

**AGREEMENT ON THE TERMS OF THE REDUNDANCY  
FOR UNIONISABLE EMPLOYEES**

**BETWEEN**

**COMMUNICATION WORKERS UNION OF KENYA  
COWU (K)**

**AND**

**TELKOM KENYA LIMITED**

This Agreement is made this 13<sup>th</sup> day of April. 2016

**BETWEEN**

- A) Telkom Kenya Limited ("**Telkom**"), a company incorporated under the laws of Kenya and of Post Office Box Number 30301-00100 Nairobi which includes its successors and assigns;

**AND**

- B) Communication Worker's Union ("**COWU**"), a trade union established under the laws of Kenya and of Post Office Box Number 48155-00100 Nairobi which includes its successors and assigns;

**RECITALS**

- C) Following the various consultations between the Management of Telkom and COWU held on 8<sup>th</sup> and 14<sup>th</sup> December, 2015 at FKE and pursuant to the court ruling delivered on 8<sup>th</sup> March, 2016 at the Employment & Labour Relations Court ("**the Court**") in Industrial Cause No. 2287 of 2015, COWU vs. Telkom ("**the Court Proceedings**") it is hereby agreed as follows;

1. That Telkom shall offer the following as full and final settlement of redundancy dues to each of impacted staff in the on-going redundancy process;
  - a) Severance pay at one month's salary for each completed year of service;
  - b) Payment of one month's salary in lieu of notice;
  - c) Cash pay for any leave earned and outstanding dues as at 30<sup>th</sup> April 2016;
  - d) Transport allowance of Kshs. 70,000/=;
  - e) Payment of any medical claims and applicable allowances as incurred on or before the last day of service.
  - f) Settlement of any statutory payments with relevant institutions that will become due by the last day of service;

*Boo [Signature]*

- g) Payment of long service awards to staff that will qualify for the award that is due as at July 2016; and
- h) A Certificate of Service.

2. That the above package was upheld by the Employment & Labour Relations Court as being within the law.

SIGNED FOR AND BEHALF OF THE MANAGEMENT (TELKOM)

  
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MERCY NDUKU  
CHIEF HUMAN RESOURCES OFFICER

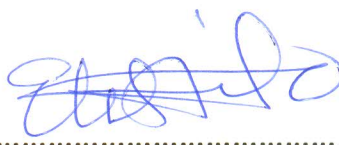
  
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VINCENT LOBRY  
CHIEF EXECUTIVE OFFICER

SIGNED FOR AND ON BEHALF OF THE TRADE UNION (COWU-K)

  
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BENSON OKWARO  
GENERAL SECRETARY

  
.....

ELISHA O. ODERO  
DEPUTY GENERAL SECRETARY

IN THE PRESENCE OF:  .....

LORRAINE OYOMBE  
LEGAL OFFICER  
FEDERATION OF KENYA EMPLOYERS