



FURNITURE BARGAINING COUNCIL

5th Floor ? Sondagskoolgebou ? 154B Maitland Street ? Bloemfontein
Correspondence to be addressed to: THE PROVINCIAL MANAGER? Post Office Box 3914 ? Bloemfontein ? 9300
Telephone (051) 447-1807 ? Facsimile (051) 447-2554 ? e-mail freestate@furnbed.co.za ? Website www.furnbed.co.za

CIRCULAR 08/08

TO ALL EMPLOYERS AND EMPLOYEES (Falling under Free State Provincial Office)

Sir/Madam

PUBLIC HOLIDAY – FRIDAY, 2 MAY 2008 and PUBLIC HOLIDAYS APRIL AND MAY 2008

All public holidays proclaimed in terms of the Public Holidays Act, 1994 (Act 36 of 1994) are regarded as public holidays in terms of clause 8.5.1 of Chapter 1 of the Industry's Collective Agreement.

Please note that **Friday, 2 May 2008**, has been declared as a public holiday by the President in terms of the Public Holidays Act, 1994 (Act 36 of 1994). Notice to this effect was published in the Government Gazette, Number 30900 on 20 March 2008.

During the months of **April** and **May 2008**, the following days must be observed as public holidays.

- Sunday** - **27 April 2008** - Freedom Day
- Monday** - **28 April 2008** - Public holiday in lieu of Sunday, 27 April 2008
- Thursday** - **1 May 2008** - Workers Day
- Friday** - **2 May 2008** - Public holiday in lieu of lost public holiday as two (2) public holidays fell on Friday, 21 March 2008

REMUNERATION FOR PUBLIC HOLIDAYS

1. All employees are entitled to a day's wages for all the hours normally worked on the public holiday, provided that the public holiday falls on a normal working day (eg. If an establishment normally works Mondays to Fridays only, a Public Holiday falling on a Saturday will not be regarded as a Paid Public Holiday).
2. Where a Public Holiday falls on a Sunday, the following Monday must be observed as a Public Holiday in lieu of the Sunday. Employees must be paid a normal day's wages for the Monday only.

MONTHLY RETURN FORMS AND PAID PUBLIC HOLIDAYS

All hours for which an employee is paid for public holidays, form part of an employee's normal weekly wages and as such these hours must be reflected on the establishment's monthly return form as being part of the employee's normal weekly wages.

Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Agents of the Council should you require any additional information. Please do not contact any junior staff members of the Council in this regard.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

9 April 2008