



FURNITURE BARGAINING COUNCIL

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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

1. 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)
2. 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.
3. 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.
4. 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.
5. 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