

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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SAAT / SAA WAGE NEGOTIATIONS—UPDATE 4

Dear Members,

The majority of the members have accepted the unconditional 8 % increase on TCE.

We have signed the agreement on Friday the 9th of September 2016. The distribution of the 8 % increase on TCE will be on your Pensionable Salary. You will receive a letter from the Company not later than the end of October 2016, which will reflect your new salary and overtime rates.

The back pay will be paid on Friday the 16th of September 2016. It will be for the period from 16 March to 15 August 2016 (5 months). The September pay sheet will reflect the combination of the Basic and Secondary salary to the new Pensionable salary for effected employees, with the adjusted salary of the 8 % increase for all employees.

We will shortly start to discuss the deferred items that must be concluded by the end of November 2016.

The deferred items from Labour are the following:

- ◆ Standby and Callout Rates
- ◆ Certification, Hazardous and Sanitary Allowances
- ◆ Calculation of Hourly and Overtime Rates
- ◆ Technical Salary Review and Tars for All Employees
- ◆ Housing, Medical, Travel and Funeral Benefits
- ◆ Leave, Sick Leave, Maternity Leave and Paternity Leave
- ◆ All Shift Rules to be Aligned to that of the Flexi Shift Rules
- ◆ Standardisation of Ex-Pat Contracts and Personal Loans
- ◆ Job Security of a Period of 3 Years

The deferred items from Management are the following:

- Inclusion of an Additional 7 on—4 off—7 on—3 off and 5 on—5 off—4 on—4 off Shift
- Flexibility to Introduce an Additional Shift Patterns Outside of Negotiations
- Reviewing of the Current 18 Weekends in the Flexi Shift to 26 Weekends
- Leave Calculation for “WEAL” 8 Hours = 1 Day; 12 Hours = 1.5 Days Leave
- Lock in Staff for Any Position Except Promotions for 24 Months
- Review to Improve TACOE

AUSA EXCO wishes to thank you for your support and patience during the process and will keep you updated on the deferred items.

Best regards,

AUSA

