

DEPARTMENT OF EMPLOYMENT AND LABOUR

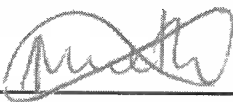
NO. R. 6853

21 November 2025

LABOUR RELATIONS ACT, 1995

**FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF THE
MAIN COLLECTIVE AMENDING AGREEMENT**

I, **NOMAKHOSAZANA METH**, 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 2028**.



MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 7 November 2025

SCHEDULE

FURNITURE BARGAINING COUNCIL

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 and extend the Main Collective Agreement published under Government Notice No. R. 5766 of 24 January 2025, Government Notice No. R. 6036 of 25 March 2025 and Government Notice No R.6523 of 22 August 2025.

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, cutting, edging, drilling and routing. 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, doors and door frames (the latter doors and door frames exclude doors and door frames manufactured from iron, steel and other metal materials) 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 and includes any part of an establishment's business carrying out the manufacture of furniture as defined above, whether or not that part is discrete or ancillary to any other business of the employer.

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, including the manufacturing of bedding and bed frames, irrespective of the materials used.

"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 from date of signature until 30 April 2028.

2.2 This Agreement shall be binding on non-party employers and employees on the date as 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 2028.

3. ADDENDUM 1

FEES, LEVIES AND CONTRIBUTIONS PAYABLE TO THE COUNCIL

1. CLAUSE 5: DEATH AND FUNERAL SCHEME (D.F.S.) CONTRIBUTIONS AND PROVIDENT FUND CONTRIBUTIONS IN RESPECT OF THE NEWLY EMPLOYED EMPLOYEE CONCESSION

Substitute clause 5.2 with the following:

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

5.2.1	YEAR ONE to YEAR THREE of employment	R9-00 per week per employee, payable by the employer ONLY.
5.2.2	YEAR FOUR of employment and onwards	R11-40 per week payable by the employee and R11-40 per week payable by the employer (refer to clause 6.3).".

2. CLAUSE 6: STANDARD DEATH AND FUNERAL SCHEME (STANDARD D.F.S.) CONTRIBUTIONS

Substitute clause 6.3 with the following:

“6.3 The **Standard D.F.S. contributions** payable to the Council shall amount to the following:

R11-40 per employee per week per employee payable by the employer and **R11-40** per week payable by the employee.”.

3. CLAUSE 7: DEATH AND FUNERAL SCHEME (D.F.S.) CONTRIBUTIONS IN RESPECT OF THE NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

Substitute clause 7.2 with the following:

“7.2 The **D.F.S contributions** for employees employed under the **Newly Established Small Employer Concession (NESEC)**, payable to the following:

PHASE ONE and PHASE TWO	R9-00 per week per employee, payable by the employer ONLY.
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PHASE THREE and PHASE FOUR	R11-40 per week, payable by the employee and R11-40 per week per employee payable by the employer (refer to clause 6.3).”.
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4. CLAUSE 9: COUNCIL LEVIES

Substitute clause 9.2 with the following:

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

From the first full pay week of May 2026

R16-45 per week per employee payable by the employer and **R16-45** per week payable by the employee.”.

5. CLAUSE 10: DISPUTE RESOLUTION LEVY

Substitute clause 10.2 with the following:

"10.2 The Dispute Resolution levies payable to the Council shall amount to:

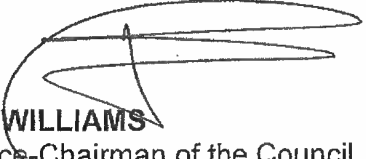
From the first full pay week of May 2026

R2-00 per week per employee payable by the employer and **R2-00** per week payable by the employee."

Agreement signed at Johannesburg on this 16 September 2025.



K CHAUKE
Chairman of the Council



D WILLIAMS
Vice-Chairman of the Council



WA JANSE VAN RENSBURG
General Secretary

