



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 02/10

#### 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 CRITERIA

- NUFAWSA SICK BENEFIT SOCIETY and
- FURNMED SICK BENEFIT SOCIETY

Kindly carefully note the following criteria regarding membership qualification and the payment of prescribed contributions for the **NUFAWSA Sick Benefit Society** and the **Furnmed Sick Benefit Society**.

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 and the employer and employee **must** pay the prescribed contributions which are applicable to 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 and the employer and employee **must** pay the prescribed contributions which are applicable to the FURNMED SICK BENEFIT SOCIETY.
3. 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 SICK BENEFIT SOCIETY or the FURNMED SICK BENEFIT SOCIETY, which will be subject to the approval by the applicable society failing which the employer and employee **must** pay prescribed additional provident fund contributions.
4. 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 SICK BENEFIT SOCIETY or the FURNMED SICK BENEFIT SOCIETY and the employer and the employee **must** pay prescribed 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, provided that they have complied with point 3 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 **must** take the necessary steps to ensure that these employees immediately cease with the payment of contributions to the concerned sick benefit society and **immediately** commence with the payment of additional provident contributions, as these employees do not qualify for sick benefit society membership and benefits.

**Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Inspectorate Department 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**

8 March 2010