

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

Room 205, Hangar 5, Annex Building

SAA Technical Area,

O R Tambo Int. Airport

Tel: (011)978-6508

Fax: 086 696 2131 or

(011)978-3616

E-mail: info@ausa.co.za

Web: www.ausa.co.za



Dear Members,

SAAT Wage Negotiations

We met the Company's negotiation team on 29th and 30th June 2017 as scheduled. Labour provided the facilitator Mr Meshack Ravuku the back ground as to where we are, with the negotiations that should have been implemented on 16 March 2017.

All parties received each other's demands at the end of day one. Labour requested that the annual financial statements (AFS) of SAA Technical and not the SAA group be made available on the second day of negotiations. Sadly to say this did not happen, but the Company's negotiation team asked for an extension till Tuesday 4 July 2017, to get permission from their mandate givers, to supply Labour with the requested information in a hard copy.

The Company's negotiation team reconfirmed that the mandate given to them is still a **0% (Zero percent)** increase. After receiving this information Labour requested that the CEO, CFO and the HR HOD must also attend the meeting on Tuesday 4 July 2017.

We received an invite late on Monday afternoon to continue with negotiations on Tuesday the 4 July 2017. Once again the Company disappointed Labour, as only the CFO and HR HOD attended the meeting. This is not the first time that the CEO failed to attend, as labour requested to meet the CEO before the 28 April 2017 (written request) to discuss the same issues (Zero percent increase).

The Company was only prepared to give Labour a presentation on the financials and not the requested AFS and reconfirmed the 0% increase. It's clear to Organized Labour that the Company is not willing to negotiate in good faith, as agreed on in our recognition agreements.

The Company informed us, that they will return to their mandate givers, to see if they can provide us the requested AFS by Tuesday the 11 July 2017. No future dates for negotiations had been scheduled and/or agreed upon by the parties.

Organized Labour informed the Company that we believe that they are bargaining in bad faith and therefore reserve our rights on the matter.

All three Labour Unions had labour caucus after the meeting and agreed to raise a formal dispute with the CCMA in Johannesburg.

We are now waiting for the CCMA to set down a date to deal with the dispute.

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

AUSA