   | Operating extruding machine.....   | 959.61               | 1055.57              |
|   | Operating an open mixing mill with a width of not less than 1,52m.....                     | 959.61               | 1055.57              |
|   | Operating internal mixer.....  | 959.61               | 1055.57              |
|   | Slabbing sheet rubber to gauge (stretching compound).....                                  | 959.61               | 1055.57              |
|   | Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m..... | 959.61               | 1055.57              |
|   | Warming compound on open mill.....   | 959.61               | 1055.57              |
|   | Hydraulic press operating.....   | 959.61               | 1055.57              |
|   | Operating splitting machine.....   | 959.61               | 1055.57              |
| (ii)  | Group 1:   |                      |                      |
|   | Issuing soles and heels.....   | 938.36               | 1032.20              |
|   | Press cutting blanks (clicking).....   | 938.36               | 1032.20              |
|   | Attending autoclave.....   | 938.36               | 1032.20              |
|   | Assisting mass-measurer.....   | 938.36               | 1032.20              |
|   | Mould checking.....  | 938.36               | 1032.20              |
|   | Operating an open mixing mill with a width of less than 1,01m.....                         | 938.36               | 1032.20              |
|   | Masticating, sheeting out, cracking or breaking compound.....                              | 938.36               | 1032.20              |
|   | Buffing or scouring machine operations.....  | 938.36               | 1032.20              |
|   | Feeding rubber into calendar (feeding stretchers).....                                     | 938.36               | 1032.20              |
|   | Grinding scrap by machine.....   | 938.36               | 1032.20              |
|   | Mould cleaning.....  | 938.36               | 1032.20              |
|   | Trimming.....  | 938.36               | 1032.20              |
|   | Blank cutting and mass-measuring to fixed standards.....                                   | 938.36               | 1032.20              |
|   | Extruding into trays.....  | 938.36               | 1032.20              |
|   | Bale cutting.....  | 938.36               | 1032.20              |
|   | Sieving chemicals, buffings and grindings.....   | 938.36               | 1032.20              |
|   | Stencilling or making bales.....   | 938.36               | 1032.20              |
|   | Applying powder.....   | 938.36               | 1032.20              |
|   | Packing soles and heels.....   | 938.36               | 1032.20              |
|   | Granulating.....   | 938.36               | 1032.20              |
|   | Assisting calendar operator.....   | 938.36               | 1032.20              |
|   | Dipping machine operator.....  | 938.36               | 1032.20              |
| [Ratio: For every three qualified employees employed in this section not more than one learner may be employed] |  |                      |                      |
| <b><u>(I) HIGH FREQUENCY WELDING</u></b>  |  |                      |                      |
| Qualified employees on:   |  |                      |                      |
| (i)   | High-frequency welding, embossing pre-cut uppers.....                                      | 984.84               | 1083.32              |
| (ii)  | High-frequency welding, embossing combined with cutting of uppers (cut welding).....       | 1562.18              | 1718.40              |
| (iii)   | High-frequency welding, embossing of socks and other components.....                       | 938.36               | 1032.20              |
| (iv)  | High-frequency welding, combined with cutting of socks and other components.....           | 1085.85              | 1194.44              |
| [Ratio: For every two qualified employees employed in this section not more than one learner may be employed]   |  |                      |                      |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b><u>(J) FLOW MOULDING</u></b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Flow moulding pre-cut uppers.....   | 984.84               | 1083.32              |
| (ii) Flow moulding pre-cut socks.....   | 984.84               | 1083.32              |
| (iii) Flow moulding where eventual upper is presented in liquid form.....   | 984.84               | 1083.32              |
| (iv) Colour application to moulds prior to flow moulding.....   | 984.84               | 1083.32              |
| (v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....                | 984.84               | 1083.32              |
| [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-lasted uppers or sole units:  |                      |                      |
| (a) Where one employee is employed on an injection moulding machine.....  | 1054.50              | 1159.95              |
| (b) Where two employees are employed on an injection moulding machine each shall be paid.....                           | 1054.50              | 1159.95              |
| (c) Every employee in excess of two employed on an injection moulding machine shall be paid.....                        | 938.36               | 1032.20              |
| [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.....  | 1054.50              | 1159.95              |
| (ii) String-lasting of synthetic uppers.....  | 1054.50              | 1159.95              |
| [Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]          |                      |                      |

|   | Column A<br>Per week | Column B<br>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.....   | 1116.50              | 1228.15              |
| (ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....   | 1116.50              | 1228.15              |
| (iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....  | 938.36               | 1032.20              |
| (iv) Cutting or guillotining of laminated blanks to produce heel covering material.....   | 1116.50              | 1228.15              |
| (v) Cutting of heel covers to a pattern from layered heel covering material.....  | 1116.50              | 1228.15              |
| (vi) (aa) Cross cutting of timber into lengths.....   | 938.36               | 1032.20              |
| (ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides.....   | 938.36               | 1032.20              |
| (ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides.....   | 938.36               | 1032.20              |
| (ad) Cupping of heels to fit heel seats.....  | 938.36               | 1032.20              |
| (vii) Cementing heels and heel covers.....  | 938.36               | 1032.20              |
| (viii) Spotting of heel covers to heels and pressing.....   | 938.36               | 1032.20              |
| (ix) Trimming of heel covers.....   | 938.36               | 1032.20              |
| (x) Top piece attaching.....  | 1054.50              | 1159.95              |
| (b) Manufacture of wooden units inclusive and/or exclusive of heels:  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Selecting and/or planning of raw timber.....  | 938.36               | 1032.20              |
| (ii) Measuring, marking and cutting timber into required lengths.....   | 938.36               | 1032.20              |
| (iii) Marking top and side elevation for profile cutting of unit.....   | 938.36               | 1032.20              |
| (iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....   | 1054.50              | 1159.95              |
| (v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....   | 1054.50              | 1159.95              |
| (vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....   | 938.36               | 1032.20              |
| (vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....   | 1054.50              | 1159.95              |
| (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..... | 938.36               | 1032.20              |
| (ix) Attaching top pieces to heels.....   | 1054.50              | 1159.95              |
| (x) (aa) Scouring units by automatic machines prior to or after sole attaching.....   | 938.36               | 1032.20              |
| (ab) Scouring units by hand prior to or after sole attaching.....   | 1054.50              | 1159.95              |
| (xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....                                | 938.36               | 1032.20              |
| (xii) Examining for quality.....  | 1270.31              | 1397.34              |
| (xiii) Repairing of units.....  | 938.36               | 1032.2               |
| (xiv) Size stamping.....  | 938.36               | 1032.2               |
| (xv) Varnishing, painting, spraying or dipping units.....   | 938.36               | 1032.2               |
| (xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....   | 938.36               | 1032.2               |



|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b><u>(N) LEARNERS</u></b>  |                      |                      |
| (i) Learners employed on the operations referred to in Clause 4, according to experience:   |                      |                      |
| First six months.....   | 787.61               | 866.37               |
| Second six months.....  | 870.00               | 957.00               |
| Third six months.....   | 956.67               | 1052.34              |
| Fourth six months.....  | 1028.53              | 1131.38              |
| Fifth six months.....   | 1154.10              | 1269.51              |
| Thereafter, the prescribed rate   |                      |                      |
| (xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:   |                      |                      |
| First six months.....   | 602.29               | 662.52               |
| Second six months.....  | 672.63               | 739.89               |
| Third six months.....   | 746.22               | 820.84               |
| Thereafter, the prescribed rate.  |                      |                      |
| (xviii) Learners employed on the operations referred to in subclause (H), according to experience:  |                      |                      |
| First six months.....   | 602.29               | 662.52               |
| Second six months.....  | 672.63               | 739.89               |
| Thereafter, the prescribed rate   |                      |                      |
| (xix) Other learners, according to experience:  |                      |                      |
| First six months.....   | 602.29               | 662.52               |
| Second six months.....  | 672.63               | 739.89               |
| Third six months.....   | 746.22               | 820.84               |
| Fourth six months.....  | 828.48               | 911.34               |
| Fifth six months.....   | 931.73               | 1024.90              |
| 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 -<br>(aa) after the third six months of experience become entitled to a wage of R938.36 per week if employed on operations for which this rate is prescribed;<br>(ab) after the fourth six months of experience become entitled to a wage of R991.25 per week or R1092.92 per week or R1155.53 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 R938.36.<br>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:<br>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<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b><u>(O) GENERAL WORKERS</u></b>  |                      |                      |
| General Workers.....   | 938.36               | 1032.20              |
| <b><u>(P) RATIOS</u></b>   |                      |                      |
| (v) Class I Operations in the Rough Stuff and Finishing Departments  |                      |                      |
| 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. |                      |                      |
| (vi) Class II Operations in the Rough Stuff and Finishing Departments  |                      |                      |
| 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.                                  |                      |                      |
| (vii) Class III Operations in the Rough Stuff and Finishing Departments  |                      |                      |
| On these operations all taken collectively there may be employed not more than two learners to each qualified employee.  |                      |                      |
| <b><u>(Q) MILK</u></b>   |                      |                      |
| All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.  |                      |                      |

**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 -

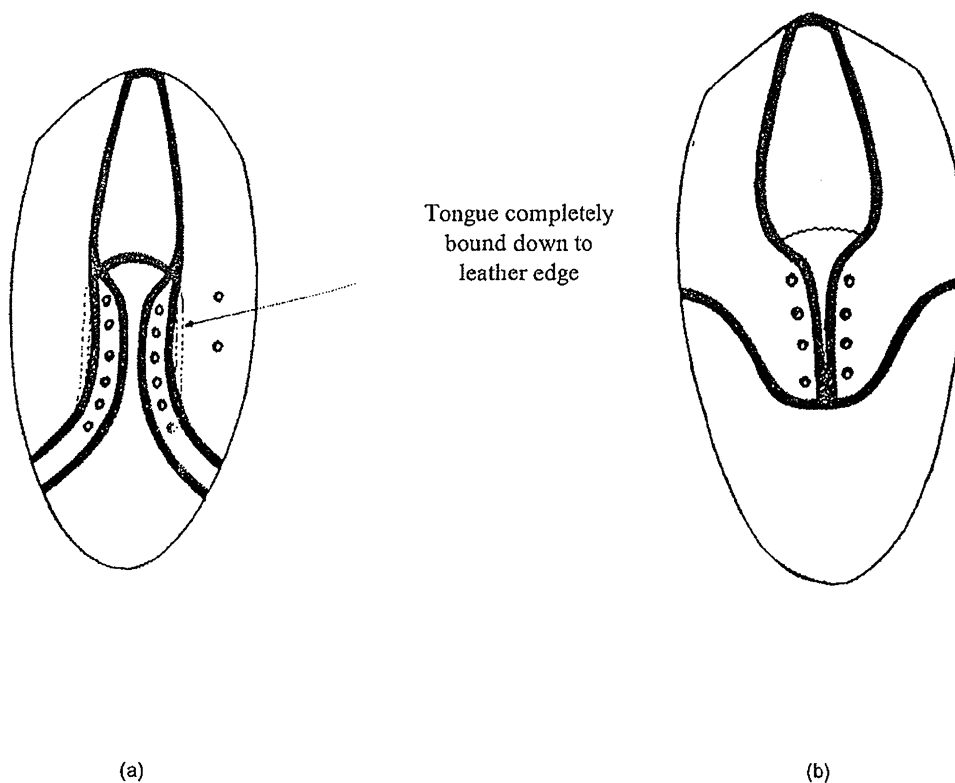
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (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 canvass 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



|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(1) WAGES</b>   |                      |                      |
| <b><u>A. LACE-UP RUBBER BOOTS</u></b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Marking and/or cutting of textile fabrics.....   | 1392.44              | 1531.68              |
| (ii) Cutting of rubber uppers.....   | 1085.85              | 1194.44              |
| (iii) Cutting of fabric impregnated with rubber.....   | 1085.85              | 1194.44              |
| (iv) Closing Departments:  |                      |                      |
| (a) Upper closing.....   | 991.25               | 1090.38              |
| (b) Lining closing.....  | 991.25               | 1090.38              |
| (c) Eyeletting.....  | 991.25               | 1090.38              |
| (d) Buffing tongues.....   | 938.36               | 1032.20              |
| (e) Inserting tongues.....   | 938.36               | 1032.20              |
| (f) Securing tongues.....  | 938.36               | 1032.20              |
| (g) Table-hands.....   | 938.36               | 1032.20              |
| (xxi) All sole cutting operations, whether by hand or press.....   | 1332.33              | 1465.56              |
| (xxii) All other press cutting operations (bottom stock only).....   | 938.36               | 1032.20              |
| (xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)..... | 1054.50              | 1159.95              |
| (xxiv) Insole attaching.....   | 938.36               | 1032.20              |
| (xxv) Placing material around the last.....  | 938.36               | 1032.20              |
| (xxvi) Sole attaching.....   | 938.36               | 1032.20              |
| (xxvii) Attending an autoclave.....  | 938.36               | 1032.20              |
| (xxviii) Solutioning by hand.....  | 938.36               | 1032.20              |
| (xxix) Solutioning by machine.....   | 938.36               | 1032.20              |
| (xxx) (a) Moulding of soles, heels and/or sole and heel units.....   | 938.36               | 1032.20              |
| (b) Moulding of boots other than in an autoclave.....  | 938.36               | 1032.20              |
| (xxxi) Hobnailing.....   | 1054.50              | 1159.95              |
| (xxxii) Sole roughing.....   | 938.36               | 1032.20              |
| (xxxiii) Upper roughing.....   | 938.36               | 1032.20              |
| (xxxiv) Edge trimming.....   | 938.36               | 1032.20              |
| (xxxv) Spew and/or flash trimming on moulded boots.....  | 938.36               | 1032.20              |
| (xxxvi) Inserting laces.....   | 938.36               | 1032.20              |
| (xxxvii) Slipping and sorting lasts.....   | 938.36               | 1032.20              |
| (xxxviii) Trimming linings.....  | 938.36               | 1032.20              |
| (xxxix) Rolling uppers.....  | 938.36               | 1032.20              |
| (xl) Cutting and/or inserting stays.....   | 938.36               | 1032.20              |
| (xli) Dressing.....  | 938.36               | 1032.20              |
| (xlii) Cleaning.....   | 938.36               | 1032.20              |
| (xliii) Stamping sizes on linings.....   | 938.36               | 1032.20              |
| (xliv) Loading trolley for autoclave.....  | 938.36               | 1032.20              |
| (xlv) Pairing.....   | 938.36               | 1032.20              |
| (xlvi) Attaching thoughts or insole covers.....  | 938.36               | 1032.20              |
| (xlvii) Operations not specified in (i) to (xxx) above.....  | 938.36               | 1032.20              |
| (xlviii) General workers.....  | 938.36               | 1032.20              |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b><u>B. OTHER FOOTWEAR IN THIS SECTION</u></b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Upper cutting Department:  |                      |                      |
| Group 1:   |                      |                      |
| Marking and/or cutting (from canvas or fabric).....  | 1392.43              | 1531.67              |
| Group 2:   |                      |                      |
| Assisting clicker.....   | 938.36               | 1032.20              |
| Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....                 | 938.36               | 1032.20              |
| Gum boots.....   | 938.36               | 1032.20              |
| Size marking.....  | 938.36               | 1032.20              |
| (ii) Closing Department:   |                      |                      |
| Group 3:   |                      |                      |
| Attaching stays.....   | 938.36               | 1032.20              |
| Size stamping on linings.....  | 938.36               | 1032.20              |
| Tread trimming.....  | 938.36               | 1032.20              |
| All other closing room operations, including eyeletting, perforating and skiving.....                    | 991.25               | 1090.38              |
| (iii) Bottom stock Department:   |                      |                      |
| Group 4:   |                      |                      |
| Sole cutting from rubber by press or by hand.....  | 1332.33              | 1465.56              |
| Group 5:   |                      |                      |
| Cutting or extruding blanks for the moulding of soles and/or heels.....                                  | 938.36               | 1032.20              |
| Group 6:   |                      |                      |
| All other press cutting operations.....  | 938.36               | 1032.20              |
| (iv) Making Department:  |                      |                      |
| Group 7:   |                      |                      |
| Applying insole filler.....  | 938.36               | 1032.20              |
| Size stamping insole.....  | 938.36               | 1032.20              |
| Hand-lasting, rubber sole attaching by hand.....   | 938.36               | 1032.20              |
| Vulcanising soles to uppers.....   | 938.36               | 1032.20              |
| Solutioning by hand or machine.....  | 938.36               | 1032.20              |
| Assembling.....  | 938.36               | 1032.20              |
| Direct moulding of soles to canvas uppers.....   | 984.84               | 1083.32              |
| 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.....                                 | 1054.50              | 1159.95              |
| (b) Where two employees are employed on an injection moulding machine, each shall be paid.....           | 1054.50              | 1159.95              |
| (c) Where more than two employees are employed on an injection moulding machine, each shall be paid..... | 1054.50              | 1159.95              |
| String-lasting.....  | 984.84               | 1083.32              |
| Lasting operations on a Kamborian machine.....   | 1085.85              | 1194.44              |
| Lasting seats or sides by machine.....   | 1208.00              | 1328.80              |
| Combined pulling over and forepart lasting.....  | 1514.43              | 1665.87              |
| (v) Group 8:   |                      |                      |
| Hobnailing by hand or machine.....   | 1054.50              | 1159.95              |
| (vi) Group 9:  |                      |                      |
| Attaching back strip.....  | 938.36               | 1032.20              |
| Attaching foxing.....  | 938.36               | 1032.20              |
| Attaching insole.....  | 938.36               | 1032.20              |
| Attaching lining to upper.....   | 938.36               | 1032.20              |
| Cementing.....   | 938.36               | 1032.20              |
| Cleaning soles.....  | 938.36               | 1032.20              |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| Cutting foxing.....  | 938.36               | 1032.20              |
| Feeding conveyer.....  | 938.36               | 1032.20              |
| Granulating.....   | 938.36               | 1032.20              |
| Inserting the puffs.....   | 938.36               | 1032.20              |
| Rolling uppers.....  | 938.36               | 1032.20              |
| Slipping lasts.....  | 938.36               | 1032.20              |
| Sole rolling.....  | 938.36               | 1032.20              |
| Supplying lasts.....   | 938.36               | 1032.20              |
| Trimming uppers.....   | 938.36               | 1032.20              |
| Mass-measuring pellets for direct moulding.....  | 938.36               | 1032.20              |
| Wheeling.....  | 938.36               | 1032.20              |
| Checking and repairing.....  | 938.36               | 1032.20              |
| Edge scouring.....   | 938.36               | 1032.20              |
| Silk screen printing.....  | 938.36               | 1032.20              |
| (vii) Any operations not specified in (i) to (vi) above.....   | 938.36               | 1032.20              |
| (viii) General Workers.....  | 938.36               | 1032.20              |
| <b><u>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO<br/>IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</u></b>   |                      |                      |
| According to experience:   |                      |                      |
| First six months.....  | 602.06               | 662.27               |
| Second six months.....   | 672.63               | 739.89               |
| 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><u>(3) RATIOS</u></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><u>(4) 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 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><u>(5) DEFINITIONS</u></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<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b><u>CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH<br/>ARE MADE OF MATERIALS OTHER THAN LEATHER</u></b>    |                      |                      |
| <b><u>(1) WAGES</u></b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| A. Upper Cutting Department:   |                      |                      |
| (i) Upper cutting.....   | 1391.94              | 1531.13              |
| (ii) Stock cutting and/or lining cutting.....  | 1085.85              | 1194.44              |
| (iii) Upper assembling.....  | 1085.85              | 1194.44              |
| (iv) Marking and/or stamping.....  | 938.36               | 1032.20              |
| B. Machining Department:   |                      |                      |
| (i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning..... | 944.10               | 1038.51              |
| (ii) Machining of uppers, socks, pads and soft soles together.....                                     | 991.25               | 1090.38              |
| (iii) Machining elastic bound edges of uppers to soft soles.....                                       | 991.25               | 1090.38              |
| C. Rough Stuff Department:   |                      |                      |
| (i) Sole cutting from leather.....   | 1514.43              | 1665.87              |
| (ii) Sole cutting from other than leather.....   | 1332.33              | 1465.56              |
| (iii) Insole cutting and lift and top-piece cutting.....   | 1332.33              | 1465.56              |
| (iv) Stamping.....   | 938.36               | 1032.20              |
| (v) Heel covering.....   | 938.36               | 1032.20              |
| D. Making Department:  |                      |                      |
| (i) Slipper turn sewing.....   | 1150.44              | 1265.48              |
| (v) Steaming and blocking into shape:  |                      |                      |
| (a) Felt work.....   | 1054.50              | 1159.95              |
| (b) Leather work, fabric Cubans.....   | 1054.50              | 1159.95              |
| (iii) Stuck-on process:  |                      |                      |
| (a) Hand-lasting.....  | 1054.50              | 1159.95              |
| Sole roughening.....   | 1054.50              | 1159.95              |
| Sole positioning on upper and press operating in one operation.....                                    | 1054.50              | 1159.95              |
| Sole positioning on upper and forepart seat before pressing.....                                       | 1054.50              | 1159.95              |
| Press operating with sole previously positioned.....   | 1054.50              | 1159.95              |
| (b) Solutioning operation.....   | 938.36               | 1032.20              |
| (b) Sole and insole tacking.....   | 938.36               | 1032.20              |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| (iv) Vulcanising soles to lasted uppers.....  | 1054.50              | 1159.95              |
| (v) Slugging.....   | 938.36               | 1032.20              |
| (vi) Channelling.....   | 938.36               | 1032.20              |
| Hand-levelling.....   | 938.36               | 1032.20              |
| Heel attaching.....   | 938.36               | 1032.20              |
| Tacking backs.....  | 938.36               | 1032.20              |
| (vii) Slipper turning.....  | 938.36               | 1032.20              |
| (viii) Fetching and putting away lasts.....   | 938.36               | 1032.20              |
| (ix) Inserting heel pads.....   | 938.36               | 1032.20              |
| (x) Conveyor operating.....   | 938.36               | 1032.20              |
| (xi) Direct injection moulding or pouring of any materials used for soiling and unit converting:<br>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.....  | 1054.50              | 1159.95              |
| (b) Where two employees are employed on an injection moulding machine each shall be paid.....   | 1054.50              | 1159.95              |
| (c) Where more than two employees are employed on injection moulding machine each shall be paid.....  | 1054.50              | 1159.95              |
| <b>E. Finishing Department</b>  |                      |                      |
| Edge trimming.....  | 1332.33              | 1465.56              |
| Edge setting.....   | 1087.06              | 1195.77              |
| Heel trimming.....  | 938.36               | 1032.20              |
| Scouring operations.....  | 938.36               | 1032.20              |
| Inking, staining and brushing.....  | 938.36               | 1032.20              |
| Slipping uppers.....  | 938.36               | 1032.20              |
| <b>F. Shoe Room Department</b>  |                      |                      |
| Examining   |                      |                      |
| All other Shoe Room operations.....   | 938.36               | 1032.20              |
| <b><u>(2) LEARNERS</u></b>  |                      |                      |
| According to experience:  |                      |                      |
| First six months.....   | 602.06               | 662.27               |
| Second six months.....  | 672.56               | 739.82               |
| Third six months.....   | 746.22               | 820.84               |
| Fourth six months.....  | 828.49               | 911.34               |
| Fifth six months.....   | 931.73               | 1024.90              |
| 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 R938.36 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><u>(3) GENERAL WORKERS</u></b>   |                      |                      |
| General workers.....  | 938.36               | 1032.20              |
| <b><u>(4) RATIO</u></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<br>Per week | Column B<br>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.....  | 1052.88              | 1158.17              |
| (ii) Machining by power.....   | 944.10               | 1038.51              |
| Machining other than by power.....   | 944.10               | 1038.51              |
| Other Closing Department operations.....   | 944.10               | 1038.51              |
| (iii) Sole cutting by power.....   | 1245.77              | 1370.35              |
| Sole cutting other than by power.....  | 938.36               | 1032.20              |
| (iv) Pulling over by hand and/or hand-lasting.....   | 938.36               | 1032.20              |
| Stitching by hand.....   | 938.36               | 1032.20              |
| (v) Edge trimming by power.....  | 1062.61              | 1168.87              |
| Edge trimming other than by power.....   | 938.36               | 1032.20              |
| (vi) Pairing and/or size marking.....  | 938.36               | 1032.20              |
| (vii) Any operation other than those specified in (i) to (vi) hereof.....  | 938.36               | 1032.20              |
| <b><u>(2) LEARNERS</u></b>   |                      |                      |
| According to experience:   |                      |                      |
| First six months.....  | 602.06               | 662.27               |
| Second six months.....   | 672.56               | 739.82               |
| 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.....   | 938.36               | 1032.20              |
| <b><u>(4) RATIO</u></b>  |                      |                      |
| For every three employees receiving not less than R938.36 per week there may be employed not more than one employee at a wage of less than R938.36 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 DURBAN ON THIS THE 28<sup>th</sup> DAY OF AUGUST 2012.

P L THERON, Member of the Council

*P. L. Theron*  
.....

A O BENJAMIN, Member of the Council

*A. O. Benjamin*  
.....

**B.N. LOUBSER** Member of the Council

*B. N. Loubser*  
.....

S NAIDOO, General Secretary of  
the Council

*S. Naidoo*  
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