

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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Dear Members,

RETRENCHMENT (S189A)

Following the previous consultation meeting on 23 May 2019 at the CCMA to start the Section 189A process, which ended with the Company withdrawing their request due to technical reasons. We received a new request to meet with the Company from the CCMA and this meeting was scheduled for 21 June 2019.

The following parties attended this meeting: AUSA, SATAWU, NUMSA, UASA, SACCA and NTM. The Solidarity representative apologized for not attending due to illness and SAXPA declined the invite.

The meeting was scheduled to start at 10 o'clock but the Company was late, and we only started at about 11 o'clock. All parties agreed to follow the 60-day process in place of only four (4) meetings as per the LRA, this means the official consultation process started on 21 June 2019 and will end on 30 August 2019.

We also agreed to continue on the following dates:

- ⇒ 5 July 2019
- ⇒ 22 July 2019, and
- ⇒ 8 August 2019

The Company attempted to explain to all the parties why and what are their reasons to restructure the Company, but were continuously interrupted by NTM. After a long delay and intervention from the CCMA Commissioner, the Company continued and provided the following information:

- ⇒ Close Richards Bay station
- ⇒ Close George station
- ⇒ Close East London station
- ⇒ Convert Durban Base to a station
- ⇒ Reduce the current head count of 811 to an estimated 124 employees.

The Company also placed a proposal on the table in order to achieve the required staff reduction, by offering all Departments a Voluntary Separation Package (VSP) of two (2) weeks for each completed year of service. All Labour parties agreed to place a counter proposal of four (4) weeks on the table. A follow-up meeting is scheduled for 27 June 2019 to discuss the VSP proposals.

The Company supplied all parties the following documentation;

- ⇒ Business case to right-size SA Express
- ⇒ G-POCH strategy
- ⇒ Current structures of the Company, and
- ⇒ Financial statements for 2017, 2018 and 2019.

We still require additional information from the Company such as, the future structures of the Company and which employees or departments will be impacted by the right-sizing project. We will request this information in writing from the Company.

With the process now officially underway, we will keep all members informed.

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

Regards

AUSA