



Universities Academic Staff Union - UoN Chapter
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ALL CORRESPONDENCES SHOULD BE ADDRESSED TO THE SECRETARY

MEMO TO ALL UASU MEMBERS

DATE: 14th September 2023

SUBJECT: UPDATES FROM UASU - UoN

I hope this finds you well, UASU members.

As we get into the last quarter of the year, after the recess by most Faculties, it is instructive that the Chapter clarifies the following emerging issues of concern.

- Internal CBA, 2017/2021
- Promotions and Appointments
- Matters of Litigation
- Clinical Allowances
- Faculty Rep Agriculture/Veterinary Sciences

After various meetings with University Management and through our internal executive and full chapter meetings, I can report as follows:

- The Chapter received its last correspondence from University Management on 9th May 2023 to appoint negotiators for the Internal CBA 2017/2021. Dr. Samwel Nyandemo was nominated as the Co-Chair of the negotiating team, Prof. Stanley Ndwiga was nominated as the Co-Secretary, and Dr. Opiyo Wasonga (UASU NSG) is the team's spokesperson. The technical team of this committee from UASU – UoN is the Chairman, Secretary, and Treasurer. We are yet to receive a counter-proposal from the University to commence negotiations.
- All pending promotions previously stagnated were activated, and the backlog has drastically been reduced. We expect that before the new academic year begins, all promotions will be at par with members' academic progress. Complete statistics on this matter will be given in our AGM 2023.

- The Chapter resolved in its Executive Committee Meeting of 10th August 2023 and a Full Chapter Committee Meeting of 18th August 2023 that the Union MUST litigate on TWO matters. First is a Judicial Review suit to examine the legality of the appointment process of the current UoN University Council by the appointing authority. This suit was filed on 24th August 2023. The second litigation deals with whether the appointment made by the UoN Council Chair of a Non-Academic Staff Member to a Senior University Position that is bound to have direct ramifications for academic staff was procedural and was in alignment with gazetted University Statutes, the UoN Charter, the University Act and the relevant Human Resource policy guidelines as stipulated by the Chief of Staff & Head of Public Service for all Government Institutions.
- The select committee previously set up to close on the issue of Clinical allowances after our first quarterly meeting of 2023 with the University Management had concluded its meetings. What remains is drafting a report on the same, which we expect to happen this month and such report to be actioned before the end of the year.
- Following the tragic loss of Dr. Muthee Kaunga, Chapter officials made a last courtesy call to his home today, on 14th September 2023. The Chapter handed the family a cheque of Ksh. 640,000/- being funeral contributions from well-wishers and the Union. It has also been resolved that the process of filing the position of Faculty Rep will commence in earnest.

Thank you, members, for being patient as the Union keeps working for you. We shall keep serving you as your labour champions.

Regards,

Dr. Maloba Wekesa



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