

**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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National Chairman: Emmanuel K. Kanda  
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**Our Ref: COWU-TKL-09-040-2014**

**Date: 24<sup>th</sup> September, 2014**

The Chief Human Resource Officer  
Telkom (K) Limited  
P.O. Box 30301-00100  
**NAIROBI**

Dear Sir,

**RE: DISPUTE OVER PAYMENT OF STAFF BONUSES**

We make reference to our letters to you over the above matter dated 17<sup>th</sup> July 2014, 4<sup>th</sup> August 2014 and 22nd August 2014.

In your response to us vide your letter dated 5<sup>th</sup> September 2014, you did indicate to us that you were considering payment of bonus to our members and that the details would be availed to us during our consultative meeting on 24<sup>th</sup> September 2014 (this meeting was brought forward to 23<sup>rd</sup> September 2014).

While we accepted this invitation in good faith, we realize that your intention was meant to use the union to make our members believe that the Union was part of the agreement to pay them a token of Kshs. 2,000/=. This is confirmed by the fact that immediately after we left the meeting you released the pay slips to staff. The impression created is that we met and agreed on the Kshs 2,000/=. The fact is that we did not meet to negotiate the bonuses. It is in record that the Union refused the offer.

Kindly note that our members have refused the offer and on their behalf, we request you to withdraw the pay slip and pay them their normal salary. To pay our members Kshs. 2,000/= in what you call a token while other staff members are paid bonuses

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


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

ranging from 50% to 75% of their salary is unfair Labour practice and discriminatory.

We have called a meeting of the Unions National Officials on Friday 26<sup>th</sup> September and a meeting with our members on Sunday 28<sup>th</sup> September 2014 to decide on the course of action now that it appears you have declared war against this Union.

We will communicate to you after the said meetings.

Yours faithfully,



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

BOO/zsb