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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR****No. R. 1100****17 October 2008****LABOUR RELATIONS ACT, 1995****FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES  
OF THE COLLECTIVE AMENDING AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of 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 27 October 2008 and for the period ending 30 June 2010.

**M M S MDLADLANA  
MINISTER OF LABOUR**

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**SCHEDULE****FURNITURE BARGAINING COUNCIL****COLLECTIVE AGREEMENT**

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

**Furniture, Bedding and Upholstery Manufacturers' Association (FBUMA)**

and

**Curtain Makers' and Allied Products Association (CMAPA)**

(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 (NUFAWSA)**

(hereinafter referred to as the "employees" or the "trade union"), of the other part,  
being parties to the Furniture Bargaining Council

## CHAPTER 1

### 1. CLAUSE 1: SCOPE OF APPLICATION

1.1 The terms of this Agreement shall be observed in the Furniture, Bedding, Upholstery and Curtain Manufacturing Industry-

1.1.1 by all employers who are members of the party employers' organisations, which are party to this Agreement and by all employees who are members of the party trade union, which is party to this Agreement, and who are engaged or employed in the Furniture, Bedding, Upholstery and Curtain Manufacturing Industry, respectively;

1.1.2 in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

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;

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder; and

1.2.3 will be subject to the provisions of the Determination by the Industrial Court, dated 30 October 1984, in the matter between the Industrial Councils for the Furniture and Bedding Manufacturing Industry, Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal, Pietermaritzburg and Northern Areas and Natal.

1.3 The following provisions shall not apply to non parties: Clauses 1.1.1, 2 and 3 of Chapter 1, Clause 2.2 of Chapter 2A and items 5.3 and 5.4 of Schedule 1.

**1.4 Threshold – Trade union organisational rights**

The terms of this Agreement and the application thereof shall be subject to the following in respect of trade union organisational rights threshold:

Any trade union duly registered in terms of section 96 of the Labour Relations Act and that can prove by means of reasonable identification, membership of employees in the Industry that it has a membership of at least 20% of the total number of employees in the Industry, shall be recognised as a sufficiently representative trade union entitled to exercise the rights set out in sections 12, 13 and 15 of the Labour Relations Act. As soon as sufficient representativeness has been proved to the parties, such sufficiently representative trade union shall be entitled to be treated for organisational purposes on an equal and fair footing with the other trade unions who are already members of the Bargaining Council.

## **2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT**

Substitute the following for clause 2:

This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 July 2008 and for non-parties on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 June 2010.

### **SCHEDULE 1**

## **3. CONTRIBUTIONS, LEVIES, MONEYS AND REGISTRATION FEE PAYABLE TO THE COUNCIL**

(1) Substitute the following for clause 5.1:

**"5.1 FURNMED SICK BENEFIT SOCIETY (For all areas excluding the Free State Province) (payable only when more than 16 hours' wages per week have been paid)**

5.1.1 Member:

R27-50 per week payable by the employee and R60-50 per week payable by the employer.

- 5.1.2 Adult dependants: R30-00 per week payable, per adult dependant, payable by the employee only.
- 5.1.3 Minor dependants: R30-00 per week, per minor dependant, payable by the employee only.
- 5.1.4 Extraordinary dependants: R88-00 per week, per extraordinary dependant, payable by the employee only.”.

(2) Substitute the following for clause 5.2:

**“5.2 FURNMED SICK BENEFIT SOCIETY (for the Free State Province ONLY) (payable only when more than 16 hours’ wages per week have been paid)**

- 5.2.1 Member: R10-00 per week payable by the employee and R71-00 per week payable by the employer.
- 5.2.2 Adult dependants: R30-00 per week payable, per adult dependant, payable by the employee only.

5.2.3 Minor dependants:

R30-00 per week, per minor dependant, payable by the employee only.

5.2.4 Extraordinary dependants:

R81-00 per week, per extraordinary dependant, payable by the employee only."

Agreement signed at Johannesburg on this 17<sup>th</sup> day of June 2008.

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**R MTHOMBENI**  
Chairman

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**P LUNGA**  
Vice-Chairman

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**WA JANSE VAN RENSBURG**  
General Secretary

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