



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 09/07

#### TO ALL EMPLOYERS AND EMPLOYEES (Excluding 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 17 September 2007	Minimum Weekly Wage Rates Applicable as from 17 September 2007
Unskilled Employee	05	7.2% of actual weekly wages	R391-28
Semi-skilled	04	7.2% of actual weekly wages	R633-55
Skilled Employee	03	7.2% of actual weekly wages	R680-72
Chargehand	02	7.2% of actual weekly wages	R734-32
Foreman/Supervisor	01	7.2% of actual weekly wages	R734-32

#### Increase of Actual Weekly Wages

Increase of actual weekly wages shall be calculated as follows:

Employee's current hourly rate of pay plus 7.2%

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	7% of actual weekly wages	R365-00
Semi-skilled Employee	04	7% of actual weekly wages	R516-79
Skilled Employee	03	7% of actual weekly wages	R587-30
Chargehand	02	7% of actual weekly wages	R645-25
Foreman/Supervisor	01	7% of actual weekly wages	R645-25

**Increase of Actual Weekly Wages**

Increase of actual weekly wages shall be calculated as follows:

Employee's current hourly rate of pay plus 7%

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

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
R53-00 per week	R35-00 per week	R88-00 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