

COMMUNICATION WORKERS UNION OF KENYA
AFFILIATED TO: CENTRAL ORGANISATION OF TRADE UNIONS (KENYA)
UNION NETWORK INTERNATIONAL GENEVA

All correspondence should be addressed to the General Secretary

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Our Ref: COWU-ML-09-012-2014

Date: 29th September, 2014

The Cabinet Secretary
Ministry of Labour, Social Security and Services
P.O. Box 40326 - 00100
NAIROBI.

Dear Sir,

RE: 7 DAYS STRIKE NOTICE TO TELKOM KENYA LTD

Under the Provisions Of Part X section 76 (1), (b) and (c) of the Labour Relations Act No. 14 of 2007 Laws of Kenya, the Communication Workers Union of Kenya hereby issues 7 days strike notice to the Management of Telkom Kenya Ltd effective today 29th September 2014.

This has been occasioned by the following reasons: -

1. Discrimination on Payment of Staff Bonus. Non-union staff have each been paid between 50% to 75% of their salary amounting to between Kshs. 30,000 to Kshs. 1,000,000 while union members have only been given a token of Kshs. 2,000.
2. The Management of the company has continued to harass and intimidate union members particularly at the Call Centre. This has reached a point where staff are being timed and disciplined for visiting the washrooms. They have also been barred from exercising the constitutional right of speech, where they are not allowed to talk to each other.

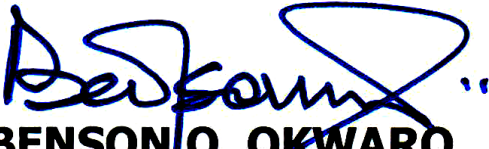
Vice National Chairman – Wellington Omenda
Asst. Gen. Secretary - Gilbert Rop

Deputy Gen. Secretary - Ismael Noo
Asst. National Treasurer - Johnson Okoto

3. Union bashing. The Management of the company is employing all manner of tricks including threats, disciplinary actions and enticement on Union Members for them to withdraw their union membership.
4. Refusal by the Management of the company to pay overtime to 54 members of staff at the Customer Care despite recommendations by the Minister of Labour.

For the reasons listed above we are left with no other option but to revert to Industrial action if this will help our members.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY

Cc: The Chief Executive Officer / Telkom (K) Ltd

Cc: The Secretary General / COTU (K)

Cc: The Executive Director / FKE

Cc: National Board members / COWU (K)

Cc: Branch Secretaries / COWU (K)