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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

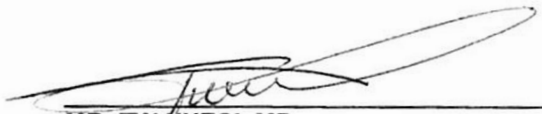
NO. R. 217

18 March 2021

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING
COLLECTIVE AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 2021.


MR. TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 12/03/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZICATHULO ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA
INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2021.

**MNUMZANE TW-NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 12/03/2021

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 (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other
part, being parties to the National Bargaining Council of the Leather Industry
of South Africa, to amend the agreement published under Government
Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2
February 2007, R.512 of 22 June 2007, R.1070 of 16 November 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, R.864 of 14
October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326 of 3
May 2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of 17
October 2014 , R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763 of
24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017
R.1257 of 16 November 2018 and R.1382 of 25 October 2019.



1. CLAUSE 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.
- (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. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties on 1 July 2020 and remain in force for the period ending 30 June 2021.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2021.



3. CLAUSE 9:

Insert new subclause 9.3

Subclause 9.3: Rate of pay for Severance Pay

Regardless of the date on which Annexure D1 takes effect, the severance pay for employees dismissed for reasons of the employer's operational requirements before 31 December 2020 shall be calculated on the wage rates as prescribed in Annexure D1.

4. CLAUSE 8. REMUNERATION**ANNEXURE D1**

Insert new Annexure D1:

Annexure D1 shall replace Annexure D with effect from 1 January 2021.

Handwritten signatures and initials, including a stylized signature on the left and initials 'AS' and '111' on the right.

ANNEXURE D1

ANNEXURE D1 SHALL COME INTO OPERATION FROM 01 JANUARY 2021

WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	1684,44	1852,88
B Storeman and or warehouseman, despatch clerk.....	1730,05	1903,06
C Boiler attendant.....	1684,44	1852,88
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	1707,22	1877,94
(ii) 2722 kg.....	1730,05	1903,06
(iii) over 2722 kg but not exceeding 4546 kg.....	1841,50	2025,65
(iv) over 4546 kg but not exceeding 6350 kg.....	2186,72	2405,39
E Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	1080,76	1188,84
Second six months.....	1207,29	1328,02
Thereafter.....	1684,44	1852,88
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	2498,67	2748,54
(b) hand.....	2014,30	2215,73
(ii) Cardboard box-makers.....	1684,44	1852,88
(iii) Making cardboard boxes, according to experience:		
First six months.....	1197,67	1317,44
Second six months.....	1207,29	1328,02
Thereafter.....	1684,44	1852,88
G Employees employed on hand typesetting and printing labels on a printing machine	2261,49	2487,64
H Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	1684,44	1852,88
(ii) All other operators.....	1684,44	1852,88
I Packers.....	1684,44	1852,88
J Employees employed on currying.....	1949,20	2144,12
K Employees employed on spraying of leather.....	2257,09	2482,80
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	2718,54	2990,39
(ii) Finishing of joints after welding.....	1767,88	1944,67
(iii) Tack and/or spot welding.....	1684,44	1852,88
(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.....	1684,44	1852,88
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Ratios		

CLAUSE 1. WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman.....	2829,99	3112,99
(ii) (a) employed on hand grading and not producing original standards.....	2391,66	2630,83
(b) employed on grading machines.....	2391,66	2630,83
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2391,66	2630,83
(d) CAD-CAM operator not producing original standard.....	2391,66	2630,83
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	1892,92	2082,21
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	2804,27	3084,70
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).....	2804,27	3084,70
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).....	2804,27	3084,70
(b) Any other materials.....	2804,27	3084,70
(c) <u>Cutting by CAD-CAM technology:</u>		
employed on nesting operation.....	2804,27	3084,70
employed on cutting (excluding nesting).....	1731,92	1905,11
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	2829,99	3112,99
(e) Examining of cut leather components for quality.....	2829,99	3112,99
(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.....	1949,20	2144,12
<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.....	1949,20	2144,12
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.....	1949,20	2144,12
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	1730,05	1903,06
(iv) Giving out patterns.....	1892,92	2082,21
Operating splitting machine.....	1892,92	2082,21
(v) Size stamping and/or painting.....	1684,44	1852,88
Applying acme backing.....	1684,44	1852,88

		Column A	Column B
		Per week	Per week
(C) CLOSING DEPARTMENT			
Qualified employees on:			
(i)	Puritan machining.....	2074,29	2281,72
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	2074,29	2281,72
(iii)	Pilot machining.....	1961,91	2158,10
(iv)	Strobel machining.....	1961,91	2158,10
(v)	Other machining:		
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1694,76	1864,24
	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).....	1694,76	1864,24
	(b) Operations on leathers other than those specified in (a):		
	Vamping.....	1779,38	1957,32
	Flat binding by machine.....	1779,38	1957,32
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	1779,38	1957,32
	Golosh machining (whole goloshes).....	1779,38	1957,32
	Fancy shoes on the held-together system, machined through (all classes).....	1779,38	1957,32
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....	1779,38	1957,32
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	1779,38	1957,32
	Vamping shoes with quarters over vamps.....	1779,38	1957,32
	Conveyor belt console operator feeding individual operators.....	1779,38	1957,32
	(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.....	1779,38	1957,32
	(d) Computerised stitching machine operator	1731,92	1905,11
	(e) All operations on children's work up to size 1½.....	1694,76	1864,24
	All leather slippers (men's, women's and children's).....	1694,76	1864,24
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1694,76	1864,24
(vi)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	1779,38	1957,32
(vii)	Bagging.....	1684,44	1852,88
	Turning of binding.....	1684,44	1852,88
	Button fastening.....	1684,44	1852,88
	Buttonholding.....	1684,44	1852,88
	Lacing.....	1684,44	1852,88
	Handpunching.....	1684,44	1852,88
	Portuguese seaming.....	1684,44	1852,88
	Staying and taping.....	1684,44	1852,88
	Seam rubbing.....	1684,44	1852,88
	Seam hammering.....	1684,44	1852,88
	Sewing on bows and buckles by hand or machine.....	1684,44	1852,88
	Silk screen printing.....	1684,44	1852,88
	Table-hands.....	1684,44	1852,88
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1684,44	1852,88


	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather.....	2693,67	2963,04
On sorting, examining and fitting up ungraded and unstamped stock.....	2693,67	2963,04
On sorting and examining graded and stamped stock.....	2693,67	2963,04
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	2369,77	2606,75
On reducing shaped rubber soles on the press.....	2369,77	2606,75
[Ratio: See subclause (P)]		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Wetted insoles.....	1949,20	2144,12
Other work.....	1949,20	2144,12
(ii) Press cutting operations, other than those in Class I.....	2004,22	2204,64
(iii) Assembling from stock, whether or not sorted or graded.....	1892,92	2082,21
Attaching ribs to wetted insoles.....	1892,92	2082,21
Flap splitting.....	1892,92	2082,21
Gemming and taping.....	1892,92	2082,21
Heel breasting.....	1892,92	2082,21
Heel building.....	1892,92	2082,21
Heel compressing.....	1892,92	2082,21
Slugging.....	1892,92	2082,21
Sole and Insole rounding.....	1892,92	2082,21
Sole grooving, sole roughening and reducing on automatic machine.....	1892,92	2082,21
Tip filling.....	1892,92	2082,21
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Channel opening.....	1684,44	1852,88
Edge covering.....	1684,44	1852,88
Edge reducing.....	1684,44	1852,88
Automatic edge preparation machine operating for soles prior to attachment.....	1684,44	1852,88
Flexing.....	1684,44	1852,88
Insole feathering.....	1684,44	1852,88
Insole grooving.....	1684,44	1852,88
Insole slotting.....	1684,44	1852,88
Insole marking.....	1684,44	1852,88
Lift and/or rand tacking.....	1684,44	1852,88
Lip turning.....	1684,44	1852,88
Press room scouring operations.....	1684,44	1852,88
Shank assembling.....	1684,44	1852,88
Shank moulding.....	1684,44	1852,88
Skiving.....	1684,44	1852,88
Size stamping.....	1684,44	1852,88
Sole, insole and stiffener moulding.....	1684,44	1852,88
Sole and insole splitting.....	1684,44	1852,88
Sole grading machine operating.....	1684,44	1852,88
Sole roughening for stuck-on work.....	1684,44	1852,88
Solutioning.....	1684,44	1852,88
Staining and/or inking of insoles.....	1684,44	1852,88
Stiffener waxing and crimping.....	1684,44	1852,88
Welt preparation.....	1684,44	1852,88
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work.....	2693,67	2963,04
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2369,77	2606,75
(e) Combined pulling over and forepart lasting.....	2693,67	2963,04
(f) All other grades.....	2693,67	2963,04
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work.....	2693,67	2963,04
(b) Other Work.....	2693,67	2963,04
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work.....	2148,54	2363,39
(b) Other work.....	2148,54	2363,39
<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>		
(iv) Complete sole attaching by staple machine.....	1931,39	2124,53
Staple welt attaching.....	1931,39	2124,53
(v) Welt sewing.....	2693,67	2963,04
(vi) Rough rounding:		
(a) Welted work, other than staple welted work.....	2693,67	2963,04
(b) Stitchdowns.....	2693,67	2963,04
(c) Other work.....	2693,67	2963,04
(vii) Sole sewing by any machine.....	2693,67	2963,04
(viii) Sole stitching:		
(a) Welted work, other than staple welted work.....	2693,67	2963,04
(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.....	2369,77	2606,75
(c) Other work.....	2693,67	2963,04
(ix)(a) Stitchdown staple lasting.....	1931,39	2124,53
(b) Stitchdown thread lasting.....	1931,39	2124,53
(c) Stitchdown toe forming.....	1931,39	2124,53
(d) Wiping platform covers by machine.....	1931,39	2124,53
(e) Lasting operations on a Kamborian machine.....	1931,39	2124,53
(f) String-lasting by hand.....	1931,39	2124,53
(x) Pounding:		
(a) Welted work, other than stapeled welted work.....	2259,19	2485,11
(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.....	2475,95	2723,55
(c) Other work.....	2259,19	2485,11
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	2693,67	2963,04
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge.....	2061,05	2267,16
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	2004,22	2204,64
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation.....	1892,92	2082,21
Sole positioning on upper at forepart and seat before pressing.....	1892,92	2082,21
Press operating with the sole previously positioned (See Class III for tracking at seat only).....	1892,92	2082,21
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	1892,92	2082,21
Stitchdown assembling and pulling over stitchdown work.....	1892,92	2082,21
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	1892,92	2082,21
Hobnailing by hand or machine.....	1892,92	2082,21
Putting on toe plates and heel tips by hand or machine.....	1892,92	2082,21
Heel attaching.....	1892,92	2082,21
Football boot studding and barring.....	1892,92	2082,21
Handlelevelling, other than stitchdown.....	1892,92	2082,21
Inseam trimming.....	1892,92	2082,21
Jointing (clearing linings and tacking uppers down over joints).....	1892,92	2082,21
Loose nailing or pegging foreparts and waists.....	1892,92	2082,21
Louis flap trimming by hand.....	1892,92	2082,21
Machine levelling.....	1892,92	2082,21
Screwing.....	1892,92	2082,21
Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	1892,92	2082,21
Sole adhesive heat activating by machine.....	1892,92	2082,21
Stiffener cornering and tacking.....	1892,92	2082,21
Stitch separating.....	1892,92	2082,21
String nailing.....	1892,92	2082,21
Tacking forward of heel seats.....	1892,92	2082,21
Upper roughening.....	1892,92	2082,21
Waist reducing after being sewn.....	1892,92	2082,21
Wooden heel fitting.....	1892,92	2082,21
Welt butting and skiving.....	1892,92	2082,21
Welt wheeling.....	1892,92	2082,21
Rand welting by machine.....	1892,92	2082,21
Slugging and gang slugging.....	1892,92	2082,21
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	1892,92	2082,21
Back part and waist pre-moulding.....	1892,92	2082,21
Back part moulding.....	1892,92	2082,21
(iv) Vulcanising process:.....	1892,92	2082,21
Vulcanising soles to lasted uppers.....	1892,92	2082,21
Rand welting by machine.....	1892,92	2082,21
Moulding of sole units.....	1892,92	2082,21





	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating.....	1684,44	1852,88
Application by machine of hardening resins to puffs.....	1684,44	1852,88
Bottom filling.....	1684,44	1852,88
Channel closing and edge raising.....	1684,44	1852,88
Feeding nails to heeling machines.....	1684,44	1852,88
Hand levelling of stitchdowns.....	1684,44	1852,88
Heel covering.....	1684,44	1852,88
Inserting stiffeners and puffs.....	1684,44	1852,88
Louis heel flap clamping, Louis heel slicking.....	1684,44	1852,88
Louis heel flap trimming by machine.....	1684,44	1852,88
Reverse seat moulding for stitchdowns.....	1684,44	1852,88
Seat nailing and/or pegging.....	1684,44	1852,88
Seat rounding.....	1684,44	1852,88
Shank attaching.....	1684,44	1852,88
Sole tacking at seat for stuck-on process.....	1684,44	1852,88
Solutioning, damping and pasting.....	1684,44	1852,88
Sorting hobs.....	1684,44	1852,88
Sole laying welted work and/or rubber soles.....	1684,44	1852,88
Sole tacking or sole fitting throughs and runners.....	1684,44	1852,88
Tack pulling.....	1684,44	1852,88
Tacking bottom stock to last.....	1684,44	1852,88
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1684,44	1852,88
		
Tacking over sandal backs where no stiffener is inserted.....	1684,44	1852,88
Tacking top pieces on stitchdowns and sandals.....	1684,44	1852,88
All other wire grip tacking.....	1684,44	1852,88
Upper stapling after lasting sides.....	1684,44	1852,88
Upper trimming.....	1684,44	1852,88
Plastic pelletising and granulating.....	1684,44	1852,88
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear..... Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.	2391,66	2630,83
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins	1892,92	2082,21
Hand-lasting seats of stitchdowns.....	1892,92	2082,21
Hand-lasting in the manufacture of clogs.....	1892,92	2082,21
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	1892,92	2082,21
<u>(F) FINISHING DEPARTMENT</u>		
Class I Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2369,77	2606,75
Rubber and rubber composition soles.....	2369,77	2606,75
Children's footwear, all sizes up to and including size 12.....	2369,77	2606,75
All slippers (men's, women's and children's).....	2369,77	2606,75
Stitchdown footwear produced from box hide and willow hide.....	2369,77	2606,75
(b) All other work.....	2693,67	2963,04
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	1931,39	2124,53
Through runners.....	1931,39	2124,53
Waist and/or top pieces.....	1931,39	2124,53
Children's footwear, all sizes up to and including size 12.....	1931,39	2124,53
All slippers (men's, women's and children's).....	1931,39	2124,53
Stitchdown footwear produced from box hide and willow hide.....	1931,39	2124,53
(b) Automatic edge-setting machine, all grades.....	1931,39	2124,53
(c) All other work.....	2369,77	2606,75
(v) Heel trimming.....	1931,39	2124,53
(vi) Examining.....	2693,67	2963,04
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	1892,92	2082,21
Bottom scouring.....	1892,92	2082,21
Heel scouring.....	1892,92	2082,21
Heel spraying.....	1892,92	2082,21
Ploughing out.....	1892,92	2082,21
Complete finishing by hand.....	1892,92	2082,21
Top piece trimming.....	1892,92	2082,21
Bunk wheeling.....	1892,92	2082,21
Louis flap ironing.....	1892,92	2082,21
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	1892,92	2082,21
Seat wheeling.....	1892,92	2082,21
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.....	1892,92	2082,21
Welt wheeling.....	1892,92	2082,21
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	1892,92	2082,21
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	1684,44	1852,88
Crow wheeling.....	1684,44	1852,88
Finger scouring.....	1684,44	1852,88
Heel breast cornering.....	1684,44	1852,88
Inking, staining, waxing and damping.....	1684,44	1852,88
Inserting, slipping and putting away lasts.....	1684,44	1852,88
Ploughing (removing the scarf round under edge of sole).....	1684,44	1852,88
Rubbing of edges and bottoms.....	1684,44	1852,88
Spew and/or flash trimming.....	1684,44	1852,88
Conveyor belt loading.....	1684,44	1852,88
[Ratio: See subclause (P)]		
<u>(G) SHOE ROOM</u>		
Qualified employees on:		
Faking.....	2280,32	2508,35
Examining.....	2280,32	2508,35
Patent repairing.....	1684,44	1852,88
Embossing and/or stamping.....	1684,44	1852,88
Boxing.....	1684,44	1852,88
Dressing and/or sizing.....	1684,44	1852,88
Dressing by spray-gun.....	1684,44	1852,88
Hand polishing and cleaning.....	1684,44	1852,88
Ironing.....	1684,44	1852,88
Labelling.....	1684,44	1852,88
Lining trimming.....	1684,44	1852,88
Size stamping on footwear.....	1684,44	1852,88
Socking.....	1684,44	1852,88
Stamping descriptions and sizes on labels.....	1684,44	1852,88
Quarter forming by machine.....	1684,44	1852,88
Smoothing insole before socking or boxing.....	1684,44	1852,88

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating.....	1722,58	1894,84
Batch mass-measuring and assembling of chemicals.....	1722,58	1894,84
Operating extruding machine.....	1722,58	1894,84
Operating an open mixing mill with a width of not less than 1,52m.....	1722,58	1894,84
Operating internal mixer.....	1722,58	1894,84
Slabbing sheet rubber to gauge (stretching compound).....	1722,58	1894,84
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1722,58	1894,84
Warming compound on open mill.....	1722,58	1894,84
Hydraulic press operating.....	1722,58	1894,84
Operating splitting machine.....	1722,58	1894,84
(ii) Group 1:		
Issuing soles and heels.....	1684,44	1852,88
Press cutting blanks (clicking).....	1684,44	1852,88
Attending autoclave.....	1684,44	1852,88
Assisting mass-measurer.....	1684,44	1852,88
Mould checking.....	1684,44	1852,88
Operating an open mixing mill with a width of less than 1,01m.....	1684,44	1852,88
Masticating, sheeting out, cracking or breaking compound.....	1684,44	1852,88
Buffing or scouring machine operations.....	1684,44	1852,88
Feeding rubber into calendar (feeding stretchers).....	1684,44	1852,88
Grinding scrap by machine.....	1684,44	1852,88
Mould cleaning.....	1684,44	1852,88
Trimming.....	1684,44	1852,88
Blank cutting and mass-measuring to fixed standards.....	1684,44	1852,88
Extruding into trays.....	1684,44	1852,88
Bale cutting.....	1684,44	1852,88
Sieving chemicals, buffings and grindings.....	1684,44	1852,88
Stencilling or making bales.....	1684,44	1852,88
Applying powder.....	1684,44	1852,88
Packing soles and heels.....	1684,44	1852,88
Granulating.....	1684,44	1852,88
Assisting calendar operator.....	1684,44	1852,88
Dipping machine operator.....	1684,44	1852,88
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers.....	1767,88	1944,67
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	2804,27	3084,70
(iii) High-frequency welding, embossing of socks and other components.....	1684,44	1852,88
(iv) High-frequency welding, combined with cutting of socks and other components.....	1949,20	2144,12

	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	1767,88	1944,67
(ii) Flow moulding pre-cut socks.....	1767,88	1944,67
(iii) Flow moulding where eventual upper is presented in liquid form.....	1767,88	1944,67
(iv) Colour application to moulds prior to flow moulding.....	1767,88	1944,67
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	1767,88	1944,67
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine.....	1892,92	2082,21
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	1892,92	2082,21
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	1684,44	1852,88
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>		
Qualified employees on:		
(i) String-lasting of fabric uppers.....	1892,92	2082,21
(ii) String-lasting of synthetic uppers.....	1892,92	2082,21

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	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
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.....	2004,22	2204,64
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	2004,22	2204,64
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1684,44	1852,88
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	2004,22	2204,64
(v) Cutting of heel covers to a pattern from layered heel covering material.....	2004,22	2204,64
(vi) (aa) Cross cutting of timber into lengths.....	1684,44	1852,88
(vi) (ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	1684,44	1852,88
(vi) (ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	1684,44	1852,88
(vi) (ad) Cupping of heels to fit heel seats.....	1684,44	1852,88
(vii) Cementing heels and heel covers.....	1684,44	1852,88
(viii) Spotting of heel covers to heels and pressing.....	1684,44	1852,88
(ix) Trimming of heel covers.....	1684,44	1852,88
(x) Top piece attaching.....	1892,92	2082,21
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	1684,44	1852,88
(ii) Measuring, marking and cutting timber into required lengths.....	1684,44	1852,88
(iii) Marking top and side elevation for profile cutting of unit.....	1684,44	1852,88
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	1892,92	2082,21
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	1892,92	2082,21
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1684,44	1852,88
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	1892,92	2082,21
(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.....	1684,44	1852,88
(ix) Attaching top pieces to heels.....	1892,92	2082,21
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1684,44	1852,88
(x) (ab) Scouring units by hand prior to or after sole attaching.....	1892,92	2082,21
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1684,44	1852,88
(xii) Examining for quality.....	2280,32	2508,35
(xiii) Repairing of units.....	1684,44	1852,88
(xiv) Size stamping.....	1684,44	1852,88
(xv) Varnishing, painting, spraying or dipping units.....	1684,44	1852,88
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1684,44	1852,88

	Column A Per week	Column B Per week
<u>(N) LEARNERS</u>		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months.....	1413,82	1555,20
Second six months.....	1561,75	1717,93
Third six months.....	1717,30	1889,03
Fourth six months.....	1846,31	2030,94
Fifth six months.....	2071,70	2278,87
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months.....	1081,19	1189,31
Second six months.....	1207,44	1328,18
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months.....	1081,19	1189,31
Second six months.....	1207,44	1328,18
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months.....	1081,19	1189,31
Second six months.....	1207,44	1328,18
Third six months.....	1339,54	1473,49
Fourth six months.....	1487,20	1635,92
Thereafter, the prescribed rate.		
Provided that -		
(i) 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;		
(ii) learners in the Closing Department or Shoe Room shall - (aa) after the second six months of experience become entitled to a wage of R1684,44 per week if employed on operations for which this rate is prescribed; (ab) after the third six months of experience become entitled to a wage of R1779,38 per week if employed on operations for which these rates are prescribed; (ac) after the fourth six months of experience being entitled to a wage of R1961,91 per week or R2074,29 if employed on operations for which these rates are prescribed.		
(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R1684,44. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

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	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	1684,44	1852,88
<u>(P) RATIOS</u>		
<p>Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees</p> <p>"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.</p> <p>Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios</p>		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

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CLAUSE 2. 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 -

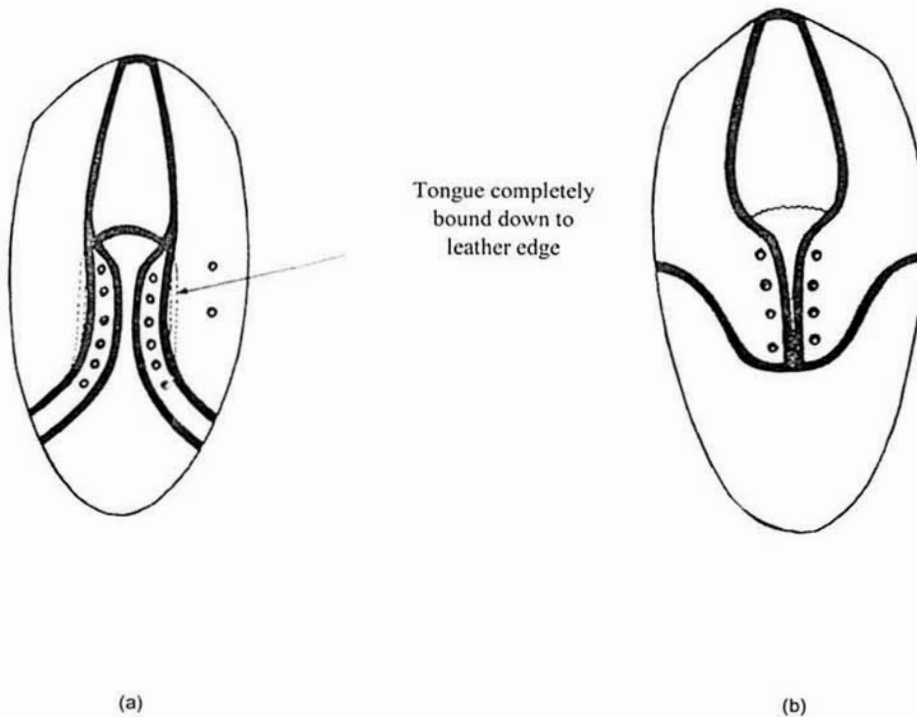
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);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





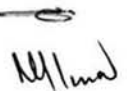
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	Column A Per week	Column B Per week
(1) WAGES		
<u>A. LACE-UP RUBBER BOOTS</u>		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	2499,57	2749,53
(ii) Cutting of rubber uppers.....	1949,20	2144,12
(iii) Cutting of fabric impregnated with rubber.....	1949,20	2144,12
(iv) Closing Departments:		
(a) Upper closing.....	1779,38	1957,32
(b) Lining closing.....	1779,38	1957,32
(c) Eyeletting.....	1779,38	1957,32
(d) Buffing tongues.....	1684,44	1852,88
(e) Inserting tongues.....	1684,44	1852,88
(f) Securing tongues.....	1684,44	1852,88
(g) Table-hands.....	1684,44	1852,88
(v) All sole cutting operations, whether by hand or press.....	2391,66	2630,83
(vi) All other press cutting operations (bottom stock only).....	1684,44	1852,88
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	1892,92	2082,21
(viii) Insole attaching.....	1684,44	1852,88
(ix) Placing material around the last.....	1684,44	1852,88
(x) Sole attaching.....	1684,44	1852,88
(xi) Attending an autoclave.....	1684,44	1852,88
(xii) Solutioning by hand.....	1684,44	1852,88
(xiii) Solutioning by machine.....	1684,44	1852,88
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1684,44	1852,88
(b) Moulding of boots other than in an autoclave.....	1684,44	1852,88
(xv) Hobnailing.....	1892,92	2082,21
(xvi) Sole roughing.....	1684,44	1852,88
(xvii) Upper roughing.....	1684,44	1852,88
(xviii) Edge trimming.....	1684,44	1852,88
(xix) Spew and/or flash trimming on moulded boots.....	1684,44	1852,88
(xx) Inserting laces.....	1684,44	1852,88
(xxi) Slipping and sorting lasts.....	1684,44	1852,88
(xxii) Trimming linings.....	1684,44	1852,88
(xxiii) Rolling uppers.....	1684,44	1852,88
(xxiv) Cutting and/or inserting stays.....	1684,44	1852,88
(xxv) Dressing.....	1684,44	1852,88
(xxvi) Cleaning.....	1684,44	1852,88
(xxvii) Stamping sizes on linings.....	1684,44	1852,88
(xxviii) Loading trolley for autoclave.....	1684,44	1852,88
(xxix) Pairing.....	1684,44	1852,88
(xxx) Attaching thoughts or insole covers.....	1684,44	1852,88
(xxxi) Operations not specified in (i) to (xxx) above.....	1684,44	1852,88
(xxxii) General workers.....	1684,44	1852,88






	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	2499,56	2749,52
Group 2:		
Assisting clicker.....	1684,44	1852,88
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1684,44	1852,88
Gum boots.....	1684,44	1852,88
Size marking.....	1684,44	1852,88
(ii) Closing Department:		
Group 3:		
Attaching stays.....	1684,44	1852,88
Size stamping on linings.....	1684,44	1852,88
Tread trimming.....	1684,44	1852,88
All other closing room operations, including eyeletting, perforating and skiving.....	1779,38	1957,32
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	2391,66	2630,83
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	1684,44	1852,88
Group 6:		
All other press cutting operations.....	1684,44	1852,88
(iv) Making Department:		
Group 7:		
Applying insole filler.....	1684,44	1852,88
Size stamping insole.....	1684,44	1852,88
Hand-lasting, rubber sole attaching by hand.....	1684,44	1852,88
Vulcanising soles to uppers.....	1684,44	1852,88
Solutioning by hand or machine.....	1684,44	1852,88
Assembling.....	1684,44	1852,88
Direct moulding of soles to canvas uppers.....	1767,88	1944,67
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.....	1892,92	2082,21
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	1892,92	2082,21
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	1892,92	2082,21
String-lasting.....	1767,88	1944,67
Lasting operations on a Kamborian machine.....	1949,20	2144,12
Lasting seats or sides by machine.....	2168,48	2385,33
Combined pulling over and forepart lasting.....	2718,54	2990,39
(v) Group 8:		
Hobnailing by hand or machine.....	1892,92	2082,21
(vi) Group 9:		
Attaching back strip.....	1684,44	1852,88
Attaching foxing.....	1684,44	1852,88
Attaching insole.....	1684,44	1852,88
Attaching lining to upper.....	1684,44	1852,88
Cementing.....	1684,44	1852,88
Cleaning soles.....	1684,44	1852,88








	Column A Per week	Column B Per week
Cutting foxing.....	1684,44	1852,88
Feeding conveyer.....	1684,44	1852,88
Granulating.....	1684,44	1852,88
Inserting the puffs.....	1684,44	1852,88
Rolling uppers.....	1684,44	1852,88
Slipping lasts.....	1684,44	1852,88
Sole rolling.....	1684,44	1852,88
Supplying lasts.....	1684,44	1852,88
Trimming uppers.....	1684,44	1852,88
Mass-measuring pellets for direct moulding.....	1684,44	1852,88
Wheeling.....	1684,44	1852,88
Checking and repairing.....	1684,44	1852,88
Edge scouring.....	1684,44	1852,88
Silk screen printing.....	1684,44	1852,88
(vii) Any operations not specified in (i) to (vi) above.....	1684,44	1852,88
(viii) General Workers.....	1684,44	1852,88
<u>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</u>		
According to experience:		
First six months.....	1080,76	1188,84
Second six months.....	1207,44	1328,18
Thereafter, the prescribed rate:		
<u>(3) RATIOS</u>		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
<u>(4) DIFFERENTIAL WORKING</u>		
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.		
<u>(5) DEFINITIONS</u>		
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.		

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	Column A Per week	Column B Per week
E. Finishing Department		
Edge trimming.....	2391,66	2630,83
Edge setting.....	1951,39	2146,53
Heel trimming.....	1684,44	1852,88
Scouring operations.....	1684,44	1852,88
Inking, staining and brushing.....	1684,44	1852,88
Slipping uppers.....	1684,44	1852,88
F. Shoe Room Department		
Examining		
All other Shoe Room operations.....	1684,44	1852,88
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	1080,76	1188,84
Second six months.....	1207,29	1328,02
Third six months.....	1339,54	1473,49
Fourth six months.....	1487,22	1635,94
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 R1684,44 prescribed shall, after the second six months of experience, become entitled to this wage rate;		
<u>(3) GENERAL WORKERS</u>		
General workers.....	1684,44	1852,88
<u>(4) RATIO</u>		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees		
"Part of three" means a remainder of not less than two after the number of qualified employees has been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios		
<u>(5) DIFFERENTIAL WORKING</u>		
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.		

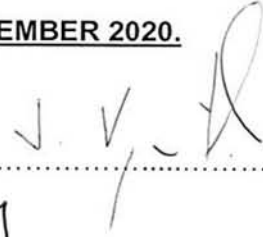




	Column A Per week	Column B Per week
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking.....	1890,02	2079,02
(ii) Machining by power.....	1694,76	1864,24
Machining other than by power.....	1694,76	1864,24
Other Closing Department operations.....	1694,76	1864,24
(iii) Sole cutting by power.....	2236,29	2459,92
Sole cutting other than by power.....	1684,44	1852,88
(iv) Pulling over by hand and/or hand-lasting.....	1684,44	1852,88
Stitching by hand.....	1684,44	1852,88
(v) Edge trimming by power.....	1907,48	2098,23
Edge trimming other than by power.....	1684,44	1852,88
(vi) Pairing and/or size marking.....	1684,44	1852,88
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1684,44	1852,88
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	1080,76	1188,84
Second six months.....	1207,29	1328,02
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;		
<u>(3) GENERAL WORKERS</u>		
General workers.....	1852,88	2038,17
<u>(4) RATIO</u>		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more that one learner employed to three or part of three qualified employees		
"Part of three" means a remainder of not less than two less after the number of qualified employees have been employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
<u>(5) DIFFERENTIAL WORKING</u>		
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.		

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SIGNED AT DURBAN ON THIS 09th DAY OF NOVEMBER 2020.

J J V VYMETAL, Member of the Council



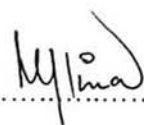
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A O BENJAMIN, Member of the Council




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V MEMBINKOSI, Member of the Council



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S NAIDOO, General Secretary of
the Council



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DEPARTMENT OF EMPLOYMENT AND LABOUR

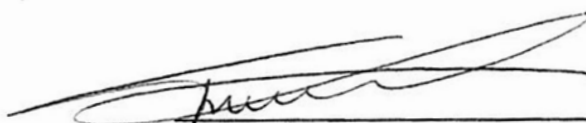
NO. R. 218

18 March 2021

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, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 2021.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 12/03/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SOKUSHUKWA KWEZIKHUMBA ESICHIBIYELAYO, SELULELWA KULABO
ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlanguvana 2021.

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 12/03/2021

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

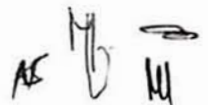
Southern African Clothing and Textile Workers' Union

And

National Union of Leather and Allied Workers (N.U.L.A.W)

(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 extend and amend the Agreement published under Government Notices 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 1999, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 of 7 September 2001, R.1230 of 30 November 2001, R.693 of 17 May 2002, R.1531 of 13 December 2002, R.714 of 6 June 2003, R.1357 of 3 October

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2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R.593 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, R.886 of 28 October 2011, R.886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015, R.764 of 24 June 2016, R.1281 of 21 October 2016, R.757 of 29 September 2017, R.1229 of 16 November 2018 and R.1393 of 30 October 2019.

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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,
 - (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 2020 and remain in force for the period ending 30 June 2021.
- 2) This Agreement will come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them, and will remain in force for the period ending 30 June 2021.

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3. CLAUSE 9 TERMINATION OF EMPLOYMENT

Subclause 9.2: Severance Pay

Insert new subclause 9.2(2)

The severance pay for employees dismissed for reasons of the employer's operational requirements shall be calculated on the wage rates as prescribed in Schedule 3.

CLAUSE 7 REMUNERATION

5.2 Clause 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

- (a) An employer will pay an employee at least the wages prescribed in terms of Schedule 1 until the period ending 31 December 2020.
- (a) With effect from 1 January 2021, an employer will pay an employee at least the wages prescribed in terms of Schedule 3

Insert new Schedule 3 as follows:

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SCHEDULE 3
WAGES AND WAGE RATES

		<u>Rate Per Hour</u>
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 51.93</p> <p>SPLITTING 64.25</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 55.05</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 48.53</p> <p>GLAZING 48.53</p> <p>HAND SPRAYING 51.27</p> <p>HAND TIPPING 48.53</p> <p>PILOT PLANT OPERATING 51.27</p> <p>POLISHING 48.53</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 47.83</p> <p>BRUSHING 47.83</p> <p>BUFFING 47.83</p> <p>CHEMICAL WEIGHING 47.83</p> <p>COLOUR MIXING 47.83</p> <p>CURTAIN COATING 47.83</p> <p>CONDITIONING 44.69</p> <p>DRUM OPERATING 44.69</p> <p>DRY CLEANING MACHINE 44.69</p> <p>EMBOSSING/PRINTING 47.83</p> <p>FLESHING (HAND OR MACHINE) 47.83</p> <p>HIDE STAMPING 45.19</p> <p>HYDRAULIC PRESS 47.83</p> <p>MEASURING 47.83</p> <p>PADDING 47.83</p> <p>PASTING 47.83</p> <p>ROLLER COATING 47.83</p> <p>ROTOR PRESS 47.83</p> <p>ROTOR SPRAYING 47.83</p> <p>SAMMYING 47.83</p> <p>SETTING 47.83</p> <p>SOLE ROLLING 47.83</p> <p>STAKING 47.83</p> <p>TRIMMING AFTER SHAVING 44.69</p> <p>VACUUM DRYING 47.83</p>	

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	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	44.06
	FLESH TRIMMING	44.06
	HANG DRYING	44.06
	MILLING	44.06
	SUBSTANCE CHECKING	44.06
	TOGGLING	44.06
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	37.23
	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	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	51.93
	WET BLUE SORTER.....	51.93
	Band B employees engaged as a:	
	CRUST SORTER.....	48.53
	Band C employees engaged as a:	
	SPLIT SORTER.....	47.83
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	48.53
	Band C Employees engaged in –	
	BREAK FLESHING	47.83
	FINAL FLESHING	47.83
	PICKLE DRUM OPERATING	44.69
	SULPHIDE PAINTING	44.69
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	44.06
	COUNTING AND PACKING	44.06
	DRUM CLOSING	44.06
	HAND WOOL PULLING	44.06
	MACHINE WOOL PULLING	44.06
	PADDLE OPERATING	44.06
	WOOL BALING / PACKING	44.06
	WOOL DRYING	44.06
	WOOL PICKING	44.06
	WOOL WASHING	44.06

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4	Band E Employees General Workers on operations as defined in the Definition Of "General Worker"	37.23
	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
	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in – CARDING	45.74
	COMBING	45.74
	CUTTING TO PATTERNS	45.00
	IRONING	45.74
	SHEARING	45.74
5	STITCHING BY MACHINE.....	46.58
	Cutting Section Rates:	
	Band A1 employees engaged in: CUTTER 1	55.90
	FINAL INSPECTING	51.93
	Band A2 employees engaged in: HAND CUTTING	51.93
	Band B employees engaged in: COMPONENT SPLITTING	47.24
	CUTTER 2	51.27
	HIDE MARKING	51.27
	Band C employees engaged in: COMPONENT PACKING	45.19
	LAMINATING	45.19
	LAYING OUT	45.19
	PERFORATING	45.19
	STAMPING (PIECE MARKING)	45.19
	TEMPLATE CONTROL	45.19

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		<u>Rate Per Hour</u>
6	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
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	37.23
	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	51.21
	Band B employees engaged as a:	
	Despatch Clerk	46.87
	Handyman	45.97
	Motor Vehicle General Driver	47.89
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	51.27
	Storeman and/or Warehouseman	46.87
	Tractor Driver	47.89
	Band C employees engaged as a:	
	Boiler Attendant	45.19
	Forklift Driver	47.83
	Security Guard	45.19
	Store Assistant and/or Warehouseman Assistant	45.19
	Band D employees engaged as a:	
	Nylon Replacer	44.06

SIGNED IN DURBAN ON THIS 09TH DAY OF NOVEMBER 2020.

M OOSTHUIZEN, Member of the Council

.....



V MEMBINKOSI, Member of the Council

.....


A BENJAMIN, Member of the Council

.....


S NAIDOO, General Secretary of the Council

.....


DEPARTMENT OF EMPLOYMENT AND LABOUR

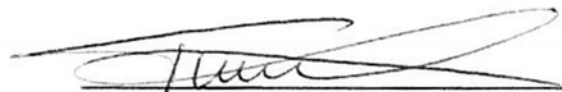
NO. R. 219

18 March 2021

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR
AMENDING COLLECTIVE AGREEMENT**

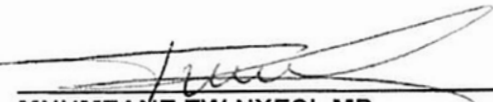
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 2021.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 12/03/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA
ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2021.


MNUMZANE TW NXESI, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 12/03/2021

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 organization") of the one part, and the

(b) **National Union of Leather and Allied Workers (N.U.L.A.W)**

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 Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017, R.1230 of 16 November 2018 and R.1413 of 01 November 2019.

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1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
 - (a) in the Republic of South Africa,
 - (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) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 August 2020 and remain in force for the period ending 30 June 2021.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2021.

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3. CLAUSE 4 – WAGES, RATES AND REMUNERATION

Amend subclause (12) "Paid leave to attend Pre-Natal Clinics" as follows:

"Female employees shall be entitled to three (3) days paid leave of absence during the last 3 months of their pregnancy to attend pre-natal clinics.

**4. CLAUSE 8 – PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND
MATERNITY LEAVE**

Amend subclause (10) "Maternity Leave" as follows;

"An employee who has completed six consecutive months employment with her employer shall be entitled to Maternity Leave. The period of maternity leave shall not exceed 6 months.

An employee wishing to return to work shall give her employer one month's notice of her intention to return to work, and shall resume work in her same job and at the same rate of pay.

If the rate of pay increases while she is on leave, she must receive the increased rate."

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5. ANNEXURE C –

Substitute Annexure "C" with the following:

"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

	<i>Effective from 01/08/2020</i>		<i>Effective from 01/02/2021</i>	
	Column A Per Week	Column B Per Week	Column A Per Week	Column B 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)	2255.12	2480.63	2266.12	2492.73
(ii) Chargehand (Grade B2)	1713.43	1884.77	1721.79	1893.97
(iii) Despatch Clerk (Grade A3)	1442.88	1587.17	1449.92	1594.91
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:				
(a) Under 2722 Kg (Grade B1)	1495.48	1645.03	1502.77	1653.05
(b) Over 2722 Kg (Grade B2)	1713.43	1884.77	1721.79	1893.97
(v) General Worker (Grade A1)	1115.99	1227.59	1121.43	1233.57
(vi) Night Watchman (Grade A2)	1214.06	1335.47	1219.98	1341.98
(vii) Packer (Grade A1)	1115.99	1227.59	1121.43	1233.57
(viii) Storeman (Grade A3)	1442.88	1587.17	1449.92	1594.91
(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	1115.99	1227.59	1121.43	1233.57
(ii) Grade A2	1214.06	1335.47	1219.98	1341.98
(iii) Grade A3	1442.88	1587.17	1449.92	1594.91
(iv) Grade B1	1495.48	1645.03	1502.77	1653.05
(v) Grade B2	1713.43	1884.77	1721.79	1893.97
(vi) Grade B3	1876.13	2063.74	1885.28	2073.81

	<i>Effective from 01/08/2020</i>		<i>Effective from 01/02/2021</i>	
	Column A Per Week	Column B Per Week	Column A Per Week	Column B 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	1115.99	1227.59	1121.43	1233.57
(ii) Grade A2	1214.06	1335.47	1219.98	1341.98
(iii) Grade A3	1442.88	1587.17	1449.92	1594.91
(iv) Grade B1	1495.48	1645.03	1502.77	1653.05
(v) Grade B2	1713.43	1884.77	1721.79	1893.97
(vi) Grade B3	1876.13	2063.74	1885.28	2073.81
(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	904.69	995.16	909.10	1000.01
During the second six months of experience	1080.00	1188.00	1085.27	1193.80

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 R1227.59 and R1233.57 per week during the period ending 31 January 2021 and 30 June 2021 respectively, not more than one employee may be employed at a wage less than R1227.59 or R1233.57: 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 R1227.59 and R1233.57 per week during the period ending 31 January 2021 and 30 June 2021 respectively, not more than one employee may be employed at a wage less than R1227.59 or R1233.57: 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 R1227.59 and R1233.57 per week during the period ending 31 January 2021 and 30 June 2021 respectively, not more than one employee may be employed at a wage less than R1227.59 or R1233.57: Provided that general workers shall not be taken into consideration when determining the

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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*.

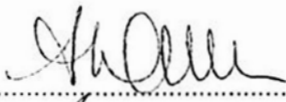
(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

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


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SIGNED AT DURBAN ON THIS 09TH DAY OF NOVEMBER 2020.

A OWEN, Member of the Council



A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council

