



## FURNITURE BARGAINING COUNCIL

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### CIRCULAR 01/22

#### TO ALL EMPLOYERS AND EMPLOYEES

##### PUBLIC HOLIDAYS - 2022

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 days must be observed as Public Holidays during 2022:

Day	Date	Public Holiday
Saturday	1 January 2022	New Year's Day
Monday	21 March 2022	Human Rights Day
Friday	15 April 2022	Good Friday
Monday	18 April 2022	Family Day
Wednesday	27 April 2022	Freedom Day
Sunday	1 May 2022	Workers' Day
Monday	2 May 2022	Public holiday in lieu of Sunday, 1 May 2022
Thursday	16 June 2022	Youth Day
Tuesday	9 August 2022	National Women's Day
Saturday	24 September 2022	Heritage Day
Friday	16 December 2022	Day of Reconciliation
Sunday	25 December 2022	Christmas Day
Monday	26 December 2022	Day of Goodwill

##### REMUNERATION FOR PUBLIC HOLIDAYS

- 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. (e.g. 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)
- 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.
- 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. If a Public Holiday falls on a Sunday the following Monday will be regarded as a Public Holiday.
- 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.
- 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. If the Public Holiday falls 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 Council's Inspectorate Department 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**