



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 01/16

#### TO ALL EMPLOYERS AND EMPLOYEES

#### PUBLIC HOLIDAYS - 2016

Please be advised that all Public Holidays proclaimed in terms of the **Public Holidays Act, 1994 (Act No. 36 of 1994)** are regarded as Public Holidays in terms of the Industry's Main Collective Agreement. As such the following Public Holidays must be observed as Public Holidays during 2016:

Day	Date	Public Holiday
Friday	- 1 January 2016	- New Year's Day
Monday	- 21 March 2016	- Human Rights Day
Friday	- 25 March 2016	- Good Friday
Monday	- 28 March 2016	- Family Day
Wednesday	- 27 April 2016	- Freedom Day
Sunday	- 1 May 2016	- Worker's Day
Monday	- 2 May 2016	- Public holiday in lieu of Sunday, 1 May 2016
Thursday	- 16 June 2016	- Youth Day
Tuesday	- 9 August 2016	- National Women's Day
Saturday	- 24 September 2016	- Heritage Day
Friday	- 16 December 2016	- Day of Reconciliation
Sunday	- 25 December 2016	- Christmas Day
Monday	- 26 December 2016	- Day of Goodwill

#### REMUNERATION FOR PUBLIC HOLIDAYS

1. All employees are entitled to a normal day's wages for all Public Holidays, provided that such Public Holidays fall on a normal working day (eg. If an establishment normally works Mondays to Fridays only, **a Public Holiday falling on a Saturday will not be regarded as a Paid Public Holiday.**
2. Where a Public Holiday falls on a Sunday, the following Monday must be observed as a Public Holiday in lieu of the Sunday. Employees must be paid a normal day's wages for the Monday only.
3. All employees are entitled to a normal day's wages for all Public Holidays that fall during an establishment's annual closure period. (Provided that these days fall on a normal working day or on a Sunday. Should a Public Holiday fall on a Sunday the following Monday will be regarded as a Public Holiday)
4. In the event of the employment of an employee being **terminated by an employer**, seven (7) working days or less prior to Good Friday, the employee concerned shall be entitled to payment of a normal day's wages for Good Friday and Family Day.
5. In the event of an employee's employment being **terminated by an employer**, seven (7) working days or less prior to an establishment's annual closure period, the employee concerned shall be entitled to a normal day's wages for each Public Holiday that falls within the establishment's annual closure period. (Provided that such days fall on a normal working day or on a Sunday. Should the Public Holiday fall on a Sunday the following Monday will be regarded as a Public Holiday)

**Kindly ensure that the provisions of this Circular are complied with. Do not hesitate to contact the Inspectorate Department of the Council should you require any additional information. Please do not contact any junior staff members of the Council in this regard.**

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