



FURNITURE, BEDDING & UPHOLSTERY INDUSTRY BARGAINING COUNCIL, GREATER NORTHERN REGION

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CIRCULAR 01/04

TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

Sir/Madam

PUBLIC HOLIDAYS - 2004

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 the Industry. As such the following Public Holidays must be observed as Public Holidays during 2004:

Thursday	-	1 January 2004	-	New Year's Day
Sunday	-	21 March 2004	-	Human Rights Day
Monday	-	22 March 2004	-	Public Holiday in lieu of Sunday, 21 March 2004
Friday	-	9 April 2004	-	Good Friday
Monday	-	12 April 2004	-	Family Day
Tuesday	-	27 April 2004	-	Freedom Day
Saturday	-	1 May 2004	-	Worker's Day
Wednesday	-	16 June 2004	-	Youth Day
Monday	-	9 August 2004	-	National Women's Day
Friday	-	24 September 2004	-	Heritage Day
Thursday	-	16 December 2004	-	Day of Reconciliation
Saturday	-	25 December 2004	-	Christmas Day
Sunday	-	26 December 2004	-	Day of Goodwill
Monday	-	27 December 2004	-	Public Holiday in lieu of Sunday, 26 December 2004

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 all 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).

Any queries iro this Circular must be directed to the Agents of the Council.

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

12 January 2004