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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 634

8 July 2005

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE ADMINISTRATION EXPENSES COLLECTIVE AMENDING AGREEMENT

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 11 July 2005, and for the period ending 10 May 2008.

M. M. S. MDLADLANA
Minister of Labour

No. R. 634

8 Julie 2005

WET OP ARBEIDSVERHOUDINGE, 1995

NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN ADMINISTRATIEWE UITGAWES KOLLEKTIEWE WYSIGINGSOORENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 11 Julie 2005, en vir die tydperk wat op 10 Mei 2008 eindig.

M. M. S. MDLADLANA
Minister van Arbied

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT

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

South African Tanning Employers' Organisation (SATEO)

Southern African Footwear and Leather Industries Association (SAFLIA)

Association of South African Manufacturers of Luggage, Handbags and General Goods

Association of Small and Medium Manufacturers of Footwear and Allied Products (ASMAP)

(hereinafter referred to as the "employers" or the "employer organisations"), of the one part, and the

National Union of Leather and Allied Workers

Southern African Clothing and Textile Workers' Union

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement published under Government Notices Nos. R. 1320 of 6 November 1998, R. 1335 of 8 December 2000, R. 145 of 8 February 2002, R. 448 of 4 April 2003 and R. 1365 of 03 October 2003.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged or employed in the Industry, respectively (other than persons engaged exclusively on repair work);

- (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):

Provided that, on the operations set forth in paragraph (6) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape and Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg:

Provided further than, on the operations set forth in paragraph (7) (a) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape and Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda:

Provided further that, on the operations set forth in paragraph (7) (b) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial District of Wynberg:

Provided further that, on the operations set forth in paragraph (8) of the definition of "Leather Industry", it shall be observed in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial Districts of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Mpumalanga), Pretoria, Roodepoort and The Cape:

Provided further that, on the operations set forth in paragraph (9) of the definition of "Leather Industry", it shall be observed in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King Williamstown and Pietermaritzburg.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to those employees for whom wages are prescribed in one of the Main Agreements of the Council.

(3) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

2. DATE AND PERIOD OF OPERATION OF AGREEMENT

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 10 May 2008.

3. CLAUSE 5: COUNCIL FUNDS

Substitute the following for sub-clauses (1) and (2):

- (1) Every employer shall, on each pay-day, deduct from the wages of his employees an amount equal to 0,45% of the employee's wage (as defined) in any of the Main Agreements of the Council.
- (2) To the total of the amount deducted in terms of (1), the employer shall add an equal amount and forward the total amount to the General Secretary of the Council, P.O. Box 3959, North End, Port Elizabeth, 6056, not later than the 15th day of the following month.

Signed by the parties at Durban on this 31st day of March 2005.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

F. ABRAHAMS

Member of the Council

L. M. VAN LOGGERENBERG,

General Secretary of the Council