



## 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  
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### CIRCULAR 05/19

#### TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

#### EXEMPTION APPLICATIONS

In terms of the provisions of the Industry's Collective Agreement, any employer or employee may apply for an exemption, in writing on the Bargaining Council's prescribed application form, from any of the provisions of the Collective Agreement. Exemption application forms submitted by establishments to the Council must be fully motivated and completed with all relevant supporting documentation attached.

In order for the Council to properly monitor the exemption application process within the prescribed time limits, the Council has provided a central point for establishments to submit exemption applications.

#### **Please take note of the following important information in this regard:**

1. As of **20 May 2019**, all completed exemption applications, inclusive of all the required supporting documentation, must be submitted to the Council by means of only one of the following methods:
  - **Email - [exemption@furnbed.co.za](mailto:exemption@furnbed.co.za)**
  - **Fax - 0865934735**
  - **Hand Delivery - to the Council's offices (addressed to the Inspectorate Department)**
2. Exemption applications **may no longer** be submitted to the Council's Agents.
3. The prescribed exemption application form may be downloaded from the Council's website **[www.furnbed.co.za](http://www.furnbed.co.za)**. This application form is located under the menu item "forms" on the website.
4. In terms of the clause 11.2.11 of Chapter 1 of the Industry's Collective Agreement, **no exemption will be granted retrospectively** for any liabilities incurred by an employer, such as levies, fees and/or contributions, which became payable by the employer to the Council prior to the date on which such an application for an exemption was received by the Council.
5. Establishments who have submitted exemption applications are still obliged to continue paying monthly levies, fees and/or contributions due to the Council until the outcome of such application. Failure to continue with the payment of monthly levies, fees and/or contributions may result in the exemption application being unsuccessful and may also result in the suspension of benefits.

**Any queries that you may have regarding this Circular must be directed to your area agent or the Council's Inspectorate Department**

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

10 May 2019