



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 09/08

TO ALL FBUMA MEMBERS, CMAPA MEMBERS AND NUFAWSA MEMBERS (Free State Province)

Sir/Madam

AMENDMENTS TO THE INDUSTRY'S COLLECTIVE AGREEMENT – FBUMA MEMBERS, CMAPA MEMBERS AND NUFAWSA MEMBERS

Please be advised that at the Industry's Annual Wage Negotiations this year, it was agreed by **three** of the **four** Parties to the Council, namely the Furniture, Bedding & Upholstery Manufacturers Association (**FBUMA**), the Curtain Makers and Allied Products Association (**CMAPA**) and the National Union of Furniture and Allied Workers of South Africa (**NUFAWSA**) that the Industry's Collective Agreement in respect of their members only be amended as from **1 July 2008** as follows:-

1a. Minimum Weekly Wage Increases and Minimum Weekly Wage Rates – Furniture, Bedding & Upholstery Manufacturing Sector

NB: Notwithstanding that a NUFAWSA member working in the Furniture, Bedding, Upholstery Sector may be receiving a weekly wage, which is in excess of the minimum weekly wage rate for the work performed by him/her, such a NUFAWSA member nevertheless qualifies for at least a minimum weekly wage increase effective from **1 July 2008**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable to NUFAWSA members as from 1 July 2008	Minimum Weekly Wage Rates Applicable for NUFAWSA members as from 1 July 2008
Unskilled Employee / General Worker	05	8.0% of actual weekly wages	R400-00
Semi-skilled Employee	04	8.0% of actual weekly wages	R494-26
Skilled Employee	03	8.0% of actual weekly wages	R649-77
Chargehand	02	8.0% of actual weekly wages	R697-06
Foreman/Supervisor	01	8.0% of actual weekly wages	R697-06

Increase of Actual Weekly Wages

Increase of actual weekly wages shall be calculated as follows:

Employee's current hourly rate of pay plus 8.0%

1b. **Minimum Weekly Wage Increases and Minimum Weekly Wage Rates – Curtain Manufacturing Sector**

NB: Notwithstanding that a NUFAWSA member working in the Curtain Manufacturing Sector may be receiving a weekly wage, which is in excess of the minimum weekly wage rate for the work performed by him/her, such a NUFAWSA member nevertheless qualifies for at least a minimum weekly wage increase effective from **1 July 2008**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable to NUFAWSA members as from 1 July 2008	Minimum Weekly Wage Rates Applicable for NUFAWSA members as from 1 July 2008
Unskilled Employee / General Worker	05	8.0% of actual weekly wages	R377-67
Semi-skilled Employee	04	8.0% of actual weekly wages	R470-72
Skilled Employee	03	8.0% of actual weekly wages	R618-83
Chargehand	02	8.0% of actual weekly wages	R663-87
Foreman/Supervisor	01	8.0% of actual weekly wages	R663-87

Increase of Actual Weekly Wages

Increase of actual weekly wages shall be calculated as follows:

Employee's current hourly rate of pay plus 8.0%

2. **Subsistence Allowance**

As from **1 July 2008** all newly employed drivers and crew shall no longer qualify for a subsistence allowance and shall only receive overtime payment equal to 1.5 times their normal hourly rate of pay, irrespective of the overtime hours worked by such drivers and crew.

3. **NUFAWSA Sick Benefit Society Contributions**

- Employer contributions effective from **1 July 2008** payable to the NUFAWSA Sick Benefit Society for NUFAWSA members are to be **increased** by R7-50 per week, per NUFAWSA Sick Benefit Society member.
- NUFAWSA members' contributions effective from **1 July 2008** payable to the NUFAWSA Sick Benefit Society are to be **decreased** by R7-50 per week, per NUFAWSA Sick Benefit Society member.

NUFAWSA Sick Benefit Society contributions effective from 1 July 2008

	Member Contribution	Employer Contribution	Total Contribution
Member + 1 to 3 Dependants	R10-00 per week	R71-00 per week	R81-00 per week
4 th & 5 th Dependants	R12-50 per week	R 0-00 per week	R12-50 per week
6 and more Dependants	R92-00 per week	R 0-00 per week	R92-00 per week
Per Extraordinary Dependant	R92-00 per week	R 0-00 per week	R92-00 per week

4. **Occupation Title**

The occupation title of an **Unskilled Employee** is to be changed as from **1 July 2008** to that of a **General Worker**.

5. **Shop Stewards Leave – Council Meetings**

Employers may claim any loss of earnings from the Council only for those employees who are NUFAWSA shop stewards and who are required to attend Council Meetings as from **1 July 2008**.

6. **Annual Closure Dates – 2008/2009**

The Parties will determine the matter of annual closure dates for 2008/2009 by no later than **October 2008** and employers and employees in the Industry will be notified of these closure dates once they have been determined.

7. **Minimum Weekly Wage Increases – 1 July 2009 to 30 June 2010**

Minimum weekly wage increases effective from **1 July 2009** shall be **8%** of actual weekly wages for the period ending **30 June 2010**, provided that the CPIX for the year ending **April 2009** is not below **6%** or above **10%**. If the CPIX for the year ending **April 2009** is below **6%** or above **10%**, the Parties shall meet to negotiate wage increases for the period **1 July 2009** to **30 June 2010**.

NB: All other provisions of the Industry's current Collective Agreement remain applicable to all FBUMA members, CMAPA members and NUFAWSA members, together with these amendments.

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

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

14 July 2008