

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-TKL-08-036-2014

Date: 22nd August, 2014

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

Dear Sir,

RE: PAYMENT OF STAFF BONUS

We make reference to your response letter dated 13th August 2014 in regard to the above subject.

We are not satisfied with your response at all. Bonus is a reward given to employees as a gesture for good performance. You have rightly pointed out that its payment is based on performance. All employees of the company, including the unionisable ones are on targets related to performance. It is therefore imperative that all have contributed to the overall performance that the current bonus is based on. Unless you are implying that all our members are not performers and hence do not qualify for the bonus.

By introducing the issue of CBA, you have totally missed the point. Bonus is an extra payment that has nothing to do with the CBA negotiations. Furthermore, whenever we have concluded CBA negotiations and our members get a wage increase, the management has equally given increases to other cadres of staff.

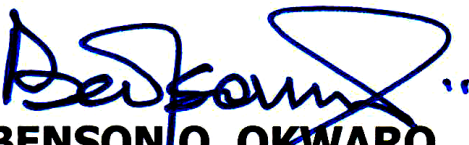
Vice National Chairman – Wellington Omenda
Asst. Gen. Secretary - Gilbert Rop

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

In line with section 5 of the employment Act, this is outright discrimination against a category of employees. It is demoralizing and we are requesting you to tread carefully in handling this matter because it may lead to a setback+ to gains realized so far.

From the foregoing, we wish to bring to your attention that if you do not reconsider your decision within two weeks we shall be left with no other option but to seek redress through other means which may involve industrial action.

Yours faithfully,



BENSON O. OKWARO
GENERAL SECRETARY

Cc: Branch Secretaries/COWU (K) - Start mobilizing our members for an industrial action if the Management does not respond appropriately.

IMS/zsb.