

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-TKL-02-011-2014**

Date: **15th February, 2014**

All Union Members
Telkom (K) Limited

Dear Brothers/Sisters,

RE: CONSULTATIVE MEETING WITH THE CEO

Due to the disturbing rumours that have been circulating among the company employees, we sought a meeting with the CEO to establish the true position from him.

Consequently we held a consultative meeting with him and other senior managers of the company on 13th February 2014 and discussed various issues that included: -

1. Contract regularization
2. Proposed meeting/Party of management with all staff.
3. Implementation of the remaining 6% salary increase
4. Performance targets, particularly for sales staff

Contract Regularization

The CEO clarified that most employees do not have employment contracts with the company. The contracts signed with the defunct K.P&T.C or Telkom Kenya, which was a parastatal are obsolete and hence not actionable. It is therefore important that all employees sign contracts with the company that reflects the current position.

He further added that the signing of the contracts has nothing to do with redundancy. Furthermore the CEO said the company has no plans to declare any employee redundant this year and in the near future but in the event that the need arises, both the Union and the employees will be informed.

Vice National Chairman - Michael Aura
Asst. Gen. Secretary - Gilbert Rop

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

The parties (union and management) will continue to consult over the grey areas in the contract document with a view of coming up with an acceptable document. Tentatively, the contract document will be agreed upon by the end of March 2014 and thereafter ready for signing. The Union will continue to update you on the progress of the consultations.

Staff Party/Meeting

The CEO said this was purely a get together party for all employees of the company for team building and not a forum to convey any information. The idea has since been shelved because of logistic issues and instead the parties will be held at the regional levels.

Implementation of 6% salary increase

The CEO confirmed that the increase will be effected in March 2014 as communicated to you earlier. The arrears for both January and February 2014 will also be paid in the same month of March 2014.

Though disappointing we urge you to remain patient and wait for the management to honor their pledge.

Performance Targets

It was agreed that a committee that will include staff from the affected departments (particularly sales) will be formed to look at the set targets. This being a very thorny issue we urge all of you to be vigilant and report any malpractices by controlling officers regarding this matter.

Meanwhile we thank you all for the support you have continued to give us.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY