

# COMMUNICATION WORKERS UNION OF KENYA

AFFILIATED TO: CENTRAL ORGANISATION OF TRADE UNIONS (KENYA)

UNION NETWORK INTERNATIONAL GENEVA

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Our Ref: **COWU-KBC-06-012-2012**

Date: **29<sup>th</sup> June, 2012**

All Unionisable Staff

## **Kenya Broadcasting Corporation**

Dear Brothers / Sisters,

### **RE: TERMS AND CONDITIONS OF SERVICE**

We take this opportunity to thank all of you who have continued to support us both morally and financially.

Those of you who have been with KBC for a while will agree with us that it has been quite a struggle to get a recognition agreement with the management of the corporation. This was finally achieved on the 13<sup>th</sup> February 2012 when the management gave in and agreed to enter into a Recognition Agreement with us. This is a milestone achievement for both the Unionisable staff of the Corporation and this Union. However, we note that selfish ambition may derail our efforts and aspiration to improve our Terms and Conditions of service. A divided house never stands.

We do agree with you that there are many issues that the management needs to address urgently. Our recognition agreement is the best avenue for us to approach the management.

Let us put aside our differences and together come up with strategies that will help us move forward. This Union has been in the field of Labour movement for a long time and we understand at what point dialogue is required and when to apply other means to achieve desired results.

This Union has the mandate to represent you on all industrial aspects of employment including terms and conditions of service. We hasten to add that we are totally committed to this task because this is our ultimate goal.

At the moment, the management of K.B.C is ready and willing to negotiate with us for better terms and conditions. We are therefore inviting members and non members with useful ideas/suggestions to come forward and share it with us. Also feel free to come and share with us any constructive criticism.

Together we stand, divided we fall.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Benson O. Okwaro', with a stylized flourish at the end.

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

Cc: The Managing Director  
Kenya Broadcasting Corporation