



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

Address: 3rd Floor ♦ Meubelsentrum ♦ 111 Kerk Street ♦ Johannesburg
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CIRCULAR 10/04

TO ALL PARTY EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

Sir/Madam

AGENCY SHOP AGREEMENT AND AGENCY FEE

At a Council Meeting held on Tuesday, 20 July 2004, the Parties to the Council resolved that the two (2) Trade Union Parties to the Council, namely the National Union of Furniture and Allied Workers of South Africa (NUFAWSA) and the Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU) may negotiate Agency Shop Agreements with individual employers who are members of the Employer Organisations to the Council, namely the Furniture, Bedding and Upholstery Manufacturers Association (FBUMA) and the Curtain Makers and Allied Products Association (CMAPA).

If the employer agrees to an Agency Shop Agreement, the employer may only enter into such an Agreement with the Union whose members are a majority of the employees employed and such an Agreement shall be subject to the following:

- The agency fee shall apply only to those employees identified in the Industry's Collective Agreement, who are not members of either NUFAWSA or CEPPWAWU but are eligible for membership thereof; and
- The agreed agency fee must be equivalent to, or less than the amount of the subscription payable by the members of the Trade Union; and
- The agreed agency fee may be deducted from the employees' wages without the employees' authorisation.

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

or

To the Parties of the Council whose details are reflected hereunder:

NUFAWSA
Tel: (011) 336-1564
Fax: (011) 333-1561

FBUMA
Tel: (012) 998-6517
Fax: (012) 998-5533

CEPPWAWU
Tel: (011) 337-8541
Fax: (011) 337-8571

CMAPA
Tel: (011) 475-9533
Fax: (011) 475-4081

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