

## DEPARTMENT OF LABOUR

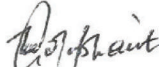
NO. 946

26 AUGUST 2016

## LABOUR RELATIONS ACT, 1995

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

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) read with section 32(3)(b) and (c) 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 of publication of this Notice and for the period ending 30 June 2018.

  
**MINISTER OF LABOUR**  
11/08/2016

## SCHEDULE

## FURNITURE BARGAINING COUNCIL

## AMENDMENT OF THE MAIN COLLECTIVE 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' organisation"), 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 the Main Collective Agreement published under Government Notice No. R.903 of 14 November 2014, as amended and extended by Government Notice No. R.37 of 22 January 2016 and Government Notice No. R.368 of 27 June 2016.

## CHAPTER 1

## CLAUSE 1: SCOPE OF APPLICATION

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

1.1.1 by all employers who are members of the party employers' organisation, which is party to this Agreement and by all employees who are members of the party



trade unions, which are party to this Agreement, and who are engaged or employed in the Furniture, Bedding and Upholstery 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 shall-

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.

1.3 The following provisions shall not apply to non-parties: Clauses 1.1.1, and 2 of Chapter 1.

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

This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 July 2016 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 June 2018.

**3. TABLE OF CONTENTS**

**Substitute the Table of Contents and replace with the following:**

**“TABLE OF CONTENTS**

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- 2. PERIOD OF OPERATION OF AGREEMENT.....
- 3. INDUSTRIAL ACTION.....
- 4. DEFINITIONS .....
- 5. PROHIBITION OF TWO-TIER BARGAINING AND THRESHOLD – TRADE UNION ORGANISATIONAL RIGHTS .....
- 6. REGISTRATION OF EMPLOYERS.....
- 7. NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION .....
- 8. NEWLY EMPLOYED EMPLOYEE CONCESSION.....

9. TERMS OF EMPLOYMENT .....

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9.2 Intervals .....

9.3 Overtime .....

9.4 Shift work .....

9.5 Public Holidays .....

9.6 Annual closure.....

9.7 Paid sick leave and proof of incapacity .....

9.8 Termination of employment .....

9.8.1 Notice periods.....

9.9 Absenteeism .....

9.10 Short time, dismissals based on operation requirements and  
severance pay .....

9.10.1 Short time .....

9.10.2 Dismissals based on operational requirements .....

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10.3 Outwork .....

10.4 Provision of tools .....

10.5 Employment of children and forced labour.....

10.6 Working employers .....

10.7 Prohibited employment.....

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10.9 Trade union representatives on the Council and committees of  
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10.10 Subscriptions to trade unions.....

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10.13 Administration and enforcement of Agreement .....

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10.15 Protective clothing .....

- 10.16 Compulsory retirement age .....
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- 14. REMUNERATION .....
- 14.1 Wages.....
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- 14.5 Employees engaged in more than one occupation skills level.....
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- 5. ADMINISTRATION OF THE COUNCIL BENEFIT FUNDS/SCHEMES.....
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**CONTRIBUTIONS, LEVIES AND REGISTRATION FEE PAYABLE TO THE COUNCIL**

- 1. LEAVE PAY FUND CONTRIBUTIONS .....
- 2. HOLIDAY BONUS FUND CONTRIBUTIONS .....
- 3. PROVIDENT FUND CONTRIBUTIONS .....
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- 5. SICK BENEFIT SOCIETIES .....
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- 9. STANDARD DEATH AND DISABILITY SCHEME (STANDARD D.D.S) CONTRIBUTIONS .....



**ADDENDUM 2**

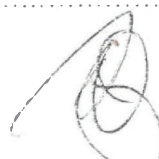

**PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (for all areas excluding the Free State Province)**

- 1. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province).....
- 2. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province).....
- 3. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour – subject to Addendum 4 (for all areas excluding the Free State Province).....
- 4. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (For all areas excluding the Free State Province.....
- 5. Subsistence allowance .....

**ADDENDUM 3**

**PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)**

- 1. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY).....
- 2. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY).....
- 3. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour – subject to Addendum 4 (for the Free State Province ONLY).....

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4. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY).....
5. Subsistence allowance .....

#### ADDENDUM 4

ACROSS THE BOARD WAGE INCREASES OF ACTUAL WEEKLY WAGE RATES EFFECTIVE FROM THE FIRST FULL PAY WEEK OF JULY 2017 IN RESPECT OF ADDENDUMS 2 AND 3....."

#### 4. CLAUSE 4: DEFINITIONS

- (1) Insert the following new definition after the definition of "emergency services":

"employee" means the same as defined in the Basic Conditions of Employment Act 1997 (Act 75 of 1997)(as amended);".

- (2) Insert the following new definition after the definition of "new establishment" :

"ordinary hours of work" means the maximum number of hours which an establishment ordinarily works per week and normal hours of work has the same meaning;".

- (3) Insert the following new definition after the definition of "pay week":

"senior shop steward" means a chairperson or a convenor of shop stewards at an establishment;".

- (4) Delete the definition of "watchman".

#### 5. CLAUSE 5: PROHIBITION OF TWO-TIER BARGAINING AND THRESHOLD – TRADE UNION ORGANISATIONAL RIGHTS

Substitute clause 5.1.2 with the following:

- "5.1.2 Non-substantive conditions of employment over and above existing ones in the prevailing Main Collective Agreement, e.g. bonuses or incentive schemes that are directly related to profit or productivity,

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representatives or representative trade unions at establishment level and/or plant level. (Refer to clause 10.1.1)".

#### 6. CLAUSE 7: NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

Insert the following new sub-clause (d) under Phase One:

"(d) R10-46 per week per employee, payable by the employer only for specific Death and Disability benefits."

#### 7. CLAUSE 8: NEWLY EMPLOYED EMPLOYEE CONCESSION

(1) Substitute clause (f) under YEAR ONE of employment with the following:

"(f) R10-46 per week per employee, payable by the employer only for specific Death and Disability benefits."

(2) Substitute clause (e) under YEAR TWO of employment with the following:

"(e) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society Standard benefit option, OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;"

(3) Substitute clause (d) under YEAR THREE of employment with the following:

"(d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society Standard benefit option, OR Additional Provident Fund contributions to the same value, payable by the employer and the employee.;"

(4) Substitute clause (d) under YEAR FOUR of employment with the following:

"(d) 100% of the prescribed employer and employee contributions for the Furnmed Sick Benefit Society Standard benefit option, OR Additional Provident Fund contributions to the same value, payable by the employer and the employee;"

(5) Substitute the clause under YEAR FIVE of employment with the following:

"100% of all prescribed fees, levies and contributions shall be payable to the Council by all employers and all employees."

**8. CLAUSE 9: TERMS OF EMPLOYMENT**

- (1) Substitute clause 9.7.5.1 with the following:

"9.7.5.1 the wage the employee would ordinarily have received for work on that day;"

- (2) Substitute clause 9.7.5.2 with the following:

"9.7.5.2 on the employee's usual pay day; and"

- (3) Insert the following new clause 9.7.5.3:

"9.7.5.3 Paid sick leave granted by the establishment must be regarded as ordinary hours worked towards filling and/or completing the establishment's maximum ordinary weekly hours of work."

- (4) Substitute clause 9.10.3 with the following:

"9.10.3 **Standard severance pay and additional severance pay**

9.10.3.1 **Standard severance pay payable to employees**

Severance pay of one week's normal remuneration for each completed year of service is payable: Provided that during the first year and last year of service 6 months' or more service shall be regarded as a completed year of service;

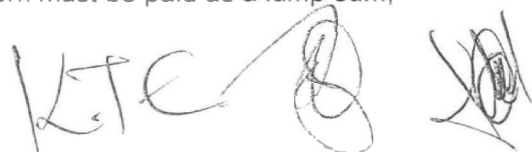
9.10.3.2 **Additional severance pay payable to employees**

9.10.3.2.1 From 3 years of employment but less than 10 years of employment – an additional 1 week's normal basic wages calculated on the establishment's ordinary hours of work must be paid as a lump sum;

9.10.3.2.2 From 10 years of employment but less than 15 years of employment – an additional 2 weeks' normal basic wages calculated on the establishment's ordinary hours of work must be paid as a lump sum;

9.10.3.2.3 From 15 years of employment but less than 20 years of employment – an additional 3 weeks' normal basic wages calculated on the establishment's ordinary hours of work must be paid as a lump sum;

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9.10.3.2.4 20 years or more of employment – an additional 4 weeks' normal basic wages calculated on the establishment's ordinary hours of work must be paid as a lump sum."

- (5) Substitute clause 9.11.1 with the following:

"For the purpose of attending training courses and/or seminars and/or meetings arranged by the trade unions which are parties to this Agreement, trade union representatives shall be entitled to 7 days' paid leave per annum and senior trade union representatives shall be entitled to 11 days' paid leave per annum. ONLY for the purpose of attending official meetings of the Bargaining Council, trade union representatives shall be entitled to additional leave for which the Council shall reimburse the trade union representative's establishment for the actual loss of working hours by the trade union representative, which shall be paid to the trade union representative by the establishment together with his normal weekly wages as if the trade union representative worked on the day he attended an official meeting of the Bargaining Council, subject to the following conditions:"

- (6) Substitute clause 9.11.1.4 with the following:

"The number of trade union representatives elected at any particular establishment shall be at a ratio of not more than 1 representative for every 30 trade union members."

## 9. CLAUSE 10: GENERAL

- (1) Substitute clause 10.1.1 with the following:

"10.1.1 Any employer who wishes to introduce an incentive scheme shall set up a joint committee consisting of representatives from management and the establishment's employees which, after consultation with the trade unions which are party to this Agreement whose members are involved, may agree upon the terms of any such scheme. (Refer to clause 5.1.2)".

- (2) Substitute clause 10.13.3.4 with the following:

"10.13.3.4 adopting any other reasonable means; and".

- (3) Delete clause 10.17.3 and renumber existing clause 10.17.4 accordingly.

- (4) Insert the following new clause 10.18 and renumber existing clause 10.18 accordingly.



“10.18 **Interest payable on outstanding/unpaid fees, levies and contributions**

In the event that any fees, levies and/or contributions become due and payable to the Council by the 10<sup>th</sup> day of the month following the month to which an amount or any portion of such an amount relates in terms of this Agreement and such amount or any portion of such amount remains outstanding and unpaid, the establishment and/or employer concerned shall be liable to pay interest in accordance with the following provisions:

- 10.18.1 The interest payable shall be compounded daily on the outstanding/unpaid amount from the 11<sup>th</sup> of every month in which it is due, until the full amount due has been paid to the Council;
- 10.18.2 Outstanding/unpaid Provident Fund contributions shall be subject to interest at a rate as prescribed by the **Pension Funds Act, 1956 (Act 24 of 1956)(as amended)**; and
- 10.18.3 All other outstanding/unpaid fees, levies and contributions shall be subject to interest at a rate as prescribed by the **Prescribed Rate of Interest Act, 1975 (Act 55 of 1975)(as amended)**.”

**10. CLAUSE 14: REMUNERATION**

- (1) Substitute clause 14.1 with the following:

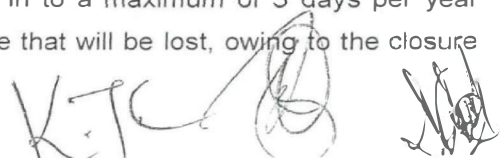
“No employer shall pay and no employee shall accept wages lower than those prescribed in the Addendums to this Agreement.”

- (2) Substitute clause 14.3 with the following:

“14.3 All work performed by employees shall be paid for at an hourly rate, which hourly rate shall be determined by dividing the employee’s actual weekly wage by 44 or by such lesser hours ordinarily worked by the establishment.”

- (3) Substitute clause 14.9 with the following:

“An employer may, at its sole discretion, work time in to a maximum of 3 days per year (January to December), in lieu of normal working time that will be lost, owing to the closure



of the establishment for religious holidays, or for any other reason. All employees concerned shall be paid their ordinary rates of pay, provided that the time expected to be lost shall be worked in prior to such closure and provided that an establishment's affected employees, were consulted prior to the working in of time. The payment of wages for the time worked in must be made to the employees concerned during the same pay week, when the time was lost."

- (4) Substitute the heading of clause 14.10 "Payment of shift allowance" with the heading "Payment of night shift allowance".

#### ADDENDUM 1

### CONTRIBUTIONS, LEVIES AND REGISTRATION FEE PAYABLE TO THE COUNCIL

#### 11. CLAUSE 4: ADDITIONAL PROVIDENT FUND CONTRIBUTIONS

- (1) Substitute clause 4.2.1.1 with the following:

"4.2.1.1 Employees in the Industry – refer to clause 5.1.2 and clause 5.1.3 below."

- (2) Substitute clause 4.2.1.2 with the following:

"4.2.1.2 Employers in the Industry – refer to clause 5.1.2 and clause 5.1.3 below."

- (3) Substitute clause 4.2.1.3 with the following:

"4.2.1.3 Working employers in the Industry – refer to clause 5.1.6 below."

- (4) Substitute clause 4.2.2.1 with the following:



"4.2.2.1 Employees in the Industry – refer to clause 5.2.2 and clause 5.2.3 below."

- (5) Substitute clause 4.2.2.2 with the following:

"4.2.2.2 Employers in the Industry – refer to clause 5.2.2 and clause 5.2.3 below."

- (6) Substitute clause 4.2.2.3 with the following:

"4.2.2.3 Working employers in the Industry – refer to clause 5.2.6 below."

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**12. CLAUSE 5: SICK BENEFIT SOCIETIES**

- (1) Delete the entire clause 5.3.
- (2) Delete the entire clause 5.4. and renumber clauses 5.5, 5.6, 5.7 and 5.8 with their sub-clauses accordingly.
- (3) Number the unnumbered clause following the heading numbered 5.3 with the following:

"5.3.1 NUFAWSA 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:".

- (4) Delete existing clause 5.5.1.
- (5) Substitute the amount of R811-93 in clause 5.5.1 with the following:

"5.5.1 ... R944-40...".

- (6) Substitute the amount of R811-93 in clause 5.6.1 with the following:

"5.6.1 ... R944-40...".

- (7) Substitute clause 6.2.1 with the following:

**"6.2.1 From the first full pay week in July 2016 and for non-parties on such date as may be determined by the Minister of Labour until June 2017**

R8-80 per week payable by the employer and R8-80 per week payable by the employee."

- (8) Substitute clause 6.2.2 with the following:

**"6.2.2 From the first full pay week in July 2017 until June 2018**

R9-60 per week payable by the employer and R9-60 per week payable by the employee."





## ADDENDUM 2

**13. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (for all areas excluding the Free State Province)**

(1) Substitute clause 1 with the following:

"1. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual weekly wage
	Semi-skilled employee	04	7.5% increase of actual weekly wage
	Skilled employee	03	7.5% increase of actual weekly wage
	Chargehand	02	7.5% increase of actual weekly wage
	Foreman/Supervisor	01	7.5% increase of actual weekly wage

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(2) Substitute clause 2 with the following:

"2. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	9.5% increase of minimum weekly wage rate = R569-73
	Semi-skilled employee	04	7.5 increase of minimum weekly wage rate = R797-34
	Skilled employee	03	7.5% increase of minimum weekly wage rate = R856-71
	Chargehand	02	7.5% increase of minimum weekly wage rate = R924-16
	Foreman/Supervisor	01	7.5 increase of minimum weekly wage rate = R924-16

(3) Renumber clause 3 (Subsistence allowance) to read as clause 5.



(4) Insert the following new clause 3:

"3. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour– 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 weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour – subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual weekly wage
	Semi-skilled employee	04	7.5% increase of actual weekly wage
	Skilled employee	03	7.5% increase of actual weekly wage
	Chargehand	02	7.5% increase of actual weekly wage
	Foreman/Supervisor	01	7.5% increase of actual weekly wage

K.T.C. [Signature]

(5) Insert the following new clause 4:

"4. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	10% increase of minimum weekly wage rate = R626-70
	Semi-skilled employee	04	7.5% increase of minimum weekly wage rate = R857-14
	Skilled employee	03	7.5% increase of minimum weekly wage rate = R920-96
	Chargehand	02	7.5% increase of minimum weekly wage rate = R993-47
	Foreman/Supervisor	01	7.5% increase of minimum weekly wage rate = R993-47

## ADDENDUM 3

**14. "PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL WEEKLY WAGE RATES, MINIMUM WEEKLY WAGE RATE INCREASES, MINIMUM WEEKLY WAGE RATES AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)**

(1) Substitute clause 1 with the following:

"1. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual weekly wage
	Semi-skilled employee	04	7.5% increase of actual weekly wage
	Skilled employee	03	7.5% increase of actual weekly wage
	Chargehand	02	7.5% increase of actual weekly wage
	Foreman/Supervisor	01	7.5% increase of actual weekly wage

(2) Substitute clause 2 with the following:

"2. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2016 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	9.5% increase of minimum weekly wage rate = R569-73
	Semi-skilled employee	04	8.0% increase of minimum weekly wage rate = R624-93
	Skilled employee	03	7.5% increase of minimum weekly wage rate = R817-75
	Chargehand	02	7.5% increase of minimum weekly wage rate = R877-28
	Foreman/Supervisor	01	7.5% increase of minimum weekly wage rate = R877-28

(3) Renumber clause 3 (Subsistence allowance) to read as clause 5.



(4) Insert the following new clause 3:

"3. Prescribed across the board increases of actual weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour- 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 weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour – subject to Addendum 4 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	7.5% increase of actual weekly wage
	Semi-skilled employee	04	7.5% increase of actual weekly wage
	Skilled employee	03	7.5% increase of actual weekly wage
	Chargehand	02	7.5% increase of actual weekly wage
	Foreman/Supervisor	01	7.5% increase of actual weekly wage

(5) Insert the following new clause 4:

"4. Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first full pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum weekly wage rate increases and minimum weekly wage rates effective for parties from the first pay week in JULY 2017 and for non-parties on such date as may be determined by the Minister of Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	10% increase of minimum weekly wage rate = R626-70
	Semi-skilled employee	04	8% increase of minimum weekly wage rate = R674-92
	Skilled employee	03	7.5% increase of minimum weekly wage rate = R879-08
	Chargehand	02	7.5% increase of minimum weekly wage rate = R943-08
	Foreman/Supervisor	01	7.5% increase of minimum weekly wage rate = R943-08

Handwritten signature and initials, possibly 'KETE' and 'L'.

## ADDENDUM 4

## 15. ACROSS THE BOARD WAGE INCREASES EFFECTIVE FOR THE PERIOD 1 JULY 2015 TO 30 JUNE 2016 IN RESPECT OF ADDENDUMS 2 AND 3

(1) Substitute clause 1 with the following:

**"ACROSS THE BOARD WAGE INCREASES OF ACTUAL WEEKLY WAGE RATES EFFECTIVE FROM THE FIRST FULL PAY WEEK OF JULY 2017 IN RESPECT OF ADDENDUMS 2 AND 3**

Across the board wage increases of actual weekly wage rates effective from the first full pay week of July 2017 shall be 7.5% of actual weekly wages, provided that the CPI rate for the year ending April 2017 is not below 3.5% or above 9.2%. If the official CPI rate for the year ending April 2017 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 in July 2017."

(2) Delete clause 2.


Agreement signed at Muldersdrift on this 15<sup>th</sup> day of March 2016.



**L DIRKSEN**  
Chairperson



**K CHAUKE**  
Vice-Chairperson



**WA JANSE VAN RENSBURG**  
General Secretary