

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

Room 205, Hangar 5, Annex Building

SAA Technical Area,

O R Tambo Int. Airport

Tel: (011)978-6508

Fax: 086 696 2131

E-mail: info@ausa.co.za

Web: www.ausa.co.za

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SA EXPRESS (SAX)

Dear Members,

RETRENCHMENT (S189A)

The Company responded to Organized Labour with their **absolute final position** on the VSP.

Their proposal consists of the following:

- ⇒ 2 weeks across the board for **all potential applicants**.
- ⇒ All statutory payments shall be made with the final payment to employees, including any due and outstanding monies owed to employees i.e. Backpay.
- ⇒ Bursaries and Study Loan penalties shall be waived by the Company.
- ⇒ Employees shall be released by a set date based on meeting operational requirements or any other reasonable and relevant justification i.e. handover.
- ⇒ Outstanding monies owed to the Company shall be deducted from the final payment.
- ⇒ The Company will contribute to the maximum of R7600-00 (seven thousand six hundred rand only) per Employee towards Financial counselling, life skills training, Employee training and after care. This amount will not be paid out directly to the Employee in cash but will be facilitated through the Wellness Service Provider ICAS and through our Alliance partner SAA, where reasonably appropriate.
- ⇒ VSP applications will open on Monday 15 July 2019 and close on Friday 19 July 2019.
- ⇒ Employees approved for VSP will have to sign a Separation Agreement no later than 31 July 2019.
- ⇒ Employees will not be permitted to retract or withdraw VSP applications.
- ⇒ VSP is strictly on a mutual consent basis and the Company reserves the right to decline a request for VSP based on operational needs and /or the Company's need to retain certain key critical skills

We consulted with the Company on these issues and came to the following agreement:

- ⇒ The Company will consult with affected employees on the 15th or 16th of July 2019, depending on the CCMA's availability.
- ⇒ The VSP process will then open for applications and close on 26 July 2019.

For members who do consider taking the VSP, you will need to speak to a Financial Adviser, especially if you go on early Retirement.

AUSA do recommend the following company as one of your options:



Feel free to contact the Union office for more information and feedback.

Regards

AUSA