

agency fee equivalent to the rates currently paid as union dues monthly towards the maintenance of the union as far as his/her class of employment remain unionisable.

ARTICLE 4: COMMUTER ALLOWANCE

In accordance with the existing rates in KEMRI, commuter allowance shall be paid at monthly rates as indicated below:

EQUIVALENT OF JOB GROUPS	COMMUTER ALLOWANCE RATE(S) PER MONTH
MR. 1	Kshs. 3,500
MR. 2	Kshs. 3,500
MR. 3	Kshs. 3,500
MR. 4	Kshs. 4,500
MR. 5	Kshs. 5,500
MR. 6	Kshs. 5,500
MR. 7	Kshs. 7,500
MR. 8	Kshs. 8,500
MR. 9	Kshs. 8,500
MR. 10	Kshs. 10,500
MR. 11	Kshs. 13,500
MR. 12	Kshs. 13,500
MR. 13	Kshs. 13,500
MR. 14	Kshs. 14,500
MR. 15	Kshs. 16,500

The effective date, 1st July, 2015.