

- members of the furniture, bedding and upholstery industry, as well as for funeral benefits to the dependants of the main participating members;
- 2.3 The objective of the **Furniture Bargaining Council Sick Benefit Society** (hereinafter split into two subdivided Funds to wit, Furnmed Sick Benefit Society and NUFAWSA Sick Benefit Society), is to provide for prescribed medical benefits to participating members of the furniture, bedding and upholstery industry, as well as for their registered dependants;
- 2.4 The objective of the **Home Ownership Scheme** (H.O.S.), is to provide for home loan facilities for qualifying members of the furniture, bedding and upholstery industry, to purchase, improve, renovate, repair and/or maintain existing or new housing;
- 2.5 The objective of the **Emergency, Trauma, Disaster and Education Fund** (E.T.D.E. Fund), is to provide for loan facilities for qualifying members of the furniture, bedding and upholstery industry, to assist members with loans for emergencies, trauma, disasters and/or education.
- 2.6 Any benefit payable upon the death of a member, shall be subject to the provisions of section 37C of the Pension Funds Act, 1956 (Act 24 of 1956).
- 2.7 It is the objective of the parties to this agreement to apply to the Minister of Labour to extend the Council benefit funds/schemes to non-parties in terms of the LRA. This will be done in order to make available the same industry benefits to non-parties.

### 3. MEMBERSHIP OF THE COUNCIL BENEFIT FUNDS/SCHEMES

- 3.1 Membership of the Council benefit funds/schemes shall be compulsory for all party employees who are employed by party employers and for all non-party employees who are employed by non-party employers when this agreement is extended to non-party employees and employers in terms of section 32 of the LRA by the Minister of Labour.

To obtain membership of the Council benefit funds/schemes, these employees and employers must fall within the registered scope of this Council and this Collective Agreement must prescribe their wages.

Membership of the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society may be obtained by qualifying in terms of the applicable Fund's rules and by electing to become a member. In the latter instances, all the contributions shall by default initially be made to the Additional Provident Fund to the same value of the Furnmed Sick Benefit Society in terms of clauses 4.2.1 and 4.2.2 of Addendum 1, unless the employee qualifies in terms of the applicable rules of the Furnmed Sick Benefit Society or the NUFAWSA Sick