

DEPARTMENT OF EMPLOYMENT AND LABOUR

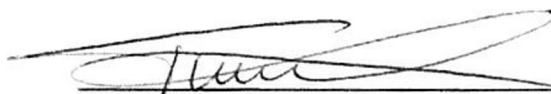
NO. R. 219

18 March 2021

LABOUR RELATIONS ACT, 1995

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

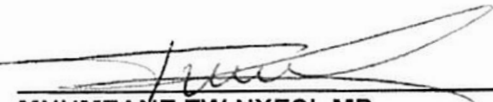
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South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


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

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

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

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


MNUMZANE TW NXESI, MP

UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI

USUKU: 12/03/2021

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
GENERAL GOODS AND HANDBAG SECTOR
COLLECTIVE AGREEMENT

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

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

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

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

and

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

(Hereinafter referred to as the employees or the trade unions) of the other part, being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017, R.1230 of 16 November 2018 and R.1413 of 01 November 2019.

Handwritten signature and initials in the bottom right corner of the page.

1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
 - (a) in the Republic of South Africa,
 - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

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

Handwritten signature and initials, possibly 'AM' and '14/15', with an arrow pointing to the right.

3. CLAUSE 4 – WAGES, RATES AND REMUNERATION

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

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

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

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

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

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

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

Handwritten signature and initials in the bottom right corner of the page.

5. ANNEXURE C –

Substitute Annexure "C" with the following:

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

1. WAGE RATES

	<i>Effective from 01/08/2020</i>		<i>Effective from 01/02/2021</i>	
	Column A Per Week	Column B Per Week	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:				
(i) Foreman (Grade C1)	2255.12	2480.63	2266.12	2492.73
(ii) Chargehand (Grade B2)	1713.43	1884.77	1721.79	1893.97
(iii) Despatch Clerk (Grade A3)	1442.88	1587.17	1449.92	1594.91
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:				
(a) Under 2722 Kg (Grade B1)	1495.48	1645.03	1502.77	1653.05
(b) Over 2722 Kg (Grade B2)	1713.43	1884.77	1721.79	1893.97
(v) General Worker (Grade A1)	1115.99	1227.59	1121.43	1233.57
(vi) Night Watchman (Grade A2)	1214.06	1335.47	1219.98	1341.98
(vii) Packer (Grade A1)	1115.99	1227.59	1121.43	1233.57
(viii) Storeman (Grade A3)	1442.88	1587.17	1449.92	1594.91
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:				
(i) Grade A1	1115.99	1227.59	1121.43	1233.57
(ii) Grade A2	1214.06	1335.47	1219.98	1341.98
(iii) Grade A3	1442.88	1587.17	1449.92	1594.91
(iv) Grade B1	1495.48	1645.03	1502.77	1653.05
(v) Grade B2	1713.43	1884.77	1721.79	1893.97
(vi) Grade B3	1876.13	2063.74	1885.28	2073.81

	<i>Effective from 01/08/2020</i>		<i>Effective from 01/02/2021</i>	
	Column A Per Week	Column B Per Week	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:				
(i) Grade A1	1115.99	1227.59	1121.43	1233.57
(ii) Grade A2	1214.06	1335.47	1219.98	1341.98
(iii) Grade A3	1442.88	1587.17	1449.92	1594.91
(iv) Grade B1	1495.48	1645.03	1502.77	1653.05
(v) Grade B2	1713.43	1884.77	1721.79	1893.97
(vi) Grade B3	1876.13	2063.74	1885.28	2073.81
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):				
During the first six months of experience	904.69	995.16	909.10	1000.01
During the second six months of experience	1080.00	1188.00	1085.27	1193.80

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

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

(2) Saddlery -

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

qualified employee employed in that category.

(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
- (b) For each employee receiving a wage of not less than R1227.59 and R1233.57 per week during the period ending 31 January 2021 and 30 June 2021 respectively, not more than one employee may be employed at a wage less than R1227.59 or R1233.57: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

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

(5) Personal Goods -

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



number of such employees that may be employed.

(6) Handbags –

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

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

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

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

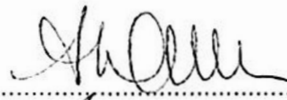
(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

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


Handwritten signature and initials in black ink, located in the bottom right corner of the page.

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

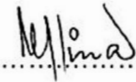
A OWEN, Member of the Council



A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council

