

CUTTING EDGE



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

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Dear Members,

Salary Negotiations 2018/19

We submitted our demands as required on the 15th of December 2017. The Company acknowledged our demands and indicated that Negotiations will start by the end of February 2018, they failed to provide us with dates and as a result, we raised the matter to the group CEO Mr Jarana.

The Company still failed to provide us any dates and this forced us to declare a dispute at the CCMA. We need to point out, that AUSA was the ONLY Union who declared a dispute on this matter.

We can now confirm that the first meeting for the 2018/19 Salary Negotiations took place on Friday, 15th of June 2018.

We believe that it would be in the best interest of all parties, to conclude a multi-year agreement for 2 years, to ensure that we return stability to the work place.

The list below indicates some of our demands:

- ◆ A percentage increase for all Employees on Total Cost of Employment (TCE) for 2018/19 and 2019/20 linked to CPI
- ◆ The introduction of a 3-notch system for all salary grades
- ◆ Re-alignment of Certification payment
- ◆ The re-calculation of the hourly rate and the allowance rate from 83.5 % to 100%
- ◆ An increase of Standby and Call out rates
- ◆ Travel benefits for Duty and Rebate travel
- ◆ Bonitas Medical Fund to be added as an accredited Fund for SAAT
- ◆ Increase of Medical Subsidy outside of TCE

Calculation of Allowance Rate

Some of the Employees (Workers Group) believe that we have been paid incorrectly in the past and especially, since the combination of the basic and secondary salary into one Pensionable Salary.

The Workers Group submitted a grievance to the Company relating to the calculation of the hourly rate and furthermore to the calculation of the allowance rate that is used to calculate the overtime rate and the payment of shift allowances.

All 3 Unions (AUSA, NUMSA & SATAWU) attended the group grievance meetings with the Company and the workers. The 3 Unions also signed the Combination Agreement in 2016 to combine the salary. The Agreement signed by all parties at the time indicate that there would be no change in the overtime and allowance rate after the combination of the salaries.

The Company responded on the 14th of June 2018 that they believe that the hourly rate is applied correctly as per the TACOE and therefore do not foreseen any salary adjustment.

The next step for the workers group is to declare a dispute at the CCMA.

Suspended Employees

Several of our members received suspension letters following the Open Water Reports being made available to the Company. The shocking matter is, that SAAT had these reports since August 2017, but only acted in April 2018 on instructions from the SAA Board.

All the members had been placed on pre-cautionary suspension pending a disciplinary hearing. The Union consulted with our attorney Johanette Rheeder, from JR Attorneys who will represent our members in the disciplinary hearings. We are still waiting for the formal charge sheets with the detailed charges against the members and the additional information requested from the Company.

We need to point out that none of the members are guilty of anything, until proven guilty of misconduct. They must still be given the opportunity to state their case in a disciplinary hearing, on the allegations made by the Company against them. In Labour law it's called the "*audi ultarem*" *partem* rule, this means that one must be given the opportunity to be heard by the disciplinary chair person.

Please feel free to contact us at the Union office, if you require any additional information or feedback sessions in your work place.

Regards

AUSA