



FURNITURE BARGAINING COUNCIL

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CIRCULAR 04/17

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

INDUSTRY'S MAIN COLLECTIVE AGREEMENT – WEEKLY WAGE RATES AND COUNCIL LEVIES

Please be advised that at the Industry's Wage Negotiations in 2016, it was agreed that the Industry's Main Collective Agreement be amended and extended for a period of two (2) years. In terms of this Agreement, the following becomes effective to all establishments/employers and their employees as from all establishment's/employer's **first (1st) full pay week in July 2017**:

1. **Increased Minimum Weekly Wage Rates - effective from each establishment's first (1st) pay week in July 2017**

| Occupation Skills Level | Occupation Skills Level Code | Minimum Weekly Wage Rate Increases effective from each establishment's first (1 st) full pay week in July 2017 | Minimum Weekly Wage Rates effective from each establishment's first (1 st) full pay week in July 2017 |
|-------------------------|------------------------------|--|---|
| General Worker | 05 | 10% of minimum weekly wages | R626-70 |
| Semi-skilled Employee | 04 | 8.0% of minimum weekly wages | R674-92 |
| Skilled Employee | 03 | 7.5% of minimum weekly wages | R879-08 |
| Chargehand | 02 | 7.5% of minimum weekly wages | R943-08 |
| Foreman/Supervisor | 01 | 7.5% of minimum weekly wages | R943-08 |

2. **Across the Board Increases of Actual Weekly Wage Rates - effective from each establishments first (1st) full pay week in July 2017.**

NB: Notwithstanding that an employee may be receiving a weekly wage, which is in excess of the prescribed minimum weekly wage rate for the work performed by him or her, such an employee nevertheless qualifies for a minimum across the board weekly wage rate increase, effective from each establishment's **first full pay week in July 2017**, as listed hereunder:-

| Occupation Skills Level | Occupation Skills Level Code | Minimum Across the Board Increases of Actual Weekly Wage Rates effective from each establishment's first (1 st) full pay week in July 2017 |
|-------------------------|------------------------------|--|
| General Worker | 05 | 7.5% of actual weekly wages |
| Semi-skilled Employee | 04 | 7.5% of actual weekly wages |
| Skilled Employee | 03 | 7.5% of actual weekly wages |
| Chargehand | 02 | 7.5% of actual weekly wages |
| Foreman/Supervisor | 01 | 7.5% of actual weekly wages |

Note: Across the board increases of actual weekly wage rates must be calculated by adding the applicable percentage increase as indicated in **point 2** above to the actual/normal weekly wage rates for all employees.

After having applied the prescribed 7.5% minimum Across the Board Weekly Wage Increases effective from the first (1st) full pay week in July 2017, an employee may not earn less than the increased prescribed Minimum Weekly Wage Rates, as indicated in **point 1** above.

3. Council Levies

Council levies which are payable by establishments/employers and their employees as from each establishment's/employer's **first (1st) full pay week in July 2017** will be as follows:

| Employer | Employee | Total |
|-----------------|-----------------|-----------------|
| R9-60 per week | R9-60 per week | R19-20 per week |

NB: All of the remaining provisions of the Industry's Main Collective Agreement remain applicable.

Kindly ensure that all the provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or require clarity on any matter in this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

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

6 June 2017