DEPARTMENT OF EMPLOYMENT AND LABOUR

26 April 2024

NO. R. 4752

LABOUR RELATIONS ACT, 1995

FURNITURE BARGAINING COUNCIL: 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 **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.

MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 04/04/2024

UMNYANGO WEZEMISEBENZI NABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

FURNITURE BARGAINING COUNCIL: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi Nabasebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa yi**FURNITURE BARGAINING COUNCIL** ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibopha labo abasenzayo, sizobopha bonke abaqashi nabasebenzi kuleyoMboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuMbasa 2028.

MNUMZANA TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 04/04/2024

SCHEDULE

FURNITURE BARGAINING COUNCIL

THE 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.1727 of 31 March 2023, Government Notice No. R.3561 of 23 June 2023, Government Notice No. R.4026 of 3 November 2023 and Government Notice No. R.4233 of 5 January 2024.

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 routering. 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, but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

"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 3

1. PRESCRIBED MINIMUM HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM 1 MARCH 2024 *(for the Free State Province ONLY)*

Substitute clause 4 of Addendum 3 with the following:

"2. **Prescribed minimum hourly rates of pay effective for 52 weeks from 1 March 2024 for parties and for non parties from the date determined as gazetted by the Minister under Government Gazette 50073 under Notice R. 4331 of 2 February 2024** *(for the Free State Province ONLY)*

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks 1 MARCH 2024 for parties and for non-parties from the date determined as gazetted by the Minister under Government Gazette 50073 under Notice R. 4331 of 2 February 2024 *(for the Free State Province ONLY)*
Furniture, Bedding and Upholstery	**General worker**	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R27-58 per hour
	Skilled employee	03	R29-26 per hour
	Chargehand	02	R31-38 per hour
	Foreman/Supervisor	01	R31-38 per hour

"

2. **PRESCRIBED MINIMUM HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM THE FIRST FULL PAY WEEK IN MAY 2024** *(for the Free State Province ONLY)*

Insert new clause 4A:

"4A. **Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in May 2024 for parties and for non parties from the date determined by the Minister** *(for the Free State Province ONLY)*

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in MAY 2024 for parties and for non parties from the date determined by the Minister *(for the Free State Province ONLY)*
Furniture, Bedding and Upholstery	**General worker**	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R27-88 per hour
	Skilled employee	03	R29-26 per hour
	Chargehand	02	R31-38 per hour
	Foreman/Supervisor	01	R31-38 per hour

"

Agreement signed at Johannesburg on this 20 February 2024.

M MAMPURU
Chairman of the Council

B GOBA
Vice-Chairman of the Council

WA JANSE VAN RENSBURG
General Secretary