



## MEMBERS FEEDBACK

*Meeting held the 2<sup>nd</sup> November 2018 with the Acting GM HR.*

### DEAR ALL UNION MEMBERS,

Please accept this feedback letter from your Union's UASA, SATAWU and AUSA. Today, the 2<sup>nd</sup> November 2018 we met with the Acting GM HR Ms. Thuli Mpshe. This, flowing from the recent staff engagement.

We have received voice notes from members who attended the meeting, which on face value appear to contradict the information provided to the the Coalition.

This included a voice note that indicated that the CEO, stated that the unions brought the staff under the wrong impression.

We would like to dispute this information. We met again with the AGM HR today, who again clarified that the payment of the increase and backpay is scheduled for the 25<sup>th</sup> November 2018. Naturally any payment is subject to cash-in-hand. This does not mean that the Union have provided an incorrect impression or perception. It is not the Unions who decided the 25<sup>th</sup> November 2018, it is the Company Representatives who informed the Unions, which we relayed to members.

Thus, we are again communicating to you, that your increase and backpay are scheduled to be paid on the 25<sup>th</sup> November, because;

1. EXCO / REMCO has approved this;
2. A cash injection of R1.2 billion has been awarded to SAX (Not just a guarantee but actual cash);
3. There is therefore no reason not to honour your increases, **other than if the money is not received in time.**

4. It is now Management's responsibility to inform Labour timesouly if they cannot honour the payment as communicated to us.
5. The Unions, independently or through this COALITION Letter, speak for themselves and no one else has the authority to speak on our behalf. We will always communicate honestly with you, on what we are told.
6. We are not pitting ourselvs against Management, because we all need to work together to continue to ensure SA Express returns to success. It is way too early to confirm that no risk is present and that all is fine. Surely, you can see and apprecaite for yourselves that matters are not back to normality.
7. We trust that this clarifies our position on this subject.

A meeting is tentatively scheduled for Monday afternoon to continue discussions on the state of the business and way forward.

Please always communicate directly with you Union to clarify any uncertainty.

**Best Regards**

**Jannem, Tinyiko and Frank**