



FURNITURE BARGAINING COUNCIL

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CIRCULAR 13/07

TO ALL MEMBERS OF FURNITURE, BEDDING AND UPHOLSTERY MANUFACTURERS ASSOCIATION – FBUMA and CURTAIN MAKERS AND ALLIED PRODUCTS ASSOCIATION - CMAPA

Sir/Madam

SICK BENEFIT SOCIETY MEMBERSHIP QUALIFICATION

Please be advised that at a Council Meeting held on **Tuesday, 30 October 2007**, it was resolved that the following rules regarding membership qualification for both the Furnmed Sick Benefit Society and the NUFAWSA Sick Benefit Society are applicable with immediate effect:

1. If an employer is a FBUMA or CMAPA member and its employees are NUFAWSA members, such employees must become members of the NUFAWSA Sick Benefit Society.
2. If an employer is a FBUMA or CMAPA member and its employees are members of CEPPWAWU, such employees must become members of the FURNMED Sick Benefit Society.
3. If an employer is a FBUMA or CMAPA member and its employees are members of trade unions other than NUFAWSA or CEPPWAWU, such employees may not become members of the NUFAWSA or FURNMED Sick Benefit Societies and must pay additional provident fund contributions.
4. If an employer is a FBUMA or CMAPA member and its employees do not belong to any trade union, its employees may either join the NUFAWSA or FURNMED Sick Benefit Societies, which will be subject to approval by the applicable society or they must pay additional provident fund contributions.
5. If an employer is a FBUMA or CMAPA member and employs employees who are not members of any trade union and they are currently members of one of the two sick benefit societies they may remain members of these sick benefit societies for so long as they comply with paragraph 1 or 2 or 4 of this circular.
6. If an employer is a FBUMA or CMAPA member and has employees who are members of trade unions other than CEPPWAWU or NUFAWSA these employers will have to take the necessary steps to ensure that these employees cease the payment of contributions to the concerned sick benefit society and commence with the payment of additional provident contributions as from **1 January 2008** as these employees will no longer qualify for sick benefit society membership.

Please Note: The employees and their dependents referred to in paragraph 6 above, shall no longer qualify for sick benefit society benefits as from **1 January 2008**, unless they change their status to fall within paragraphs 1 to 5 above.

Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Agents of the Council should you require any additional information. Please do not contact any junior staff members of the Council in this regard.

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