



COLLECTIVE BARGAINING AGREEMENT

2013 - 2017

Between the

UNIVERSITIES' ACADEMIC STAFF UNION
MASENO UNIVERSITY CHAPTER
(UASU)

and

MASENO UNIVERSITY COUNCIL

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MASENO UNIVERSITY IS ISO 9001:2008 CERTIFIED



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PART 1: OPERATION OF AGREEMENT

1.0 Preamble

Whereas the terms of the Recognition and Negotiating Agreement signed between Maseno University Council, hereinafter referred to as the Employer, and the Universities Academic Staff Union (UASU), hereinafter referred to as the union as a properly constituted workers' body and sole labour organization to represent academic staff of Maseno University.

And whereas it was agreed that the other terms and conditions of service save for salaries and house allowance for the academic staff of the Public Universities, shall be negotiated and agreed between the Employer and the Union.

Now, therefore, the Employer and the Union freely and voluntarily enter into an agreement as stated hereunder.

Chm **2.0 Agreement Title**

This Agreement is the last part of **The 2013 – 2017 Collective Bargaining Agreement** between Universities Academic Staff Union (UASU) Maseno University Chapter and Maseno University Council (Employer) covering the period July 1st, 2013 to June 30th, 2017.

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4.0 AIM OF AGREEMENT

To promote scholarship within a climate of harmonious industrial relationship at Maseno University.

5.0 DEFINITIONS

For the purpose of this agreement the following definitions shall apply:

- 5.1 **Academic Staff** means all academic staff engaged to teach and/or to undertake research and scholarship.
- 5.2 **Employer** means Maseno University Council herein referred to as the Council.
- 5.3 **Institution** shall refer to Maseno University whose confines will include its campuses, Colleges, and teaching centers, but exclude collaboration centers.
- 5.4 **Extension Work** means the transfer of knowledge beyond confines of the institution organized by the university.
- 5.5 **Academic Administrator** means academic members of staff given administrative responsibility by the employer.
- 5.6 **Collective Bargaining Agreement** means this written agreement governing terms and conditions of service negotiated and agreed upon between the Employer and the Union and registered at the Industrial Court of Kenya.
- 5.7 **Full Time Academic Staff** means teaching and research staff employed on permanent and pensionable, and also on contract terms.
- 5.8 **Part Time Academic Staff** means staff that will fill up academic work which is not done by full time academic staff.
- 5.9 **Internal Part Timer** means a full time academic staff that has exhausted his/her maximum load and is engaged to teach extra load for extra payment.
- 5.10 **External Part Timer** means academic staffs that are not employed by Maseno University on full time basis and are engaged to fill up academic work not done by full time academic staff.
- 5.11 **Work Station** shall mean the locality stated in the letter of appointment/ contract of the Academic Staff for deployment and daily assignment of duties e.g. Main (College and Siriba) Campus or any other campuses or learning centres of Maseno University.
- 5.12 **Transfer** shall mean a designed movement from one work station to another.

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6.0 EFFECTIVE DATE AND DURATION

This agreement shall become effective on 1st July, 2013 and shall remain in force for a period of four years up to and including 30th June, 2017.

The agreement shall continue to be in force, thereafter, until a new CBA is negotiated and signed.

7.0 APPLICATION

7.1 This agreement shall apply to all academic staff members of Maseno University who are members of the Union. The membership shall be drawn from permanent, contract, part-time and temporary staff from the category below:

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- (a) Professor /Research Professor/Visiting Professor
- (b) Associate Professor/ Associate Research Professor /Visiting Associate Professor
- (c) Senior Lecturer/Senior Research fellow/Visiting Senior Lecturer
- (d) Lecturer/Research Fellow/Visiting Lecturer
- (e) Assistant Lecturer/Junior Research Fellow
- (f) Tutorial Fellow/ Junior Research Fellow/Instructors
- (g) Graduate Assistant/Teaching Assistant

7.2 Union dues shall be administered in accordance with the current labour laws of Kenya.

7.3 Any Academic and Administrative Staff Member employed under this CBA, who are not duly paid up members of the Union, shall contribute a monthly agency fee of 2% of their basic salary during the duration of the 2013/17 CBA.

8.0 DISPUTES

Any disputes arising out of this agreement shall be settled in accordance with the procedures laid down in the parties Recognition Agreement, Arbitration and Courts of competent jurisdiction in Kenya.

9.0 AVAILABILITY OF AGREEMENT

This agreement shall be made available on the web sites of the University and the Union. In addition, a hard copy of the agreement shall be placed in the University libraries, Head of Departments' offices, Deans' offices and Registrar's office and the Union's offices.



PART 2 EMPLOYMENT RELATIONSHIP AND RELATED MATTERS

10.0 TENURE OF APPOINTMENT

Appointment shall be made on permanent and pensionable terms (including seconded and visiting staff), on temporary or on part time basis. The tenure of each appointment shall be spelt out in the Letter of Appointment. For all appointments letters of appointment shall be issued to members of staff before the report for and commence duties.

The provisions outlined in Sub-articles 10.1 to 10.4, shall govern each of these appointments:

10.1 Permanent and Pensionable Appointment

Appointment to permanent and pensionable terms shall normally be made to appointees who are citizens of Kenya.

10.2 Contract Appointments

Cam Contract appointment, secondment, honorary and adjunct positions shall be for a period of not less than Twelve (12) months and not more than Sixty (60) months.

10.3 Temporary Appointment

10.3.1 Temporary appointment shall be for a period of twelve (12) months and may be renewed for one term only; provided that no temporary appointment shall run for more than twenty four months in all.

10.3.2 Temporary appointment shall be terminated by either party giving the other at least one month's written notice of the intention to terminate the appointment or paying one month's basic salary in lieu of notice.

10.4 Part-time Staff

Part-time appointment shall normally be made in a teaching department only and shall be limited to one academic year but renewable depending on the needs of the department.

10.5 Induction

A newly recruited Academic staff in Maseno University whether on full time, contract or part-time engagement shall undergo a mandatory induction on such things as Ethics, Teaching, Assessment and ISO certification, by the Chairman of Department within thirty (30) days on reporting for initial assignment of duty. A certificate of Induction (COI) indicating ALL the areas of induction shall be issued to the member of staff.

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10.6 Promotion and Upgrading

- a) All the employees on reaching the maximum point of their grade shall be considered for promotion when vacancies arise, subject to meeting the requirements and evaluation and recommendation from Departmental Committee.
- b) The employer shall accord equal opportunities without discrimination to all its employees regardless of race, tribe, color, religion, gender or any other form of attributes.
- c) Where vacancies occur, the employer shall ensure that competitive, open and transparent recruitment process is adhered to. Existing employees regardless of experience, qualification and length of service shall be considered alongside new aspirants.

PART 3: LEAVE ENTITLEMENTS

11.0 ANNUAL LEAVE

11.1 Entitlement

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A member of Academic Staff under this 2013/2017 CBA shall be entitled to annual leave at the rate of **Thirty six (36) working days** per calendar year and leave schedule shall be prepared by each department for its staff at the end of each academic year for the following year which must be circulated in advance to concerned staff.

11.2 General provisions

- 11.2.1 Every member of academic staff **MUST** apply for annual leave when it is due. The head of academic department shall ensure that the assignments of such a member of staff are executed by a substitute before authorizing the leave.
- 11.2.2 Where a member of academic staff is required by the employer to be on duty throughout a calendar year such that the employee is unable to take leave then, such a member of staff shall accumulate his/her leave provided the requirement to be on duty is done in writing by the employer, on the recommendation of the Head of Department. The accumulated leave days shall be added to the leave days of the following year and taken within that year.
- 11.2.3 Leave earned from 2010 to date shall be taken as from May 2016 during the long vacation and subsequently long vacations until the leave days are exhausted.

12.0 SICK LEAVE

- 12.1 Where a member of Academic Staff is unable to carry out his/her duties for reasons of ill-health certified by a qualified medical practitioner, sick leave on full pay shall be granted for a period of up to six months in any one calendar year. If sickness extends beyond six

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months, the Council shall pay half salary for six months subject to a second medical opinion.

- 12.2 If sickness extends beyond twelve months, the university shall appoint a competent medical board which shall evaluate the case and submit its report to council within three months for consideration of granting further sick leave or termination on health grounds (article 22.2).

13.0 MATERNITY LEAVE

A female member of Academic Staff shall be entitled to a maternity leave of **ninety (90)** working days with full pay. The affected employee shall not forfeit any other leave for the year.

14.0 PATERNITY LEAVE

A male employee whose spouse(s) has delivered shall be entitled to **ten (10)** working days per case paternity leave with full pay.

15.0 COMPASSIONATE LEAVE

In case of bereavement, serious illness or any other emergencies in the family of a member of Academic Staff, compassionate leave with full pay of **ten (10) working days** per year shall be given, provided there is satisfactory proof by the concerned. Where the granted compassionate leave period above is inadequate, the Vice-Chancellor may grant more days as the case may deserve. These shall be leave days with pay and shall not be part of his/her annual leave days.

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16.0 STUDY LEAVE

- 16.1 Study leave shall only be granted to members of Academic Staff by the Vice-Chancellor on behalf of Council on the basis of the training needs of the concerned staff and in the interest of staff development.
- 16.2 Members of academic staff on study leave shall forfeit annual leave during the period of such leave.
- 16.3 The employer shall grant paid education leave to members of academic staff interested in pursuing relevant courses, both locally and abroad.
- 16.4 Members of academic staff on sponsorship shall not be required to pay any training levy to the university.

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16.5 Tuition and examination fees paid by members of academic staff who sponsor themselves shall be fully reimbursed by the employer provided that prior permission had been granted by the Deputy Vice-Chancellor in charge of academics and student affairs.

16.6 Members of academic staff on study leave shall not be bonded so long as they work in public service

17.0 SABBATICAL LEAVE

In the interest of both the University and member of staff, it is desirable that members of academic staff on permanent and pensionable terms be released from the normal duties at intervals during their career to rejuvenate their academic productivity.

17.1 Sabbatical leave shall be granted to Members of Academic Staff on permanent and pensionable terms.

17.2 Sabbatical leave shall be granted at the rate of 9 months after every six years of continuous service since appointment or return from a sabbatical or study leave.

17.3 Sabbatical leave shall be granted on full pay.

17.4 Application for sabbatical leave shall set in detail the course of study or research project proposed, the duration of leave requested and the financial assistance sought. Leave shall be granted subject to production of academic work schedule by the applicant and a letter of invitation from the host institute. Applications shall be sent to the Vice-Chancellor through the Deputy Vice – Chancellor, Academic and Students' Affairs and copied to the Deans and Chairmen of Departments concerned.

17.5 On expiry of the leave, a detailed report shall be submitted to the Vice-Chancellor.

18.0 LEAVE OF ABSENCE

18.1 Sufficient notice of such leave shall be given and only if a member of staff will be away for a period of up to five (5) years. Leave of absence shall be granted to a member of academic staff who has reasons to be away from the University for a period of up to **five (5) years** and renewable.

18.2 Leave of absence on secondment shall run for as long as the secondment lasts.

18.3 Leave of absence shall be without pay.

18.4 Notice of intention to renew the leave must be submitted to the employer a semester prior to the commencement of the renewed period.

19.0 SPECIAL LEAVE /EXCHANGE PROGRAMMES

- 19.1 Any member of the Academic Staff who has been nominated to go for any Exchange Program, Fellowships and Conferences shall be released by the University for the duration of the program.
- 19.2 Such a member of Academic Staff on an Exchange Program/Fellowship shall be deemed to be on duty and shall be paid his/her full salary and benefits.

20.0 PUBLIC HOLIDAYS

Any day declared by the Government as a public holiday shall be observed and treated as paid rest days for the purpose of this agreement.

PART 4 TERMINATION OF EMPLOYMENT

21.0 CERTIFICATE OF SERVICE

Every member of academic staff shall be given a certificate of service by the employer upon termination of his/her employment. Such certificate shall contain:

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- i. Name of the University and postal address,
 - ii. Name of the employee and position in the university,
 - iii. The date when employment commenced,
 - iv. The nature and usual place of employment,
 - v. The date when employment was terminated,
 - vi. Commendation of service.

22.0 RETIREMENT

22.1 Normal retirement

- 22.1.1 The compulsory retirement age shall be 70 years.
- 22.1.2 Voluntary retirement age shall be 65 years.
- 22.1.3 Prior to normal retirement, the employer shall issue a retiring employee with a written notice of at least twelve months before the effective retirement date.

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22.2 Termination on Health Grounds

The university shall constitute a competent medical board to assess the health status of employees who are incapable of providing academic labour because of ill health. An employee, who in the opinion of the medical board, is incapable of serving on health grounds shall be recommended by the medical board for retirement on health grounds, on the expiry of 12 months after this verdict. However, should the employee recover within this period, he/she shall be reinstated.

23.0 DISCIPLINARY PROCEDURES

If for any justifiable reasons, and subject to the relevant provisions of The Labour Relations Act 2007 and Employment Act 2007, a member of Academic Staff has to be disciplined, the following procedure shall be followed.

23.1 Warnings

- CAM*
- (a) A member of academic staff whose work or conduct is deemed unsatisfactory and/or who commits an offence which does not warrant termination shall be warned in writing, and the letter shall indicate the employee's right of appeal.
 - (b) All warnings shall be recorded in the employee's file and copied to the Chapter Secretary.
 - (c) All warnings issued shall be subject to a written appeal by the employee to the issuing officer within fourteen (14) days of the date of receipt of the warning. Consideration of such appeal will be given by the employer within fourteen (14) days.
 - (d) If a member of academic staff who has received three warnings commits a fourth offence he/she shall be terminated from service after a hearing in accordance with the provisions of this agreement.
 - (e) The employer shall use a delivery book when issuing warning letters.
 - (f) All warnings shall be issued by the Deputy Vice Chancellor (Administration, Finance and Development), upon receipt of a complaint from the Head of Department or Dean, provided that the Staff shall first be given adequate chance to show-cause why disciplinary action should not be taken against him/her.
 - (g) Academic member of staff whose show-cause response is deemed unsatisfactory may be subjected to disciplinary process.
 - (h) Notwithstanding provisions in clauses (a) to (g) above, the Council shall have the right to subject an employee to summary dismissal for gross misconduct as provided for in the Employment Act 2007, Section 44(4).

23.2 Suspension

- (a) The employer reserves the right to interdict an employee pending investigations into an alleged offence(s).
- (b) An academic member of staff who is on interdiction shall be paid half of his/her salary during the period of interdiction until the decision of the disciplinary committee is made. The disciplinary committee reserves the right to decide whether or not to reimburse half salary withheld during the period of interdiction depending on the nature of the offence and facts established. If the employee is found not guilty, then he/she shall be entitled to full reimbursement of withheld salary.
- (c) The employer shall inform the member of academic staff concerned within **twenty one (21) days** as to the decision of the disciplinary committee.

23.3 Disciplinary Hearings

- (a) The employer shall convene the meeting of the Council's Standing Committee on Academic Staff Discipline Issues within **twenty one (21) days** of suspension of an employee.
- CAW* (b) The employer shall within **fourteen (14) days** prior to the disciplinary meeting give notice to the Union at its registered address, and to the affected Staff, together with the charge made against the academic member of staff and shall provide any documents that shall be introduced in evidence against the employee.
- (c) One Union representative shall formally be invited in writing to the proceedings.
- (d) The decision of the Disciplinary Committee shall be communicated in writing to the concerned employee within **twenty one (21) days** and such communication shall state the Staff's right of appeal.

23.4 Appeals

- (a) The concerned Staff who is dissatisfied with the decision of the Disciplinary Committee shall have the right to appeal directly to the Chairman of the Council within **twenty one (21) days** using the address provided by the Disciplinary Committee.
- (b) The Chairman of Council shall cause the Appeal Board of Council to be convened within **twenty one (21) days** of receipt of the appeal.
- (c) The decision of the Appeal Board of the Council shall be final, but challengeable only in Courts of competent jurisdiction.

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24.0 REDUNDANCY

In an event where there is need to declare an Academic Staff redundant, the employer shall commit itself to the provisions of section 40 of the Labour Relations Act 2007, save that the employee shall be given three (3) months' notice or three months basic salary in lieu of notice place of notice, and shall be paid a severance pay at the last one month's basic salary for every year worked.

PART 5 OTHER BENEFITS

25.0 MEDICAL BENEFITS

- 25.1 The employer shall provide a comprehensive non-contributory medical cover to the members of academic staff, one registered spouse and five (5) children up to the age of eighteen (18) years. Children undertaking approved higher education training shall be covered up to the age of twenty five (25) years. The medical cover taken shall cover the employee and the family within the country. The employer shall provide medical and vaccinations cover of up to Ksh 500,000 for treatment outside the country on recommendation by the University Chief Medical Officer.
- 25.2 The employer under this arrangement shall meet all hospital charges on behalf of the members of academic staff and their families over and above the National Hospital Insurance Fund's contribution (NHIF) within the limits provided for in Schedule II.
- 25.4 The testing of eyes, supply of standard spectacles and dental treatment shall be covered under the scheme subject to a limit as provided in **Schedule II**.
- 25.5 The employer shall meet the cost of drugs for the member of staff and his bona fide family.

26.0 EDUCATION AND TRAINING

- (a) Members of academic staff studying at the University shall be entitled to 100% fee waiver.
- (b) The University shall undertake to pay annual membership fees to all staff registered with their professional bodies provided it is required for the execution of one's duties
- (c) Legal children of staff, studying at the University shall be entitled to a fee waiver of 40% for maximum of two children at any given time

27.0 DEMISE IN SERVICE

Upon the death of a member of academic staff of Maseno University, or any one of his/her immediate family, while in the service of the University, the employer shall with immediate effect provide the following:

- (a) Full payment of the mortuary fees for a maximum of 14 days.
- (b) A decent and adequate transport from the mortuary to the place burial.
- (c) Transport for the immediate family members to the place of burial.
- (d) The employer shall provide money for purchase of coffin as indicated in the **schedule II**.
- (e) Place an advert of the death of the employee in one of the print media with the widest national circulation.
- (f) Decent and adequate transport for university staff willing to attend the burial in the case where deceased is a member of staff.

28.0 BENEVOLENT FUND

Benevolent Fund shall be managed by a Committee consisting of nominees of members of staff.

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PART 6: OTHER MATTERS

29.0 GENDER AND DISABILITY

- 29.1 The employer shall as far as possible observe gender balance both in employment, promotion and duty allocation and remain an equal opportunity employer. However the appointment must be merited.
- 29.2 No member of academic staff shall be favored or discriminated against in employment, duty allocation or promotion because of his/her gender status or disability.
- 28.3 The employer shall take cognizance of the special needs of the disabled member of academic staff and shall therefore strive to provide an enabling working environment, through the provision of such facilities as will enhance the members work, performance and access to work stations.

30.0: REPRESENTATION

The union shall be represented by two officials in the University Senate and shall be allowed to present petitions to the University Council whenever the need arises.

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31.0 PENSION/SUPERANNUATION SCHEME

- 31.1 On appointment on permanent and pensionable terms, the person joining Maseno University as a member of academic staff shall join pension scheme operated by the University at that time.
- 31.2 Should the Board of Trustees vary the ratio of contribution to the pension scheme; which currently stands at 10% by the employee and 20% by employer, the employee will have a choice to join the new scheme or remain in the one under 31.1 above as is provided for by RBA Regulations and Government circulars from time to time.

32.0 PROTECTIVE CLOTHING, TOOLS AND WORKING CONDITIONS

- 32.1 A member of academic staff who works in workshops, laboratory, registries, field stations and such other stations that may expose them to workplace hazards shall be provided with a pair of University branded protective clothing/gear in each calendar year to safeguard his/her health and safety. The cost of such protective clothing/ gear shall be determined by the Union and the employer from time to time. An equivalent sum of money may be paid to the employee as an allowance to purchase protective workplace gear.
- 32.2 The employer shall provide workplace insurance cover for the members of academic staff and be responsible for medical expenses and any other compensation for injuries in line with Work Injury Act, 2007.
- 32.3 It is the responsibility of the employer to set up Workshops, Laboratories, Classrooms, and toilets which must be according to the National specifications and standards.

PART 7: ALLOWANCES

33.0 MORTGAGE FACILITY

The employer shall implement the mortgage scheme, being rolled out by Government of the Republic of Kenya for public officers, beginning 2017-2018 financial year.

34.0 CAR LOANS.

The employer shall implement the car loan scheme, being rolled out by Government of the Republic of Kenya for public officers, beginning 2017-2018 financial year.

35.0 PASAGE AND BAGGAGE

Allowance for passage and baggage shall be paid as indicated on **schedule II**

36.0 ACTING /SPECIAL DUTY ALLOWANCE

When a member of academic staff is required to act in a position of a higher grade for a period of 30 days or more, he/she shall be paid the substantive allowance for that position.

37.0 BOOK AND COMPUTER ALLOWANCE

The employer shall pay members of academic staff a book allowance annually at the rate indicated on **schedule II**. These allowances shall be paid along with the December salary.

38.0 LEAVE TRAVELLING ALLOWANCE

Leave travelling allowance shall be paid to members of academic staff at rates indicated on **schedule II**

39.0 SUBSISTENCE ALLOWANCE

The employer shall pay subsistence allowance to members of academic staff as indicated in **schedule I**

40.0 TRAVELLING ALLOWANCES

40.1 Commuting allowance

The employer shall pay commuting allowance to the employees per month as indicated below:

<i>AMM</i>	By public means	Kshs 10,000
	By Car	K shs 18,000

40.2 Use of Personal Vehicles

For travel undertaken on official duty within East Africa using a personal vehicle, the mileage shall be paid at the prevailing Automobile Association (AA) of Kenya rates. Prior authority to use personal vehicle must be obtained from the Deputy Vice-Chancellor in charge of administration, Finance and Development.

40.3 Day Trip Allowance

Day trip allowance shall be payable where the member of staff is on official duty at least 10 kilometers from their working station, but who does not spend the night away from home. This shall be paid at a half the rate applicable for daily subsistence allowance and will be non-accountable.

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40.4 Relocation Allowance

The university shall pay an equivalent of fourteen (14) days per diem to assist in settling a member of staff transferred from one station to another.

PART 8: OTHER MATTERS

41.0 PRIVATE AND SELF SPONSORED PROGRAMS (PSSP) REVENUE ALLOCATION

Modalities of managing PSSP shall be negotiated in the 2017-2021 CBA cycle.

42.0 IMPLEMENTATION DATE

The implementation date for Commuting, Leave Travelling and Book allowances shall be 1st July, 2017. All the other reviewed allowances shall be effective on the date of registration of this CBA.

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45.0 SCHEDULES

SCHEDULE 1: Accommodation/ Subsistence Allowance

Grades	Cluster 1 Nairobi, Mombasa, Malindi, Kilifi, Kisumu, Lamu, Kwale and Naivasha Kshs.	Cluster 2 Nyeri, Eldoret, Kericho, Kakamega, Kisii, Embu Nanyuki, Nakuru, Lodwar and Garissa Kshs.	Cluster 3 All others Kshs.
15. Professor	16,800	12,600	10,500
14. Associate Professor	14,000	10,500	8,400
13. Snr Lecturer	14,000	10,500	8,400
12. Lecturer	14,000	10,500	8,400
11. Tutorial Fellow Asst. Lec/Instructor	11,200	8,400	7,000

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SCHEDULE II: Rates of various allowances

1	Commuting allowance	By public	10,000
		By car	18,000
2	Optical allowance and Dental allowance	Per family	40,000
3	Passage and baggage allowance	Professor	25,218
		Associate Professor	25,015
		Senior lecturer	18,710
		Lecturer	17,694
		Assistant lecturer/TF/Instructor	12,610
4	Book Allowance	Professor	28,448
		Associate Professor	20,574
		Senior lecturer	19,558
		Lecturer	16,002
		Assistant lecturer/TF/Instructor	12,446
5	Leave Travelling Allowance	Professor	19,388
		Associate Professor	19,388
		Senior lecturer	13,684
		Lecturer	13,684
		Assistant lecturer/TF/Instructor	8,410
6	Bed Charges	Professor	1886
		Associate Professor	1886
		Senior lecturer	1886
		Lecturer	1886
		Assistant lecturer/TF/Instructor	1886
7	Fee Waiver	Academic Staff	100%
		Children	40%
8	Purchase of a coffin	All UASU members and each dependant	40,000

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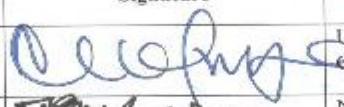
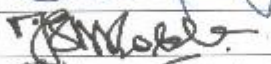
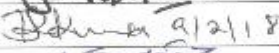


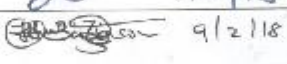
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42.0 SIGNATORIES

Signed on behalf Maseno University Council:

Name	Signature	Position
Prof. Julius Nyabundi		Vice-Chancellor
Prof. Catherine A. Muhoma		Deputy Vice-Chancellor, Administration, Finance and Development
Mr. Mathew Onyango		Registrar Administration and Central Services
Dr. Midida Keta		Human Resource Manager (witness)

Signed on behalf of the Universities' Academic Staff Union (UASU):

Name	Signature	Position
Dr. Constantine Opiyo Wasonga		Uasu National Secretary General
Mr. Samuel Muga K'olale		National Chairman.
Dr. Janepha Kumba	 9/2/18	National Treasurer
Dr. Wycliffe Humphrey Odiwuor	 9/2/18	Chairman Maseno University Chapter
Mr. David Onuon'ga	 9/2/18	Organizing Secretary Maseno Chapter
Dr. Bowa Kwach	 9/2/18	Witness, Uasu Trustee



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