



# Kenya Aviation Workers Union

All correspondents should be addressed to the Secretary General

Airport Complex Ltd.  
JKIA Cargo Village,  
P.O. Box 19157-00501  
Nairobi, Kenya.  
Tel: 0729 039 242

## KAWU'S PRESS STATEMENT ON CHALLENGES FACING AVIATION SECTOR.

Dear Kenyans,

It is our trust that you have keenly been following the shocking revelations that continue to emerge on a scandalous proposal by wheeler-dealers masquerading as Kenya Airways PLC, to unilaterally and shamelessly rob Jomo Kenyatta International Airport from the people of Kenya for the next 30 years.

Kenyans should thank Kenya Aviation Workers Union for whistle blowing on this deal which would have been signed in September 2018 if everything had gone by the well-guarded plan.

We have always posited that KAA is a Public profit making entity established by an act of parliament. On the other hand KQ is a Mongolic private loss making airline that owes KAA over 4B shillings.

The current shareholding at KQ stands at Kenya Government- 46.53%, KLM- 13% and Commercial banks at 35.69%. We want to categorically state that it is totally wrong and even criminal to even imagine KQ taking over JKIA. Kenya will lose billions of shillings in revenue, not to mention massive job losses that will ruin livelihoods.

The take-over plan dubbed PROJECT SIMBA is an outright fraud. The genesis of the problems bedeviling the Airline is well known. Corrupt procurement arrangements, Poor decision making and open looting by cartels that now want to extend their insatiable appetite to KAA at the expense of all Kenyans.

To realize this scheme, these cartels have romped in one Sebastian Mikozs - the Group MD& CEO of Kenya Airways PLC to draft a Privately Initiated Investment Proposal-PIIP, under the skewed argument that for KQ to survive, it has to operate under a comprehensive National Aviation Policy.

However the gaps and inconsistencies that played out during the probe by the Public Investment Committee-PIC into the deal were telling. KAA Chief Executive Officer John Anderson, KAA Board and Sebastian were so incoherent. Senior management at both KAA and KQ are equally struggling to understand the deal.

Nonetheless, why would Sebastian push this deal with such zeal? The answer is simple. He has failed to turnaround Kenya airways and has stolen close to Ksh. 1.3B from the airline. He desperately needs to salvage his career and cover up for the theft.

In the table below we demonstrate how money is being stolen from KQ

Surname	First Name	POSITION	Monthly Salary	18 months salary
Sebastian	Mkosz	Group MD & CEO	8m	135m
Michael	Joseph	Board chair	3m	54m
Jan	Vegt	Managing Director African Cargo	4m	72m
Radj	Sharmer	Technical Director	2.8m	50.4m
Ronald	Luzzier	Head Of Supplies – Technical Services	2m	36m
Diran	Oloyada	Head Of Business Development	1m	18m
Machier	Niniski	Polish – Consultant – Procurement Director	30m	540m
Monica	Muchina	Polish – Consultant – HR Director		
Michael	Smicher	Polish – Consultant – Finance Director		
Magdaline	Sarwacher	Polish – Consultant – Legal Director		
Maiyers	Gregory	Polish – Consultant – Flights Ops Director		
Peter	Piwawoski	Polish – Consultant – Technical Director		
Timothy	Kokosker	Polish – Consultant – IS Director		
Paul	Weigiant	Director Ground Services	3m	54m
Alders	Plisinger	Head Of Revenue Pricing	2.3m	41.4m
Maas	Kulemalla	Head Of Revenue Systems	1.2m	21.6m
Yoris	Holters	Deputy Director World Wide Sales	2.4m	43.2m
Juliana	Goget	Deputy Director Information Systems	2.5m	45m
Barbara	Vanstain	Revenue Management Specialist	2.5m	45m
Willian			3.5m	63m
Marco			2.8m	50.4m
		<b>TOTAL</b>	<b>70.5m</b>	<b>1.3B</b>

On the face of it, one cannot resist the impression of an Airline taken hostage by a bunch of rogue white supremacists purporting to be managers and consultants. In the above tabulation, KQ has lost close to 1.3B in the last 18 months since Sebastian took over Kenya Airways. This can only be called theft.

Michael Joseph is the only board chair in this country who earns a monthly salary of Ksh. 3m. Compare this with what his predecessor was earning - Ksh 300,000. In December 2018, Michael Joseph demanded and got paid Ksh. 18m for unknown reason. Further he gave his girlfriend,



Catherine Kamau a job as Head of Marketing with a salary of Ksh. 1.3m without subjecting her to any interview process.

At Ksh. 8m monthly salary, Sebastian is paid more than any other CEO in Kenya today yet he makes more losses than everyone. Mbuvi Ngunze, the former CEO was earning a monthly salary of Ksh. 3.5m. Sebastian too elevated his girlfriend Angela Nderu to the position of head of strategy. Angela Nderu trained in hotel management, but is now head of KQ business strategy. To make it worse, the CEO's wife Magdalena works with Deloitte Kenya, which audits KQ financials. This creates a conflict of interest.

We will be Petitioning Immigration Department to establish how work permits were issued to foreigners whose skills are readily available locally.

While in Lot Airlines, Sebastian failed completely to post any operating profits. Between 2009 – 2014, Lot Airlines made losses amounting to over 400m EUROS (Ksh. 40B) and in 2015 he was fired for incompetence. Kenya Airways Board of Directors stands indicted for the decision to appoint an obvious failure to turn around Kenya Airways. The only thing that Kenyans are sure to get out of Sebastian is failure.

### Graphic presentation of Lot Airline performance during the tenure of Sebastian Mikozs.

(This information is available on Lot website)



That Anderson and Sebastian are jointly pushing the KQ/KAA merger raises serious integrity questions on their part. Their leadership at the two entities is also very disturbing. They simply hate workers and continue to violate their rights with impunity.

Sebastian and Anderson have instilled panic at KQ and KAA. They have refused to negotiate and complete the pending CBAs and are now proposing massive retrenchments and recommending outsourcing of both managerial and union sable jobs from a Special Purpose Vehicle – SPV.

The point we are making is this. Kenyan Aviation industry is in the wrong hands. Sebastian and Anderson are a disaster and should leave and go back to where they came from immediately.

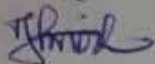
*"Civil disobedience is not our problem. Our problem is civil obedience. Our problem is that people all over the world have obeyed the dictates of leaders... and millions have been killed because of this obedience...Our problem is people are obedient all over the world in the face of poverty and starvation and stupidity, and war and cruelty. Our problem is that people are obedient while the jails are full of petty thieves... (And) the grand thieves are running the country. That's our problem"*

Howard Zinn - American Historian.

It's for **this** and many other reasons that workers in aviation industry have resolved to call for a strike action to demand for the removal of Sebastian Mikozs from the helm of Kenya Airways together with Michael Joseph and their team of rogue managers/consultants. We further demand for the removal of Johnny Andersen from the position of MD/CEO of KAA together with the KAA Board chair Mr. Isaac Awuondo. It is only then that workers in this industry will have the confidence that issues affecting them will be addressed.

Consequently, we advise all airports users throughout the country and airlines customers to consider alternative travel arrangements from Wednesday 6<sup>th</sup> March, 2019. Our members will **withdraw** all services ranging from Cabin crew services, Security, Air Traffic control, Aircraft maintenance, Customer care, Fire and rescue, Ground Flight Services, Engineering, Finance, Transport, Equipment Operation, Loading and Cabin Grooming services among others.

Yours sincerely,



Moss Ndiema  
**Secretary General**  
28<sup>th</sup> Feb, 2019.