



FURNITURE BARGAINING COUNCIL

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CIRCULAR 01/21

TO ALL EMPLOYERS AND EMPLOYEES

PUBLIC HOLIDAYS - 2021

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 2021:

Day	Date	Public Holiday
Friday	- 1 January 2021	- New Year's Day
Sunday	- 21 March 2021	- Human Rights Day
Monday	- 22 March 2021	- Public holiday in lieu of Sunday, 21 March 2021
Friday	- 2 April 2021	- Good Friday
Monday	- 5 April 2021	- Family Day
Tuesday	- 27 April 2021	- Freedom Day
Saturday	- 1 May 2021	- Workers' Day
Wednesday	- 16 June 2021	- Youth Day
Monday	- 9 August 2021	- National Women's Day
Friday	- 24 September 2021	- Heritage Day
Thursday	- 16 December 2021	- Day of Reconciliation
Saturday	- 25 December 2021	- Christmas Day
Sunday	- 26 December 2021	- Day of Goodwill
Monday	- 27 December 2021	- Public holiday in lieu of Sunday, 26 December 2021

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. (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)
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. If a Public Holiday falls 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. 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