

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,

SAAT/SAA Wage Negotiations 2018/19

It's with great pleasure that the Wage Negotiations team announce that a Wage Agreement between the Organised Labour and the Company has been signed by **only AUSA and SATAWU** on Thursday, 4 October 2018, to conclude the 2018/2019 Financial year's Wage Negotiations.



The final offer signed for is 7,5 % on Total Cost of Employment (TCE) with effect from 16 March 2018. The total distribution of the 7,5 % on TCE will be allocated to your Basic Pensionable salary. This means effectively that our Basic Pensionable salary increases to approximately 7,9 %. The six months back pay will be paid on or before the 15th of October 2018, followed by the normal pay date on the 27th of October 2018 reflecting your new salary increase.

The agreement also stipulates that SAAT will match and adjust the 7,5 % increase on TCE, if any other Bargaining unit in SAA should receive any percentage higher than 7,5 %.

The parties agreed to engage with the view to conclude all outstanding deferred matters by 15 November 2018. It is agreed that it would be through a facilitated process.

The *SAAT Terms and Conditions of Employment* will also be amended and updated to reflect what was Negotiated since 2013 by the end of November 2018.

You will be furnished with a statement by the end of November 2018 which will reflect your new salary level, inclusive of your overtime rate, shift allowances and TARS applicable to you.

The Negotiation team thanks you for your patience and support during this process.

SAAT Union Membership Verification

AUSA and NUMSA have finally concluded the Union Membership Verification process on Monday, 8 October 2018.



The outcome confirmed that **AUSA** and **NUMSA** have the required number of members in the Company to qualify to Bargain for its members (Negotiate).

SATAWU declined to participate and deferred a dispute to the CCMA, in requesting that the verification process should be done on the base of private balloting process.

AUSA-URF Liquidation

If you have not submitted your request to have your benefits paid out or transferred to date, please do so as soon as possible. Please feel free to contact the Liquidator on 010-594-2929 or liquidator@argen.solutions if you have any queries or concerns.



Feedback Sessions



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

Regards,
AUSA