



FURNITURE BARGAINING COUNCIL

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CIRCULAR 04/25

TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

It was unanimously agreed by all the Parties to the Council that the Industry's **Main Collective Agreement** be amended and extended to non-parties. The amendments are in relation to Death and Funeral Scheme (DFS) contributions, Dispute Resolution Levies and Annual Closure.

These amendments have been published in Notice No. 6036 of Government Gazette No. 52379 of 25 March 2025 and become effective for all party and non-party establishments as from **Monday, 7 April 2025**.

1. DEATH AND FUNERAL SCHEME (DFS) CONTRIBUTIONS

Category of DFS contribution	Employee DFS contribution payable from Monday, 7 April 2025	Employer DFS contribution per Employee payable from Monday, 7 April 2025
Standard DFS contribution	R10-70 per employee per week	R10-70 per employee per week
Employees employed under the Newly Employed Employee Concession (NEEC)		
Year One to Year Three of employment (Employer only contribution)	R0-00 per employee per week	R8-50 per employee per week
Year Four of employment and onwards	R10-70 per employee per week	R10-70 per employee per week
Newly established small employer concession (NESEC)		
Phase One and Phase Two (Employer only contribution)	R0-00 per employee per week	R8-50 per employee per week
Phase Three and Phase Four	R10-70 per employee per week	R10-70 per employee per week

2. DISPUTE RESOLUTION LEVIES

The Dispute Resolution levies payable to the Council have been decreased to R1-50 per employee per week, payable by the employer and R1-50 per week, payable by the employee.

3. ANNUAL CLOSURE

Annual closure shall be for a period of 15 consecutive working days between 1 December of each year and 31 January of the following year or as otherwise prescribed by the Council from time to time.

If an establishment closes for a period less than 15 consecutive working days and an employee request to take the remainder of his/her 15 leave days after re-opening, the employer must grant such leave prior to the end of May of the following year and every year thereafter.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

26 March 2025