

MEMORANDUM OF AGREEMENT

PARTIES:- COWU AND TELKOM (K) LTD.

ISSUE IN DISPUTE:- DISCRIMINATION ON PAYMENT OF STAFF BONUS.

The parties met the County Labour Officer, Nairobi in the afternoon of 14th October, 2014 and extensively deliberated on the issue in dispute but failed to reach an amicable solution. The Union proposed a bonus payment of 30% but the Management stated that they have already paid a flat rate of **Kshs.2,000.00** to all Unionisable employees, and they cannot afford any more.

The Union however accepted to call off the strike and move the matter to the next level.

Lastly, there will be no victimization of the workers by the Management following their picketing.

Signed for and on behalf of the Union:

1. BENSON D. OKWARO - GEN. SEC. COWU(K) Benson D. Okwaro
2. E. Ddero - NIBOARD member E. Ddero, 14/10/2014
3. PAUL OTHENO NYAEMA N. ORGANIZING SEC COWU(K) Paul Otheno Nyaema

Signed for and on behalf of the Management:

1. MERCY NDUKU Mercy Nduku, 14/10/2014 CHIEF HR OFFICER
2. George Maghni Chief Corporate Communications Officer George Maghni, 14/10/2014
3. Caroline Kibindi Legal Manager Caroline Kibindi, 14/10/2014

In the presence of:

F. L. Okello
County Labour Officer
P. O. Box 42988-00100
Tel. (020) 2220325, 2210191
NAIROBI

F. L. Okello,
County Labour Officer,
NAIROBI.

Dated this 14th day of October, 2014