
BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE

Furniture Industry House, 19 Kent Street, Salt River 7925 P O Box 1123 Woodstock 7915
Phone: 021 448-4436 Fax: 021 447-0376 Email: secretary@furniture.org.za

25 February 2008

No. 04/08

TO ALL EMPLOYERS AND EMPLOYEES

NOTICE

ESKOM – LOAD SHEDDING

GENERAL GUIDELINES IN DEALING WITH ESKOM'S LOAD SHEDDING

The Government has told the public to expect "load shedding" for the next five years.

"Load shedding" affects both the Employee and the Employer in a negative way.

The Employee needs to be able to have a full week's wage packet on pay day, and the Employer needs to have a full week's production completed.

The Council requests Employers and Employees alike not to abuse this situation, but rather to have a matured and co-operative approach in coming up with solutions to make up lost wages and production due to "load shedding".

In terms of the Council's Collective Agreement, "load shedding", being the non-supply of electricity, would constitute short time, refer to the Collective Agreement's definition of short time, (*"short time" means a reduction in the number of ordinary working hours in an establishment owing to slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency."*)

In a situation where load shedding is happening it usually lasts for only 2½ hours at a time.

The Council requests employers not to send their employees home unnecessarily and the Council requests employees not to leave their place of work prematurely.

Time and production lost due to "load shedding" should, where possible, be made up in the same week by having a shorter lunch break and or by working past the normal factory closing time, at normal time rates.

In this way the worker will receive their full weekly wage, as if "load shedding" did not happen and the employer will have full production as if "load shedding" never happened.

The above requires the employer and the workers, in conjunction with the Trade Union, to discuss the "load shedding" reality at plant level in a mature and co-operative approach, with an outcome that will put both the employee and the employer in the same situation had "load shedding" not happened.

The Council trusts that employees and employers will work together to overcome the harmful, inconvenient and potentially devastating "load shedding" by Eskom that affects us all.

Yours sincerely



T.O. MILES
SECRETARY