

**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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**Our Ref: COWU-FDE-06-014-2014**

**Date: 28<sup>th</sup> June, 2014**

All Union Members  
Fones Direct Limited  
P.O. Box 13717-00800  
**NAIROBI**

Dear Brothers / Sisters,

**RE: SIGNING OF RECOGNITION AGREEMENT**


We write to first and foremost thank all of you who have agreed to join our Union. It is encouraging that in a short time we received close to 200 members and that is great.

We confirm that as you are aware Fones Direct Management have started operating check off for your union dues effectively paving way for the signing of Recognition Agreement as the law provides. We have prepared and sent a copy of the said agreement to the Management and the parties are currently perusing the document in preparation for the signing, which most likely may be signed before end of July 2014.

In the meantime we call for your patience as we prepare ourselves in readiness to commence the Collective Bargaining Agreement for yourselves.

Once more we thank you for the support you have given to us.

Yours fraternally,

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

BOO/zsb

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

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