

# 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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## SA EXPRESS (SAX)

Dear Members,

### RETRENCHMENT (S189A)

We met with the Company yesterday, 13 August 2019 at the CCMA following the cancellation of the original meeting scheduled for 8 August 2019.

Following the closing of the VSP/ERP applications a meeting was scheduled for 6 August 2019 to discuss the approval and/or rejection of applications. All Labour parties were invited to sit in as observers and to monitor the process. We can confirm that 91 applications were received of which 74 were approved.

In the meeting at the CCMA yesterday all Labour parties raised concerns about the limited information provided to applicants applying for the VSP/ERP by the Company. In the Settlement Agreement signed by the Company and Labour it clearly stated that detailed information will be provided to applicants. With this failure by the Company the CCMA Commissioner made a **ruling** which states that the VSP/ERP process will be extended, and the **new closing date** to apply for VSP/ERP will be **22 August 2019**.

For the parties to move forward the new proposed structures must be made available. All Labour parties requested this information from the start of this process which was done verbally and in writing. Sad to say, no information was provided by the Company to date. The CCMA Commissioner made a **second ruling** which compels the Company to provide Labour with the **NEW** proposed Structures no later than close of business on **15 August 2019**.

We are now moving forward although it is very slow. The next meeting at the CCMA is scheduled for 29 August 2019.

If any member concedes taking the VSP/ERP, please speak to a Financial Advisor before making any decision. The CCMA Commissioner also requested that the Company should make available Financial Advisors and provide contact details to employees.

You can also contact the following Financial Advisors from GAMFS:

- ♦ Johan Botha - 082 465 4046; or
- ♦ Henry Nienaber - 083 458 8105.

Regards,

**AUSA**