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OF
SOUTH AFRICA



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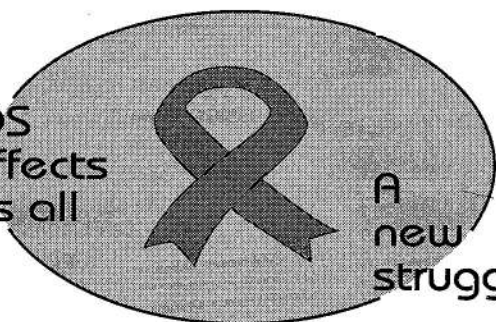
Vol. 413

PRETORIA, 5 NOVEMBER 1999

No. 20554

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPUNE**

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DEPARTMENT OF HEALTH

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR**No. R. 1260****5 November 1999**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: FOOTWEAR SECTION
COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notice No. R. 1094 of 17 September 1999, with effect from 15 November 1999.

M. M. S. MDLADLANA
Minister of Labour

UMNYANGO WEZOKUSEBENZA**NOMBOLO R. 1260****5 KuNovemba 1999**

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

UKUKHANSELWA KWESAZISO SIKAHULUMENI**UMKHANDLU WOKUXOXISANA WOMKHAKHA WEZIMBONI ZEZIKHUMBA ENINGIZIMU AFRIKA: ISIVUMELWANO
SIKAWONKEWONKE KWINGXENYE YOKUGQOKWA EZINYAWENI**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (7) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995, ngikhansela iSaziso sikaHulumeni esinguNombolo R. 1094 sika 17 Septhemba 1999, kusukela mhla ziwu 15 KuNovemba 1999.

M. M. S. MDLADLANA
Ungqongqoshe WezemiSebenzi

No. R. 1261**5 November 1999**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF FOOTWEAR
SECTION COLLECTIVE RE-ENACTING AND AMENDING 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 15 November 1999 and for the period ending 30 June 2001.

M. M. S. MDLADLANA
Minister of Labour

UMNYANGO WEZOKUSEBENZA**NOMBOLO R. 1261****5 KuNovemba 1999**

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

UMKHANDLU WOKUXOXISANA KUZWELONKE ZWIMBONI YEZIKHUMBA ENINGIZIMU AFRIKA: UKWELULWA KWESIVULMELWANO ESIPHINDA UKUMISWA NESICHIBIYELAYO SIKAWONKEWONKE KWINGXENYE YOKUGQOKWA EZINYAWENI SELULELWA KULABO ABANGESIWONA AMALUNGA

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezeMisebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995, (Labour Relations Act) ngiyamemezela ukuthi isivumelwano sikawonkewonke esiphinda ukumiswa nesichibiyelayo futhi esikhona kwiSheduli exhunyelwe lapha, esahlanganiswa kuMkhandlu wokuXoxisana kuZwelonke kwiMboni yeziKhumba eNingizimu Afrika futhi esiyisibopho ngokwesigaba 31 somthetho weZokusebenza, ka 1995, kulawo maqembu ahlanganisa isivumelwano, siyisibopho nakwabanye abaqashi nabaqashwa abakulowo mkhamkha wezimboni, kusukela ngomhlaka 15 KuNovemba 1999 Nangesikhathi sonke esiyophela mhla ziwu 30 Juni 2001.

M. M. S. MDLADLANA**Ungqongqoshe WezemiSebenzi****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, 1995, made and entered into by and between the

Southern African Footwear & Leather Industries Association

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

National Union of Leather & 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 parties to the National Bargaining Council for the Leather Industry of South Africa, to renew and amend the Agreement published under Government Notice No. R. 1317 of 6 November 1998, as amended and extended by Government Notice No. 313 of 12 March 1999, and R. 1094 of 17 September 1999.

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 union, 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) Notwithstanding the provisions of clause (1)(a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a), 2, 3 and items 2(2) and 2(3) of Annexure A.

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 2001.

3. SPECIAL PROVISIONS

The provisions of clauses 11, 13(1), 14(2) and 14(3) and items 2(2) and (3) of Annexure A of the Agreement published under Government Notice No. R. 1317 of 6 November 1998, as amended and renewed by Government Notices No. R. 313 of 12 March 1999 and R. 1094 of 17 September 1999, (hereinafter referred to as the "Former Agreement"), as further extended, renewed and amended from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 12, 13(2), 14(1), 14(4) to 16 and item 1 and 2(1) of Annexure A and Annexure B to E of the Former Agreement (as further extended, renewed and amended from time to time), shall apply to employers and employees.

5. ANNEXURE D: OF THE FORMER AGREEMENT: WAGE RATES

Substitute the following for Annexure D:

"ANNEXURE D**1. WAGES: GENERAL**

	W.e.f. the date of coming into operation of this Agreement—31.12.1999		1/1/2000–30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
A. Watchman	385,73	424,30	387,66	426,43
B. Storeman and or warehouseman, despatch clerk	396,70	436,37	398,68	438,55
C. Boiler attendant	385,73	424,30	387,66	426,43
D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—				
(i) under 2 722 kg	391,23	430,35	393,19	432,51
(ii) 2 722 kg	396,70	436,37	398,68	438,55
(iii) over 2 722 kg but not exceeding 4 546 kg	422,24	464,46	424,35	466,79
(iv) over 4 546 kg but not exceeding 6 350 kg	501,40	551,54	503,91	554,30
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:				
First six months	240,41	264,45	241,61	265,77
Second six months	270,88	297,97	272,23	299,45
Third six months	302,73	333,00	304,24	334,66
Thereafter	385,73	424,30	387,66	426,43
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	572,92	630,21	575,78	633,36
(b) hand	461,86	508,05	464,17	510,59
(ii) Cardboard box-makers	385,73	424,30	387,66	426,43
(iii) Making cardboard boxes, according to experience:				
First six months	268,56	295,42	269,90	296,89
Second six months	270,88	297,97	272,23	299,45
Thereafter	385,73	424,30	387,66	426,43
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	518,55	570,41	521,14	573,25
H. Employees employed on welt-making:				
(i) Splitting, skiving, cutting, grooving and bevelling	385,73	424,30	387,66	426,43
(ii) All other operators	385,73	424,30	387,66	426,43
I. Packers	385,73	424,30	387,66	426,43
J. Employees employed on currying	446,94	491,63	449,17	494,09
K. Employees employed on spraying of leather	517,52	569,27	520,11	572,12

	W.e.f. the date of coming into operation of this Agreement—31.12.1999		1/1/2000—30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
L. Employees employed on knife-making				
(i) Welding and/or brazing and/or silver soldering	623,35	685,69	626,47	689,12
(ii) Finishing of joints after welding	405,37	445,91	407,40	448,14
(iii) Track and/or spot welding	385,73	424,30	387,66	426,43
(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.....	385,73	424,30	387,66	426,43
(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

	W.e.f. the date of coming into operation of this Agreement - 31.12.1999		1/1/2000—30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(A) PATTERN DEPARTMENT				
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman	648,90	713,79	652,14	717,35
(ii) Qualified employees—				
(a) employed on hand grading but not restrictions and not producing original standards.....	548,40	603,24	551,14	606,25
(b) employed on grading machines	548,40	603,24	551,14	606,25
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	548,40	603,24	551,14	606,25
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof	434,03	477,43	436,20	479,82
(B) CLICKING DEPARTMENT				
Qualified employees on:				
(i) Clicking and cutting uppers by hand or machine:				
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	643,00	707,30	646,22	710,84
White full chrome kip for production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage).....	643,00	707,30	646,22	710,84
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	643,00	707,30	646,22	710,84
(b) Any other materials				
[Ratio: For every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]				
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	648,80	713,79	652,14	717,35
(d) Examining of cut leather components for quality	648,80	713,79	652,14	717,35


	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	446,94	491,63	449,17	494,09
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any dispute as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.</i>				
Cutting from offal of inside tongues and narrow backstraps from children's youth's and maids' stitchdowns or Oxford and Derby patterns.....	446,94	491,63	449,17	494,09
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	446,94	491,63	449,17	494,09
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>				
(iii) Cut-outs died out by a Western type cut-out machine and automatic multi-punch/slashing machine/gang strap punching.....	396,70	436,37	398,68	438,55
(iv) Giving out patterns	434,03	477,43	436,20	479,82
Operating splitting machine	434,03	477,43	436,20	479,82
(v) Size stamping and/or painting	385,73	424,30	387,66	426,43
Applying acme backing	385,73	424,30	387,66	426,43
(C) CLOSING DEPARTMENT				
Qualified employees on:				
(i) Puritan machining	475,62	523,18	478,00	525,80
(ii) Stitching aprons on uppers on out-sole stitching machines	475,62	523,18	478,00	525,80
(iii) Pilot machining	449,84	494,82	452,09	497,30
(iv) Other machining:				
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	388,23	427,05	390,17	429,19
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' type footwear (all in South African tannage)				
	388,23	427,05	390,17	429,19
(b) Operations on leathers other than those specified in (a):				
Vamping.....	408,00	448,80	410,04	451,04
Flat binding by machine	408,00	448,80	410,04	451,04
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	408,00	448,80	410,04	451,04
Golosh machining (whole goloshes)	408,00	448,80	410,04	451,04
Fancy shoes on the held-together system, machined through (all classes)	408,00	448,80	410,04	451,04
Fancy machining on the held-together system, including collard cut-outs, overlays and fancy pattern stitching without markers classes	408,00	448,80	410,04	451,04
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	408,00	448,80	410,04	451,04
Vamping shoes with quarters over vamps	408,00	448,80	410,04	451,04
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	408,00	448,80	410,04	451,04
(d) All operations on children's work up to size 1 1/2.....	388,23	427,05	390,17	429,19
All leather slippers (men's, women's and children's)	388,23	427,05	390,17	429,19
All operations on box hide and willow hide (excluding goloshing, fancy work and miner's and/or miners' type)	388,23	427,05	390,17	429,19

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	408,00	448,80	410,04	451,04
(vi) Bagging	385,73	424,30	387,66	426,43
Turning of binding	385,73	424,30	387,66	426,43
Button fastening	385,73	424,30	387,66	426,43
Buttonholding	385,73	424,30	387,66	426,43
Lacing	385,73	424,30	387,66	426,43
Handpunching	385,73	424,30	387,66	426,43
Portuguese seaming	385,73	424,30	387,66	426,43
Staying and taping	385,73	424,30	387,66	426,43
Seam rubbing	385,73	424,30	387,66	426,43
Seam hammering	385,73	424,30	387,66	426,43
Sewing on bows and buckles by hand or machine	385,73	424,30	387,66	426,43
Silk screen printing	385,73	424,30	387,66	426,43
Table-hands	385,73	424,30	387,66	426,43
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	385,73	424,30	387,66	426,43
(D) ROUGH STUFF DEPARTMENT				
Class I Operations				
Qualified employees:				
(i) On cutting sole from leather	617,64	679,40	620,73	682,80
On sorting, examining and fitting up ungraded and unstamped stock	617,64	679,40	620,73	682,80
On sorting and examining graded and stamped stock	617,64	679,40	620,73	682,80
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	543,38	597,72	546,10	600,71
On reducing shaped rubber soles on the press	543,38	597,72	546,10	600,71
[Ratio: See subclause P]				
Class II Operations				
Qualified employees on:				
(i) Channelling:				
Welted insoles	446,84	491,63	449,17	494,09
Other work	446,94	491,63	449,17	494,09
(ii) Press cutting operations, other than those in Class I	459,55	505,51	461,85	508,04
(iii) Assembling from stock, whether or not sorted or graded	434,03	477,43	436,20	479,82
Attaching ribs to welted insoles	434,03	477,43	436,20	479,82
Flap splitting	434,03	477,43	436,20	479,82
Gemming and taping	434,03	477,43	436,20	479,82
Heel breasting	434,03	477,43	436,20	479,82
Heel building	434,03	477,43	436,20	479,82
Heel compressing	434,03	477,43	436,20	479,82
Slugging	434,03	477,43	436,20	479,82
Sole and insole rounding	434,03	477,43	436,20	479,82
Sole grooving, sole roughening and reducing on automatic machine	434,03	477,43	436,20	479,82
Tip filling	434,03	477,43	436,20	479,82
[Ratio: See subclause (P)]				

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
Class III Operations				
Qualified employees on:				
Channel opening	385,73	424,30	387,66	426,43
Edge covering	385,73	424,30	387,66	426,43
Edge reducing	385,73	424,30	387,66	426,43
Automatic edge preparation machine operating for soles prior to attachment	385,73	424,30	387,66	426,43
Flexing	385,73	424,30	387,66	426,43
Insole feathering	385,73	424,30	387,66	426,43
Insole grooving	385,73	424,30	387,66	426,43
Insole slotting	385,73	424,30	387,66	426,43
Insole marking	385,73	424,30	387,66	426,43
Lift and/or rand tacking	385,73	424,30	387,66	426,43
Lip turning	385,73	424,30	387,66	426,43
Press room scouring operations	385,73	424,30	387,66	426,43
Shank assembling	385,73	424,30	387,66	426,43
Shank moulding	385,73	424,30	387,66	426,43
Skiving	385,73	424,30	387,66	426,43
Size stamping	385,73	424,30	387,66	426,43
Sole, insole and stiffener moulding	385,73	424,30	387,66	426,43
Sole and insole splitting	385,73	424,30	387,66	426,43
Sole grading machine operating	385,73	424,30	387,66	426,43
Sole roughening for stuck-on work	385,73	424,30	387,66	426,43
Solutioning	385,73	424,30	387,66	426,43
Staining and/or inking of insoles	385,73	424,30	387,66	426,43
Stiffener waxing and crimping	385,73	424,30	387,66	426,43
Welt preparation	385,73	424,30	387,66	426,43
[Ratio: See subclause (P)]				
(E) MAKING DEPARTMENT				
Class I Operations				
Qualified employees on:				
(i) Pulling over, Consol lasting and/or Littleway lasting:				
(a) Welted work, other than staple welted work	617,64	679,40	620,73	682,80
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	543,38	597,72	546,10	600,71
(c) Combined pulling over and forepart lasting	617,64	679,40	620,73	682,80
(d) All other grades	617,64	679,40	620,73	682,80
(ii) Bed lasting (toes only):				
(a) Welted work, other than staple welted work	617,64	679,40	620,73	682,80
(b) Other work	617,64	679,40	620,73	682,80
(iii) Lasting of seats and sides by machine:				
(a) Welted work, other than staple welted work	492,65	541,92	495,11	544,62
(b) Other work	492,65	541,92	495,11	544,62
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.				

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(iv) Complete sole attaching by staple machine	442,86	487,15	445,07	489,58
Staple welt attaching	442,86	487,15	445,07	489,58
(v) Welt sewing	617,64	679,40	620,73	682,80
(vi) Rough rounding:				
(a) Welted work, other than staple welted work	617,64	679,40	620,73	682,80
(b) Stitchdowns	617,64	679,40	620,73	682,90
(c) Other work	617,64	679,40	620,73	682,90
(vii) Sole sewing by any machine	617,64	679,40	620,73	682,90
(viii) Sole stitching:				
(a) Welted work, other than staple welted work	617,64	679,40	620,73	682,90
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	543,38	597,72	546,10	600,71
(c) Other work	617,64	679,40	620,73	682,80
(ix) (a) Stitchdown staple lasting	442,86	487,15	445,07	489,58
(b) Stitchdown thread lasting	442,86	487,15	445,07	489,58
(c) Stitchdown toe forming	442,86	487,15	445,07	489,58
(d) Wiping platform covers by machine	442,86	487,15	445,07	489,58
(e) Lasting operations on a Kamborian machine	442,86	487,15	445,07	489,58
(f) String-lasting by hand	442,86	487,15	445,07	489,58
(x) Pounding:				
(a) Welted work, other than staple welted work	518,01	569,81	520,60	572,66
(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)	567,72	624,49	570,56	627,62
(c) Other work	518,01	569,81	520,60	572,66
<i>Note: No employee under the age of 18 may be employed on pounding</i>				
(xi) Examining	617,64	679,40	620,73	682,80
<i>Ratios—Class I Operations: Marketing Department</i>				
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.				
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.				
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.				
Class II Operations				
Qualified employees on:				
(i) Sole positioning on upper with pre-finished extended welt edge	472,58	519,84	474,94	522,43
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	459,55	505,51	461,85	508,04
(iii) Stuck-on process work:				
Sole positioning on upper and press, operating in one operation	434,03	477,43	436,20	279,82
Sole positioning on upper at forepart and seat before pressing	434,03	477,43	436,20	279,82
Press operating with the sole previously positioned (See Class III for tracking at seat only)	434,03	477,43	436,20	279,82
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners and miners' type footwear	434,03	477,43	436,20	279,82
Stitchdown assembling and pulling over stitchdown work	434,03	477,43	436,20	279,82

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	434,03	477,43	436,20	279,82
Hobnailing by hand or machine	434,03	477,43	436,20	279,82
Putting on toe plates and heel tips by hand or machine.....	434,03	477,43	436,20	279,82
Heel attaching	434,03	477,43	436,20	279,82
Football boot studding and barring	434,03	477,43	436,20	279,82
Handlevelling, other than stitchdown	434,03	477,43	436,20	279,82
Inseam trimming.....	434,03	477,43	436,20	279,82
Jointing (clearing linings and tacking uppers down over joints).....	434,03	477,43	436,20	279,82
Loose nailing or pegging foreparts and waists	434,03	477,43	436,20	279,82
Louis flap trimming by hand	434,03	477,43	436,20	279,82
Machine levelling.....	434,03	477,43	436,20	279,82
Screwing.....	434,03	477,43	436,20	279,82
Sole attaching machine-sewn, riveted and/or rivited and stitched work	434,03	477,43	436,20	279,82
Sole adhesive heat activating by machine.....	434,03	477,43	436,20	279,82
Stiffener cornering and tacking	434,03	477,43	436,20	279,82
Stitch separating	434,03	477,43	436,20	279,82
String nailing	434,03	477,43	436,20	279,82
Tacking forward of heel seats	434,03	477,43	436,20	279,82
Upper roughening	434,03	477,43	436,20	279,82
Waist reducing after being sewn	434,03	477,43	436,20	279,82
Wooden heel fitting	434,03	477,43	436,20	279,82
Welt butting and skiving	434,03	477,43	436,20	279,82
Welt wheeling.....	434,03	477,43	436,20	279,82
Rand welting by machine.....	434,03	477,43	436,20	279,82
Slugging and gang slugging.....	434,03	477,43	436,20	279,82
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	434,03	477,43	436,20	279,82
Back part and waist pre-moulding.....	434,03	477,43	436,20	279,82
Back part moulding	434,03	477,43	436,20	279,82
(iv) Vulcanising process:	434,03	477,43	436,20	279,82
Vulcanising soles to lasted uppers.....	434,03	477,43	436,20	279,82
Rand welting by machine.....	434,03	477,43	436,20	279,82
Moulding of sole units	434,03	477,43	436,20	279,82
Class III Operations				
Qualified employees on:				
Beating	385,73	424,30	387,66	426,43
Application by machine of hardening resins to puffs	385,73	424,30	387,66	426,43
Bottom filling.....	385,73	424,30	387,66	426,43
Channel closing and edge raising.....	385,73	424,30	387,66	426,43
Feeding nails to heeling machines.....	385,73	424,30	387,66	426,43
Hand levelling of stitchdowns.....	385,73	424,30	387,66	426,43
Heel covering	385,73	424,30	387,66	426,43
Inserting stiffeners and puffs	385,73	424,30	387,66	426,43
Louis heel flap clamping, Louis heel slicking	385,73	424,30	387,66	426,43
Louis heel flap trimming by machine	385,73	424,30	387,66	426,43
Reverse seat moulding for stitchdowns	385,73	424,30	387,66	426,43
Seat nailing and/or pegging	385,73	424,30	387,66	426,43

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
Seat rounding.....	385,73	424,30	387,66	426,43
Shank attaching	385,73	424,30	387,66	426,43
Sole tacking at seat for stuck-on process	385,73	424,30	387,66	426,43
Solutioning, damping and pasting	385,73	424,30	387,66	426,43
Sorting hobs	385,73	424,30	387,66	426,43
Sole laying welted work and/or rubber soles	385,73	424,30	387,66	426,43
Sole tacking or sole fitting throughs and runners	385,73	424,30	387,66	426,43
Tack pulling	385,73	424,30	387,66	426,43
Tacking bottom stock to last.....	385,73	424,30	387,66	426,43
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat.....	385,73	424,30	387,66	426,43
				
Tacking over sandal backs where no stiffener is inserted	385,73	424,30	387,66	426,43
Tacking top pieces on stitchdowns and sandals	385,73	424,30	387,66	426,43
All other wire grip tacking	385,73	424,30	387,66	426,43
Upper stapling after lasting sides	385,73	424,30	387,66	426,43
Upper trimming.....	385,73	424,30	387,66	426,43
Plastic pelletising and granulating.....	385,73	424,30	387,66	426,43
<i>[Ratio: See subclause (P)]</i>				
HAND-LASTING OPERATIONS				
Qualified employees on:				
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	548,40	603,24	551,14	606,25
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>				
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins Hand-lasting seats or stitchdowns	434,03	477,43	436,20	479,82
Hand-lasting in the manufacture of clogs	434,03	477,43	436,20	479,82
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	434,03	477,43	436,20	479,82
Tacking leather straps to wooden soles	434,03	477,43	436,20	479,82
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>				

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(F) FINISHING DEPARTMENT				
Class 1 Operations				
Qualified employees on:				
(i) Edge trimming:				
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	543,38	597,72	546,10	600,71
Rubber and rubber composition soles	543,38	597,72	546,10	600,71
Children's footwear, all sizes up to and including size 1½	543,38	597,72	546,10	600,71
All slippers (men's, women's and children's)	543,38	597,72	546,10	600,71
Stitchdown footwear produced from box hide and willow hide	543,38	597,72	546,10	600,71
(b) All other work.....	617,64	679,40	620,73	682,80
(ii) Edge setting:				
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	442,86	487,15	445,07	489,58
Through runners.....	442,86	487,15	445,07	489,58
Waist and/or top pieces.....	442,86	487,15	445,07	489,58
Children's footwear, all sizes up to and including size 1½	442,86	487,15	445,07	489,58
All slippers (men's, women's and children's)	442,86	487,15	445,07	489,58
Stitchdown footwear produced from box hide and willow hide	442,86	487,15	445,07	489,58
(b) Automatic edge-setting machine, all grades	442,86	487,15	445,07	489,58
(c) All other work.....	543,38	597,72	546,10	600,71
(iii) Heel trimming	442,86	487,15	445,07	489,58
(iv) Examining.....	617,64	679,40	620,73	682,80
[Ratio: See subclause (P)]				
Class II Operations				
Qualified employees on:				
Bitting by hand or machine	434,03	477,43	436,20	479,82
Bottom scouring	434,03	477,43	436,20	479,82
Heel spraying	434,03	477,43	436,20	479,82
Ploughing out	434,03	477,43	436,20	479,82
Complete finishing by hand.....	434,03	477,43	436,20	479,82
Top piece trimming.....	434,03	477,43	436,20	479,82
Bunk wheeling	434,03	477,43	436,20	479,82
Louis flap ironing.....	434,03	477,43	436,20	479,82
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waist, corners of bottoms and feather of edge	434,03	477,43	436,20	479,82
Seat wheeling.....	434,03	477,43	436,20	479,82
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	434,03	477,43	436,20	479,82
Welt wheeling.....	434,03	477,43	436,20	479,82
Decorative feather stitching by hand after the sole is permanently attached to the upper	434,03	477,43	436,20	479,82
[Ratio: See subclause (P)]				

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	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
Class III Operations				
Qualified employees on:				
Brushing, padding and/or burnishing	385,73	424,30	387,66	426,43
Crow wheeling.....	385,73	424,30	387,66	426,43
Finger scouring	385,73	424,30	387,66	426,43
Heel breast cornering	385,73	424,30	387,66	426,43
Inking, staining, waxing and damping	385,73	424,30	387,66	426,43
Inserting, slipping and putting away lasts	385,73	424,30	387,66	426,43
Ploughing (removing the scarf round under edge of sole).....	385,73	424,30	387,66	426,43
Rubbing of edges and bottoms	385,73	424,30	387,66	426,43
Spew and/or flash trimming	385,73	424,30	387,66	426,43
Conveyor belt loading	385,73	424,30	387,66	426,43
[Ratio: See subclause (P)]				
(G) SHOE ROOM				
Qualified employees on:				
Faking.....	522,86	575,15	525,47	578,02
Examining.....	522,86	575,15	525,47	578,02
Patent repairing.....	385,73	424,30	387,66	426,43
Embossing and/or stamping.....	385,73	424,30	387,66	426,43
Boxing	385,73	424,30	387,66	426,43
Dressing and/or sizing.....	385,73	424,30	387,66	426,43
Dressing by spray-gun	385,73	424,30	387,66	426,43
Hand polishing and cleaning.....	385,73	424,30	387,66	426,43
Ironing	385,73	424,30	387,66	426,43
Labelling.....	385,73	424,30	387,66	426,43
Lining trimming.....	385,73	424,30	387,66	426,43
Size stamping on footwear.....	385,73	424,30	387,66	426,43
Socking.....	385,73	424,30	387,66	426,43
Stamping descriptions and sizes on labels.....	385,73	424,30	387,66	426,43
Quarter forming by machine	385,73	424,30	387,66	426,43
Smoothing insole before socking or boxing.....	385,73	424,30	387,66	426,43
(H) MILL-ROOM OPERATIONS				
Qualified employees on:				
(i) Group 2:				
Calendar operating.....	394,93	434,42	396,90	436,59
Batch mass-measuring and assembling of chemicals.....	394,93	434,42	396,90	436,59
Operating extruding machine.....	394,93	434,42	396,90	436,59
Operating an open mixing mill with a width of not less than 1,52 m	394,93	434,42	396,90	436,59
Operating internal mixer.....	394,93	434,42	396,90	436,59
Slabbing sheet rubber to gauge (stretching compound).....	394,93	434,42	396,90	436,59
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m	394,93	434,42	396,90	436,59
Warming compound on open mill.....	394,93	434,42	396,90	436,59
Hydraulic press operating	394,93	434,42	396,90	436,59
Operating splitting machine.....	394,93	434,42	396,90	436,59

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	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(ii) Group 1:				
Issuing soles and heels.....	385,73	424,30	387,66	426,43
Press cutting blanks (clicking).....	385,73	424,30	387,66	426,43
Attending autoclave.....	385,73	424,30	387,66	426,43
Assisting mass-measurer.....	385,73	424,30	387,66	426,43
Mould checking.....	385,73	424,30	387,66	426,43
Operating an open mixing mill with a width of less than 1,01 m.....	385,73	424,30	387,66	426,43
Masticating, sheeting out, cracking or breaking compound.....	385,73	424,30	387,66	426,43
Buffing or scouring machine operations.....	385,73	424,30	387,66	426,43
Feeding rubber into calendar (feeding stretchers).....	385,73	424,30	387,66	426,43
Grinding scrap by machine.....	385,73	424,30	387,66	426,43
Mould cleaning.....	385,73	424,30	387,66	426,43
Trimming.....	385,73	424,30	387,66	426,43
Blank cutting and mass-measuring to fixed standards.....	385,73	424,30	387,66	426,43
Extruding into trays.....	385,73	424,30	387,66	426,43
Bale cutting.....	385,73	424,30	387,66	426,43
Sieving chemicals, buffings and grindings.....	385,73	424,30	387,66	426,43
Stencilling or making bales.....	385,73	424,30	387,66	426,43
Applying powder.....	385,73	424,30	387,66	426,43
Packing soles and heels.....	385,73	424,30	387,66	426,43
Granulating.....	385,73	424,30	387,66	426,43
Assisting calendar operator.....	385,73	424,30	387,66	426,43
Dipping machine operator.....	385,73	424,30	387,66	426,43
[Ratio: For every three qualified employees employed in this section not more than one learner may be employed.]				
(I) HIGH FREQUENCY WELDING				
Qualified employees on:				
(i) High-frequency welding, embossing pre-cut uppers.....	405,37	445,91	407,40	448,14
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	643,00	707,30	646,22	710,84
(iii) High-frequency welding, embossings of socks and other components.....	385,73	424,30	387,66	426,43
(iv) High-frequency welding, combined with cutting of socks and other components.....	446,94	491,63	449,17	494,09
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]				
(J) FLOW MOULDING				
Qualified employees on:				
(i) Flow moulding pre-cut uppers.....	405,37	445,91	407,40	448,14
(ii) Flow moulding pre-cut socks.....	405,37	445,91	407,40	448,14
(iii) Flow moulding where eventual upper is presented in liquid form.....	405,37	445,91	407,40	448,14
(iv) Colour application to moulds prior to flow moulding.....	405,37	445,91	407,40	448,14
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	405,37	445,91	407,40	448,14
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]				

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING				
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.....	434,03	477,43	436,20	479,82
(b) Where two employees are employed on an injection moulding machine each shall be paid	434,03	477,43	436,20	479,82
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	385,73	424,30	387,66	426,43
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>				
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE				
Qualified employees on:				
(i) String-lasting of fabric uppers	434,03	477,43	436,20	479,82
(ii) String-lasting of synthetic uppers	434,03	477,43	436,20	479,82
<i>Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>				
(M) WOODEN UNIT MANUFACTURING				
Operations not provided for in any other section in clause 1 of this Annexure:				
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):				
Qualified employees on:				
(i) Machine setting to ensure the automatic or semi automatic operation of any machine contained in this section	459,55	505,51	461,85	508,04
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers....	459,55	505,51	461,85	508,04
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	385,73	424,30	387,66	426,43
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	459,55	505,51	461,85	508,04
(v) Cutting of heel covers to a pattern from layered heel covering material	459,55	505,51	461,85	508,04
(vi) (aa) Cross cutting of timber into lengths	385,73	424,30	387,66	426,43
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides	385,73	424,30	387,66	426,43
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides	385,73	424,30	387,66	426,43
(ad) Cupping of heels to fit heel seats	385,73	424,30	387,66	426,43
(vii) Cementing heels and heel covers	385,73	424,30	387,66	426,43
(viii) Spotting of heel covers to heels and pressing	385,73	424,30	387,66	426,43
(ix) Trimming of heel covers	385,73	424,30	387,66	426,43
(x) Top piece attaching	434,03	477,43	436,20	479,82
(b) Manufacture of wooden units inclusive and/or exclusive of heels:				
Qualified employees on:				
(i) Selecting and/or planning of raw timber	385,73	424,30	387,66	426,43
(ii) Measuring, marking and cutting timber into required lengths	385,73	424,30	387,66	426,43
(iii) Marking top and side elevation for profile cutting of unit	385,73	424,30	387,66	426,43
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	434,03	477,43	436,20	479,82
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	434,03	477,43	436,20	479,82

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	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	385,73	424,30	387,66	426,43
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units....	434,03	477,43	436,20	479,82
(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..	385,73	424,30	387,66	426,43
(ix) Attaching top pieces to heels.....	434,03	477,43	436,20	479,82
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	385,73	424,30	387,66	426,43
(ab) Scouring units by hand prior to or after sole attaching.....	434,03	477,43	436,20	479,82
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	385,73	424,30	387,66	426,43
(xii) Examining for quality.....	522,86	575,15	525,47	578,02
(xiii) Repairing of units.....	385,73	424,30	387,66	426,43
(xiv) Size stamping.....	385,73	424,30	387,66	426,43
(xv) Varnishing, painting, spraying or dipping units.....	385,73	424,30	387,66	426,43
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....				
(N) LEARNERS				
(i) Learners employed on the operations referred to in clause 4, according to experience:				
First sixth months.....	320,59	352,65	322,19	354,41
Second six months.....	356,20	391,82	357,98	393,78
Third six months.....	393,65	433,02	395,62	435,18
Fourth six months.....	423,33	465,66	425,45	468,00
Fifth six months.....	475,02	522,52	477,40	525,14
Thereafter, the prescribed rate.				
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:				
First six months.....	240,51	264,56	241,71	265,88
Second six months.....	270,91	298,00	272,26	299,49
Third six months.....	302,73	333,00	304,24	334,66
Thereafter, the prescribed rate				
(iii) Learners employed on the operations referred to in subclause (H), according to experience:				
First six months.....	240,51	264,56	241,71	265,88
Second six months.....	270,91	298,00	272,26	299,49
Thereafter, the prescribed rate				
(iv) Other learners, according to experience:				
First six months.....	240,51	264,56	241,71	265,88
Second six months.....	270,91	298,00	272,26	299,49
Third six months.....	302,73	333,00	304,24	334,66
Fourth six months.....	338,24	372,06	339,93	373,92
Fifth six months.....	382,89	421,18	384,80	423,28
Thereafter, the prescribed rate.				
Provided that—				
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;				
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;				

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	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
<p>(iii) learners in the Closing Department or Shoe Room shall—</p> <p>(aa) after the third six months of experience become entitled to a wage of R385,73 per week if employed on operations for which this rate is prescribed;</p> <p>(ab) after the fourth six months of experience become entitled to a wage of R408,00 per week or R497,97 per week or R475,62 if employed on operations for which these rates are prescribed;</p> <p>(iv) learners in the Clicking Department shall, on size stamping and/or planning and/or applying acme backing, after the third six months of experience, become entitled to a wage of R385,73.</p> <p>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:</p> <p>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.</p> <p style="text-align: center;">(O) GENERAL WORKERS</p> <p>General workers.....</p> <p style="text-align: center;">(P) RATIOS</p> <p>(i) Class I Operations in the Rough Stuff and Finishing Departments</p> <p>For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.</p> <p>(ii) Class II Operations in the Rough Stuff and Finishing Departments</p> <p>On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.</p> <p>"Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.</p> <p>(iii) Class III Operations in the Rough Stuff and Finishing Departments</p> <p>On these operations all taken collectively there may be employed not more than two learners to each qualified employee.</p> <p style="text-align: center;">(Q) MILK</p> <p>All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.</p>	385,73	424,30	387,66	426,43

WAGES: FOOTWEAR AS SPECIFIED BELOW

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

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

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

Provided further that—

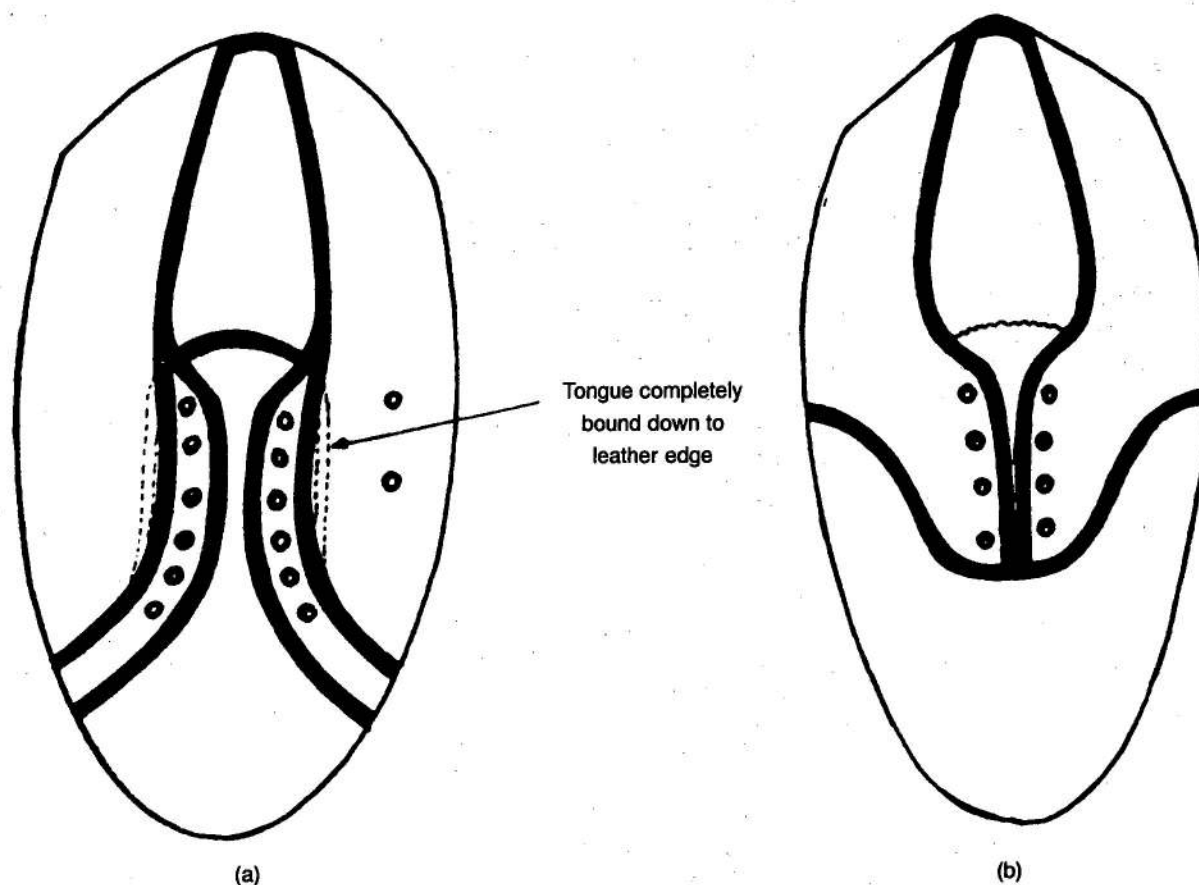
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);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

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

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(1) WAGES				
A. LACE-UP RUBBER BOOTS				
Qualified employees on:				
(i) Marking and/or cutting of textile fabrics.....	573,12	630,43	575,99	633,59
(ii) Cutting of rubber uppers.....	446,94	491,63	449,17	494,09
(iii) Cutting of fabric impregnated with rubber	446,94	491,63	449,17	494,09
(iv) Closing Departments:				
(a) Upper closing	408,00	448,80	410,04	451,04
(b) Lining closing	408,00	448,80	410,04	451,04
(c) Eyeletting	408,00	448,80	410,04	451,04
(d) Buffing tongues	385,73	424,30	387,66	426,43
(e) Inserting tongues	385,73	424,30	387,66	426,43
(f) Securing tongues	385,73	424,30	387,66	426,43
(g) Table-hands.....	385,73	424,30	387,66	426,43

	W.e.f. the date of coming into operation of this Agreement - 31.12.1990		1/1/2000-30/6/2000	
	Column A Per week	Column B Per Week	Column A Per Week	Column B Per week
(v) All sole cutting operations, whether by hand or press.....	548,40	603,24	551,14	606,25
(vi) All other press cutting operations (bottom stock only)	385,73	424,30	387,66	426,43
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	434,03	477,43	436,20	479,82
(viii) Insole attaching.....	385,73	424,30	387,66	426,43
(ix) Placing material around the last	385,73	424,30	387,66	426,43
(x) Sole attaching.....	385,73	424,30	387,66	426,43
(xi) Attaching an autoclave	385,73	424,30	387,66	426,43
(xii) Solutioning by hand	385,73	424,30	387,66	426,43
(xiii) Solutioning by machine.....	385,73	424,30	387,66	426,43
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	385,73	424,30	387,66	426,43
(b) Moulding of boots other than in an autoclave	385,73	424,30	387,66	426,43
(xv) Hobnailing.....	434,03	477,43	436,20	479,82
(xvi) Sole roughing.....	385,73	424,30	387,66	426,43
(xvii) Upper roughing.....	385,73	424,30	387,66	426,43
(xviii) Edge trimming.....	385,73	424,30	387,66	426,43
(xix) Spew and/or flash trimming on moulded boots	385,73	424,30	387,66	426,43
(xx) Inserting laces.....	385,73	424,30	387,66	426,43
(xxi) Slipping and sorting lasts.....	385,73	424,30	387,66	426,43
(xxii) Trimming linings.....	385,73	424,30	387,66	426,43
(xxiii) Rolling uppers.....	385,73	424,30	387,66	426,43
(xxiv) Cutting and/or inserting stays	385,73	424,30	387,66	426,43
(xxv) Dressing.....	385,73	424,30	387,66	426,43
(xxvi) Cleaning.....	385,73	424,30	387,66	426,43
(xxvii) Stamping sizes on linings	385,73	424,30	387,66	426,43
(xxviii) Loading trolley for autoclave.....	385,73	424,30	387,66	426,43
(xxix) Pairing.....	385,73	424,30	387,66	426,43
(xxx) Attaching thoughts or insole covers	385,73	424,30	387,66	426,43
(xxxi) Operations not specified in (i) to (xxx) above.....	385,73	424,30	387,66	426,43
(xxxii) General workers	385,73	424,30	387,66	426,43

	1/7/1999-31/12/1999		1/1/2000-30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION				
Qualified employees on:				
(i) Upper cutting Department:				
Group 1:				
Marking and/or cutting (from canvas or fabric)	573,11	630,42	575,98	633,58
Group 2:				
Assisting clicker.....	385,73	424,30	387,66	426,43
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	385,73	424,30	387,66	426,43
Gum boots.....	385,73	424,30	387,66	426,43
Size marking	385,73	424,30	387,66	426,43

	1/7/1999-31/12/1999		1/1/2000-30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(ii) Closing Department:				
Group 3:				
Attaching stays.....	385,73	424,30	387,66	426,43
Size stamping on linings	385,73	424,30	387,66	426,43
Tread trimming	385,73	424,30	387,66	426,43
All other closing room operations, including eyeletting, perforating and skiving	408,00	448,80	410,04	451,04
(iii) Bottom stock Department:				
Group 4:				
Sole cutting from rubber by press or by hand.....	548,40	603,24	551,14	606,25
Group 5:				
Cutting or extruding blanks for the moulding of soles and/or heels.....	385,73	424,30	387,66	426,43
Group 6:				
All other press cutting operations.....	385,73	424,30	387,66	426,43
(iv) Making Department:				
Group 7:				
Applying insole filler.....	385,73	424,30	387,66	426,43
Size stamping insole.....	385,73	424,30	387,66	426,43
Hand-lasting, rubber sole attaching by hand.....	385,73	424,30	387,66	426,43
Vulcanising soles to uppers.....	385,73	424,30	387,66	426,43
Solutioning by hand or machine	385,73	424,30	387,66	426,43
Assembling	385,73	424,30	387,66	426,43
Direct moulding of soles to canvas uppers	405,37	445,91	407,40	448,14
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	434,03	477,43	436,20	479,82
(b) Where two employees are employed on an injection moulding machine, each shall be paid	434,03	477,43	436,20	479,82
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	434,03	477,43	436,20	479,82
String-lasting.....	405,37	445,91	407,40	448,14
Lasting operations on a Kamborian machine.....	446,94	491,63	449,17	494,09
Lasting seats or sides by machine	497,22	546,94	499,71	549,68
Combined pulling over and forepart lasting.....	623,35	685,69	626,47	689,12
(v) Group 8:				
Hobnailing by hand or machine.....	434,03	477,43	436,20	479,82
(vi) Group 9:				
Attaching back strip	385,73	424,30	387,66	426,43
Attaching foxing	385,73	424,30	387,66	426,43
Attaching insole	385,73	424,30	387,66	426,43
Attaching lining to upper.....	385,73	424,30	387,66	426,43
Cementing	385,73	424,30	387,66	426,43
Cleaning soles	385,73	424,30	387,66	426,43
Cutting foxing.....	385,73	424,30	387,66	426,43
Feeding conveyer	385,73	424,30	387,66	426,43
Granulating	385,73	424,30	387,66	426,43
Inserting the puffs	385,73	424,30	387,66	426,43
Rolling uppers.....	385,73	424,30	387,66	426,43
Slipping lasts.....	385,73	424,30	387,66	426,43
Sole rolling.....	385,73	424,30	387,66	426,43
Supplying lasts.....	385,73	424,30	387,66	426,43

	1/7/1999-31/12/1999		1/1/2000-30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Trimming uppers.....	385,73	424,30	387,66	426,43
Mass-measuring pellets for direct moulding.....	385,73	424,30	387,66	426,43
Wheeling.....	385,73	424,30	387,66	426,43
Checking and repairing.....	385,73	424,30	387,66	426,43
Edge scouring.....	385,73	424,30	387,66	426,43
Silk screen printing.....	385,73	424,30	387,66	426,43
(vii) Any operations not specified in (i) to (vi) above.....	385,73	424,30	387,66	426,43
(viii) General Workers.....	385,73	424,30	387,66	426,43
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS:)				
According to experience:				
First six months.....	240,41	264,45	241,61	265,77
Second six months.....	270,91	298,00	272,26	299,49
Thereafter, the prescribed rate: Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.				
(3) RATIOS				
(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.				
(4) DIFFERENTIAL WORKING				
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.				
(5) DEFINITIONS				
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 kilopas- cals 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.				
CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER				
(1) WAGES				
Qualified employees on:				
A. Upper Cutting Department:				
(i) Upper cutting.....	572,92	630,21	575,78	633,36
(ii) Stock cutting and/or lining cutting.....	446,94	491,63	449,17	494,09
(iii) Upper assembling.....	446,94	491,63	449,17	494,09
(iv) Marking and/or stamping.....	385,73	424,30	387,66	426,43

	1/7/1999-31/12/1999		1/1/2000-30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
B. Machining Department:				
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	388,23	427,05	390,17	429,19
(ii) Machining of uppers, socks, pads and soft soles together	408,00	448,80	410,04	451,04
(iii) Machining elastic bound edges of uppers to soft soles	408,00	448,80	410,04	451,04
C. Rough Stuff Department:				
(i) Sole cutting from leather	623,35	685,69	626,47	689,12
(ii) Sole cutting from other than leather	548,40	603,24	551,14	606,25
(iii) Insole cutting and lift and top-piece cutting	548,40	603,24	551,14	606,25
(iv) Stamping	385,73	424,30	387,66	426,43
(v) Heel covering	385,73	424,30	387,66	426,43
D. Making Department:				
(i) Slipper turn sewing	473,54	520,89	475,91	523,50
(ii) Steaming and blocking into shape:				
(a) Felt work	434,03	477,43	436,20	479,82
(b) Leather work, fabric Cubans	434,03	477,43	436,20	479,82
(iii) Stuck-on-process:				
(a) Hand-lasting	434,03	477,43	436,20	479,82
Sole roughening	434,03	477,43	436,20	479,82
Sole positioning on upper and press operating in one operation	434,03	477,43	436,20	479,82
Sole positioning on upper and forepart seat before pressing	434,03	477,43	436,20	479,82
Press operating with sole previously positioned	434,03	477,43	436,20	479,82
(b) Solutioning operation	385,73	424,30	387,66	426,43
(c) Sole and insole tacking	385,73	424,30	387,66	426,43
(iv) Vulcanising soles to lasted uppers	434,03	477,43	436,20	479,82
(v) Slugging	385,73	424,30	387,66	426,43
Channelling	385,73	424,30	387,66	426,43
Hand-levelling	385,73	424,30	387,66	426,43
Heel attaching	385,73	424,30	387,66	426,43
Tacking backs	385,73	424,30	387,66	426,43
(vii) Slipper turning	385,73	424,30	387,66	426,43
(viii) Fetching and putting away lasts	385,73	424,30	387,66	426,43
(ix) Inserting heel pads	385,73	424,30	387,66	426,43
(x) Conveyor operating	385,73	424,30	387,66	426,43
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:				
(a) Where one employee is employed in an injection moulding machine	434,03	477,03	436,20	479,82
(b) Where two employees are employed on an injection moulding machine each shall be paid	434,03	477,03	436,20	479,82
(c) Where more than two employees are employed on injection moulding machine each shall be paid	434,03	477,03	436,20	479,82
E. Finishing Department				
Edge trimming	548,40	603,24	551,14	606,25
Edge setting	447,44	492,18	449,68	494,65
Heel trimming	385,73	424,30	387,66	426,43
Scouring operations	385,73	424,30	387,66	426,43
Inking, staining and brushing	385,73	424,30	387,66	426,43
Slipping uppers	385,73	424,30	387,66	426,43
F. Shoe Room Department				
Examining				
All other Shoe Room operations	385,73	424,30	387,66	426,43

	1/7/1999–31/12/1999		1/1/2000–30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(2) LEARNERS				
According to experience:				
First six months	240,41	264,45	241,61	265,77
Second six months	270,88	297,97	272,23	299,45
Third six months	302,73	333,00	304,24	334,66
Fourth six months	338,25	372,08	339,94	373,93
Fifth six months	382,89	421,18	384,80	423,28
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.				
Provided further that learners on operations for which a wage rate of R385,73 is prescribed shall, after the six months of experience, become entitled to this wage rate;				
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.				
(3) GENERAL WORKERS				
General workers	385,73	424,30	387,66	426,43
(4) RATIO				
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.				
(5) DIFFERENTIAL WORKING				
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.				
CLAUSE 4: PLATNATE' AND DOPPERS'				
Note: Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempies or pitch thread.				
Qualified employees on:				
(i) Clicking	433,36	476,70	435,53	479,08
(ii) Machining by power	388,23	427,05	390,17	429,19
Machining other than by power	388,23	427,05	390,17	429,19
Other Closing Department operations	388,23	427,05	390,17	429,19
(iii) Sole cutting by power	512,77	564,05	515,33	566,86
Sole cutting other than by power	385,73	424,30	387,66	426,43
(iv) Pulling over by hand and/or hand-lasting	385,73	424,30	387,66	426,43
Stitching by hand	385,73	424,30	387,66	426,43
(v) Edge trimming by power	437,37	481,11	439,56	482,52
Edge trimming other than by power	385,73	424,30	387,66	426,43
(vi) Pairing and/or size marking	385,73	424,30	387,66	426,43
(vii) Any operation other than those specified in (i) to (iv) hereof	385,73	424,30	387,66	426,43

	1/7/1999–31/12/1999		1/1/2000–30/6/2000	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(2) LEARNERS				
According to experience:				
First six months.....	240,41	264,45	241,61	265,77
Second six months	270,88	297,97	272,23	299,45
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;				
Provided further than an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.				
(3) GENERAL WORKERS				
General workers	385,73	424,30	387,66	426,43
(4) RATIO				
For every three employees receiving not less than R385,73 per week there may be employed not more than one employee at a wage of less than R385,73 per week.				
(5) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations".				

2. From 1 July 2000 to 30 June 2001:

- (1) All prescribed wage rates will be increased by 6,00%. If as at 1 March 2000, the annual rate of change in the consumer price index is between 6,00% and 9,00%, the increase in all prescribed wage rates will be the CPI as on that date. If, on the other hand, the CPI on that date is more than 9,00%, the parties undertake to renegotiate the wage rate for this period. For the purpose of this clause, "the annual rate of change in the Consumer Price Index" as at March 2000, is as published by Statistics South Africa, or its successor in title. It is currently defined as the "All Items" CPI figure for the Metropolitan Areas, and commonly described as the "Official Inflation Rate", or "the year-on-year" CPI figure for the whole of the Republic of South Africa. It will include any future such recognised equivalent CPI figure officially published by Statistics South Africa.
- (2) The parties agree that there will be no negotiations on any peripheral conditions of employment that will affect amendments to the above Agreement during the period 1 July 1999 to 30 June 2001. A portion of the wage increase for the period July 2000 to June 2001 may be applied towards an increase in peripheral conditions of employment, provided that the total cost of employment does not exceed the wage increase granted in terms of clause 1 above.
- (3) Should 31 December 1999 and 2 January 2000 be depromulgated as public holidays, employer parties agree to give the workers one day's paid holiday in lieu of these two days.

Signed by the parties at Durban on this the 2nd day of July 1999.

D. J. F. LINDE

Member of the Council

V. KISTEN

Member of the Council

M. PAULSEN

Member of the Council

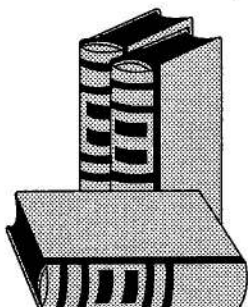
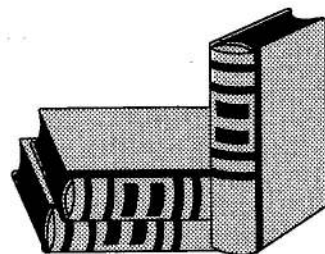
L. M. VAN LOGGERENBERG

General Secretary of the Council

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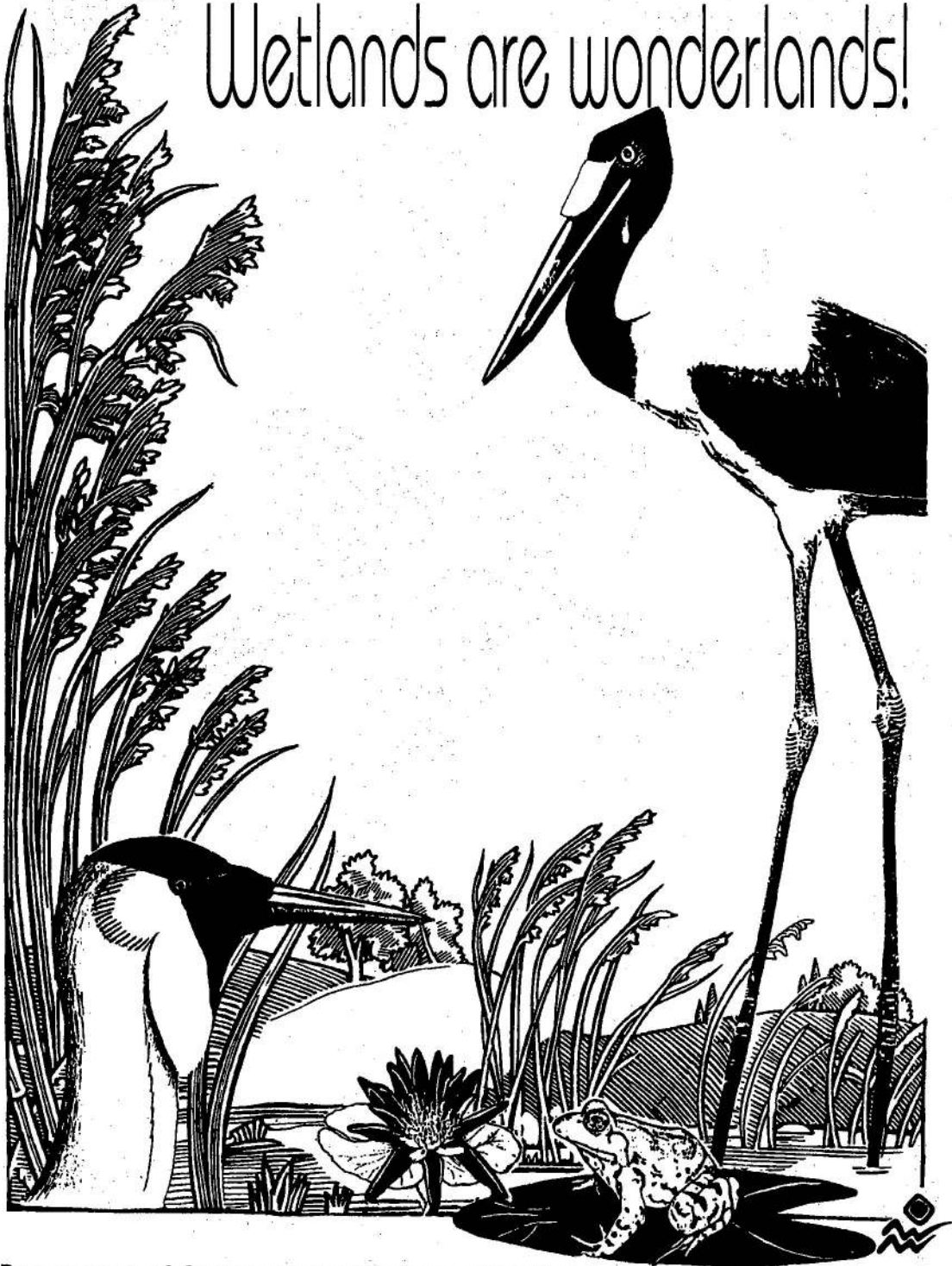
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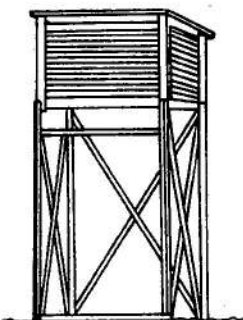
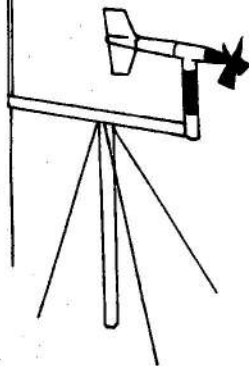
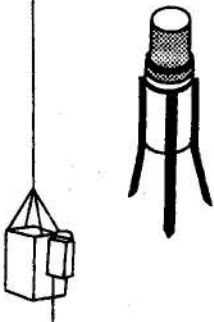
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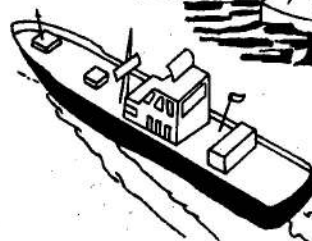
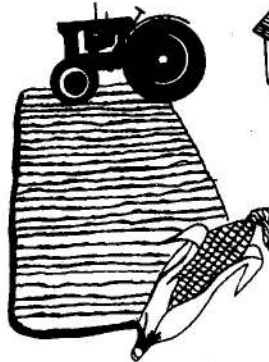
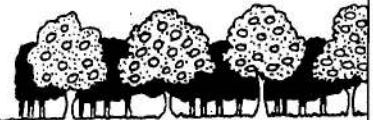
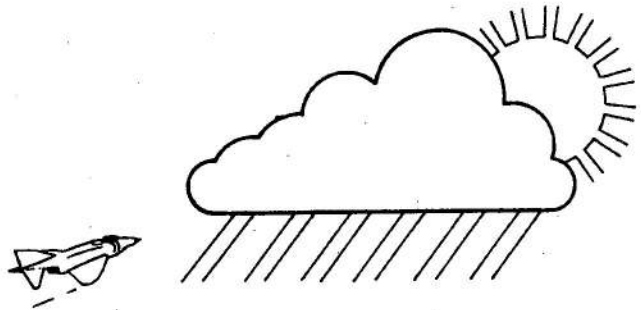


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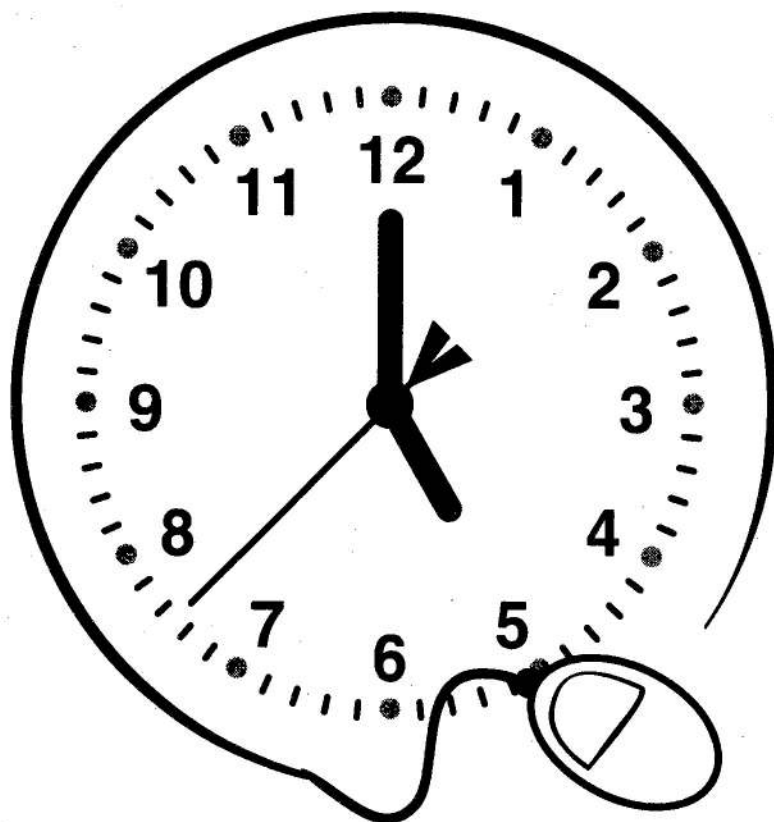


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