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OF  
SOUTH AFRICA



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## GOVERNMENT NOTICE

### DEPARTMENT OF LABOUR

**No. R. 1317**

**6 November 1998**

LABOUR RELATIONS ACT, 1995

#### LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF FOOTWEAR SECTION COLLECTIVE AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that industry, with effect from 16 November 1998 and for the period ending 30 June 1999.

**M. M. S. MDLADLANA**

**Minister of Labour**

*N.B.* Copies of the isiZulu language translation of this agreement are available from the National Bargaining Council of the Leather Industry of South Africa on request.

**UMNYANGO WEZEMISEBENZI****No. R. 1317****6 Novemba 1998**

UMTHETHO WEZEMISEBENZI, KA 1995

**IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELULWA KWESIVUMELWANO SIKAWONKEWONKE  
NGENGXENYE YEZINTO ZOKUGQOKA EZINYAWENI KULABO ABANGA ZIMBANDAKANYI**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (*Labour Relations Act, 1995*), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esivelayo kwiSheduli yeSingisi exhunyiwe lapha, esahlanganiswa emkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika (*National Bargaining Council of the Leather Industry of South Africa*) futhi esiyisibopho ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (*Labour Relations Act, 1995*) kulawo maqembu ahlanganisa isivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha weziMboni, kusukela ngomhlaka 16 Novemba 1998 nangesikhathi sonke esiyophela mhla ziwu 30 Juni 1999.

**M. M. S. MDLADLANA****UNgqongqoshe wezemiSebenzi**

*Qaphela:* Amakhophi alesi sivumelwano esiZulu ayatholakala uma eceliwe eMkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika.

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

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

**Southern African Footwear and Leather Industries Association**

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

**National Union of Leather and Allied Workers**

and

**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.

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### 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, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in the Annexures to this Agreement.
- (3) The terms of this Agreement shall not apply to non-parties in respect of Clauses 1 (1) (a), 2, 11 and 13 (1), 14 (2) and (3).

### 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 1999.

### 3. DEFINITIONS

All expressions used in this Agreement which are defined in the Labour Relations Act, 1995 (Act No. 66 of 1995), shall have the same meaning as in that Act and unless the contrary intention appears, words importing the masculine shall include feminine. Unless inconsistent with the context—

**"Act"** means the Labour Relations Act, 1995

**"adult"** means any employee aged 21 or over;

**"Council"** means the National Bargaining Council of the Leather Industry of South Africa;

**"despatch clerk"** means an employee who is responsible for receiving goods into or from a store or warehouse, or from department for despatch or delivery and who is responsible for the packing and/or assembling of such goods, the checking of packages and mass-measuring, marking or addressing thereof;

**"District Committee"** means a committee established in accordance with the constitution of the Council for the administration of this Agreement in a particular area;

**"Establishment"** means any place in which any operations in connection with the Industry are carried on;

**"experience"** means the total period or periods of employment which an employee has had in the Industry in which he was employed, irrespective of the operations on which he had been employed.

**"Footwear Section"** means that part of the Leather Industry in which employers and employees are associated for the manufacture of all types of footwear from leather or any other material, but excluding bespoke made footwear;

**"General worker"** means an employee employed to do general work including cleaning, carrying, loading or unloading of vehicles, making of any beverages, assisting on delivery vehicles, delivery of letters or messages.

**"half-day"** means the usual morning period of work for an establishment;

**"Hourly wage"** means the weekly wage divided by 42 in the case of an ordinary employee; in the case of a watchman, the weekly wage divided by 60; and in the case of an employee working of shiftwork at night, the weekly wage divided by 38;

**"Industry"** means the Footwear Section of the Leather Industry;

**"Learner"** means an employee who is employed to learn one or more operations in the Industry;

**"Leather Industry"** or **"Industry"** means the industry in which employers and employees are associated—

- (1) for the manufacture, mainly from leather, of—
  - (a) footwear, including all types, but not including bespoke made footwear;
  - (b) attache cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;
  - (c) harnesses, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, wallets, purses, watch straps, wrist straps, dog collars, dog leads, rugstraps, braces, belts, suspenders, garters, armlets, and all other like articles irrespective of their description but which are designed as substitutes for any of the aforementioned;
  - (d) ladies' and/or children's handbags;
- (2) for the tanning, dressing and fellmongering of hides and skins;
- (3) in establishments in which leather goods are also manufactured, for the manufacture, from materials other than leather, of the articles mentioned in paragraph (1): Provided that this paragraph does not include the manufacture of shopping bags made mainly of paper;
- (4) for the manufacture of all types of footwear from material other than leather;



- (5) for the manufacture of travelling requisites, including trunks, mainly from leather, fibre, wood, cloth, canvas or fabric or any combination thereof;
- (6) for the manufacture of handbags from materials other than leather, in establishments in which leather goods referred to in paragraph (1) are not manufactured, but excluding the manufacture of handbags—
  - (a) wholly or mainly from metal;
  - (b) from cardboard (corrugated or otherwise) and/or paper or any compound of paper and/or any like material a constituent part of which is cardboard and/or paper and/or any constituent of paper;
  - (c) wholly or mainly from plastics other than plastic sheeting material;
- (7) for the manufacture—
  - (a) wholly or mainly from leather, of footballs, punchballs, netball balls, and boxing gloves;
  - (b) of leather-covered hockey and/or cricket balls;
- (8) in establishments in which leather goods are not manufactured for the manufacture from materials other than leather, of—
  - (a) attache cases, bags and all other containers designed to hold personal effects, sporting kit and documents;
  - (b) harnesses, bridles, saddlery, leggings stirrup straps, shopping bags, wallets, purses, watch straps, wrist straps, rug straps, braces and all other like articles, irrespective of their description, but which are designed as substitutes for any of the aforementioned;
  - (c) travelling requisites, including trunks, from materials other than leather, fibre, wood, cloth, canvas or fabric or any combination thereof;

Provided that paragraphs (a), (b) and (c) shall not be construed to include—

- (i) the manufacture of metal components and/or attachments;
- (ii) the manufacture of canvas bank bags, canvas kit bags, canvas rucksacks, canvas haversacks, canvas sampling bags and canvas explosive bags;
- (iii) the manufacture of any article from rubber;
- (iv) the manufacture of any article or the practice of any trade or occupation covered by the Printing Industry which, without in any way limiting the generally accepted meaning thereof, means that industry which, or undertaking in which employers and employees are associated in the production of printed matter of any nature whatsoever;
- (v) the manufacture of any articles from metal and of any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper and/or any like material a constituent of which is fibre and/or cardboard and/or paper any constituent of paper and/or plastics, but excluding the manufacture, wholly or mainly from fibre or plastic sheeting material, of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit;

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

- (9) for the—
  - (a) preparation of cured or uncured hides and/or skins for tanning; for this purpose "preparation of hides and/or skins for tanning" without detracting from its ordinary or technical meaning, includes any of the following: Washing, soaking, fleshing, deburring, liming, unhairing, dewooling, the removal of scales, deliming, bating and pickling; and
  - (b) tanning or the cured or uncured hides and/or skins; and/or
  - (c) retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
  - (d) cutting of upholstery panels from leather: Provided that, for the purposes of subparagraphs (a) to (c), "hides and skins" includes the following: Pelts with or without the fur on; sheepskins with or without the wool on; game and goats skins with or without the hair on; all types of reptile skins, and bird skins with or without the feathers on;

**"Night hours"** means the hours between 18:00 and 06:00;

**"Outwork"** means work, falling within the scope of the agreement, on any component(s), materials or parts of a product given out by an employer to be done or completed outside his factory;

**"Packer"** means an employee who is employed to pack shoe boxes into cartons, packages, bales or crates;

- "Piece-work"** means work which is remunerated solely according to quantity or output of work done;
- "Qualified employee"** means an employee who is entitled by experience to receive the full wage prescribed in this Agreement;
- "Secretary of the Council"** means the General Secretary or anyone appointed to act in his place;
- "Storeman and/or warehouseman"** means an employee who is in general charge of stores and whose responsibilities and duties include receiving goods into store, storing and handling of such goods, delivery thereof to departments or for transit and/or (un)packing within the store;
- "Supplementary wage"** means the additional amount which an employee may earn through a wage incentive scheme;
- "Wage incentive scheme"** or **"supplementary wage scheme"** means a scheme in terms of which an employee can receive more than his basic wage through further remuneration according to the quantity or output of work done;
- "Wage"** or **"basic wage"** or **"wages"** means the amount payable as prescribed in this Agreement in respect of ordinary hours of work, excluding overtime or incentives, but shall also include a premium where an employee has become entitled to receive a premium wage rate in terms of 8.1(15);
- "Watchman"** means an employee employed to guard premises or other property.

#### 4. REGISTRATION OF EMPLOYERS

- (1) Every employer engaged in the Footwear Section and to whom this Agreement applies, shall register with the Council.
- (2) Where an employer is not yet registered under a previous Agreement, he shall do so within one month after this Agreement comes into operation, or after he became engaged as an employer in the Industry.
- (3) The employer shall furnish signed and written particulars of his business on the prescribed form to the appropriate District Committee for the area.
- (4) Every employer shall notify the District Committee in writing within 14 days of any changes in the above particulars.

#### 5. EMPLOYEES

##### 5.1 Prohibited Employment

- (1) No employer shall require or permit any person under the age of 15 years to work in an establishment.
- (2) An employee engaged on an operation or on conditions which are prohibited in terms of subclause (1) or any provision of this Agreement, shall nonetheless be entitled to receive the remuneration he would have been entitled to had such prohibition not existed.

##### 5.2 Learners

- (1) No employer shall employ a learner on clicking, solecutting from leather, pulling over, machine-lasting (excluding seat lasting), welt sewing, sole stitching, rough rounding and channeling and edge trimming except under licence issued by the Council.
- (2) The application for a licence to employ a learner shall be made to the Council on the form specified by the Council.
- (3) The approved licence shall be signed by the Secretary of the Council and shall show the learner's name and age, the operation on which he is employed, the minimum wage payable to him, the name of the employer and the period during which the licence shall be valid.
- (4) For the purpose of determining the minimum wage of a learner, the length of all his service in the Industry shall be taken into consideration.
- (5) The employer shall give a duplicate of a licence to the employee.
- (6) The Council may, if it deems fit, withdraw a licence of a learner with one weeks' notice to the employer and the employee.
- (7) On completion of his period of learnership a learner may request the Council for a certificate to this effect which shall be provided by the Council.

#### 6. HOURS OF WORK

##### 6.1 Ordinary Hours of work

- (1) An employer may not require or permit an employee to work for more than—
  - (i) 42 ordinary hours, excluding meal intervals, in any one week; or
  - (ii) 60 ordinary hours, excluding meal intervals, in any one week in the case of a watchman; and
  - (iii) 8 1/2 ordinary hours, excluding meal intervals, in any one day.
- (2) In an establishment where the ordinary hours of work on one day are not more than five, an employee may be required or permitted to work an additional period not exceeding half an hour every remaining day of the week.

- (3) The hours of a driver shall include all periods of driving as well as any time spent on other work connected with the vehicle or the load and all periods during which an employee is obliged to remain at his post in readiness to work, but shall not include meal intervals.
- (4) An employer shall notify the Council in writing of the starting and finishing times of every section of every department in his establishment and any variation thereof.

#### 6.2 Overtime hours

- (1) An employer may not require or permit an employee to work overtime exceeding 10 hours per week.
- (2) An employee shall not be required to work overtime unless the employer gave notice to such employee the day before such overtime shall be worked.

#### 6.3 Meal and other Rest Intervals

- (1) An employer shall give an employee who has worked for a continuous period of not more than five hours a meal interval of at least one hour.
- (2) An employer shall give an employee a rest interval of not less than 10 minutes as near as practicable in the middle of the work period before and after meal intervals.
- (3) Where an employee works overtime for longer than 3 hours, a rest interval of not less than 10 minutes shall be given during the working period, but where the overtime is worked after the ordinary working hours of an employee, an unpaid rest interval shall be given to employees before they start overtime work.
- (4) No work may be performed during the meal and rest intervals.
- (5) An employer shall give a watchman a weekly rest interval of not less than 24 consecutive hours.
- (6) Periods of work interrupted by less than 1 hour shall be considered continuous.

#### 6.4 Shiftwork

- (1) An employer shall notify the Council where more than one shift is worked in any establishment and of the starting and finishing times of each shift and any variation thereof.
- (2) Where an employee works outside the ordinary shift hours as notified to the Council, such time shall be considered overtime for the purpose of remuneration.
- (3) Where a three-shift system is worked in an establishment, all hours in excess of seven and a half hours in a shift shall be considered overtime.

#### 6.5 Short-time

- (1) Short-time means a temporary reduction in the number of ordinary hours of work owing to a shortage of work and/or raw materials or a general breakdown of plant or machinery or breakdown or threatened breakdown of buildings, or any other unforeseen work-related circumstances.
- (2) Where short-time is declared, notification shall be given to the trade union(s) or their representatives and to the employees in the establishment.
- (3) Employees shall be informed, individually or by notice posted in the department or departments in which they are employed, on the day before short-time will apply that:
  - (a) their services would not be required; and
  - (b) that they will not be paid for the period that their services are not required.
- (4) Where employees were not so informed and are present for work at the ordinary starting time, they shall be entitled to be employed for half a day or to receive half a day's remuneration in lieu thereof.
- (5) Where employees are present for work in the afternoon, they shall be entitled to be employed for two hours or receive two hours remuneration in lieu thereof, unless notice of short-time was given to the employees during the morning.
- (6) Where work ceases due to a breakdown, employees shall be entitled to payment only for the first hour and for any time in excess of one hour that they are required to remain in the establishment.
- (7) Payment of remuneration to employees on short-time shall be made during working hours and where an employee has to call at the factory solely for the purpose of collecting his remuneration, he shall be entitled to payment for two hours and such additional time that he is required to wait for his pay.
- (8) Where short-time has been introduced in an establishment, the employer shall where possible, distribute work equally among employees in the department concerned.
- (9) Any period before or after a leave period during which an establishment is closed shall be regarded as short-time. Where such period is longer than 3 days, the employer shall give 3 days' notice to employees in writing in a place accessible to all employees. Where such notice was not given, this period of more than 3 days shall be considered extra annual leave for which the employer shall pay employees in terms of the annual leave clause.

## 7. LEAVE

### 7.1 Annual Leave

- (1) An employer shall grant every employee, other than a watchman, annual leave of not less than three consecutive weeks which shall commence not earlier than 10 December and not later than 24 December.
- (2) A watchman shall be granted 23 consecutive calendar days leave in respect of every 12 months' employment and at the reasonable convenience of the employer, provided that it be granted within 3 months of the completion of the year of employment to which it relates.
- (3) Every public holiday in terms of subclause 7.2 which falls within the period of annual leave, shall be added to the leave period as a further period of leave and an employee shall be paid his basic daily wage for each public holiday.
- (4) An employer who closes his establishment for any holiday other than the annual leave period, shall give his employees' at least 3 working days' notice that he intends to close and the period for which the establishment will be closed.

#### Payment of annual leave

- (5) Every employee shall be paid a leave allowance equal to one twelfth of the wages he would earn in three weeks for every month of employment with the employer.
- (6) In the case of a watchman, the leave allowance paid shall be an amount not less than three weeks and 2 days' remuneration.
- (7) The leave allowance shall be paid prior to the last working day on a day as decided by mutual agreement between the employer and employees in every establishment.

#### Calculation of leave allowance

- (8) The leave allowance shall be calculated at the rate of remuneration that the employee was receiving immediately prior to the date on which leave is granted or on which his employment is terminated, as appropriate. The rate of remuneration used shall be the B-rate unless the employee earns a premium in which case the rate of remuneration used shall be the premium rate, except where employees are on a wage incentive scheme in terms of this Agreement.
- (9) Where an employee was remunerated on a basis other than in accordance with the time actually worked by him, his rate of remuneration for the purpose of calculating the leave allowance shall be calculated as though he was paid by the hour. The hourly rate is determined by dividing the total remuneration earned by him in the preceding eight weeks of employment or the actual period worked by him, whichever is the shorter, by the total number of hours worked during the same period.
- (10) Employment for 15 consecutive calendar days or more shall be considered employment for a month for the purpose of calculation of the leave allowance.
- (11) Where an employee's services are terminated, the employer shall pay the employee the amount of leave allowance due to him at date of termination, calculated in terms of subclause (5). In the event of the termination of the services of a watchman, he shall be paid a leave allowance equal to one fourth of his weekly wage for each completed month of service.
- (12) Where an employee's services are terminated at any time during the months of November or December, he shall be entitled to the full leave allowance for both November and December, except where his service was terminated for any cause recognised by law as sufficient to justify instant dismissal. Provided that where the employee has received one day's leave allowance for a month he shall not be entitled to a further day's leave allowance.
- (13) A female employee who goes on maternity leave during October, November or December shall be paid the full leave allowance when the establishment closes for the annual leave period.
- (14) Periods of absence for annual leave, maternity leave, illness, or on the instructions or at the request of the employer shall be considered employment for the purpose of calculating the leave allowance. However, where an employee is absent due to illness or confinement of more than three consecutive days and fails to give an employer a medical certificate after being requested to do so, or where the employee fails to give a medical certificate for any absence in excess of a total period of 30 days in any 12 month period, such periods of absence shall not be considered employment for the purpose of calculating the leave allowance.
- (15) **Notification of commencement of annual leave**  
An employer shall give his employees—
  - (a) at least 30 days' notice of the latest date on which annual leave will commence and the earliest date on which the factory will re-open; and
  - (b) notice of the actual date on which the factory will re-open.



## 7.2 Public Holidays

- (1) Public Holidays shall be granted in terms of the Public Holidays Act, 1994 (Act No. 36 of 1994).
- (2) If any public holiday falls on a Saturday, payment for such holiday shall be calculated at the rate of one fifth of the ordinary weekly wage.
- (3) Where an employee works on a public holiday, he shall be paid for the total period worked on the day in addition to the amount in subclause (2).
- (4) Where an employer terminates the services of an employee during the week in which Good Friday falls, or an employee terminates his services during that week on grounds of ill health or pregnancy, the employee is entitled to payment in terms of subclause (2) in respect of Good Friday and Family Day.
- (5) Where an employer terminates an employee's services for a reason which is not recognised by law as sufficient to justify instant dismissal, and the termination takes place during November or December, the employee shall be entitled to payment for each of the public holidays (Day of Reconciliation, Christmas Day, Day of Goodwill and New Year's Day) which shall be calculated in terms of subclause (2).
- (6) Where an employee terminates his services during November or December on account of ill-health or pregnancy, subclause (5) shall apply.

## 7.3 Maternity leave

- (1) Maternity leave means a period, excluding the annual leave period, during which a female employee is absent for the birth of her child for not more than 4 weeks before the expected date of birth and not more than 20 weeks after the date of birth.
- (2) The employee shall notify the employer in writing at least 4 weeks in advance of the date on which she will return to work after maternity leave.
- (3) An employee shall be entitled to be re-engaged after her maternity leave, provided she had one year's employment with an employer before proceeding on maternity leave.
- (4) An employee shall be re-engaged at the same rate of pay she received prior to her maternity leave, but does not have to be re-engaged on the same operation. Where an employee in these circumstances are paid a higher rate than the prescribed rate for the operation in which she is re-engaged, it shall not be considered a premium wage rate for the purpose of 8.1(14).

## 7.4 Other leave of absence

- (1) An employee is entitled to 3 hours paid leave per year, with prior consent of an employer, for the purpose of undergoing X-Rays relating to Tuberculosis detection.
- (2) A female employee shall be granted 5 occasions of 4.2 hours paid leave for the duration of her pregnancy for the purpose of attending pre-natal clinics.

# 8. REMUNERATION

## 8.1 Wages and Wage Rates

- (1) Subject to the provisions on short-time and exemptions as provided in clause 6.5 and 14, every employer shall pay an employee no less than the rates prescribed in Column A in the Annexures to this Agreement for the operation that the employee performs.
- (2) An employee shall be paid the rate listed in Column B in the Annexures where in any week he has not absented himself from work for any reason, except on instructions or by consent of the employer, or due to illness, or where the employee gives reasonable evidence for his absence which is acceptable to the employer.
- (3) Where an employee was absent due to illness, the employer may require a certificate, signed by a registered medical practitioner from the employee as proof of absence.
- (4) Where an employee arrives late for work in any week, but the time so lost is not more than 15 minutes in total, it shall not be considered absence for the purpose of subclause (2).
- (5) Where an employee feels aggrieved by a decision of an employer in terms of subclause (3) and (4), he may appeal to the District Committee of the Council for the area. The District committee may confirm or amend the decision of the employer.
- (6) The prescribed wage rates are payable for a working week of 42 hours, except in the case of a watchman where it shall be for a 60 hour workweek, and an employee, other than one on shiftwork, on nightwork where it shall be for a 38 hour workweek.
- (7) The working week shall end not earlier than on Wednesday in a calendar week.
- (8) Where the regular working hours of an establishment is less than that in subclause (6), an employer may reduce the wages of employees proportionately, except in the case of a watchman.



- (9) Where a driver or an employee on shift-work on any day works less than the hours in subclause (6), for reasons other than short-time, he shall be paid as though he worked the full hours for the day.
- (10) Every individual employee shall be paid his remuneration in cash on a weekly basis during the ordinary working hours of an establishment and not later than Friday.
- (11) Remuneration shall be placed in a sealed envelope with the following reflected on the outside in indelible ink:

|   |          |
|---|----------|
| Name of employer .....                    |          |
| Name of Employee and factory number ..... |          |
| Wage rate .....                           | R        |
| Hours worked (excluding overtime) .....   | R        |
| Wages due .....                           | R        |
| Remuneration for Sunday work .....        | R        |
| Overtime .....                            | R        |
| Supplementary wages .....                 | R        |
| <b>TOTAL</b> .....                        | <b>R</b> |
| <b>Deductions:</b>                        |          |
| Unemployment Insurance Fund .....         | R        |
| Sick Benefit Fund .....                   | R        |
| Provident Fund .....                      | R        |
| Insurance or pension .....                | R        |
| Trade union subscription .....            | R        |
| Council levies .....                      | R        |
| Savings or other deductions .....         | R        |
| <b>TOTAL DEDUCTIONS</b> .....             | <b>R</b> |
| <b>Net Remuneration</b> .....             | <b>R</b> |
| Date .....                                |          |

(12) **Deductions**

No deductions may be made from the wages of an employee except:

- deductions required or permitted in terms of this Agreement or any law or order of court;
  - subject to subclauses (8) and (9) above and 7.4, where an employee is absent from work other than at the request or on instructions of an employer, a pro rata amount for the period of such absence;
  - with written consent from an employee, deductions for holiday, unemployment, sick, insurance and pension funds and any savings fund approved by the Council;
  - with written consent from an employee, deductions for meals, tea and other refreshments supplied by the employer at a charge agreed to by the employee;
  - deductions for trade union subscriptions at the written request of an employee.
- (13) An employee may not be charged for training, except in terms of a training scheme to which an employer is legally required to contribute.
- (14) Nothing in this agreement shall operate to reduce any time wage at present being paid to an employee which is more favourable than that laid down in this Agreement while such employee remains in the service of the same employer.

**(15) Premium Wage Rate**

A premium is the difference between an employee's actual wage and the prescribed wage in terms of this Agreement. An employee, other than a learner, is entitled to continue receiving this premium while he is employed on the same operation with the same employer, and such premium may not be offset against any increases granted in terms of any amendments to this Agreement.

(16) To determine an employee's actual wage for purposes of subclause (15), special bonus payments, overtime and payments in terms of an incentive scheme shall not be taken into account.

(17) Where a female employee returning from maternity leave is re-engaged on an operation for which a lower rate is prescribed than the operation on which she worked before she went on maternity leave, the difference in the rate which she is paid shall not be a premium.

**(18) Remuneration due to a deceased employee**

At the death of an employee, the employer may pay, as he deems fit, to the dependant(s) of the employee any remuneration owing to the employee at the date of death. The employer may require proof of the death of an employee from such dependents. The estate of the deceased employee shall have no claim on the employer.

**8.2 Overtime rates**

(1) An employer shall pay an employee, except a watchman, who works overtime at one and a third times his hourly rate where such overtime is worked during Monday to Friday.

(2) Where an establishment completes its normal work week during Monday to Friday, an employer shall pay an employee at one and a third times his hourly rate where he has to work overtime on a Saturday morning. Provided that where shiftwork is performed in such an establishment, the employer may require to employees engaged on a shift which commences and ends between 06:00 and 18:00 to complete the normal week of 42 hours by working not more than four and a half hours on a Saturday morning.

(3) Where an employee is required to work overtime on a Saturday afternoon, he shall be paid one and a half times his hourly rate.

(4) Where an employee works overtime on a Sunday, he shall be paid—

(a) at one and a third times his hourly rate and given a days' paid leave within seven days of such Sunday; or

(b) where he worked less than 4 hours overtime, his basic daily wage; or

(c) where he worked more than 4 hours overtime, the greater of—

(i) double his hourly rate for the period worked; or

(ii) double his basic daily wage.

(5) Where an employee is not paid on the basis of actual time worked, his hourly rate for the purpose of this clause shall be calculated by dividing his total remuneration over three months, or over his total period of employment, whichever is the shorter, by the number of hours worked over the same period.

(6) A watchman shall be paid overtime of one and a third times his hourly rate where he works for longer than 12 hours in a period of 24 hours. Where he is required to work during his rest period, he shall be paid at double his hourly rate.

**8.3 Wage Incentive or other Bonus Schemes**

(1) An employer may only operate a wage incentive scheme or piece-work system by obtaining a licence of exemption from the Council, of the Independent Exemptions Board.

(2) Application for such a licence of exemption shall be made in terms of clause 14 and all the details of the scheme shall accompany the application.

**8.4 Differential wage rates**

(1) (a) An employee may not be required to perform more than two operations in the Clicking, Rough stuff, Making and Finishing Departments for which a wage of more than R338,54 is prescribed in column A of the Annexures to this Agreement.

(b) An employee who is employed on any two such operations shall be paid for every hour or part of an hour worked on each operation at not less than the hourly rate applicable to each operation. Where an employee, however, works for more than 4 hours in a week on each of two operations, he shall be paid at the higher rate for at least half his time. Should an employee in such instance work overtime on the lesser paid operation, he shall be paid half his overtime at the higher rate.

- (2) Where an employee is employed on any day on any operation in the Clicking, Rough Stuff, Making and Finishing Departments for which a wage of more than R338,54 is prescribed in Column A as well as on an operation for which a wage of less than R338,54 is prescribed, he shall be paid at the rate for the higher paid operation so performed for the whole day.
- (3) A qualified employee who performs more than one operation in the Closing Department in any one week shall be paid at the rate for the higher paid operation for the whole time so worked.
- (4) **Recordkeeping**
  - (a) A differential wage book in the form of Annexure E shall be kept for every employee who works on different operations in terms of this clause. The book shall be kept by the employee and the employer shall enter the operation and the starting and finishing times into the book. The employee shall hand the book to the employer when required for record purposes.
  - (b) Where the employer fails to keep records in terms of (a) above, he shall pay the employee at the higher rate for the total time worked in that week.
- (5) Where an employee works for more than 30 consecutive days on more than one operation for which different rates are prescribed, he shall be paid the highest prescribed rate applicable to the operations performed by him.

#### 8.5 Holiday Bonus

- (1) Every employee who has completed 12 consecutive months of employment with the same employer when the establishment closes for the annual leave period, shall be entitled to payment of a holiday bonus equal to one weeks' remuneration.
- (2) An employee who has not completed 12 consecutive months with the same employer when the establishment closes for the annual leave period, shall be entitled to payment of one twelfth of the holiday bonus for every month of employment.
- (3) For the purpose of calculation of the period of employment, an employee shall be deemed to have 12 consecutive months employment if his employment commenced when the establishment re-opened after the annual leave period and if he is still in employment when the establishment closes for the next annual leave period.
- (4) Employment for 15 consecutive calendar days shall be considered employment for a full month for the purpose of calculating the holiday bonus.
- (5) The holiday bonus shall be paid to employees no later than the last working day before the annual leave period.
- (6) Payment of the holiday bonus shall be contained in a separate pay envelope reflecting full details of the method of calculation of such payment.

#### 8.6 Long Service Bonus

- (1) Every employee who has completed 5 years continuous employment or longer with the same employer shall annually be paid a long service bonus as follows:
 

|  |               |
|--|---------------|
| Between 5 and 10 years employment .....  | 2 days' wages |
| Between 10 and 15 years employment ..... | 3 days' wages |
| Between 15 and 20 years employment ..... | 4 days' wages |
| Between 20 and 25 years employment ..... | 5 days' wages |
| 25 years employment and longer .....     | 6 days' wages |
- (2) For the purpose of calculating the long service bonus, one day's wage shall mean one fifth of the weekly wage.
- (3) The long service bonus shall be paid to employees no later than the last working day before the annual leave period.
- (4) Payment of the long service bonus shall be contained in a separate pay envelope reflecting full details of the method of calculation of such payment.

#### 8.7 Special Bonus

- (1) An employer shall pay every employee a special bonus of  $2\frac{1}{2}\%$  of the ordinary wage rate of an employee.
- (2) The provision in (1) shall not apply where an employee is on a wage incentive scheme through which he earns at least  $2\frac{1}{2}\%$  of his wage rate in addition to his ordinary wage.
- (3) Where an employee earns less than  $2\frac{1}{2}\%$  through a wage incentive scheme in addition to his basic wage, the employer shall pay him the special bonus in lieu of payment in terms of the incentive scheme.

**9. TERMINATION OF EMPLOYMENT****9.1 Notice periods**

- (1) An employer or employee who wants to terminate the contract of employment shall give no less than one week's notice in writing.
- (2) A contract of employment may be terminated without notice provided that payment in lieu of notice is made by either the employer or employee.
- (3) An employee who has been on short-time for more than two full consecutive days may terminate his contract of employment by giving one day's notice.
- (4) An employer may summarily dispense with an employee's services who is undergoing selection testing within the first 5 days of employment. The employer shall, however, pay the employee as follows:
  - (a) Testing for one day or less—two days' wages;
  - (b) testing between one and two days—3 days' wages;
  - (c) testing between 2 and 3 days—4 days' wages.

Thereafter remuneration shall equal the period of time worked, but not exceeding 5 days. For purposes of this clause remuneration shall be calculated on the wage in column B for the operation on which the employee was tested.

- (5) Notice may not run concurrent with the annual leave period.
- (6) An employer and employee may conclude a written agreement which provides for a period of notice longer than this agreement in which case they shall comply with that notice period or payment in lieu of notice.
- (7) Nothing in this clause affects the right of an employer or employee to terminate a contract of employment for any reason recognised by law as sufficient.
- (8) Where an employee has been on short-time amounting to less than 42 hours' work during four consecutive weeks, his contract at the end of the period shall be regarded as automatically terminated and the employee shall be entitled to notice pay in terms of (1).

**9.2 Service Certificates**

- (1) Upon leaving the service of an employer, every employee shall be issued with a service certificate by the employer in the form of Annexure A.
- (2) The employer shall not be required to issue an employee with a certificate where the employee was engaged for the purpose of selection testing in terms of clause 9.1(4).
- (3) Once an employee has received such a certificate he shall, on accepting further employment, produce it to the new employer who shall retain the certificate in safe-keeping while the employee remains in his employment.
- (4) An employer shall not engage an employee unless the employee produces his service certificate or a certificate from the Council which states his previous experience, if any.
- (5) Every employer shall issue a certificate in the form of Annexure B to the Council in respect of every employee leaving his service. Such certificates shall be numbered consecutively and a copy of each shall be retained by the employer.

**10. PLACE OF EMPLOYMENT AND OUTWORK**

- (1) An employee may not be permitted or required to work anywhere else other than his regular place of work.
- (2) An employee may not be permitted or required to work for more than one employer during the same working week.
- (3) Outwork shall mean work which is given out by or on behalf of an employer to be done or completed outside his registered factory on any component, materials of parts of a product falling within the scope of the Agreement.
- (4) Where an employer requires outwork to be done, he shall obtain a licence of exemption from the Council or the Independent Exemptions Board.
- (5) However, an employer who operates in the Industry when this Agreement comes into operation, is exempted from obtaining a licence of exemption and the Council shall issue such employer with a licence.
- (6) Where an employer, who has obtained a licence, requires outwork to be done, he shall notify the appropriate District Committee of the Council within 3 days of handing work out of the type of work, the quantities and the rates or prices to be paid for such work. Where the employer fails to furnish such information within 14 days of being requested to do so or within such extended period as the Council may determine, the Council may withdraw the licence issued to any employer.
- (7) The Council may withdraw a licence of exemption for outwork with one week's notice in writing to the employer where the Council is satisfied that the rates paid or the circumstances under which the outwork is performed is detrimental to the interests of other employers and the employees in the Industry.
- (8) To determine whether work given out is detrimental to the interests of other employers or the employees in the industry, the Council may call upon such employer to furnish such information as it may require in respect of the performance of such outwork.



## 11. ORGANISATIONAL RIGHTS

- (1) An employer shall give members of the trade union parties to this Agreement preferential treatment in employment.
- (2) An employer shall give officials of the trade union parties every reasonable facility to organise employees.

### 11.1 Deduction of subscriptions

- (1) Any employee who is a member of a trade union party to this Agreement may authorise an employer in writing to make deductions from his wages for trade union subscriptions.
- (2) An employer shall begin making such deductions as soon as possible after receiving the authorisation.
- (3) The employer shall pay such amount to the trade union no later than the 7th day of each month by handing the amount to an official authorised to receive it or by sending it by post to the registered office of the trade union.

### 11.2 Shop Stewards

- (1) The members of a trade union in an *establishment* are entitled to elect one or more shop stewards and/or a shop stewards committee from amongst themselves in accordance with the constitution of the trade union concerned.
- (2) The employer shall give full recognition to such shop stewards and provide reasonable facilities for their meetings as well as for consultations with them on any matters of disagreement and the working conditions of employees in general.
- (3) A shop steward elected in terms of Subclause (1) shall be entitled to 5 days paid and 2 days unpaid leave in a calendar year for the purpose of attending to union business, which shall include training.
- (4) The following shall apply before a shop steward can take the leave as provided for in this clause:
  - (a) The union shall give the employer one week's notice of the shop steward's proposed attendance of union business.
  - (b) The union shall do the selection of such shop stewards in conjunction with the employer, taking into account the workload at the time and the strategic importance of the operation performed by the particular shop steward.
  - (c) The number of shop stewards absent at any time shall be mutually agreed between the employer and the union concerned.
  - (d) The employer shall not withhold permission unreasonably.
- (5) Where a shop steward is replaced by another shop steward, the new incumbent shall only be entitled to the remaining leave for the year, unless the shop steward had to be replaced due to his transfer or promotion by management, in which case the new incumbent shall be entitled to the full number of days leave.

### 11.3 Trade union representatives on the Council

An employer shall give any of his employees who represent their union on the *Council* or any committee of the *Council* every facility to attend to their duties in this regard.

### 11.4 Annual conferences of the union

An employer shall give leave of absence to up to two of his employees who are members of a trade union party to the *Council* to attend annual conferences of the union as the representatives for the area of jurisdiction of a District Committee of the Council.

## 12. GENERAL EMPLOYER OBLIGATIONS

### 12.1 Insurance of Wages

- (1) An employer shall be insured with a registered insurance company against the loss of wages by employees due to fire and/or flood to the amount of one week's wages for all his employees.
- (2) An employer must be able to provide proof to the Council of such insurance in the form of a certificate from the insurance company within 14 days of being requested to do so by the Council.
- (3) An employer may, in place of an insurance policy, choose to lodge and amount equal to one week's wages for all his employees with the Council.
- (4) The Council shall invest such money and all interest shall accrue to the general funds of the Council.
- (5) In case of an event foreseen in (1) occurring, the Council shall pay the money over to the employees concerned. If the money is not paid over it shall remain the property of the employer.
- (6) Where employees are deprived of an income due to fire and flood, they shall be paid for the time lost as a result or one week's wages, whichever is the least.



**12.2 Guarantee: Leave Pay and Contributions**

- (1) An employer shall provide the Council with a bank guarantee in the form of Annexure C or a certificate from an insurance company that security exists for payment of the following:
  - (a) The leave allowance and holiday bonus for all his employees as provided for in this Agreement;
  - (b) Four weeks' levies and contributions in respect of:
    - (i) Levies to the Council in terms of the Administration Expenses Agreement;
    - (ii) Sick Fund contributions in terms of the Sick Benefit Fund Agreement;
    - (iii) Provident Fund contributions in terms of the Provident Fund Agreement;
    - (iv) Supplementary Sick Fund contributions in terms of the Supplementary Sick Fund Agreement;
    - (v) Technological Fund contributions in terms of the Technological Fund Agreement;
    - (vi) Trade Union subscriptions in terms of Clause 11.1 of this Agreement.
- (2) An employer shall provide for such guarantee at the end of February of each year or within 14 days of an employer entering the Industry.
- (3) Where the guarantee is in excess of or insufficient to cover the above payments the employer may reduce the amount of the guarantee or shall be required to increase it on demand by the Council. Such variation shall not be permitted more often than every six months.
- (4) Where an employer does not pay any amounts in the instances mentioned in (1) where such amounts have become due, the Council may, in its sole discretion, utilise the guarantee lodged with the Council to pay the employees or trade union, as applicable or pay the money into the particular fund.

**12.3 Monthly Statistical Returns**

- (1) Every employer shall forward monthly statistics on production and employment to the Council.
- (2) This shall be done by the 7th of every month on the prescribed form and sent to The General Secretary, P.O. Box 23080, Port Elizabeth, 6000.

**12.4 Interest on Arrear Wages**

- (1) Where an employer does not pay the wages as prescribed in this Agreement, such arrear amounts shall draw interest at a rate determined by the Council, but subject to the Limitation and Disclosure of Finance Charges Act, 1968.
- (2) Interest shall be calculated from the date that payment became due until the date that payment is received by the Council.
- (3) The Council, in its sole discretion, may waive the right to charge interest.

**13. ADMINISTRATION OF THE AGREEMENT AND AGENTS**

(1) The Council is responsible for the administration and enforcement of this Agreement and may appoint one or more agents to monitor and enforce compliance with this Agreement. It shall be the duty of every employer to permit such persons to enter his establishment and institute such enquiries and to examine such documents, books, wage records and pay envelopes and to question such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

- (2) The Council may issue guidelines to employers and employees regarding the implementation of this Agreement.

**14. EXEMPTIONS**

(1) All applications for exemption from any provisions of this agreement shall be in writing in the form required by the Council and lodged with the local office of the Council.

(2) The District Committee shall consider all applications from a party to this Agreement (which shall include members of such parties), and may, subject to subclause (6), and on giving its reasons therefor, grant exemption under any conditions and for any period it considers appropriate.

(3) A party aggrieved by a decision of the District committee may appeal to the Council who shall consider the application subject to subclause 6 and on giving its reasons therefore, may grant an exemption on any conditions and for any period it considers appropriate. The decision of the Council shall be final.

(4) All applications for exemptions from non-parties shall be referred to the Independent Exemptions Body hereby established by the Council in terms of this Clause.

(5) The Independent Exemptions body shall consider all such applications in a manner it considers appropriate to determine the application fairly and quickly, which may be limited to a consideration of written motivation, or may include the hearing of evidence and arguments.

(6) When considering an application for exemption, an appeal against a District committee decision or an application for the withdrawal of a licence of exemption, the Council or the Independent Exemptions body, as the case may be, shall take into account the following (the order not indicating any form of priority):

- (a) any written and/or verbal substantiation provided by the applicant;
- (b) fairness to the employer, its employees and other employers and the employees in the industry;
- (c) whether an exemption, if granted, would undermine this Agreement or the collective bargaining process;
- (d) whether it will make a material difference to the viability of a new business or a business previously outside the jurisdiction of the Council;
- (e) unexpected economic hardship occurring during the currency of the Agreement and job creation and/or loss thereof;
- (f) the infringement of basic conditions of employment rights;
- (g) the fact that a competitive advantage might be created by the exemption;
- (h) comparable benefits or provisions where applicable;
- (i) the applicant's compliance with other statutory requirements such as the Occupational Injuries and Diseases Act or Unemployment Insurance; or
- (j) any other factor which is considered appropriate.

(7) Having made a decision to grant or refuse an exemption application, the Independent Exemptions body shall advise the applicants and the Council within 14 days of its decision, giving full reasons. The decision of the Independent Exemptions body shall be final.

(8) The Council shall issue to every person granted an exemption in terms of this clause a licence of exemption setting out:

- (a) the applicant's name,
- (b) the provisions of the agreement from which exemption has been granted,
- (c) the conditions relating to the exemption, and
- (d) the period for which the exemption shall operate.

(9) The Council may withdraw a licence of exemption granted to a party to this agreement by giving one week's notice to the party concerned, or may, in the case of a non-party, apply to the Independent Exemptions body for the withdrawal of a licence granted.

## 15. DISPUTE RESOLUTION

(1) The Secretary of the Council may at any time require a Designated Agent to monitor compliance with the provisions of this Agreement.

(2) Any person may lodge a complaint or refer a dispute about the interpretation, application or enforcement of this Agreement to the Secretary of the Council for resolution in terms of this Agreement.

(3) The Secretary of the Council may require a designated agent to investigate the complaint or dispute.

(4) The designated agent shall investigate the facts surrounding the dispute and if the agent has reason to believe that a collective agreement has been breached, the agent may endeavour to secure compliance with the agreement through conciliation.

(5) The designated agent must submit a written report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.

(6) If in the course of performing a designated agent's duties, an agent discovers what appears to be a breach of the Agreement, the agent—

- (a) may investigate the alleged breach;
- (b) may endeavour to secure compliance with the Agreement; and
- (c) must submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.

(7) On receipt of the report, the Secretary may—

- (a) require the designated agent to make further investigations;
- (b) in further conciliation is indicated, appoint a conciliator from the Council's panel of conciliators;
- (c) refer the dispute for conciliation to the Disputes Committee of the Council;
- (d) issue a compliance order; or
- (e) refer the dispute to arbitration in terms of this Agreement.

(8) If a conciliator is appointed or the dispute is referred to the Disputes Committee, the Secretary must decide the date, time and venue of the conciliation meeting and must serve notices of these particulars on the parties to the dispute.

- (9) Where a dispute is referred to conciliation, the conciliator or disputes committee must attempt to resolve the dispute within a period of 30 days or within an extended period as agreed by the parties to the dispute.
- (10) Where a dispute is not resolved after a conciliation meeting, or after 30 days, or after any extended period as agreed between the parties, the Council must issue a certificate stating that the dispute was not resolved.
- (11) Where the Act requires a dispute to be resolved through arbitration and a certificate has been issued in terms of subclause (10), any party may request the Council to appoint an arbitrator to resolve the dispute. Such request must be made within 30 days of the date of the certificate issued in terms of subclause (10). The parties to the dispute may agree to extend this period or the arbitrator may condone a late referral on good cause shown.
- (12) If a compliance order is issued, that order must be served on the party allegedly in breach of the Agreement.
- (13) The party on whom the order is served may object in writing. The objection must be served on the Council within 14 days service of the order.
- (14) If a party objects, the Secretary may take any of the steps referred to in sub-clause (7) except the issue of another compliance order.
- (15) If a party fails to object, the Secretary may, at any time, apply to have the order made an arbitration award.
- (16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's panel of arbitrators.
- (17) The Secretary, in consultation with the arbitrator, must decide the date, time and venue of the arbitration hearing.
- (18) The Secretary must serve notices of the date, time and venue of the arbitration on—
- (a) the parties to the dispute;
  - (b) any person who may have a legal interest in the outcome of the arbitration.
- (19) The arbitrator must—
- (a) endeavour to conciliate the dispute; and
  - (b) if the dispute remains unresolved, resolve the dispute through arbitration.
- (20) The arbitrator must conduct the arbitration in a manner that the arbitrator considers appropriate in order to determine the dispute fairly and quickly, but must deal with the substantial merits of the dispute with the minimum of legal formalities.
- (21) Subject to the arbitrator's discretion as to the appropriate form of the proceedings, a party to the dispute, including the Council, may give evidence, call witnesses, question witnesses of any other party, and address concluding arguments to the arbitrator.
- (22) The arbitrator may suspend the arbitration proceedings and attempt to resolve the dispute through conciliation if the Council and the parties to the dispute consent to this.
- (23) In any arbitration proceedings, a party to the dispute may appear in person or be represented by a legal practitioner or by a member, office-bearer or official of that party's trade union or employers' organisation and, if the party is a juristic person, by a director or employee.
- (24) If the party who referred the dispute to the Council fails to appear in person or to be represented at the arbitration proceedings, the arbitrator may dismiss the matter.
- (25) If a party, other than the party who referred the dispute to the Council, fails to appear in person or be represented at the arbitration proceedings, the arbitrator may—
- (a) continue with the arbitration proceedings in the absence of that party; or
  - (b) adjourn the arbitration proceedings to a later date.
- (26) The Secretary may refer disputes to expedited arbitration if the Secretary is satisfied that—
- (a) a compliance order has been issued and the party on whom the order has been issued has not objected to the order;
  - (b) the dispute is capable of being determined by written evidence only
  - (c) the dispute is only about the interpretation of the Agreement; or
  - (d) the parties to the dispute agree.
- (27) Notwithstanding the provisions of subclause (23), the arbitrator may determine the dispute and make the compliance order an award without hearing oral evidence if the arbitrator is satisfied that—
- (a) the parties have been properly served; and
  - (b) it is appropriate in the circumstances to do so.
- (28) Within 14 days of the conclusion of the arbitration proceedings—
- (a) the arbitrator must issue an arbitration award with reasons, signed by the arbitrator; and
  - (b) the Council must serve a copy of that award on each party to the dispute.
- (29) On good cause show, the Secretary of the Council may extend the period in which the arbitration award and the reasons are to be served and filed.

- ## 16. AMENDMENTS TO THIS AGREEMENT

- ## ANNEXURE A

## SERVICE CERTIFICATE

## EXPERIENCE

*N.B.:* This card should be kept in a safe place as it is an essential record for Council and Provident Fund purposes.



**ANNEXURE B****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****SERVICE CERTIFICATE**

Section of the Industry: .....

Name and Address of Employer: .....

I hereby certify that the undermentioned person was employed by me and that the particulars hereunder are correct:

Fund No. ....

Surname. ....

Factory No. ....

First Names. ....

Date of Birth. ....

Identity Number. ....

Sex. ....

Employed as. ....

Reason for Leaving: .....

Wage paid on date of Leaving. ....

Date of Entering Service. ....

Name of Previous Employer &amp; Date of Leaving

Date of Leaving Service. ....

Issued At. ....

Date .....

*Signature of Employer Secretary***ANNEXURE C****GUARANTEE**I/We, the undersigned, duly authorised thereto in my/our capacity as .....  
of the.....

do hereby bind the said.....

in the sum of .....Rand (South African currency)

as sureties and co-principal debtors for the due payment to the National Bargaining Council of the Leather Industry of South Africa by.....

of all monies due, payable or to become due and payable by him/them to the National Bargaining Council of the Leather Industry of South Africa in respect of the leave allowance, levies/contributions and subscriptions as identified in clause 12.2 of the Agreement, and hereby renounce all the benefits from the legal exceptions of excussion and division, with the force or effect of which I/we hereby acknowledge myself/ourselves to be fully acquainted.

This guarantee is not negotiable or transferable, and expires on 28 February 19.... Subject to the National Bargaining Council of the Leather Industry of South Africa being entitled to claim payment upon this guarantee, notwithstanding such expiry, for any of the said sums due but unpaid at the said date of expiry of this guarantee.

Signed at.....this .....day of .....19....

*Signature of Guarantor*

As witnesses:

1. ....

2. ....



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

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| A. Watchman.....  | 338,54               | 372,39               |
| B. Storeman and/or warehouseman, despatch clerk.....  | 348,17               | 382,98               |
| C. Boiler attendant .....   | 338,54               | 372,39               |
| D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—   |                      |                      |
| (i) under 2 722 kg .....  | 343,36               | 377,70               |
| (ii) 2 722 kg .....   | 348,17               | 382,99               |
| (iii) over 2 722 kg but not exceeding 4 546 kg .....  | 370,58               | 407,64               |
| (iv) over 4 546 kg but not exceeding 6 350 kg .....   | 440,06               | 484,07               |
| E. Minors employed in occupations for which rates have not been prescribed in this Agreement:   |                      |                      |
| First six months .....  | 211,00               | 232,10               |
| Second six months .....   | 237,74               | 261,51               |
| Third six months .....  | 265,69               | 292,26               |
| Thereafter .....  | 338,54               | 372,39               |
| 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.....  | 502,82               | 553,10               |
| (b) hand .....  | 405,35               | 445,89               |
| (ii) Cardboard box-makers .....   | 338,54               | 372,39               |
| (iii) Making cardboard boxes, according to experience:  |                      |                      |
| First six months.....   | 235,70               | 259,27               |
| Second six months .....   | 237,74               | 261,51               |
| Thereafter .....  | 338,54               | 372,39               |
| 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 .....   | 455,11               | 500,62               |
| H. Employees employed on welt-making:   |                      |                      |
| (i) Splitting, skiving, cutting, grooving and bevelling .....   | 338,54               | 372,39               |
| (ii) All other operations .....   | 338,54               | 372,39               |
| I. Packers.....   | 338,54               | 372,39               |
| J. Employees employed on currying .....   | 392,26               | 431,49               |
| K. Employees employed on spraying of leather .....  | 454,20               | 499,62               |
| L. Employees employed on knife-making   |                      |                      |
| (i) Welding and/or brazing and/or silver soldering .....  | 547,08               | 601,79               |
| (ii) Finishing of joints after welding .....  | 355,78               | 391,36               |
| (iii) Track and/or spot welding.....  | 338,54               | 372,39               |
| (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..... | 338,54               | 372,39               |
| (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.....  | 569,51               | 626,46               |
| (ii) Qualified employees—  |                      |                      |
| (a) employed on hand grading but not restrictions and not producing original standards   | 481,31               | 529,44               |
| (b) employed on grading machines.....  |                      |                      |
| (c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced .....   |                      |                      |
| (iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....   | 380,93               | 419,02               |
| <b>(B) CLICKING DEPARTMENT</b>   |                      |                      |
| 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 .....  | 564,33               | 620,76               |
| White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African tannage). Children's work, any material, all sizes up to and including size 1 1/2 and all leather slippers (men's, women's and children's) ..... |                      |                      |
| (b) Any other materials.....   |                      |                      |
| (Ratio: For every four or part 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.)  | 564,33               | 620,76               |
| (c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....   | 569,51               | 626,46               |
| (d) Examining of cut leather components for quality.....   | 569,51               | 626,46               |
| (ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press and mallet .....  | 392,26               | 431,49               |
| 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.  |                      |                      |
| Cutting from offal of inside tongues and narrow backstraps for children's, youth's and maids' stitchdowns of Oxford and Derby patterns.....  |                      |                      |
| 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 .....  |                      |                      |
| [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 sub-clause (N) (i) of this Annexure.]  |                      |                      |
| (iii) Cut outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....   | 348,17               | 382,99               |
| (iv) Giving out patterns .....   | 380,93               | 419,02               |
| Operating splitting machine.....   |                      |                      |
| (v) Size stamping and/or painting.....   | 338,54               | 372,39               |
| Applying acme backing .....  |                      |                      |
| <b>(C) CLOSING DEPARTMENT</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Puritan machining.....   | 417,43               | 459,17               |
| (ii) Stitching aprons on uppers on out-sole stitching machines.....  |                      |                      |
| (iii) Pilot machining .....  | 394,81               | 434,29               |
| (iv) Other machining:  |                      |                      |
| (a) All closing operations on vegetable and chrome split, vegetable and semi-chrome suede and kip lining machining .....   | 340,73               | 374,80               |
| 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).....   |                      |                      |


|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| (b) Operations on leathers other than those specified in (a):  |                      |                      |
| Vamping .....  |                      |                      |
| Flat binding by machine .....  |                      |                      |
| Machining additional rows of stitching rows of stitching on the vamp, parallel to the vamp stitching .....   |                      |                      |
| Golosh machining (whole goloshes) .....  |                      |                      |
| Fancy shoes on the held-together system, machined through (all classes) ....   |                      |                      |
| Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers classes) .....  | 358,08               | 393,89               |
| Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides .....  |                      |                      |
| Vamping shoes with quarters over vamps .....   |                      |                      |
| Conveyor belt console operator feeding individual operators .....  |                      |                      |
| (c) Operations other than those specified in (a) and (b) above, including attaching binding form French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality ..... |                      |                      |
| (d) All operations on children's work up to size 1½ .....  |                      |                      |
| All leather slippers (men's, women's and children's) .....   | 340,73               | 374,80               |
| All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type) .....   |                      |                      |
| (v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine .....  | 358,08               | 393,89               |
| (vi) Bagging .....   |                      |                      |
| Turning of binding .....   |                      |                      |
| Button fastening .....   |                      |                      |
| Buttonholing .....   |                      |                      |
| Lacing .....   |                      |                      |
| Handpunching .....   |                      |                      |
| Portuguese seaming .....   |                      |                      |
| Staying and taping .....   | 338,54               | 372,39               |
| Seam rubbing .....   |                      |                      |
| Seam hammering .....   |                      |                      |
| Sewing on bows and buckles by hand or machine .....  |                      |                      |
| Silk screen printing .....   |                      |                      |
| Table-hands .....  |                      |                      |
| Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators) .....   |                      |                      |
| <b>(D) ROUGH STUFF DEPARTMENT</b>  |                      |                      |
| <b>Class I Operations</b>  |                      |                      |
| Qualified employees:   |                      |                      |
| (i) On cutting soles from leather .....  |                      |                      |
| On sorting, examining and fitting up ungraded and unstamped stock .....  | 542,07               | 596,28               |
| On sorting and examining graded and stamped stock .....  |                      |                      |
| (ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting soles from material other than leather .....   | 476,90               | 524,59               |
| On reducing shaped rubber soles on the press .....   |                      |                      |
| (Ratio: See subclause P.)  |                      |                      |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>Class II Operations</b>   |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Channelling:   |                      |                      |
| Welted insoles .....   | 392,26               | 431,49               |
| Other work .....   |                      |                      |
| (ii) Press cutting operations, other than those in Class I .....                 | 403,32               | 443,65               |
| (iii) Assembling from stock, whether or not sorted and/or graded .....           | 380,93               | 419,20               |
| Attaching ribs to welted insoles .....   |                      |                      |
| Flap splitting .....   |                      |                      |
| Gemming and taping .....   |                      |                      |
| Heel breasting .....   |                      |                      |
| Heel building .....  |                      |                      |
| Heel compressing .....   |                      |                      |
| Slugging .....   |                      |                      |
| Sole and Insole rounding .....   |                      |                      |
| Sole grooving, sole roughening and reducing on automatic machine .....           |                      |                      |
| Tip filling .....  |                      |                      |
| [Ratio: See subclause (P).]  |                      |                      |
| <b>Class III Operations</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| Channel opening .....  | 338,54               | 372,39               |
| Edge covering .....  |                      |                      |
| Edge reducing .....  |                      |                      |
| Automatic edge preparation machine operating for soles prior to attachment ..... |                      |                      |
| Flexing .....  |                      |                      |
| Insole feathering .....  |                      |                      |
| Insole grooving .....  |                      |                      |
| Insole slotting .....  |                      |                      |
| Insole marking .....   |                      |                      |
| Lift and/or rand tacking .....   |                      |                      |
| Lip turning .....  |                      |                      |
| Press room scouring operations .....   |                      |                      |
| Shank assembling .....   |                      |                      |
| Shank moulding .....   |                      |                      |
| Skiving .....  |                      |                      |
| Size stamping .....  |                      |                      |
| Sole, insole and stiffener moulding .....  |                      |                      |
| Sole and insole splitting .....  |                      |                      |
| Sole grading machine operating .....   |                      |                      |
| Sole roughening for stuck-on work .....  |                      |                      |
| Solutioning .....  |                      |                      |
| Staining and/or inking of insoles .....  |                      |                      |
| Stiffener waxing and crimping .....  |                      |                      |
| Welt preparation .....   |                      |                      |
| [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) Welted work, other than staple welted work .....  | 542,07               | 596,28               |
| (b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots .....   | 476,90               | 524,59               |
| (c) Combined pulling over and forepart lasting .....  | 542,07               | 596,28               |
| (d) All other grades.....   |                      |                      |
| (ii) Bed lasting (toes only):   |                      |                      |
| (a) Welted work, other than staple welted work .....  | 542,07               | 596,28               |
| (b) Other work .....  |                      |                      |
| (iii) Lasting of seats and sides by machine   |                      |                      |
| (a) Welted work, other than staple welted work .....  | 432,38               | 475,62               |
| (b) Other work .....  |                      |                      |
| <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.....   | 388,68               | 427,55               |
| Staple welt attaching .....   |                      |                      |
| (v) Welt sewing .....   | 542,07               | 596,28               |
| (vi) Rough rounding:  |                      |                      |
| (a) Welted work, other than staple welted work .....  | 542,07               | 596,28               |
| (b) Stitchdowns.....  |                      |                      |
| (c) Other work .....  |                      |                      |
| (vii) Sole sewing by any machine.....   |                      |                      |
| (viii) Sole stitching:  |                      |                      |
| (a) Welted work, other than staple welted work .....  | 542,07               | 596,28               |
| (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 foot-wear .....   | 476,90               | 524,59               |
| (c) Other work .....  | 542,07               | 596,28               |
| (ix) (a) Stitchdown staple lasting .....  | 388,68               | 427,55               |
| (b) Stitchdown thread lasting.....  |                      |                      |
| (c) Stitchdown toe forming .....  |                      |                      |
| (d) Wiping platform covers by machine.....  |                      |                      |
| (e) Lasting operations on a Kamborian machine .....   |                      |                      |
| (f) String-lasting by hand .....  |                      |                      |
| (x) Pounding:   |                      |                      |
| (a) Welted work, other than staple welted work .....  | 454,63               | 500,09               |
| (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) .....  | 498,26               | 548,09               |
| (c) Other work .....  | 454,63               | 500,09               |
| <i>Note: No employee under the age of 18 may be employed on pounding</i>  |                      |                      |
| (xi) Examining .....  | 542,07               | 596,28               |



|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>Ratios—Class I Operations: Making Department</b>   |                      |                      |
| (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.   |                      |                      |
| <b>Class II Operations</b>  |                      |                      |
| <b>Qualified employees on:</b>  |                      |                      |
| (i) Sole positioning on upper with pre-finished extended welt edge .....  | 414,76               | 456,24               |
| (ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press .....   | 403,32               | 443,65               |
| (iii) Stuck-on process work:  |                      |                      |
| Sole positioning on upper and press, operating in one operation .....   |                      |                      |
| Sole positioning on upper at forepart and seat before pressing .....  |                      |                      |
| Press operating with the sole previously positioned (See Class III for tracking at seat only) .....   |                      |                      |
| Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear .....  |                      |                      |
| Stitchdown assembling and pulling over stitchdown work .....  |                      |                      |
| Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding .....  |                      |                      |
| Hobnailing by hand or machine .....   | 380,93               | 419,02               |
| Putting on toe plates and heel tips by hand or machine .....  |                      |                      |
| Heel attaching .....  |                      |                      |
| Football boot studding and barring .....  |                      |                      |
| Handlevelling, other than stitchdown .....  |                      |                      |
| Inseam trimming .....   |                      |                      |
| Jointing (cleaning linings and tacking uppers down over joints) .....   |                      |                      |
| Loose nailing or pegging foreparts and waists .....   |                      |                      |
| Louis flap trimming by hand .....   |                      |                      |
| Machine levelling .....   |                      |                      |
| Screwing .....  |                      |                      |
| Sole attaching machine-sewn, riveted and/or riveted and stitched work .....   |                      |                      |
| Sole adhesive heat activating by machine .....  |                      |                      |
| Stiffener cornering and tacking .....   |                      |                      |
| Stitch separating .....   |                      |                      |
| String nailing .....  |                      |                      |
| Tacking forward of heel seats .....   |                      |                      |
| Upper roughening .....  |                      |                      |
| Waist reducing after being sewn .....   |                      |                      |
| Wooden heel fitting .....   | 380,93               | 419,02               |
| Welt butting and skiving .....  |                      |                      |
| Welt wheeling .....   |                      |                      |
| Rand welting by machine .....   |                      |                      |
| Slugging and gang slugging .....  |                      |                      |
| Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine .....   |                      |                      |
| Back part and waist pre-moulding .....  |                      |                      |
| Back part moulding .....  |                      |                      |
| (iv) Vulcanising process .....  |                      |                      |
| Vulcanising soles to lasted uppers .....  |                      |                      |
| Rand welting by machine .....   | 380,93               | 419,02               |
| Moulding of sole units .....  |                      |                      |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>Class III Operations</b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| Beating .....   |                      |                      |
| Application by machine of hardening resins to puffs .....   |                      |                      |
| Bottom filling .....  |                      |                      |
| Channel closing and edge raising .....  |                      |                      |
| Feeding nails to heeling machines .....   |                      |                      |
| Hand levelling of stitchdowns .....   |                      |                      |
| Heel covering .....   |                      |                      |
| Inserting stiffeners and puffs .....  |                      |                      |
| Louis heel flap clamping, Louis heel slicking .....   |                      |                      |
| Louis heel flap trimming by machine .....   |                      |                      |
| Reverse seat moulding for stitchdowns .....   |                      |                      |
| Seat nailing and/or pegging .....   | 338,54               | 372,39               |
| Seat rounding .....   |                      |                      |
| Shank attaching .....   |                      |                      |
| Sole tacking at seat for stuck-on process .....   |                      |                      |
| Solutioning, damping and pasting .....  |                      |                      |
| Sorting hobs .....  |                      |                      |
| Sole laying welted work and/or rubber soles .....   |                      |                      |
| Sole tacking or sole fitting throughs and runners .....   |                      |                      |
| Tack pulling .....  |                      |                      |
| Tacking bottom stock to last .....  |                      |                      |
| Tacking over backs before pulling over on closed back shoes, tacks being placed further than 25 mm from middle of back of heel seat (see illustration): |                      |                      |
|    |                      |                      |
| Tacking over sandal backs where no stiffener is inserted .....  |                      |                      |
| Tacking top pieces on stitchdowns and sandals .....   |                      |                      |
| All other wire grip tacking .....   | 338,54               | 372,39               |
| Upper stapling after lasting sides .....  |                      |                      |
| Upper trimming .....  |                      |                      |
| Plastic pelletising and granulating .....   |                      |                      |
| [Ratio: See subclause (P).]   |                      |                      |
| <b>HAND-LASTING OPERATIONS</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear .....   | 481,31               | 529,44               |
| 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 .....   | 380,93               | 419,02               |
| Hand-lasting in the manufacture of clogs .....  |                      |                      |
| Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip .....   | 380,93               | 419,02               |
| Tacking leather straps to wooden soles .....  |                      |                      |
| [Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]                            |                      |                      |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(F) FINISHING DEPARTMENT</b>  |                      |                      |
| <b>Class I Operations</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Edge trimming:   |                      |                      |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....  | 476,90               | 524,59               |
| Rubber and rubber composition soles .....  |                      |                      |
| Children's footwear, all sizes up to and including size 1 1/2 .....  |                      |                      |
| All slippers (men's, women's and children's) .....   |                      |                      |
| Stitchdown footwear produced from box hide and willow hide .....   |                      |                      |
| (b) All other work .....   | 542,07               | 596,28               |
| (ii) Edge setting:   |                      |                      |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots .....  | 388,68               | 427,55               |
| Through runners .....  |                      |                      |
| Waist and/or top pieces .....  |                      |                      |
| Children's footwear, all sizes up to and including size 1 1/2 .....  |                      |                      |
| All slippers (men's, women's and children's) .....   |                      |                      |
| Stitchdown footwear produced from box hide and willow hide .....   | 476,90               | 524,59               |
| (b) Automatic edge-setting machine, all grades .....   |                      |                      |
| (c) All other work .....   | 388,68               | 427,55               |
| (iii) Heel trimming .....  | 542,07               | 596,28               |
| (iv) Examining .....   |                      |                      |
| [Ratio: See subclause (P).]  |                      |                      |
| <b>Class II Operations</b>   |                      |                      |
| Qualified employees on:  |                      |                      |
| Bitting by hand or machine .....   | 380,93               | 419,02               |
| Bottom scouring .....  |                      |                      |
| Heel scouring .....  |                      |                      |
| Heel spraying .....  |                      |                      |
| Ploughing out .....  |                      |                      |
| Complete finishing by hand .....   |                      |                      |
| Top piece trimming .....   |                      |                      |
| Bunk wheeling .....  |                      |                      |
| Louis flap ironing .....   |                      |                      |
| Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge .....                     |                      |                      |
| Seat wheeling .....  |                      |                      |
| Top ironing, i.e. Marking edge of forepart of waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished ..... |                      |                      |
| Welt wheeling .....  |                      |                      |
| Decorative feather stitching by hand after the sole is permanently attached to the upper .....   |                      |                      |
| [Ratio: See subclause (P).]  |                      |                      |
| <b>Class III Operations</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| Brushing, padding and/or burnishing .....  | 338,54               | 372,39               |
| Crow wheeling .....  |                      |                      |
| Finger scouring .....  |                      |                      |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| Heel breast cornering .....   | 338,54               | 372,39               |
| Inking, staining, waxing and damping.....   |                      |                      |
| Inserting, slipping and putting away lasts .....  |                      |                      |
| Ploughing (removing the scarf round under edge of sole) .....                                 |                      |                      |
| Rubbing of edges and bottoms.....   |                      |                      |
| Spew and/or flash trimming .....  |                      |                      |
| Conveyor belt loading .....   |                      |                      |
| [Ratio: See subclause (P)]  |                      |                      |
| <b>(G) SHOE ROOM</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| Faking .....  | 458,89               | 504,78               |
| Examining .....   |                      |                      |
| Patent repairing.....   | 338,54               | 372,39               |
| Embossing and/or stamping .....   |                      |                      |
| Boxing .....  |                      |                      |
| Dressing and/or sizing .....  |                      |                      |
| Dressing by spray-gun.....  |                      |                      |
| Hand polishing and cleaning.....  |                      |                      |
| Ironing .....   | 338,54               | 372,39               |
| Labelling.....  |                      |                      |
| Lining trimming.....  |                      |                      |
| Size stamping on footwear .....   |                      |                      |
| Socking .....   |                      |                      |
| Stamping descriptions and sizes on labels.....  |                      |                      |
| Quarter forming by machine .....  |                      |                      |
| Smoothing insole before socking or boxing.....  |                      |                      |
| <b>(H) MILL-ROOM OPERATIONS</b>   |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Group 2:  |                      |                      |
| Calendar operating.....   | 346,61               | 381,27               |
| Batch mass-measuring and assembling of chemicals .....  |                      |                      |
| Operating extruding machine .....   |                      |                      |
| Operating an open mixing mill with a width of not less than 1,52 m .....                      |                      |                      |
| Operating internal mixer.....   |                      |                      |
| Slabbing sheet rubber to gauge (stretching compound).....                                     |                      |                      |
| Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m ..... |                      |                      |
| Warming compound on open mill.....  |                      |                      |
| Hydraulic press operating .....   |                      |                      |
| Operating splitting machine.....  |                      |                      |
| (ii) Group 1:   |                      |                      |
| Issuing soles and heels.....  | 338,54               | 372,39               |
| Press cutting blanks (clicking).....  |                      |                      |
| Attending autoclave.....  |                      |                      |
| Assisting mass-measurer .....   |                      |                      |
| Mould checking .....  |                      |                      |
| Operating an open mixing mill with a width of less than 1,01 m .....                          |                      |                      |



|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| Masticating, sheeting out, cracking or breaking compound .....   |                      |                      |
| Buffing or scouring machine operations .....   |                      |                      |
| Feeding rubber into calendar (feeding stretchers) .....  |                      |                      |
| Grinding scrap by machine .....  |                      |                      |
| Mould cleaning .....   |                      |                      |
| Trimming .....   |                      |                      |
| Blank cutting and mass-measuring to fixed standards .....  |                      |                      |
| Extruding into trays .....   |                      |                      |
| Bale cutting .....   | 338,54               | 372,39               |
| Sieving chemicals, buffings and grindings .....  |                      |                      |
| Stencilling or marking bales .....   |                      |                      |
| Applying powder .....  |                      |                      |
| Packing soles and heels .....  |                      |                      |
| Granulating .....  |                      |                      |
| Assisting calendar operator .....  |                      |                      |
| Dipping machine operator .....   |                      |                      |
| [Ratio: For every three qualified employees employed in this section not more than one learner may be employed.] |                      |                      |
| <b>(I) HIGH FREQUENCY WELDING</b>  |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) High-frequency welding, embossing pre-cut uppers .....   | 355,78               | 391,36               |
| (ii) High-frequency welding, embossing combined with cutting of uppers (cut welding) .....                       | 564,33               | 620,76               |
| (iii) High-frequency welding, embossing of socks and other components .....                                      | 338,54               | 372,39               |
| (iv) High-frequency welding, combined with cutting of socks and other components .....                           | 392,26               | 431,49               |
| (Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)   |                      |                      |
| <b>(J) FLOW MOULDING</b>   |                      |                      |
| Qualified employees on:  |                      |                      |
| (i) Flow moulding pre-cut uppers .....   |                      |                      |
| (ii) Flow moulding pre-cut socks .....   |                      |                      |
| (iii) Flow moulding where eventual upper is presented in liquid form .....                                       |                      |                      |
| (iv) Colour application to moulds prior to flow moulding .....   | 355,78               | 391,36               |
| (v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials .....        |                      |                      |
| (Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)   |                      |                      |
| <b>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</b>                     |                      |                      |
| Qualified employees on:  |                      |                      |
| Injection moulding units to lasted uppers or string-lasting uppers or sole units:                                |                      |                      |
| (a) Where one employee is employed on an injection moulding machine .....  |                      |                      |
| (b) Where two employees are employed on an injection moulding machine each shall be paid .....                   | 380,93               | 419,02               |
| (c) Every employee in excess of two employed on an injection moulding machine shall be paid .....                | 338,54               | 372,39               |
| (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>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) String-lasting of fabric uppers.....  | 380,93               | 419,02               |
| (ii) String-lasting of synthetic uppers .....   |                      |                      |
| (Ratio: For every two qualified employees employed in this section not more than one learner may be employed.)  |                      |                      |
| <b>(M) WOODEN UNIT MANUFACTURING</b>  |                      |                      |
| Operations not provided for 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.....   | 403,32               | 443,65               |
| (ii) Cutting of blanks prior to laminating in the preparation of layered heel covers .....  |                      |                      |
| (iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....  | 338,54               | 372,39               |
| (iv) Cutting or guillotining of laminated blanks to produce heel covering material .....  | 403,32               | 443,65               |
| (v) Cutting of heel covers to a pattern from layered heel covering material.....  |                      |                      |
| (vi) (aa) Cross cutting of timber into lengths.....   | 338,54               | 372,39               |
| (ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides   |                      |                      |
| (ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....  |                      |                      |
| (ad) Cupping of heels to fit heel seats.....  |                      |                      |
| (vii) Cementing heels and heel covers .....   | 380,93               | 419,02               |
| (viii) Spotting of heel covers to heels and pressing.....   |                      |                      |
| (ix) Trimming of heel covers.....   |                      |                      |
| (x) Top piece attaching.....  |                      |                      |
| (b) Manufacture of wooden units inclusive and/or exclusive of heels:  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Selecting and/or planing of raw timber .....  | 338,54               | 372,39               |
| (ii) Measuring, marking and cutting timber into required lengths.....   |                      |                      |
| (iii) Marking top and side elevation for profile cutting of unit.....   | 380,93               | 419,02               |
| (iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....   |                      |                      |
| (v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....   | 338,54               | 372,39               |
| (vi) Cementing of solutioning and laminating of two or more pieces of wood to increase final substance .....  | 380,93               | 419,02               |
| (vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....   | 338,54               | 372,39               |
| (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 .... | 380,93               | 419,02               |
| (ix) Attaching top pieces to heels.....   | 338,54               | 372,39               |
| (x) (aa) Scouring units by automatic machines prior to or after sole attaching .....  | 380,93               | 419,02               |
| (ab) Scouring units by hand prior to or after sole attaching .....  | 338,54               | 372,39               |
| (xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations .....                               | 458,89               | 504,78               |
| (xii) Examining for quality .....   | 338,54               | 372,39               |
| (xiii) Repairing of units.....  |                      |                      |
| (xiv) Size stamping .....   |                      |                      |
| (xv) Varnishing, painting, spraying or dipping units .....  |                      |                      |
| (xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....   |                      |                      |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(N) LEARNERS</b>  |                      |                      |
| (i) Learners employed on the operations referred to in Clause 5.2(1), according to experience:   |                      |                      |
| First six months .....   | 281,37               | 309,51               |
| Second six months .....  | 312,62               | 343,88               |
| Third six months .....   | 345,49               | 380,04               |
| Fourth six months .....  | 371,54               | 408,69               |
| Fifth six months .....   | 416,91               | 458,60               |
| Thereafter, the prescribed rate.   |                      |                      |
| (ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:  |                      |                      |
| First six months .....   | 211,08               | 232,19               |
| Second six months .....  | 237,77               | 261,55               |
| Third six months .....   | 265,69               | 292,26               |
| Thereafter, the prescribed rate.   |                      |                      |
| (iii) Learners employed on the operations referred to in subclause (H), according to experience:   |                      |                      |
| First six months .....   | 211,08               | 232,19               |
| Second six months .....  | 237,77               | 261,55               |
| Thereafter, the prescribed rate.   |                      |                      |
| (iv) Other learners, according to experience:  |                      |                      |
| First six months .....   | 211,08               | 232,19               |
| Second six months .....  | 237,77               | 261,55               |
| Third six months .....   | 265,69               | 292,26               |
| Fourth six months .....  | 296,86               | 326,55               |
| Fifth six months .....   | 336,05               | 369,66               |
| 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's 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—   |                      |                      |
| (a) after the third six months of experience become entitled to a wage of R338,54 per week if employed on operations for which this rate is prescribed;  |                      |                      |
| (b) after the fourth six months of experience become entitled to a wage of R358,08 per week or R394,81 per week or R417,43 per week if employed on operations for which these rates are prescribed;  |                      |                      |
| (iv) learners in the Clicking Department shall, on size stamping and/or painting and/or applying acme backing, after the third six months of experience, become entitled to a wage of R338,54. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: |                      |                      |
| Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.  |                      |                      |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| <b>(O) GENERAL WORKERS</b>   |                      |                      |
| General workers.....   | 338,54               | 372,39               |
| <b>(P) RATIOS</b>  |                      |                      |
| <b>(i) Class I Operations in the Rough Stuff and Finishing Departments</b>   |                      |                      |
| 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 after the number of qualified employees have been divided by three.   |                      |                      |
| <b>(ii) Class II Operations in the Rough Stuff and Finishing Departments</b>   |                      |                      |
| 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.  |                      |                      |
| <b>(iii) Class III Operations in the Rough Stuff and Finishing Departments</b>   |                      |                      |
| On these operations all taken collectively there may be employed not more than two learners to each qualified employee.  |                      |                      |
| <b>(Q) MILK</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 canvas fabric but that its mass may be less than 400 grammes per square metre.

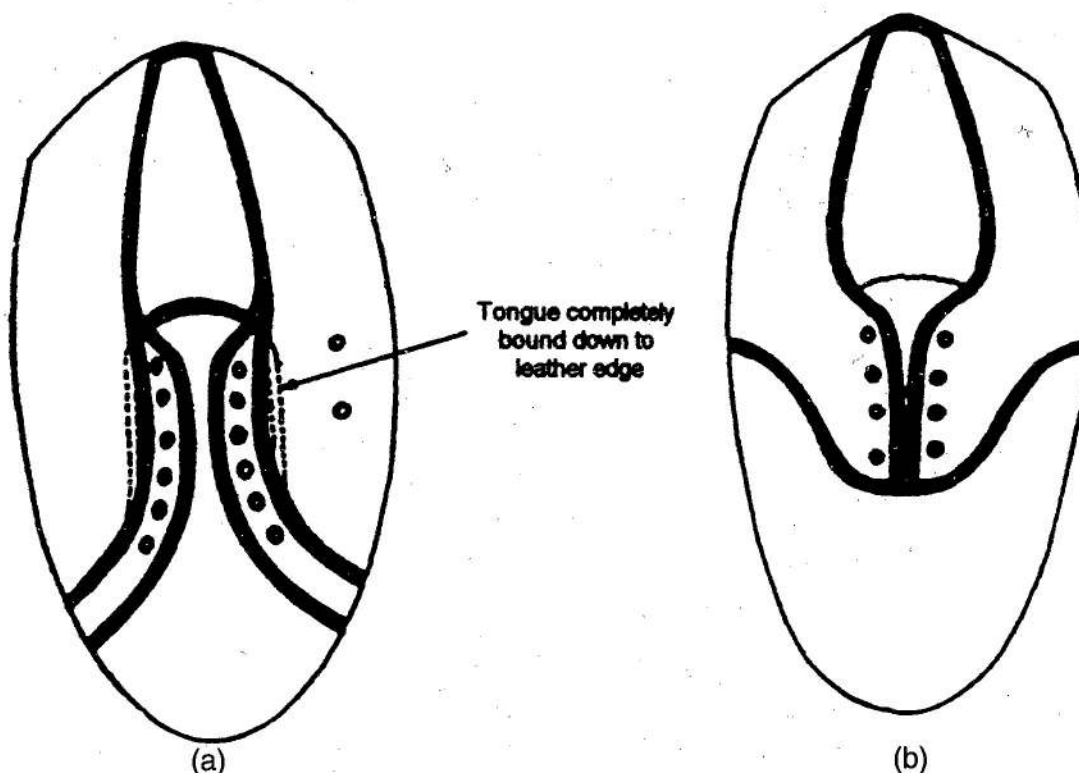
Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.



ILLUSTRATION 1



|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>(1) WAGES</b>  |                      |                      |
| <b>A. LACE-UP RUBBER BOOTS</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Marking and/or cutting of textile fabrics .....   | 503,00               | 553,30               |
| (ii) Cutting of rubber uppers .....   | 392,26               | 431,49               |
| (iii) Cutting of fabric impregnated with rubber .....   |                      |                      |
| (iv) Closing Departments:   |                      |                      |
| (a) Upper closing .....   | 358,08               | 393,89               |
| (b) Lining closing .....  |                      |                      |
| (c) Eyeletting .....  |                      |                      |
| (d) Buffing tongues .....   | 338,54               | 372,39               |
| (e) Inserting tongues .....   |                      |                      |
| (f) Securing tongues .....  |                      |                      |
| (g) Table-hands .....   |                      |                      |
| (v) All sole cutting operations, whether by hand or press .....   | 481,31               | 529,44               |
| (vi) All other press cutting operations (bottom stock only) .....   | 338,54               | 372,39               |
| (vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole) ..... | 380,93               | 419,02               |
| (viii) Insole attaching .....   | 338,54               | 372,39               |
| (ix) Placing material around the last .....   |                      |                      |
| (x) Sole attaching .....  |                      |                      |
| (xi) Attending an autoclave .....   |                      |                      |
| (xii) Solutioning by hand .....   |                      |                      |
| (xiii) Solutioning by machine .....   |                      |                      |
| (xiv) (a) Moulding of soles, heels and/or sole and heel units .....   | 380,93               | 419,02               |
| (b) Moulding of boots other than in an autoclave .....  |                      |                      |
| (xv) Hobnailing .....   | 380,93               | 419,02               |
| (xvi) Sole roughing .....   | 338,54               | 372,39               |
| (xvii) Upper roughing .....   |                      |                      |

|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| (xviii) Edge trimming.....  | 338,54               | 372,39               |
| (xix) Spew and/or flash trimming on moulded boots .....   |                      |                      |
| (xx) Inserting laces.....   |                      |                      |
| (xxi) Slipping and sorting lasts.....   |                      |                      |
| (xxii) Trimming linings.....  |                      |                      |
| (xxiii) Rolling uppers.....   | 336,54               | 372,39               |
| (xxiv) Cutting and/or inserting stays .....   |                      |                      |
| (xxv) Dressing.....   |                      |                      |
| (xxvi) Cleaning.....  |                      |                      |
| (xxvii) Stamping sizes on linings .....   |                      |                      |
| (xxviii) Loading trolley for autoclave.....   | 338,54               | 372,39               |
| (xxix) Pairing.....   |                      |                      |
| (xxx) Attaching thoughts or insole covers .....   |                      |                      |
| (xxxi) Operations not specified in (i) to (xxx) above.....  |                      |                      |
| (xxxii) General workers .....   |                      |                      |
| <b>B. OTHER FOOTWEAR IN THIS SECTION</b>  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Upper cutting Department:   |                      |                      |
| Group 1:  |                      |                      |
| Marking and/or cutting (from canvas or fabric) .....  | 502,99               | 553,29               |
| Group 2:  |                      |                      |
| Assisting clicker .....   | 338,54               | 372,39               |
| Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber) .....                 |                      |                      |
| Size marking.....   |                      |                      |
| (ii) Closing Department   |                      |                      |
| Group 3:  |                      |                      |
| Attaching stays .....   | 338,54               | 372,39               |
| Size Stamping on linings .....  | 338,54               | 372,39               |
| Tread trimming.....   | 358,08               | 393,89               |
| All other closing room operations, including eyeletting, perforating and skiving...                       | 358,08               | 393,89               |
| (iii) Bottom stock Department:  |                      |                      |
| Group 4:  |                      |                      |
| Sole cutting from rubber by press or by hand.....   | 481,31               | 529,44               |
| Group 5:  |                      |                      |
| Cutting or extruding blanks for the moulding of soles and/or heels.....                                   | 338,54               | 372,39               |
| Group 6:  |                      |                      |
| All other press cutting operations.....   | 338,54               | 372,39               |
| (iv) Making Department:   |                      |                      |
| Group 7:  |                      |                      |
| Applying insole filler.....   | 338,54               | 372,39               |
| Size stamping insole.....   | 338,54               | 372,39               |
| Hand-lasting, rubber sole attaching by hand.....  | 338,54               | 372,39               |
| Vulcanising soles to uppers .....   |                      |                      |
| Solutioning by hand or machine .....  |                      |                      |
| Assembling .....  |                      |                      |
| Direct moulding of soles to canvas uppers .....   | 355,78               | 391,36               |
| 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.....                                  | 380,93               | 419,02               |
| (b) Where two employees are employed on an injection moulding machine, each shall be paid.....            |                      |                      |
| (c) Where more than two employees are employed on an injection moulding machine, each shall be paid ..... |                      |                      |
| String-lasting.....   | 355,78               | 391,36               |
| Lasting operations on a Kamborian machine .....   | 392,26               | 431,49               |
| Lasting seats or sides by machine.....  | 436,39               | 480,03               |
| Combined pulling over and forepart lasting .....  | 547,08               | 601,79               |

|  | Column A<br>Per week | Column B<br>Per week |
|--|----------------------|----------------------|
| (v) Group 8:   |                      |                      |
| Hobnailing by hand or machine .....  | 380,93               | 419,02               |
| (vi) Group 9:  |                      |                      |
| Attaching back strip .....   | 338,54               | 372,39               |
| Attaching foxing .....   |                      |                      |
| Attaching insole .....   |                      |                      |
| Attaching lining to upper .....  |                      |                      |
| Cementing .....  |                      |                      |
| Cleaning soles .....   |                      |                      |
| Cutting foxing .....   |                      |                      |
| Feeding conveyer .....   |                      |                      |
| Granulating .....  |                      |                      |
| Inserting the puffs .....  |                      |                      |
| Rolling uppers .....   |                      |                      |
| Slipping lasts .....   |                      |                      |
| Sole rolling .....   |                      |                      |
| Supplying lasts .....  |                      |                      |
| Trimming uppers .....  |                      |                      |
| Mass-measuring pellets for direct moulding .....   | 338,54               | 372,39               |
| Wheeling .....   |                      |                      |
| Checking and repairing .....   |                      |                      |
| Edge scouring .....  | 338,54               | 372,39               |
| Silk screen printing .....   |                      |                      |
| (vii) Any operations not specified in (i) to (vi) above .....  | 338,54               | 372,39               |
| (viii) General workers .....   | 338,54               | 372,39               |
| <b>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</b>  |                      |                      |
| According to experience:   |                      |                      |
| First six months .....   | 211,00               | 232,10               |
| Second six months .....  | 237,77               | 261,56               |
| Thereafter, the prescribed rate:   |                      |                      |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.  |                      |                      |
| <b>(3) RATIOS</b>  |                      |                      |
| (a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.   |                      |                      |
| (b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.   |                      |                      |
| <b>(4) DIFFERENTIAL WORKING</b>  |                      |                      |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.  |                      |                      |
| <b>(5) DEFINITIONS</b>   |                      |                      |
| For the purposes of this clause—   |                      |                      |
| "Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;  |                      |                      |
| "canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness; |                      |                      |
| "one colour" is an entirely natural or bleached colour of one solid shade or tone.   |                      |                      |

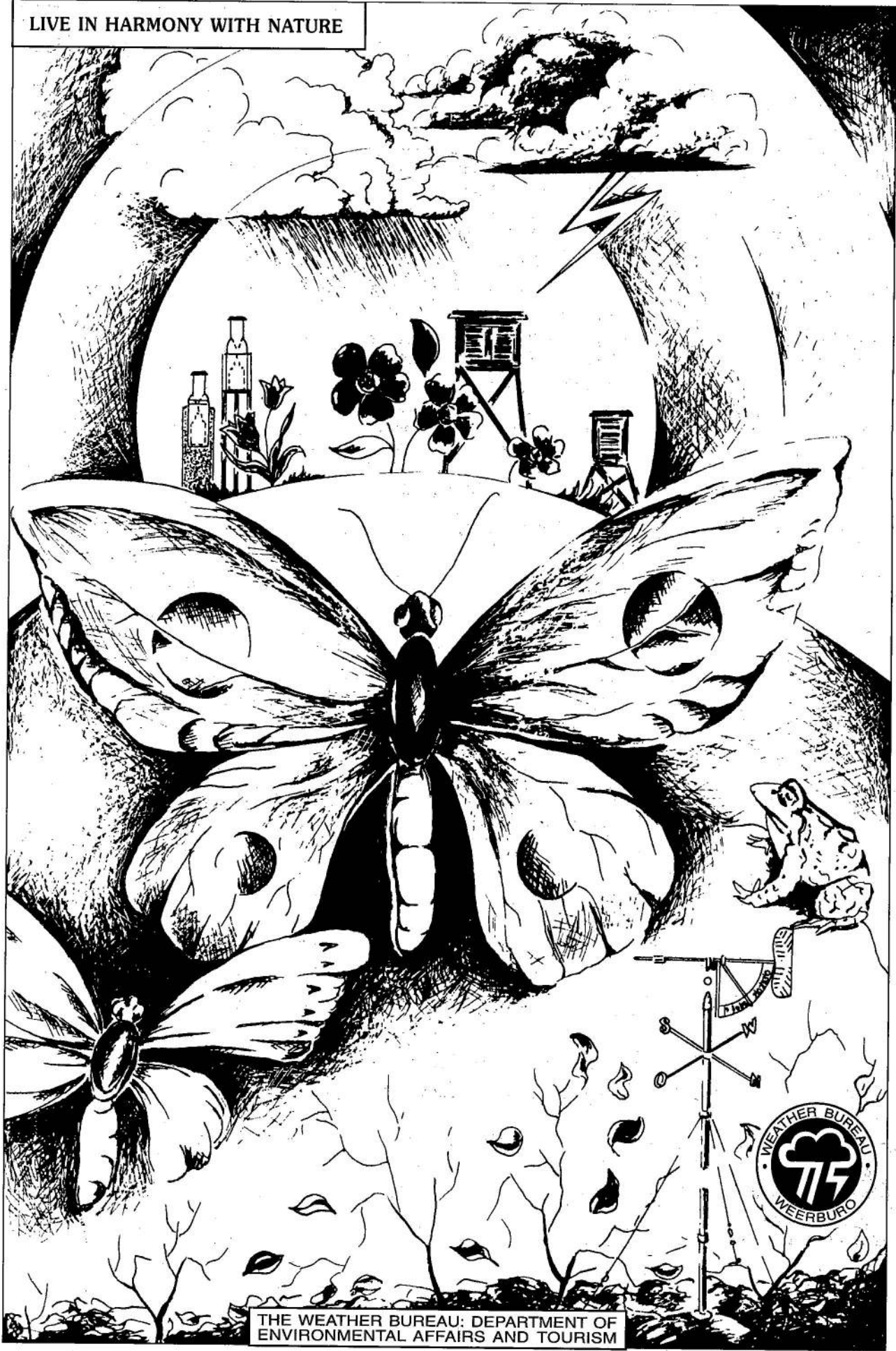
|   | Column A<br>Per week | Column B<br>Per week |  |  |
|---|----------------------|----------------------|--|--|
| <b>CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS<br/>OTHER THAN LEATHER</b>   |                      |                      |  |  |
| <b>(1) WAGES</b>  |                      |                      |  |  |
| Qualified employees on:   |                      |                      |  |  |
| A. Upper Cutting Department:  |                      |                      |  |  |
| (i) Upper cutting.....  | 502,82               | 553,10               |  |  |
| (ii) Stock cutting and/or lining cutting.....   | 392,26               | 431,49               |  |  |
| (iii) Upper assembling.....   | 392,26               | 431,49               |  |  |
| (iv) Marking and/or stamping .....  | 338,54               | 372,39               |  |  |
| B. Machining Department:  |                      |                      |  |  |
| (i) Machining toe caps, collars, seams, binding, tongues, socks and pads, button-<br>holing, buttoning.....   | 340,73               | 374,80               |  |  |
| (ii) Machining of uppers, socks, pads and soft soles together .....   | 358,08               | 393,89               |  |  |
| (iii) Machining elastic bound edges of uppers to soft soles.....  | 358,08               | 393,89               |  |  |
| C. Rough Stuff Department:  |                      |                      |  |  |
| (i) Sole cutting from leather.....  | 547,08               | 601,79               |  |  |
| (ii) Sole cutting from other than leather .....   | 481,31               | 529,44               |  |  |
| (iii) Insole cutting and lift and top-piece cutting .....   | 481,31               | 529,44               |  |  |
| (iv) Stamping.....  | 338,54               | 372,39               |  |  |
| (v) Heel covering .....   | 338,54               | 372,39               |  |  |
| D. Making Department:   |                      |                      |  |  |
| (i) Slipper turn sewing .....   | 415,60               | 457,16               |  |  |
| (ii) Steaming and blocking into shape:  |                      |                      |  |  |
| (a) Felt work.....  | 380,93               | 419,02               |  |  |
| (b) Leather work, fabric Cubans .....   | 380,93               | 419,02               |  |  |
| (iii) Stuck-on process:   |                      |                      |  |  |
| (a) Hand-lasting .....  | 380,93               | 419,02               |  |  |
| Sole roughening .....   |                      |                      |  |  |
| Sole positioning on upper and press operating in one operation .....  |                      |                      |  |  |
| Sole positioning on upper at forepart seat before pressing .....  |                      |                      |  |  |
| Press operating with sole previously positioned .....   | 338,54               | 372,39               |  |  |
| (b) Solutioning operations.....   |                      |                      |  |  |
| (c) Sole and insole tacking .....   |                      |                      |  |  |
| (iv) Vulcanising soles to lasted uppers .....   | 380,93               | 419,02               |  |  |
| (v) Slugging .....  | 338,54               | 372,39               |  |  |
| (vi) Channelling .....  |                      |                      |  |  |
| Hand-levelling .....  | 338,54               | 372,39               |  |  |
| Heel attaching.....   |                      |                      |  |  |
| Tacking backs .....   |                      |                      |  |  |
| (vii) Slipper turning.....  | 338,54               | 372,39               |  |  |
| (viii) Fetching and putting away lasts .....  |                      |                      |  |  |
| (ix) Inserting heel pads .....  |                      |                      |  |  |
| (x) Conveyor operating.....   | 380,93               | 419,02               |  |  |
| (xi) Direct injection moulding or pouring of any materials used for soiling and unit<br>converting: Direct injection moulding of units to lasted uppers or string-lasting<br>uppers with stitched-in socks: |                      |                      |  |  |
| (a) Where one employee is employed on an injection moulding machine.....  |                      |                      |  |  |
| (b) Where two employees are employed on an injection moulding machine<br>each shall be paid .....   |                      |                      |  |  |
| (c) Where more than two employees are employed on an injection moulding<br>machine each shall be paid .....   |                      |                      |  |  |



|   | Column A<br>Per week | Column B<br>Per week |
|---|----------------------|----------------------|
| <b>E. Finishing Department</b>  |                      |                      |
| Edge trimming .....   | 481,31               | 529,44               |
| Edge setting.....   | 392,69               | 431,96               |
| Heel trimming .....   |                      |                      |
| Scouring operations.....  |                      |                      |
| Inking, staining and brushing.....  |                      |                      |
| Slipping uppers.....  | 338,54               | 372,39               |
| <b>F. Shoe Room Department.....</b>   |                      |                      |
| Examining.....  |                      |                      |
| All other Shoe Room operations .....  |                      |                      |
| <b>(2) LEARNERS</b>   |                      |                      |
| According to experience:  |                      |                      |
| First six months.....   | 211,00               | 232,10               |
| Second six months .....   | 237,74               | 261,51               |
| Third six months .....  | 265,69               | 292,26               |
| Fourth six months .....   | 296,87               | 326,56               |
| Fifth six months.....   | 336,05               | 369,66               |
| Provided that a learner shall not be entitled to 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 R338,54 is prescribed shall, after the third six months of experience, become entitled to this wage rate;   |                      |                      |
| Provided further that an adult employee who has less than 12 months' experience shall nevertheless be deemed to have had 13 months' experience.   |                      |                      |
| <b>(3) GENERAL WORKERS</b>  |                      |                      |
| General workers .....   | 338,54               | 372,39               |
| <b>(4) RATIO</b>  |                      |                      |
| For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed. |                      |                      |
| <b>(5) DIFFERENTIAL WORKING</b>   |                      |                      |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the 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>CLAUSE 4: "PLATNATE" AND "DOPPERS"</b>   |                      |                      |
| <i>Note:</i> "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.  |                      |                      |
| Qualified employees on:   |                      |                      |
| (i) Clicking.....   | 380,34               | 418,37               |
| (ii) Machining by power.....  |                      |                      |
| Machining other than by power.....  | 340,73               | 374,80               |
| Other Closing Department operations.....  |                      |                      |
| (iii) Sole cutting by power .....   | 450,04               | 495,04               |
| Sole cutting other than by power.....   |                      |                      |
| (iv) Pulling over by hand and/or hand-lasting.....  | 338,54               | 372,39               |
| Stitching by hand .....   |                      |                      |
| (v) Edge trimming by power.....   | 383,86               | 422,25               |
| Edge trimming other than by power .....   |                      |                      |
| (vi) Pairing and/or size marking .....  | 338,54               | 372,39               |
| (vii) Any operation other than those specified in (i) to (vi) hereof.....   |                      |                      |



LIVE IN HARMONY WITH NATURE



THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM

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