

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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SAA TECHNICAL (SAAT)

Dear Members,

MEETING WITH SAAT CEO ADAM VOSS & MANAGEMENT BRIEFING

We met with the SAAT CEO Adam Voss Tuesday 13 August 2019 as Organized Labour (AUSA, NUMSA & SATAWU).

His briefing is based on 3 pillars: Deliverables for the Financial year 2019/20, What's missing? and His expectations from Management. He is positive in turning SAAT around and we can expect to see some changes by the 3rd and 4th quarter of the current financial year.

Organized Labour has been invited to attend a "Head of Department Project Plan Presentation" meeting, where we will see what the proposed changes are that we can expect going forward.

LABOUR MEETING WITH THE MINISTER OF DPE - MR PRAVIN GORDHAN

All Unions in SAA and SAAT received an invite from Minister Pravin Gordhan to meet with him on 22 July 2019 in Sandton. The Minister explained that Management and the Board are finding it difficult to secure funding for the Company. This is because most Financial institutions locally and internationally are finding it difficult to believe that the Long Term Turn Around Plan can be instituted successfully and therefore the lack of funding.

The Minister's office still believes that SAA/SAAT can still be turned around, but the time is limited. He therefore requested the Unions to provide his office with proposals that can assist with the turnaround plan.

AUSA, SATAWU & SOLIDARITY COALITION AGREEMENT

We have signed a Coalition Agreement with SATAWU and Solidarity. This means that we will act together in SAAT. We have also concluded a membership verification process with the Company whereby they formally recognized the Coalition as per the Labour Relations Act.

The parties shall still retain their **own identities** as this is **not an amalgamation** of the 3 Unions. The coalitions will operate in the same manner as the Coalition with NUMSA and SACCA at SAA Corporate.

The parties believe that this will strengthen our rights for Collective Bargaining and consultations on matters of mutual interest or any other matters which may arise in the course of the business, for the best interest of all members.

SAAT TERMS AND CONDITIONS OF EMPLOYMENT (TACOE)

Organized Labour and the Company have met on numerous times to update and correct the current TACOE, as it was last updated in 2013. The updates will incorporate all the items that were agreed upon in the last few Wage Agreements from 2014.

We trust that the parties will conclude the process in the next 4 weeks.

SAAT 2019/20 WAGE NEGOTIATIONS

We started with the formal Negotiations on 8 August 2019. The parties agreed on the Terms of Reference for these Negotiations, as we are also currently busy with a new Bargaining Forum Constitution for future Negotiations.

The parties at the Negotiations are the Coalition that consists of AUSA, SATAWU & Solidarity and NUMSA. The Coalition will have more representatives due to the higher level of membership.

The Negotiations will resume on 29 August, 5 and 6 September 2019. We will then motivate our demands and trust that the Company will also place a Wage offer on the table.

SAAT SUBSISTENCE ALLOWANCE

We have referred a dispute to the CCMA regarding the unilateral changes to the Subsistence allowance of \$131 to \$70. After a long drawn out process we are happy to announce that the CCMA has ruled in our favour of the employees. The award states that the \$131 must be reinstated with effect 1 September 2019. This award is applicable to all SAAT Bargaining Unit employees.

AUSA - UMBRELLA RETIREMENT FUND (AUSA-URF)

The AUSA-URF was liquidated in 2016, that resulted in member benefits been paid to members or transferred to an approved fund 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

PENSION FUND MATTERS

Please be cautious in switching your pension fund investment portfolio, out of your fund default account, without seeking investment advice from your investment consultant.

The Momentum FundsAtWork pension fund, is offering housing loan guarantees to members of the Fund to get the Finance to buy a home or land, to build a house or to improve an existing home. The loans are provided by First National Bank and Standard Bank. The banks will still be required to perform a credit and affordability check before approving the loan. This is only applicable for employees who were employed from 1 April 2007 and who are members of the Momentum FundsAtWork Pension Fund.

ADDITIONAL FEEDBACK

Please feel free to call the office and schedule any additional feedback sessions in your workplace if required.

Rgs,

AUSA