



FUNCTIONAL SALARY INCREASES

Dear Member,

Yesterday morning we met with the company in order to understand the rationale of the increases, as well as the respective functional values in the job family's growth as per PWC, as presented by Employee Relations.

The spreadsheet attached refers to the salary increase for 2014. As was agreed to in 2013, the adjusted figures from PWC will be used to make the adjustment for the year 2014 salary increase. In the event the figures move downwards the increase will be based on the 2013 figures.

It is SACU's view that the calculation from last year to this year was not done with much thought put into it, as we picked some anomalies that the company could not explain, PWC did not make the presentation. Refer to attachment (please note that we have rounded down the figures and did not detail it down to the cents).

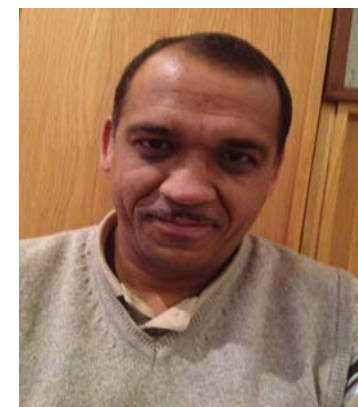
Members need to understand all employees above the 75%tile will get a monthly pensionable once off amount that will not be added to their package. This amount will reflect on your salary advice as a "once off Pensionable allowance" or/and "once off other allowance".

On the way forward the company has committed to revert back to us on the questions we posed regarding these anomalies and further committed to bring PWC in to explain details and rationale with regards to how they came up with the specific information as what was shared with us yesterday.

For easy reference we have included a copy of the agreement signed in 2013.

END

South African communication Union
Michael Hare, President



Hennie van der Westhuizen, National Treasurer



Karriem Abrahams, General Secretary



South African Communication Union

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Funeral Benefit Cover:

Member: R15 000.00

Spouse: R15 000.00

Children

14-21 R15 000.00

6-13 R7 500.00

1-5 R3 750.00

0-11months R1 875.00

Stillborn after 28 wks R1 875.00

A spouse in terms of the policy is viewed as your life partner.

To claim the benefits the following information must be provided to the office as a matter of urgency to facilitate speedy payment

- Copy of Death certificate
- Banking details of beneficiary,
- Affidavit as to relation to decease (Daughter, son spouse etc)
- Copies of identity documents of deceased as well as beneficiary

A spouse in terms of the policy is viewed as your life partner.

Member is covered as soon as first payment for membership is deducted from salary, or payment is recieved via debit order.

Payment usually takes 48 to 72 hours.

For a payment of **R30,00** per month, non members not employed in the sectors we organise, can apply for this benefit. This will have to be done via stop order.

SACU members are all covered via their subscription fees of R65,00 per month.