

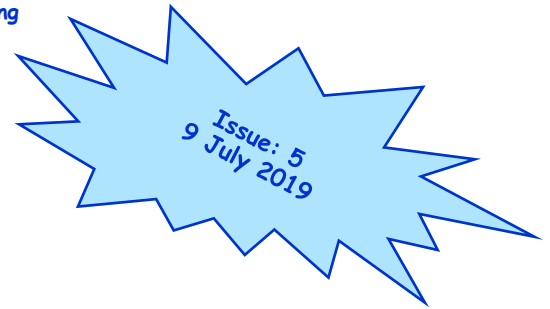
# CUTTING EDGE



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)

We had the second meeting in the S189 (retrenchment) process on Friday 5 July 2019 between 14H00 and 20H00 at the CCMA in Johannesburg.

The Company gave all Labour parties more information as requested in writing, which included conformation on the affected departments. We can confirm that no Technician will be affected during this process.

The following departments will be affected:

Department	Department headcount	Affected in department
Airport & Ground Operations	162	56
Cabin Services	131	18
CAMO	19	1
Commercial	42	12
Crew Rostering and Planning	9	3
Finance	29	4
Flight Operations/Deck	124	1
Human Capital	20	6
Information Technology	12	4
OCC	54	16
Procurement	10	3
<b>TOTAL</b>		<b>124</b>

The Company also committed to relook at the Voluntary Separation Package (VSP) by not discriminating against Employees between the ages of 55 and 65.

Currently Employees will be offered the following:

- ◆ below the age of 55 – 2 weeks for each year completed;
- ◆ between the age of 55 and 60 – 1.5 weeks for each year completed; and
- ◆ between the age of 61 to 65 – only 1 week for each year completed.

Labour proposed 4 weeks for each year completed but are willing to compromise if the Company move on their current proposal. The Company did respond late on Monday afternoon and confirmed that an EXCO meeting will take place on Tuesday, 9 July 2019 and if required, a meeting with the shareholder to discuss this matter. A response will be provided no later than Friday, 12 July 2019.

During our meeting on Friday the CCMA Commissioner made it clear and ruled that, Consultation must be between Labour and the Company in this forum, no Consultation should take place between Employees and the Company outside this process.

The next scheduled meeting will be on 22 July 2019, but if anything changes, we will communicate this to members.

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

Regards

**AUSA**