

FURNITURE BARGAINING COUNCIL

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Telephone (011) 242-9200 ♦ Facsimile (011) 482-6420 ♦ e-mail council@furnbed.co.za ♦ Website www.furnbed.co.za

COLLECTIVE AGREEMENT

for the

FURNITURE BARGAINING COUNCIL

entered into

between

**FURNITURE, BEDDING & UPHOLSTERY MANUFACTURERS'
ASSOCIATION
(FBUMA)**

and

**NATIONAL UNION OF FURNITURE AND ALLIED WORKERS OF SOUTH
AFRICA
(NUFAWSA)**

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED
WORKERS UNION
(CEPPWAWU)**

The above parties being the parties of the Furniture Bargaining Council hereby agreed to the following amendments/inclusions to the Industry's Collective Agreement, for implementation on the signing of this Agreement. The parties record their agreement as follows:

[Handwritten signatures and initials]
K.T.C
E.M.M.
P.J.
MS
OCT
V.E.
B

1. INCREASE TO MINIMUM WEEKLY WAGE RATE – GENERAL WORKER FOR 2014 AND 2015

1.1 For 2014 – 10% from first pay week in July 2014 to R473-00 per week.

1.2 For 2015 – 10% from first pay week in July 2015 to R520-30 per week.

2. INCREASE TO MINIMUM WEEKLY WAGE RATES – ALL OTHER CATEGORIES FOR 2014 AND 2015

2.1 For 2014 - 8.2% from first pay week in July 2014.

2.2 For 2015 – 8.2% from first pay week in July 2015.

3. ACROSS THE BOARD WEEKLY WAGE INCREASES FOR ALL OTHER EMPLOYEES - 2014 AND 2015

3.1 For 2014 – 8.2% from first pay week in July 2014.

3.2 For 2015 – 8.2% from first pay week in July 2015 subject to clause 3.3 hereunder.

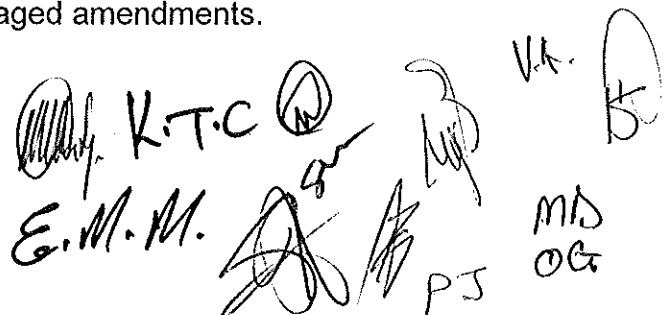
3.3 Across the board minimum weekly wage increases applicable from the first pay week of July 2015 shall be 8.2% of actual weekly wages, provided that the CPI rate for the year ending April 2015 is not below 3.5% or above 9.2%. If the official CPI rate for the year ending April 2015 is below 3.5% or above 9.2% the parties to the agreement shall meet to renegotiate wage increases for the period 1 July 2015 to 30 June 2016.

4. PERIOD OF OPERATION OF AGREEMENT

2 year agreement ending 30 June 2016.

5. FIXED TERM CONTRACTS OF EMPLOYMENT

Protection to be afforded to employees in terms of the prevailing Collective Agreement, as well as the LRA 2014 envisaged amendments.

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6. NEWLY EMPLOYED EMPLOYEE CONCESSION – PHASING IN OF DEATH AND DISABILITY SCHEME (DDS) CONTRIBUTIONS

6.1 Year One of Employment

R5-23 per week per employee, payable by the employer only, for specific DDS benefits which are applicable to newly employed employees.

6.2 Year Two and Year Three of Employment

R10-46 per week per employee, payable by the employer only, for specific DDS benefits which are applicable to newly employed employees.

6.3 Year Four of Employment

3% of normal weekly wages payable by both the employer and the employee towards provident fund, subject to standard DDS contributions being diverted from these provident fund contributions.

7. SHORT TIME

Add a new clause 8.10.1.3. An employee shall be entitled to holiday bonus fund contributions for a full day where he has reported to his place of work when required to be present by the employer on any day of short time, as if he has worked the full day.

8. OTHER PROVISIONS OF THE PREVAILING COLLECTIVE AGREEMENT

All the other provisions of the prevailing Collective Agreement will remain applicable for the duration of this agreement.

9. LABOUR BROKERS

Protection to be afforded to employees in terms of the prevailing Collective Agreement, as well as the LRA 2014 envisaged amendments.

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10. ANNUAL LEAVE SPLIT

The employer may apply to the Council to have annual leave granted to his employees during the course of the year, for a period other than the industry's prescribed annual closure dates. Such application must be supported by not less than 75% of his employees which are covered by the scope of this agreement. The office of the Council must conduct a ballot to determine the 75% threshold.

11. EMERGENCY OVERTIME

Clause 8.3.2 to read: An employer may request an employee to work overtime. This request shall not unreasonably be rejected and the employee shall not be permitted to work overtime in excess of 10 hours in any one pay week. All employees shall be given at least 24 hours' prior notice of overtime to be worked, provided that employers and employees may agree to work emergency overtime at shorter notice. For overtime to be worked in excess of 10 hours in any pay week, prior permission shall be obtained from the Council with proper written motivation

Signed in Johannesburg on this 20th of May 2014.

Signed on behalf of FBUMA

S. Nieuwoudt

Name in print

Signed on behalf of FBUMA

N. J. BADENHORST

Name in print

Witness to signature

Witness to signature

OMAR GASAANI

Signed on behalf of NUFAWSA

Name in print

Witness to signature

DANIEL NADLAKAIO

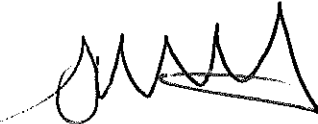
Signed on behalf of NUFAWSA

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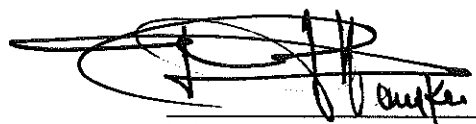
Witness to signature

E.M.M. [Signature]

[Signature] KT-C


Signed on behalf of CEPPWAWU

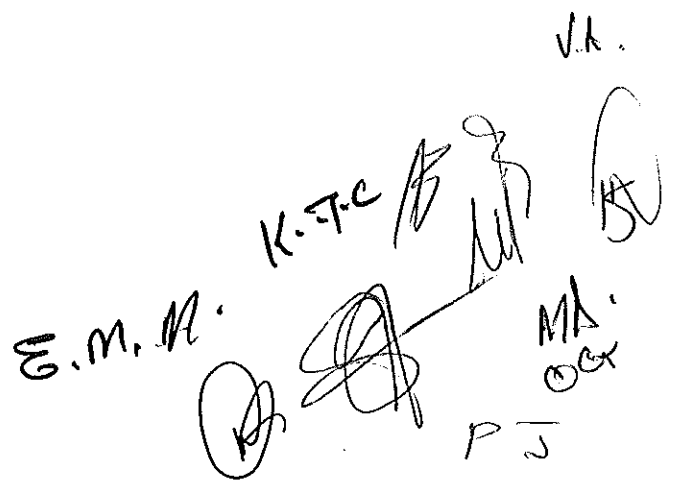
Simon Mofokeng
Name in print


Witness to signature

Clement CHITJA
Signed on behalf of CEPPWAWU

Name in print

E. Mahuleka E. Mahuleka
Witness to signature


E.M.N. K.T.C. V.H.
MA. O.G.
P J