

Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union

HTS-Union



Affiliated to:

- ◆ National Organisation of Trade Unions (NOTU)
- ◆ International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco & Allied Workers' Association (IUF)
- ◆ Union Network International (UNI)
- ◆ IndustriALL Global Union (IndustriALL)
- ◆ International Domestic Workers' Federation (IDWF)

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23rd March, 2020

NATIONAL CHAIRMAN

Muzaale Patrick

GENERAL SECRETARY

Mugole M.D. Stephen

GENERAL TREASURER

Sabiti Y. Elijah

REGIONAL OFFICES:

Eastern Region - Mbale
Northern Region - Gulu
Western Region - Mbarara
Rwenzori " - Fort Portal
Lira
Entebbe

BRANCH OFFICES:

Hotel / Hospitality Sector

Lake Victoria Hotel Ebb.
Sheraton Kampala Hotel
Serena Hotels/TPS (U)
Imperial Group of Hotels
Speke Group of Hotels
Eureka Place
Protea Hotels (U) by Marriott
Golf Course Hotels
Marasa Lodges
Hotel Africana
Silver Springs Hotel
Colline Hotels
Jinja Nile Resort
Sunset Hotel Int'l
Paradise on the Nile
Mt. Elgon Hotel
Mbale Resort Hotel
Wash & Wills Hotel
Entebbe Flight Motel
Esella Country Hotel
Sunrise Inn, Soroti Hotel
Mts of the Moon Hotel
Rwenzori Travellers Inn
Kalya Courts
Ndali Lodge
Kyandinga Lodge
Agip Motel
Oxford Royal Hotel
Lake View Resort Hotel
Acholi Inn, Bomah Hotels
Palema C. Hotel
Churchill Courts
and other UHOA member establishments
Uganda Golf Club
Kampala Club Ltd
Gardens Restaurant

Food Processing Sector

Britania Allied Industries Ltd
Hariss International (RIHAM)
MetaPlus (U) Ltd
Kiddawalime Bakery Ltd
Leo Biscuits
Balaji Group (EA) Ltd, etc

Tourism Sector

Kibale Conservation Area
Murchison Falls (C.A)
Queen Elizabeth (C.A)
Mt. Elgon (C.A)
Kidepo Valley (C.A)
Bwindi/Mgahinga (C.A)
Lake Mburo (C.A)
Igongo Cultural C&H
Rhino Fund (U)/Sanctuary,
etc

Supermarkets & Allied

Shoprite Checkers (U) Ltd
Cynibel General Trading
Afri-fresh Enterprises

All Union members; Leaders; Employers that recognize the Uganda Hotels, Food, Tourism, Supermarkets & Allied Workers' Union (HTS-Union); UHOA; FUE; UTB; NOTU; ILO-Uganda, Global Union Federations (IUF, UNI, INDUSTRIALL, IDWF; WFTU); Ministry of Gender, Labour & Social Development; Ministry of Tourism, Wildlife & Antiquities; and other stakeholders.

RESPONSE AND MANAGEMENT OF THE SOCIO-ECONOMIC EFFECTS OF THE CORONA VIRUS (COVID 19) IN THE TOURISM, HOTELS/HOSPITALITY, FOOD PROCESSING, SUPERMARKETS AND DOMESTIC WORKERS' SECTOR - THE MANDATORY JURISDICTION OF HTS-UNION

The above captioned matter refers.

Further reference is made to H.E. the President's national address of 18th and 22nd of March 2020 and subsequent press statement by the Minister of Gender Labour and Social development on the 20th of March 2020 on the socio-economic situation, guidelines and impact of COVID 19 in Uganda.

Realizing that COVID 19 has, and continue to negatively impact on the world of work in various ways including economic shocks such as unemployment and underemployment, loss of wages and social protection and more serious effects on vulnerable categories of workers; we earnestly call upon all employers, workers and stakeholders in employment to take genuine, responsive and legitimate decisions and/or actions in this situation.

Guidelines/procedures in the management of labour/employment issues during this pandemic

We wish to reiterate that the following procedures should apply when managing labour issues at workplace in our jurisdiction;

1. That in all actions by the Company, let there be consistent consultations between the management and the Union in the process of decision making on matters of Industrial Relations and employment especially where Collective Agreements do exist, during this difficult time.
2. That Employers should retain employees who are on Permanent monthly pay since termination under the circumstances may not be the best alternative as it calls for payment of severance, repatriation, gratuity, Annual leave, overtime and lieu of notice among others.

Vice National Chairman

Deputy General Secretary

Deputy General Treasurer

: Nambuya Aisha

: Nanyondo Francis

: Okwel Janet

Ast. Gen. Secretary for SIGs

Ast. Gen. Secretary for Organising & Training

Ast. Gen. Secretary for Hospitality

: Namaganda Assumpta

: Okello David

: Namara Grace

Women Committee

C/Person - Chandia Christine

Secretary - Nantume Olivia



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3. That if need be, employees who are working on casual basis could be the ones to be requested to stay home at first but after issuing a notice or letter to that effect that reiterates management's commitment to re-engage them without calling for fresh applications as soon as the situation normalizes.
4. That in the circumstance that a company does not have casuals, then the next option should be to schedule all employees with pending leave to take leave and others also to take their leave for 2020 in advance.
5. Circumstantial Leave with or without pay should be discussed with the Union for better management by the parties but in any case, should not exceed 30th May, 2020 as it is subject to review being circumstantial.
6. For Unionised workplaces, if the Employer considers redundancy and/or layoff as the best option, then the respective CBA provisions in place, should apply while observing Section 40 (3) (a) and Section 84 of the Employment Act, 2006. For emphasis, the Employer shall have to consult the Union into an engagement to ensure compliance.
7. Actions in 5 above should be done in consideration of the press statement by the Minister of Gender Labour and Social development of 20th March 2020 on the effects of COVID-19 herewith attached for ease of reference.
8. All people employing Domestic Workers should provide domestic workers with the necessary personal protective ware and follow government SOPs and pronouncements as issued.

Under the circumstances, we strongly advice all our employers and workers to strictly follow Government Standard Operational Procedures (SOPs) and safety pronouncements on the situation while we stay calm and attend to our work more diligently.

We remain duty-bound to continue praying for the best as we strive to do everything possible to mitigate the effects of COVID-19.

May the Almighty God save Uganda and the World of COVID-19

Yours truly,

Stephen Mugole

**General Secretary, for and on behalf of
HTS-Union National Executive Council**

