



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

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CIRCULAR 02/04

TO ALL PARTY AND NON-PARTY EMPLOYERS

Sir/Madam

ALLOCATION OF PAYMENTS TOWARDS CONTRIBUTIONS TO FUNDS ADMINISTERED BY THE COUNCIL

The Council has introduced a new system of allocating contribution payments made by employers, on behalf of their employees, to the Council, known as the top up system. All payments made by employers will be allocated to the respective Funds of the Council in the following order:

1. INTEREST ON LATE PAYMENTS

In terms of Clause 8/18 of the Combined Collective Agreement, any amount not received by the 10th day of the following month in respect of the month that the contributions are due, shall pay interest on such amount or on such lesser amount that remains unpaid, calculated at the rate of two percent (2%) per month or part thereof from the 10th day until the day upon which payment is actually received by the Council. Interest on late payments will be rigorously enforced with no exceptions.

2. COUNCIL LEVIES

3. FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS

Only where applicable, if employees are non-NUFAWSA members employed at Party Shops.

4. DEATH AND DISABILITY FUND CONTRIBUTIONS

5. HOLIDAY BONUS FUND CONTRIBUTIONS

6. PROVIDENT FUND CONTRIBUTIONS

All allocations to the Funds in the order stipulated above will be allocated to each employees' account, as calculated by the Council and not by the establishment. Where a shortfall exists on the oldest debt for any reason whatsoever, the following payment received from that establishment will first be utilised to cover the previous shortfall. This means that, in future, no selective payments pertaining to any one Fund can be made by an establishment.

Employers who use Council Agents to collect returns and payments are reminded that this practice is not part of the Official Duties of the Agents and excuses used to blame Agents for non-collection of Returns and Payments will not be tolerated. The onus is on the employer of an establishment to ensure that Returns and Payments are received timeously, i.e. by the 10th day of the following month.

No special arrangements regarding late payments can be made by any employee employed by the Council. Any non-formalised arrangements between establishments and employers of the Council will be considered null and void.

CS UTTING

Funds Administrator

10 February 2004