



FURNITURE BARGAINING COUNCIL

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CIRCULAR 06/20

TO ALL EMPLOYERS AND EMPLOYEES

AMENDMENTS TO THE INDUSTRY'S MAIN COLLECTIVE AGREEMENT

Please be advised that the parties to the Council, a Council meeting, resolved to amend and extend the Industry's Main Collective Agreement. In terms of this Agreement, the following becomes effective to all party and non-party establishments on **Monday, 30 March 2020**.

Please note that these amendments do not include any of the negotiated amendments such as wage increases, which were concluded and agreed to at the recent negotiations on 11 March 2020 and shall only become effective on a future date as determined by the Minister of Employment and Labour.

1. Introduction of a Dispute Resolution Levy

A Dispute Resolution levy has been introduced which is payable to the Council and shall amount to R1-00 per employee per week payable by the employer and R1-00 per week payable by the employee when **1 hour or more** wages per week are payable to an employee from Monday, 30 March 2020.

2. Council Levies – Qualification Clause

The qualification clause of Council levies payable to the Council has been changed to “when **1 hour or more** wages per week is payable to an employee at the prescribed rates by the employer.”.

3. Parental Leave – Payable by the Unemployment Insurance Fund (UIF)

Parental leave has been introduced by the Labour Laws Amendment Act 10 of 2018 to accommodate payment of parental leave when an employee's child is born or adopted, payable by the UIF.

An employee, who is a parent of a child, is entitled to at least 10 (ten) consecutive days parental leave, which may commence on -

- a) the day that the employee's child is born;
- b) the date the adoption order is granted; or
- c) on the date that a child is placed in the care of a prospective adoptive parent by a competent court, pending the finalisation of an adoption order in respect of that child, whichever date occurs first.

NB: All of the remaining provisions of the Industry's Main Collective Agreement remain applicable.

Kindly ensure that all the provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or require clarity on any matter in 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