

CUPTJONG 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,

OVERTIME PAYMENT

The Coalition parties being AUSA, UASA and SATAWU were called to a consultation meeting 28 June 2018 with SA Express Management. The discussions were about the payment of overtime for employees above the threshold being R205,433-30 per annum as specified in the Basic Conditions of Employment Act (BCOE).

The view from the Company is that all employees above the threshold should be excluded from being paid overtime as per the Act. The Company also indicated that the payment of overtime over the years was based on an error and need to be corrected. The Company will only pay for overtime worked on Public holidays and Sundays.

The Coalition parties disagreed with this view and placed all our concerns in writing to the Company on 4 July 2018. The Company only responded back on 17 August 2018, still with the same view and scheduled a second consultation meeting for 23 August 2018.

At the second consultation meeting the Coalition parties tried everything possible to convince the Company to change their view on this issue without any success. The Company declare a dead lock on this issue and indicated that effective from 1 September 2018 implementation will take place.

This means as from 1 September 2018 **ALL Employees** above the threshold of R205,433-30 will only be paid overtime worked on Public holidays and Sundays. The Coalition parties are now considering the legal route to resolve this issue by declaring a dispute on the unilateral change of terms and conditions of employment.



OTHER MATTERS

The Company indicated that the Coalition parties will receive written feedback by 31 August 2018 on the following matters;

- ◆ Payment of April increase and backpay, as well as
- ◆ Closing of the dormant Pension funds.

Feel free to contact the Union office for more information and/or feedback in your department/section.

Regards

AUSA

