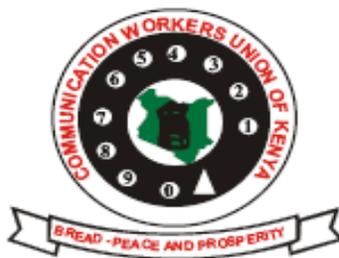


COMMUNICATION WORKERS UNION OF KENYA
AFFILIATED TO: CENTRAL ORGANISATION OF TRADE UNIONS (KENYA)
UNION NETWORK INTERNATIONAL GENEVA

All correspondence should be addressed to the General Secretary

Telephone : 254-20-2219345/6
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National Chairman: Emmanuel K. Kanda
General Secretary : Benson O. Okwaro
General Treasurer : Joseph Rwanjau



Hermes House
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Our Ref: COWU-TKL-08-035-2014

Date: 4th August, 2014

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

Dear Sir,

RE: PERFORMANCE BONUS

We make reference to this office letter dated 17th July 2014 in which we raised the issue of Bonus payment and the subsequent meeting which you attended held in your boardroom on 21st July 2014 where the same was discussed. During the meeting you indicated that you would consider our request to payment of the bonuses to all employees without discrimination.

We note that you have not replied to our letter in question but instead communicated to staff informing them on those who qualify for payment of the bonuses. In your communication vide e-mail dated 23rd July 2014, you confirm that only two categories of employees, namely non-unionisable employees and employees not getting any variable pay and commissions qualify for the bonuses.

We write to protest very strongly on this decision as it amounts to discrimination against employees only for the reason that they belong to a union. This is our interpretation of your action and should that be the case you can be assured that we will not take it lying down. We are protesting for the following reasons:

1. As I mentioned in my letter to you dated 17th July 2014, efforts have been made by some of your managers including yourself to discriminate our members so that they get frustrated and leave union membership.

Trade Unions are registered entities in this country and operate on two Labour laws namely, Labour Institutions act 2007 and Labour Relations Act 2007. The existence of Trade Unions

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

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

1. are also enshrined in the country's Constitution under the Bill of rights, chapter 4 article 41(2) a, b, c and d. Article 36 section 1 and 2 also provide for freedom of association. To discriminate against employees just for reasons that they belong to the Union is to say the least unfair and unconstitutional.
2. To suggest the Union members cannot be performers is untrue because most of your employees on the network are union members and have sustained the system despite challenges facing them. Most of these challenges are known to you. Most recently employees in the Customer Care and Call Centre were voted the leading performers in the company. Are you aware that over 80% of employees there are Union members, what happens to them?
3. From the foregoing, we make a last appeal to you to reconsider your position on this matter and pay bonuses to all deserving employees regardless of their status. On the alternative do communicate to us on your final decision so that we may seek redress for our members elsewhere as provided for in laws of the land.

We look forward to hearing from you soonest.

Yours faithfully,



BENSON O. OKWARO
GENERAL SECRETARY

B00/zsb.