



FURNITURE BARGAINING COUNCIL

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NOTICE 01/15

TO EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

AGENCY SHOP FEE COLLECTIVE AGREEMENT – AGENCY SHOP FEES

Please be advised that at a Council Meeting held on Tuesday, 17 March 2015, it was resolved that the provisions of the collective agreement, known as **the Agency Shop Fee Collective Agreement**, be made effective as from each establishment's **first pay week in April 2015**.

The prescribed Agency Shop Fees, which are payable to the Council as from each establishment's first pay week in April 2015, **must** be deducted from all employee's wages who are **not members** of the **Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)** or the **National Union of Furniture and Allied Workers of South Africa (NUFAWSA)** and paid to the Council.

The Agency Shop Fee to be deducted from non CEPPWAWU and non NUFSA employees shall be at a rate of **one percent (1%) of the employee's basic weekly wages, subject to a maximum amount of R17-50 per week** and subject to more than **10 hours wages, per week being payable to the employee**.

The prescribed Agency Shop Fees which are to be deducted from the relevant employee's basic weekly wages, shall be paid by the Council to the above trade union parties.

NB: The total monthly amount paid by employees for Agency Shop Fees must be clearly reflected on establishment's monthly return forms, which are to be submitted to this Council as from the month of April 2015.

NOTES:

- Employers **must deduct** the prescribed Agency Shop Fee from the wages of all employees who are not members of the representative trade unions on the Council. The representative trade unions on the Council are Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU) and the National Union of Furniture and Allied Workers of South Africa (NUFAWSA).
- Agency Shop Fee monies paid to CEPPWAWU and NUFSA by the Council may only be used by CEPPWAWU and NUFSA for the advancement or protection of the socio-economic interests of their members and employees in the industry.

Kindly ensure that all provisions of this Circular are complied with. Do not hesitate to contact the Council's Inspectorate Department should you have any queries or require any additional information. Please do not contact any junior staff members of the Council regarding any of the above matters.

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