



ATTENTION ALL MEMBERS OF UASA / AUSA AND SATAWU

FEEDBACK FROM THE ACEO STAFF BRIEFING HELD ON 20 JUNE 2018

The Coalition would like to thank all those members who were able to attend the ACEO briefing held at old-inflight yesterday. It was a wonderful turnout and the unity amongst staff, was very inspiring to see. For those of you who were not able to attend, we hope that this feedback, and the messages you would have already heard, serve as a means to comfort your uncertainty and feelings of despair to some degree, and restore some Hope in the situation.

THE MOST IMPORTANT NEWS TO RELAY, IS THAT YOUR JUNE SALARIES WILL BE PAID AND HONOURED BY THE COMPANY, DESPITE ALL OTHER NECESSITIES. YOU ARE THE MOST IMPORTANT ASSET TO SAX.

The Coalition fought hard to ensure you are not prejudiced and the Company responded very well and we thank everyone for their trust in the Coalition as well as the efforts of the ACEO and her team.

During the ACEO Briefing, she commented, right at the beginning of her report-back, that she enjoyed two sports the most. Boxing and Soccer. Boxing because of the tenacity and the bravery required when you get knocked down, and how you get back up again, and soccer, because it's a team sport with eleven different players, all with different personalities and struggles. It will be impossible for all of them to agree all the time, but the most important thing is, that they have a common goal and work as a team to achieve this.

This was fundamentally the message from the ACEO:

1. SAX has been knocked down hard. We will be judged on the manner and style we dust ourselves off and get back on our feet and prove everyone wrong. We must face our competitors and distractors with courage and tenacity, and prove to our supporters (customers), that we are who we say we are;
2. SAX is not just a team; it is a family. We must pull together, work together and succeed together. Things will be tough, especially in July, she emphasised that we may have to have another discussion about salaries in July, but as long as we strive and believe we can be the best, we will be the best.

As you can gather from the feedback, the message from the ACEO, Members of the Board and the Intervention team, was one of remaining positive, working together and succeeding, but not without some challenges.

In the spirit of the ACEO, we ask all members to head the call of the ACEO, and put in extra effort, without question, to ensure we get SAX back in the skies and return and surpass all expectations.

FEEDBACK ON OTHER ISSUES REPORTED ON BY THE ACEO DURING THE BRIEFING:

1. Staff Briefing follows a Board subcommittee meeting last night and a Management / Union Meeting.
2. Introduced members of the Ministerial Intervention Team.
3. Message from the Board by board-member, Dr Thabi Leoka - committed to turning SAX around. Acknowledged the importance of the employees.
4. Ms Wrenelle Stander (Intervention Team) - briefed on Licensing Council interaction. The interaction was positive overall.

5. Mr Dipak Patel (Intervention Team / Ministers advisor) - briefed on the interaction with the SACAA over the withdrawal of the AOC and AME. It was clear that SAX was not just in need of money but that SAX had, for various reasons, allowed itself to fall into the state it was in. Intervention Team here to go the distance and get SAX flying again, "not here as a fly by night team".
6. Mr Dean Khumalo (Intervention Team) - briefed on the return to flying plan.

5 Phase Process

- *Phase 1 & 2 (submission & doc review) completed.*
 - *Phase 3 - further investigation of docs to be complete 20 June.*
 - *Phase 4 & 5 running in parallel, hope to have AMO in place by 22 June.*
 - *This will allow aircraft servicing to commence.*
7. Certificate of Airworthiness inspection will be done on 3 of the 12 aircraft over next few days and from there CAA should allow all aircraft to have the C of A confirmed.
 8. Similar process for AOC, start 21 June approximately.
 9. ACEO - we need aircraft, staff, passengers to fly again. Limited reserves and no revenue being produced. Board met and options looked at wrt salaries:

Options the Company had explored:

- *Get most aircraft flying, pay 50% of salary.*
- *Pay salaries in a pyramid where top management get no salary and as we move down employee's structure till the lowest pay scales get most of their salary.*
- *Pay "needed for ops staff" on 25th, rest of staff on 7 July.*
- *Pay no salaries and get all aircraft airborne.*
- *Pay June salaries and see how we are for July salaries.*

After engagement with the Labour, the decision: June salaries will be paid in full.

The ACEO also requested that, when we are required to be back in the sky, all staff must be immediately and ready to resume duties. She raised concerns that the payment of overtime will be a challenge and called upon staff to work with the Airline, in these difficult times. The Coalition is set to meet with the GM HR to discuss overtime payments etc.

End of Feedback.

Please feel free to engage your Leaders for any further information.

Regards,

Your Union Leaders

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Frank Mackenzie – AUSA

Tinyiko Mashele - SATAWU