



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1277

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Skoeiselseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

38116—A

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1277

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Footwear Section of the Leather Industry shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

4778—1

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWER-
HEID VAN SUID-AFRIKA.—SKOEISELSEKSIE OOREEN-
KOMS

ingevolge die Wet op Nywerheidsversoenings, 1956, gesluit deur en aangegaan tussen die

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (hierna die "werkgewers" of "werkgewersorganisasies" genoem), aan die een kant, en die
- (f) National Union of Leather Workers en die
- (g) Transvaal Leather and Allied Trades Industrial Union
- (hierna die "werknemers" of "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1076 van 22 Junie 1973, soos gewysig by die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1697 van 27 September 1974, soos volg te wysig:

1. Voeg die volgende subparagraaf in na klousule 4 (1) (a) (ii) van Deel I:

"(iii) 'n Werknemer wat voel dat hy benadeel word deur die toepassing op hom van enige bepaling van subparagraaf (ii), kan by die Raad appelleer teen die beslissing wat op hom toegepas is, en die Raad kan, na oorweging van die redes wat vir sodanige beslissing voorgelê mag word, dié beslissing bekrachtig of sodanige ander beslissing gee as wat na sy mening in so 'n geval gegee behoort te gewees het. Die appel ingevolge hierdie subparagraaf moet gerig word aan die distrikskomitee van die betrokke gebied."

2. Vervang die uitdrukking "2 Maart 1973", oral waar dit in klousule 4 (7) (i) van Deel I voorkom, deur die uitdrukking "20 Maart 1975".

3. In klousule 4 (7) (ii) van Deel I, skrap die woorde "of enige verhogings wat gedurende die tydperk 1 Januarie 1973 tot 1 Maart 1973 toegestaan is aan werknemers as 'n groep in enige bedryfsinrigting of afdeling in 'n bedryfsinrigting."

4. Voeg die volgende subklousule in na klousule 9 (9) van Deel I:

"(10) Ondanks andersluidende bepalings hierin, beteken die woord "besoldiging", vir die toepassing van subklousule (4), die loon voorgeskryf in Kolom B van die Aanhangsels bedoel in klousule 4 (1) (a) (i) van Deel I vir die werksaamheid waarvoor die werknemer in diens is: Met dien verstande dat indien 'n werkgewer 'n werknemer gereeld 'n hoër bedrag betaal as wat voorgeskryf is, dit dié hoër bedrag beteken: Voorts met dien verstande dat hierdie subklousule nie van toepassing is op 'n werknemer in diens volgens 'n aansporingsloon- of ander bonus-skema kragtens klousule 2 van Deel II nie."

5. Vervang Aanhangel C van Deel I deur die volgende:

"AANHANGSEL C VAN DEEL I

	Kolom A Per week R	Kolom B Per week R
A. Wag.....	19,67	21,64
B. Pakhuisman en/of magasynmeester, versendingsklerk	25,60	28,17
C. Ketelbedieners.....	19,67	21,64
D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—		
(i) minder as 2 722 kg.....	24,50	26,95
(ii) 2 722 kg.....	25,60	28,17
(iii) meer as 2 722 kg maar hoogstens 4 536 kg	27,26	29,99
(iv) meer as 4 536 kg maar hoogstens 6 350 kg	52,37	35,60
E. Minderjariges in diens vir beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:		
Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,96	13,16
Derde ses maande.....	13,69	15,06
Vierde ses maande.....	15,53	17,08

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA.—FOOTWEAR SECTION
AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (f) National Union of Leather Workers and
- (g) Transvaal Leather and Allied Trades Industrial Union
- (hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1076, dated 22 June 1973, as amended by the Agreement published under Government Notice R. 1697, dated 27 September 1974, as follows:

1. Insert the following subparagraph after clause 4 (1) (a) (ii) of Part I:

"(iii) Any employee who is aggrieved by the application to him of any of the provisions of subparagraph (ii) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeal in terms of this subparagraph shall be made to the District Committee of the area concerned."

2. Substitute the expression "20 March 1975" for the expression "2 March 1973" wherever the latter date appears in clause 4 (7) (i) of Part I.

3. In clause 4 (7) (ii) of Part I, delete the words "or any increases granted to employees as a group in any establishment or department of an establishment during the period 1 January 1973 to 1 March 1973."

4. Insert the following subclause after clause 9 (9) of Part I:

"(10) Notwithstanding anything to the contrary contained herein, the term 'remuneration' shall, for the purposes of subclause (4), mean the wage prescribed in Column B of the Annexures referred to in clause 4 (1) (a) (i) of Part I for the operation on which the employee is employed: Provided that if an employer regularly pays an employee an amount higher than that prescribed it shall mean such higher amount: Provided further that the provisions of this subclause shall not apply to an employee engaged on a wage incentive or other bonus scheme in terms of clause 2 of Part II."

5. Substitute the following for Annexure C to Part I:

"ANNEXURE C TO PART I

	Column A Per week R	Column B Per week R
A. Watchman.....	19,67	21,64
B. Storeman and/or warehouseman, despatch clerks	25,60	28,17
C. Boiler attendants.....	19,67	21,64
D. Motor vehicle drivers driving a vehicle authorised to carry or haul a pay-load of—		
(i) under 2 722 kg.....	24,50	26,95
(ii) 2 722 kg.....	25,60	28,17
(iii) over 2 722 kg but not exceeding 4 536 kg	27,26	29,99
(iv) over 4 536 kg but not exceeding 6 350 kg	32,37	35,60
E. Minors employed on occupations for which rates have not been prescribed in this Agreement:		
First six months.....	10,35	11,39
Second six months.....	11,96	13,16
Third six months.....	13,69	15,06
Fourth six months.....	15,53	17,08

	Kolom A Per week R	Kolom B Per week R
Vyfde ses maande.....	17,48	19,23
Sesde ses maande.....	19,55	21,51
Daarna.....	21,28	23,41
F. Werksaamhede in verband met die maak van kartondose:		
(i) Guillotine en/of draaisnyes en/of kerfmasjiën met—		
(a) kragaandrywing.....	36,99	40,69
(b) handaandrywing.....	29,81	32,79
(ii) Kartondoosmakers.....	19,55	21,51
(iii) Die maak van kartondose, volgens ondervinding:		
Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,96	13,16
Derde ses maande.....	13,69	15,06
Vierde ses maande.....	15,53	17,08
Vyfde ses maande.....	17,48	19,23
Daarna.....	19,55	21,51
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjiën druk	33,47	36,82
H. Werknemers wat kantstrookies maak:		
(a) Splits, skaaf, sny, groewe maak en afskuins	22,91	25,20
(b) Alle ander werksaamhede.....	17,25	18,98
I. Verpakkers.....	18,40	20,24
J. Werknemers wat breiwerk verrig.....	28,85	31,73
K. Werknemers wat sproeiverf aan leer aanbring	33,40	36,74".
6. In klousule 3 (1) van Deel II, vervang die uitdrukking "R20,58 per week voorgeskryf word", waar dit die eerste keer voorkom, deur die uitdrukking "R23,67 per week voorgeskryf word in Kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel."		
7. In die eerste voorbehoudsbepaling van klousule 3 (1) van Deel II, vervang die uitdrukking "R20,58 per week betaalbaar is" deur die uitdrukking "R23,67 per week voorgeskryf word in Kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel II bedoel."		
8. In klousule 3 (2) van Deel II, vervang die uitdrukking "R20,58 per week of minder voorgeskryf word." deur die uitdrukking "R23,67 per week of minder voorgeskryf word in Kolom A van die aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel."		
9. In klousule 5 (1) van Deel II, vervang die uitdrukking "R20,58 per week" deur die uitdrukking "R23,67 per week is soos voorgeskryf word in Kolom A van die Aanhangsels in klousule 4 (1) (a) (i) van Deel I bedoel."		
10. In die voorbehoudsbepaling van klousule 5 (1) van Deel II, vervang die syfers "R20,58", "R21,54" en "R22,98" deur onderskeidelik die syfers "R23,67", "R24,78" en "R26,43".		
11. In klousule 5 (3) (a) van Deel II, vervang die syfer "R20,58" deur die syfer "R23,67".		
12. Vervang Aanhangel A van Deel II deur die volgende: "AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS KLOUSULE 1.—SKOEISEL, NIE ELDERS GESPELIFISEER NIE (A) PATROONAFDELING		
	Kolom A Per week R	Kolom B Per week R
(i) Gekwalifiseerde werknemers in diens as patroonsnyers wat oorspronklike ontwerpe produseer en volgens beperkings met die hand gradeer, en/of skoentekenaars	41,89	46,07
(ii) Gekwalifiseerde werknemers wat—		
(a) met die hand, maar nie volgens beperkings nie, gradeer en wat nie oorspronklike ontwerpe produseer nie.....	35,40	38,94
(b) met gradeermasjiene werk.....		
(c) oorspronklike voeringpatrone volgens boeleerpatrone maak in gevalle waar daar geen leeskopieë of oorspronklike ontwerpe geproduseer word nie.....		
(iii) Gekwalifiseerde werknemers wat enige werksaamheid verrig wat nie in (i) en (ii) hiervan gespesifiseer word nie	28,02	30,82

	Column A Per week R	Column B Per week R
Fifth six months.....	17,48	19,23
Sixth six months.....	19,95	21,51
Thereafter.....	21,28	23,41
F. Cardboard box making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—		
(a) power.....	36,99	40,69
(b) hand.....	29,81	32,79
(ii) Cardboard boxmakers.....	19,55	21,51
(iii) Making cardboard boxes, according to experience:		
First six months.....	10,35	11,39
Second six months.....	11,96	13,16
Third six months.....	13,69	15,06
Fourth six months.....	15,53	17,08
Fifth six months.....	17,48	19,23
Thereafter.....	19,55	21,51
G. Employees employed on hand typesetting and printing labels on a printing machine	33,47	36,82
H. Employees employed on weltmaking:		
(a) Splitting, skiving, cutting, grooving and bevelling	22,91	25,20
(b) All other operations.....	17,25	18,98
I. Packers.....	18,40	20,24
J. Employees employed on currying.....	28,85	31,73
K. Employees employed on spraying of leather	33,40	36,74".
6. In clause 3 (1) of Part II, substitute the expression "R23,67 per week are prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I." for the expression "R20,58 per week are prescribed." where these words occur for the first time.		
7. In the first proviso to clause 3 (1) of Part II, substitute the expression "R23,67 per week is prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I," for the expression "R20,58 per week, is payable."		
8. In clause 3 (2) of Part II, substitute the expression "R23,67 per week or less are prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I," for the expression "R20,58 per week, or less are prescribed."		
9. In clause 5 (1) of Part II, substitute the expression "R23,67 per week as is prescribed in Column A of the Annexures referred to in clause 4 (1) (a) (i) of Part I," for the expression "R20,58 per week".		
10. In the proviso to subclause 5 (1) of Part II, substitute the figures "R23,67", "R24,78" and "R26,43" for the figures "20,58", "R21,54" and "R22,98" respectively.		
11. In clause 5 (3) (a) of Part II, substitute the figure "R23,67" for the figure "R20,58".		
12. Substitute the following for Annexure A to Part II: "ANNEXURE A TO PART II OF THE AGREEMENT CLAUSE 1.—FOOTWEAR, NOT ELSEWHERE SPECIFIED (A) PATTERN DEPARTMENT		
	Column A Per week R	Column B Per week R
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsmen	41,89	46,07
(ii) Qualified employees—		
(a) employed on hand grading but not to restrictions and not producing original standards.....	35,40	38,94
(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	28,02	30,82

(B) UITSNYAFDELING

Kolom	Kolom
A	B
Per week	Per week
R	R

Gekwalifiseerde werknemers in diens vir:

- (i) Die uitsny en sny van bolear met die hand of 'n masjien:
- (a) Basgelooid of chroomgelooid split-leer, basgelooid of halfchroomgelooid kalfsvel, chroomgelooid suèdekalfsvel en basgelooid skaap- en bokvelle.... Wit kalfsvel wat ten volle chroomgelooid is vir die vervaardiging van skoene uit een stuk gesny, bluchers en velskoene alleenlik, maar uitgesonderd skoelisel vir mynwerkers en skoelisel van die mynwerkerstipe (almal in Suid-Afrika gelooi)..... 36,99 40,69
- Kinderskoelisel, enige materiaal, alle nommers tot en met No. 1½ en alle leerpantoffels (vir mans, vroue en kinders).....
- (b) Alle ander materiale..... 41,89 46,07
- Gedagsverhouding.*—Hoogstens een leerling mag in diens geneem word vir elke vier of gedeelte van vier gekwalifiseerde uitsnyers.
- “Gedeelte van vier” beteken 'n res van minstens een nadat die totale getal gekwalifiseerde uitsnyers deur vier gedeeltes is.
- (c) Bolearsorteerder, wat gradeer en/of sorteer volgens gehalte vir uitreiking aan uitsnyers 41,89 46,07
- (ii) Voering-, binnesool- en passnywerk en/of klein tooisels aanbring en/of uitsnydings met 'n uitsnyers, revolusiepers, eksentriekpers of houthamer uitgepons.
- Binnetonge en smal agterlissies uit afvalstukke sny vir buitenaatskoene van die Oxford- en Derbypatroon vir kinders, seuns en meisies 28,85 31,73
- Vir alle ander snywerk van tonge en agterlissies moet daar betaal word teen die skaal van toepassing op die uitsny van materiaal ooreenkomstig paragraaf (i) hiervan.
- Opmerking.*—'n Tooisel is 'n versiering wat nie 'n noodsaaklike deel van die skoene se bolear uitmaak nie.
- As daar 'n geskil ontstaan oor wat 'n “klein tooisel” uitmaak, is die Raad se beslissing, na ondersoek, final.
- Gedagsverhouding.*—Daar mag hoogstens twee leerlinge teen lene ooreenkomstig die skaal voorgeskryf vir leerlinge in subklousule H (i) van hierdie Aanhangsel in diens geneem word vir elke gekwalifiseerde werknemer in hierdie seksie.
- (iii) Bandjies volgens lengte uit deurlopende rolle of stringe voorafvervaardigde materiaal sny 28,85 31,73
- (iv) Uitsnydings met 'n uitsnymasjien van die Westernstipe uitpons 25,60 28,17
- (v) Patrone uitreik..... 28,02 30,82
- Splitmasjien bedien.....
- (vi) Nommers stempel en/of verf..... 23,67 26,04
- Acme-agterstukke aanbring.....

(C) STIKAFDELING

Gekwalifiseerde werknemers in diens vir:

- (i) Puritan-masjienwerk..... 30,50 33,55
- (ii) Die stik van leersroke op bolear met buitensoolstikmasjiene 30,50 33,55
- (iii) Proefnaaimasjienwerk..... 28,85 31,73
- (iv) Ander masjienwerk en/of hoëfrekwensiesmeewerk:
- (a) Alle stikwerk aan bas- en chroomgelooid splitleer, bas- en halfchroomgelooid kalfsvel, suède en chroomgelooid kalfsvelvoeringmasjienwerk.. Wit kalfsvel wat ten volle chroomgelooid is vir die vervaardiging van slegs skoene uit een stuk gesny, bluchers en velskoene, maar uitgesonderd skoelisel vir mynwerkers en skoelisel van die mynwerkerstipe (almal in Suid-Afrika gelooi)..... 23,00 25,30

(B) CLICKING DEPARTMENT

Column	Column
A	B
Per week	Per week
R	R

Qualified employees on:

- (i) Clicking and cutting uppers by hand or machine:
- (a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goat-skins..... 36,99 40,69
- White full chrome kip for the production of whole-cuts, bluchers and veldschoens only, but excluding miners' and miners' type footwear (all South African tannage).....
- Children's work, any material, all sizes up to and including size 1½ and all leather slippers (men's, women's and children's).....
- (b) Any other materials..... 41,89 46,07
- Ratio.*—For every four or part of four qualified clickers there may be employed not more than one learner. ‘Part of four’ shall mean 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 41,89 46,07
- (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:
- Cutting from offal of inside tongues and narrow backstraps for children's, youths' and maids' stitchdowns of Oxford and Derby patterns 28,85 31,73
- 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.
- Note.*—A trimming is a decoration not being 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.
- 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 H (i) of this Annexure.
- (iii) Strap cutting to length from continuous rolls or hanks of pre-prepared material 28,85 31,73
- (iv) Cut-outs died out by Western type cut-out machine 25,60 28,17
- (v) Giving out patterns..... 28,02 30,82
- Operating splitting machine.....
- (vi) Size stamping and/or painting..... 23,67 26,04
- Applying acme-backing.....

(C) CLOSING DEPARTMENT

Qualified employees on:

- (i) Puritan machining..... 30,50 33,55
- (ii) Stitching aprons on uppers on out-sole stitching machines 30,50 33,55
- (iii) Pilot machining..... 28,85 31,73
- (iv) Other machining and/or high frequency welding:
- (a) All closing operations on vegetable and chrome split, vegetable and semichrome kip, suede and chrome kip lining machining..... 23,00 25,30
- White full chrome kip for the production only of whole-cuts, bluchers, and veldschoens, but excluding miners' and miners' type footwear (all of South African tannage)....

Kolom A
Per week
R

Kolom B
Per week
R

(b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:		
Voorstukke vasstik.....	26,17	28,78
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stuk.....		
Oorskoene masjineer (hele oorskoene)		
Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte).....		
Fantasiemasjienwerk volgens die saamhoustelsel, met ingegrip van krae, uit snydings, belegsels en sierpatroonstikwerk sonder merkers.....		
Randwerk of enige werksaamheid met natoomasjien, uitgesonderd Derbysykante van die Oxford-/en Derbypatroon.....		
Voorstukke van skoene vasstik met hielstukke oor die voorstukke.....		
(c) Werksaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plet- of afwerkmasjien en die vasryg van twee boonste samestellende dele met die hand om 'n naat te vorm	26,17	28,78
(d) Alle werksaamhede in verband met kinderskoeisel tot No. 1½.....	23,00	25,30
Alle leerpantoffels (vir mans, vroue en kinders).....		
Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of skoeisel van die mynwerkstipe).....		
(v) Vetergate maak, klinkwerk doen, perforerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien	26,17	28,78
(vi) Plat bindwerk.....	23,00	25,30
Omdopping.....		
Omdraai van bindwerk.....		
Aanwerk van gespes en knope.....		
Die maak van knoopsgate.....		
Vasrygwerk.....		
Handponswerk.....		
Die aanwerk van stutte en bande.....		
Naat-vryfwerk.....		
Naatplatslaanwerk.....		
Strikke en gespes met die hand of 'n masjien vasnaai.....		
Syskermdrukwerk.....		
Tafelwerkers.....		

(D) SOOL- EN HAKAFDELING

Klas I-werksaamhede

Gekwalifiseerde werknemers in diens:

(i) Om sole uit leer te sny.....	40,23	44,26
Om ongegradeerde en ongestempelde voorrade te sorteer en te pas.....		
Om gegradeerde en gestempelde voorrade te sorteer.....		
(ii) Om binnesole, verstywers, deurlopers, middelsole en neusverstywing uit ander leer as splitleer te sny, en om sole uit ander materiaal as leer te sny.....	35,40	38,94
Vir die dunner maak van gefatsoeneerde rubbersole op 'n pers.....		

[Getaalverhouding—Kyk subklousule (K)]

Klas II-werksaamhede

Gekwalifiseerde werknemers in diens vir:

(i) Groefsnaywerk:		
Binnesole waaraan kantstrookies genaai is	28,85	31,73
Ander werk.....	28,85	31,73
(ii) Perssnaywerk, uitgesonderd dié in klas I....	29,67	32,64

Column A
Per week
R

Column B
Per week
R

(b) Operations on leathers other than those specified in (a):		
Vamping.....	26,17	28,78
Machining additional 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.....		
Running round or any operation on post-trimming machine, excluding Oxford and Derby pattern Derbysides.....		
Vamping shoes with quarters over vamps.....		
(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	26,17	28,78
(d) All operations on children's work up to size 1½.....	23,00	25,30
All leather slippers (men's, women's and children's).....		
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	26,17	28,78
(iv) Flat binding.....	23,00	25,30
Bagging.....		
Turning of binding.....		
Buckle and button fastening.....		
Buttonholing.....		
Lacing.....		
Hand punching.....		
Staying and taping.....		
Seam rubbing.....		
Seam hammering.....		
Sewing on bows and buckles by hand or machine.....		
Silk screen printing.....		
Table-hands.....		

(D) ROUGH STUFF DEPARTMENT

Class I Operations

Qualified employees:

(i) As sole cutters from leather.....	40,23	44,26
On sorting and fitting up ungraded and unstamped stock.....		
On sorting graded and stamped stock...		
(ii) As cutters of insoles, stiffeners, throughs, runners and puffs from leather other than splits and sole cutters of material other than leather.....	35,40	38,94
On reducing shaped rubber soles on the press.....		

[Ratio—See subclause (K)]

Class II Operations

Qualified employees on:

(i) Chanelling:		
Welted insoles.....	28,85	31,73
Other work.....	28,85	31,73
(ii) Press cutting operations other than those in Class I	29,67	32,64

	Kolom A Per week R	Kolom B Per week R		Column A Per week R	Column B Per week R
(iii) Monteerwerk uit voorrade, afgesien daarvan of dit gesorteer en/of gegradeer is of nie.....			(iii) Assembling from stock whether or not sorted and/or graded.....		
Die aanbring van ribbes aan binnesole waaraan kantstrokies genaai is.....			Attaching ribs to welted insoles.....		
Klaspplitswerk.....			Flap splitting.....		
Die aanbring van versterkings en bande..			Gemming and taping.....		
Hak-vormwerk.....			Heel breasting.....		
Die maak van hakke.....	28,02	30,82	Heel building.....	28,02	30,82
Die pers van hakke.....			Heel compressing.....		
Die inslaan van groot spykers.....			Slugging.....		
Die afronding van sole en binnesole.....			Sole and insole rounding.....		
Die maak van groewe in sole, sole op 'n outomatiese masjien grof en dunner maak.....			Sole grooving, sole roughening and reducing on an automatic machine....		
Die vul van punte.....			Tip filling.....		
Uit hout 'n saamgestelde eenheid sny om 'n voetvormige basis te fatsoeneer.....			Cutting and shaping from wood of a combined unit forming a foot-shaped base.		
[Getalsverhouding—Kyk subklousule (K)]			[Ratio—See subclause (K)]		
Klas III-werksaamhede			Class III Operations		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Die oopsny van groewe.....			Channel opening.....		
Die bedekking van rande.....			Edge covering.....		
Die afwerk van rande.....			Edge reducing.....		
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word.....			Automatic edge preparation machine for soles prior to attachment.....		
Buigwerk.....			Flexing.....		
Die afwerk van binnesole.....			Insole feathering.....		
Die maak van groewe in binnesole.....			Insole grooving.....		
Die maak van gleuwe in binnesole.....			Insole slotting.....		
Die merk van binnesole.....			Insole marking.....		
Die vasspyker van haklagies en/of hakstrokies			Lift and/or rand tacking.....		
Die omkeer van rande.....	23,67	26,04	Lip turning.....	23,67	26,04
Skuurwerk in perskamer.....			Press room scouring operations.....		
Die aanmekaarsit van brugstukke.....			Shank assembling.....		
Die giet van brugstukke.....			Shank moulding.....		
Skaafwerk.....			Skiving.....		
Die stempel van nommers.....			Size stamping.....		
Die giet van sole, binnesole en verstywers.....			Sole, insole and stiffener moulding.....		
Die splits van sole en binnesole.....			Sole and insole splitting.....		
Bediening van soolgradeermasjien.....			Sole grading machine operating.....		
Die rofmaak van sole vir aanplakwerk.....			Sole roughening for stuck-on work.....		
Die aansmeer van rubberlym.....			Solutioning.....		
Die vorm van verstywers en die smeer van was daaraan.....			Stiffener waxing and crimping.....		
Die bereiding van kantstrokies.....			Welt preparation.....		
[Getalsverhouding—Kyk subklousule (K)]			[Ratio—See subclause (K)]		
(E) MAAKAFDELING			(E) MAKING DEPARTMENT		
Klas I-werksaamhede			Class I Operations		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Oortrekwerk, "Consol"-leeswerk en/of "Littleway"-leeswerk:			(i) Pulling over, Consol lasting and/or Littleway lasting:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgeheg.....	40,23	44,26	(a) Welted work other than staple welted work.....	40,23	44,26
(b) Klinkwerk en/of klink- en rygwerk, uitgesonderd in verband met skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe en militêre stewels.....	35,40	38,94	(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	35,40	38,94
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante.....	40,23	44,26	(c) Combined pulling over and forepart lasting.....	40,23	44,26
(d) Alle ander grade.....	40,23	44,26	(d) All other grades.....	40,23	44,26
(ii) Leeswerk aan beddings (slegs neuse):			(ii) Bed lasting (toes only):		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgeheg.....	40,23	44,26	(a) Welted work other than staple welted work.....	40,23	44,26
(b) Ander werk.....	40,23	44,26	(b) Other work.....	40,23	44,26
(iii) Leeswerk aan hakbeddings en kante met enige masjien:			(iii) Lasting of seats and sides by any machine:		
(a) Werk in verband met kantstrokies, uitgesonderd kantstrokies met krammetjies vasgeheg.....	32,09	35,30	(a) Welted work other than staple welted work.....	32,09	35,30
(b) Ander werk.....	32,09	35,30	(b) Other work.....	32,09	35,30
Opmerking. —As daar van 'n leesmasjienbediener vereis word om die hakbeddings en/of kante en neuse van stewels en skoene te lees, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.			Note. —If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied.		

	Kolom A Per week R	Kolom B Per week R
As daar van 'n oortrek- en/of "Consol"-leeswerkmasjienbediener vereis word om op 'n bepaalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.		
(iv) Die vassit van hele sole met 'n krammasjien Randsole vaskram.....	28,85	31,73
(v) Die vasnaai van kantstrookies.....	40,23	44,26
(vi) Ruwe afronding:		
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit	40,23	44,26
(b) Ander werk.....	40,23	44,26
(vii) Die vasnaai van sole.....	40,23	44,26
(viii) Die vastik van sole:		
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit	40,23	44,26
(b) Buitesole aan lopers van Indiërsandale op No. 6-tuigstikmasjien stik	35,40	38,94
(c) Ander werk.....	40,23	44,26
(ix) (a) Boleer aan sole op lees vaskram.....	28,85	31,73
(b) Boleer aan sole op lees met gare vaswerk	28,85	31,73
(c) Neuse van buitenaatskoene vorm.....	28,85	31,73
(d) Buitesoolbedekkings met 'n masjien vee	28,85	31,73
(e) Leeswerk op 'n "Kamborian"-masjien	28,85	31,73
(x) Klopwerk:		
<i>Opmerking.</i> —Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.		
(a) Werk in verband met kantstrookies, uitgesonderd kantstrookies met krammetjies vasgesit	33,75	37,12
(b) Mynwerkerskoeisel en skoeisel van die mynwerkerstipe en stewels van die militêre tipe	36,99	40,69
"Stewels van die militêre tipe" beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kontrak gemaak word.		
(c) Ander werk.....	33,75	37,12
[Gedagsverhouding: Klas I-werksaamhede: Maakdepartement]		
(i) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan beddings (uitgesonderd leeswerk aan hakbeddings en kantstukke) naaiwerk aan kantstrookies en/of sole, stikwerk en ruwe afrondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.		
(ii) Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat ander werksaamhede verrig as dié in (i) vermeld, mag een leerling in diens geneem word.		
(iii) "Gedeelte van drie" in (i) en (ii) vermeld, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeeltes is.]		
<i>Klas II-werksaamhede</i>		
Gekwalifiseerde werknemers wat—		
(i) sole op boleer in posisie plaas met vooraf afgewerkte kantstrookie met 'n verlengde rand	30,50	33,55
(ii) vooraf getooide sole in posisie plaas voordat en/of wanneer dit met pers vasgeplak word	29,67	32,64
(iii) vasplakwerk verrig:		
Sole terselfdertyd op boleer en pers in posisie plaas.....		
Sool op voorkant en hakbedding van boleer in posisie plaas voordat dit gepers word.....		
'n Pers bedien, waar sole vooraf in posisie geplaas is (sien klas III vir vasspyker van slegs hakbedding).....	28,02	30,82
Sole met 'n ander masjien as 'n snelstikmasjien aanmeekaarstik voordat dit aan die skoene vasgeheg word, maar uitgesonderd mynwerkerskoeisel en skoeisel van die mynwerkerstipe.....		

	Column A Per week R	Column B Per week R
If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seat and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.		
(iv) Complete sole attaching by staple machine Staple welt attaching.....	28,85	31,73
(v) Welt sewing.....	40,23	44,26
(vi) Rough rounding:		
(a) Welted work other than staple welted work	40,23	44,26
(b) Other work.....	40,23	44,26
(vii) Sole sewing.....	40,23	44,26
(viii) Sole stitching:		
(a) Welted work other than staple welted work	40,23	44,26
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine	35,40	38,94
(c) Other work.....	40,23	44,26
(ix) (a) Stitchdown staple lasting.....	28,85	31,73
(b) Stitchdown thread lasting.....	28,85	31,73
(c) Stitchdown toe forming.....	28,85	31,73
(d) Wiping platform covers by machine..	28,85	31,73
(e) Lasting operations on a Kamborian machine	28,85	31,73
(x) Pounding:		
<i>Note.</i> —No employee under the age of 18 years may be employed upon pounding.		
(a) Welted work other than staple welted work	33,75	37,12
(b) Miners' and miners' type and army type boots	36,99	40,69
"Army type boots" means the heavy type of boot involving the same strenuous pounding as contract army boots.		
(c) Other work.....	33,75	37,12
[Ratios: Class I operations: Making Department]		
(i) 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.		
(ii) For every three or part of three qualified employees on operations other than those referred to in (i) one learner may be employed.		
(iii) "Part of three" referred to in (i) and (ii) means a remainder of not less than two after the total number of qualified employees has been divided by three.]		
<i>Class II Operations</i>		
Qualified employees on—		
(i) sole positioning on upper with pre-finished extended welt edge	30,50	33,55
(ii) positioning of pretrimmed soles prior to and/or with stuck-on press	29,87	32,64
(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 sole previously positioned (see Class III for tacking at seat only).....	28,02	30,82
Stitching soles together by machine other than the rapid stitcher prior to being attached to footwear, but excluding miners' and miners' type footwear....		

	Kolom A Per week R	Kolom B Per week R		Column A Per week R	Column B Per week R
Buitenaatskoene aanmeakaarsit of oortrek Dikkopspykers met die hand of 'n masjien inslaan.....			Stitchdown assembling or pulling over stitchdown work.....		
Neusplate en hakskerms met die hand of 'n masjien aanbring.....			Hobnailing by hand or machine.....		
Hakke aansit.....			Putting on toe plates and heel tips by hand or machine.....		
Soolknoppies en dwarsstrokies aan voet- balstewels sit.....			Heel attaching.....		
Gelykmaking met die hand, uitgesonderd buitenaatskoene.....			Football boot studding and barring.....		
Binnenate afwerk.....			Hand levelling other than stitchdown....		
Voegwerk (voerings skoonmaak en boleer oor voë vasspyker).....			Inseam trimming.....		
Losspyker of vaspen van voorkante en middelstukke.....			Jointing (clearing linings and tacking upper down over joints).....		
Louis-klappe met die hand afwerk.....			Loose nailing or pegging foreparts and waists.....		
Gelykmaking met 'n masjien.....			Louis flap trimming by hand.....		
Vasskroefwerk.....			Machine levelling.....		
Masjiengenaalde, geklinkte en/of geklinkte en gestikte sole vassit.....			Screwing.....	28,02	30,82
Sole aanplak met kleefmiddels deur 'n masjien verhit.....	28,02	30,82	Sole attaching, machine-sewn, riveted and/or riveted and stitched work....		
Hoëke van verstywers maak en verstywers vasspyker.....			Sole adhesive heat activating by machine Stiffener cornering and tacking.....		
Steke skei.....			Stitch separating.....		
Draadspykerwerk.....			String nailing.....		
Hakbeddings vorentoe vasspyker.....			Tacking forward of heel seats.....		
Rofmaak van boleer.....			Upper roughening.....		
Middelstukke kleiner maak nadat dit ge- naai is.....			Waist reducing after being sewn.....		
Houthakke pas.....			Woodheel fitting.....		
Kantstrokies uitklop en skaaf.....			Welt butting and skiving.....		
Draaiwerk aan kantstrokies.....			Welt wheeling.....		
Kantstrokies met 'n masjien aan hak- strokies heg.....			Rand welting by machine.....		
Groot spykers inslaan en veelvuldige in- slaan van groot spykers.....			Slugging and gang slugging.....		
Hakkantstrokies of sierstrokies, hetsy verti- kaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg.....			Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....		
Voorgietwerk aan agterkant en middelstuk			Back part and waist premoulding.....		
(iv) Vulkaniseerproses:			(iv) Vulcanising process:		
Vulkanisering en/of spuitgiet van sole aan geleesde boleer.....			Vulcanising and/or injection moulding soles to lasted uppers.....	28,02	30,82
Kantstrokies met 'n masjien aan hak- strokies heg.....	28,02	30,82	Rand welting by machine.....		
Soolleenhede giet.....			Moulding of sole units.....		
Klas III-werksaamhede			Class III Operations		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Klopwerk.....			Beating.....		
Aanbring van verhardingsharse aan neusver- stywing met 'n masjien.....			Application by machine of hardening resins to puffs.....		
Vul van ondersole.....			Bottomfilling.....		
Toemaak van groewe en oplig van rande.....			Channel closing and edge raising.....		
Voer van spykers aan masjien wat hakke vassit			Feeding nails to healing machine.....		
Gelykmaak van buitenate met die hand.....			Hand levelling of stitchdowns.....		
Oortrek van hakke.....			Heel covering.....		
Insit van verstywers en neusverstywing.....			Inserting stiffeners and puffs.....		
Die klamp van Louis-hakklappe, die gladmaak van Louis-hakke.....			Louis heel flap clamping, Louis heel slicking..		
Die afwerking van Louis-hakklappe met 'n masjien.....			Louis heel flap trimming by machine.....		
Aweregse bevestiging van boleer op hakbedding			Reverse seat moulding for stitchdowns.....	23,67	26,04
Vasspyker en/of vaspen van hakbeddings.....			Seat nailing and/or pegging.....		
Afronding van hakbeddings.....	23,67	26,04	Seat rounding.....		
Aansit van brugstukke.....			Shank attaching.....		
Sool aan hakbedding spyker vir plakproses.....			Sole tacking at seat for stuck-on process.....		
Aansmeer van rubberlym, bevogtiging en vas- plak.....			Solutioning, damp and pasting.....		
Sortering van dikkopspykers.....			Sorting hobs.....		
Soollêwerk in verband met kantstrokies en/of rubbersole.....			Sole laying welted work and/or rubber soles..		
Vasspyker of pas van deurlopers en middelsole aan sole.....			Sole tacking or sole fitting throughs and runners		
Uittrek van spykers.....			Tack pulling.....		
Vasspyker van onderwerk aan lees.....			Tacking bottom stock to lasts.....		
Inslaan van spykers in agterstukke voordat dit oorgetrek word op skoene met toe agter- stukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hak- bedding geplaas word (kyk tekening).....			Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration).....		

Kolom A Kolom B
Per week Per week
R R



Inslaan van spykers in sandaal-agterstukke, waar geen verstywers ingesit word nie.....	23,67	26,04
Vasspyker van bostukke aan buitenaatskoene en sandale.....		
Alle ander draadkramwerk.....		
Vaskram van boeler nadat kantstukke geles is		
Afwerk van boeler.....		
Pastilleer en granuleer van plastiek.....		
Fatsoeneer van agterkante.....		

[Getaalverhouding—Kyk subklousule (K)]

Handleeswerksaamhede

Gekwalifiseerde werknemers in diens vir:

(i) Oortrekwerk met die hand en/of handleeswerk aan mynwerkerskoeisel of skoeisel van die mynwerkerstipe	35,40	38,94
<i>Opmerking.</i> —Daar is geen kwantum of aanvullende loon vir handleeswerk aan mynwerkerskoeisel of skoeisel van die mynwerkerstipe nie.		
(ii) Ander oortrekwerk met die hand en/of handleeswerk.....	28,02	30,82
Handleeswerk aan hakbeddings van buitenaatskoene.....		
Handleeswerk by die vervaardiging van houtsoolskoene.....		
Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met inbegrip van rubberhielstukpunte.....		
Vasspyker van leerbandjies aan houtsole		
[Getaalverhouding.—Hoogstens een leerling mag in diens geneem word vir elke gekwalifiseerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.]		

(F) AFWERKAFDELING

Klas I-werksaamhede

Gekwalifiseerde werknemers in diens vir:

(i) Gladsny van rande:		
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan mynwerkerskoeisel en skoeisel van die mynwerkerstipe en militêre stewels.....	35,40	38,94
Rubbersole en rubberkomposisiesole.....		
Kinderskoeisel tot en met No. 1½.....		
Alle pantoffels (vir mans, vroue en kinders).....		
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig.....		
(b) Alle ander werk.....	40,23	44,26
(ii) Afwerk van rande:		
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan mynwerkerskoeisel en skoeisel van die mynwerkerstipe en militêre stewels.....	28,85	31,73
Deurloop-middelsole.....		
Middelstukke en/of bostukke.....		
Kinderskoeisel, alle nommers tot en met No. 1½.....		
Alle pantoffels (vir mans, vroue en kinders).....		
Buitenaatskoeisel uit swart- en bruinkalfsleer vervaardig.....		
(b) Outomatiese randafwerkmasjien, alle grade	35,40	38,94
(c) Alle ander werk.....	35,40	38,94
(iii) Hakafwerking.....	28,85	31,73
[Getaalverhouding—Kyk subklousule (K)]		

Column A Column B
Per week Per week
R R



Tacking over sandal backs where no stiffener is inserted.....	23,67	26,04
Tacking top pieces on stitchdowns and sandals		
All other wire grip tacking.....		
Upper stapling after lasting sides.....		
Upper trimming.....		
Plastic pelletising and granulating.....		
Back part moulding.....		

[Ratio—See subclause (K)]

Hand-lasting Operations

Qualified employees on:

(i) Pulling over by hand and/or hand lasung miners' or miners' type footwear.	35,40	38,94
<i>Note.</i> —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.....	28,02	30,82
Hand-lasting seats of stitchdowns.....		
Hand-lasting in the manufacture of clogs		
Bench work such as riveting, putting on soles, and/or heels by hand, including rubber quarter tips.....		
Tacking leather straps to wooden soles..		
[<i>Ratio.</i> —There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		

(F) FINISHING DEPARTMENT

Class I Operations

Qualified employees on:

(i) Edge trimming:		
(a) Riveted and or riveted and stitched work, but excluding miners' and miners' type and army boots.....	35,40	38,94
Rubber and rubber composition soles		
Children's footwear up to and including size 1½.....		
All slippers (men's, women's and children's).....		
Stitchdown footwear produced from box hide and willow hide.....		
(b) All other work.....	40,23	44,26
(ii) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	28,85	31,73
Through runners.....		
Waiste and/or top pieces.....		
Children's footwear, all sizes up to and including size 1½.....		
All slippers (men's, women's and children's).....		
Stitchdown footwear produced from box hide and willow hide.....		
(b) Automatic edge-setting machine, all grades	35,40	38,94
(c) All other work.....	35,40	38,94
(iii) Heel trimming.....	28,85	31,73

[Ratio.—See subclause (K)]

	Kolom A Per week R	Kolom B Per week R
<i>Klas II-werkzaamhede</i>		
Gekwalifiseerde werknemers in diens vir:		
Betingslagwerk met die hand of 'n masjien		
Skuur van ondersole.....		
Skuur van hakke.....		
Spuiterwerk aan hakke.....		
Uitholwerk.....		
Volledige afwerking met die hand.....		
Gladsny van bostukke.....		
Werk met bunkwiel.....		
Stryk van Louis-klappe.....	28,02	30,82
Platvryf van rande en ondersole en herstel van gebreke aan rande, hakke, middelstukke, hoeke of ondersole en afwerk van rande.....		
Hakbeddingdraaiwerk.....		
Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedskap, hetsy voor of nadat ondersole met was gesmeer of gepoleer is.....		
Kantstrookdraaiwerk.....		
[Getalsverhouding—Kyk subklousule (K)]		

<i>Klas III-werknemers</i>		
Gekwalifiseerde werknemers in diens vir:		
Borsel, opstop en/of bruining.....		
Gedrewe werk op sole doen.....		
Skuurwerk met die vingers.....		
Afronding van hakvoortlyn.....		
Inkwerk, beitswerk, waswerk en bevochtiging..	23,67	26,04
Die insit, uittrek en wegbêre van leeste.....		
Uitholwerk (verwydering van lip rondom onderkant van sool).....		
Die afvryf van rande en ondersole.....		
Eksudaatverwydering en/of naatpoetsing.....		
[Getalsverhouding—Kyk subklousule (K)]		

(G) SKOENKAMER

Gekwalifiseerde werknemers in diens vir:		
Wassmering.....	33,75	37,12
Herstelwerk aan verlakte skoëisel.....		
Bosseleer- en/of stempelwerk.....		
Verpakkings in dose.....		
Afwerking en/of sortering volgens nommers..		
Afwerking met 'n sproeispuut.....		
Poleerwerk en skoonmaak met die hand.....		
Strykwerk.....		
Etiketterming.....	23,00	25,30
Voeringafwerking.....		
Stempel van nommers op skoëisel.....		
Insit van binnesole.....		
Stempel van beskrywings en nommers op etikette.....		
Hielstukvorming met 'n masjien.....		
Gladmaak van binnesole voordat dit ingesit of in dose verpak word.....		

(H) LEERLINGE

(i) Leerlinge wat die werksaamhede verrig wat in klousule 4 van Deel II vermeld word:		
Eerste ses maande.....	11,96	13,16
Tweede ses maande.....	14,38	15,82
Derde ses maande.....	18,63	20,50
Vierde ses maande.....	20,70	22,77
Vyfde ses maande.....	23,00	25,30
Sesde ses maande.....	25,42	27,96
Sewende ses maande.....	28,18	31,00
Agtste ses maande.....	31,63	34,79
Daarna, die voorgeskrewe loon.		
(ii) Leerlinge in klas III in die sool-en-hakaf- deling en die maak- en afwerkafdelings, volgens ondervinding:		
Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,96	13,16
Derde ses maande.....	13,69	15,06
Vierde ses maande.....	15,53	17,08
Vyfde ses maande.....	17,48	19,23
Sesde ses maande.....	19,55	21,51
Daarna, die voorgeskrewe loon.		

	Column A Per week R	Column B Per week R
<i>Class II Operations</i>		
Qualified employees on:		
Bitting by hand or machine.....		
Bottom scouring.....		
Heel scouring.....		
Heel spraying.....		
Ploughing out.....		
Complete finishing by hand.....		
Top piece trimming.....		
Bunk wheeling.....		
Louis flap ironing.....	28,02	30,82
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners or bottoms and feather of edge...		
Seat wheeling.....		
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).....		
Welt wheeling.....		
[Ratio.—See subclause (K)]		

<i>Class III Operations</i>		
Qualified employees on:		
Brushing, padding and/or burnishing.....		
Crow wheeling.....		
Finger scouring.....		
Heel breast cornering.....		
Inking, staining, waxing and damping.....	23,67	26,04
Inserting, slipping and putting away lasts.....		
Ploughing (removing the scarf round under- edge of sole).....		
Rubbing off edges and bottoms.....		
Spew and/or flash trimming.....		
[Ratio.—See subclause (K)]		

(G) SHOE ROOM

Qualified employees on:		
Faking.....	33,75	37,12
Patent repairing.....		
Embossing and/or stamping.....		
Boxing.....		
Dressing and/or sizing.....		
Dressing by spray gun.....		
Hand polishing and cleaning.....		
Ironing.....	23,00	25,30
Labelling.....		
Lining trimming.....		
Size stamping on footwear.....		
Socking.....		
Stamping descriptions and sizes on labels...		
Quarter forming by machine.....		
Smoothing insole before socking or boxing...		

(H) LEARNERS

(i) Learners on the operations referred to in clause 4 or Part II:		
First six months.....	11,96	13,16
Second six months.....	14,38	15,82
Third six months.....	18,63	20,50
Fourth six months.....	20,70	22,77
Fifth six months.....	23,00	25,30
Sixth six months.....	25,42	27,96
Seventh six months.....	28,18	31,00
Eighth six months.....	31,63	34,79
Thereafter, the prescribed rate.		
(ii) Learners in Class III in the rough stuff, making and finishing departments, accord- ing to experience:		
First six months.....	10,35	11,39
Second six months.....	11,96	13,16
Third six months.....	13,69	15,06
Fourth six months.....	15,53	17,08
Fifth six months.....	17,48	19,23
Sixth six months.....	19,55	21,51
Thereafter, the prescribed rate.		

(iii) Ander leerlinge, volgens ondervinding:

	Kolom A Per week R	Kolom B Per week R
Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,96	13,16
Derde ses maande.....	13,69	15,06
Vierde ses maande.....	15,53	17,08
Vyfde ses maande.....	17,48	19,23
Sesde ses maande.....	19,55	21,57
Sewende ses maande.....	21,85	24,04
Agtste ses maande.....	24,73	27,20
Daarna, die voorgeskrye loon.		

Met dien verstande dat—

(a) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem is as dié wat voorgeskryf is vir iemand met sy ondervinding, inkremente betaal moet word asof hy volgens ondervinding geregtig was om die loon betaal te word waarteen hy in diens geneem is;

(b) leerlinge in die stikafdeling en skoenkamer—

(1) na die sesde ses maande ondervinding op 'n loon van R23 per week geregtig word as hulle werksaamhede verrig waarvoor hierdie lone voorgeskryf word;

(2) ná die sewende ses maande ondervinding op 'n loon van R26,17 per week geregtig word as hulle werksaamhede verrig waarvoor hierdie loon voorgeskryf word;

(c) leerlinge in die uitsnyafdeling wat nommers stempel en verf, na die sesde ses maande ondervinding op 'n loon van R23,67 per week geregtig word.

Werving van 'n leerling vir 'n klas I- of klas II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.

(J) ALGEMENE ARBEIDER

	Kolom A Per week R	Kolom B Per week R
Algemene arbeider.....	17,25	18,98

(K) GETALSVIRHOUDINGS

(i) Klas I-werksaamhede in die sool- en hakafdeling en die afwerkafdeling.

Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat Klas I-werksaamhede in sowel die sool-en-hakafdeling as in die afwerkafdeling verrig, mag hoogstens een leerling in diens wees.

“Gedeelte van drie” beteken 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeeltes is.

(ii) Klas II-werksaamhede in die sool- en hakafdeling en die maak- en afwerkafdelings.

Daar mag hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees vir al hierdie werksaamhede gesamentlik.

“Gedeelte van drie” beteken vir hierdie doel 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeeltes is.

(iii) Klas III-werksaamhede in die sool-en-hakafdeling en die maak- en afwerkafdelings.

Daar mag hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in diens wees vir al hierdie werksaamhede gesamentlik.

KLOUSULE 2.—SKOEISEL, SOOS HIERONDER GESPEFISEER

(A) Skoeisel met bolear van seildoek, met rubbersole wat of in 'n outoklaaf gevulkaniseer is of regstreeks gegiet is; en ontwerp is vir tennis, gimnasium of aktiewe deelname aan ander sportsoorte, uitgesonderd skoeisel met hakke wat hoër as 6 mm van die oppervlakte van die sool by die middelstuk is, en uitgesonderd skoeisel met sole wat soolknoppe of dwarsstroke het wat meer as 6 mm uitstaan.

(B) Rubberskoeisel, nie uitgevoer nie of met seildoek uitgevoer.

(C) Skoeisel wat ten volle gegiet is.

(D) Seildoeksandale.

Opmerking 1.—“Seildoek” beteken, vir die toepassing van hierdie klousule kleedstof wat van katoen en/of kunsvlesel gemaak is en wat of 'n heeltemal natuurlike kleur het of gebleik is of eenkleurig is, en dit omvat nie vinielbestrykte materiale, kunsleer en gebosseleerde of brokaatsowwe nie.

(iii) Other learners, according to experience:

	Column A Per week R	Column B Per week R
First six months.....	10,35	11,39
Second six months.....	11,96	13,16
Third six months.....	13,69	15,06
Fourth six months.....	15,53	17,08
Fifth six months.....	17,48	19,23
Sixth six months.....	19,55	21,51
Seventh six months.....	21,85	24,04
Eighth six months.....	24,73	27,20
Thereafter, the prescribed rate.		

Provided that—

(a) 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 at which he is engaged;

(b) learners in the closing department and shoe room shall—

(1) after the sixth six months of experience become entitled to a wage of R23 per week, if employed on operations for which these rates are prescribed;

(2) after the seventh six months of experience become entitled to a wage of R26,17 per week if employed on operations for which this rate is prescribed;

(c) learners in the clicking department, on size stamping and painting shall, after the sixth six months of experience, become entitled to a wage of R23,67 per week.

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 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.

(J) GENERAL LABOURER

	Column A Per week R	Column B Per week R
General labourer.....	17,25	18,98

(K) RATIOS

(i) Class I operations in the rough stuff and finishing departments.

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 has been divided by three.

(ii) Class II operations in the rough stuff, making and finishing departments.

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 has been divided by three.

(iii) Class III operations in the rough stuff, making and finishing departments.

On these operations all taken collectively there may be employed not more than two learners to each qualified employee.

CLAUSE 2.—FOOTWEAR, AS SPECIFIED BELOW

(A) Footwear with uppers of canvas fabrics, with rubber soles either vulcanised in an autoclave or directly moulded, designed for tennis, gymnasium or active participation in other sports, excluding footwear with heels exceeding a height of 6 mm from the surface of the sole at the waist, and excluding footwear with soles having studs or bars protruding more than 6 mm.

(B) Rubber footwear, either unlined or lined with canvas fabrics.

(C) Wholly moulded footwear.

(D) Canvas fabric sandals.

Note 1.—“Canvas fabrics” shall for purposes of this clause mean fabrics made of cotton and/or man-made fibres, and shall be either entirely natural colour, bleached or of one solid shade, and shall exclude the vinyl-coated materials, imitation leathers and embossed or brocaded materials.

As daar 'n geskil ontstaan oor die soort materiaal wat ingevolge hierdie klousule gebruik mag word, moet die geskil na die Uitvoerende Komitee vir 'n beslissing verwys word. Na ondersoek, is die Uitvoerende Komitee se beslissing finaal.

Opmerking 2.—Rubber omvat natuurlike en sintetiese rubber en termoplastiese organiese stowwe en verbindings daarvan.

Opmerking 3.—Skoeisel kan nog onder hierdie klousule ressorteer, al word rubber tesame met seildoek van die tipe hierbo beskryf, in die bolear daarvan gebruik.

(1) LONE

A.—TOERYGSTEWELS VAN RUBBER

	Kolom A Per week R	Kolom B Per week R
Gekwalifiseerde werknemers in diens vir:		
(i) Die merk en/of sny van tekstielstowwe	35,75	39,32
(ii) Die sny van rubber-bolear	18,40	20,24
(iii) Die sny van kleedstof met rubber geïmpregneer	21,12	23,23
(iv) Die Stikafdeling:		
(a) Stik van bolear	21,12	23,23
(b) Stik van voering	21,12	23,23
(c) Die maak van vetergate	21,12	23,23
(d) Tonge polys	18,40	20,24
(e) Tonge insit	18,40	20,24
(f) Tonge vassit	18,40	20,24
(g) Tafelwerkers	18,40	20,24
(v) Alle soolsnywerksaamhede, hetsy met die hand of 'n pers	29,47	32,41
(vi) Alle ander perssnywerksaamhede (slegs onderwerk)	20,77	22,86
(vii) Handleeswerk (d.w.s. die oortrek van die bereide bolear oor die lees en die vassit daarvan aan die binnesool)	22,64	24,90
(viii) Binnesole vassit	22,64	24,90
(ix) Materiaal rondom die lees plaas	18,40	20,24
(x) Sole vassit	20,29	22,31
(xi) 'n Outoklaaf bedien	20,29	22,31
(xii) Rubberlymwerk met die hand	18,40	20,24
(xiii) Rubberlymwerk met 'n masjien	18,40	20,24
(xiv) (a) Die giet van sole, hakke en/of sool-en hakeenhede	18,40	20,24
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf	21,12	23,23
(xv) Die inslaan van dikkopsykers	26,78	29,46
(xvi) Die rofmaak van sole	18,40	20,24
(xvii) Die rofmaak van bolear	18,40	20,24
(xviii) Die gladsny van rande	18,40	20,24
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is	18,40	20,24
(xx) Die insit van veters	18,40	20,24
(xxi) Die uittrek en sortering van leeste	18,40	20,24
(xxii) Die regsny van voerings	18,40	20,24
(xxiii) Boleer rol	18,40	20,24
(xxiv) Steunstukke sny en/of insit	18,40	20,24
(xxv) Poets	18,40	20,24
(xxvi) Skoonmaak	18,40	20,24
(xxvii) Nommers op voerings stempel	18,40	20,24
(xxviii) Trollie vir outokloof laai	18,40	20,24
(xxix) Pare uitsoek	18,40	20,24
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit	18,40	20,24
(xxxi) Alle werksaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie	18,40	20,24

B.—ANDER SKOEISEL IN HIERDIE SEKSIE

	Kolom A Per week R	Kolom B Per week R
Gekwalifiseerde werknemers in diens:		
(i) In die Boleersnyafdeling:		
Groep 1:		
Merk en/of sny (uit seildoek of kleedstof)	35,75	39,32
Groep 2:		
Snyer bystaan	18,40	20,24
Merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer van rubber-stewels)	18,40	20,24
Nommers merk	18,40	20,24

In the event of any dispute as to the type of material that is permitted to be used under this clause, the dispute shall be referred to the Executive Committee for a decision. The Executive Committee's decision, after investigation, shall be final.

Note 2.—Rubber includes natural and synthetic rubbers and thermoplastic organic substances and compounds thereof.

Note 3.—The use in the uppers of rubber in conjunction with canvas fabrics of the type described above shall not exclude the footwear from this clause.

(1) WAGES

A.—LACE-UP RUBBER BOOTS

	Column A Per week R	Column B Per week R
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	35,75	39,32
(ii) Cutting of rubber uppers	18,40	20,24
(iii) Cutting of fabric impregnated with rubber	21,12	23,23
(iv) Closing Department:		
(a) Upper closing	21,12	23,23
(b) Lining closing	21,12	23,23
(c) Eyeletting	21,12	23,23
(d) Buffing tongues	18,40	20,24
(e) Inserting tongues	18,40	20,24
(f) Securing tongues	18,40	20,24
(g) Table-hands	18,40	20,24
(v) All sole cutting operations whether by hand or press	29,47	32,41
(vi) All other press cutting operations (bottom stock only)	20,77	22,86
(vii) Hand lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	22,64	24,90
(viii) Insole attaching	22,64	24,90
(ix) Placing material around the last	18,40	20,24
(x) Sole attaching	20,29	22,31
(xi) Attending an autoclave	20,29	22,31
(xii) Solutioning by hand	18,40	20,24
(xiii) Solutioning by machine	18,40	20,24
(xiv) (a) Moulding of soles, heels and/or sole and heel units	18,40	20,24
(b) Moulding of boots other than in an autoclave	21,12	23,23
(xv) Hobnailing	26,78	29,46
(xvi) Sole roughing	18,40	20,24
(xvii) Upper roughing	18,40	20,24
(xviii) Edge trimming	18,40	20,24
(xix) Spew and/or flash trimming on moulded boots	18,40	20,24
(xx) Inserting laces	18,40	20,24
(xxi) Slipping and sorting lasts	18,40	20,24
(xxii) Trimmings linings	18,40	20,24
(xxiii) Rolling uppers	18,40	20,24
(xxiv) Cutting and/or inserting stays	18,40	20,24
(xxv) Dressing	18,40	20,24
(xxvi) Cleaning	18,40	20,24
(xxvii) Stamping sizes on linings	18,40	20,24
(xxviii) Loading trolley for autoclave	18,40	20,24
(xxix) Pairing	18,40	20,24
(xxx) Attaching throughs or insole covers	18,40	20,24
(xxxi) Any operations not specified in (i) to (xxx) above	18,40	20,24

B.—OTHER FOOTWEAR WITHIN THIS SECTION

	Column A Per week R	Column B Per week R
Qualified employees on:		
(i) Upper cutting department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	35,75	39,32
Group 2:		
Assisting clicker	18,40	20,24
Marking and/or cutting (from rubber and/or canvas impregnated with rubber) gum boots	18,40	20,24
Size marking	18,40	20,24

	Kolom A Per week R	Kolom B Per week R		Column A Per week R	Column B Per week R
(ii) In die Stikafdeling:			(ii) Closing Department:		
<i>Group 3:</i>			<i>Group 3:</i>		
Steunstukke vassit.....	18,40	20,24	Attaching stays.....	18,40	20,24
Nommers op voerings stempel.....	18,40	20,24	Size stamping on linings.....	18,40	20,24
Drade afknip.....	18,40	20,24	Thread trimming.....	18,40	20,24
Alle ander stikkamerwerkzaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk	20,91	23,00	All other closing room operations, in- cluding eyeletting, perforating and skiving	20,91	23,00
(iii) In die Onderwerkaafdeling:			(iii) Bottom Stock Department:		
<i>Group 4:</i>			<i>Group 4:</i>		
Die sny van sole uit rubber met 'n pers of met die hand	29,47	32,41	Sole cutting from rubber by press or by hand	29,47	32,41
<i>Group 5:</i>			<i>Group 5:</i>		
Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke	20,77	22,86	Cutting or extruding blanks for the mould- ing of soles and/or heels	20,77	22,86
<i>Group 6:</i>			<i>Group 6:</i>		
Alle ander perssnywerkzaamhede.....	20,15	22,17	All other press cutting operations.....	20,15	22,17
(iv) In die Maakafdeling:			(iv) Making Department:		
<i>Group 7:</i>			<i>Group 7:</i>		
Vulmateriaal vir binnesole aanbring.....	18,40	20,24	Applying insole filler.....	18,40	20,24
Nommers op binnesole stempel.....	18,40	20,24	Size stamping insole.....	18,40	20,24
Handleeswerk, die vassit van rubbersole met die hand	18,40	20,24	Hand lasting, rubbersole attaching by hand	18,40	20,24
Sole aan boeler vulkaniseer.....	18,40	20,24	Vulcanising soles to uppers.....	18,40	20,24
Rubberlym met die hand of 'n masjien aan- bring	18,40	20,24	Solutioning by hand or machine.....	18,40	20,24
Montering.....	20,15	22,17	Assembling.....	20,15	22,17
Regstreekse giet (met inbegrip van spuit- gieting) van sole aan seilboeler	22,29	24,52	Direct moulding (including injection moulding) of soles to canvas uppers	22,29	24,52
Op lees met tou vaswerk.....	22,29	24,52	String lasting.....	22,29	24,52
Leeswerk op 'n Kamborian-masjien.....	28,85	31,73	Lasting operations on a Kamborian machine	28,85	31,73
Leeswerk van beddings en kante met enige soort masjien	32,09	35,30	Lasting seats and sides by any machine..	32,09	35,30
Gekombineerde oortrek- en puntleeswerk	40,23	44,26	Combined pulling over and forepart lasting	40,23	44,26
(v) <i>Group 8:</i>			(v) <i>Group 8:</i>		
Grootkopspekers met die hand of masjien inslaan	26,78	29,46	Hobnailing by hand or machine.....	26,78	29,46
(vi) <i>Group 9:</i>			(vi) <i>Group 9:</i>		
Agterstrook vassit.....	18,40	20,24	Attaching back strip.....	18,40	20,24
Sierstrookies vassit.....	18,40	20,24	Attaching foxing.....	18,40	20,24
Binnesool vassit.....	18,40	20,24	Attaching insole.....	18,40	20,24
Voering aan boeler vaassit.....	18,40	20,24	Attaching lining to upper.....	18,40	20,24
Sementering.....	18,40	20,24	Cementing.....	18,40	20,24
Sole skoonmaak.....	18,40	20,24	Cleaning soles.....	18,40	20,24
Sierstrookies sny.....	18,40	20,24	Cutting foxing.....	18,40	20,24
Vervoerband voer.....	18,40	20,24	Feeding conveyor.....	18,40	20,24
Granulering.....	18,40	20,24	Granulating.....	18,40	20,24
Neusverstywers insit.....	18,40	20,24	Inserting toe puffs.....	18,40	20,24
Boeler rol.....	18,40	20,24	Rolling uppers.....	18,40	20,24
Leeste uittrek.....	18,40	20,24	Slipping lasts.....	18,40	20,24
Sole rol.....	18,40	20,24	Sole rolling.....	18,40	20,24
Leeste verskaf.....	18,40	20,24	Supplying lasts.....	18,40	20,24
Boeler regsny.....	18,40	20,24	Trimming uppers.....	18,40	20,24
Die massameet van pastille vir regstreekse giet	18,40	20,24	Mass-measuring pellets for direct moulding	18,40	20,24
Latbeddingdraaiwerk.....	18,40	20,24	Wheeling.....	18,40	20,24
Nagaan en herstel.....	20,15	22,17	Checking and repairing.....	20,15	22,17
Rande skuur.....	20,15	22,17	Edge scouring.....	20,15	22,17
Syskermdrukwerk.....	20,15	22,17	Silk screen printing.....	20,15	22,17
(vii) Werksaamhede nie in (i) tot (vi) hierbo gespesifiseer nie	18,40	20,24	(vii) Any operations not specified in (i) to (vi) above	18,40	20,24

(2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUBKLOUSULE (1) A EN (1) B BEDOEL

	Kolom A Per week R	Kolom B Per week R
(i) Vroulike werknemers in die stikafdeling en vroulike werknemers wat skoene in dose pak en verpak; en alle leerlinge in die boleersny- en onderwerkaafdelings:		
<i>Volgens ondervinding:</i>		
Eerste drie maande.....	10,35	11,39
Tweede drie maande.....	11,50	12,65
Derde drie maande.....	12,65	13,92
Vierde drie maande.....	13,80	15,18
Vyfde drie maande.....	14,95	16,45
Daarna, die voorgeskrewe loon.		

(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND (1) B

	Column A Per week R	Column B Per week R
(i) Female employees in the closing department and on boxing and packing; and all learners in the upper cutting and bottom stock departments:		
<i>According to experience:</i>		
First three months.....	10,35	11,39
Second three months.....	11,50	12,65
Third three months.....	12,65	13,92
Fourth three months.....	13,80	15,18
Fifth three months.....	14,95	16,45
Thereafter, the prescribed rate.		

	Kolom A Per week R	Kolom B Per week R
(ii) Ander leerlinge:		
<i>Volgens ondervinding:</i>		
Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,50	12,65
Derde ses maande.....	12,65	13,92
Vierde ses maande.....	13,80	15,18
Vyfde ses maande.....	14,95	16,45
Daarna, die voorgeskrewe loon.		
(3) ALGEMENE ARBEIDERS		
Algemene arbeiders.....	17,25	18,98

(4) GETALSVIRHOUDINGS

(a) Voordat 'n leerling in diens geneem kan word vir enigeen van die werksaamhede in subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, kan hoogstens twee leerlinge in diens geneem word.

(b) Voordat 'n leerling in diens geneem kan word vir enigeen van die nege groepe werksaamhede in subklousule (1) B bedoel, moet een gekwalifiseerde werknemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, kan hoogstens twee leerlinge in diens geneem word.

5. DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangsel verrig, moet die loon betaal word wat hy sou verdien het as hy vir die hele tyd gedurende daardie week gewerk; uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

(6) MELK

Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die melkkamer en alle werknemers wat pers-nywerksaamhede verrig.

KLOUSULE 3.—PANTOFFELS, WAARVAN DIE BOLEER VAN ANDER STOWWE AS LEER GEMAAK IS

(1) LONE

	Kolom A Per week R	Kolom B Per week R
Gekwalifiseerde werknemers in diens vir:		
A. Boleer afdeling:		
Sny van boleer.....	29,05	31,96
Sny van binnesole en/of sny van voerings	21,88	24,06
Innekaarsit en/of merk en/of stempel van boleer	20,13	22,14
B. Masjienstikafdeling:		
(i) Neuse, krae, nate, omboorsel, tonge binnesole en stoppels vasstik, knoopsgate maak en knope aanwerk	20,70	22,77
(ii) Boleer, binnesole, stoppels en sagte sole met 'n masjien aannekaarsit	22,77	25,05
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met masjien vasstik	24,50	26,95
C. Sool-en-hakafdeling:		
(i) Die sny van sole (alle tipes).....	30,57	33,63
(ii) Die sny van binnesole, haklagies en bo-stukke	20,70	22,77
(iii) Stempelwerk.....	20,13	22,14
(iv) Hakke bedek.....	20,13	22,14
D. Maakafdeling:		
(i) Omkeernaaiwerk aan pantoffels.....	30,57	33,63
(ii) Fatsoenering met stoom en uitklophamer:		
(a) Viltwerk.....	22,77	25,00
(b) Leerwerk, Kubaanse hakke van kledstof	24,36	26,80
(iii) Vasplakproses:		
(a) Handleeswerk.....		
Die rofmaak van sole.....		
Sool in posisie plaas op boleer en terselfdertyd 'n pers bedien.....		
Sool in posisie plaas op boleer by voorkanthakbedding voordat perswerk verrig word.....	23,60	25,96
'n Pers bedien, waar die sole vooraf in posisie geplaas is.....		

(ii) Other learners:

According to experience

	Column A Per week R	Column B Per week R
First six months.....	10,35	11,39
Second six months.....	11,50	12,65
Third six months.....	12,65	13,92
Fourth six months.....	13,80	15,18
Fifth six months.....	14,95	16,45
Thereafter, the prescribed rate.		

(3) GENERAL LABOURERS

General labourers.....	17,25	18,98
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(4) 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.

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 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.

6. MILK

All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.

CLAUSE 3.—SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER

(1) WAGES

	Column A Per week R	Column B Per week R
Qualified employees on:		
A. Upper cutting department:		
Upper cutting.....	29,05	31,96
Sock cutting and/or lining cutting.....	21,88	24,06
Upper assembling and/or making and/or stamping	20,13	22,14
B. Machining department:		
(i) Toe caps, collars, seams, binding, buttonholing, buttoning, tongues, socks, pads	20,70	22,77
(ii) Machining of uppers, socks, pads and soft soles together	22,77	25,05
(iii) Machining elastic bound edges of uppers to soft soles	24,50	26,95
C. Rough stuff department:		
(i) Sole cutting (all types).....	30,57	33,63
(ii) Insole cutting and lift and top-piece cutting	20,70	22,77
(iii) Stamping.....	20,13	22,14
(iv) Heel covering.....	20,13	22,14
D. Making department:		
(i) Slipper turn-sewing.....	30,57	33,63
(ii) Steaming and blocking into shape:		
(a) Felt work.....	22,77	25,05
(b) Leather work, fabric Cubans.....	24,36	26,80
(iii) Stuck-on process:		
(a) Hand lasting.....		
Sole roughening.....		
Sole positioning on upper and press operating in one operation.....	23,60	25,96
Sole positioning on upper at forepart seat before pressing.....		
Press operating with sole previously positioned.....		

	Kolom A Per week R	Kolom B Per week R
(b) Rubberlynwerk.....	20,70	22,77
(c) Vasspyker van sole en binnesole.....	20,70	22,77
(iv) Vulkanisering van sole op geleeste boeler	23,60	25,96
(v) Spykerwerk.....	20,70	22,77
(vi) Groefsnijwerk.....	20,70	22,77
Gelykmaak met die hand.....	20,70	22,77
Vassit van hakke.....	18,40	20,24
Vasspyker van agterstukke.....	20,13	22,14
(vii) Omkeer van pantoffels.....	20,13	22,14
(viii) Leeste gaan haal en bere.....	20,70	22,77
(ix) Hakkussinkies insit.....	20,13	22,14
(x) Vervoerbande bedien.....	29,81	32,79
E. Afwerkafdeling:	22,02	24,21
Afwerk van rande.....	21,26	23,38
Stel van rande.....	20,70	22,77
Afwerk van hakke.....	20,70	22,77
Skuurwerksaamhede.....	20,70	22,77
Inkwerk, beitswerk en borselwerk.....	20,13	22,14
Boeler van lees afhaal.....	22,77	25,05
F. Skoenkamerafdeling:	20,13	22,14
Nasienwerk.....		
Alle ander skoenkamerwerksaamhede.....		

(2) LEERLINGE

Volgens ondervinding:

Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,96	13,16
Derde ses maande.....	13,69	15,06
Vierde ses maande.....	15,53	17,08
Vyfde ses maande.....	17,48	19,23
Sesde ses maande.....	19,55	21,51
Sewende ses maande.....	21,85	24,04
Agtste ses maande.....	24,73	27,20

Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as die wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie.

(3) ALGEMENE ARBEIDERS

Algemene arbeiders.....	17,25	18,98
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(4) GETALSVIRHOUDING

Vir elke een gekwalifiseerde werknemer wat die werksaamhede gespesifiseer in subklousule (1) hiervan verrig, kan hoogstens twee leerlinge in diens geneem word teen die loonskaal voorgeskryf vir leerlinge ingevolge subklousule (2) hiervan: Met dien verstande dat een werknemer wat die loon voorgeskryf vir 'n gekwalifiseerde werknemer ontvang, in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangsel verrig moet die loon betaal word wat hy sou verdien het as hy vir al die tyd in daardie week gewerk, slegs die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

KLOUSULE 4.—“PLATNATE” EN “DOPPERS”

Opmerking.—“Platnate” en “doppers” beteken skoeisel wat uitluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.

“(1) LONE

	Kolom A Per week R	Kolom B Per week R
Gekwalifiseerde werknemers in diens vir:		
(i) Uitsnywerk.....	28,23	31,04
(ii) Kragmasjienwerk.....	15,67	17,23
Masjienwerk, uitgesonderd kragmasjienwerk	13,74	15,10
Ander werksaamhede in die stikafdeling	15,67	17,23
(iii) Soolsnywerk met kragmasjien.....	33,40	36,74
Soolsnywerk, uitgesonderd met 'n kragmasjien	19,53	21,49
(iv) Oortrek met die hand en/of handleeswerk	19,53	21,49
Stikwerk met die hand.....	13,74	15,10
(v) Randafwerking met kragmasjien.....	28,23	31,04
Randafwerking, uitgesonderd met 'n kragmasjien	19,53	21,49

	Column A Per week R	Column B Per week R
(b) Solutioning operations.....	20,70	22,77
(c) Sole and insole tacking.....	20,70	22,77
(iv) Vulcanising soles to lasted uppers.....	23,60	25,96
(v) Slugging.....	20,70	22,77
(vi) Chanelling.....	20,70	22,77
Hand levelling.....	20,70	22,77
Heel attaching.....	20,70	22,77
Tacking backs.....	20,70	22,77
(vii) Slipper turning.....	18,40	20,24
(viii) Fetching and putting away lasts.....	20,13	22,14
(ix) Inserting heel pads.....	20,70	22,77
(x) Conveyor operating.....	20,13	22,14

E. Finishing department:

Edge trimming.....	29,81	32,79
Edge setting.....	22,02	24,21
Heel trimming.....	21,26	23,38
Scouring operations.....	20,70	22,77
Inking, staining and brushing.....	20,70	22,77
Slipping uppers.....	20,13	22,14

F. Shoe room department:

Examining.....	22,77	25,05
All other shoe room operations.....	20,13	22,14

(2) LEARNERS

According to experience:

First six months.....	10,35	11,39
Second six months.....	11,96	13,16
Third six months.....	13,69	15,06
Fourth six months.....	15,53	17,08
Fifth six months.....	17,48	19,23
Sixth six months.....	19,55	21,51
Seventh six months.....	21,85	24,04
Eighth six months.....	24,73	27,20

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.

(3) GENERAL LABOURERS

General labourers.....	17,25	18,98
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(4) RATIO

For every one qualified employee engaged in 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 or those operations.

CLAUSE 4.—“PLATNATE” AND “DOPPERS”

Note.—“Platnate” and “doppers” means footwear wholly or mainly stitched by hand with riempie or pitch thread.

“(1) WAGES

	Column A Per week R	Column B Per week R
Qualified employees on:		
(i) Clicking.....	28,23	31,04
(ii) Machining by power.....	15,67	17,23
Machining other than by power.....	13,74	15,10
Other closing room operations.....	15,67	17,23
(iii) Sole cutting by power.....	33,40	36,74
Sole cutting other than by power.....	19,53	21,49
(iv) Pulling over by hand and/or hand-lasting	19,53	21,49
Stitching by hand.....	13,74	15,10
(v) Edge trimming by power.....	28,23	31,04
Edge trimming other than by power....	19,53	21,49

	Kolom A Per week R	Kolom B Per week R
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(vi) Pare uitsoek en/of nommers merk.....	13,74	15,10
(vii) Alle werksaamhede uitgesonderd dié gespesifiseer in (i) en (vi) hiervan	19,53	21,49

(2) LEERLINGE

Volgens ondervinding:

Eerste ses maande.....	10,35	11,39
Tweede ses maande.....	11,50	12,65
Derde ses maande.....	12,65	13,92
Vierde ses maande.....	13,80	15,18
Vyfde ses maande.....	14,95	16,45

Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as die wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie.

(3) ALGEMENE ARBEIDERS

	Kolom A Per week R	Kolom B Per week R
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Algemene arbeiders.....	17,25	18,98
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(4) GETALSVIRHOUDING

Vir elke drie werknemers wat minstens R13,74 per week ontvang, mag hoogstens een werknemer teen 'n loon van minder as R13,74 per week in diens geneem word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede gespesifiseer in hierdie seksie van hierdie Aanhangsel verrig, moet die loon betaal word wat hy sou ontvang het as hy vir die hele tyd gedurende daardie week gewerk, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word."

Hierdie Ooreenkoms namens die partye op hede die 9de dag van Mei 1975 onderteken.

A. G. EVERINGHAM, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Hoofsekretaris van die Raad.

No. R. 1278

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERNUWING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermmentskenningsgewings R. 1076 van 22 Junie 1973 en R. 1697 van 27 September 1974 van krag is met ingang van die datum van publikasie van hierdie kennisgewing vir 'n verdere tydperk wat op 30 Junie 1976 eindig.

M. VILJOEN, Minister van Arbeid.

No. R. 1279

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—SKOEISELSEKSIE

Die volgende verbetering van Goewermmentskenningsgewing R. 1697 wat in *Staatskoerant* 4407 van 27 September 1974 verskyn, word vir algemene inligting gepubliseer:

In die Afrikaanse teks van die Bylae:

In klousule 1, in die nuwe klousule 4 (1) (a) (ii), vervang die woorde "Voorts met dien verstande dat 'n werknemer wat laat by sy werk aankom nie geag word van sy werk afwesig te gewees het nie." deur die woorde "Voorts met dien verstande dat 'n werknemer wat laat by die werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus verloor in 'n bepaalde week altesame hoogstens 15 minute beloop."

	Column A Per week R	Column B Per week R
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(vi) Pairing and/or size marking.....	13,74	15,10
(vii) Any operation other than those specified in (i) to (vi) hereof	19,53	21,49

(2) LEARNERS

According to experience:

First six months.....	10,35	11,39
Second six months.....	11,50	12,65
Third six months.....	12,65	13,92
Fourth six months.....	13,80	15,18
Fifth six months.....	14,95	16,45

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.

(3) GENERAL LABOURERS

	Column A Per week R	Column B Per week R
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General labourers.....	17,25	18,98
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(4) RATIO

For every three employees receiving not less than R13,74 per week, there may be employed not more than one employee at a wage of less than R13,74 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."

This Agreement signed on behalf of the Parties on this 9th day of May 1975.

A. G. EVERINGHAM, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1278

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RENEWAL OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 1076 of 22 June 1973 and R. 1697 of 27 September 1974 to be effective from the date of publication of this notice for a further period ending 30 June 1976.

M. VILJOEN, Minister of Labour.

No. R. 1279

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—FOOTWEAR SECTION

The following correction to Government Notice R. 1697 appearing in *Government Gazette* 4407 of 27 September 1974 is published for general information:

In the Afrikaans version of the Schedule:

In clause 1, in the new clause 4 (1) (a) (ii), for the words "Voorts met dien verstande dat 'n werknemer wat laat by sy werk aankom nie geag word van sy werk afwesig te gewees het nie." substitute the words "Voorts met dien verstande dat 'n werknemer wat laat by die werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus verloor in 'n bepaalde week altesame hoogstens 15 minute beloop."

No. R. 1280

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERBEKRAFTIGING EN WYSIGING VAN OOREENKOMS VIR DIE SEKSIE ALGEMENE GOEDERE

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Seksie Algemene Goedere van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) en (c) van die Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 4 en 5, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) en (c) van die Ooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie engeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA.—SEKSIE ALGEMENE GOEDERE

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

(a) Midland and Border Leather Industry Manufacturers' Association

(b) Cape Western and North-Western Leather Industries Employers' Association

(c) Transvaal Footwear, Tanning and Leather Trades Association

(d) Natal Footwear, Tanning and General Leather Manufacturers' Association

(e) Southern Cape Leather Industries Association

(hierna die "werkgewers" of "werkgewersorganisasies" genoem), aan die een kant, en die

(f) National Union of Leather Workers

(g) Transvaal Leather and Allied Trades Industrial Union

(h) Trunk and Box Workers' Industrial Union (Transvaal)

(hierna die "werknemers" of "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika.

B—38116

No. R. 1280

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RE-ENACTMENT AND AMENDMENT OF AGREEMENT FOR THE GENERAL GOODS SECTION

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the General Goods Section of the Leather Industry shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 4, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) and (c) of the Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) and (c) of the Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2, 4 and 5, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—GENERAL GOODS SECTION

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

(a) Midland and Border Leather Industry Manufacturers' Association

(b) Cape Western and North-Western Leather Industries Employers' Association

(c) Transvaal Footwear, Tanning and Leather Trades Association

(d) Natal Footwear, Tanning and General Leather Manufacturers' Association

(e) Southern Cape Leather Industries Association

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

(f) National Union of Leather Workers

(g) Transvaal Leather and Allied Trades Industrial Union

(h) Trunk and Box Workers' Industrial Union (Transvaal)

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

being parties to the National Industrial Council of the Leather Industry of South Africa,

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seksie Algemene Goedere van die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewers-organisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik betrokke is by of werksaam is in bogenoemde Seksie van die Leernywerheid;

(b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere" in klousule 6 van hierdie Ooreenkoms; en

(c) in die landdrosdistrikte Bellville, Goodwood en Durban in verband met die werksaamhede uiteengesit in paragraaf (4) van die omskrywing van "Seksie Algemene Goedere" in klousule 6 van hierdie Ooreenkoms.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone voorgeskryf is in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1078 van 22 Junie 1973, hierna die "vorige Ooreenkoms" genoem, en op die werkgewers van sodanige werknemers.

2. DATUM VAN INWERKINGTREDING EN GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister vasstel en bly van krag vir die tydperk wat eindig op 30 Junie 1976 of vir dié tydperk wat hy bepaal.

3. ALGEMENE BEPALINGS

Klousule 1 (soos gewysig by klousule 6 van hierdie Ooreenkoms), klousule 4 (soos gewysig by klousule 7 van hierdie Ooreenkoms), maar uitgesonderd subklousule (3) (e), klousules 5 tot en met 7, klousule 8 (soos gewysig by klousule 8 van hierdie Ooreenkoms), klousule 9, klousule 10 (soos gewysig by klousule 9 van hierdie Ooreenkoms), klousules 11 tot en met 13, klousules 15 tot en met 17 en klousules 20 tot en met 26 van die vorige Ooreenkoms is van toepassing op werkgewers en werknemers.

4. SPESIALE BEPALINGS

Klousule 14, klousule 18 en klousule 19 (1) en (2) van die vorige Ooreenkoms is van toepassing op werkgewers en werknemers.

5. VERDERE SPESIALE BEPALINGS

Klousule 4 (3) (e) en klousule 19 (3) van die vorige Ooreenkoms is van toepassing op werkgewers en werknemers.

6. WOORDOMSKRYWING

Klousule 1 van die vorige Ooreenkoms word soos volg gewysig:

(1) Voeg die volgende omskrywings in onmiddellik na die omskrywing van "volwassene":

"'versterker', met betrekking tot balle, 'n werknemer wat leer versterk deur rugstukke aan te werk;

'bal' 'n sokkerbal, rugbybal, slaanbal of netbalbal;

'balskoonmaker' 'n werknemer wat balle en/of verskillende samestellende dele van balle skoonmaak;

'blokker', met betrekking tot balle, 'n werknemer wat nate met die hand of masjien inhamer of platmaak;"

(2) Voeg die volgende omskrywings in onmiddellik na die omskrywing van "ketelbediener":

"'naatwerker, graad I', met betrekking tot balle, 'n werknemer wat balle met meer as 18 panele met die hand vasryg;

'naatwerker, graad II', met betrekking tot balle, 'n werknemer wat balle met 18 of minder as 18 panele met die hand vasryg;"

(3) Voeg die volgende omskrywing in onmiddellik na die omskrywing van "Raad":

"'snyer', met betrekking tot balle, 'n werknemer wat die verskillende samestellende dele van 'n bal met die hand of deur middel van 'n pers sny;"

(4) Voeg die volgende omskrywings in onmiddellik na die omskrywing van "ondervinding":

"'afwerker', met betrekking tot balle, 'n werknemer wat—

(a) die regterkant van die bal buitentoe omdraai; en

(b) die bal toemaak deur dit met die hand toe te ryg; en

(c) die tong insit en dit met die hand op die plek vasstik;

'afwerker, graad I', met betrekking tot balle, 'n werknemer wat balle met meer as 18 panele afwerk;

'afwerker, graad II', met betrekking tot balle, 'n werknemer wat balle met 18 of minder as 18 panele afwerk;"

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the General Goods Section of 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 therein;

(b) in the Republic of South Africa, on the operations set forth in paragraphs (1) to (3) of the definition of "General Goods Section" in clause 6 of this Agreement; and

(c) in the Magisterial Districts of Bellville, Goodwood and Durban on the operations set forth in paragraph (4) of the definition of "General Goods Section" in clause 6 of this Agreement.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement published under Government Notice R. 1078, dated 22 June 1973, hereinafter referred to as the "former Agreement", and to the employers of such employees.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister and shall remain in operation for the period ending 30 June 1976, or for such period as may be determined by him.

3. GENERAL PROVISIONS

Clause 1 (as amended by clause 6 of this Agreement), clause 4 (as amended by clause 7 of this Agreement), but excluding subclause (3) (e), clauses 5 to 7 (inclusive), clause 8 (as amended by clause 8 of this Agreement), clause 9, clause 10 (as amended by clause 9 of this Agreement) clauses 11 to 13 (inclusive), clauses 15 to 17 (inclusive) and clauses 20 to 26 (inclusive) of the former Agreement shall apply to employers and employees.

4. SPECIAL PROVISIONS

Clause 14, clause 18 and clause 19 (1) and (2) of the former Agreement shall apply to employers and employees.

5. FURTHER SPECIAL PROVISIONS

Clause 4 (3) (e) and clause 19 (3) of the former Agreement shall apply to employers and employees.

6. DEFINITIONS

Clause 1 of the former Agreement is amended as follows:

(1) Insert the following definitions immediately after the definition of "adult":

"'backer', in relation to balls, means an employee who re-inforces leather by applying backing;

'ball' means a soccer ball, a rugby ball, a punchball or a netball ball;

'ball cleaner' means an employee who cleans balls and/or various component parts of a ball;

'blocker', in relation to balls, means an employee who hammers down or flattens seams by hand or machine;"

(2) Insert the following definitions immediately after the definition of "boiler attendant":

"'boxer, Grade I', in relation to balls, means an employee who handlaces balls of more than 18 panels;

'boxer, Grade II', in relation to balls, means an employee who handlaces balls of 18 panels or less;"

(3) Insert the following definition immediately after the definition of "Council":

"'cutter', in relation to balls, means an employee who cuts the various component parts of a ball by hand or by means of a press;"

(4) Insert the following definitions immediately after the definition of "experience":

"'finisher', in relation to balls, means an employee who—

(a) turns the ball right-side out; and

(b) closes the ball by handlacing it; and

(c) inserts the tongue and handstitches it into position;

'finisher, Grade I', in relation to balls, means an employee who finishes balls of more than 18 panels;

'finisher, Grade II', in relation to balls, means an employee who finishes balls of 18 panels or less;"

(5) Vervang die omskrywing van "Seksie Algemene Goedere" deur die volgende:

"Seksie Algemene Goedere" van die Leernywerheid daardie seksie van die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is—

(1) vir die vervaardiging, hoofsaaklik uit leer, van—

(a) dokumenttasse, sakke en alle ander houters wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat;

(b) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stiegrieme, militêre uitrusting (uitgesonderd klerasie), inkoop-sakke, breisakke, Bantoetasse van die tipe wat algemeen bekend staan as "Xhosasakke", notebeurse, beursies, horlosiebande, polsbande, halsbande en leibande vir honde, kombersrieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander dergelike artikels, afgesien van die aard daarvan, maar wat as plaasvervangers vir enigeen van voornoemde artikels bedoel is;

(2) in bedryfsinrigtings waarin leergoedere ook vervaardig word, vir die vervaardiging, uit ander materiaal as leer, van die artikels in paragraaf (1) vermeld: Met dien verstande dat hierdie paragraaf nie die vervaardiging van inkoop-sakke wat hoofsaaklik van papier gemaak is, insluit nie;

(3) vir die vervaardiging van reisbenodigdhede, met inbegrip van koffers, hoofsaaklik uit leer, vesel, hout, doek, seildoek of kleefstof of enige kombinasie daarvan;

(4) vir die vervaardiging, geheel en al of hoofsaaklik uit leer, van voetballe, slaanballe, netballe en bokshandskoene;

(6) Voeg die volgende subparagraaf in na paragraaf (1) van die omskrywing van "werknemer graad C";

"(n) syskermdrukwerk;"

(7) Vervang die omskrywing van "Nywerheid" of "Leernywerheid" deur die volgende:

"Nywerheid" of "Leernywerheid" die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is—

(1) vir die vervaardiging, uit leer, van—

(a) skoeisel, met inbegrip van alle tipes, maar uitgesonderd skoeisel op maat gemaak;

(b) dokumenttasse, sakke en alle ander houters wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat;

(c) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stiegrieme, militêre uitrusting (uitgesonderd klerasie), damessakke, inkoop-sakke, breisakke, Bantoetasse van die tipe wat algemeen bekend staan as "Xhosasakke", notebeurse, beursies, horlosiebande, polsbande, halsbande en leibande vir honde, kombersrieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander dergelike artikels, afgesien van die aard daarvan, wat bedoel is as plaasvervangers vir enigeen van dié hierbo genoem;

(2) vir die looi, bewerking en bloting van huiden en velle;

(3) in bedryfsinrigtings waarin leergoedere ook vervaardig word, vir die vervaardiging, uit ander materiaal as leer, van die artikels genoem in paragraaf (1): Met dien verstande dat hierdie paragraaf nie die vervaardiging van inkoop-sakke wat hoofsaaklik van papier gemaak is, insluit nie;

(4) vir die vervaardiging van skoeisel van alle tipes uit ander materiaal as leer;

(5) vir die vervaardiging van reisbenodigdhede, met inbegrip van koffers, hoofsaaklik uit leer, vesel, hout, doek, seildoek of kleedstof of enige kombinasie daarvan;

(6) vir die vervaardiging van handsakke uit ander materiaal as leer in bedryfsinrigtings waarin leergoedere in paragraaf (1) bedoel, nie vervaardig word nie, maar uitgesonderd die vervaardiging van handsakke—

(a) geheel en al of hoofsaaklik uit metaal;

(b) uit karton (geriffel al dan nie) en/of papier of 'n samestelling van papier en/of 'n soortgelyke materiaal waarvan enige bestanddeel karton en/of papier en/of 'n bestanddeel van papier is;

(c) geheel en al of hoofsaaklik uit plastiek, uitgesonderd plastiekbladmateriaal;

(7) vir die vervaardiging, geheel en al of hoofsaaklik uit leer van voetballe, slaanballe, netballe en bokshandskoene;

(8) Voeg die volgende omskrywing in onmiddellik na die omskrywing van "motorvoertuig":

"'mondstukmasjienwerker', met betrekking tot balle, 'n werknemer wat mondstukke met rubber vaslym en in posisie plaas voordat dit met die masjien vasgewerk word;"

(9) Voeg die woord "bokshandskoene" in onmiddellik na die woord "gordels" in die omskrywing van "persoonlike goedere".

(10) Voeg die volgende omskrywing in na die omskrywing van "stukwerk":

(5) Substitute the following for the definition of "General Goods Section":

"General Goods Section" of the Leather Industry means the section of the Industry in which employers and employees are associated—

(1) for the manufacture mainly from leather of—

(a) attaché cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;

(b) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, shopping bags, knitting bags, Bantu bags of the type commonly known as "Xhosa bags", wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, 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;

(2) 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;

(3) for the manufacture of travelling requisites, including trunks, mainly from leather, fibre, wood, cloth, canvas or fabric or any combination thereof;

(4) for the manufacture, wholly or mainly from leather, of footballs, punchballs, netball balls and boxing gloves;"

(6) Add the following subparagraph to paragraph (1) of the definition of "Grade C employee":

"(n) silk screen printing;"

(7) Substitute the following for the definition of "Industry" or "Leather Industry":

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

(1) for the manufacture from leather of—

(a) footwear, including all types, but not including bespoke footwear;

(b) attaché cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;

(c) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, Bantu bags of the type commonly known as "Xhosa bags", wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, 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;

(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 materials 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, wholly or mainly from leather, of footballs, punchballs, netball balls and boxing gloves;"

(8) Insert the following definition immediately after the definition of "motor vehicle":

"mouthpiece positioner", in relation to balls, means an employee who solutions and positions mouthpieces before machining;"

(9) Insert the words "boxing gloves" immediately after the word "belts" where it appears in the definition of "personal goods".

(10) Insert the following definition after the definition of "piece work":

“‘plastiek’ enigeen van die groep materiale wat uit ‘n organiese stof met ‘n hoë molekulêre massa bestaan of dit as noodsaaklike bestanddeel bevat en wat, hoewel dit in die voltooide toestand ‘n vaste stof is, in een of ander stadium tydens die vervaardiging daarvan in verskillende fatsoene gegiet, gekalandeer, deurgedruk of gevorm is of kan word deur vloei, gewoonlik deur die aanwending van hitte en druk, afsonderlik of gesamentlik;”.

(11) Voeg die volgende omskrywing in onmiddellik na die omskrywing van “gekwalifiseerde werknemer”:

“‘regsnyer’, met betrekking tot balle, ‘n werknemer wat die dele van ‘n bal nadat hulle gerek is met die hand of masjien regsny tot hul suiwer fatsoen, en wat vetergate in panele pons;”.

(12) Voeg die volgende omskrywing in onmiddellik na die omskrywing van “pakhuisman en/of magasynmeester”:

“‘rekker’, met betrekking tot balle, ‘n werknemer wat die samestellende dele van ‘n bal rek nadat hulle deur die snyer uitgesny is;”.

7. LONE

Klousule 4 van die vorige Ooreenkoms word soos volg gewysig:

Vervang subklousule (1) (a) deur die volgende:

“(1) (a) (i) Behoudens klousules 5 en 16, mag geen loon laer as dié in Kolom A van klousule 1 van Aanhangsel C voorgesryf vir ‘n werksaamheid wat deur ‘n werknemer verrig word, deur ‘n werkgever betaal en deur so ‘n werknemer aangeneem word nie, en elke werkgever moet hom voorts hou by die getalsverhoudings- of ander voorwaardes in genoemde Aanhangsel voorgeskryf.

(ii) Ingeval ‘n werknemer op enige dag nie om ‘n ander rede as op las of op versoek of met die toestemming van die werkgever, of weens siekte, van sy werk af wegbly nie, moet die loon aan hom verskuldig vir daardie week, ondanks subparagraaf (i) geag word, die bedrag te wees wat in Kolom B van klousule (1) van Aanhangsel C verskyn: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkgever van die werknemer kan vereis om ‘n sertifikaat, deur ‘n geregiſtreerde geneesheer onderteken, as bewys van afwesigheid voor te lê: Voorts met dien verstande dat ‘n werknemer wat laat by die werk aankom nie geag moet word van die werk afwesig te gewees het nie as die tyd aldus verloor in ‘n bepaalde week altesaam hoogstens 15 minute beloop.

(iii) ‘n Werknemer wat voel dat hy benadeel word deur die toepassing op hom van enige bepaling van subparagraaf (ii) kan by die Raad appelleer teen die beslissing wat op hom toegepas is, en die Raad kan, ná oorweging van die redes wat vir sodanige beslissing voorgelê mag word, dié beslissing bekrachtig of sodanige ander beslissing gee as wat na sy mening in so ‘n geval gegee behoort te gewees het. Die appell ingevolge hierdie subparagraaf moet gerig word aan die distrikskomitee van die betrokke gebied.”.

8. VAKANSIEDAE EN JAARLIKSE VERLOF

Klousule 8 van die vorige Ooreenkoms word soos volg gewysig:

(1) In subklousule (5) (b), vervang die woorde “Die verlof in paragraaf (a) voorgeskryf, moet nie vroeër as die 10de dag en nie later as die 24ste dag van Desember elke jaar toegestaan word nie: Met dien verstande dat—” deur die woorde: “Die verlof voorgeskryf in paragraaf (a) moet toegestaan word wanneer dit vir die werkgever redelik geleë is: Met dien verstande dat indien sodanige verlof nie vroeër toegestaan word nie, dit toegestaan moet word binne drie maande na voltooiing van die diensjaar waarop dit betrekking het: Voorts met dien verstande dat—”.

(2) Voeg die volgende nuwe subklousule in:

“(10) Ondanks andersluidende bepalings hierin beteken die woord “besoldiging”, vir die toepassing van subklousule (4), die loon voorgeskryf in Kolom B van die Aanhangsel bedoel in klousule 4 (1) (a) (i) vir die werksaamheid waarvoor die werknemer in diens is: Met dien verstande dat indien ‘n werkgever ‘n werknemer gereeld ‘n hoër bedrag betaal as wat voorgeskryf is, dit dié hoër bedrag beteken: Voorts met dien verstande dat hierdie subklousule nie van toepassing is op ‘n werknemer in diens volgens ‘n aansporingsloon- of ander bonus-skema kragtens klousule 22 nie.”.

9. FONDSE VAN DIE RAAD

Klousule 10 van die vorige Ooreenkoms word soos volg gewysig:

Vervang klousule 10 deur die volgende:

“10. FONDSE VAN DIE RAAD

Ten einde die uitgawes van die Raad te bestry, moet elke werkgever op elke betaaldag 3c af trek van die loon van elkeen van sy werknemers, by die totaal van die bedrae aldus afgetrek ‘n gelyke bedrag voeg en die totale bedrag voor of op die

“‘plastics’ means any one 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;”.

(11) Insert the following definition immediately after the definition of “qualified employee”:

“‘recutter’, in relation to balls, means an employee who, by hand or machine cuts the parts of a ball to true shape after the parts have been stretched and who punches lace holes in panels;”.

(12) Insert the following definition immediately after the definition of “storeman and/or warehouseman”:

“‘stretcher’, in relation to balls, means an employee who stretches the component parts of a ball after they have been cut out by a cutter;”.

7. WAGES

Clause 4 of the former Agreement is amended as follows:

Substitute the following for subclause (1) (a):

“(1) (a) (i) Subject to the provisions of clauses 5 and 16, no employer shall pay and no employee shall accept remuneration at rates less than those prescribed in Column A of clause (1) of Annexure C in respect of any operation performed by such employee and every employer shall further comply with any ratio or other conditions prescribed in the said Annexure.

(ii) In the event of an employee not absenting himself from work on any day for any reason other than on the instructions or at the request of or with the consent of the employer, or on account of illness, the wage due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of clause (1) of Annexure C: Provided that in the case of absence owing to illness the employer may require the employee to produce a certificate signed by a registered medical practitioner in proof of cause of absence: Provided further that an employee who arrives late for work and the time so lost does not exceed 15 minutes in the aggregate during any one week shall be deemed not to have absented himself from work.

(iii) Any employee who is aggrieved by the application to him of any of the provisions of subparagraph (ii) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeal in terms of this subparagraph shall be made to the District Committee of the area concerned.”.

8. HOLIDAYS AND ANNUAL LEAVE

Clause 8 of the former Agreement is amended as follows:

(1) In subclause (5) (b), substitute the words “The leave prescribed in paragraph (a) shall be granted at the reasonable convenience of the employer: Provided that if such leave is not granted earlier it shall be granted within three months of completion of the year of employment to which it relates: Provided further that—” for the words “The leave prescribed in paragraph (a) shall be granted not earlier than the 10th day and not later than the 24th day of December of each year: Provided that—”.

(2) Add the following new subclause:

“(10) Notwithstanding anything to the contrary contained herein, the term “remuneration” shall, for the purposes of subclause (4), mean the wage prescribed in Column B of the Annexure referred to in clause 4 (1) (a) (i) for the operation on which the employee is employed: Provided that if the employer regularly pays an employee an amount higher than that prescribed it shall mean such higher amount: Provided further that the provisions of this subclause shall not apply to an employee engaged on a wage incentive or other bonus scheme in terms of clause 22.”.

9. COUNCIL FUNDS

Clause 10 of the former Agreement is amended as follows:

Substitute the following for clause 10:

“10 COUNCIL FUNDS

For the purpose of meeting the expenses of the Council, every employer shall on each pay-day deduct 3c from the wages of each of his employees and to the total of the amount so deducted the employer shall add an equal amount and forward the total

sewende dag van die volgende maand stuur aan die Sekretaris van die Raad, Posbus 2221, Port Elizabeth, 6056, of aan sodanige ander beampte as wat die Raad of Uitvoerende Komitee aanwys."

10. VERDERE LOONBEPALINGS

Aanhangsel C van die vorige Ooreenkoms word soos volg gewysig:

(a) Vervang klousule (1) deur die volgende:

"(1) LOONSKALE

	Kolom A Per week R	Kolom B Per week R
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A. Onderstaande lone moet betaal word aan werknemers werksaam in die Seksie Algemene Goedere van die Nywerheid:

(i) Ketelbediener.....	22,50	24,75
(ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—		
(a) minder as 2 722 kg.....	22,56	24,75
(b) 2 722 kg.....	28,13	30,94
(c) meer as 2 722 kg maar hoogstens 4 536 kg.....	33,75	37,13
(d) meer as 4 536 kg.....	39,38	43,32
(iii) Algemene arbeider.....	16,88	18,57
(iv) Werknemer graad F.....	16,88	18,57
(v) Nagwag.....	22,50	24,75
(vi) Pakhuisman en/of magasynmeester, versendingsklerk.....	28,13	30,84

B. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodigdhede vervaardig:

(i) Voorman.....	45,00	49,50
(ii) Kragguilotinebediener.....	39,38	43,32
(iii) Draaisnymasjienbediener.....	39,38	43,32
(iv) Houtwerkmasjienbediener, klas I.....	39,38	43,32
(v) Snyer, klas I.....	37,13	40,84
(vi) Hoekstikmasjienbediener.....	33,75	37,13
(vii) Werknemer graad A.....	28,13	30,84
(viii) Werknemer graad B.....	20,32	27,85
(ix) Werknemer graad C.....	22,50	29,75
(x) Werknemer graad D.....	20,25	22,28
(xi) Werknemer graad E.....	18,00	19,80
(xii) Werknemer graad G.....	17,44	19,19

C. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:

(i) Voorman.....	45,00	49,50
(ii) Snyer, klas I.....	33,75	37,13
(iii) Saalmaker, klas I.....	33,75	37,13
(iv) Snyer, klas II.....	29,82	32,80
(v) Saalmaker, klas II.....	29,82	32,80
(vi) Perssnyer.....	28,13	30,94
(vii) Paneelvuller.....	22,50	24,75
(viii) Handstikker.....	22,50	24,75
(ix) Leerbandsnymasjienbediener.....	20,82	22,90
(x) Masjienwerker.....	20,82	22,90
(xi) Skawer.....	20,82	22,90
(xii) Plooiemaker.....	17,44	19,19
(xiii) Beitswerker.....	17,44	19,19

D. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie, ens., vervaardig:

(i) Voorman.....	45,00	49,50
(ii) Handsnyer.....	30,94	34,04
(iii) Perssnyer.....	29,25	32,18
(iv) Voorbereider en afwerker.....	27,00	29,70
(v) Masjienwerker.....	24,75	27,23
(vi) Handstikker.....	22,50	24,75
(vii) Leerbandsnymasjienbediener.....	20,82	22,90
(viii) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsoeneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig.....	17,44	19,19

E. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande, ens., vervaardig:

(i) Voorman.....	45,00	49,50
(ii) Perssnyer.....	37,50	34,65
(iii) Handsnyer.....	22,50	24,75
(iv) Masjienwerker.....	20,25	22,28
(v) Klinknaelwerker.....	20,25	22,28
(vi) Skawer.....	20,25	22,28
(vii) Werknemers wat plooi- en/of afwerkingswerk verrig en/of vetergate maak.....	17,44	19,19

sum not later than the seventh day of the following month, to the Secretary of the Council, P.O. Box 2221, Port Elizabeth, 6056, or such other official as may be specified by the Council or the Executive Committee."

10. FURTHER WAGE PROVISIONS

Annexure C of the former Agreement is amended as follows:

(a) Substitute the following for clause (1):

"(1) WAGE RATES

	Column A Per week R	Column B Per week R
--	------------------------------	------------------------------

A. The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:

(i) Boiler attendant.....	22,50	24,75
(ii) Driver of a motor vehicle authorised to carry or haul a pay-load of—		
(a) under 2 722 kg.....	22,50	24,75
(b) 2 722 kg.....	28,13	30,94
(c) over 2 722 kg but not exceeding 4 536 kg.....	33,75	37,13
(d) over 4 536 kg.....	39,38	43,32
(iii) General labourer.....	16,88	18,57
(iv) Grade F employee.....	16,88	18,57
(v) Night watchman.....	22,50	24,75
(vi) Storeman and/or warehouseman, despatch clerk.....	28,13	30,94

B. The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:

(i) Foreman.....	45,00	49,50
(ii) Power guillotine operator.....	39,38	43,32
(iii) Rotary cutting machine operator.....	39,38	43,32
(iv) Woodworking machine operator, Class I.....	39,38	43,32
(v) Cutter, Class I.....	37,13	40,84
(vi) Corner stitching machine operator.....	33,75	37,13
(vii) Grade A employee.....	28,13	30,94
(viii) Grade B employee.....	25,32	27,85
(ix) Grade C employee.....	22,50	24,75
(x) Grade D employee.....	20,25	22,28
(xi) Grade E employee.....	18,00	19,80
(xii) Grade G employee.....	17,44	19,19

C. The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:

(i) Foreman.....	45,00	49,50
(ii) Cutter, Class I.....	33,75	37,13
(iii) Saddler, Class I.....	33,75	37,13
(iv) Cutter, Class II.....	29,82	32,80
(v) Saddler, Class II.....	29,82	32,80
(vi) Press cutter.....	28,13	30,94
(vii) Panel filler.....	22,50	24,75
(viii) Hand stitcher.....	22,50	24,75
(ix) Strap cutting machine operator.....	20,82	22,90
(x) Machinist.....	20,82	22,90
(xi) Skiver.....	20,82	22,90
(xii) Creaser.....	17,44	19,19
(xiii) Stainer.....	17,44	19,19

D. The following wage rates shall be paid to qualified employees engaged in the manufacture of harness, etc.:

(i) Foreman.....	45,00	49,50
(ii) Hand cutter.....	30,94	34,04
(iii) Press cutter.....	29,25	32,18
(iv) Preparer and finisher.....	27,00	29,70
(v) Machinist.....	24,75	27,23
(vi) Hand stitcher.....	22,50	24,75
(vii) Strap cutting machine operator.....	20,82	22,90
(viii) Employees engaged on staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up.....	17,44	19,19

E. The following wage rates shall be paid to qualified employees engaged in the manufacture of braces, etc.:

(i) Foreman.....	45,00	49,50
(ii) Press cutter.....	31,50	34,65
(iii) Hand cutter.....	22,50	24,75
(iv) Machinist.....	20,25	22,28
(v) Riveter.....	20,26	22,28
(vi) Skiver.....	20,25	22,28
(vii) Employees engaged on creasing and/or eyeletting and/or finishing.....	17,44	19,19

	Kolom A Per week R	Kolom B Per week R
F. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:		
(i) Voorman.....	45,00	49,50
(ii) Handsnyer.....	31,50	34,65
(iii) Perssnyer.....	31,50	34,65
(iv) Handstikker.....	22,50	24,75
(v) Masjienwerker.....	20,25	22,28
(vi) Leerbandsnymasjienbediener.....	20,25	22,28
(vii) Klinknaelwerker.....	20,25	22,28
(viii) Skawer.....	20,25	22,28
(ix) Leerfatsoeneerder.....	20,25	22,28
(x) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleer- en/of raamwerk aan beursies verrig en/of voerings insit en/of metaal- verstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig en/of omdopwerk verrig en/of bokshandskoene opstop en/of veters volgens lengte sny	17,44	19,19
(xi) Hoëfrekwensiesmeewerk.....	17,44	19,19
G. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat Bantoekeffers in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werk- gewer die Raad oortuig dat die artikel wat vervaardig word, 'n Bantoekeffer is en 'n sertifikaat met hierdie strekking van die Raad hou. In alle ander gevalle is die lone wat in paragraaf B van hierdie klousule gespesifiseer word, van toepassing.		
Die sertifikaat hierbo bedoel, kan te eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgever te gee.		
(a) Gekwalifiseerde werknemers wat werk- saam is as—		
(i) saers.....	23,63	25,99
(ii) monteurs.....	21,38	23,52
(iii) snyers.....	18,57	20,42
(iv) inmekearsitters (in die bedryf bekend as "carpenters") en plakkers	16,88	18,57
(b) (i) Voorman.....	45,00	49,50
(ii) Klinknael- en/of spykermasjienwer- kers	29,25	32,18
(iii) Fatsoeneermasjienwerkers, houtlas- masjienwerkers, skuermasjienwerkers, spuit- of vlamskilderwerkers	23,07	25,37
H. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitge- sonderd dié werknemers wat in paragrafe A en I van hierdie klousule genoem word:		
Gedurende die eerste ses maande onder- vinding	11,25	12,38
Gedurende die tweede ses maande onder- vinding	13,50	14,85
Gedurende die derde ses maande onder- vinding	15,75	17,33
Gedurende die vierde ses maande onder- vinding	19,13	21,04
Gedurende die vyfde ses maande onder- vinding	22,50	24,75
Met dien verstande dat 'n volwasse manlike werknemer wat minder as 12 maande onder- vinding het, nogtans geag moet word 12 maande ondervinding te hê.		
I. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die land- drosdistrikte Bellville, Goodwood en Durban balle vervaardig:		
(i) Voorman.....	45,00	49,50
(ii) Snyer.....	31,50	34,65
(iii) Paneelmasjienwerker.....	28,13	30,94
(iv) Afwerker graad I.....	21,94	24,14
(v) Afwerker graad II.....	19,69	21,66
(vi) Mondstukmasjienwerker.....	20,25	22,28
(vii) Naatwerker graad I.....	19,69	21,66
(viii) Naatwerker graad II.....	18,57	20,42

	Column A Per week R	Column B Per week R
F. The following wage rates shall be paid to qualified employees engaged in the manufac- ture of personal goods:		
(i) Foreman.....	45,00	49,50
(ii) Hand cutter.....	31,50	34,65
(iii) Press cutter.....	31,50	34,65
(iv) Hand stitcher.....	22,50	24,75
(v) Machinist.....	20,25	22,28
(vi) Strap cutting machine operator.....	20,25	22,28
(vii) Riveter.....	20,25	22,28
(viii) Skiver.....	20,25	22,28
(ix) Leather moulder.....	20,25	22,28
(x) Employees engaged on eyeletting and/or creasing and/or attaching of fittings and/or locks and/or ornaments, and/or punching and/or finishing and/or stain- ing and/or embossing and/or framing of purses and/or inserting linings and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length	17,44	19,19
(xi) High frequency welding.....	17,44	19,19
G. The following wage rates shall be paid to qualified employees engaged in the manufac- ture of Bantu trunks in the Province of the Transvaal: Provided that such wages shall be payable only in cases where the employer concerned has proved to the satisfaction of the Council that the article produced is a Bantu trunk and holds a certificate from the Council to that effect. In all other cases, the wages specified in paragraph B of this clause shall apply.		
The certificate referred to above may be withdrawn at any time by the Council giving one week's notice to the employer concerned.		
(a) Qualified employees employed as—		
(i) sawyers.....	23,63	25,99
(ii) fitters.....	21,38	23,52
(iii) cutters.....	18,57	20,42
(iv) assemblers (known in the trade as "carpenters") and pasters	16,88	18,57
(b) (i) Foreman.....	45,00	49,50
(ii) Riveting and/or nailing by machine	29,25	32,18
(iii) Machine moulding, wood joining by machine, sandpapering, spraying or graining	23,07	25,37
H. The following wage rates shall be paid to learners, other than foremen, and other than those referred to in paragraphs A and I of this clause:		
During the first six months of experience...	11,25	12,38
During the second six months of experience	13,50	14,85
During the third six months of experience	15,75	17,33
During the fourth six months of experience	19,13	21,04
During the fifth six months of experience...	22,50	24,75
Provided that an adult male employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
I. The following wage rates shall be paid to qualified employees engaged in the manufac- ture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:		
(i) Foreman.....	45,00	49,50
(ii) Cutter.....	31,50	34,65
(iii) Panel machinist.....	28,13	30,94
(iv) Finisher, Grade I.....	21,94	24,14
(v) Finisher, Grade II.....	19,69	21,66
(vi) Mouthpiece machinist.....	20,25	22,28
(vii) Boxer, Grade I.....	19,69	21,66
(viii) Boxer, Grade II.....	18,57	20,42

	Kolom A Per week R	Kolom B Per week R
(ix) Werknemers wat regsnywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mondstukke in posisie aanbring en/of veters volgens lengte sny.	17,44	19,19
J. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede verrig wat in paragraaf I vermeld word:		
Gedurende die eerste ses maande onder-vinding	11,25	12,38
Gedurende die tweede ses maande onder-vinding	12,94	14,24
Gedurende die derde ses maande onder-vinding	14,07	15,47
Gedurende die vierde ses maande onder-vinding	15,19	16,71
Gedurende die vyfde ses maande onder-vinding	17,44	19,19".
11. WAARBORG VIR VERLOFTOELAES		
Aanhangsel D van die vorige Ooreenkoms word soos volg gewysig:		
Vervang die uitdrukking "R. 1078 van 22 Junie 1973" deur die uitdrukking "R. 1280 van 4 Julie 1974".		
Hierdie Ooreenkoms is namens die partye op hede die 9de dag van Mei 1975 onderteken.		
M. PORTER, Lid van die Raad.		
F. J. J. JORDAAN, Lid van die Raad.		
A. S. YOUNG, Hoofsekretaris van die Raad.		

No. R. 1282 4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956**LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERBEKRAKTIGING EN WYSIGING VAN OOREENKOMS VIR DIE HANDSAKSEKSIE**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Handsakseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) en (c) van die Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 4 en 5, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) en (c) van die Ooreenkoms *mutatis mutandis*

	Column A Per week R	Column B Per week R
(ix) Employees engaged on recutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length.	17,44	19,19

J. The following wage rates shall be paid to learners, other than foreman, engaged on the operations referred to in paragraph I:

During the first six months of experience...	11,25	12,38
During the second six months of experience	12,94	14,24
During the third six months of experience	14,07	15,47
During the fourth six months of experience	15,19	16,71
During the fifth six months of experience	17,44	19,19".

11. LEAVE ALLOWANCE GUARANTEE

Annexure D of the former Agreement is amended as follows:

Substitute the expression "R. 1280, dated 4 July 1975 for the expression "R. 1078, dated 22 June 1973".

This Agreement signed on behalf of the parties on this 9th day of May 1975.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1282 4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956**LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RE-ENACTMENT AND AMENDMENT OF AGREEMENT FOR THE HANDBAG SECTION**

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Handbag Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 4, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) and (c) of the Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) and (c) of the Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, the provisions of the Agreement, excluding those contained

bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigteen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEER- NYWERHEID VAN SUID-AFRIKA.—HANDSAKSESSIE

OOREENKOMS

ingevoelge die Wet op Nywerheidsversoenig, 1956, gesluit deur en aangegaan tussen die

- (a) Midland and Border Leather Industry Manufacturers' Association
 - (b) Cape Western and North-Western Leather Industries Employers' Association
 - (c) Transvaal Footwear, Tanning and Leather Trades Association
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
 - (e) Southern Cape Leather Industries Association
 - (f) South African Handbag Manufacturers' Association
- (hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die
- (g) National Union of Leather Workers
 - (h) Transvaal Leather and Allied Trades Industrial Union
- (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,
- wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Hand-sakseksie van die Leernywerheid—

- (a) deur alle werkgewers wat lede van die werkgewers-organisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragraaf (1) (b) en (c), vir sover hulle betrekking het op genoemde seksie in die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 6 van hierdie Ooreenkoms; en
- (c) in die landdrostdistrikte Bellville, Die Kaap, Goodwood, Durban en Johannesburg, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 6 van hierdie Ooreenkoms.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone voorgekryf is in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1079 van 22 Junie 1973, hierna die "vorige Ooreenkoms" genoem, en op die werkgewers van sodanige werknemers.

(3) Ondanks andersluidende bepalings hierin, is hierdie Ooreenkoms nie op handelsreisigers, verkoopmanne en klerke, uitgesonderd versendingsklerke, van toepassing nie.

2. DATUM VAN INWERKINGTREDING EN GELDIGHEIDSDUUR

Die Ooreenkoms tree in werking op dié datum wat die Minister vasstel en bly van krag vir die tydperk eindigende 30 Junie 1976 of vir dié tydperk wat hy bepaal.

3. ALGEMENE BEPALINGS

Klousule 1 (soos gewysig by klousule 6 van hierdie Ooreenkoms), klousule 4 (soos gewysig by klousule 7 van hierdie Ooreenkoms) maar uitgesonderd subklousule (3) (e), klousules 5 tot en met 7, klousule 8 (soos gewysig by klousule 8 van hierdie Ooreenkoms), klousule 9, klousule 10 (soos gewysig by klousule 9 van hierdie Ooreenkoms), klousules 11 tot en met 13, klousules 15 tot en met 17, en klousules 20 tot en met 25 van die vorige Ooreenkoms is van toepassing op al die werkgewers en werknemers.

4. SPESIALE BEPALINGS

Klousule 14, klousule 18, en klousule 19 (1) en (2) van die vorige Ooreenkoms is van toepassing op al die werkgewers en werknemers.

5. VERDERE SPESIALE BEPALINGS

Klousule 4 (3) (e) en klousule 19 (3) van die vorige Ooreenkoms is van toepassing op al die werkgewers en werknemers.

in clauses 1 (1) (a), 2, 4 and 5, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—HANDBAG SECTION

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

- (a) Midland and Border Leather Industry Manufacturers' Association
 - (b) Cape Western and North-Western Leather Industries Employers' Association
 - (c) Transvaal Footwear, Tanning and Leather Trades Association
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
 - (e) Southern Cape Leather Industries Association
 - (f) South African Handbag Manufacturers' Association
- (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (g) National Union of Leather Workers
 - (h) Transvaal Leather and Allied Trades Industrial Union
- (hereinafter referred to as the "employees" or "trade unions"), of the other part,
- being parties to the National Industrial Council of the Leather Industry of South Africa.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Handbag Section of 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 therein;
- (b) in the Republic of South Africa, on the operations set forth in paragraph (1) (b) and (c), in so far as they relate to the said section, in the definition of "Industry" or "Leather Industry" in clause 6 of this Agreement; and
- (c) in the Magisterial Districts of Bellville, The Cape, Goodwood, Durban and Johannesburg, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 6 of this Agreement.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement published under Government Notice R. 1079, dated 22 June 1973, hereinafter referred to as the "former Agreement", and to the employers of such employees.

(3) Notwithstanding anything to the contrary contained herein, the terms of this Agreement shall not apply to travellers, salesmen and clerical employees other than dispatch clerks.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister and shall remain in operation for the period ending 30 June 1976, or for such period as may be determined by him.

3. GENERAL PROVISIONS

Clause 1 (as amended by clause 6 of this Agreement), clause 4 (as amended by clause 7 of this Agreement) but excluding subclause (3) (e), clauses 5 to 7 (inclusive), clause 8 (as amended by clause 8 of this Agreement), clause 9, clause 10 (as amended by clause 9 of this Agreement), clauses 11 to 13 (inclusive), clauses 15 to 17 (inclusive) and clauses 20 to 25 (inclusive) of the former Agreement shall apply to all employers and employees.

4. SPECIAL PROVISIONS

Clause 14, clause 18 and clause 19 (1) and (2) of the former Agreement shall apply to all employers and employees.

5. FURTHER SPECIAL PROVISIONS

Clause 4 (3) (e) and clause 19 (3) of the former Agreement shall apply to all employers and employees.

6. WOORDOMSKRYWING

Klousule 1 van die vorige Ooreenkoms word soos volg gewysig:

(a) Vervang die omskrywing van "Nywerheid" of "Leernywerheid" deur die volgende:

"'Nywerheid' of 'Leernywerheid' die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is—

(1) vir die vervaardiging, hoofsaaklik uit leer, van—

(a) alle tipes skoeisel, maar uitgesonderd skoeisel op maat gemaak;

(b) dokumenttasse, tasse en alle ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat;

(c) tuie, tooms, saaltuig, saalsakke, kamaste, buikgorde, stegrieme, militêre uitrusting (uitgesonderd klere), damesakke, inkoopsakke, breisakke, Bantoetasse van die tipe wat algemeen bekend staan as 'Xhosasakke', notebeurse, beursies, horlosiebande, polsbande, halsbande en leibande vir honde, kombesrieme, kruisbande, gordels, kousophouers, kousbande, armbande en alle ander dergelyke artikels, afgesien van die aard daarvan, maar wat bedoel is as plaasvervangers vir enigeen van voornoemde artikels;

(2) vir die looi, bewerking en bloting van huide en velle;

(3) in bedryfsinrigtings waarin leergoedere ook vervaardig word, vir die vervaardiging, uit ander materiaal as leer, van die artikels genoem in paragraaf (1): Met dien verstande dat hierdie paragraaf nie die vervaardiging van inkoopsakke wat hoofsaaklik van papier gemaak is, insluit nie;

(4) vir die vervaardiging van alle tipes skoeisel uit ander materiaal as leer;

(5) vir die vervaardiging van reisbenodigdhede, met inbegrip van koffers, hoofsaaklik uit leer, vesel, hout, doek, seildoek of kledestof of enige kombinasie daarvan;

(6) vir die vervaardiging van handsakke uit ander materiale as leer in bedryfsinrigtings waarin leergoedere bedoel in paragraaf (1) nie vervaardig word nie, maar uitgesonderd die vervaardiging van handsakke—

(a) geheel en al of hoofsaaklik uit metaal;

(b) uit karton (geriffeld al dan nie) en/of papier of 'n samestelling van papier en/of 'n soortgelyke materiaal waarvan enige bestanddeel karton en/of papier en/of 'n bestanddeel van papier is;

(c) geheel en al of hoofsaaklik uit plastiek, uitgesonderd plastiekbladmateriaal;

(7) vir die vervaardiging, geheel en al of hoofsaaklik uit leer, van voetballe, slaanballe, netbalballe en bokshandskoene;"

(b) voeg die volgende omskrywing in na die omskrywing van "stukwerk":

"'Plastiek' enigeen van die groep materiale wat uit 'n organiese stof met 'n hoë molikulêre massa bestaan of dit as noodsaaklike bestanddeel bevat en wat, hoewel dit in die voltooide toestand 'n vaste stof is, in een of ander stadium tydens die vervaardiging daarvan in verskillende fatsoene gegiet, gekalandeerd, deurgedruk of gevorm is of kan word deur vloei, gewoonlik deur die aanwending van hitte en druk, afsonderlik of gesamentlik;"

7. LONE EN LOONSKALE

Klousule 4 van die vorige Ooreenkoms word soos volg gewysig:

Vervang subklousule (1) (a) deur die volgende:

"(1) (a) (i) Behoudens klousules 5 en 16, mag geen loon laer as dié in Kolom A van klousule 1 van Aanhangsel C voorgeskryf vir 'n werksaamheid wat deur 'n werknemer verrig word, deur 'n werkgewer betaal en deur so 'n werknemer aangeneem word nie, en elke werkgewer moet hom voorts hou by die getelsverhoudings- of ander voorwaardes in genoemde Aanhangsel voorgeskryf.

(ii) Ingeval 'n werknemer op enige dag nie om 'n ander rede as op las of op versoek of met die toestemming van die werkgewer of weens siekte van die werk af wegbly nie, word die loon wat vir daardie week aan hom verskuldig is, ondanks subparagraaf (i) geag die bedrag te wees wat in Kolom B van Aanhangsel C weerspieël word: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkgewer van die werknemer kan vereis om as bewys van die oorsaak van afwesigheid 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is: Met dien verstande voorts dat 'n werknemer wat laat by die werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus verloor in 'n bepaalde week altesaam hoogstens 15 minute beloop.

6. DEFINITIONS

Clause 1 of the former Agreement is amended as follows:

(a) Substitute the following for the definition of "Industry" or "Leather Industry":

"'Industry' or 'Leather 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 footwear;

(b) attaché cases, bags and all other containers designed to hold personal effects, sporting kit, tools and documents;

(c) harness, bridles, saddlery, saddle bags, leggings, girths, stirrup straps, military equipment other than clothing, ladies' bags, shopping bags, knitting bags, Bantu bags of the type commonly known as 'Xhosa bags', wallets, purses, watch straps, wrist straps, dog collars, dog leads, rug straps, 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;

(2) for the tanning, dressing and felling/longering 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 materials 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, wholly or mainly from leather, of footballs, punchballs, netball balls and boxing gloves;"

(b) insert the following definition after the definition of "piece work":

"'Plastics' means any one 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;"

7. WAGES AND RATES

Clause 4 of the former Agreement is amended as follows:

Substitute the following for subclause (1) (a):

"(1) (a) (i) Subject to the provisions of clauses 5 and 16, no employer shall pay and no employee shall accept remuneration at rates less than those prescribed in Column A of clause 1 of Annexure C in respect of any operation performed by such employee and every employer shall further comply with any ratio or other conditions prescribed in the said Annexure.

(ii) In the event of an employee not absenting himself from work on any day for any reason other than on the instructions or at the request of or with the consent of the employer, or on account of illness, the wage due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of Annexure C: Provided that in the case of absence owing to illness, the employer may require the employee to produce a certificate signed by a registered medical practitioner in proof of cause of absence: Provided further that an employee who arrives late for work and the time so lost does not exceed 15 minutes in the aggregate during any one week shall be deemed not to have absented himself from work.

(iii) 'n Werknemer wat voel dat hy benadeel word deur die toepassing op hom van enige bepaling van subparagraaf (ii) kan by die Raad appelleer teen die beslissing wat op hom toegepas is, en die Raad kan, ná oorweging van die redes wat vir sodanige beslissing voorgelê mag word, dié beslissing bekrachtig of sodanige ander beslissing gee as wat na sy mening in so 'n geval gegee behoort te gewees het. Die appell ingevolge hierdie subparagraaf moet gerig word aan die distrikskomitee van die betrokke gebied."

8. VAKANSIEDAE EN JAARLIKSE VERLOF

(1) Kousule 8 van die vorige Ooreenkoms word soos volg gewysig:

In subkousule (5) (b) vervang die woorde "Die verlof in paragraaf (a) voorgeskryf, moet nie vroeër nie as die 10de dag en nie later nie as die 24ste dag van Desember elke jaar toegestaan word: Met dien verstande dat—" deur die woorde "Die verlof voorgeskryf in paragraaf (a) moet toegestaan word wanneer dit die werkgever redelikerwys pas: Met dien verstande dat indien sodanige verlof nie vroeër toegestaan word nie, dit toegestaan moet word binne drie maande na voltooiing van die diensjaar waarop dit betrekking het: Met dien verstande voorts dat—".

(2) Voeg die volgende nuwe subkousule in:

"(10) Ondanks andersluidende bepalings hierin beteken die woord "besoldiging", vir die toepassing van subkousule (4), die loon voorgeskryf in Kolom B van die Aanhangel bedoel in kousule 4 (1) (a) (i) vir die werksaamheid waarvoor die werknemer in diens is: Met dien verstande dat indien 'n werkgever 'n werknemer gereeld 'n hoër bedrag betaal as wat voorgeskryf is, dit dié hoër bedrag beteken: Voorts met dien verstande dat hierdie subkousule nie van toepassing is op 'n werknemer in diens volgens 'n aansporingsloon- of ander bonusskema kragtens kousule 22 nie."

9. FONDSE VAN DIE RAAD

Kousule 10 van die vorige Ooreenkoms word soos volg gewysig:

Vervang kousule 10 deur die volgende:

"10. FONDSE VAN DIE RAAD

Ten einde die uitgawes van die Raad te bestry, moet elke werkgever op elke betaaldag 3c van die loon van elkeen van sy werknemers aftrek, by die totaal van die bedrae aldus afgetrek 'n gelyke bedrag voeg en die totale bedrag voor of op die sewende dag van die volgende maand stuur aan die Sekretaris van die Raad, Posbus 2221, Port Elizabeth, 6056, of aan sodanige ander beampte as wat die Raad of die Uitvoerende Komitee aanwys."

10. VERDERE LOONBEPALINGS

Aanhangel C van die vorige Ooreenkoms word soos volg gewysig:

Vervang kousule 1 deur die volgende:

"1. LONE

	Kolom A Per week R	Kolom B Per week R
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(a) Voorman.....	45,00	49,50
(b) Pakhuisman.....	28,13	30,94
(c) Versendingsklerk.....	28,13	30,94
(d) Drywer van 'n afleweringvoertuig waarvan die onbelaste massa—		
(i) hoogstens 2 722 kg is.....	22,50	24,75
(ii) meer as 2 722 kg maar hoogstens 4 536 kg is	33,75	37,13
(iii) meer as 4 536 kg is.....	39,38	43,32
(e) Nagwag.....	22,50	24,75
(f) Algemene arbeider.....	16,88	18,57
(g) Gekwalifiseerde werknemers:		
(1) Snyder, klas I, wat uit leer sny.....	36,00	39,60
(2) Snyder, klas I, wat uit ander materiaal as leer sny	33,75	37,13
(3) Snyder, klas II, wat uit leer sny.....	27,00	29,70
(4) Snyder, klas II, wat uit ander materiaal as leer sny	21,38	23,52
(5) Masjienwerker wat die masjienwerk aan buitekante van leerhandsakke, uitgesonderd die werk aan klein deeltjies, tooisels en handvatsels, verrig	21,38	23,52
(6) Masjienwerker wat masjienwerk verrig aan die buitekante van handsakke wat gemaak is van ander materiaal as leer, uitgesonderd die werk van klein deeltjies, tooisels en handvatsels	20,25	22,28

(iii) Any employee who is aggrieved by the application to him of any of the provisions of subparagraph (ii) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeal in terms of this subparagraph shall be made to the District Committee of the area concerned."

8. HOLIDAYS AND ANNUAL LEAVE

(1) Clause 8 of the former Agreement is amended as follows:

In subclause (5) (b), substitute the words "The leave prescribed in paragraph (a) shall be granted at the reasonable convenience of the employer: Provided that if such leave is not granted earlier it shall be granted within three months of completion of the year of employment to which it relates: Provided further that—" for the words "The leave prescribed in paragraph (a) shall be granted not earlier than the 10th day and not later than the 24th day of December of each year: Provided that—".

(2) Insert the following new subclause:

"(10) Notwithstanding anything to the contrary contained herein, the term "remuneration" shall, for the purposes of subclause (4), mean the wage prescribed in Column B of the Annexure referred to in clause 4 (1) (a) (i) for the operation on which the employee is employed: Provided that if an employer regularly pays an employee an amount higher than that prescribed, it shall mean such higher amount: Provided further that the provisions of this subclause shall not apply to an employee engaged on a wage incentive or other bonus scheme in terms of clause 22."

9. COUNCIL FUNDS

Clause 10 of the former Agreement is amended as follows: Substitute the following for clause 10:

"10. COUNCIL FUNDS

For the purpose of meeting the expenses of the Council, every employer shall on each pay-day deduct 3c from the wages of each of his employees and to the total of the amount so deducted the employer shall add an equal amount and forward the total sum, not later than the seventh day of the following month, to the Secretary of the Council, P.O. Box 2221, Port Elizabeth, 6056, or such other official as may be specified by the Council or the Executive Committee."

10. FURTHER WAGE PROVISIONS

Annexure C of the former Agreement is amended as follows: Substitute the following for clause 1:

"1. WAGES

	Column A Per week R	Column B Per week R
(a) Foreman.....	45,00	49,50
(b) Storeman.....	28,13	30,94
(c) Despatch clerk.....	28,13	30,94
(d) Driver of a delivery vehicle the unladen mass of which—		
(i) does not exceed 2 722 kg.....	22,50	24,75
(ii) exceeds 2 722 kg but does not exceed 4 536 kg	33,75	37,13
(iii) exceeds 4 536 kg.....	39,38	43,32
(e) Night watchman.....	22,50	24,75
(f) General labourer.....	16,88	18,57
(g) Qualified employees:		
(1) Cutter, Class I, engaged in cutting from leather	36,00	39,60
(2) Cutter, Class I, engaged in cutting from materials other than leather	33,75	37,13
(3) Cutter, Class II, engaged in cutting from leather	27,00	29,70
(4) Cutter, Class II, engaged in cutting from materials other than leather	21,38	23,52
(5) Machinist engaged in the machining of leather handbag outers other than small parts, trimming and handles	21,38	23,52
(6) Machinist engaged in the machining of handbag outers made from materials other than leather, other than small parts, trimmings and handles	20,25	22,28

	Kolom A Per week R	Kolom B Per week R
(7) Masjienwerker wat ander masjienwerk aan leer verrig as dié genoem in (5)	18,57	20,42
(8) Masjienwerker wat ander masjienwerk as dié genoem in paragraaf (6) aan ander materiaal as leer verrig	18,00	19,80
(9) Skawers wat leer skaaf	20,82	22,90
(10) Skawers wat ander materiaal as leer skaaf	20,25	22,28
(11) Handsakraamwerkers wat rame vir leerhandsakke maak	27,00	29,70
(12) Handsakraamwerkers wat rame maak vir handsakke wat van ander materiaal as leer gemaak is	22,50	24,75
(13) Werknemers graad I, wat leerhandsakke vervaardig	18,57	20,42
(14) Werknemers graad I, wat handsakke vervaardig uit ander materiaal as leer	17,44	19,19
(15) Werknemers graad II, wat leerhandsakke vervaardig	18,00	19,80
(16) Werknemers graad II, wat handsakke vervaardig uit ander materiaal as leer	14,63	16,09
(h) Leerlinge wat werkzaam is in die klasse waarvoor lone in paragraaf (g) hierbo voorgeskryf word:		
Gedurende die eerste ses maande ondervinding	10,13	11,14
Gedurende die daaropvolgende ses maande ondervinding	11,70	12,87
Gedurende die daaropvolgende ses maande ondervinding	13,50	14,85
Gedurende die daaropvolgende ses maande ondervinding	15,19	16,71
Gedurende die daaropvolgende ses maande ondervinding	17,10	18,81
Gedurende die daaropvolgende ses maande ondervinding	20,25	22,28"

11. WAARBORG VIR VERLOFTOELAES

Aanhangsel D van die vorige Ooreenkoms word soos volg gewysig:

Vervang die uitdrukking "R. 1079 van 22 Junie 1973" deur die uitdrukking "R. 1282 van 4 Julie 1975".

Hierdie Ooreenkoms is namens die partye op hede die 9de dag van Mei 1975 onderteken.

M. PORTER, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Hoofsekretaris van die Raad.

No. R. 1283 4 Julie 1975
WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERBEKRAGTING EN WYSIGING VAN OOREENKOMS VIR DIE LOOISEKSIE

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Looiseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 4, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a)

	Column A Per week R	Column B Per week R
(7) Machinist engaged in machining operations from leather other than those referred to in paragraph (5)	18,57	20,42
(8) Machinist engaged in machining operations from materials other than leather, other than those referred to in paragraph (6)	18,00	19,80
(9) Skivers engaged in the skiving of leather	20,82	22,90
(10) Skivers engaged in the skiving of materials other than leather	20,25	22,28
(11) Handbag framers engaged in the framing of leather handbags	27,00	29,70
(12) Handbag framers engaged in the framing of handbags made from materials other than leather	22,50	24,75
(13) Grade I employees engaged in the manufacture of leather handbags	18,57	20,42
(14) Grade I employees engaged in the manufacture of handbags made from materials other than leather	17,44	19,19
(15) Grade II employees engaged in the manufacture of leather handbags	18,00	19,80
(16) Grade II employees engaged in the manufacture of handbags made from materials other than leather	14,63	16,09
(h) Learners employed in the categories for which wages are prescribed in paragraph (g) above:		
During the first six months of experience	10,13	11,14
During the next six months of experience	11,70	12,87
During the next six months of experience	13,50	14,85
During the next six months of experience	15,19	16,71
During the next six months of experience	17,10	18,81
During the next six months of experience	20,25	22,28"

11. LEAVE ALLOWANCE GUARANTEE

Annexure D of the former Agreement is amended as follows:

Substitute the expression "R. 1282, dated 4 July 1975" for the expression "R. 1079, dated 22 June 1973".

This Agreement signed on behalf of the parties on this 9th day of May 1975.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1283 4 July 1975
INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RE-ENACTMENT AND AMENDMENT OF AGREEMENT FOR THE TANNING SECTION

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Tanning Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 4, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, upon all employers and employees other than those referred to in paragraph (a) of this

van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b), van die Ooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 4 en 5, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1976 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van die Ooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigene van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEER- NYWERHEID VAN SUID-AFRIKA.—LOOISEKSIE OOREENKOMS

ingevolge die Wet op Nywerheidsversoenig, 1956, gesluit deur en aangegaan tussen die—

- (a) South African Tanning Employers' Organisation
- (b) Transvaal Footwear, Tanning and Leather Trades' Association, en
- (c) Southern Cape Leather Industries Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

- (d) National Union of Leather Workers, en
- (e) Transvaal Leather and Allied Trades Industrial Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leer-nywerheid van Suid-Afrika.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Looiseksie van die Leernywerheid—

- (a) deur alle werkgewers wat lede van die werkgewers-organisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is; en
- (b) in die landdrosdistrikte Die Kaap, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mosselbaai, George, Uitenhage, Kirkwood, Barberton, Port Elizabeth, King William's Town, Durban, Pietermaritzburg, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, Witrivier, Witbank, Nigel, Germiston en Bloemfontein.

(2) ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1080 van 22 Junie 1973, hierna die "vorige Ooreenkoms" genoem, en op die werkgewers van sodanige werknemers.

2. DATUM VAN INWERKINGTREDING EN GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister kragtens artikel 48 van die Wet bepaal en bly van krag vir die tydperk eindigende 30 Junie 1976 of vir dié tydperk wat hy bepaal.

3. ALGEMENE BEPALINGS

Klousule 1, klousule 4 (soos gewysig by klousule 6 van hierdie Ooreenkoms), uitgesonderd subklousule (3) (e), klousule 5 tot en met 6, klousule 7 (soos gewysig by klousule 7 van hierdie Ooreenkoms), klousule 8, klousule 9 (soos gewysig by klousule 8 van hierdie Ooreenkoms), klousules 10 tot en met 17 en klousules 19, 20 en 21 van die vorige Ooreenkoms is van toepassing op die werkgewers en werknemers.

4. SPESIALE BEPALINGS

Klousule 18, klousule 22 en klousule 23 (1) en (2) van die vorige Ooreenkoms is bindend vir werkgewers en werknemers.

5. VERDERE SPESIALE BEPALINGS

Klousule 4 (3) (e) en klousule 23 (3) van die vorige Ooreenkoms is bindend vir werkgewers en werknemers.

notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (1) (b) of the Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1976, the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2, 4 and 5, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA.—TANNING SECTION

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

- (a) South African Tanning Employers' Organisation
- (b) Transvaal Footwear, Tanning and Leather Trades' Association, and
- (c) Southern Cape Leather Industries Association

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

- (d) National Union of Leather Workers; and
- (e) Transvaal Leather and Allied Trades Industrial Union

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

being parties to the National Industrial Council of the Leather Industry of South Africa.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tanning section of 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 therein; and
- (b) in the Magisterial Districts of The Cape, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mossel Bay, George, Uitenhage, Kirkwood, Barberton, Port Elizabeth, King William's Town, Durban, Pietermaritzburg, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, White River, Witbank, Nigel, Germiston and Bloemfontein.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement published under Government Notice R. 1080, dated 22 June 1973, hereinafter referred to as the "former Agreement" and to the employers of such employees.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister in terms of section 48 of the Act, and shall remain in operation for the period ending 30 June 1976 or such period as may be determined by him.

3. GENERAL PROVISIONS

Clause 1, clause 4 (as amended by clause 6 of this Agreement) but excluding subclause (3) (e), clauses 5 and 6 (inclusive), clause 7 (as amended by clause 7 of this Agreement), clause 8, clause 9 (as amended by clause 8 of this Agreement), clauses 10 to 17 (inclusive) and clauses 19, 20 and 21 of the former Agreement shall apply to employers and employees.

4. SPECIAL PROVISIONS

Clause 18, clause 22 and clause 23 (1) and (2) of the former Agreement shall be binding on employers and employees.

5. FURTHER SPECIAL PROVISIONS

Clause 4 (3) (e) and clause 23 (3) of the former Agreement shall be binding on employers and employees.

6. LONE

Klousule 4 van die vorige Ooreenkoms word soos volg gewysig:

(a) Vervang subklousule 1 (a) deur die volgende:

"(1) (a) (i) Behoudens klousules 6 en 20, mag geen lone laer as dié voorgeskryf in Kolom A van subklousule (6) deur 'n werkgever betaal en deur 'n werknemer aangeneem word nie ten opsigte van 'n werksaamheid wat deur so 'n werknemer verrig word, en elke werkgever moet verder voldoen aan enige getelsverhouding of ander voorwaardes in hierdie Ooreenkoms voorgeskryf.

(ii) Ingeval 'n werknemer op enige dag nie om 'n ander rede as op las of op versoek of met toestemming van die werkgever of weens siekte van die werk af wegbly nie, moet die loon wat vir daardie week aan hom verskuldig is, ondanks subparagraaf (i), geag word die bedrag te wees wat in Kolom B van subklousule (6) verskyn: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkgever van die werknemer kan vereis om as bewys van die oorsaak van afwesigheid 'n sertifikaat onderteken deur 'n geregistreerde geneesheer voor te lê: Met dien verstande voorts dat 'n werknemer wat laat by die werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus verloor in 'n bepaalde week altesaam hoogstens 15 minute beloop."

(b) Vervang paragrawe A tot en met L van subklousule (6) deur die volgende:

	Kolom A Per week R	Kolom B Per week R
"A. Graad A:		
(i) Bedieners van splitsmasjiene, wat die instel van en verstelling aan sodanige masjiene insluit, en wat leer in die kalk- of looistadium of in albei splits	38,85	43,26
(a) Leerlinge, volgens ondervinding:		
Eerste ses maande.....	20,58	22,89
Tweede ses maande.....	24,99	27,72
Derde ses maande.....	27,93	31,08
Vierde ses maande.....	31,29	34,86
Vyfde ses maande.....	34,23	38,01
Daarna.....	38,85	43,26
(b) In elke looiery waarin daar 'n splitsmasjiene geïnstalleer is, moet minstens een splitter in diens wees wat die volle loon vermeld in A (i) hierbo ontvang.		
(ii) Bedieners van skaaf- en witmaakmasjiene	34,23	38,01
(a) Leerlinge volgens ondervinding:		
Eerste ses maande.....	20,58	22,89
Tweede ses maande.....	25,62	28,56
Derde ses maande.....	28,40	32,76
Daarna.....	34,23	38,01
B. Graad B:		
(a) Werknemers, uitgesonderd dié vermeld in (b) en (c):		
(i) In diens as eerstegraadse tafelwerkers, d.w.s. werknemers wat met die hand fynskuur, witmaak, skaaf en spuitverf en werknemers wat opswywerk doen	29,40	32,76
<i>Opmerking.</i> —'Opswywerk' beteken die opswy van ongelooide huide in rugsystukke, pensstukke, bladstukke of rugstukke, maar nie die opswy van die huid in twee systukke nie;		
(ii) in diens as bediener van 'n rek-en-breimasjiene of fynskuurmasjiene	27,57	30,66
(iii) in diens as bediener van verglansmasjiene, alle tipes meetmasjiene, soolstofmeetmasjiene, sooluitrolmasjiene, hidrouliese perse, ontvleismasjiene, bevochtigingsmasjiene, setmasjiene, basfynmaalmasjiene, onthaarmasjiene, skraapmasjiene, nabehandlingsmasjiene, oliemasjiene, wasmasjiene, borselmasjiene spuitmasjiene, opstopmasjiene, gordynbekteemasjiene, stofverwyderingsmasjiene, ossileermesse, nekvorms- en plooiemasjiene, en werknemers in diens as tafelwerkers (uitgesonderd eerstegraadse tafelwerkers) wat leerbreiersgereedskap of geïmproviseerde leerbreiersgereedskap op enige soort leer gebruik en wat bogenoemde gereedskap gebruik op lyminstallaties of	26,25	29,19

6. WAGES

Clause 4 of the former Agreement is amended as follows:

(a) Substitute the following for subclause 1 (a):

"(1) (a) (i) Subject to the provisions of clauses 6 and 20, no employer shall pay and no employee shall accept remuneration at rates less than those prescribed in Column A of subclause (6) in respect of any operation performed by such employee and each employer shall further comply with any ratio of other conditions prescribed in this Agreement.

(ii) In the event of an employee not absenting himself from work on any day for any reason, other than on the instructions or at the request of or with the consent of the employer, or on account of illness, the wages due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of subclause (6): Provided that in the case of absence owing to illness, the employer may require the employee to produce a certificate signed by a registered medical practitioner as proof of cause of absence: Provided further that an employee who arrives late for work and the time so lost does not exceed 15 minutes in the aggregate during any one week shall be deemed not to have absented himself from work."

(b) Substitute the following for paragraphs A to L (inclusive) of subclause (6):

	Column A Per week R	Column B Per week R
"A. Grade A:		
(i) Operators of splitting machines which shall include the setting and adjustments to such machines and the splitting either in the line or tanned conditions or both	38,85	43,26
(a) Learners, according to experience:		
First six months.....	20,58	22,89
Second six months.....	24,99	27,72
Third six months.....	27,93	31,08
Fourth six months.....	31,29	34,86
Fifth six months.....	34,23	38,01
Thereafter.....	38,85	43,26
(b) In every tannery in which a splitting machine is installed there shall be employed at least one splitter at the full rate under A (i) above.		
(ii) Operators of shaving and whitening machines	34,23	38,01
(a) Learners, according to experience:		
First six months.....	20,58	22,89
Second six months.....	25,62	28,56
Third six months.....	29,40	32,76
Thereafter.....	34,23	38,01
B. Grade B:		
(a) Employees other than those specified in (b) and (c):		
(i) Employed as first grade table-hands, i.e. hand buffers and whiteners, hand shavers, hand sprayers and employees employed on rounding	29,40	32,76
<i>Note.</i> —'Rounding' is the cutting up of untanned hide into bends, bellies, shoulders or backs, but does not include cutting a hide into two sides;		
(ii) employed as operator of a staking or buffing machine	27,51	30,66
(iii) employed as operator of glazing, all types of measuring, sole substance measuring, sole rolling, hydraulic press, fleshing, sammying, setting, bark milling, unhairing, scudding, seasoning, oiling, washing, brushing, spraying, padding, curtain coating, dust removal, oscillating knife, necking and wrinkle setting machines and employees employed as table-hands (other than first grade) who are using currier's tools or improvised currier's tools on any class of leather and who are using these aforementioned tools	26,25	29,19

Kolom A
Per week
R

Kolom B
Per week
R

Column A
Per week
R

Column B
Per week
R

vakuumdrooginstallasies, werknemers wat gebreke in leer herstel, pigmentafwerkingskleure meng en pas, kleurstowwe pas, vierkante sny suède met 'n borsel en/of skuurpapier bewerk, 'n splitter help om materiaal in die voorkant van 'n splitsmasjien in te voer, 'n mobiele hyswa bedien van die tipe waar die drywer op die voertuig moet sit, en ook werknemers wat leer met die hand (borsel of kussinkie) swart maak, vetsmeer, beits, pigmenteer en nabehandelen en diens doen as vleisskrapers wat die werk met die hand in 'n kalkskuur doen

- (b) Leerlinge onder die ouderdom van 18 jaar wat werksaamhede vermeld in paragraaf (a) hierbo verrig:

Volgens ondervinding:

Eerste ses maande.....	11,55	12,81
Tweede ses maande.....	13,44	14,91
Derde ses maande.....	18,06	20,16

Daarna, indien in diens kragtens:

(a) (i).....	29,40	32,76
(a) (ii).....	27,51	30,66
(a) (iii).....	26,25	29,19

- (c) Leerlinge, 18 jaar oud of ouer, wat werksaamhede vermeld in paragraaf (a) hierbo verrig:

Volgens ondervinding:

Eerste ses maande.....	18,06	20,16
Tweede ses maande.....	19,74	21,84

Daarna, indien in diens kragtens:

(a) (i).....	29,40	32,76
(a) (ii).....	27,51	30,66
(a) (iii).....	26,25	29,19

Getalsverhouding.—Hoogstens een leerling wat minder as die volle loon voorgeskryf vir sy beroep ontvang, kan in diens geneem word vir elke drie of gedeelte van drie werknemers wat halfgeskoolde werk teen die volle loon verrig.

'Gedeelte van drie' beteken 'n res van minstens een nadat die totale getal werknemers wat volle lone ontvang, deur drie gedeeltes is.

C. Graad C:

- (i) Werknemers, 18 jaar oud of ouer—

- (a) wat huide en velle skraap, skoonsny, spalk en regsny en velle waaraan daar nog wol of hare is, regsny, sagskraap en/of die vleis daarvan afskraap... 18,27 20,37

Opmerking.—'Skoonsny' beteken die afsny van stukkie vleis wat nog aan die kant van die huide hang nadat die vleis afgeskraap is;

- (b) wat olie-, vleiswas-, alle skuurwerk en ongeskoolde arbeid in die kalkskure, looiskure en trommelskure verrig en alle laai- en aflaaiwerk doen en die velle waaraan daar nog wol of hare is, was en ongeskoolde arbeid verrig by die vervaardiging van pomp-, dop-, L-, ram-, U-, V-, of ander soorte hidrouliese leerpakstukke..... 17,85 19,74

- (c) wat algemene arbeiders is..... 17,85 17,74

- (d) wat rou huide of velle in lottestempel 19,11 21,21

- (ii) Werknemers onder die ouderdom van 18 jaar..... 12,18 13,65

Opmerking.—Alle lone in paragrafe (i) en (ii) hierbo voorgeskryf, sluit 'n 'toelae vir vuilwerk' van 25c per week in wat in 1945 deur die Arbitrer toegeken is.

Getalsverhouding.—Hoogstens twee werknemers onder die ouderdom van 18 jaar kan ongeskoolde werk in 'n bedryfsinrigting verrig.

on pasting plants or vacuum drying plants, employees engaged on repairing defects in leather, mixing and matching of pigment finish colours, matching dyes, square cutting, sueding by brush and/or emery paper, assisting a splitter in feeding into the front of a splitting machine, operating a mobile hoist truck of the type which requires the driver to be on the vehicle and employees employed on blackening, greasing, staining, pigmentation and seasoning leather by hand (brush or pad) and as lime yard hand fleshers

- (b) Learners under the age of 18 years employed on operations specified in paragraph (a) above:

According to experience:

First six months.....	11,55	12,81
Second six months.....	13,44	14,91
Third six months.....	18,06	20,16

Thereafter, if employed under—

(a) (i).....	29,40	32,76
(a) (ii).....	27,51	30,66
(a) (iii).....	26,25	29,19

- (c) Learners of the age of 18 years or over employed on operations specified in paragraph (a) above:

According to experience:

First six months.....	18,06	20,16
Second six months.....	19,74	21,84

Thereafter, if employed under—

(a) (i).....	29,40	32,76
(a) (ii).....	27,51	30,66
(a) (iii).....	26,25	29,19

Ratio.—Not more than one learner receiving less than the full rate prescribed for his occupation may be employed to each three or part of three employees on semi-skilled operations receiving the full rate.

'Part of three' shall mean a remainder of not less than one after the total number of employees receiving full rates has been divided by three.

C. Grade C:

- (i) Employees of the age of 18 years or over—

- (a) employed on scudding, cobbing, tacking, toggling and trimming hides and skins and trimming, breaking and/or fleshing skins with wool or hair on..... 18,27 20,37

Note.—'Cobbing' means the trimming of the loose fleshings hanging from the edges of the hides after fleshing;

- (b) employed on oiling, fleshwashing and all shed work, on unskilled labouring operations in the lime yard, tan yard, drum house and on all loading and off-loading work and washing skins with the wool or hair on, and employees engaged on unskilled labouring operations in the manufacture of pump, cup, hat, ram, U, V, or other type of hydraulic leathers..... 17,85 19,74

- (c) employed as general labourers..... 17,85 19,74

- (d) employed on batch stamping of raw hides or skins 19,11 21,21

- (ii) Employees under the age of 18 years. 12,18 13,65

Note.—All wages prescribed in paragraphs (i) and (ii) above are inclusive of a 'dirt allowance' at the rate of 25c per week as awarded by the Arbitrator in 1945.

Ratio.—Not more than two employees under the age of 18 years may be employed on unskilled operations in any establishment.

	Kolom A Per week R	Kolom B Per week R
D. <i>Wolvelverwerkingsmasjiene en werksaamhede nie elders vermeld nie:</i>		
(a) Stryk en/of skeer en/of kam.....	23,31	26,04
(b) Kaarding.....	19,11	21,21
(c) Stikwerk met masjiene.....	24,36	27,09
(d) Snywerk volgens patrone.....	19,53	21,84
E. <i>Departemente vir die sny van randstrookies, hakstrookies en veters:</i>		
(a) Bedieners van splits-, skaaf-, sny-, groef-sny- en afskuinsmasjiene	24,36	27,09
(b) Alle ander werksaamhede.....	18,27	20,37
F. (i) Pakhuismanne en/of magasynmeesters, versendingsklerke	24,36	27,09
(ii) Assistent-pakhuisman en/of assistent-magasynmeester	22,26	29,78
G. <i>Motorvoertuigdrywers—</i>		
werksaam op voertuie met 'n loonvrag van tot en met 2 722 kg	25,62	28,56
werksaam op voertuie met 'n loonvrag van meer as 2 722 kg maar hoogstens 4 536 kg	28,98	32,13
werksaam op voertuie met 'n loonvrag van meer as 4 536 kg	31,92	35,49
H. <i>Ketelbediener.....</i>	19,11	21,21
I. <i>Nagwag.....</i>	22,26	24,78
J. <i>Dagwag.....</i>	19,11	21,21
K. <i>Faktotum.....</i>	22,26	24,78
L. <i>Werksaamhede in verband met die produksie van bekleedselleer wat nie elders vermeld word nie:</i>		
(a) Merk- en/of patroonsnywerk.....	32,34	35,91
(b) Snywerk volgens patrone.....	29,40	32,76
(c) Stukmerkwerk.....	19,11	21,21

(c) Vervang die uitdrukking "13 Februarie 1973" oral waar dit in subklousule (9) (a) voorkom, deur die uitdrukking "9 April 1975".

7. VAKANSIEDAE EN JAARLIKSE VERLOF

(a) Klousule 7 van die vorige Ooreenkoms word soos volg gewysig:

In subklousule (5) (b), vervang die woorde "Die verlof voorgeskryf in paragraaf (a) moet voor of op die 24ste dag van Desember elke jaar toegestaan word: Met dien verstande dat—" deur die woorde "Die verlof voorgeskryf in paragraaf (a) moet toegestaan word wanneer dit die werkgewer redelikerwys pas: Met dien verstande dat indien sodanige verlof nie vroeër toegestaan word nie, dit toegestaan moet word binne drie maande na voltooiing van die diensjaar waarop dit betrekking het: Met dien verstande voorts dat—".

(b) Voeg die volgende nuwe subklousule in:

"(11) Ondanks andersluidende bepalings hierin beteken die woord "besoldiging", vir die toepassing van subklousule (6), die loon voorgeskryf in Kolom B van klousule 4 (6) vir die werksaamheid waarvoor die werknemer in diens is: Met dien verstande dat indien 'n werkgewer 'n werknemer gereeld 'n hoër bedrag betaal as dié in genoemde Kolom B voorgeskryf, dit dié hoër bedrag beteken: Voorts met dien verstande dat hierdie subklousule nie van toepassing is op 'n werknemer wat stukwerk ingevolge klousule 14 verrig nie."

8. FONDSE VAN DIE RAAD

Klousule 9 van die vorige Ooreenkoms word soos volg gewysig: Vervang subklousules (1) en (2) deur die volgende:

"(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer op elke betaaldag 3c van die loon van elkeen van sy werknemers aftrek, by die totaal van die bedrae aldus afgetrek 'n gelyke bedrag voeg en die totale bedrag voor of op die sewende dag van die volgende maand stuur aan die Sekretaris van die Raad, Posbus 2221, Port Elizabeth, 6056, of aan sodanige ander beampte as wat die Raad of Uitvoerende Komitee aanwys."

Hierdie Ooreenkoms is namens die partye op hede die 9de dag van Mei 1975 onderteken.

R. J. EVANS, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Hoofsekretaris van die Raad.

	Column A Per week R	Column B Per week R
D. <i>Wool skin processing machines and operations not elsewhere specified:</i>		
(a) Ironing and or shearing and/or combing	23,31	26,04
(b) Carding.....	19,11	21,21
(c) Stitching by machine.....	24,36	27,09
(d) Cutting to patterns.....	19,53	21,84
E. <i>Welting, randing and lace cutting departments:</i>		
(a) Operators of splitting, skiving, cutting, grooving and bevelling machines	24,36	27,09
(b) All other operations.....	18,27	20,37
F. (i) Storemen and/or warehousemen, despatch clerks	24,36	27,09
(ii) Assistant storeman and/or assistant warehousemen	22,26	24,78
G. <i>Motor vehicle drivers—</i>		
employed on vehicles of a pay-load of up to and including 2 722 kg	25,62	28,56
employed on vehicles of a pay-load of over 2 722 kg but not exceeding 4 536 kg	28,98	32,13
employed on vehicles of a pay-load of over 4 536 kg	31,92	35,49
H. <i>Boiler attendant.....</i>	19,11	21,21
I. <i>Night watchmen.....</i>	22,26	24,78
J. <i>Day watchmen.....</i>	19,11	21,21
K. <i>Handymen.....</i>	22,26	24,78
L. <i>Operations relating to the production of upholstery leather not elsewhere specified:</i>		
(a) Marking and/or pattern cutting.....	32,34	35,91
(b) Cutting to patterns.....	29,40	32,76
(c) Piece marking.....	19,11	21,21

(c) Substitute the expression "9 April 1975" for the expression "13 February 1973" wherever this expression occurs in subclause (9) (a).

7. HOLIDAYS AND ANNUAL LEAVE

Clause 7 of the former Agreement is amended as follows:

(a) In subclause (5) (b), substitute the words "The leave prescribed in paragraph (a) shall be granted at the reasonable convenience of the employer: Provided that if such leave is not granted earlier, it shall be granted within three months of completion of the year of employment to which it relates: Provided further" for the words "The leave prescribed in paragraph (a) shall be granted not later than the 24th day of December of each year: Provided—".

(b) Insert the following new subclause:

"(11) Notwithstanding anything to the contrary contained herein, the term "remuneration" shall, for the purposes of subclause (6), mean the wage prescribed in Column B of clause 4 (6) for the operation on which the employee is employed: Provided that if an employer regularly pays an employee an amount higher than that prescribed in the said Column B, it shall mean such higher amount: Provided further that the provisions of this subclause shall not apply to an employee engaged on piece-work in terms of clause 14."

8. COUNCIL FUNDS

Clause 9 of the former Agreement is amended as follows:

Substitute the following for subclauses (1) and (2):

"(1) For the purpose of meeting the expenses of the Council, every employer shall on each pay-day deduct 3c from the wages of each of his employees, and to the total of the amounts so deducted the employer shall add an equal amount and forward the total sum, not later than the seventh day of the following month, to the Secretary of the Council, P.O. Box 2221, Port Elizabeth, 6056, or such other official as may be specified by the Council or Executive Committee."

This Agreement signed on behalf of the parties this 9th day of May 1975.

R. J. EVANS, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1284

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN BYSTANDSFONDS-OOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Julie 1978 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Julie 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 Julie 1978 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms, *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSVERSOENING VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

BYSTANDSFONDSOOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

(a) Midland and Border Leather Industry Manufacturers' Association

(b) Cape Western and North-Western Leather Industries Employers' Association

(c) Transvaal Footwear, Tanning and Leather Trades Association

(d) Natal Footwear, Tanning and General Leather Manufacturers' Association

(e) Southern Cape Leather Industries Association

(f) South African Tanning Employers' Organisation

(g) South African Handbag Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

(h) National Union of Leather Workers

(i) Transvaal Leather and Allied Trades' Industrial Union

(j) Trunk and Box Workers' Industrial Union (Transvaal)

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant.

wat die partye is by die Nasionale Nywerheidsraad van die Leernywerheid van Suid-Afrika, om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 318 van 14 Februarie 1975 te wysig.

No. R. 1284

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 July 1978, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 July 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (2) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 1 July 1978, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

PROVIDENT FUND AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

(a) Midland and Border Leather Industry Manufacturer's Association

(b) Cape Western and North-Western Leather Industries Employers' Association

(c) Transvaal Footwear, Tanning and Leather Trades Association

(d) Natal Footwear, Tanning and General Leather Manufacturer's Association

(e) Southern Cape Leather Industries Association

(f) South African Tanning Employers' Organisation

(g) South African Handbag Manufacturers' Association

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

(h) National Union of Leather Workers

(i) Transvaal Leather and Allied Trades Industrial Union

(j) Trunk and Box Workers' Industrial Union (Transvaal)

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

being parties to the National Industrial Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notice R. 318, dated 14 February 1975.

1. Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is (uitgesonderd persone wat uitsluitlik herstelwerk doen);

(2) in die Republiek van Suid-Afrika: Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 5 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 318 van 14 Februarie 1975, dit net in die landdrostdistrikte Bellville, Die Kaap, Goodwood, Durban en Johannesburg nagekom moet word en dat, in verband met die werksaamhede uiteengesit in paragraaf (7) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 5 van die Ooreenkoms, gepubliseer by genoemde Goewermmentskennisgewing, dit net in die landdrostdistrikte Bellville, Goodwood en Durban nagekom moet word.

2. Klousule 1 van die vorige Ooreenkoms word soos volg gewysig:

Vervang die omskrywing van "loon" deur die volgende:

"'loon' die loon wat vir 'n werknemer voorgeskrif word in Kolom A van die loonbepalings van die betrokke Ooreenkoms van die Raad: Met dien verstande dat—

(i) indien 'n werkgewer 'n werknemer gereeld 'n hoër bedrag betaal as dié in genoemde Kolom A voorgeskrif, dit dié hoër bedrag beteken;

(ii) die eerste voorbehoudsbepaling nie so vertolk moet word dat dit enige besoldiging bedoel of insluit wat 'n werknemer wat in diens is op 'n loonaansporingskema- of stukwerkgrondslag ontvang bo en behalwe die bedrag wat hy sou ontvang het indien hy nie op sodanige grondslag in diens was nie."

3. Vervang klousule 4 (6) (a) van die vorige Ooreenkoms deur die volgende:

"Bydraes

(6) (a) Behoudens subparagraaf (i) van hierdie subklousule en subklousule (12), moet werknemers vir wie lone in enige ooreenkoms van die Raad voorgeskrif is, en wat altesaam minstens twee jaar ondervinding in die Nywerheid opgedoen het, lid van die Fonds word en op die volgende grondslag bydra:

(i) *Skoeiselseksie:*

(aa) Werknemers vir wie lone in Aanhangsel C van Deel I en klousule 1 van Aanhangsel A van Deel II van die Loon-ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 1076 van 22 Junie 1973, voorgeskrif word:

Groep 1.—Werknemers wie se loon minder as R15,91 per week is, dra 30c per week by.

Groep 2.—Werknemers wie se loon minstens R15,91 per week maar minder as R19,67 per week is, dra 40c per week by.

Groep 3.—Werknemers wie se loon minstens R19,67 per week maar minder as R26,18 per week is, dra 50c per week by.

Groep 4.—Werknemers wie se loon minstens R26,18 per week maar minder as R30,51 per week is, dra 60c per week by.

Groep 5.—Werknemers wie se loon minstens R30,51 per week is, dra 70c per week by.

(bb) Werknemers in die Skoeiselseksie, uitgesonderd dié in paragraaf (aa) hierbo gespesifiseer:

Groep 1.—Werknemers wie se loon minder as R15,21 per week is, dra 30c per week by.

Groep 2.—Werknemers wie se loon minstens R15,21 per week maar minder as R20,13 per week is, dra 40c per week by.

Groep 3.—Werknemers wie se loon minstens R20,13 per week maar minder as R25,33 per week is, dra 50c per week by.

Groep 4.—Werknemers wie se loon minstens R25,33 per week maar minder as R29,82 per week is, dra 60c per week by.

Groep 5.—Werknemers wie se loon minstens R29,82 per week is, dra 70c per week by.

(ii) *Seksie Algemene Goedere:*

Groep 1.—Werknemers wie se loon minder as R15,21 per week is, dra 30c per week by.

Groep 2.—Werknemers wie se loon minstens R15,21 per week maar minder as R18,57 per week is, dra 40c per week by.

Groep 3.—Werknemers wie se loon minstens R18,57 per week maar minder as R23,63 per week is, dra 50c per week by.

Groep 4.—Werknemers wie se loon minstens R23,63 per week maar minder as R28,13 per week is, dra 60c per week by.

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

(1) 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 therein (other than persons engaged exclusively on repair work); and

(2) in the Republic of South Africa: Provided that on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 5 of the Agreement published under Government Notice R. 318, dated 14 February 1975, it shall be observed only in the Magisterial Districts of Bellville, The Cape, Goodwood, Durban and Johannesburg and provided further that on the operations set forth in paragraph (7) of the definition of "Industry" or "Leather Industry" in clause 5 of the Agreement published under the said Government Notice, it shall be observed only in the Magisterial Districts of Bellville, Goodwood and Durban.

2. Clause 1 of the former Agreement is amended as follows:

Substitute the following for the definition of "wage":

"'wage' means the wage prescribed for an employee in Column A of the wage provisions of the relevant Agreement of the Council: Provided that—

(i) if an employer regularly pays the employee an amount higher than that prescribed in the said Column A, it shall mean such higher amount;

(ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on a wage incentive scheme or piece-work basis receives over and above the amount he would have received if he had not been employed on such basis."

3. Substitute the following for clause 4 (6) (a) of the former Agreement:

"Contributions

(6) (a) Subject to the provisions of subparagraph (i) of this subclause and subclause (12), employees for whom wages are prescribed in any agreement of the Council, having not less than a total of two years' experience in the Industry, shall become members of the Fund and contribute on the following basis:

(i) *Footwear Section:*

(aa) Employees for whom wages are prescribed in Annexure C to Part I and clause 1 of Annexure A to Part II of the Wage Agreement published under Government Notice R. 1076, dated 22 June 1973:

Group 1.—Employees whose wages are less than R15,91 per week shall contribute 30c per week.

Group 2.—Employees whose wages are not less than R15,91 per week but less than R19,67 per week shall contribute 40c per week.

Group 3.—Employees whose wages are not less than R19,67 per week but less than R26,18 per week shall contribute 50c per week.

Group 4.—Employees whose wages are not less than R26,18 per week but less than R30,51 per week shall contribute 60c per week.

Group 5.—Employees whose wages are not less than R30,51 per week shall contribute 70c per week.

(bb) Employees in the Footwear Section other than those specified in paragraph (aa) above:

Group 1.—Employees whose wages are less than R15,21 per week shall contribute 30c per week.

Group 2.—Employees whose wages are not less than R15,21 per week but less than R20,13 per week shall contribute 40c per week.

Group 3.—Employees whose wages are not less than R20,13 per week but less than R25,33 per week shall contribute 50c per week.

Group 4.—Employees whose wages are not less than R25,33 per week but less than R29,82 per week shall contribute 60c per week.

Group 5.—Employees whose wages are not less than R29,82 per week shall contribute 70c per week.

(ii) *General Goods Section:*

Group 1.—Employees whose wages are less than R15,21 per week shall contribute 30c per week.

Group 2.—Employees whose wages are not less than R15,21 per week but less than R18,57 per week shall contribute 40c per week.

Group 3.—Employees whose wages are not less than R18,57 per week but less than R23,63 per week shall contribute 50c per week.

Group 4.—Employees whose wages are not less than R23,63 per week but less than R28,13 per week shall contribute 60c per week.

Groep 5.—Werknemers wie se loon minstens R28,13 per week is, dra 70c per week by.

(iii) *Handsakseksie:*

Groep 1.—Werknemers wie se loon minder as R13,50 per week is, dra 30c per week by.

Groep 2.—Werknemers wie se loon minstens R13,50 per week maar minder as R18 per week is, dra 40c per week by.

Groep 3.—Werknemers wie se loon minstens R18 per week maar minder as R27 per week is, dra 50c per week by.

Groep 4.—Werknemers wie se loon minstens R27 per week maar minder as R33,75 per week is, dra 60c per week by.

Groep 5.—Werknemers wie se loon minstens R33,75 per week is, dra 70c per week by.

(iv) *Looiseksie:*

Groep 1.—Werknemers wie se loon minder as R15,25 per week is, dra 30c per week by.

Groep 2.—Werknemers wie se loon minstens R15,25 per week maar minder as R19,75 per week is, dra 40c per week by.

Groep 3.—Werknemers wie se loon minstens R19,75 per week maar minder as R26,25 per week is, dra 50c per week by.

Groep 4.—Werknemers wie se loon minstens R26,25 per week maar minder as R29,40 per week is, dra 60c per week by.

Groep 5.—Werknemers wie se loon minstens R29,40 per week is, dra 70c per week by.”

Hierdie Ooreenkoms is namens die partye op hede die 15de dag van Mei 1975 te Port Elizabeth onderteken.

B. MANCHEVSKY, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Hoofsekretaris van die Raad.

Group 5.—Employees whose wages are not less than R28,13 per week shall contribute 70c per week.

(iii) *Handbag Section:*

Group 1.—Employees whose wages are less than R13,50 per week shall contribute 30c per week.

Group 2.—Employees whose wages are not less than R13,50 per week but less than R18 per week shall contribute 40c per week.

Group 3.—Employees whose wages are not less than R18 per week but less than R27 per week shall contribute 50c per week.

Group 4.—Employees whose wages are not less than R27 per week but less than R33,75 per week shall contribute 60c per week.

Group 5.—Employees whose wages are not less than R33,75 per week shall contribute 70c per week.

(iv) *Tanning Section:*

Group 1.—Employees whose wages are less than R15,25 per week shall contribute 30c per week.

Group 2.—Employees whose wages are not less than R15,25 per week but less than R19,75 per week shall contribute 40c per week.

Group 3.—Employees whose wages are not less than R19,75 per week but less than R26,25 per week shall contribute 50c per week.

Group 4.—Employees whose wages are not less than R26,25 per week but less than R29,40 per week shall contribute 60c per week.

Group 5.—Employees whose wages are not less than R29,40 per week shall contribute 70c per week.”

This Agreement signed at Port Elizabeth on behalf of the parties on this 15th day of May 1975.

B. MANCHEVSKY, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1285

4 Julie 1975

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 7 Januarie 1976 eindig, bindend is vir die werkgewers-organisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 7 Januarie 1976 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 7 Januarie 1976 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms, *mutatis mutandis* bindend is vir alle Bantoes in diens in

No. R. 1285

4 July 1975

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF SICK BENEFIT FUND AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 7 January 1976, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 7 January 1976, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (2) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 7 January 1976, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall *mutatis mutandis* be binding upon

genoemde Nywerheid by dié werkgewers vir wie enigen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

SIEKTEBYSTANDSFONDSOOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (f) South African Tanning Employers' Organisation
- (g) South African Handbag Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem) aan die een kant, en die

- (h) National Union of Leather Workers
- (i) Transvaal Leather and Allied Trades' Industrial Union
- (j) Trunk and Box Workers' Industrial Union (Transvaal)

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika, om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 285 van 14 Februarie 1975, soos gewysig by Goewermentskennisgewing R. 865 van 2 Mei 1975, te wysig.

1. Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Nywerheid betrokke of daarin werksaam is;

(2) in die Republiek van Suid-Afrika: Met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 5 van die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 285 van 14 Februarie 1975, dit net in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Durban en Johannesburg nagekom moet word: Voorts met dien verstande dat, in verband met die werksaamhede uiteengesit in paragraaf (7) van die omskrywing van "nywerheid" of "Leernywerheid" in klousule 5 van die Ooreenkoms gepubliseer by gemelde Goewermentskennisgewing dit net in die landdrosdistrikte Bellville, Goodwood en Durban nagekom moet word.

2. Klousule 1 van die vorige Ooreenkoms word soos volg gewysig:

Voeg die volgende omskrywing in na die omskrywing van "looi-afdeling":

"'loon' die loon wat vir 'n werknemer voorgeskryf word in Kolom A van die loonbepalings van die betrokke Ooreenkoms van die Raad: Met dien verstande dat—

(i) indien 'n werkgewer 'n werknemer gereeld 'n hoër bedrag betaal as dié in genoemde Kolom A voorgeskryf, dit dié hoër bedrag beteken:

(ii) die eerste voorbehoudsbepaling nie so vertolk moet word dat dit enige besoldiging bedoel of insluit wat 'n werknemer wat in diens is op 'n loonaansporingskema- of stukwerkgrondslag ontvang bo en behalwe die bedrag wat hy sou ontvang het indien hy nie op sodanige grondslag in diens was nie."

3. Klousule 1 van die vorige Ooreenkoms word soos volg gewysig:

Skrap die omskrywing van "Loon" waar dit aan die einde van die klousule voorkom.

Hierdie Ooreenkoms is namens die partye op hede die 15de dag van Mei 1975 te Port Elizabeth onderteken.

B. MANCHEVSKY, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Hoofsekretaris van die Raad.

all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

SICK BENEFIT FUND AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the

- (a) Midland and Border Leather Industry Manufacturers' Association
- (b) Cape Western and North-Western Leather Industries Employers' Association
- (c) Transvaal Footwear, Tanning and Leather Trades Association
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association
- (e) Southern Cape Leather Industries Association
- (f) South African Tanning Employers' Organisation
- (g) South African Handbag Manufacturers' Association

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

- (h) National Union of Leather Workers
- (i) Transvaal Leather and Allied Trades' Industrial Union
- (j) Trunk and Box Workers' Industrial Union (Transvaal)

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

being parties to the National Industrial Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notice R. 285, dated 14 February 1975, as amended by Government Notice R. 865, dated 2 May 1975.

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

(1) 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 therein;

(2) in the Republic of South Africa: Provided that on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 5 of the Agreement published under Government Notice R. 285, dated 14 February 1975, it shall be observed only in the Magisterial Districts of Bellville, The Cape, Goodwood, Durban and Johannesburg: Provided further that on the operations set forth in paragraph (7) of the definition of "Industry" or "Leather Industry" in clause 5 of the Agreement published under the said Government Notice, it shall be observed only in the Magisterial Districts of Bellville, Goodwood and Durban.

2. Clause 1 of the former Agreement is amended as follows:

Insert the following definition after the definition of "tanning section":

"'wage' means the wage prescribed for an employee in Column A of the wage provisions of the relevant Agreement of the Council: Provided that—

(i) if an employer regularly pays the employee an amount higher than that prescribed in the said Column A, it shall mean such higher amount;

(ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on a wage incentive scheme or piece-work basis receives over and above the amount he would have received if he had not been employed on such basis."

3. Clause 5 of the former Agreement is amended as follows:

Delete the definition of "Wage" where it appears at the end of the clause.

This Agreement signed at Port Elizabeth on behalf of the parties this 15th day of May 1975.

B. MANCHEVSKY, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, General Secretary of the Council.

No. R. 1281

4 Julie 1975

**WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941****LEERNYWERHEID, REPUBLIEK VAN SUID-
AFRIKA**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkomste en kennisgewings in verband met die Leernywerheid, gepubliseer by Goewermentskennisgewings R. 1280, R. 1282 en R. 1283 van 4 Julie 1975, oor die algemeen vir die werknemers wie se werkeure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

M. VILJOEN, Minister van Arbeid.

No. R. 1281

4 July 1975

**FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941****LEATHER INDUSTRY, REPUBLIC OF SOUTH
AFRICA**

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreements and notices relating to the Leather Industry, published under Government Notices R. 1280, R. 1282 and R. 1283 of 4 July 1975, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN, Minister of Labour.

BOTHALIA

Bothalia is 'n medium vir die publikasie van plantkundige artikels oor die flora en plantegroei van Suidelike Afrika. Een of twee dele van die tydskrif word jaarliks gepubliseer.

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Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

**MEMOIRS VAN DIE BOTANIESE
OPNAME VAN SUID-
AFRIKA**

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Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

**MEMOIRS OF THE BOTANICAL
SURVEY OF SOUTH
AFRICA**

The memoirs are individual treatises usually of an ecological nature, but sometimes taxonomic or concerned with economic botany. Thirty-nine numbers have been published, some of which are out of print.

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

Die "Onderstepoort Journal of Veterinary Research" word deur die Staatsdrukker, Pretoria, gedruk en is verkrygbaar van die Direkteur, Afdeling Landbou-inligting, Departement van Landbou-tegniese Dienste, Privaatsak X144, Pretoria, 0001, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

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AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Ekologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

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