

## **ARTICLE 1: PREAMBLE**

The parties to this agreement, meeting together in free and voluntary association, have determined Terms and Conditions of Service which provides as follows:-

- (a) This agreement is made between the Management of KEMRI - Wellcome Trust Research Programme and Kenya Medical Research Institute, hereinafter referred to as "**the employer**" and the Union of National Research and Allied Institutes Staff of Kenya on behalf of all unionisable staff of KEMRI - Wellcome Trust Research Programme hereinafter referred to as "**the union**".
- (b) This Memorandum of agreement shall be incorporated in all existing Terms and Conditions of Service for all unionisable staff.
- (c) No employee already in service shall receive terms and conditions of service subsequent to signing of this agreement less favourable than the terms and conditions at the date set herein.

## **ARTICLE 2: NEGOTIATING COMMITTEE**

This will comprise of representatives from KEMRI - Wellcome Trust Research Programme, KEMRI Management, UNRISK Headquarters, KEMRI - Wellcome Trust Research Programme Shopsteward, assistant shopsteward, KEMRI Chief Shopsteward, and a representative of FKE at the management's invitation.

## **ARTICLE 3: CHECK OFF SYSTEM**

- (a) Each month, the KEMRI - Wellcome Trust Research Programme management shall deduct from the pay package of each employee covered by this agreement the amount of money specified as the union's regular monthly dues and send them to the union along with the list of employees from whose pay the deductions were made not later than the tenth (10) day of the following month.
- (b) The union dues so deducted shall be remitted in the proportions as shall be directed by the union concerned e.g. the National and International share where applicable.
- (c) Agency Fee: Since the union has an exclusive representation for collective bargaining with the Trust and KEMRI, all unionisable staff shall be liable to pay an