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National Union of Furniture and Allied Workers of South Africa

and the

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part,

being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal, to amend the Main Collective Agreement published under Government Notice No. R. 685 of 18 May 1998, as amended and re-enacted by Government Notices Nos. R. 1660 of 18 December 1998, R. 312 of 12 March 1999, R. 1217 of 22 October 1999, R. 369 of 14 April 2000 and R. 1033 of 27 October 2000.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
- (a) by all employers who are members of the employers organisation and by all employees who are members of the trade union, and who are engaged and employed therein, respectively;
 - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
 - (c) in Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle;
 - (d) in Area C, which consists of the remainder of the Province of KwaZulu-Natal.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
- (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;
 - (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder.
 - (c) not apply to professional, technical, administrative, sales and office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, excluding paragraph (XXI), plus R35,00;
 - (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum or, where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of this Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement published under Government Notice No. R. 685 of 18 May 1998, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times in or in connection with such business and who complies with the relevant provisions of the Basic Conditions of Employment Act, 1983: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) of the aforementioned agreement shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to fewer than five.

(5) Notwithstanding the provisions contained in subclause (3) of the aforementioned agreement no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

(6) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 3.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2005.

3. CLAUSE 38B: REMUNERATION

Substitute the following for subclause 38B (1):

"(1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:

	Minimum	
	per hour R	per week R
(a) Driver of a motor vehicle, other than steam-propelled, authorised to carry or haul a pay-load of—		
(i) up to and including 4 530 kg	13,09	575,79
(ii) over 4 530 kg and up to and including 6 350 kg	13,17	579,55
(iii) over 6 350 kg	13,56	596,50
(b) Driver of steam-propelled vehicle	13,56	596,50

	Minimum	
	per hour R	per week R
(c) A casual employee driving a motor vehicle, other than steam-propelled: Daily rate prescribed weekly wage, plus 10%, divided by 5.		
(d) Casual employee driving a steam-propelled vehicle: Daily rate prescribed weekly wage, plus 10%, divided by 5.		
(e) Drivers of forklifts trucks, tractor, scooters or passengers cars	13,09	575,79

4. CLAUSE 46: FAMILY RESPONSIBILITY LEAVE

Substitute the following for clause 46:

- (1) This clause applies to an employee—
 - (a) who has been in employment with an employer for longer than four months; and
 - (b) who works for at least four days a week for that employer.
- (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take—
 - (a) when the employee's child is born;
 - (b) when the employee's child is sick; or
 - (c) in the event of the death of—
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
- (3) Subject to subclause (5), an employer must pay an employee for a day's family responsibility leave the wage the employee would ordinarily have received for work on that day.
- (4) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (5) Before paying an employee for leave in terms of this clause, an employer may require reasonable proof of an event contemplated in subclause (1) for which the leave was required.
- (6) An employee's unused entitlement to leave in terms of this clause lapses at the end of the annual leave cycle in which it accrues."

5. SCHEDULE A: WAGES

Substitute the following for Schedule A:

"SCHEDULE A

	Minimum per hour R	Minimum per hour R
(l) (1) Furniture making, i.e. any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand, with hand tools or mechanical appliances, but which excludes the operations referred to in subclause (2).....	14,56	640,76
(2) Sundry furniture making operations:		
(a) Bolting and tightening of nuts, fixing or handles by screws, bolts nuts and screw Bolts	12,75	561,19
(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs nut covers, ferrules or dome glides and inserting screw bolts into stumps or legs affixing of any kind of glue block, attaching mirrors by means of adhesive tape		
(c) Making and/or pointing of wooden dowels and plugs by hand and/or machine		
(d) Knocking in dowels and plugs by hand		
(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating		
(f) Bending or laminating of solid timber by hand or mechanical process		
(g) Knocking in of sockets for casters		
(h) Filling of holes or cracks with wood filler or similar substance		

		Minimum	
		per hour R	per week R
	(i) Assisting in clamping or cramping: Provided that not more than one assistant is used by an employee in respect of not less than the wage prescribed in in subclause (2)	12, 64	556,01
(II)	Setting out, i.e. the preparation of a plan for the manufacture of furniture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured.....	14,56	640,76
(III)	Marking out, i.e. the marking or scribing of articles of furniture, either in whole or in part, to dimensions by means of a ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling		
(IV) (1)	Furniture machining, i.e. any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part but which excludes the operations referred to in subclause (2)		
	(2) Sundry furniture machining operations—		
	(a) Setting up and operating single drum sander, open disc sander, bobbin sander and wide belt sander	13,20	580,97
	(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel inserting machine		
	(c) Operating air-filled sander and portable sander.....	12,75	561,19
	(d) Making and jointing sandpaper rolls or discs and belts for machine sanders	12,64	556,01
	(e) Repetitive marking by template or pattern		
(V) (1)	Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain a paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations referred to in subclause (2).....	14,56	640,76
	(2) Sundry polishing operations:		
	(a) Burnishing by machine	13,20	580,97
	(b) Waxing		
	(c) The painting and/or filling of edges of laminated board and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours	12,75	561,19
	(d) The removal of doors and fittings prior to preparation for polishing		
	(e) Filling in with plaster of paris or any other filling material	12,64	556,01
	(f) Handsanding.....		
	(g) Bleaching of furniture with acids or any other bleaching agent.....	12,64	556,01
	(h) Stripping.....		
	(i) Staining, filling, oiling and/or reviving by hand	12,64	556,01
	(j) Spraying of metal		
	(k) Straining of materials.....	12,64	556,01
	(l) Cleaning spray guns.....		
	(m) Touching up at point of loading and/or unloading, excluding the use of spray apparatus.....	12,64	556,01
(VI) (1)	Furniture upholstery, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, and includes, <i>inter alia</i> , cutting of all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but which excludes the operations referred to in subclause (4)	14,56	640,76
(2)	Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, files, cushions, cords, pelmets or bolsters by hand or machine	13,05	574,38
(3)	Learners employed in learning the class of work referred to in subclause (2)—		
	during the first six months of employment.....	12,54	551,78
	during the second six months of employment.....	12,65	556,49

		Minimum	
		per hour R	per week R
	during the third six months of employment.....	12,74	560,72
	during the forth six months of employment	12,85	565,43
	thereafter	13,05	574,38
(4)	Sundry furniture upholstering operations:		
	(a) Possitioning of wooden and metal laths and crossbars to frames.....	13,29	584,73
	(b) Filling of cushions with spring interiors and/or spring units.....	13,54	595,56
	(c) Cutting foam rubber or similar material by band saw	13,20	580,97
	(d) Fixing of ready-made cane mats		
	(e) Tufting or buttoning by hand or machine, where this done in loose pieces in the pre-assembly stage, including quilted buttoning, but shall exclude deep, diamond or pleated buttoning.....	13,75	604,98
	(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine.....	13,29	584,73
	(g) Laying out of filling materials on a spring unit.....	13,05	574,38
	(h) Spreading of adhesive on backs and cover material and joining of same		
	(i) Loading, wheeling and operating a cloth spreading machine	12,75	561,19
	(j) Teasing coir or other materials by machine		
	(k) Filling of cushions with substances of materials other than spring interiors- and/or spring units by machine		
	(l) Riemple work.....		
	(m) Affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery	12,65	556,01
	(n) The springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any compo- nent part, but excluding the tacking and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal		
	(o) Cutting of platforms used for covering helical and/or no-sag springs		
	(p) Breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge.....		
	(q) Cutting cardboard in upholstery sections by hand and/or machine		
	(r) Straight cutting of materials by hand or machine for bottoms or under- seating over springs (linen and hessian).....		
	(s) Teasing coir or other materials by hand		
	(t) Unwinding filling materials in rope form		
	(u) Banding upholsterer's beading.....		
	(v) Making buttons and tufts		
	(w) Assisting upholsterer in holding cover material		
	(x) Cutting to shape and joining of foam rubber or latex by hand		
	(y) Tacking on bottoms of upholstered article.....		
	(z) (i)The tacking of hessian or lining onto seat platforms		
	(ii) The tacking or stapling of cardboard to bare frames	12,75	561,19
	For the purposes of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in a inner spring mattress, cushion seat or any other bedding and/or seating device.		
(VII) (1)	Furniture carving and/or wood-carving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but which exclude the undermentioned sundry operation	14,56	640,76

		Minimum	
		per hour	per week
		R	R
(2)	Stippling and punching background to carving	12,75	561,19
(VIII)	Furniture wood-turning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture	14,56	640,76
(IX)	(1) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but which excludes the operations mentioned in subclause (2)	14,56	640,76
	(2) Sundry veneering operations:		
	(a) Positioning of veneers by hand	12,64	556,01
	(b) Tapeless jointing by machine		
	(c) Operating presses of any kind		
	(d) Loading and unloading vacuum bags and presses of any kind		
	(e) Washing off gum and tapes		
	(f) Stacking parts after pressing	13,20	580,97
	(g) Veneering of edges		
	(h) Veneering of edges by machine which machine also trims and sands the edges		
	(i) Lipping of edges only by mechanical appliance	13,20	580,97
(X)	(1) Learner journeyman employed in learning the classes of work referred to in clauses (I) to (IX), other than the sundry operations referred to therein—		
	during the first year of employment	13,10	576,26
	during the second year of employment	13,49	593,68
	during the third year of employment	14,05	618,16
Thereafter, the minimum prescribed wage.			
If a person who has been employed as a belt sander, machine sander or borer is promoted to a learner journeyman, his commencing wage shall be a minimum of			
		13,29	584,73
(XI)	(1) Bedding making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattress filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters, overlays, quilts, the knocking and/or hooking on of spring mattress wires, spiral spring and helical springs to frames, and shall include:		
	(a) Weaving of spring mesh	13,29	584,73
	(b) Stuffing filling into mattress cases		
	(c) Side stitching		
	(d) Tufting		
	(e) Operating a border quilting machine		
	(f) Operating a top quilting machine		
	(g) Prepare frames and rollers for the top quilting machine		
	(h) Securing, sewing or stapling interlaced pads to spring units		
	(i) Securing mattress tops, whether quilted or not, in position for building a prebuilt interior to spring mattress		
	(j) Taping edging a spring interior mattress		
	(k) Roll edging, but which excludes the operations referred to in subclause (2)		
		R	R
	(l) Buttoning of headboards ancillary to mattress making	13,48	593,21
(2)	Sundry bedding operations:		
	(a) Cutting tips, borders and cases	13,05	574,38
	(b) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts		
	(c) Sewing mattress handles to border		

		Minimum	
		per hour R	per week R
(3)	(d) Joining border lengths	13,05	574,38
	(e) Closing up the mouth of a mattress		
	(f) Closing pillows, cushions, bolsters		
	(g) Bolting by hand of bed mattress frames		
	(h) Preparing spools for a border quilting machine		
	(i) Cutting quilted borders to lengths		
	(j) Punching holes in mattress borders	12,75	561,19
	(k) Fitting ventilators and handles to mattress borders		
	(l) Feeding the interlacing machine		
	(m) Cutting and making pads, irrespective of materials used		
	(n) Positioning of laths and crossbars, or fixing webbing to mattress or bed frames		
	(o) Staining mattress frames		
	(p) Affixing lugs to mattress frames		
	(q) Positioning and securing a mesh to a mesh frame		
	(r) Hanging loops on needles in compression tufting		
	(s) Loading, wheeling and operation a clothspreading machine		
	(t) Operating a teasing machine		
	(u) Attending a loopmaking machine		
	(v) Attaching loops to buttons or tufts		
	(w) Fitting bed irons, domes, casters and sockets		
	(x) Staining and/or varnishing frames by hand		
	(y) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames		
	(z) Fixing bed irons		
	(aa) Attaching spring units to bed frames	12,64	556,01
	(ab) Filling pillows, cushions and bolsters, with materials other than spring interiors and/of spring units		
	(ac) Mass-measuring pillows, bolsters, cushions and quilts		
	(ad) Stripping bedding		
	(ae) Cutting chain, hoop iron or any other similar materials		
	(af) Teasing coir or any other materials by hand		
	(ag) The tacking on of cardboard or calico backs to upholstered headboards	12,75	561,19
	(ah) Glueing plastic mesh to foam	12,64	556,01
(3) Learners employed in learning the class of work referred to in subclause (1) (Bedding making—			
	during the first six months of employment	12,69	558,37
	during the second six months of employment	12,82	564,02
	during the third six months of employment	12,93	568,73
	during the forth six months of employment	13,03	573,43
	thereafter	13,29	584,73
(XII) (1)	Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but which excludes the operations mentioned in subclause (2)	14,56	640,76
(2) Sundry operations:			
	(a) Seamster or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains by hand or machine	13,05	574,38
	(b) Cutting edge-to-edge, but excluding cutting for pattern matching		
	(c) Pressing and/or ironing curtaining	12,64	556,01
	(d) Handling materials		

		Minimum	
		per hour R	per week R
(3)	Learners employed in learning the class of work referred to in subclause (2) (a) (seamsters) —		
	during the first six months of employment	12,54	551,78
	during the second six months of employment.....	12,65	556,49
	during the third six months of employment	12,74	560,72
	during the fourth six months of employment	12,85	565,43
	thereafter	13,01	572,49
(4)	Learners employed in learning the class of work referred to in subclause (1), other than the sundry operations referred to in subclause (2) and learner seamsters referred to in subclause (3)		
(XIII)	(1) Labouring, i.e.—		
	(a) assisting a machinist in handling materials before and after machining	12,64	556,01
	(b) attending a boiler, incinerator and/or oven.....		
	(c) attending to dust bags and/or cyclones of sanding machines		
	(d) baling and dipping of upholstery springs		
	(e) beating and/or testing coir by hand.....		
	(f) cleaning and sweeping of premises.....		
	(g) cleaning machinery, plant, tools and utensils		
	(h) cleaning and blowing down of equipment.....		
	(i) leaning metal rods.....		
	(j) cutting metal rods, hinges, metal strips, wire, hoop iron and all similar materials.....		
	(k) delivery by manually propelled vehicles		
	(l) delivery of letters and parcels		
	(m) filling of cushions with substances of materials, other than spring interiors and/or spring units by hand.....		
	(n) glueing sandpaper discs		
	(o) handling materials		
	(p) lime washing		
	(q) loading and/or unloading vehicles.....		
	(r) loading and unloading kilns.....		
	(s) making tea or other similar beverages.....		
	(t) oiling and greasing machines and/or vehicles		
	(u) operating presses of any type.....		
	(v) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers		
	(w) preparing, mass-measuring and mixing glue; spreading glue by hand or machine; removing glue, washing and wiping off glue; applying glue hardener by hand, brush or machine.....		
	(x) pushing or pulling a vehicle or handcart		
	(y) riveting or making threads on iron bolts and rods		
	(z) straightening and/or cutting hoop iron used for webbing.....		
	(aa) stripping second-hand upholstery and bedding		
	(ab) taping of veneers and attending veneer press		
	(ac) the treatment of timber for preservation.....		
	(ad) unpacking, baling and unbalancing raw materials.....		
	(ae) wrapping in paper or cardboard		
(2)	Labourers: New entrants (see definition under clause 3): Party shops only		
		11,81	519,64
(XV)	Miscellaneous:		
	(1) Welding, other than spot-welding	14,56	640,76
	(2) Machine maintenance mechanic.....		
	(3) Spot-welding		
	(4) Despatch clerk, storeman, time-keeper.....		
	(5) Caretaker or watchman		
	(6) Packer	12,75	561,19
	(7) The construction of spring interiors and/or spring units and the manufacture of their component parts	12,75	561,19

		Minimum	
		per hour R	per week R
(8)	Learner packer	12,64	556,01
(9)	Bending, punching, riveting, drilling and/or assembling metal parts		
(XV) (1)	Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period	12,67	557,43
(2)	All other juveniles		
(XV)	Office employees—		
	during the first year of employment	12,69	558,37
	during the second year of employment	12,89	567,31
	during the third year of employment	13,19	580,50
	during the fourth year of employment	13,49	593,68
	during the fifth year of employment	13,80	607,33
	thereafter	14,19	624,28
(XVII)	Casual labourer:		
	Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only		R75,00 per day
(XVIII)	Chargehand:		
	In charge of employees who have no journeyman status		R10,00 per week above his minimum prescribed wage for the class of work performed by him
	In charge of journeyman		R15,00 per week above the basic wage prescribed in this Agreement for employees employed on the same class of work.
(XIX) (1)	Ornament and novelty making, i.e. any operation or process in the manufacture or assembly of ornaments and novelties, but which excludes the operations referred to in subclause (2)	14,56	640,76
(2)	The classes of work referred to in clauses (1), (2), (IV) (II), (V) (2), (VII) (2) and (IX) (2) hereof		
	Commencing weekly wage—stage 1		
	Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate of labourers, plus R10,00, and that for journeymen in force at the time of completion of such stage.		
(XXI)	Artisans—employees who have passed a trade test in a designated trade and have completed N1	16,02	704,79
	(This represents the rate plus 10% on the following categories: (I) (1), (II), (III), (IV) (1), (V) (1), (VI) (1), (VII) (1), (VIII), (IX) (1), (XII) (1), (XIV) (1) and (2), (XIX) (1).		

Signed at Durban on this 14th day of June 2001.

B. NEETHLING

Chairman

G. MOONSAMY

Vice-Chairman

G. J. P. BLIGNAUT

Secretary



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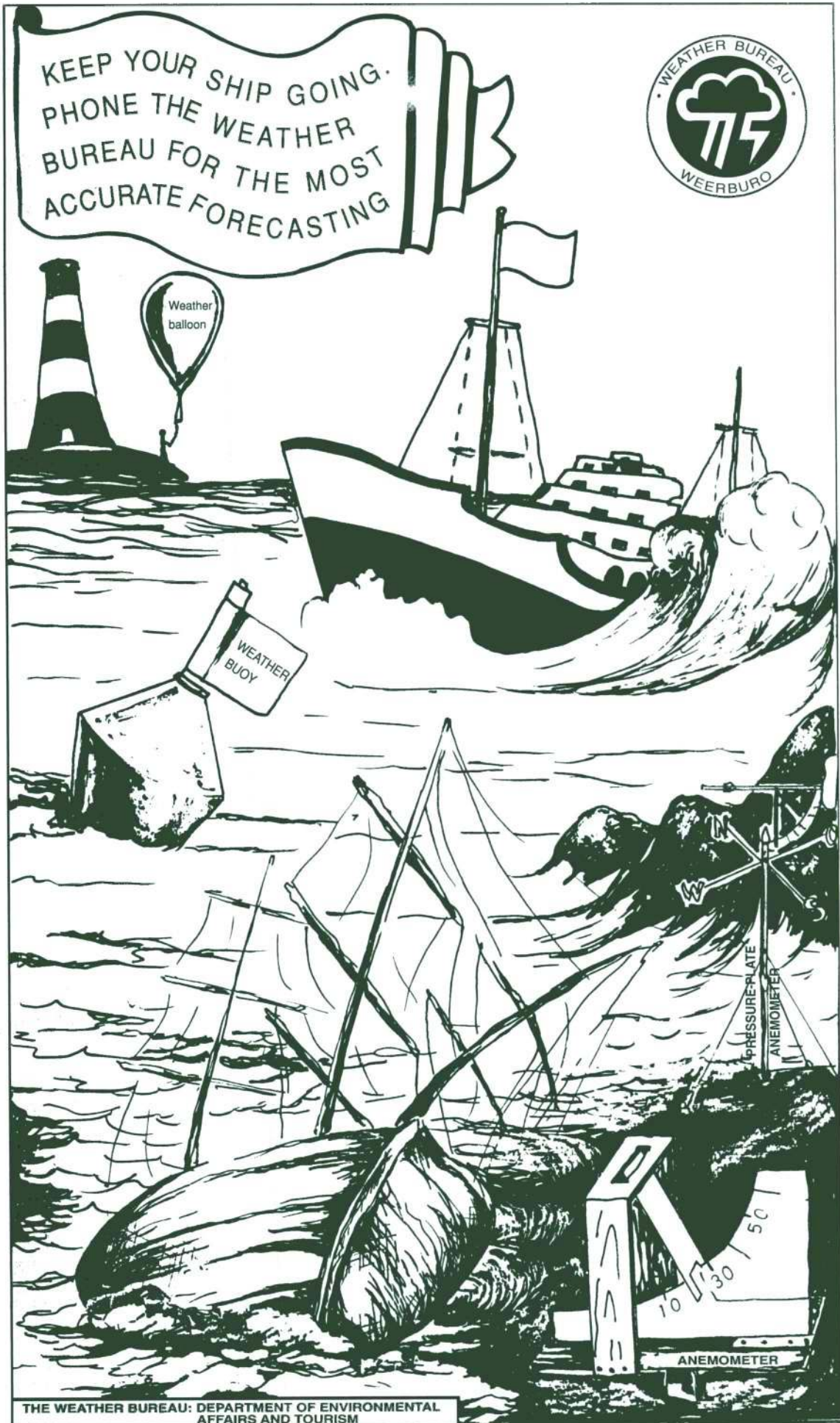
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