

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-07-032-2014

Date: 17th July, 2014

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

Dear Sir,

RE: PAYMENT OF STAFF BONUS

Telkom (K) has a policy of rewarding its employees through payment of bonuses to employees periodically. We are aware this has been done previously not only by the Kenyan company but also at the Global level.

We also know that you paid staff bonus for Half 2-2012 in the month of March 2013. This was paid to non-sales staff. Since then we have been informed that the bonuses have been paid discriminatively with preferences being given to managerial and non-unionisable staff. This kind of discrimination has caused anxiety and discomfort amongst staff and if allowed to continue will only help in making the already bad situation worse.

Information reaching us has it that the company made some reasonable achievement for H1, 2014 which you celebrated on 15th July 2014. We also have information that preparation is on the way to award bonuses to employees at the end of August 2014 and that once again this will be paid to non-unionisable staff only. We want to believe that this is a mere allegation.

We have decided to address you at this point in time to let you know that tension is building amongst workers due to the manner in which you have addressed issues affecting them. So as to control uncalled for industrial unrest in the company, please kindly address the following urgently:

1. Consider paying bonuses to all employees of the company including Union members. Please bear in mind that union members has more than 80% input in whatever profits the company makes.
2. Let Telkom (K) Management including you desist from intimidating union members from belonging to the union for this is unconstitutional.


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

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

3. Stop discriminating staff because they belong to the Union. We are aware that managers at the customer care have been making efforts dangling carrots to our members to withdraw from the Union so that they get benefits.

We fought very hard to establish Trade Unions in this country. Some of us lost our jobs, wives and even lives so as to sustain Trade Unions in this country. We confirm that we will defend this union and particularly our members jealously let nobody think that we can be pushed around. We request that the bonus payment be part of the agenda during our meeting scheduled for 21st July 2014. Please confirm

Yours faithfully,



BENSON O. OKWARO
GENERAL SECRETARY

B00/zsb.