



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

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### CIRCULAR 13/04

#### TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

Sir/Madam

#### **PRESCRIBED ANNUAL CLOSURE DATES AND PAID PUBLIC HOLIDAYS DECEMBER 2004 AND JANUARY 2005**

Please note the following provisions of the Industry's Collective Agreement in respect of Annual Closure dates and Public Holidays that fall during Annual Closure dates:

##### **Annual Closure Dates**

The prescribed Annual Closure dates for December 2004 and January 2005 are:

- **From the evening of Wednesday, 15 December 2004 to the morning of Monday, 10 January 2005**

**NB:** During any period of Annual Closure, no employer shall require or permit an employee to perform work and no employee shall undertake work, whether for remuneration or not.

##### **Public Holidays**

Please be advised that all Public Holidays proclaimed in terms of the Public Holidays Act, 1994 are recognised as Public Holidays in terms of the Industry's Collective Agreement. As such, the following Public Holidays must be observed as Public Holidays during December 2004 and January 2005:

- |                   |   |                         |   |   |
|-------------------|---|-------------------------|---|---|
| ➤ <b>Thursday</b> | - | <b>16 December 2004</b> | - | <b>Day of Reconciliation</b>                              |
| ➤ <b>Saturday</b> | - | <b>25 December 2004</b> | - | <b>Christmas Day</b>                                      |
| ➤ <b>Sunday</b>   | - | <b>26 December 2004</b> | - | <b>Day of Goodwill</b>                                    |
| ➤ <b>Monday</b>   | - | <b>27 December 2004</b> | - | <b>Public Holiday in lieu of Sunday, 26 December 2005</b> |
| ➤ <b>Saturday</b> | - | <b>1 January 2005</b>   | - | <b>New Year's Day</b>                                     |

##### **Remuneration for Public Holidays**

1. Should a Public Holiday fall on a Sunday, the following Monday must be observed as a Public Holiday in lieu of the Sunday. Employees must be paid for the Monday only.

1.1 Employees are entitled to remuneration for all Public Holidays which fall during any period of Annual Closure (provided that they fall on a normal working day or on a Sunday). Remuneration for these Public Holidays must be equal to the remuneration an employee would normally have been paid for such a day should he/she have worked.

1.2 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, the employee concerned must nevertheless be remunerated for all Public Holidays that fall within the establishment's Annual Closure period.

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

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

25 October 2004