

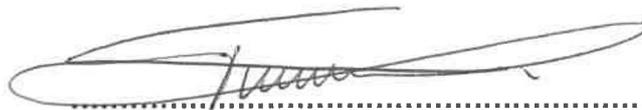
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**GENERAL NOTICES • ALGEMENE KENNISGEWINGS**

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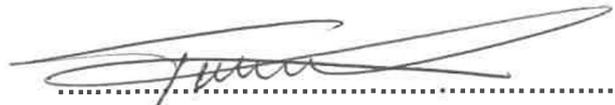
**DEPARTMENT OF LABOUR****NOTICE 524 OF 2019****LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE  
SOUTH WESTERN DISTRICTS: EXTENSION TO NON-PARTIES OF THE MAIN  
COLLECTIVE AMENDING AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective agreement which appears in Schedule hereto, with the exclusion of clause 2 thereof which was concluded in the **Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts** 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 the Second Monday after the publication of the notice and for the period ending September 2020.

**TW NXESI, MP****MINISTER OF EMPLOYMENT AND LABOUR**DATE: 17/09/2019

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE SOUTH WESTERN DISTRICTS: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXEYENYE YASO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) SoMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, kukhishwa imishawana 2 esenziwa kwi **Bargaining Council for the Furniture Manufacturing Industry of the South Western Districts**, futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 30 KuMandulo 2020.



**TW NXESI, MP**

**UNGQONGQOSHE WEZABASEBENZI**

USUKU: 17/09/2019

**SCHEDULE****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE  
SOUTH WESTERN DISTRICTS  
MAIN COLLECTIVE AMENDING AGREEMENT**

In accordance with the provisions of the Labour Relations, 1995, made and entered into by and between the

**Garden Route Employers' Association**

(hereinafter referred to as the "Employers" or the "Employers' Association"), of the one part, and the  
**National Union of Furniture and Allied Workers of South Africa**

(hereinafter referred to as the "Employees" or the "Trade Union"), of the other part, being the parties to the Bargaining Council for the Furniture Manufacturing Industry of the Southern Western Districts. To amend the Main Collective Agreement published under Government Notices R.497 dated 18 May 2018 and R.513 dated 28 April 2019.

**PART 1****1. SCOPE OF APPLICATION OF AGREEMENT**

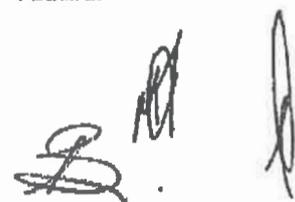
- (1) The terms of this Agreement shall be observed  
1.1 by employers and employees in the Furniture Manufacturing Industry as defined in Paragraph A, hereof in the Magisterial Districts of George, Kynana, Oudtshoorn and Mossel Bay

**Paragraph A**

"Furniture 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 in part, of all types of furniture, components of furniture, bedding, curtains, blinds, upholstery and/or re-upholstery and will, inter alia, include but not be limited to the following:

- (a) Furniture

Manufacturing, assembling, repairing, staining, spraying, polishing, re-polishing, wood machining, veneering, woodturning, carving, assembling, painting, spraying, cutting, edging, drilling, wood bending, laminating and/or papering/foiling, of board.



"Board" means any type of wood or wooden or related product or any other substitute material, amongst others being: laminated board, fibre board, chip board, block board, veneer board, pressed board.

Furniture manufacturing will also include the manufacturing, repairing, polishing, assembling, cutting, drilling, edging, re-polishing, staining, spraying either in whole or in part of: pianos, organs, kitchen cupboards, attached wall cupboards, built-in cupboards, free standing cupboards, bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, coffins, educational novelties, draw and draw fronts, doors and cupboard doors irrespective of size, bathroom cupboards, cupboard tops, and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, hotels, other educational institutions, conference centres and theatres.

(b) Bedding

The manufacturing, assembling, repairing, covering, re-covering of: mattress bases, mattresses, box-spring mattresses, foam mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring units, sleeper couches and studio couches.

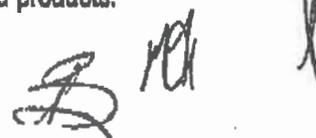
"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames may also be constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and/or cushions.

(c) Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, seating, pelmets, mattress bases, foam mattresses and/or cushions and the making of loose covers and/or cushions.

(d) Curtain making

The making, altering, repairing and hanging of curtains and/or blinds made mainly of fabric, wood, cane, wicker, reed or grass. Curtain making includes window treatment, cutting of rails and rods, fitting of pelmets, curtains, blinds and associated products.



- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply –
- (a) to employees in the Furniture Manufacturing Industry whose wages are prescribed in this Agreement and to all the employers of such employees; and
  - (b) to Learners in so far as these provisions are not inconsistent with the provisions on the Skills Development Act, No. 97 of 1998, or any contract entered into or any condition fixed thereunder.

**A. Administrative Issues**

**2. PERIOD OF OPERATION OF AGREEMENT**

- (1) This Agreement shall come into operation –
- (a) in respect of the parties to this Agreement, on the date of signature until 30 September 2020.
  - (b) in respect of non-parties, on such date as fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995 until 30 September 2020.

**C. Contributions and Deductions**

**3. CLAUSE 43. EXPENSES OF THE COUNCIL**

Substitute the following for the existing clause 43(1)

- (1) For the purpose of meeting the expenses of the Council, every employer shall deduct from the wages of each of his employees for whom a wage is prescribed in terms of this agreement an amount of:-
- (a) Four Rand and Eighty Cents (R4.80) from the coming into operation of this Agreement.
- Provided that no contribution shall be made in respect of any week if the earnings of the employee for such week do not exceed two fifths of his wage per week. Herein after the deduction will increase every year by the same wage increase agreed to and implemented at the same effective date.





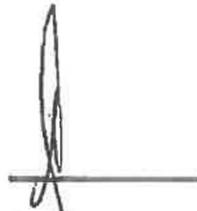
**Chairman**

**Mr. N. van Aswegen**



**Vice chairman**

**Mr. A. Bondt**



**Secretary**

**Mr. A.C. Davids**