

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

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Our Ref: **COWU-EGPRO-09-010-2014**

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

To All Unionisable Employees  
Egypro East Africa Ltd.

Dear Brothers /Sisters,

**RE: OUTSOURCED EMPLOYEE EMPLOYMENT CONTRACT**

We write to first and foremost thank all of you who have joined our Union membership. It is encouraging that within a short time we have enlisted more than 42 members.

We confirm that we have signed a Recognition Agreement with the Management of Egypro East Africa Ltd and have also forwarded our proposals for the 2014/2016 Collective Bargaining Agreement negotiations.

To be precise, we do not understand the intentions of the Management in outsourcing your services to another party particularly in regard to our Recognition Agreement and our proposals on terms and conditions of service. The proposed employee employment contract document does not specify who between the two companies will handle your terms and conditions

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


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

of service as it only mentions payroll management. We have a Recognition Agreement with Egypro and not with Flexi Personnel.

We therefore urge you not to sign the new employment contracts with Flexi Personnel until we have discussed and agreed with the management of Egypro on pertinent issues regarding the matter.

Finally we are appealing to you to remain together in the union because it is the only weapon we have to redeem ourselves from bad Labour practices by the employer. Do not allow yourselves to be divided.

Yours faithfully,

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