

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,

State of the Company

As you are all aware, Seabury is still busy with their consultation process in SAAT. They will be here until June 2017 and will then submit a business plan to the SAA Board regarding the future of SAA.

The SAAT CEO Mr Musa Zwane assured us last week on Thursday, that if Labour needs to meet with Seabury, the Company will schedule the required meeting. Please feel free to send us your questions, concerns or proposals with motivations to enable us to discuss these matters with Seabury.

The CEO confirmed although the Company is in financial difficulties, employees will receive their salaries at the end of the month and that we should not pay attention to rumours. They are in discussions, with all the required financial institutions regarding these matters.

He also made a commitment to meet with all the Labour Unions in SAAT & SAA in a joint forum to discuss the current position of the Company (SAAT & SAA).

SAAT/SAA Wage Negotiations 2017/18

The wage negotiations for 2017/18 should have been concluded by now and implemented, but sadly this is not the case. The CEO confirmed on the 13th February, that negotiations can commence, as the SAAT Management team has a full mandate to finalise the process. The Company insisted to make use of an independent facilitator, and followed the internal procurement process, to obtain the services of the facilitator.

The Company then informed us last week that they wish to schedule a meeting with Labour to request the parties to postpone the negotiations for 2 to 3 months. This was in light with the discussions, that SAA had with the other Unions in SAA to postpone the negotiations.

Labour was then invited to a meeting on Friday the 21st April 2017 from 10h00 to 12h00, with the following heading "**Update on commencement of salary negotiations**".

It was clear from the beginning that the Company had a hidden agenda, once again as the parties did not discuss any possible postponement of the 2017/18 negotiations.

Labour was informed that the mandate that was given to the Company's Negotiation Team is a "**ZERO percent (0%)**" increase for 2017/18. The Company further tried to justify the 0% increase due to the current financial position of the Company, instead of scheduling dates to commence with the 2017/18 negotiations.

All parties rejected the offer and placed it on record that we do not accept this offer and will go back to our members to get a mandate on the way forward. Labour also requested an urgent meeting with the CEO, not later than Friday the 28th April 2017 to discuss this matter and the issues regarding the "Current State of the Company".

This is a clear reflection that the Relation Building by Objectives (RBO) workshop with Management and Labour did not work, as there is NO trust between the parties.

AUSAURF

The Fund had appointed Corné Heymans as the Liquidator of the Fund, as per the member communication from the Fund to all members in January 2017.

All the required documents were submitted to the FSB in January for their approval of the appointment of the Liquidator. The FSB came back with some queries in mid-February whereby the Fund then submitted the additional documents related to the FSB queries in mid-March to the FSB.

A week ago the FSB required some additional updates on some of the documents that were submitted in mid-March. The Fund submitted the additional updates to the FSB last week Friday. Hopefully the FSB will now approve the appointment of the Liquidator in the next 2 weeks or so.

We can assure you that the Fund is in constant communication with the FSB, to speed up the process and that no party is delaying the process.

Feedback Sessions

Should any Section and/or Department need any additional feedback, please feel free to contact the Union office, to schedule a feedback session in your area.

Kind regards

AUSA