

# 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,

## SAAT/SAA WAGE NEGOTIATIONS 2017/2018

Organised Labour AUSA, NUMSA and SATAWU met at the CCMA on Friday the 25<sup>th</sup> of August 2017 regarding the dispute raised due to the deadlock in Negotiations. After four (4) meetings the Company still offered a zero percent (0%) Salary Increase.

After some discussions on the matter, the Company claimed that they do not believe that we are in a deadlock; as they believe that their mandate could possibly still change in the future.

We found it very strange, as we mailed the Company on the 18<sup>th</sup> of August 2017 and requested them to schedule Negotiation meetings, in the event that they obtained a new mandate based on the zero percent (0%) Salary Increase.

Based on the above, the Commissioner advised the parties to consider extending the dispute with 30 days and to return to the Negotiations table to continue with Negotiations in the best interest of all the parties.

The Company requested an extension until the 25<sup>th</sup> of September 2017. After Labour caucused, AUSA and SATAWU agreed to continue with the Negotiations until the 14<sup>th</sup> of September 2017 and not grant the Company the proposed extension to the 25<sup>th</sup> of September 2017.

In the event, that we do not reach an agreement with the Company by then, we will then return to the CCMA on the 14<sup>th</sup> of September 2017, where the Commissioner will give us an Unresolved Certificate.

The Unresolved Certificate will then mean that labour can go out on a legal protected strike and that the Company can lock us out.

NUMSA did not agree with us and requested an unresolved certificate on the day.

We believe that returning to the Negotiations table it would be a clear indication that we are still Negotiating in good faith. We will then be able to question the Company on how the same SAA Group Board, approved the payment of bonuses to Mango.

We are now waiting for dates from the Negotiations Facilitator Mr Meshack Ravuku to meet as soon as possible before the 14<sup>th</sup> of September 2017.

The Negotiations team thank you for your support and will keep you updated on the process.

### **SAA STRATEGIC PARTICIPATION FORUM**

SAA Group has established a Strategic Participation Forum to consult with Organised Labour in one consultative forum.

Organised Labour consists of the following Unions within SAA and SAAT:

- AUSA
- NTM (SAA)
- NUMSA (SAAT)
- NUMSA/SACCA Coalition (SAA)
- SAAPA
- SATAWU (SAAT)

The forum will consult at the highest level, as it is important that the parties have an effective and healthy relationship to consult on the Company's strategic objectives. The forum will not replace any existing engagement and collective bargaining structures or any other forums between the Company and Labour such as the TCF in SAAT.

The first meeting is scheduled for the 1<sup>st</sup> of September 2017, where we will engage on the five (5) year business plan proposed to the main shareholder (Government). The latest media articles in MoneyWeb and the Citizen, regarding the amendments of network routes and retrenchments will also be on the agenda for this meeting.

### **AUSA UMBRELLA RETIREMENT FUND (AUSAURF) LIQUIDATION PROCESS**

The Liquidation process is still on track. Feel free to contact the liquidator for any queries or benefit statements at:

E-mail: [liquidator@argen.solutions](mailto:liquidator@argen.solutions)  
Phone: (010) 594-2929

### **FEEDBACK SESSIONS**

Should any Section and/or Department need any additional feedback, please feel free to contact the Union office, to schedule a feedback session in your area.

Kind regards