

- 5.2.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.2.2 Member earning less than R500-00 per week: R32-50 per week payable by the employee and R71-00 per week payable by the employer.
- 5.2.3 Member earning R500 or more: R40-00 per week payable by the employee and R71-00 per week payable by the employer.
- 5.2.4 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.
- 5.2.5 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
- 5.2.6 Extraordinary dependants: R96-00 per week, per extraordinary dependant, payable by the employee only.

### 5.3 NUFAWSA SICK BENEFIT SOCIETY – STANDARD TYPE BENEFIT OPTION (for all areas excluding the Free State Province)

- 5.3.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
- 5.3.1.1 paid public holidays;
- 5.3.1.2 trade union representative leave days;
- 5.3.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a