

# CUTTING EDGE



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 2016/2017 - UPDATE 1

Dear Members,



We have started with Wage Negotiations for 2016/2017 on Monday, 27 June 2016. Parties are AUSA, NUMSA, SATAWU and SAA Technical Management. An Independent Facilitator was appointed by the Company to assist with the process.

Parties agreed that going forward the threshold for Organisational Rights will be 20% and Bargaining Rights 25%.

Management also confirmed that SAA Flight Technical and Flight Simulators are included in this Wage Negotiation process.

We have made it clear to management that we will not continue with the new demands until they implement the combination of the Basic Pensionable Salary and the Secondary Pensionable Salary to form one Pensionable Salary. This is an outstanding item from the previous Wage Agreement and we have the support of all the other Labour parties on this matter. Management has requested time to consult with their mandate givers on how to resolve this problem to enable the parties to move forward. They have made it clear that the Board has agreed in principle to implement the combination of Salaries. Our demand is that the combination will be implemented from the 16<sup>th</sup> of July 2016.

For now the process is paused and we will meet again on the 7<sup>th</sup>, 14<sup>th</sup> & 15<sup>th</sup> of July 2016. We will also continue with a new Facilitator as all parties were unhappy with the appointed Facilitator.

Thanks for your support and we will keep you updated.

Regards  
Negotiation Team

