



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 03/19

#### TO ALL EMPLOYERS AND EMPLOYEES (Excluding Employers and Employees in the Free State Province)

#### 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 (1<sup>st</sup>) full pay week in May 2019**.

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

<b>Occupation Skills Level</b>	<b>Occupation Skills Level Code</b>	<b>Minimum Hourly Rates of Pay effective as from the first (1<sup>st</sup>) full pay week in May 2019</b>
General Worker	05	<b>R20-00 per hour</b>
Semi-skilled Employee	04	<b>R22-47 per hour</b>
Skilled Employee	03	<b>R24-02 per hour</b>
Chargehand	02	<b>R25-91 per hour</b>
Foreman/Supervisor	01	<b>R25-91 per hour</b>

**3. Council Levies**

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

<b>Employer</b>	<b>Employee</b>	<b>Total</b>
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 (2<sup>nd</sup>) year of the negotiated two-year agreement shall become binding as from each establishment's/employer's **first (1<sup>st</sup>) 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**