

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,

HAPPY NEW YEAR!

We would like to welcome back all our members who are returning from leave and we trust you had a good break or vacation. For the members who stayed behind and ensured the aircraft stayed serviceable and departed on time **"Thank You"**.

We also wish you and your families a blessed and prosperous 2019.

We've ended 2018 with a wobble due to the late payment of salaries but believe that 2019 could be the start of a **"New SAAT"**.

SAAT / SAA WAGE NEGOTIATIONS 2019/2020

We served the Company with notification to start with Wage Negotiations for the 2019/20 period and placed the following demands on the table;

- ⇒ A 12.5% annual increase for all employees on TCE for 2019/20.
- ⇒ A CPI plus 6% annual increase for all employees on TCE for 2020/21.
- ⇒ Introduction of a 3-notch system for all salary grades.
- ⇒ Increase overtime rate to 100% of allowance rate.
- ⇒ Increase Standby and Call out rate.
- ⇒ Align leave allocation for all employees to 25 days in line with Management.
- ⇒ Increase medical subsidy outside of TCE.
- ⇒ Staff retention.
- ⇒ Travel benefits for Duty and Rebate travel.

We once again demanded that Negotiations to start no later than 15 February 2019, for implementation on 16 March 2019 as per our Recognition and Procedural agreement.

We believe that it will be in the best interest of all parties, to conclude a Multi-Year Wage Agreement, as this will return stability to the workplace.

STATE OF THE COMPANY

All of you must have seen the *mySAA executive brief "Back to Basics"* on the 14th of December 2018 and the *mySAA Messages from the CEO "Organization realignment to Operating model"* on the 11th of December 2018.

It's clear from both these communications that we are still in deep trouble and that a lot of changes will need to be incorporated to turn the Company (SAA and SAAT) around as a profit-making State-Owned Enterprise.

During the Labour forum meetings with the group CEO, he clearly stated that SAA Technical must improve to remain a viable MRO in Africa.

A workshop is planned for early January with the SAAT Interim CEO and Senior Managers regarding the current state of SAAT. We trust, that we will also discuss the news articles related to equity partners and the joint ventures with other Airlines.

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.

Regards,
AUSA