

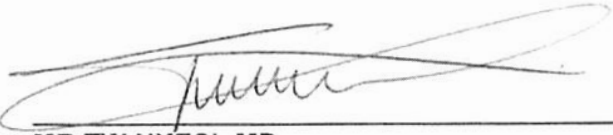
DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 365 OF 2021

LABOUR RELATIONS ACT, 1995

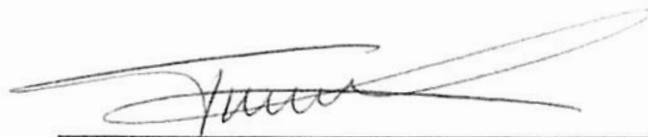
**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING
INDUSTRY OF THE WESTERN CAPE: EXTENSION TO NON-PARTIES OF
THE MAIN COLLECTIVE AMENDING AGREEMENT**

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 **Bargaining Council for the Furniture Manufacturing Industry of the Western Cape**, 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 publication of this Notice and shall remain in force until the last full pay week in March 2023.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 09/06/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING
INDUSTRY OF THE WESTERN CAPE: UKWELULELWA
KWESIVUMELWANO PHAKATHI KWABAQASHI NABASEBENZI
ESIYINGQIKITHI SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi neZabasebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi **Bargaining Council for the Furniture Manufacturing Industry of the Western Cape**, ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomSombuluko wesibili emuva kokushicilelwa kwalesisaziso kuze kube isikhathi esiphela ngeviki lenkokhelo yomholo ngomhlaka 30 kuNdasa 2023.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 07/06/2021

SCHEDULE**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING
INDUSTRY OF THE WESTERN CAPE****MAIN COLLECTIVE AMENDING AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made
and entered into by and between the

Cape Furniture Manufacturers' Association

(hereinafter referred to as the "Employers" or the "Employers'
organisation"), of the one part, and the

**National Union of Furniture and Allied Workers of
South Africa**

(hereinafter referred to as the "Employees" or the "trade union") of the
other part,


being the parties to the Bargaining Council for the Furniture Manufacturing
Industry of the Western Cape to amend the Agreement published under Government
Gazette Notice No. R.112 of 12 March 2021 as extended, amended by Government Notices No.
R. 137 of 26 March 2021.

PART I**A – Administrative issues****1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the Furniture,
Bedding, Upholstery and Curtain Manufacturing Industry as defined
hereunder in the Provinces of the Northern Cape and Western Cape
excluding the Magisterial Districts George, Knysna, Mossel Bay,
Plettenberg Bay and Oudtshoorn:

**"Furniture, Bedding, Upholstery and Curtain 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 in part, of all types of components of furniture, furniture,
bedding, curtains, upholstery and/or re-upholstery and will, inter
alia, include but not be limited to the following:

- (a) Furniture
Manufacturing, assembling, repairing, staining, spraying,
polishing, re-polishing, making loose covers and/or cushions,
wood machining, veneering, woodturning, carving,
assembling, painting, spraying, cutting, edging, drilling, wood
bending, laminating and/or papering/foiling, of board.



"Board" means any type of wood or wooden or related product or any other substitute material amongst others being: laminated board, fibre board, chip board, block board, veneer board, pressed board.

Furniture manufacturing will also include the manufacturing, repairing, polishing, assembling, cutting, drilling, edging, re-polishing, staining, spraying either in whole or in part of: pianos, organs, kitchen cupboards, attached wall cupboards, built-in cupboards, free standing cupboards, bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, coffins, draw and draw fronts, doors and cupboard doors irrespective of size, bathroom cupboards, cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, hotels, other educational institutions, conference centres and theatres.

(b) Bedding

The manufacturing, assembling, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring units, box-spring mattresses, sleeper couches and studio couches.

"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.

(c) Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, seating, pelmets, mattress bases, foam mattresses and/or cushions.

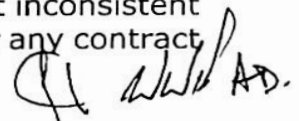
(d) Curtain making

The making, altering, repairing and hanging of curtains and/or blinds made mainly of fabric, wood, cane, wicker, reed or grass.

Curtain making includes window treatment, cutting of rails and rods, fitting of pelmets, curtains, blinds and associated products.

(2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall:-

- (a) apply to all employees for whom minimum wages are prescribed in this agreement and to employers of such employees
- (b) apply to Learners in so far as the terms are not inconsistent with the Skills Development Act, 97 of 1998, or any contract



entered into or any condition fixed under the Skills Development Act, 97 of 1998.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation:-

- (1) (a) in respect of parties to this agreement, on the date of signature;
- (b) in respect of non-parties, on such date as fixed by the Minister of Labour in terms of section 32 of the Act.
- (2) This Agreement shall remain in force until the last full pay week in March 2023.

C – Contributions and deductions

3. CLAUSE 41. EXPENSES OF THE COUNCIL

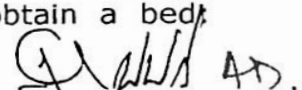
Substitute clause 41 with the following:

- (1) For the purpose of meeting the expenses of the Council, every Employer shall:-
 - (a) deduct from the wage of each of his Employees for whom a wage is paid R5-30 per pay week from the period of operation of this agreement to the last full pay week in March 2022; and
 - (b) contribute R5-30 per week from the period of operation of this agreement to the last full pay week in March 2022 for every employee in the employ; and
 - (c) deduct from the wage of each of his Employees for whom a wage is paid R5-50 per pay week from the first full pay week in April 2022; and
 - (d) contribute R5-50 per week from the first full pay week in April 2022 for every employee in the employ; and
 - (e) no contribution shall be made in respect of any week if the earning of the member for such week does not exceed two fifths of his normal weekly wage.

4. CLAUSE 43. SUBSISTENCE ALLOWANCE

Substitute clause 43 with the following:

- (1) Whenever the work of an Employee precludes him from returning to his normal place of residence for his night's rest, he shall be paid, in addition to his ordinary remuneration, a subsistence allowance of not less than: -
 - (a) where it is necessary for the Employee to obtain a bed; R120,00; or



- (b) where it is necessary for the Employee to obtain an evening meal and a bed: R300,00.

PART II

5. CLAUSE 48. WAGE INCREASE

Substitute clause 48 with the following:

- (1) Employees employed in the Furniture, Bedding, Upholstery and Curtain Manufacturing Industry are to receive the following wage increases:

- (a) Wage Increase – Foreman, Supervisors, Change-hands, Skilled, Semi-Skilled and Unskilled Categories

- (i) For the above mentioned categories of Employees increase on actual wages is to be applied as follows:-

- (a) With effect from the coming into operation of this Agreement :

Hourly wage rates	Percentage increase agreed
To and including R30	5%
Between R30.01 – R45.00	4%
Between R45.01 – R60.00	3%
Above R60.01	No increase agreed upon

Those Employers who were granted increases from 1 July 2020, are required to top-up the wage increase, from the coming into operation of this Agreement if the increase granted was less than the agreed increase agreed to in 48 (1) a (i)



(b) From the first full pay week in April 2022:

Hourly wage rates	Percentage increase agreed
To and including R30	5%
Between R30.01 – R45.00	4%
Between R45.01 – R60.00	3%
Above R60.01	No increase agreed upon

- (c) Should the Consumer Price Index (CPI) for the year ending February 2022 fall below 3% or exceed 6% the parties to this agreement shall meet to renegotiate across the board weekly wage increases only for the second year period.

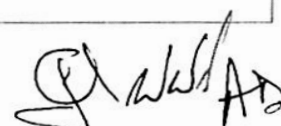
PART III

ANNEXURE A

6. CLAUSE B. MINIMUM HOURLY WAGE RATES FOR EMPLOYEES

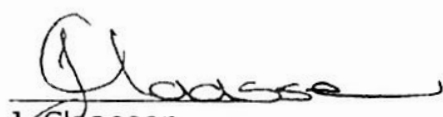
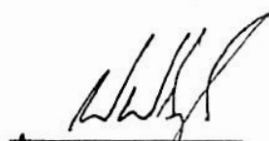
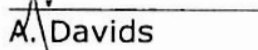
Substitute clause B. Minimum hourly wage rate for employees with the following:

Sectors	Occupation Skills Level	Occupation Skills Level Code	With effect from the coming into operation of this Agreement
Furniture, Bedding, Curtaining and Upholstery	Unskilled employees	05	R21-69 per hour
	Semi-skilled employees	04	R23-37 per hour
	Skilled employees	03	R25-10 per hour
	Chargehands	02	R27-08 per hour
	Foremen & Supervisors	01	R27-08 per hour



Note: *The prescribed minimum wage rate to be increased from the first full pay week in April 2022, by the same percentage increase applied to the national minimum wage.*

Agreement signed at Bellville on this 24 February 2021.


J. Claassen
Vice - Chairperson
W. Dyers
Chairperson
A. Davids
Secretary