



FURNITURE BARGAINING COUNCIL

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CIRCULAR 03/08

TO ALL EMPLOYERS AND EMPLOYEES (Free State Province)

PUBLIC HOLIDAYS - 2008

Please be advised that all Public Holidays proclaimed in terms of the **Public Holidays Act, 1994 (Act No. 36 of 1994)** are regarded as Public Holidays in terms of the Industry's Collective Agreement. As such the following Public Holidays must be observed as Public Holidays during 2008:

Tuesday	-	1 January 2008	-	New Year's Day
Friday	-	21 March 2008	-	Human Rights Day and Good Friday
Monday	-	24 March 2008	-	Family Day
Sunday	-	27 April 2008	-	Freedom Day
Monday	-	28 April 2008	-	Public Holiday in lieu of Sunday, 27 April 2008
Thursday	-	1 May 2008	-	Worker's Day
Monday	-	16 June 2008	-	Youth Day
Saturday	-	9 August 2008	-	National Women's Day
Wednesday	-	24 September 2008	-	Heritage Day
Tuesday	-	16 December 2008	-	Day of Reconciliation
Thursday	-	25 December 2008	-	Christmas Day
Friday	-	26 December 2008	-	Day of Goodwill

REMUNERATION FOR PUBLIC HOLIDAYS

1. All employees are entitled to a normal day's wages for all Public Holidays, provided that they fall 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.
3. All employees are entitled to a normal day's wages for all Public Holidays falling during an establishment's annual closure period (provided that these days fall on a normal working day or on a Sunday. Should the Public Holiday fall on a Sunday the following Monday will be regarded as a Public Holiday).
4. In the event of the employment of an employee being terminated by an employer, seven (7) working days or less prior to Good Friday, the employee concerned shall be entitled to payment of a normal day's wages for Good Friday and Family Day.
5. In the event of an employee's employment being terminated by an employer, seven (7) working days or less prior to an establishment's annual closure period, the employee concerned shall be entitled to a normal day's wages for each of the Public Holidays falling within the establishment's annual closure period (provided that they fall on a normal working day or on a Sunday. Should the Public Holiday fall on a Sunday the following Monday will be regarded as a Public Holiday).

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