

**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)**


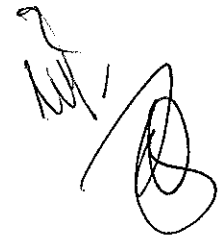
**and**

**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 Agreements, for implementation on the dates as indicated in this Agreement. The parties record their agreement as follows:

OG



**1. ACROSS THE BOARD WAGE INCREASES FOR ALL CATEGORIES AS FROM 1 MAY 2018**

**1.1 All areas excluding Free State Province**

- i. Year one – 1 May 2018 - 7.5%
- ii. Year two – 1 May 2019 – 7%

**1.2 Free State Province**

- iii. Year one – 1 May 2018 – 7.5%
- iv. Year two – 1 May 2019 – 7%

In the event that employees who received the across the board wage increases still receive wages less than the minimum wages of their respective occupation skills categories, these employees must receive an additional adjustment of their wages to be at least that of the minimum prescribed hourly wage rate for the applicable occupation skills level.

**2. MINIMUM WAGE RATES (EXCLUDING FREE STATE PROVINCE)**

- 2.1 Minimum weekly wage rates to be abolished.
- 2.2 Minimum wage rates will be based on minimum hourly rates as from 1 May 2018.
- 2.3 Minimum hourly wage rates of occupation skills level will be as follows as from the dates as indicated:

Occupation skills level	First full pay week of 1 May 2018	First full pay week of 1 May 2019
General Worker	R20-00 p/h	As per national minimum wage
Semi-Skilled worker	R21-00 p/h	R22-36 p/h
Skilled Worker	R22-45 p/h	R24-02 p/h
Chargehand, Foreman, Supervisor	R24-22 p/h	R25-91 p/h

- 2.4 In the event that the Government fails to implement the national minimum wage on 1 May 2018 or 1 May 2019, the General Worker shall still receive an increase in his actual wage rate for each consecutive year of not less than 7.5% (first

full pay week in May 2018) and 7%. (first full pay week in May 2019).

- 2.5 In the event that the Government implements the national minimum wage or any amendments thereto after 1 May 2018 or 1 May 2019 and the wage rates of the employees above are below the national minimum wage, such wage rates shall be adjusted to the national minimum wage in accordance with the implementation date of such national minimum wage rates.

### 3. MINIMUM WAGE RATES (FREE STATE PROVINCE ONLY)

- 3.1 Minimum weekly wage rates to be abolished.
- 3.2 Minimum wage rates will be based on minimum hourly rates as from 1 May 2018.
- 3.3 Minimum hourly wage rates of occupation skills levels will be as follows as from the dates as indicated:

Occupation skills level	First full pay week of 1 May 2018	First full pay week of 1 May 2019
General Worker	R20-00 p/h	As per national minimum wage
Semi-Skilled worker	R20-30 p/h	As per national minimum wage
Skilled Worker	R21-43 p/h	R22.93 p/h
Chargehand, Foreman, Supervisor	R22-99 p/h	R24.60 p/h

- 3.4 In the event that the Government fails to implement the national minimum wage on 1 May 2018 or 1 May 2019, the General Worker shall still receive an increase in his actual wage rate for each consecutive year of not less than 7.5% (first full pay week in May 2018) and 7%. (first full pay week in May 2019).

Handwritten signatures and initials, including a large signature and the initials 'OG'.

- 3.5 In the event that the Government implements the national minimum wage or any amendments thereto after 1 May 2018 or 1 May 2019 and the wage rates of the employees above are below the national minimum wage, such wage rates shall be adjusted to the national minimum wage in accordance with the implementation date of such national minimum wage rates.

Across the board wage increases of actual hourly wage rates effective from the first full pay week of May 2019 shall be applicable as reflected above, provided that the CPI rate for the year ending February 2019 is not below 3.5% or above 9.2%. If the official CPI rate for the year ending February 2019 is below 3.5% or above 9.2% the parties to this Agreement shall meet to renegotiate across the board weekly wage increases only for the period effective from the first full pay week of May 2019.

#### 4. PROVIDENT FUND CONTRIBUTIONS

Provident Fund contributions shall, from the first pay week in May 2018, be calculated as follows, provided the employee qualifies to be paid 20 or more hours wages per week:

- |     |   |   |                   |
|-----|---|---|-------------------|
| 4.1 | General Worker  | - | 6% of R650-00 p/w |
| 4.2 | All other Occupation Skills Levels                        | - | 6% of R940-00 p/w |
| 4.3 | General Worker (NEEC when applicable)                     | - | 3% of R650-00 p/w |
| 4.4 | All other Occupation Skills Levels (NEEC when applicable) | - | 3% of R940-00 p/w |

#### 5. SUBSISTENCE ALLOWANCE (EXCLUDING FREE STATE PROVINCE)

To be increased from 1 May 2018 to R80-00

**6. OVERTIME – COUNCIL PERMISSION**

Employers to be allowed to work up to 15 hours per week overtime without prior permission from the council.

**7. LEAVE PAY FUND CONTRIBUTIONS**

7.1 To be calculated at the rate of 6.25% as from 1 May 2018 in terms of the current calculations formula.

7.2 Calculation of paid hours to include paid sick leave, paid family responsibility leave, study leave, together with all existing provisions.

7.3 Clauses 1.1.2, 1.1.3 and 1.1.4 to be amended accordingly

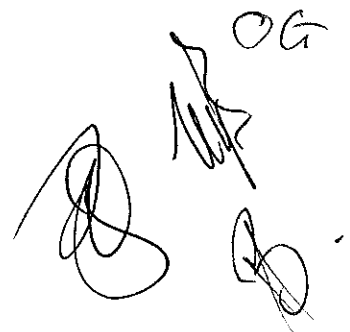
**8. HOLIDAY BONUS FUND CONTRIBUTIONS**

The current calculation of 9% to be amended to 8.75% as from 1 May 2018 in terms of the current calculations formula.

**9. COUNCIL LEVIES**

To be increased to R10-60 p/w payable by the employer and R10-60 p/w payable by the employee as from 1 May 2018.

To be increased to R11-70 p/w payable by the employer and R11-70 p/w payable by the employee as from 1 May 2019.



**10. COUNCIL SUB-COMMITTEE**

It is hereby agreed to establish and convene a council sub-committee for purposes of addressing the following matters to endeavour to make proposals on the way forward regarding the following matters for subsequent wage negotiations:

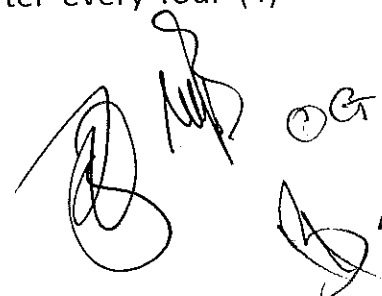
- 10.1 Occupations skills level grading
- 10.2 Overtime rates after 10 hours
- 10.3 Employee training categories
- 10.4 Short time
- 10.5 Leave Pay.

**11. DEATH AND DISABILITY SCHEME CONTRIBUTIONS (DDS)**

- 11.1 All DDS contributions to be made stand alone contributions, not subject to any diversions or deductions from other funds or contributions.
- 11.2 It is agreed that this matter be referred to a Council meeting and/or Provident Fund Board of Trustees meeting for their final consideration and if so decided, to effect amendments to the applicable collective agreement.

**12. UNION AGENCY SHOP FEES**

Representatives of the party unions shall meet with Council administration at least once per month to determine the appropriate average Agency Shop Fee amount payable to the respective party unions. Representatives of the party unions and Council administration shall meet, verify and reconcile moneys due and paid to the trade unions after every four (4) months.

Handwritten signatures and initials at the bottom right of the page, including a large signature, a smaller signature, and the initials 'OG'.

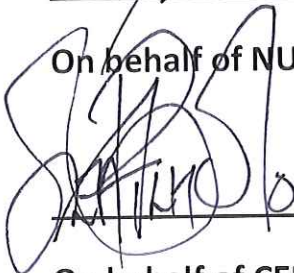
**13. PERIOD OF OPERATION OF AGREEMENT**

The Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 May 2018 and for non-parties on such a date as may be determined by the Minister of Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2020.

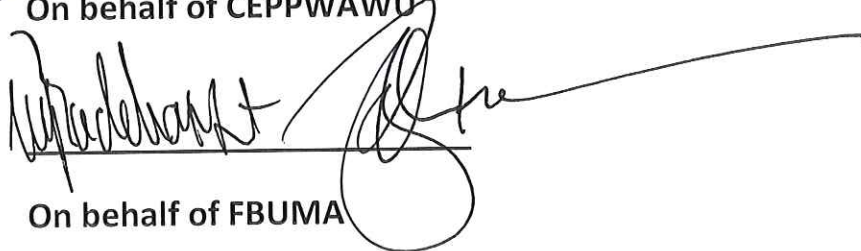
As agreed to on this 5<sup>th</sup> day of SEPTEMBER 2017 at GAUTENG

  
\_\_\_\_\_

On behalf of NUFAWSA

  
\_\_\_\_\_

On behalf of CEPPWAWU

  
\_\_\_\_\_

On behalf of FBUMA