

DEPARTMENT OF LABOUR

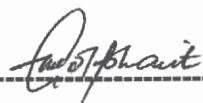
NO. 1465

22 DECEMBER 2017

LABOUR RELATIONS ACT, 1995

FURNITURE BARGAINING COUNCIL: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, **Mildred Nelisiwe Oliphant**, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R. 903 of 14 November 2014, R. 37 of 22 January 2016, R. 368 of 27 June 2016, R. 946 of 26 August 2016 and R. 19 of 20 January 2017 by a further period ending 30 April 2020.



MN OLIPHANT, MP
MINISTER OF LABOUR
DATE: 07/12/2017

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA, 1995

FURNITURE BARGAINING COUNCIL: UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO ESIYINQITHI

Mina, **Mildred Nelisiwe Oliphant**, uNgqongqoshe Wezokuxoxisana Phakathi Kwabaqashi nabaSebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngelula isikhathi sokusebenza kwesivumelwano esixhunywe kwiZaziso zikaHulumeni ezinguNombolo R. 903 somhlaka 14 kuLwezi 2014, R. 37 somhlaka 22 kuMasingana 2016, R. 368 somhlaka 27 kuNhlangulana 2016, R. 946 somhlaka 26 kuNcwaba 2016 kanye nesingu R. 19 somhlaka 20 kuMasingana 2017 ngesikhathi esengeziwe esiphela mhlaka 30 kuMbasa 2020.



MN OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
USUKU: 07/12/2017

LABOUR RELATIONS ACT, 1995**FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF
THE MAIN COLLECTIVE AMENDING AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, with the exclusion of clause 2 thereof which was concluded in the **Furniture Bargaining Council** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 1 May 2018 and for the period ending 30 April 2020.



MN OLIPHANT, MP
MINISTER OF LABOUR
DATE: 07/12/2017

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

**FURNITURE BARGAINING COUNCIL: UKWELULWA
KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI
FUTHI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA
INGXENYE YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, kukhishwa imishwana 2 esenziwa kwi **FURNITURE BARGAINING COUNCIL**, futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela ngomhlaka ka 1 kuNhlaba 2018 kuze kube isikhathi esiphela mhlaka 30 kuMbasa 2020.



MN OLIPHANT, MP

UNGQONGQOSHE WEZABASEBENZI

USUKU: 07/12/2017

SCHEDULE**FURNITURE BARGAINING COUNCIL****MAIN COLLECTIVE AGREEMENT**

In accordance with the provisions of the Labour Relations Act 1995 (Act No 66 of 1995)(as amended), made and entered into by and between the

Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part,

and the

National Union of Furniture and Allied Workers of South Africa

and

Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part

being parties to the Furniture Bargaining Council

hereby agree to amend the Main Collective Agreement published under Government Notice No. R.903 of 14 November 2014, as amended and extended by Government Notices No. R.37 of 22 January 2016, R. 368 of 27 June 2016, R. 946 of 26 August 2016 and Government Notice No. 19 of 20 January 2017.

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**PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY,
MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE** *(for all areas excluding
the Free State Province)*

1. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour *(for all areas excluding the Free State Province)*
2. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour *(for all areas excluding the Free State Province)*
3. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour– subject to Addendum 4 *(for all areas excluding the Free State Province)*
4. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour *for all areas excluding the Free State Province)*
5. Subsistence allowance *(for all areas excluding the Free State Province)*.....

ADDENDUM 3

**PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY,
MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE** *(for the Free State
Province ONLY)*

1. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour *(for the Free State Province ONLY)*
2. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour *(for the Free State Province ONLY)*
3. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour– subject to Addendum 4 *(for the Free State Province ONLY)*
4. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour *(for the Free State Province ONLY)*
5. Subsistence allowance *(for the Free State Province ONLY)*

ADDENDUM 4**CONSUMER PRICE INDEX (CPI) INDICATORS - ACROSS THE BOARD WAGE INCREASES OF ACTUAL HOURLY RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY WEEK OF MAY 2019 IN RESPECT OF ADDENDUMS 2 AND 3 CHAPTER 1****1. SCOPE OF APPLICATION**

- 1.1 The terms of this Agreement shall be observed by employers and employees in the Furniture, Bedding and Upholstery Manufacturing Industry as defined hereunder in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

"Furniture, Bedding and Upholstery Manufacturing Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or as a complete unit or in part as a component or components, of all types of furniture and bedding as well as upholstery and /or re-upholstery and will, inter alia include the following:

1. Furniture

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. Furniture manufacturing will also include the manufacturing, installation, repairing, polishing, re-polishing, staining, spraying of pianos, organs, movable room/office partitions, kitchen cupboards, kitchen cupboard tops, kitchen cupboard components (irrespective of materials used), attached wall cupboards, built-in cupboards, built-in cupboard components, free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, any other cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres and theatres but excluding the manufacturing of furniture made mainly of metal and/or plastic materials.

2. Bedding

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring

units, box-spring mattresses and studio couches, but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and /or cushions.

3. Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

2.1 This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 May 2018 until 30 April 2020.

2.2 This Agreement shall be binding on non party employers and employees on the date as may be determined by the Minister of Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2020.

3. CLAUSE 4 DEFINITIONS

Substitute the definition of "pay week" with the following:

"pay week" means the period of 7 days which is considered when determining the weekly wage of an employee, based on an hourly rate of pay;".

4. CLAUSE 7: NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

1. Substitute **PHASE ONE** with the following:

"PHASE ONE: First year of registration until the end of the first September following registration

During this period the employer shall be exempted from prescribed minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, Leave Pay Fund contributions, Holiday Bonus Fund contributions, Provident Fund contributions, Additional Provident Fund contributions or Sick Benefit Society contributions. Employees may be remunerated at their current rates of pay and wage increments may be negotiated between employer and employee(s).

All other provisions of the Agreement shall remain applicable, including the following:

Any accumulated leave pay benefits accrued by the employees prior to October of the first year of registration must be paid out by the employee's employer to the employee in terms of the Basic Conditions of Employment Act, 1997 (Act 75 of 1997)(as amended), when due. The following moneys shall be payable as prescribed in **Addendum 1**.

- (a) Council levies;
- (b) Trade union subscriptions (if applicable);
- (c) Agency Shop Fees (where applicable); and
- (d) Death and Disability Scheme contributions. Refer to clause 10 of **ADDENDUM 1**."

2. Substitute PHASE TWO with the following:

"PHASE TWO: October of the second year of registration to the end of September of the following year

During this period the employee(s) shall be remunerated at their current rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay and wage increments may be negotiated between employer and employee(s). In addition to the levies, contributions and fees payable to the Council in Phase One, the following contributions shall become payable to the Council as prescribed in **Addendum 1**.

- (a) Leave Pay Fund contributions; and
- (b) Holiday Bonus Fund contributions."

3. Substitute PHASE THREE with the following:

"PHASE THREE: October of the third year of registration to the end of September of the following year

During this period the employee(s) shall be remunerated at not less than 75% of the prevailing minimum hourly rates of pay, as prescribed in **Addendum 2** or **Addendum 3**, subject to no employee being paid less than the national minimum hourly rate of pay. In addition to the levies, contributions and fees payable in Phases One and Two, the following contributions shall become payable as prescribed in **Addendum 1**:

Provident Fund Contributions. (A Standard Death and Disability Scheme contribution (refer to clause 9.3) will be diverted from this Provident Fund contribution, which replaces the requirement for the payment of a fixed Death and Disability Scheme contribution as required in terms of Phases One and Two of this concession)."

4. Substitute **PHASE FOUR** with the following:

"PHASE FOUR: As from October of the fourth year of registration

All the provisions of the prevailing Agreement administered by this Council shall become applicable, including the payment of 100% of the minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, as prescribed in **Addendum 2** or **Addendum 3** and the payment of Additional Provident Fund contributions or Sick Benefit Society contributions as prescribed in **Addendum 1**.

In the event of an establishment employing in excess of 10 employees at any time, all the provisions of the prevailing Agreement including wages at no less than 100% of the prevailing minimum prescribed hourly rates of pay and all levies, contributions and fees normally payable to this Council, shall come into effect immediately."

5. CLAUSE 8: NEWLY EMPLOYED EMPLOYEE CONCESSION

1. Insert the following new clause 8.4:

"8.4 The following fees, levies and contributions shall be payable as prescribed in **ADDENDUM 1, ADDENDUM 2** or **ADDENDUM 3**:"

2. Substitute **YEAR ONE of employment** with the following:

"(a) 100% of the prescribed minimum hourly rate of pay for General Workers, subject to no employee being paid less than the national minimum hourly rate of pay;

- (b) 85% of the prescribed minimum hourly rates of pay, for all other Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (c) 100% of the prescribed Council Levies;
- (d) 100% of the prescribed Leave Pay Fund contributions;
- (e) 100% of the required Agency Fee (where applicable); and
- (f) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1.**

3. Substitute YEAR TWO of employment with the following:

- “(a) 100% of the prescribed minimum hourly rate of pay for General Workers, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 90% of the prescribed minimum hourly rates of pay for all other Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (c) 100% of the prescribed Council Levies;
- (d) 100% of the prescribed Leave Pay Fund contributions;
- (e) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (f) 100% of the required Agency Fee (where applicable); and
- (g) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1.**”

4. Substitute YEAR THREE of employment with the following:

- “(a) 100% of the prescribed minimum hourly rate of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 100% of the prescribed Council Levies;
- (c) 100% of all prescribed Leave Pay Fund contributions;
- (d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (e) 100% of the required Agency Fee (where applicable); and
- (f) Death and Disability Scheme contributions. Refer to clause 8.2.1 of **ADDENDUM 1.**”

5. Substitute YEAR FOUR of employment with the following:

- "(a) 100% of the prescribed minimum hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay;
- (b) 100% of the prescribed Council Levies;
- (c) 100% of all prescribed Leave Pay Fund contributions;
- (d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;
- (e) 100% of the required Agency Fee (where applicable);
- (f) Provident Fund contributions (refer to clause 8.3.1 of **ADDENDUM 1**), subject to the Death and Disability Scheme contributions (refer to clause 8.2.2 of **ADDENDUM 1**) being diverted from these Provident Fund contributions; and
- (g) 50% of the prescribed Holiday Bonus Fund contributions."

6. Substitute **YEAR FIVE of employment** with the following:

"100% of at least the minimum prescribed hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay as well as 100% of all prescribed fees, levies and contributions shall be payable to the Council by all employers and all employees."

6. CLAUSE 11: EXEMPTIONS

Insert new clause 11.2.12:

"11.2.12 no exemption shall be granted for payment of wages less than the national minimum hourly rate of pay."

7. CLAUSE 14: REMUNERATION

1. Substitute the wording of the heading of clause 14.3 "**Hourly rate**" with the wording "**Hourly rates of pay**".
2. Substitute clause 14.4 with the following:

"14.4 Basis of payment

Notwithstanding anything to the contrary contained in this Agreement, payment for all work done shall be at not less than the hourly rates of pay as prescribed for the actual occupation skills level of the operation or operations performed."

3. Substitute clause 14.5 with the following:

"14.5 Employees engaged in more than one occupation skills level

An employee who is employed during any one day on work for which different hourly rates of pay are prescribed shall be paid for all the hours worked on such day at the higher or highest hourly rate of pay prescribed for such work."

4. Substitute the wording of the heading of clause 14.11 **"Set-off against annual weekly increase"** with the wording **"Set-off against annual wage increases"**.

ADDENDUM 1

8. CONTRIBUTIONS, LEVIES AND REGISTRATION FEE PAYABLE TO THE COUNCIL

Substitute the wording of the heading **"CONTRIBUTIONS, LEVIES AND REGISTRATION FEE PAYABLE TO THE COUNCIL"** with the wording **"CONTRIBUTIONS, LEVIES AND REGISTRATION FEES PAYABLE TO THE COUNCIL"**.

9. CLAUSE 1: LEAVE PAY FUND CONTRIBUTIONS

Substitute clause 1 with the following:

"1. LEAVE PAY FUND CONTRIBUTIONS

- 1.1 Leave Pay Fund contributions shall only be payable by the employer to the Council and are calculated at a rate of 6.25% of the ordinary hours worked by the employee and on the hours which would ordinarily have been worked by the employee on:

- 1.1.1 paid public holidays;
- 1.1.2 paid trade union representative leave days;
- 1.1.3 paid sick leave days;
- 1.1.4 paid family responsibility leave days; and
- 1.1.5 paid study leave days.

- 1.2 The amount payable for working employers shall be at a rate of 6.25% of a foreman's prescribed minimum hourly rate of pay.

- 1.3 No Leave Pay Fund contributions are payable on wages which are payable for overtime wages, hours worked on a Sunday and allowances."

10. CLAUSE 2: HOLIDAY BONUS FUND CONTRIBUTIONS

Substitute clause 2.2 with the following:

"2.2 The Holiday Bonus Fund contributions payable to the Council shall be determined as follows:

- 2.2.1 8.75% of the employee's ordinary hourly rate of pay if the employee has lost 20 minutes or less of the full possible number of ordinary hours that the employee is entitled to be paid for in any specific pay week.
- 2.2.2 5% of the employee's ordinary hourly rate of pay if the employee has lost between 21 minutes and 60 minutes of the full possible number of ordinary hours that the employee is entitled to be paid for in any specific pay week.
- 2.2.3 8.75% of a foreman's prescribed minimum hourly rate of pay for working employers.
- 2.2.4 No Holiday Bonus Fund contributions are payable on wages which are payable for overtime wages, hours worked on a Sunday, allowances and on wages which are payable for study leave days.
- 2.2.5 An employee shall be entitled to holiday bonus fund contributions at the prescribed rate for a full day if he has reported to his place of work when required to be present by the employer, on any day when that establishment is working **short time**."

11. CLAUSE 3: PROVIDENT FUND CONTRIBUTIONS

Substitute clause 3.2 with the following:

"3.2 The Provident Fund contributions payable to the Council shall be as follows for:

- | | | |
|-------|--|--|
| 3.2.1 | General Workers: | R39-00 (6% of R650-00) per week from the employee PLUS an equal amount per week from the employer, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions. |
| 3.2.2 | All other Occupation Skills Levels: | R56-40 (6% of R940-00) per week from the employee PLUS an equal |

amount per week from the employer, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.

3.2.3 Working Employers:

R112-80 (12% of R940-00) per week, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.

12. CLAUSE 5: SICK BENEFIT SOCIETIES

1. Substitute the wording of the heading of clause 5.1 **"FURNMED SICK BENEFIT SOCIETY STANDARD TYPE BENEFIT OPTION (for all areas excluding the Free State Province)** with the wording **"FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for all areas excluding the Free State Province)"**.
2. Substitute the wording of the heading of clause 5.2 **"FURNMED SICK BENEFIT SOCIETY STANDARD TYPE BENEFIT OPTION (for the Free State Province ONLY)** with the wording **"FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for the Free State Province ONLY)"**.
3. Substitute clause 5.3.1 with the following:

"5.3.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:"
4. Substitute clause 5.4.1 with the following:

"5.4.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the

prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:".

5. Substitute clause 5.5.1 with the following:

"5.5.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator for all newly employed employees who earn R700-00 or less per week and who are eligible for membership of the NUFAWSA Sick Benefit Society and shall be payable only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:".

6. Substitute clause 5.6.1 with the following:

"5.6.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator for all newly employed employees who earn R700-00 or less per week and who are eligible for membership of the NUFAWSA Sick Benefit Society and shall be payable only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:".

13. CLAUSE 6: COUNCIL LEVIES

Substitute clause 6.2 with the following:

"6.2 The Council levies payable to the Council shall amount to:

6.2.1 From the first full pay week in May 2018 and for non-parties on such date as may be determined by the Minister of Labour until April 2019

R10-60 per week payable by the employer and R10-60 per week payable by the employee.

6.2.2 From the first full pay week in May 2019 until April 2020

R11-70 per week payable by the employer and R11-70 per week payable by the employee.

14. CLAUSE 8: DEATH AND DISABILITY SCHEME (D.D.S.) CONTRIBUTIONS AND PROVIDENT FUND CONTRIBUTIONS IN RESPECT OF THE NEWLY EMPLOYED EMPLOYEE CONCESSION

1. Substitute clause 8.1 with the following:

"8.1. **YEAR ONE to YEAR THREE:** These **D.D.S. contributions** are exclusively applicable to newly employed employees from year one to year three of employment and shall be payable to the Council at the prescribed rates by the employer only when more than **20 hours' wages** per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 8.1.1 paid public holidays;
- 8.1.2 trade union representative leave days;
- 8.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 8.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer."

2. Substitute clause 8.2 with the following:

"8.2 The **D.D.S. contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

- | | | |
|-------|--|--|
| 8.2.1 | YEAR ONE to YEAR THREE
of employment | R10-46 per week per employee,
payable by the employer ONLY. |
| 8.2.2 | YEAR FOUR of employment | R8-00 per week payable by the
employee and R8-00 per week |

payable by the employer.

8.2.3 **YEAR FIVE** of employment
and onwards

R13-25 per week payable by the employee and R13-25 per week payable by the employer (refer to clause 9.3)."

3. Delete the existing clause 8.3 and renumber clause 8.4 accordingly.

4. Substitute the newly numbered clause 8.3 with the following:

"8.3 **Provident Fund contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

8.3.1 **YEAR FOUR** of employment

General Worker:

R19-50 (3% of R650-00) per week from the employee PLUS an equal amount per week from the employer, subject to Death and Disability Scheme contributions (refer to clause 8.2.2) being diverted from these Provident Fund contributions.

**All other Occupation:
Skills Levels:**

R28-20 (3% of R940-00) per week from the employee PLUS an equal amount per week from the employer, subject to Death and Disability Scheme contributions (refer to clause 8.2.2) being diverted from these Provident Fund contributions.

8.3.2 **YEAR FIVE** of employment and onwards

General Worker:

R39-00 (6% of R650-00) per week from the employee PLUS an equal amount per week from the employer, subject to the standard

Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.

All other Occupation

Skills Levels:

R56-40 (6% of R940-00) per week from the employee PLUS an equal amount per week from the employer, subject to the standard Death and Disability Scheme contributions (refer to clause 9.3) being diverted from these Provident Fund contributions.”.

15. CLAUSE 9: STANDARD DEATH AND DISABILITY SCHEME (STANDARD D.D.S.) CONTRIBUTIONS

Substitute clause 9.3 with the following:

“9.3 An amount of R13-25 per employee per week as well as an amount of R13-25 per employer per week shall be diverted from their Provident Fund contributions for the purposes of this Scheme.”.

16. CLAUSE 10: NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION D.D.S. CONTRIBUTIONS

Insert the following new clause 10:

“10. DEATH AND DISABILITY SCHEME (D.D.S.) CONTRIBUTIONS IN RESPECT OF THE NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

10.1 The **D.D.S. contributions** for employees employed under the **Newly Established Small Employer Concession (NESEC)**, payable to the Council, shall amount to the following:

PHASE ONE and PHASE TWO

R10-46 per week per employee, payable by the employer **ONLY**.

ADDENDUM 2

17. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (for all areas excluding the Free State Province)

Substitute **ADDENDUM 2** with the following:

"ADDENDUM 2

PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE (for all areas excluding the Free State Province)

1. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual hourly rate of pay
	Semi-skilled employee	04	7.5% increase of actual hourly rate of pay
	Skilled employee	03	7.5% increase of actual hourly rate of pay
	Chargehand	02	7.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	7.5% increase of actual hourly rate of pay

1.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

2. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	R20-00 per hour
	Semi-skilled employee	04	R21-00 per hour
	Skilled employee	03	R22-45 per hour
	Chargehand	02	R24-22 per hour
	Foreman/Supervisor	01	R24-22 per hour

2.1. In the event that the Government fails to implement the national minimum hourly rate of pay on 1 May 2018, the General Worker and Semi-skilled employee shall receive an increase in his actual hourly rate of pay of not less than 7.5% (first full pay week in May 2018).

2.2 In the event that the Government implements the national minimum hourly rate of pay or any amendments thereto after 1 May 2018 and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such national minimum hourly rate of pay as prescribed in the National Minimum Wage Act.

3. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be

determined by the Minister of Labour– subject to Addendum 4 (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour– subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	7% increase of actual hourly rate of pay
	Semi-skilled employee	04	7% increase of actual hourly rate of pay
	Skilled employee	03	7% increase of actual hourly rate of pay
	Chargehand	02	7% increase of actual hourly rate of pay
	Foreman/Supervisor	01	7% increase of actual hourly rate of pay

3.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

4. Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour (<i>for all areas excluding the Free State Province</i>)
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum hourly rate of pay
	Semi-skilled employee	04	R22-47 per hour
	Skilled employee	03	R24-02 per hour
	Chargehand	02	R25-91 per hour
	Foreman/Supervisor	01	R25-91 per hour

4.1. In the event that the Government fails to implement the national minimum hourly rate of pay on 1 May 2019, the General Worker and Semi-skilled employee shall receive an increase in his actual hourly rate of pay of not less than 7% (first full pay week in May 2019).

4.2. In the event that the Government implements the national minimum hourly rate of pay or any amendments thereto after 1 May 2019 and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such national minimum hourly rate of pay as prescribed in the National Minimum Wage Act.

5. **Subsistence allowance (*for all areas excluding the Free State Province*)**

A minimum subsistence allowance of R80-00 per night is payable."

ADDENDUM 3

18. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (*for the Free State Province ONLY*)

Substitute **ADDENDUM 3** with the following:

"ADDENDUM 3

**PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY,
MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE** *(for the
Free State Province ONLY)*

1. Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour *(for the Free State Province ONLY)*:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour <i>(for the Free State Province ONLY)</i>
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual hourly rate of pay
	Semi-skilled employee	04	7.5% increase of actual hourly wage
	Skilled employee	03	7.5% increase of actual hourly rate of pay
	Chargehand	02	7.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	7.5% increase of actual hourly rate of pay

- 1.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of

pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level as prescribed in the National Minimum Wage Act.

2. **Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for parties from the first full pay week in MAY 2018 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	R20-00 per hour
	Semi-skilled employee	04	R20-30 per hour
	Skilled employee	03	R21-43 per hour
	Chargehand	02	R22-99 per hour
	Foreman/Supervisor	01	R22-99 per hour

- 2.1. In the event that the Government fails to implement the national minimum hourly rate of pay on 1 May 2018 in terms of the National Minimum Wage Act, the General Worker and Semi-skilled employee shall receive an increase in his actual hourly rate of pay of not less than 7.5% (first full pay week in May 2018).

- 2.2. In the event that the Government implements the national minimum hourly rate of pay or any amendments thereto after 1 May 2018 in terms of the National Minimum Wage Act and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such national minimum hourly rate of pay in terms of the National Minimum Wage Act.

3. **Prescribed across the board increases of actual hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour- subject to Addendum 4 (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly
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			rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour– subject to Addendum 4 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	7% increase of actual hourly rate of pay
	Semi-skilled employee	04	7% increase of actual hourly rate of pay
	Skilled employee	03	7% increase of actual hourly rate of pay
	Chargehand	02	7% increase of actual hourly rate of pay
	Foreman/Supervisor	01	7% increase of actual hourly rate of pay

3.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay in terms of the National Minimum Wage Act, for the applicable occupation skills level.

4. **Prescribed minimum weekly hourly rates of pay effective for parties from the first full pay week in MAY 2019 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for parties from the first pay week in MAY 2019 and for non-parties on such date as may be determined by the
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			Minister of Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	As per national minimum hourly rate of pay
	Semi-skilled employee	04	As per national minimum hourly rate of pay
	Skilled employee	03	R22-93 per hour
	Chargehand	02	R24-60 per hour
	Foreman/Supervisor	01	R24-60 per hour

4.1 In the event that the Government fails to implement the national minimum hourly rate of pay on 1 May 2019 in terms of the National Minimum Wage Act, the General Worker and Semi-skilled employee shall receive an increase in his actual hourly rate of pay of not less than 7% (first full pay week in May 2019).

4.2 In the event that the Government implements the national minimum hourly rate of pay or any amendments thereto after 1 May 2019 in terms of the National Minimum Wage Act and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such national minimum hourly rate of pay in terms of the National Minimum Wage Act.

5. Subsistence allowance (for the Free State Province ONLY)

A minimum subsistence allowance of-

- 11.1 R160-00 per day is payable, where the employee pays for his own food and accommodation;
- 11.2 R65-00 per day is payable, where the employer pays for the employee's accommodation only."

ADDENDUM 4

19. ACROSS THE BOARD WAGE INCREASES OF ACTUAL WEEKLY WAGE RATES EFFECTIVE FROM THE FIRST FULL PAY WEEK OF JULY 2017 IN RESPECT OF ADDENDUMS 2 AND 3

Substitute **ADDENDUM 4** with the following:


**"CONSUMER PRICE INDEX (CPI) INDICATORS - ACROSS THE BOARD WAGE INCREASES
OF ACTUAL HOURLY RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY WEEK OF
MAY 2019 IN RESPECT OF ADDENDUMS 2 AND 3**

Across the board wage increases of actual hourly rates of pay effective from the first full pay week of May 2019 shall be applicable as reflected above, provided that the CPI rate for the year ending February 2019 is not below 3.5% or above 9.2%. If the official CPI rate for the year ending February 2019 is below 3.5% or above 9.2% the parties to this Agreement shall meet to renegotiate across the board hourly rates of pay increases only for the period effective from the first full pay week of May 2019."

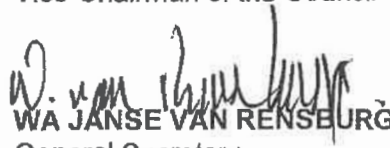
Agreement signed at Johannesburg on this 5th day of September 2017.



L DIRKSEN
Chairman of the Council



K CHAUKE
Vice-Chairman of the Council



WA JANSE VAN RENSBURG
General Secretary

