

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

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**Our Ref: COWU-ISON-10-019-2015**

**Date: 14<sup>th</sup> October, 2015**

To All Union Members  
ISON BPO Ltd  
P.O. Box 102028-00108  
**NAIROBI**

Dear Sir,

**RE: COLLECTIVE BARGAINING AGREEMENT**

This is in reference to our letter dated 2<sup>nd</sup> October 2015 where we updated you on the position of our CBA Negotiations with the management of ISON BPO. In that letter, we had outlined to you the outstanding issues in our CBA Negotiations as:

1. Salaries
2. House Allowance
3. Night duty Allowance
4. Leave Travelling Allowance

We wish to confirm to you that we had a CJC meeting with the Management of ISON BPO on 6<sup>th</sup> October 2015 and signed a disagreement. This now means that we are free to move the dispute to the next level i.e. to the Ministry of Labour, Social Security and Services.

Meanwhile we thank you for the support you have given us and urge you to remain patience and united as we fight for our rights.

Yours faithfully,

  
**BENSON O. OKWARO**  
**GENERAL SECRETARY**

E00/zsb

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

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

**OUR MOTTO: BREAD, PEACE AND PROSPERITY**