

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

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Our Ref: COWU-KBC-11-045-2014

Date: 24th November, 2014

To all Unionisable Employees
Kenya Broadcasting Corporation
P.O. Box 30456
NAIROBI.

Dear Brothers / Sisters,

RE: CBA NEGOTIATIONS PROGRESS

As you are aware, we held a CBA negotiation meeting on 20th November 2014 and made significant progress on the outstanding items.

It is important to note that the parties have agreed that the salary increment that will be agreed upon will be backdated to 1st July 2014. Among the items presented for discussions, the following have been agreed on: -

1. Hours of Work – Current Hours of Attendance
2. Overtime / Extra Time Worked
3. Public Holidays
4. Annual Leave – Agreed on 27 Days.
5. Compassionate Leave
6. Sick Leave
7. Sickness During Annual Leave
8. Maternity Leave
9. Paternity Leave
10. Medical Scheme
11. Appointment

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

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

12. Probation Period: All cadres of staff to have the same probation duration i.e. 6 months with an option of extension for a further 6 months in the event of unsatisfactory performance and upon written communication of the decision to extend the probation.
13. Confirmation of Appointment
14. Contract Terms
15. Acting Appointment
16. Promotion
17. Mileage Allowance
18. Danger Allowance
19. Risk Allowance
20. Transfer Allowance
21. Hardship Allowance
22. Entertainment & Telephone Allowance
23. Salary Advance
24. Loans for Purchase of Motor Vehicle / Motor Cycle.
Depending on the officer's grade and net salary i.e. up to maximum of Kshs. 2m for car loans and a maximum of Kshs. 100,000 for motor cycle loans.
25. Car Overhaul
26. Loan to Purchase or construct a house.
27. Benevolent Allowance / Burial Allowance.
28. Subsistence Allowance while on duty outside Kenya.
29. Termination
30. Resignation
31. Retirement
32. Redundancy
33. Health and Safety and Environment
34. Disciplinary cases
35. CJC Allowance
36. Union Dues
37. Violation of Negotiated Agreements
38. Other terms and Conditions of Service.

The following are outstanding items: -

1. Salary
2. Annual Increment
3. Special duty Allowance
4. House Allowance


5. Commuter Allowance
6. Leave Allowance
7. Night Subsistence / Lunch & Breakfast Allowance
8. Extraneous Allowance
9. News / Bulletin Allowance
10. Commission on Sales & Revenue Collection
11. Meal Allowance
12. Out of Pocket Allowance for Sportsmen and Women
13. Out of Pocket Allowance while attending courses within Kenya.
14. Long Service Awards

The next meeting to conclude the CBA negotiations has been scheduled for 17th and 18th December 2014.

Meanwhile we are requesting you to be patient and wait for the outcome of this meeting.

Thank you all for your continued support.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY