



FURNITURE BARGAINING COUNCIL

Suite 1 & 2 ♦ Reitz Park ♦ 80 President Reitz Avenue ♦ Westdene ♦ Bloemfontein ♦ 9301
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CIRCULAR 01/20

TO ALL EMPLOYERS AND EMPLOYEES

PUBLIC HOLIDAYS - 2020

Please be advised that all Public Holidays proclaimed in terms of the **Public Holidays Act, 1994 (Act No. 36 of 1994)** are regarded as Public Holidays in terms of the Industry's Main Collective Agreement. As such the following days must be observed as Public Holidays during 2020:

Day	Date	Public Holiday
Wednesday	1 January 2020	New Year's Day
Saturday	21 March 2020	Human Rights Day
Friday	10 April 2020	Good Friday
Monday	13 April 2020	Family Day
Monday	27 April 2020	Freedom Day
Friday	1 May 2020	Workers' Day
Tuesday	16 June 2020	Youth Day
Sunday	9 August 2020	National Women's Day
Monday	10 August 2020	Public holiday in lieu of Sunday, 9 August 2020
Thursday	24 September 2020	Heritage Day
Wednesday	16 December 2020	Day of Reconciliation
Friday	25 December 2020	Christmas Day
Saturday	26 December 2020	Day of Goodwill

REMUNERATION FOR PUBLIC HOLIDAYS

- All employees are entitled to a normal day's wages for all Public Holidays, provided that such Public Holidays fall on a normal working day. (e.g. if an establishment normally works Mondays to Fridays only, a Public Holiday falling on a Saturday will not be regarded as a Paid Public Holiday)
- Where a Public Holiday falls on a Sunday, the following Monday must be observed as a Public Holiday in lieu of the Sunday. Employees must be paid a normal day's wages for the Monday only.
- All employees are entitled to a normal day's wages for all Public Holidays that fall during an establishment's annual closure period, provided that these days fall on a normal working day or on a Sunday. If a Public Holiday falls on a Sunday the following Monday will be regarded as a Public Holiday.
- In the event of the employment 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 payment of a normal day's wages for Good Friday and Family Day.
- In the event of an employee's employment 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 a normal day's wages for each Public Holiday that falls within the establishment's annual closure period, provided that such days fall on a normal working day or on a Sunday. If the Public Holiday falls on a Sunday the following Monday will be regarded as a Public Holiday.

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