

CUTTING EDGE



Registered as a trade union in terms of the labour relations Act, (Act 66 of 1995) as amended

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UPDATE 11
2 OCTOBER 2017

Dear Members,

SAAT/SAA WAGE NEGOTIATIONS 2017/2018

We received the Company's offer on Friday, 29 Sept'17 of 3 % increase on total cost of employment (TCE) back dated to the 16th of March 2017. The Company also agreed that they will give us the difference, if any Bargaining Unit in SAA received anything more than 3%. However, it was conditional based on a future profit of R205 million and with the implementation of a Performance Management system.

We informed the Company on Friday, 29 Sep'17 in writing of our disappointment and rejected the final wage offer, as we have never discussed any conditions regarding the additional increase.

Based on the above we have not started with our Mandating process.

All 3 Unions met with the CEO Mr Musa Zwane, Kevin Sampson and Mothobi Mosholi this morning at @ 9h00. We informed the Company that based on the Cash Injection of R3 billion on Friday 29 Sept'17 and the fact that SAAT made a profit in the 2016/17 financial year, labour rejected the offer. Labour therefore still remains at our revised demand of 8%.

The CEO requested labour to give the Company (SAAT) another opportunity, to see if they can obtain a new mandate. The SAA Board is meeting tomorrow the 3rd October'17 with the Minister of Finance Mr Malusi Gigaba. The CEO feel optimistic that the Company could possibly give Labour a revised offer, with the approval of the Minister, to avoid a possible strike.

All 3 Unions have agreed to give the CEO the opportunity to discuss the matter with the Minister and the Board. We are meeting the CEO and his team on Wednesday, 4 October'17 @ 8h00 to receive the FINAL wage offer.

SATAWU has agreed to suspend their strike action until further notice.

Please refer to our mandating and balloting process.

Wage mandate and industrial action balloting process:

1. Members will sign a mandate form, to indicate if they accept or reject the Company wage offer
2. The mandate will be counted and a 50 % plus 1 count, will determine if we accept or reject the Company offer
3. We will sign a wage agreement, if 50 % plus 1 accept the offer
4. We will ballot members to participate in industrial action strike that could be a partial or complete concerted refusal to work, if 50 % plus 1 reject the offer
5. A written notice stipulating the commencement of the strike must be issued to the employer at least 48 hours before the strike commences
6. All employees may associate themselves with a protected strike, even if they are not members of the Unions who initiated the dispute and declared the strike
7. The principle of “no work no pay” applies during a strike or lock-out
8. A lock-out is a mechanism available to the Company to exclude employees from the workplace or to compel employees to accept the wage offer relating to the mutual interest dispute
9. The parties must conclude a picketing agreement before the strike, that would determine the rules during the strike
10. The process above is as per the Labour Relations Act Section 64 to 77.

Feedback Sessions

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

We thank you for all your support and patience during this time.

Kind regards

AUSA