



09th OCTOBER 2019

Circular : 06 / 2019

**TO ALL EMPLOYERS WHO ARE MEMBERS
OF THE KWAZULU-NATAL FURNITURE
MANUFACTURERS' ASSOCIATION THAT FALLS
WITHIN THE SCOPE OF ANNEXURE B (ILLEMBE)
IN TERMS OF THE MAIN COLLECTIVE AGREEMENT.**

Dear Employers,

**LABOUR RELATIONS ACT 66/1995 AS AMENDED – BARGAINING COUNCIL FOR THE
FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL - WAGE INCREASE/
DEATH AND DISABILITY SCHEME.**

1] **Wage Increase - Period 01 July 2019 to 30 June 2020 :**

Across the board increase of 5% per week calculated on actual wages for those Employees who did not receive an adjustment in wages with the implementation of the National Minimum Wage in January 2019.

To be backdated as from 01st July 2019.

2] **Year – End Bonus :**

End of the year bonus to be at the Employer's discretion subject to disclosure of the qualifying criteria to the Employees beforehand.

3] **Death & Disability Scheme :**

A Death & Disability Scheme to be implemented as from 01 October 2019.

Contribution rate shall be as follows :

Employee	R 20.33 per month
Employer	R 20.34 per month

A total of R40.67 per month, per Employee payable to the Scheme via the Council, on a monthly basis.

Employer to add an extra column to their monthly schedule to the Council reflecting the total amount of R40.67 per Employee.

ALL CORRESPONDENCE MUST BE ADDRESSED TO THE SECRETARY OF THE COUNCIL

THE BCFMI-KZN HAS IN TERMS OF SECTION 29(15) (a) OF THE LRA 1995 BEEN REGISTERED AS A BARGAINING COUNCIL

REFERENCE LR 2/6/6/33

4.] Wage Levels :

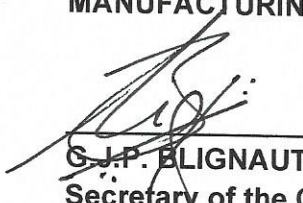
The introduction of wage levels to be communicated to the Industry after the conclusion of a job grading exercise by the Inspectorate.

5.] Status Quo :

The status quo to remain on all other matters as it appears under Government Gazette No. 42312 Regulation No. 427 dated 15 March 2019.

Yours Faithfully

**BARGAINING COUNCIL FOR THE FURNITURE
MANUFACTURING INDUSTRY, KWAZULU-NATAL**


G.J.P. BLIGNAUT
Secretary of the Council