

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

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Our Ref: **COWU-TKL-06-015-2015**

Date: **25<sup>th</sup> June, 2015**

All Union members  
Telkom (K) Limited  
P.O. Box 30301-00100  
**NAIROBI**

Dear Brothers / Sisters,

**RE: CONCLUSION OF OUR 2015 / 2016 CBA NEGOTIATIONS**

We take this opportunity to inform you that we have concluded our 2015/2016 CBA negotiations with the company.

Though it was a difficult task, we were able to achieve the following amongst others:

**1. Salary**

The parties agreed that salary be increased by 10% spread over the two years

i.e. 1<sup>st</sup> year – 5%

2<sup>nd</sup> year – 5% or inflation rate whichever is higher.

**2. Outpatient medical entitlement**

It was agreed that the yearly entitlement be increased from Kshs. 28,000/= to Kshs. 45,000/=.

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**

### **3. Hardship Allowance**

It was agreed that the allowance be increased from Kshs. 4,000/= to 4,500/=.

### **4. Risk Allowance**

Parties agreed that this allowance be increased from Kshs. 3,000/= to Kshs. 3,500/=.

### **5. Burial Allowance**

It was agreed that this allowance be increased as follows: -  
Employee: from Kshs. 65,000/= to Kshs. 80,000/=  
Dependant: from Kshs. 50,000/= to Kshs. 60,000/=

### **6. Night Subsistence Allowance (per diem)**

Parties agreed to retain the current rates and include Garissa, Mandera, Wajir and Marsabit in zone 'A'.


### **7. Other items have been retained as per the outgoing CBA.**

We have agreed to sign the CBA on 9<sup>th</sup> July 2015 and possibly it will be implemented at the end of the month (July) together with the arrears.

Once again we thank you all for the cooperation, patience and support you gave us during the period of negotiations. Let us remain together and united and definitely we shall achieve more.

Thank you all and God bless you.

Yours faithfully,

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