

CUTTING EDGE



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,

SAA / SAAT WAGE NEGOTIATIONS 2018/2019

We have given SAA and SAAT notice on the 15th of December 2017 to start with the 2018/2019 Annual Negotiations. We did indicate to the Company that our Recognition & Procedural Agreement clearly stipulate the time frames for the Negotiation process.

Failing to adhere to these time frames will leave us no option but to declare a dispute at the CCMA. Following our meeting with the Group CEO, Mr Vuyani Jarana, the Company confirmed that the remuneration committee is only meeting on the 28th of February 2018, for them to get a mandate. Based on the above, we agreed to give the Company grace until Monday the 5th of March 2018 and informed them that we will proceed with a dispute at the CCMA, if we do not start with the 2018/2019 Annual Negotiations soon after the 5th of March 2018.

STATE OF THE COMPANY (SAA & SAAT)

We were scheduled to meet the Group CEO, Mr Vuyani Jarana and his team on Monday the 22nd of January 2018, but due to unforeseen circumstances the meeting was rescheduled for Monday the 19th of February 2018.

Mr Jarana presented us with an overview on the performance of the Company, SAA's year to date financial performance and an update on the 5-year Corporate Business Plan.

We raised the following points as concerns:

- ⇒ SAAT relationship with SAA.
- ⇒ 2018 Turnaround plan (Do SAAT have their own plan).
- ⇒ Lack of Leadership and Accountability in SAAT.
- ⇒ Airbus assisting at SAA Technical.
- ⇒ Loss of critical skills in SAAT.
- ⇒ SAAT Procurement cost and contracts.
- ⇒ Future relationship or merger with SA-Express.

The CEO and his team were shocked to what they heard and made notes of all our concerns raised during the meeting. The 3 biggest concerns were the Lack of leadership and accountability in SAAT, the high procurements costs and the loss of critical skills.

We agreed to establish a working group to address the matter regarding the loss of critical skills.

The Company also indicated that the parties must re-establish the trust relationship for the best interest of SAA.

LIQUIDATOR FEEDBACK

The Liquidation process is well on track as per the Liquidator's communication 1 and 2 of 2018. They have currently paid over 1000 members and are committed to conclude the matter as soon as possible.

The liquidator had only received approximately 1800 claim forms to date and request members to please submit their claim forms as soon as possible or to contact them at the following contact details:

E-mail: liquidator@argen.solutions
Phone: 010 594 2929

It is also important to note, that after submitting your claim form to the liquidator, **NO third party** will contact members to request information regarding the payment and/or transfer of your fund value. The only person contacting members if need be, will be the liquidator, if information on the claim forms are incomplete and/or member's tax affairs are not in order.

The Liquidator also confirmed that they will send each member a member statement and tax certificate after they paid all members.

Feel free to contact the Union office should you require any feedback in your section or department.