
GENERAL NOTICES • ALGEMENE KENNISGEWINGS

**DEPARTMENT OF EMPLOYMENT AND LABOUR
NOTICE 333 OF 2020****LABOUR RELATIONS ACT, 1995****FURNITURE BARGAINING CONCIL: RENEWAL OF PERIOD OF OPERATION OF
THE MAIN COLLECTIVE AGREEMENT**

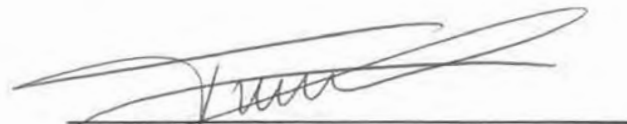
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, renew the period fixed in Government Notice No. R. 324 of 20 March 2020, by a further period ending 30 April 2023.



**MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/06/2020**

LABOUR RELATIONS ACT, 1995**FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF
THE MAIN COLLECTIVE AMENDING AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Furniture Bargaining Council**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this Notice and for the period ending 30 April 2023.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/06/2020

SCHEDULE

FURNITURE BARGAINING COUNCIL

THE MAIN COLLECTIVE AMENDING AGREEMENT

In accordance with the provisions of the Labour Relations Act 1995 (Act No 66 of 1995)(as amended), made and entered into by and between the

Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part,

and the

National Union of Furniture and Allied Workers of South Africa

and

Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part

being parties to the Furniture Bargaining Council

hereby agree to amend extend the Main Collective Agreement published under Government Notice No. R.324 of 20 March 2020.

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excluding the Free State Province)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*.....
2. Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*
3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for all areas excluding the Free State Province)*
4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 *(for all areas excluding the Free State Province)*
5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 *(for all areas excluding the Free State Province)*

6. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 *(for all areas excluding the Free State Province)*
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ADDENDUM 3

PREScribed ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for the Free State Province ONLY)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for the Free State Province ONLY)*
2. Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for the Free State Province ONLY)*
3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for the Free State Province ONLY)*
4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 *(for the Free State Province ONLY)*
5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 *(for the Free State Province ONLY)*
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CHAPTER 1

1. SCOPE OF APPLICATION

- 1.1 The terms of this Agreement shall be observed by employers and employees in the Furniture, Bedding and Upholstery Manufacturing Industry as defined hereunder in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

“Furniture, Bedding and Upholstery Manufacturing Industry” or “Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or as a complete unit or in part as a component or components, of all types of furniture and bedding as well as upholstery and /or re-upholstery and will, inter alia include the following:

1. Furniture

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. Furniture manufacturing will also include the manufacturing, installation, repairing, polishing, re-polishing, staining, spraying of pianos, organs, movable room/office partitions, kitchen cupboards, kitchen cupboard tops, kitchen cupboard components (irrespective of materials used), attached wall cupboards, built-in cupboards, built-in cupboard components, free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, any other cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres, theatres, shop fitting, office fitting and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, including point of sales counters, screens, interior fittings and fixtures and any form of shelving, irrespective of the materials used.

2. Bedding

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring

units, box-spring mattresses and studio couches, but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and /or cushions.

3. Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

- 1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and
- 1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

- 2.1 This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on first full pay week in May 2020 until 30 April 2023.
- 2.2 This Agreement shall be binding on non-party employers and employees on the date as may be determined by the Minister of Employment and Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2023.

3. CLAUSE 6: REGISTRATION OF EMPLOYERS AND EMPLOYEES

Substitute clause 6.1.4 with the following:

"6.1.4 Any employer in the Industry shall, when required to do so by the Council, within seven days of that request, lodge with the Council a cash amount or guarantee acceptable to the Council, to cover the payment in respect of his employees as follows:

- 6.1.4.1 One week's wages;
- 6.1.4.2 13 weeks' levies, contributions and/or monies in respect of-
 - 6.1.4.2.1 Leave pay monies;
 - 6.1.4.2.2 Holiday bonus monies;

6.1.4.2.3 Council Levies;

6.1.4.2.4 Provident Fund contributions;

Provided that the minimum guarantee shall be for an amount of R500.”

4. CLAUSE 7: NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

- (1) Substitute the first paragraph of the Phase One clause with the following:

“PHASE ONE: First year of registration until the end of the first September following registration

During this period the employer shall be exempted from prescribed minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, Leave Pay Fund contributions, Holiday Bonus Fund contributions or Provident Fund contributions and either of the Sick Benefit Societies contributions, if applicable, as prescribed in **Addendum 1.**”

- (2) Substitute the first paragraph of the Phase Four clause with the following:

“PHASE FOUR: As from October of the fourth year of registration

All the provisions of the prevailing Main Agreement administered by this Council shall become applicable, including the payment of 100% of the minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, as prescribed in **Addendum 2** or **Addendum 3** and the payment of either of the Sick Benefit Societies contributions, if applicable, as prescribed in **Addendum 1.**”

5. CLAUSE 8: NEWLY EMPLOYED EMPLOYEE CONCESSION

- (1) Substitute clause 8.1 with the following:

“8.1 The employer may elect to apply the calculations below to determine the wages, levies, contributions and fees payable to any newly employed employee who commences employment with an employer for the first time, subject to clauses 8.2 and 8.3 below, provided that the establishment concerned is not in Phase 1, Phase 2 or Phase 3 of a Newly Established Small Employer Concession as reflected in clause 7 above.”

- (2) Substitute clause 8.2 with the following:

- "8.2 As from the first full pay week in May 2020 for parties or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister all changes relating to the Newly Employed Employee Concession contributions and year changes, will be applicable to the corresponding year of the new Newly Employed Employee's Concession provisions."
- 3) Substitute clause 8.3 with the following:
- "8.3 **Accumulation of Credits** – Upon service termination of the employee, irrespective of the reason, the employer shall grant credit to the employee for time employed under the newly employed employee concession when reemployed by any employer."
- (4) Insert new clause (g) under YEAR ONE of employment with the following:
- "(g) 100% of NEEC Provident Fund contributions (refer to clause 8.3.1 of **Addendum 1**)."
- (5) Substitute clause (e) under YEAR TWO of employment with the following:
- "(e) 100% of either of the Sick Benefit Society contributions, if applicable, as prescribed in **Addendum 1**;"
- (6) Insert new clause (h) under YEAR TWO of employment with the following:
- "(h) 100% of NEEC Provident Fund contributions (refer to clause 8.3.2 of **Addendum 1**)."
- (7) Substitute clause (d) under YEAR THREE of employment with the following:
- "(d) 100% of either of the Sick Benefit Society contributions, if applicable, as prescribed in **Addendum 1**;"
- (8) Insert new clause (g) under YEAR THREE of employment with the following:
- "(g) 100% of NEEC Provident Fund contributions (refer to clause 8.3.2 of **Addendum 1**)."
- (9) Substitute clauses (a) to (g) of YEAR FOUR of employment with the following:
- "100% of at least the minimum prescribed hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay as well as 100% of all prescribed fees, levies and contributions shall be payable to the Council by all employers and all employees."
- (10) Delete YEAR FIVE of employment.

6. CLAUSE 9: TERMS OF EMPLOYMENT

(1) Substitute clause 9.5.4 with the following:

"9.5.4 In the event that an official paid public holiday falls during a period in which the employer is already working short time, employees shall be paid their normal ordinary hours of work for that day, irrespective of the short time so implemented."

(2) Substitute clause 9.10.1.1 with the following:

"9.10.1.1 When, by reason of slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency, an employer is unable to employ his employees for the number of ordinary hours of work per week usually worked in his establishment, the employer may, subject to the provisions of this clause, employ his employees on short time during, but not exceeding, the period of such slackness of trade, shortage of raw materials or general breakdown of plant or machinery: Provided that the employer:

9.10.1.1.1 has consulted with the employees concerned; and/or

9.10.1.1.2 has consulted with any shop stewards or employee representatives in the workplace concerned; and

9.10.1.1.3 has extended an invitation to the trade union office and trade union official to attend on the date and time as determined by the employer, to allow the trade union official to attend the consultation, if a trade union is active in the workplace concerned, unless short time is implemented on a specific day for that day only; and

9.10.1.1.4 shall, when short time is worked, distribute the available work amongst the employees in any section."

(3) Insert the following new clause 9.10.1.3:

"9.10.1.3 No short time may be called for and implemented, for Mondays and Fridays, where official paid public holidays fall on Tuesdays and/or Thursdays, unless the employer has been working short time prior to such paid public holidays."

7. CLAUSE 10: GENERAL

Substitute clause 10.6 with the following:

"10.6 All working employers shall observe the provisions of this Agreement in respect of hours of work, payment of Leave Pay Fund contributions and payment of Holiday Bonus Fund

contributions at the prescribed foremen's rate of pay, payment of Provident Fund contributions, payment of Council levies and payment of wages for public holidays.”.

CHAPTER 2

COUNCIL BENEFIT FUNDS/SCHEMES

8. CLAUSE 2: OBJECTIVES OF THE COUNCIL BENEFIT FUNDS/SCHEMES

(1) Substitute clause 2.4 with the following:

“2.4 The objective of the **Home Ownership Scheme** (H.O.S.), is to provide for home loan facilities for qualifying members of the furniture, bedding and upholstery industry, to purchase, improve, renovate, repair and/or maintain existing or new housing. No new loan applications will be considered and existing loans will be serviced until expiry;”.

(2) Substitute clause 2.5 with the following:

“2.5 The objective of the **Emergency, Trauma, Disaster and Education Fund** (E.T.D.E. Fund), is to provide for loan facilities for qualifying members of the furniture, bedding and upholstery industry, to assist members with loans for emergencies, trauma, disasters and/or education. No new loan applications will be considered and existing loans will be serviced until expiry;”.

9. CLAUSE 3: MEMBERSHIP OF THE COUNCIL BENEFIT FUNDS/SCHEMES

(1) Substitute clause 3.1 with the following:

“3.1 Membership of the Council benefit funds/schemes shall be compulsory for all party employees who are employed by party employers and for all non-party employees who are employed by non-party employers when this agreement is extended to non-party employees and employers in terms of section 32 of the LRA by the Minister of Employment and Labour.

To obtain membership of the Council benefit funds/schemes, these employees and employers must fall within the registered scope of this Council and this Collective Agreement must prescribe their wages.

Membership of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society may be obtained by qualifying in terms of the applicable Fund's rules and by electing

to become a member. Contributions payable to either of these Funds, if applicable, are as prescribed in **ADDENDUM 1.**”.

- (2) Substitute clause 3.3 with the following:

“3.3 Membership of Furnmed Sick Benefit Society and NUFAWSA Sick Benefit Society:

3.3.1 Existing membership

An employee who has been a member of either of the Sick Benefit Societies prior to 1 May 2020, is regarded as an existing member and shall from the first full pay week in May 2020, be paid a prescribed medical allowance per week by the employer and the employee shall pay the weekly contributions to the relevant Society, as prescribed in **Addendum 1.**

3.3.2 New membership

From the first full pay week in May 2020 for parties and for non parties from the date determined by the Minister, any employee employed by an employer within the registered scope of this Council, for whom wages are prescribed in the Collective Agreement, may apply to become a voluntary member of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society, subject to the employee qualifying in terms of the applicable fund rules and the employee concerned, paying the prescribed employee only contributions as reflected in **Addendum 1**, to the relevant Society. If successful, the rules of the Fund concerned shall apply to the member.

3.3.3 Ordinary membership

Any employee employed by an employer within the registered scope of this Council, for whom wages are prescribed in the Collective Agreement, may apply to become a member of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society, subject to the employee qualifying and both the employer and employee concerned, paying the prescribed contributions which are applicable to the relevant Society. If successful, the rules of the Fund concerned shall apply to the member.

3.3.4 Voluntary membership

Employees who are employed in the Industry for whom wages are not prescribed in this Agreement may be admitted as voluntary members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society in terms of the relevant Society's rules.

3.3.5 Continuation membership

Employees who were existing or voluntary members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society immediately prior to permanent retirement from the Industry owing to old age (65 years or more) or to permanent disability as substantiated by a medical certificate(s), or dependant widows/widowers of deceased continuation members may be admitted as continuation members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society depending on the original Society's membership.

3.3.6 Termination of membership

Membership of both the Societies shall terminate within one month of a member leaving the Industry.

3.3.5 Reserves of the Furnmed Sick Benefit Society and NUFAWSA Sick Benefit Society

If at any time the reserves of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society drop below the average of one month's contributions, the payment of benefits shall cease and shall not be resumed until the reserves of the Societies exceed the aggregate of two months' contributions.

3.3.6 Right of recourse

If it is established that a member has ceased to be a member of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society, and the Society has in error or contractually paid for any medical expenses incurred by such member and/or his registered dependants, the Fund trustees shall have the right to deduct the amount(s) from the member's Provident Fund contributions and transfer the amount(s) due to the relevant Society."

10. CLAUSE 4: CONTRIBUTIONS AND LOAN REPAYMENTS TO THE COUNCIL BENEFIT FUNDS/SCHEMES AND ADDITIONAL PROVIDENT FUND

(1) Substitute the heading of clause 4 with the following:

"4. CONTRIBUTIONS AND EXISTING LOAN REPAYMENTS TO THE COUNCIL BENEFIT FUNDS/SCHEMES".

(2) Substitute clause 4.1 with the following:

"4.1 Prescribed contributions for the Provident Fund, Furnmed Sick Benefit Society and the NUFAWSA Sick Benefit Society, if applicable, shall be deducted weekly from the employee's

wages and a prescribed contribution from the employer shall together be paid to the Council or any other prescribed organisation or body, as per the values stipulated in **Addendum 1**.”

- (3) Substitute clause 4.2 with the following:

“Existing stipulated loan repayments towards the H.O.S. and the E.T.D.E fund shall be made to the Council in accordance with individual signed loan agreement.”

11. CLAUSE 6: OPERATION OF THE COUNCIL BENEFIT FUNDS/SCHEMES

- (1) Substitute clause 6.1.1 with the following:

“6.1.1 all the Funds/Schemes contributions;”

- (2) Delete clause 6.7.

ADDENDUM 1

FEES, LEVIES AND CONTRIBUTIONS PAYABLE TO THE COUNCIL

12. CLAUSE 3: PROVIDENT FUND CONTRIBUTIONS

Substitute clause 3.2 with the following:

“3.2 The Provident Fund contributions payable to the Council shall be as follows for parties from the first full pay week in May 2020 or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister, from the first full pay week in May 2021 and from the first full pay week in May 2022 for all Occupation Skills Levels:

- | | |
|---|---|
| 3.2.1 <i>Employees in the Industry:</i> | 6% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week, plus an equal amount from the employer. |
| 3.2.2 <i>Working employers:</i> | 12% of a foreman’s prescribed weekly wage.” |

13. CLAUSE 4: ADDITIONAL PROVIDENT FUND CONTRIBUTIONS

Delete clause 4.

14. CLAUSE 11: DISPUTE RESOLUTION LEVY

Renumber clause 11: Dispute Resolution Levy as clause number 4 to replace the deleted Additional Provident Fund Contribution clause.

15. CLAUSE 5: SICK BENEFIT SOCIETIES

(1) Substitute clause 5 with the following:

“5. SICK BENEFIT SOCIETIES

The current status quo for existing employee Sick Benefit Society employee contributions will apply unless it is decided differently at the respective Sick Benefit Societies. The following Sick Benefit Society contributions are payable for parties from the first full pay week in May 2020 or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister:

5.1 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON-PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER-FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for all areas excluding the Free State Province

5.1.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

5.1.1.1 paid public holidays;

5.1.1.2 trade union representative leave days;

5.1.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

5.1.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death

certificate by the employee to his employer.

- 5.1.2 Member: R57-50 per week payable by the employee and R30-50 per week per employee, payable by the employer as a medical allowance.
- 5.1.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.
- 5.1.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
- 5.1.5 Extraordinary dependants: R103-00 per week, per extraordinary dependant, payable by the employee only.

5.2 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for the Free State Province ONLY)

- 5.2.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
 - 5.2.1.1 paid public holidays;
 - 5.2.1.2 trade union representative leave days;
 - 5.2.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
 - 5.2.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.2.3 Member: R40-00 per week payable by the employee and R30-50 per week per employee, payable by the employer as a medical allowance.
- 5.2.4 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.

- 5.2.5 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
- 5.2.6 Extraordinary dependants: R96-00 per week, per extraordinary dependant, payable by the employee only.

5.3 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - NUFAWSA SICK BENEFIT SOCIETY (for all areas excluding the Free State Province)

5.3.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.3.1.1 paid public holidays;
- 5.3.1.2 trade union representative leave days;
- 5.3.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 5.3.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

- 5.3.2 Member plus 1 to 3 dependants: R62-50 per week payable by the employee and R30-50 per week per employee payable by the employer as a medical allowance.
- 5.3.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.
- 5.3.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.4 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - NUFAWSA

SICK BENEFIT SOCIETY (FOR the Free State Province ONLY)

5.4.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

5.4.1.1 paid public holidays;

5.4.1.2 trade union representative leave days;

5.4.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

5.4.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

5.4.2 Member plus 1 to 3 dependants: R17-50 per week payable by the employee and R30-50 per week per employee payable by the employer as a medical allowance.

5.4.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.

5.4.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.5 **NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for all areas excluding the Free State Province)**

5.5.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours

worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.5.1.1 paid public holidays;
- 5.5.1.2 trade union representative leave days;
- 5.5.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 5.5.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

5.5.2 Member: R88-00 per week payable by the employee only.

5.5.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.

5.5.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.

5.5.5 Extraordinary dependants: R103-00 per week, per extraordinary dependant, payable by the employee only."

5.6 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for the Free State Province ONLY)

- 5.6.1 Fummed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.6.1.1 paid public holidays;
 - 5.6.1.2 trade union representative leave days;
 - 5.6.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
 - 5.6.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.6.2 Member R70-50 per week payable by the employee only.
 - 5.6.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.
 - 5.6.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
 - 5.6.5 Extraordinary dependants: R96-00 per week, per extraordinary dependant, payable by the employee only.

5.7 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON-PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER – NUFAWSA SICK BENEFIT SOCIETY (for all areas excluding the Free State Province)

5.7.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.7.1.1 paid public holidays;
- 5.7.1.2 trade union representative leave days;
- 5.7.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

- 5.7.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.7.2 Member plus 1 to 3 dependants: R93-00 per week payable by the employee only
- 5.7.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.
- 5.7.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.8 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER – NUFAWSA SICK BENEFIT (FOR the Free State Province ONLY)

- 5.8.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
- 5.8.1.1 paid public holidays;
- 5.8.1.2 trade union representative leave days;
- 5.8.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 5.8.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.8.2 Member plus 1 to 3 dependants: R48-00 per week payable by the employee

- only.
- 5.8.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.
- 5.8.4 Extraordinary dependants: R92-50 per week, per extraordinary dependant, payable by the employee only.”

16. CLAUSE 6: COUNCIL LEVIES

Substitute clause 6.2 with the following:

“6.2 The Council levies payable to the Council shall amount to:

6.2.1 **From the date of coming into operation of this Agreement until 30 April 2021**
R12-46 per week per employee payable by the employer and R12-46 per week payable by the employee.

6.2.1 **From the first full pay week of May 2021 until 30 April 2022**
R13-21 per week per employee payable by the employer and R13-21 per week payable by the employee.

6.2.2 **From the first full pay week of May 2022 until 30 April 2023**
R14-00 per week per employee payable by the employer and R14-00 per week payable by the employee.”

17. CLAUSE 8: DEATH AND DISABILITY SCHEME (D.D.S.) CONTRIBUTIONS AND PROVIDENT FUND CONTRIBUTIONS IN RESPECT OF THE NEWLY EMPLOYED EMPLOYEE CONCESSION

(1) Substitute clause 8.2 with the following:

“8.2 The **D.D.S. contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

- 8.2.1 **YEAR ONE to YEAR THREE** of employment R10-46 per week per employee, payable by the employer ONLY.
- 8.2.3 **YEAR FOUR** of employment and onwards R13-25 per week payable by the employee and R13-25 per week per employee payable by the employer (refer

to clause 9.3).”.

(2) Substitute clause 8.3 with the following:

“8.3 **Provident Fund contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

8.3.1 **YEAR ONE** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.2 **YEAR TWO** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.3 **YEAR THREE** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.4 **YEAR FOUR** of employment

ALL employees

6% of normal weekly wages from the employee per week, calculated on the establishment's normal ordinary hours of work per week,

plus an equal amount per week from the employer.”.

ADDENDUM 2

18. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for all areas excluding the Free State Province)*

Substitute Addendum 2 with the following:

“PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for all areas excluding the Free State Province)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour <i>(for all areas excluding the Free State Province)</i>
Furniture, Bedding and Upholstery	General worker	05	6.5% increase of actual hourly rate of pay, subject to the offset in clause 1.2 below.
	Semi-skilled employee	04	6.5% increase of actual hourly rate of pay

	Skilled employee	03	6.5% increase of actual hourly rate of pay
	Chargehand	02	6.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	6.5% increase of actual hourly rate of pay

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

1.2 **General Workers:** The across the board increase from the first full pay week in May 2020 for parties and non-parties from the date as determined by the Minister to be offset against the national minimum wage increases already implemented on 1 March 2020, for such general workers.

2. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for all areas excluding the Free State Province)
Furniture, Bedding and	General worker	05	R20-76 per hour

Upholstery			
	Semi-skilled employee	04	R23-59 per hour
	Skilled employee	03	R24-98 per hour
	Chargehand	02	R26-95 per hour
	Foreman/Supervisor	01	R26-95 per hour

2.1 In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 3.2 and subject to clause 3.3 below.
	Semi-skilled employee	04	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Chargehand	02	6%

			increase of actual hourly rate of pay, subject to clause 3.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 3.3. below.

- 3.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.
- 3.2 **General Workers:** The across the board increase from the first full pay week in May 2021 to be offset against the national minimum wage increases when implemented earlier in 2021, for such general workers.
- 3.3 **Increase Threshold**
- 3.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2021, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.
- 3.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.
4. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for all areas excluding the Free State Province)

Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R24-77 per hour
	Skilled employee	03	R25-98 per hour
	Chargehand	02	R28-03 per hour
	Foreman/Supervisor	01	R28-03 per hour

4.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 5.2 and subject to clause 5.3 below.
	Semi-skilled employee	04	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

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

5.2 **General Workers:** The across the board increase from the first full pay week in May 2022 to be offset against the national minimum wage increases when implemented, earlier in 2022, for such general workers.

5.3 **Increase Threshold**

5.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2022, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

5.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

6. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for all areas excluding the Free State Province)
Furniture,	General worker	05	As per the national minimum

Bedding Upholstery			wage rate increase
	Semi-skilled employee	04	R26-01 per hour
	Skilled employee	03	R27-02 per hour
	Chargehand	02	R29-15 per hour
	Foreman/Supervisor	01	R29-15 per hour

6.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

7. **Subsistence allowance (for all areas excluding the Free State Province)**

A minimum subsistence allowance of R80-00 per night is payable.”

ADDENDUM 3

19. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)

Substitute Addendum 3 with the following:

"PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as

			may be determined by the Minister of Employment and Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	6.5% increase of actual hourly rate of pay, subject to the offset in clause 1.2 below.
	Semi-skilled employee	04	6.5% increase of actual hourly rate of pay
	Skilled employee	03	6.5% increase of actual hourly rate of pay
	Chargehand	02	6.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	6.5% increase of actual hourly rate of pay

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

1.2 **General Workers:** The across the board increase from the first full pay week in May 2020 for parties and non-parties on the date determined by the Minister to be offset against the national minimum wage increases already implemented on 1 March 2020.

2. Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level	Prescribed minimum hourly rates of pay effective for 52
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		Code	weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour <i>(for the Free State Province ONLY)</i>
Furniture, Bedding and Upholstery	General worker	05	R20-76 per hour
	Semi-skilled employee	04	R21-32 per hour
	Skilled employee	03	R23-85 per hour
	Chargehand	02	R25-58 per hour
	Foreman/Supervisor	01	R25-58 per hour

2.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for the Free State Province ONLY)*:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 <i>(for the Free State Province ONLY)</i>
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 3.2 and subject to clause 3.3 below.
	Semi-skilled employee	04	6%

			increase of actual hourly wage, subject to clause 3.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 3.3 below.

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

3.2 **General Workers:** The across the board increase from the full pay week in May 2021 to be offset against the national minimum wage increases when implemented earlier in 2021, for such general workers.

3.3 Increase Threshold

3.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2021, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

3.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level	Prescribed minimum hourly rates of pay effective for 52
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		Code	weeks for parties and non-parties from the first full pay week in MAY 2021 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R22-39 per hour
	Skilled employee	03	R24-80 per hour
	Chargehand	02	R26-60 per hour
	Foreman/Supervisor	01	R26-60 per hour

4.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 5.2 and subject to clause 5.3 below.
	Semi-skilled employee	04	6% increase of actual hourly wage, subject to clause 5.3 below.

	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

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

5.2 **General Workers:** The across the board increase from the first full pay week in May 2022 to be offset against the national minimum wage increases when implemented earlier in 2022, for such general workers.

5.3 **Increase Threshold**

5.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2022, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

5.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

6. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay

			week in MAY 2022 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R23-51 per hour
	Skilled employee	03	R25-79 per hour
	Chargehand	02	R27-66 per hour
	Foreman/Supervisor	01	R27-66 per hour

6.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

7. Subsistence Allowance (for the Free State Province Only)

A minimum subsistence allowance of-

- 3.1 R160-00 per day is payable, where the employee pays for his own food and accommodation;
- 3.2 R65-00 per day is payable, where the employer pays for the employee's accommodation only.”.

ADDENDUM 4

20. Insert Addendum 4 as follows

“ADDENDUM 4

1. INFLATION PARAMETERS – ACROSS THE BOARD WAGE INCREASES OF ACTUAL HOURLY RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY WEEK IN MAY 2021 AND MAY 2022 IN RESPECT OF ADDENDUMS 2 AND 3

- 1.1 Across the board hourly wage rate increases of actual hourly wage rates effective from the first full pay week of May 2021 and May 2022, shall be applicable as reflected above, provided that the CPI rate for the year ending February 2021 and February 2022 is not below 3% or above 8.5%.
- 1.2 If the official CPI rate for the year ending February 2021 and February 2022 is below 3%, the Employer party to this Agreement may request to renegotiate the across the board hourly wage rate increases and if it is above 8.5%, the Trade Union parties may request to renegotiate the across the board hourly wage rate increases for the periods effective from the first full pay week of May 2021 and/or the first full pay week of May

2022, provided that such requests must be submitted to reach the other parties by not later than 15 March of the applicable year.”.

Agreement signed at Johannesburg on this 11th day of March 2020.



L DIRKSEN
Chairman of the Council



P BABOTHATA
Vice-Chairman of the Council



WA JANSE VAN RENSBURG
General Secretary