



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

**MESSAGE TO ALL UASU MEMBERS**

**DATE: 11<sup>th</sup> January 2024**

Happy New Year, UASU members, and we hope this finds you all well.

As we start the new year, the Union is hopeful that we shall surmount labour challenges ahead and keep you all apprised with developments both within and outside of the University. Among the issues that were carried forward from 2023 include and are not limited to:

- Promotions & Appointments of Staff
- Payments of DSP
- The Pending Internal CBA 2017/2021
- Infrastructure Support for Staff

As you are all aware, we closed the year with a cordial meeting with the University Council. The Union is committed to ensuring that we stay true to the values of honest engagement with all its social partners. It is for this reason that we laud the effort by University Management in keeping its word to interview 67 Associate Professors within the first week of 2024 who had stagnated in career progression. I am happy to report that this exercise was concluded last week, and ALL those interviewed will now await appointment letters to their new positions. We take this earliest opportunity to congratulate our colleagues who went through this exercise.

In 2023, despite various efforts by the Union, we had several challenges in having University Management offset the pending DSP payments. In the meeting with the University Council, we managed to get a commitment that the accrued DSP debt will continuously be retired. The most affected Faculty is the Faculty of Health Sciences, and we call upon the Dean to keep vigilance on this matter. The Union will keep pushing for the DSP issue to be finally settled since labour MUST be paid for once dispensed.

We also hope that 2024, the pending Internal CBA 2017/2021 MUST be negotiated, signed, registered, and implemented. It is embarrassing that the foremost University in Kenya has yet to get its act together over a CBA that lapsed seven years ago. The University Council called off a scheduled meeting for the launch of negotiations on 12th January 2024 this morning. The Union only hopes this inadvertent turn of events is informed by the wisdom of the Council in guiding the University in the right direction. We remain committed as a social partner in ensuring justice for members who have indeed suffered and lost the opportunity to enjoy their rightful emoluments from 2017.

Lastly, we call upon the University Management to lead by example in ensuring that whatever infrastructure support is provided in their duty is mirrored to staff who turn the nuts and bolts that run UoN.

We will keep you posted as we remain your labour champions.

Regards,

**Dr. Maloba Wekesa**

**Chapter Secretary**

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