



FURNITURE BARGAINING COUNCIL

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CIRCULAR 11/12

TO ALL EMPLOYERS IN THE INDUSTRY

COLLECTIVE BARGAINING FEE

Please be advised that a Collective Agreement known as the **Collective Bargaining Fee Collective Agreement** has been published under Government Notice No. R.887 in the Government Gazette No. 35832 of 2 November 2012 which becomes effective on all **non-party employers** in the industry as from **Monday, 12 November 2012**.

The Collective Bargaining Fee is payable to this Council, as from **Monday, 12 November 2012** by all employers who are **not members** of the **Furniture, Bedding & Upholstery Manufacturers' Association (FBUMA)**, i.e. non-party employers.

The following **pro rata** monthly Collective Bargaining Fee is payable by all non-party employers for the month of **November 2012**:

Number of Employees Employed	Monthly Membership Fee - 18 Days
0 - 15	R184-68
16 - 50	R259-92
51 - 100	R369-36
101 - 200	R547-20
201 +	R684-00

The following monthly Collective Bargaining Fee is payable by all non-party employers as from the month of **December 2012**:

Number of Employees Employed	Monthly Membership Fee
0 - 15	R 307-80
16 - 50	R 433-20
51 - 100	R 615-60
101 - 200	R 912-00
201 +	R1 140-00

N.B. The monthly amount due for Collective Bargaining Fees must be clearly reflected on the monthly return forms which are to be submitted to the Council by non party employers as from November 2012.

NOTES:

Prescribed Collective Bargaining Fees may only be equivalent to or less than the amount of the membership fees payable by employers who are members of FBUMA.

No Collective Bargaining Fees may be:

- Paid to a political party as an affiliation fee, or
- Contributed in cash or kind to a political party, or a person standing for election to any political office, or
- Used for any expenditure that does not advance or protect collective bargaining and the socio-economic interests of employers in the scope of the Furniture Bargaining Council.
- The Council is the collecting agent for Collective Bargaining Fees and the Council, on a monthly basis, will pay FBUMA all monthly bargaining fees received from non party employers in the industry.

Should you have any queries or require any additional information in respect of this Circular, please contact the Council's inspectorate Department.

Please do not contact any junior staff members of the Council for any queries or additional information you may have in respect of this Circular.

13 November 2012