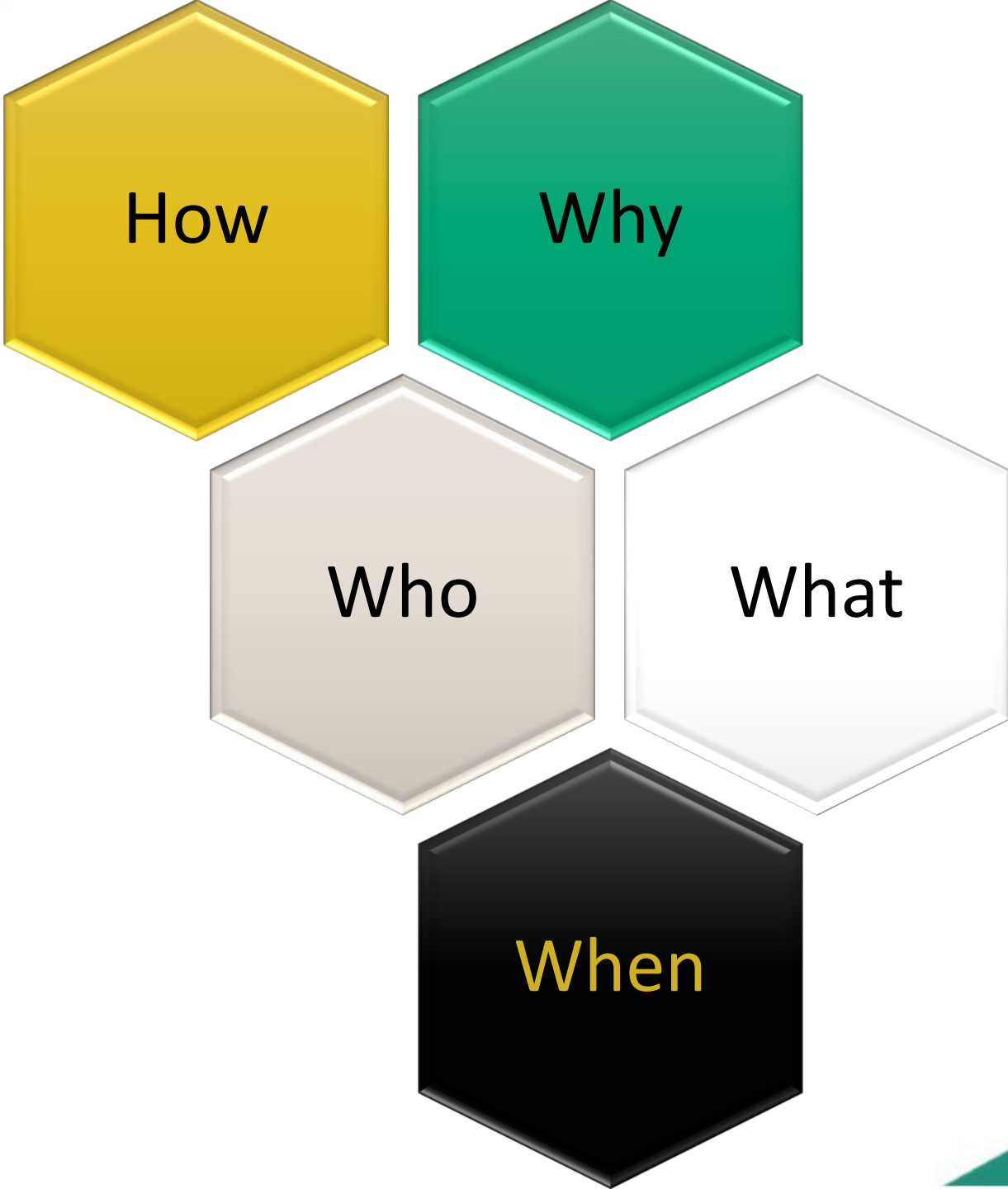




South African  
Furniture Initiative

**THE  
SOUTH AFRICAN  
FURNITURE INDUSTRY  
COMPLIANCE:  
Furniture Bargaining Councils**



**It is a legal requirement in the  
Labour Relations ACT of 1995  
to be part of a Bargaining Council**

An employer is *legally obligated* to register with a specific bargaining council, if the core function of the employer is prescribed in the *geographical and operational scope* of application of such bargaining council. The employer must also *comply* with the terms and conditions as set out in the prevailing *collective agreements* of the bargaining council. The collective agreement, when extended to non-parties, becomes sub-ordinate legislation.



**employment & labour**

Department:  
Employment and Labour  
REPUBLIC OF SOUTH AFRICA



# Who

**Who is considered a Furniture Manufacturer that have to comply with this legislation?**

In terms of the Registered Scope and Constitution of the Council, *any employer with or without employees, who 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.*

**BCFMI-KZN**



**FURNITURE COUNCIL**  
for the Western Cape



**Eastern Cape Furniture Bargaining Council**



# Who

## Furniture

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. 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, 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.

## 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.


## Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

# When

**At what point should a  
Manufacturer register with the  
Bargaining Council**

A manufacturer shall *within one month of commencement of operations with or without employees* register with the Furniture Bargaining Council.

- 
- Today
  - Tomorrow
  - Never
  - I DON'T KNOW

# How

## Application process

A manufacturer shall forward to the bargaining council a completed registration form, obtainable from the council or a designated agent and pay a registration fee, upon which a registration certificate will be issued to the manufacturer/establishment.

HOW  
DOES IT  
WORK



HOW  
DOES IT  
WORK

## Exemptions are sort on any clauses / contributions contained in the Main Collective Agreement.

1. A manufacturer shall forward to the bargaining council a *completed exemption form*, obtainable from the council or a designated agent
2. Council is required to *hear and pronounce 30 days after receipt of a completed exemption* application pack.
3. All councils are obliged to establish an *exemptions body and independent exemption appeal* bodies to consider all applications for exemption from the provisions of the collective agreement and to hear and decide as soon as possible and according to the prescribed criteria, any appeal against the bargaining council's –
  - *refusal of a exemption application; and*
  - *the withdrawal of an exemption application*



How



## Collective Bargaining to:

- prevent and resolve labour disputes;
- promote sound employment relationships between employers and employees in the Industry;
- to establish and administer pension, provident fund, medical aid, sick pay, holiday, unemployment and training schemes or funds or any similar schemes or funds for the benefit of one or more of the parties to the Bargaining Council or their members;
- provide industrial support services, e.g. through SAFI.



What



**WIIFM**  
What's in it for me?

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Eastern Cape Furniture  
Bargaining Council

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