



**ALLIANCE
Of
Communication Workers Union
&
South African Communication Union**



To: Telkom SA SOC Limited
61 Oak Avenue, Highveld Techno Park,
Centurion
0157
Attention: Alfie Ngubo
Group Executive – Employee Relations
From: Alliance of CWU & SACU Secretariat
Date: 29th June 2018

Subject: 48 HOURS' NOTICE TO COMMENCE A STRIKE ON THE 4TH JULY 2018

We hereby give you notice that members of the Alliance of CWU & SACU who are employed at Telkom SA SOC Limited will commence a strike on Wednesday the 4th July 2018 at 7:00 am.

The following are demands of the Alliance of CWU & SACU:

- A real increase of 12% for the two-year term of the agreement.
- The percentile cap to be increased to the 75th percentile over the two-year period.
- Leave encashment to be extended as per the Collaborative Partnership Agreement.
- S&T to be increased.
- Medical Aid increment on the 1st January be carried by both employees and Telkom and not employees alone.
- Funeral Assist to be provided to all employees in the bargaining unit.
- Long service awards. The company to carry the Tax Directive.
- VSP/VERP opportunities to be addressed in a different forum, as it does not form part of substantive elements.
- Short Term Incentive Bonus to be re-introduced instead of the Pay-Performance double cheque. We must remember that the STI was pitched at 18% of the respective employee total package at the time the CPA was negotiated
- Implementation of the general increase to be backdated to 1st April 2018.
- That the agreement be extended to staff recently outsourced.

Accompanying please find a CCMA certificate of outcome of dispute dated 16/5/2018 and indicating that the matter remains unresolved as at 16/5/2018.

We hold ourselves available to meet with you no later than Tuesday 3rd July 2018 to discuss picket rules before the commencement of the strike.

Regards.

Yours sincerely

THABO MOGALANE
CWU Deputy General Secretary

A handwritten signature in black ink, appearing to be 'KAB', with a long horizontal stroke extending to the right.

.....
KARRIEM ABRAHAMS
SACU General Secretary