
BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE

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10 July 2008

Ref. No. 07/08

NOTICE

TO: ALL EMPLOYERS & ALL EMPLOYEES

CLARIFICATION OF COUNCIL'S AMENDING AGREEMENT

Following numerous enquiries from employees and employers alike and at the request of the Parties to the Council, this notice serves to give clarity to the amending agreement concluded by the Parties as communicated to the Industry in Council notice Ref. No. 06/08 dated 25 June 2008.

1. EFFECTIVE DATE OF INCREASE

The wage increase of 8% across the board on actual wages is effective from the **first pay week** in July 2008.

This means that if a Company's first pay week in July 2008 starts on Thursday 3 July 2008 then the increase is effective from the 3rd July 2008 and the 1st and 2nd July 2008 are payable at the old/previous rate of pay prior to the increase.

2. WAGE INCREASES APPLY TO

The wage increase of 8% across the board on actual wages is to be given to all employees with effect from their first pay week in July 2008 by Employers who are members of the Cape Furniture Manufacturers' Association (CFMA).

Employers who are members of the CFMA are party employers whose representative, the CFMA, has negotiated and concluded an agreement on their behalf with the Industry's majority Trade Union (NUFAWSA).

Employers who are not members of the CFMA and hence not party to the agreement are not compelled to give the increase at this stage. However in terms of good employment practice it may be advisable to give such an increase.

These non-party Employers will have to give the increase once the increase has been published in a Government Gazette and extended by the Minister of Labour to non-parties.

Yours sincerely



**T.O. MILES
SECRETARY**