

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)

The fourth meeting in the S189 process were held on 29 July 2019 at the CCMA in Johannesburg and parties discussed the Voluntary Severance Package (VSP) process. The Company opened this process on 17 July 2019 and intended to close it on 29 July 2019, but Labour parties disagreed and requested more time. This extension would afford members the opportunity to receive more information and enable them to make an informed decision.

A long discussion followed, and parties did reach a Process Agreement (Settlement Agreement) stating the following:

- ♦ The process will close on 2 August 2019.
- ♦ The closure will be subject to the Company providing all applicant's a detailed breakdown of the VSP.
- ♦ The Company must provide the breakdown within 24 hours of receiving application.
- ♦ The latest request for VSP breakdown can be handed in at the Human Capital department by 12 midday, 1 August 2019.
- ♦ Labour representatives will be granted observers status in the at the VSP application consideration process.
- ♦ The payment date of the VSP package will be 30 August 2019, subject to tax directive.
- ♦ The Company will file for tax directive on/by 15 August 2019.
- ♦ The UI-19 form will reflect the reason for termination as "Dismissal related to operational requirements".
- ♦ The relocation policy will apply where necessary.

This signed agreement will allow members to request a breakdown from Human Capital no later than 12 midday 1 August 2019, make an informed decision and hand in the VSP application by close of business 2 August 2019.

During the meeting we received more details on which posts the Company intend to make redundant in the restructuring process. The following list are positions within departments the Company intend to remove during the S189 process (page 2 & 3).

Regards,

AUSA

Row Labels	Count of Position name
<i>Airport Ops</i>	57
Cleaner Gaborone	1
Crew Driver Cape Town	3
Crew Driver Durban	3
CSA Bloemfontein	2
CSA Cape Town	2
CSA Durban	4
CSA Gaborone	1
CSA George	11
CSA Richards Bay	6
General Worker Bloemfontein	4
General Worker Richards Bay	8
Ramp Coordinator Cape Town	1
Ramp Coordinator Durban	3
Ramp Coordinator ORTIA	1
Shift Supervisor Richards Bay	2
Station Manager George	1
Supervisor East London	1
Supervisor George	1
Tug Drivers	2
<i>Cabin Services</i>	18
CCM Durban	18
<i>CAMO</i>	1
Tech Librarian	1
<i>Commercial</i>	12
Customer Service Agent	1
Customer Service Agent Groups & Industry Travel	1
General Worker Cargo	1
HOD Sales	1
Sales Coordinator	1
Spec e-Commerce Sales	1
Specialist Customer Relations Sales	2
Station Manager Cargo	1
Team Leader Industry Travel	1
Team Leader Groups	1
Trade Support Specialist	1
<i>Crew Admin Training & Planning</i>	4
Crew Planner	3
Data Capturer	1

Finance	4
Accounts payable Supervisor	1
Cashbook Administrator. Fuel Administrator	1
Creditors Clerk x 4 & Debtors Clerk	1
DM Finance	1
Human Capital	6
General Worker in Facilities HC Officer	1
HC Officer	1
HCBP	1
Learner/ Training	1
Office Administrator in Facilities	1
Systems Trainer	1
Information Technology	4
Analyst Developer	1
Application Manager	1
IT Network Administrator	1
IT Technicians & IT help Desk /P	1
OCC	12
CPT Crew desk	3
Crew Desk Supervisor	1
Flight Dispatcher	4
Movement Controller	4
Procurement	3
Buyer	1
Procurement Administrator & Finance Administrator	1
Snr Buyer	1
Grand Total	121