



FURNITURE BARGAINING COUNCIL

Suite 1 & 2 ♦ Reitz Park ♦ 80 President Reitz Avenue ♦ Westdene ♦ Bloemfontein ♦ 9301
Correspondence to be addressed to: THE PROVINCIAL MANAGER ♦ Post Office Box 3914 ♦ Bloemfontein ♦ 9300
Telephone (051) 447-1807 ♦ Facsimile (051) 447-2554 ♦ e-mail freestate@furnbed.co.za ♦ Website www.furnbed.co.za

CIRCULAR 03/19

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

AMENDMENTS TO THE INDUSTRY'S MAIN COLLECTIVE AGREEMENT

Please be advised that at the Industry's Wage Negotiations in 2017, it was unanimously agreed by all the Parties to the Council that the Industry's Main Collective Agreement be amended and extended for a period of two (2) years. The amendments to the Industry's Main Collective Agreement have been published under Government Notice No.1465 in Government Gazette No.41350 of 22 December 2017 and Government Notice No.200 in Government Gazette No.41488 of 9 March 2018. In terms of this Agreement, the following become effective to all establishments/employers and their employees as from all establishments'/employers' **first (1st) full pay week in May 2019**.

1. **Across the Board Increases of Actual Hourly Rates of Pay effective from each establishment's first (1st) full pay week in May 2019**

NB: Notwithstanding that an employee may be receiving an hourly rate of pay, which is in excess of the prescribed minimum hourly rate of pay for the work performed by him or her, such an employee nevertheless still qualifies for an across the board increase of his or her actual hourly rate of pay, effective from each establishment's/employer's **first (1st) full pay week in May 2019**.

Occupation Skills Level	Occupation Skills Level Code	Across the Board Increases of Actual Hourly Rates of Pay effective as from the first (1 st) full pay week in May 2019
General Worker	05	7% per hour
Semi-skilled Employee	04	7% per hour
Skilled Employee	03	7% per hour
Chargehand	02	7% per hour
Foreman/Supervisor	01	7% per hour

Note: Across the board increases of actual hourly rates of pay must be calculated by adding the applicable percentage increase as indicated above to employees' current hourly rates of pay for all employees.

2. Prescribed Minimum Hourly Rates of Pay effective from each establishment's first (1st) full pay week in May 2019

Occupation Skills Level	Occupation Skills Level Code	Minimum Hourly Rates of Pay effective as from the first (1st) full pay week in May 2019
General Worker	05	R20-00 per hour
Semi-skilled Employee	04	R20-30 per hour
Skilled Employee	03	R22-93 per hour
Chargehand	02	R24-60 per hour
Foreman/Supervisor	01	R24-60 per hour

3. Council Levies

Council levies which are payable by establishments/employers and their employees as from each establishment's/employer's **first (1st) full pay week in May 2019** shall be as follows:

Employer	Employee	Total
R11-70 per week	R11-70 per week	R23-40 per week

4. Period of Operation of Agreement

The above amendments relating to the second (2nd) year of the negotiated two-year agreement shall become binding as from each establishment's/employer's **first (1st) full pay week in May 2019** until **30 April 2020**.

NB: The remaining provisions of the Industry's Main Collective Agreement remain applicable.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

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