



FURNITURE BARGAINING COUNCIL

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CIRCULAR 09/07

TO ALL EMPLOYERS AND EMPLOYEES (In the Free State Province)

Sir/Madam

AMENDMENTS TO THE INDUSTRY'S COLLECTIVE AGREEMENT

Please be advised that at the Industry's Annual Wage Negotiations this year, it was agreed by all the Parties to the Council that the Industry's Collective Agreement be amended. The Industry's amended Collective Agreement has been published under Government Notice No. R813 in Regulation Gazette No. 8737 of Government Gazette No. 30254 of 7 September 2007 which becomes applicable to all employers and employees in the Industry as from **Monday, 17 September 2007**:-

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

NB: Notwithstanding that an employee 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 an employee nevertheless qualifies for at least a minimum weekly wage increase effective from **Monday, 17 September 2007**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable as from 1 July 2007	Minimum Weekly Wage Rates Applicable as from 1 July 2007
Unskilled Employee	05	5% of actual weekly wages	R396-55
Semi-skilled	04	5% of actual weekly wages	R494-26
Skilled Employee	03	5% of actual weekly wages	R649-77
Chargehand	02	5% of actual weekly wages	R697-06
Foreman/Supervisor	01	5% 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 5%

2. **Minimum Weekly Wage Increases and Minimum Weekly Wage Rates – Curtaining Sector**

NB: Notwithstanding that an employee working in the Curtaining 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 an employee nevertheless qualifies for at least a minimum weekly wage increase effective from **Monday, 17 September 2007**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable as from 17 September 2007	Minimum Weekly Wage Rates Applicable as from 17 September 2007
Unskilled Employee	05	5% of actual weekly wages	R377-67
Semi-skilled Employee	04	5% of actual weekly wages	R470-72
Skilled Employee	03	5% of actual weekly wages	R618-83
Chargehand	02	5% of actual weekly wages	R663-87
Foreman/Supervisor	01	5% 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 5%

3. **Council Levies** (payable only when more than 16 hours wages per week have been paid)

As from **Monday, 17 September 2007**, the following employer and employee Council levies shall be payable to the Council.

Employer Levy	Employee Levy	Total Levy
R4-85 per week	R4-85 per week	R9-70 per week

4. **Full Week Bonuses**

Full week bonuses shall no longer be payable to employees as from **Monday, 17 September 2007**.

5. **Additional Provident Fund Contributions** (payable only when more than 16 hours wages per week have been paid)

As from **Monday, 17 September 2007**, the following employer and employee additional provident fund contributions shall be payable to the Council.

Employer Contribution	Employee Contribution	Total Contribution
R58-50 per week	R17-50 per week	R76-00 per week

As from **Tuesday, 1 January 2008**, the following employer and employee additional provident fund contributions shall be payable to the Council.

Employer Contribution	Employee Contribution	Total Contribution
R63-50 per week	R17-50 per week	R81-00 per week

NB: All other provisions of the Industry's Collective Agreement remain applicable 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

12 September 2007