

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

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Our Ref: COWU-TKL-07-031-2014

Date: 16th July, 2014

All Union Members
Telkom (K) Limited

Dear Brothers / Sisters,

RE: PAYMENT OF STAFF BONUS

We have received several complaints and enquiries on the above matter from our members countrywide. While we do appreciate your concerns on this matter, it has become necessary that we clarify certain issues that have emerged.

We have been informed that the management has alleged that they are not paying unionisable members the bonus because this union signed an agreement with them to that effect. We want to state categorically that we have not signed any such agreement and the Management **MUST** pay the bonus to all its employees and should avoid unnecessary excuses.

We confirm that several members have petitioned this office on the bonus issue and that we are in the process of petitioning the company to ensure that all employees are paid what is due to them. Our take is that all the Telkom Kenya Limited employees have made their contributions in the profit that the company has just realized and we cannot allow any further discrimination against employees.

We are writing to the management of Telkom Kenya Limited vide a separate letter which we will copy to you demanding that all the employees be paid this bonus at the end of August this year. In the event that this does not happen, then we will be together and fight for our rights for enough is enough and we cannot stand this discrimination any more.

Yours faithfully,


BENSON O. OKWARO
GENERAL SECRETARY

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

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