



FURNITURE BARGAINING COUNCIL

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CIRCULAR 05/15

TO ALL EMPLOYERS AND EMPLOYEES (Employers and Employees in the Free State Province Only)

INDUSTRY'S MAIN COLLECTIVE AGREEMENT – ANNUAL WEEKLY WAGE INCREASES – JULY 2015

Please be advised that in terms of the industry's current collective agreement as published under Government Notice No. R903 in Government Gazette No. 38205 of November 2014, weekly wage increases, which become effective as from each establishment's first (1st) pay week in July 2015 shall be determined according to predetermined criteria.

The applicable predetermined criteria, as per the industry's current collective agreement reads as follows:

"Across the board increases of actual weekly wage rates effective from the first pay week in July 2015 shall be 8.2% of actual weekly wages, provided that the CPI rate for the year ending April 2015 is not below 3.5% or above 9.2%. If the official CPI rate for the year ending April 2015 is below 3.5% or above 9.2%, the parties to the Council shall meet to renegotiate the across the board increases of actual weekly wage rates, for the period 1 July 2015 to 30 June 2016."

The official recorded CPI rate for the year ending April 2015 was 4.5% and as such, all employees in the industry must, based on the above criteria, be afforded minimum weekly wage increases of not less than 8.2% of their actual weekly wage rates, as from their establishment's first (1st) pay week in July 2015.

Minimum Weekly Wage Increases and Minimum Weekly Wage Rates

NB: Notwithstanding that employees working in the industry may be receiving weekly wages, which are in excess of the minimum weekly wage rates for the work performed by them, such employees nevertheless qualify for **at least** minimum weekly wage increases effective from their establishment's first pay week in **July 2015**, as listed hereunder:-

Occupation Skills Level	Occupation Skills Level Code	Minimum Weekly Wage Increases Applicable as from July 2015	Minimum Weekly Wage Rates Applicable as from July 2015
General Worker	05	8.2% of actual weekly wages	R473-00
Semi-skilled Employee	04	8.2% of actual weekly wages	R534-79
Skilled Employee	03	8.2% of actual weekly wages	R703-05
Chargehand	02	8.2% of actual weekly wages	R754-22
Foreman/Supervisor	01	8.2% of actual weekly wages	R754-22

Increase of Actual Weekly Wages

Increase of employees' actual weekly wage rates are to be calculated as follows:

Employees' current hourly rates of pay plus 8.2%

Council Levies

The Council levies which are payable by employers and employees as from each establishment's first (1st) pay week in **July 2015** are as follows:

Employer	Employee	Total
R8-00 per week	R8-00 per week	R16-00 per week

NB: All other unamended provisions of the Industry's current Collective Agreement remain applicable, together with these amendments.

Kindly ensure that all the provisions of this Circular are complied with. Please contact the Council's Inspectorate Department ONLY should you require any additional information regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

1 June 2015