

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

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Dear Members,

TRF ADDITIONAL CONTRIBUTIONS

The Transnet Retirement Fund (TRF) and Momentum Funds at Work (SAA Fund) implemented a rule change to allow members to increase their member contributions in line with the changes of the 2016 "Tax Law Amendment Act (TLAA)". It's now possible to increase your current member contribution of 7.5% to 10%, 12.5% or 15%. The maximum pension fund contributions have been increased from 22 to 27% of gross remuneration, with a tax deductible limit of R350,000-00 per year.

You will receive an additional TAX Break in increasing your member contribution. This option can only be exercised twice a year, in April and October.

Please refer to the "MySAA" for the information from the Company, with the attached documentation.

AUSA UMBRELLA RETIREMENT FUND (AUSAURF)

The long awaited combination of basic and secondary salary eventually took place at the end of September 2016. As a result no more contributions will be paid to the fund. All future contributions in respect of SAAT employees are now paid to your primary fund, being either the Transnet Retirement Fund (TRF) or the Momentum Funds At Work Umbrella Pension Fund (SAA Fund).

Based on the above and in line with the Financial Services Board's recommendation the Fund's Board of Trustees' agreed to liquidate the Fund. Prior to appointing a liquidator all members of the fund, irrespective of Union affiliation will be given the opportunity to elect one of the various options as provided for in the fund rules. The various options refer to are as follows:

- Transfer to your primary fund prior to liquidation, or
- Retain your benefits in the fund until liquidation (for a cash withdrawal).

The Fund has started to consult with SAAT and all labour Unions to ensure that the process would be concluded as soon as possible and with the least cost to members. The next meeting is scheduled for the 24th of October 2016.

The Fund will formally communicate with all members in due course, to ensure that all Fund members are fully aware of the process. The Fund will also schedule information sessions with members to ensure that you make an informed decision.

PLEASE NOTE: The "withdrawal form" from the AUSAURF that has been handed out and circulating (incorrectly) is only a **DRAFT** document. The parties are still in discussions regarding the matter. Please **IGNORE** this form as it's not the Final document.

SAAT / SAA WAGE NEGOTIATIONS 2016/2017 – DEFERRED ITEMS

This process has started with all three Unions (AUSA, NUMSA & SATAWU). We are meeting again on the 24th and 25th of October 2016 to conclude the motivation process of all the deferred items.

Management will then provide us with their formal response on our deferred demands. We will keep you updated as the process must be concluded by the end of November 2016.

5th QUADRENNIAL CONGRESS DD. 31 OCTOBER 2016

Just a formal reminder that the Congress will take place on the 31st of October 2016 at *The Mannah Conference Centre* in Pomona. The release of duty for delegates and observers has been obtained from the Company.

Regards,
AUSA