

MEMORANDUM OF AGREEMENT

asi - Agenzia Spaziale Italiana
AOO_ASI 2 - Agenzia Spaziale Italiana
REGISTRO UFFICIALE
Prot. n. 0010517 - 05/12/2014 - INGRESSO

BETWEEN

ITALIAN SPACE AGENCY (ASI)
with
VITROCISSET KENYA

(hereinafter referred to as the "COMPANY/EMPLOYER" of the
First Part)

AND

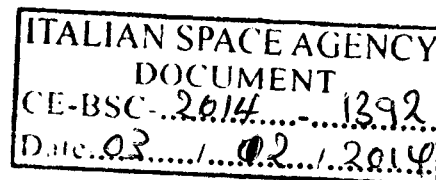
KENYA BUILDING, CONSTRUCTION, TIMBER AND FURNITURE INDUSTRIES
EMPLOYEES UNION OF P.O.BOX 49628-00100, NAIROBI

(hereinafter referred to as the "UNION" of the Second Part).

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ADDITIONAL PAPER TO THE COLLECTIVE BARGAINING AGREEMENT AND ASI STAFF MANUAL for the BSC Employees

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1. PREAMBLE

This Additional paper implements some detailed aspects related to the employment policy with the BSC employees (Collective Bargaining Agreement - CBA AND ASI STAFF Manual) as per clause 32 of the CBA.

2. VALIDITY AND APPLICATION

This document has the same validity and duration of the new CBA and new STAFF Manual for the period from 1st January 2014 to 31st December 2015.

It applies to all CBA and STAFF Manual employees as better specified in the following.

3. SPECIAL RESPONSIBILITY ALLOWANCE

A special responsibility allowance is foreseen for the following CBA categories.

- a) COXWAIN (included in CBA Category G8) KShs 3,700/= per month.
- b) DISPENSARY (all the CBA Category G5) KShs 3,700/= per month.

4. RISK ALLOWANCE

A risk allowance for effective risky operations beyond the normal foreseen activities is established as follows:-

Divers KShs 650/= per hour on the effective diving time.

5. EMERGENCY SHIFT AT PLATFORM

When on a 24 hours/7 days emergency shift, the employees will be entitled to an additional forfeit amount as here specified:

CBA

- A forfeit daily fixed amount of KShs 1,100/= from Monday to Saturday.
- A fixed amount of KShs 1,250/= on Sundays and Public Holidays.

STAFF

- A forfeit daily fixed amount of KShs 1,250/= from Monday to Saturday.
- A fixed amount of KShs 1,450/= on Sundays and Public Holidays.

6. FOOD ALLOWANCE

A food Allowance will be given as follows:-

Emergency shift KShs 375/= per day

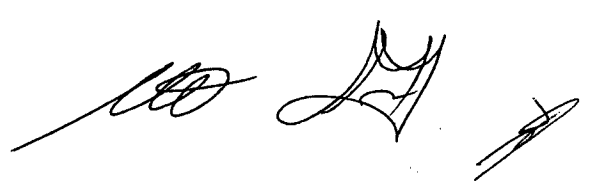
Overtime covering 1 meal (within 12 hours) KShs 200/=

Overtime covering 2 meal (within 24 hours) KShs 350/=

Daily work at platform KShs 200/= per day.

7. HOURS OF WORK

In the STAFF Manual the hours of works for all the workers are 45 hours except for the watchmen and the STAFF belonging to the SECURITY category where it is still 60 hours (As per CBA Clause 5 Section 1.a).



SIGNED:

Signed for ITALIAN SPACE AGENCY (ASI)



FRANCESCO DOMINICI.
(HEAD OF HUMAN REOURCES DEPARTMENT)



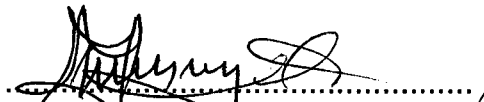
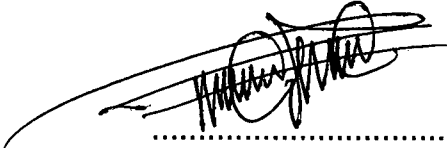
SIMONE PIRROTTA
(B.S.C. MANAGER ON DUTY)

Signed for VITROCISSET KENYA

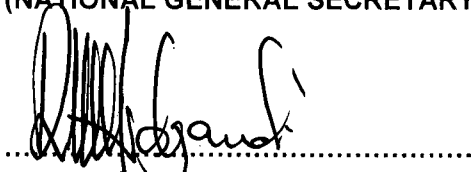
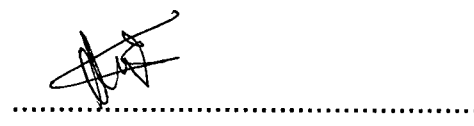



MAURITIO TONINELLI
(SERVICE MANAGER)

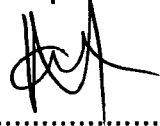
Signed for K.B.C.T.F. & A.I.E. Union


FRANCIS MURAGE
(NATIONAL GENERAL SECRETARY)

JOE MACHARIA
(INDUSTRIAL RELATIONS OFFICER)


RICHARD KAZUNGU
(BRANCH SECRETARY)
JOSEPH KOMBE
(SHOP STEWARD)
PATRICK THOYA
(ASSISTANT SHOP STEWARD)

In the presence of:



JOHN MAKOKHA
FEDERATION OF KENYA EMPLOYEES

DATED AT 2nd THIS DAY December 2014