

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,

WAGE NEGOTIATIONS - DEFERRED ITEMS 2018/2019 & TACOE

The Company scheduled a meeting for the 7th & 8th of March 2019 to conclude the outstanding deferred items and the corrections of the SAAT Terms and Conditions of Employment of the 2018/19 Negotiations.

It was unfortunate that the Company cancelled both days due to the ongoing dispute between NUMSA and SATAWU regarding Bargaining rights.

The Company has amended the calculation of the hourly rate from 2210 hours to 2080 hours per year, as per the signed 2018/19 Wage Agreement effectively from the 16th of March 2019. You will therefore notice a slight increase in your hourly rate, that will also mean a slight increase on your overtime and shift allowance going forward.

WAGE NEGOTIATIONS 2019/2020

As we communicated previously, we are the only Union who has given the Company demands for the 2019/20 Negotiations on the 15th of December 2018. We informed the Company during the meeting on the 7th of March 2019 that Negotiations should have started already, and that implementation date is 16 March 2019. They responded that they are waiting for the mandate from the SAA Remunerations Committee and they are only meeting with the Board in May 2019.

SAA/SAAT ORGANIZATION RE-ALIGNMENT (S189) AND CHANGE HUB

We attended a Labour forum meeting at SAA with the Group CEO Mr Vuyani Jarana, where he informed Organized Labour that the Company is currently busy with a re-alignment strategy with the assistance of Accenture. This could lead to a possible restructuring process in the new financial year for **SAA Corporate (S189)**.

They do not foresee any restructuring for SAAT at this stage, that could result in any job losses.

The Company also established a Change Hub office in SAA and SAAT to assist with the implementing of the Long-Term Turn-around Strategy (LTTS) plan. The Change Hub office for SAAT is situated in Hanger 8 North, just below Production and Material Control (PMC). Please feel free to visit Roger Gallow and Sne Damaseb to get an overview of all the projects and to give them your inputs and concerns.

SAAT MRO STUDY TOUR - LUFTHANSA

The first study tour took place on the 4th to 8th of February 2019 with a visit to Lufthansa Technical. Organized Labour accompanied by the Group CEO, SAAT Board Chairperson and the interim SAAT CEO visited their Line Maintenance facility (Narrow body) in Frankfurt and their Base Maintenance Facility (Narrow and Wide Body) in Malta.

Most of the Line Maintenance work in Frankfurt, is performed during night shift by 60% of their workforce. The rest would work day shift on layovers (max 2 aircrafts) and to attend to defects that are reported by the flight crew on the line. No pre-flight, fueling or pushback activities are done by their technical staff, as these functions are performed by a third party, without qualified technical staff. They do a "S" check during night shift, that allows them to only bring in an aircraft for maintenance every 9 days.

Some Base Maintenance work is performed in Malta and done during a single day shift of 11 hours per day. They do however work, 3 days on and 3 days off for most of the year to ensure the continuation of the workflow, to meet the Customer's planned Aircraft turnaround time. The workshops work from Monday to Friday at 8 hours a day. The aircraft is divided into seven zones, called work stations situated around the aircraft. Each work station is equipped with computers and special tooling. The task cards and all paperwork remain in the specific work zone.

The Company plans a second study tour to Singapore at the end of April 2019 and only then embark on a plan to turn SAAT around as a world class MRO.

AUSA UMBRELLA RETIREMENT FUND (AURF)

The AUSA-URF was liquidated in 2016, that resulted in member benefits being paid to members or transferred to approved funds during 2017 and 2018.

Please contact Tennant Administration Services, if you require a Tax Directive or IRP3 for the 2018/19 tax year on (011) 100-8181 or email Catherine Banda at Catherine.banda@tennant.co.za

AUSA & SATAWU COALITION

SATAWU have approached us to form a coalition in SAAT in the future. This means that we will act together in the workplace, in the best interest of all members.

This is, in no-terms an amalgamation of AUSA and SATAWU. We currently have a coalition agreement at SA Express between AUSA, SATAWU and UASA where all 3 Unions jointly look after the interests of members. This means we (AUSA/SATAWU) will act together in SAAT but still retain our own identities.

TECHNICAL CONSULTATIVE FORUM (TCF)

The following items have been tabled at the TCF for consultation:

- ◆ Shift Changes at Cape Town Line Station (compulsory weekend work)
- ◆ Corrections to NDT Lab Positions (name change) & Additions to NDT Structure (storeman)
- ◆ Additions to Avionics Workshops Structure (comprehensive planning department)
- ◆ Procurement Department Realignment
- ◆ Additional Data Analyst Position - SMS Structure
- ◆ Draft SACAA Regulations on Fatigue Risk Management (overtime and rest time)
- ◆ Proposed Payslip Review (simplified pay sheet in line with BCEA)

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

