

CUTTING EDGE



aviation union of southern africa

Registered as a trade union in terms of the labour relations Act, (Act 66 of 1995) as amended

Room 205, Hangar 5
Annex Building
SAA Technical Area,
O R Tambo Int. Airport
Tel: (011)978-6508
Fax: 086 696 2131 or
(011)978-3616
E-mail: info@ausa.co.za
Web: www.ausa.co.za



Dear Members,

RELATIONSHIP BY OBJECTIVES PROCESS (RBO) WORKSHOP

We have agreed, as per the TCF, to engage with the Company and the other Unions (SATAWU and NUMSA) on a formal RBO process. The objective among others is to improve the relationships of the parties. Currently conflicts and disputes are the order of the day where relationships are not constructive. There is however an important need for the parties to acknowledge and accept our co-existence.

The workshop is scheduled for the 11th and 12th of April 2016 at an offsite venue with the assistance of an independent facilitator.

SAAT /SAA ANNUAL WAGE NEGOTIATIONS 2016/2017

The first meeting for the 2016/17 Negotiations is scheduled for the 22nd of April 2016. The meeting would be used to exchange documents and to agree on the process going forward. We will then also discuss the following:

- Scheduling of future dates;
- Who are the parties at the Negotiations; and
- The possibility of using an independent chairperson

AUSAURF

The Financial Services Board (FSB) has informed the Fund that the term of the current Section 26 Trustees expired on the 31st of March 2016 and the Fund should appoint a new Board as per the rules of the Fund. The new Board had been appointed and the Annual Financial Statements had been submitted to the FSB.

The fund is still in full compliance as per rules and a Board meeting will be schedule within the next 30 days. The monthly contributions for all AUSA members are still paid over from SAAT to the fund and invested in your account as per your age portfolio. SAAT still retain the contributions for non-AUSA members in the suspense account of the Company.

No money has been paid out to any member who is still employed by the Company (SAAT & SAA).

CHANGING OF THE PAY MONTH

The Company has placed the changing of the pay month as an agenda item on the TCF. They are considering changing the pay month from the 16th of the month to the 1st of the month. We believe that this is part of Negotiations.

The pay date will still remain on the 27th of every month as currently. This will allow the Company to align with the pay structures of all the other subsidiaries within SAA and to align with the Pension Fund rules. This would mean that all overtime that is worked in the current month would only be paid in the following month. This would also give the HR Practitioners sufficient time to load the overtime correctly for payment. If this is implemented every person would receive 6 weeks salary for the first month to correct the pay month to the 1st of every month.

CONFLICT IN THE WORK PLACE

When people work together, conflict is often unavoidable because of differences in work goals and personal styles. The key is to resolve conflict in such a way that it improves the situation for all the relevant parties involved.

There is currently an increase in the number of incidents of conflict in the workplace. The moment conflict becomes emotional, it snowballs out of control. Please refrain from getting involved or being lured into these types of situations.

We advise you to rather come and report the incident at the Union office, than risk getting involved into something that might lead to disciplinary action being instituted against you at a later stage. Let's all work together to create a pleasant work place for all.

CHARLIE BECKER

Charlie's situation has not improve as we were hoping for. He is currently still in a coma at home under family care with the assistance of a caregiver. Charlie has also been placed on Permanent Ill Health (PIH) as per the rules of the Transnet Retirement Fund.

Our thoughts and support are with the family. We are in contact with the family and will give you an update should there be any change in his condition.

Regards,

AUSA