



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 04/19

### TO ALL EMPLOYERS AND EMPLOYEES

#### **PAID PUBLIC HOLIDAY – GOVERNMENT ELECTIONS - WEDNESDAY, 8 MAY 2019**

The Industry's Main Collective Agreement states that all public holidays proclaimed in terms of the Public Holidays Act, 1994 (Act 33 of 1994) shall be recognised as paid public holidays, except where a public holiday falls on a day which is not a normal working day.

Please be advised that Wednesday, 8 May 2019 has been proclaimed a Public Holiday due to Government Elections taking place on this day. As such, **Wednesday, 8 May 2019** must be observed as a **Paid Public Holiday** in the Industry.

#### **REMUNERATION FOR PUBLIC HOLIDAYS**

1. All employees are entitled to the payment of wages that they would have been paid should they have worked on the day of the Public Holiday.
2. In the event of the services of an employee being terminated by an employer seven (7) working days or less prior to Good Friday, the employee concerned shall be entitled to the payment of wages he/she would have been paid for Good Friday and Family Day.
3. In the event of an employee's services being terminated by an employer seven (7) working days or less prior to an establishment's annual closure period, the employee concerned shall be entitled to payment of wages for all the public holidays falling within the establishment's annual closure period.
4. In the event of a paid public holiday occurring during any period of short time being worked at an establishment, the concerned employee shall only be entitled to the payment of wages for the time which he would ordinarily have been required to work during such short time.

**Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Agents of the Council should you require any additional information.**

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

6 May 2019