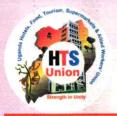
All correspondences should be addressed to the General Secretary

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, Tóbacco & Allied Workers' Association (IUF)
 - ♦ Union Network International (UNI)
 - ◆ IndustriALL Global Union (IndustriALL)
 - ♦ International Domestic Workers' Federation (IDWF)

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23" 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

BRANCH OFFICES:

Hotel / Hospitality Sector Sheraton Kampala Hotel erena Hotels/TPS (U) mperial Group of Hotels Speke Group of Hotels Protea Hotels (U) by Marriott Golf Course Hotels Marasa Lodges Hotel Africana Silver Springs Hotel Colline Hotels linja 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 nrise Inn, Soroti Hotel Mts of the Moon Hotel Rwenzori Travellers Inn Kalya Courts Ndali Lodge Kyaninga Lodge Oxford Royal Hotel ake View Resort Hotel Acholi Inn, Bomah Hotels Palema C. Hotel Churchill Courts and other UHOA member Uganda Golf Club mpala Club Ltd

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

Gardens Restaurant

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

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, INDUSTIALL, IDWF; WFTU); Ministry of Gender, Labour & Social Development; Ministry of Tourism, Wildlife & Antiquities; and other stakeholders.

RESPONSE AND MANAGEMENT OF THE SOCIO-ECONOMIC EFFECTS VIRUS (COVID 19) IN THE CORONA 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 socioeconomic 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** Nambuya Aisha Nanyondo Frances Ast. Gen. Secretary for SIGs Ast. Gen. Secretary for Organising & Training : Okello David Ast. Gen. Secretary for Hospitality

Namara Grace

Women Committee C/Person - Chandia Christine



HTS-Union

- 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 <u>issuing a notice</u> <u>or letter</u> to that effect that reiterates management's commitment to reengage 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.
- 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

