

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-03-009-2015

Date: 24th March 2015

All Union members
Kenya Broadcasting Corporation
P.O. Box 30456
NAIROBI.

Dear Brothers / Sisters,

RE: CONCLUSION OF COLLECTIVE BARGAINING AGREEMENT
K.B.C AND COWU (K)

We take this opportunity to inform you that the long awaited Collective Bargaining Agreement between Kenya Broadcasting Corporation and the Communication Workers Union has now been concluded. We held our last meeting on Friday 20th March 2015.

During the meeting on 20th March 2015, it was agreed that all the pending minutes be signed to pave way for the signing of the CBA. I wish to confirm that as agreed, we visited the Kenya Broadcasting Corporation office on Monday, 23rd March 2015 and signed all the pending minutes including the meeting held on 20th March 2015.

It was then agreed that the process be escalated to the board during their meeting on Thursday 26th March 2015 for their approval after which the CBA will be signed on Thursday 2nd April 2015.

We further confirm that it was also agreed that after the signing of the CBA, it will be implemented in the first phase in the month of April 2015. That is to say that the 1st eleven percent (11%) will be implemented at the end of

April and backdated to 1st July 2014. The 2nd phase will be paid in the month of July 2015.

The copies of the CBA will be made public for your perusal and understanding after the above process is completed for you to appreciate.

We take this opportunity to thank you all for the co-operation and support you gave us during the period of negotiations. Without your support, what we have achieved could not have been possible.

Once again thank you very much and God bless you all.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY

BOO/zsb