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# BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE

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25 June 2008

Ref. No. 06/08

## NOTICE

**TO: ALL EMPLOYERS & ALL EMPLOYEES**

### **AMENDMENT TO COLLECTIVE AGREEMENT OF THE BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE WESTERN CAPE**

### **WAGE NEGOTIATIONS**

Duly mandated, the Trade Union and the Employers' Association have concluded their annual wage negotiation for 2008/2009.

The Parties have agreed to the following amendments to the Council's collective agreement: -

**1. PERIOD OF AGREEMENT**

The agreement will be from the first pay week in July 2008 to the 30<sup>th</sup> June 2009.

**2. WAGE INCREASE: PART II OF MAIN AGREEMENT**

**(a) Wage Increase**

- i) An eight (8%) percent across the board wage increase on **actual** wages.
- ii) The wage increase will be effective from the **first pay week** in July 2008 for NUFAWSA members and at a date decided by the Minister of Labour on extension and publication of the agreement to non NUFAWSA members and non-parties.

**(b) Minimum Rates – Unskilled category**

The minimum wage rate for the unskilled category worker is increased to four hundred rand (R400) per week for a forty four hour week, which equates to nine rand and nine cents (R9.09) per hour.

### **3. SHORT TIME**

*The following provisions will apply in regards to short time.*

- a) When, by reason of slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency, an employer is unable to employ his employees for the number of ordinary hours of work per week usually worked in his establishment, the employer may, subject to the provisions of this clause, employ his employees on short time during, but not exceeding, the period of such slackness of trade, shortage of raw materials or general breakdown of plant or machinery:

Provided that, where practically possible, notice regarding the implementation of short time shall be given to the trade union representative in writing prior to the date on which short time becomes effective. When short time is worked, the work available shall be distributed among the employees in any section.

- b) An employee who on any day reports for duty at the usual starting time of the establishment and for whom no work is available, shall be paid in respect of such day an amount of not less than four hours' wages, unless he was notified by his employer no later than the end of the previous shift that his services would not be required on the day in question.

### **4. BARGAINING LEVY**

*The following provisions will apply to firms who are not members of the representative employers association:-*

- (a) A bargaining levy is payable by an employer who is not a member of the representative employers association, although such an employer is eligible for membership thereof but is not compelled to be a member thereof.
- (b) For the purposes of this section, "representative employers association" means a registered employers association, or two or more registered employers associations acting jointly, whose members are a majority of the employers in the furniture manufacturing industry.
- (c) (i) The bargaining levy agreement is binding on employers who are not members of the representative employers association, being the Cape Furniture Manufacturers Association;
- (ii) The bargaining levy must be equivalent to the amount of one hundred and fifty rand (R150) per month.
- (iii) The amount payable by the employer must be paid to the Council along with all other contributions by the 15th day of the month following that in which it became due; and
- (b) The Council must on a monthly basis pay the bargaining levy over to the representative employers association.

- (4) No bargaining levy payable may be: -
- (a) paid to a political party as an affiliation fee; or
  - (b) contributed in cash or kind to a political party or a person standing for election to any political office; or
  - (c) used for any expenditure that does not advance or protect the socio-economic interests of employers.

## **5. MEDICAL ASSISTANCE SCHEME**

- a) Employers to contribute **five rand (R5)** per week, for NUFAWSA members only, towards the establishment of a medical assistance scheme.
- b) These contributions to be collected by the Council and deposited into a trust account administered by the Council.

*This is a weekly contribution made only by the employer and only for employees who are members of the representative Trade Union, NUFAWSA.*

*This amount must be included on the Council's monthly return in a separate column.*

## **6. TEMPORARY EMPLOYMENT SERVICES/LABOUR BROKERS**

- a) Temporary Employment Services and/or Labour Brokers and the Company where workers are deployed shall jointly and severally be liable in respect of any contravention of the Council's collective agreement; and
- b) Temporary Employment Service and/or Labour Broker shall remunerate employees in accordance with the Council's collective agreement.

*These clauses are to be included in the Council's collective agreement for clarity purposes, also refer to the Labour Relations Act, s198(4).*

Yours sincerely

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**T.O. MILES**  
**SECRETARY**

# SPECIFIED MINIMUM WEEKLY WAGE RATES

## Specified minimum weekly wage rates – 2008/2009

Sectors	Occupation Skills Level	Occupation Skills Level Code	Minimum weekly wage rates effective for parties as from 1 <sup>st</sup> PAY WEEK in July 2008 and for non-parties on such date as may be fixed by the Minister of Labour, but not earlier than 1st July 2008
<b>Furniture, Bedding and Upholstery</b>	<b>Unskilled employees</b>	05	R400.00
	<b>Semi-skilled employees</b>	04	R633-55
	<b>Skilled employees</b>	03	R680-72
	<b>Charge hands</b>	02	R734-32
	<b>Foremen / Supervisors</b>	01	R734-32