



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 02/09

#### TO ALL EMPLOYERS AND EMPLOYEES (Excluding employers and employees in the Free State Province)

Sir/Madam

#### INDUSTRY'S COLLECTIVE AGREEMENT – ANNUAL WEEKLY WAGE INCREASES – 1 JULY 2009

Please be advised that in terms of the industry's current collective agreement, minimum weekly wage increases effective from 1 July 2009 shall be determined according to predetermined criteria.

The applicable predetermined criteria, as per the industry's current collective agreement reads as follows:

"Minimum weekly wage increases effective 1 July 2009 shall be 8% of actual weekly wages for the period ending 30 June 2010, provided the CPI (Consumer Price Index) for the year ending April 2009 is not below 6% or above 10%. If the CPI for the year ending April 2009 is below 6% or above 10%, the Parties of the agreement shall meet to negotiate wage increases for the period 1 July 2009 to 30 June 2010."

The official recorded CPI rate for the year ending April 2009 is 8.4% and as such, all employees in the industry must, based on the above criteria, be afforded minimum weekly wage increases of not less than 8% on their actual weekly wage rates, as from Wednesday, 1 July 2009.

#### 1a. Minimum Weekly Wage Increases and Minimum Weekly Wage Rates – Furniture, Bedding & Upholstery Manufacturing Sector

**NB:** Notwithstanding that an employee working in the Furniture, Bedding & Upholstery Sector may be receiving a weekly wage, which is already in excess of the prescribed minimum weekly wage rate applicable for his/her occupational skills level, such an employee nevertheless qualifies for a minimum weekly wage increase effective from **Wednesday, 1 July 2009**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable as from 1 July 2009	Minimum Weekly Wage Rates Applicable as from 1 July 2009
General Worker	05	8.0% of actual weekly wages	R400-00
Semi-skilled Employee	04	8.0% of actual weekly wages	R633-55
Skilled Employee	03	8.0% of actual weekly wages	R680-72
Chargehand	02	8.0% of actual weekly wages	R734-32
Foreman/Supervisor	01	8.0% 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 8.0%

1b. **Minimum Weekly Wage Increases and Minimum Weekly Wage Rates – Curtain Manufacturing Sector**

**NB:** Notwithstanding that an employee working in the Curtain Manufacturing Sector may be receiving a weekly wage, which is already in excess of the prescribed minimum weekly wage rate applicable for his/her occupational skills level, such an employee nevertheless qualifies for a minimum weekly wage increase effective from **Wednesday, 1 July 2009**, as listed hereunder:-

<b>Occupation Skills Level</b>	<b>Occupation Skills Level Code</b>	<b>Minimum Weekly Wage Increases Applicable as from 1 July 2009</b>	<b>Minimum Weekly Wage Rates Applicable as from 1 July 2009</b>
General Worker	05	8.0% of actual weekly wages	R365-00
Semi-skilled Employee	04	8.0% of actual weekly wages	R516-79
Skilled Employee	03	8.0% of actual weekly wages	R587-30
Chargehand	02	8.0% of actual weekly wages	R645-25
Foreman/Supervisor	01	8.0% 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 8.0%

2. **Council Levies**

[Payable only when more than (16) sixteen hours wages per week have been paid]

As from **Wednesday, 1 July 2009**, the following employer and employee Council levies shall be payable to the Council for all employees.

<b>Employer Council Levy</b>	<b>Employee Council Levy</b>	<b>Total Council Levy</b>
R5-75 per week	R5-75 per week	R11-50 per week

3. **Annual Closure Period – December 2009 and January 2010**

Once the Parties to the Council have determined the matter of the industry's annual closure period for December 2009 and January 2010, employers and employees in the industry will be notified accordingly.

**NB:** All other provisions of the Industry's current Collective Agreement remain applicable, together with these amendments.

Kindly ensure that the provisions of this Circular are complied with. Please contact only the Agents of this Council should you have any queries in respect of this Circular or should you require any additional information. Please do not contact any junior staff members of the Council regarding the contents of this Circular.

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