

NO. 14 OF 2007

THE LABOUR RELATIONS ACT

SUBSIDIARY LEGISLATION

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**THE KENYA CONCRETE, STRUCTURAL, CERAMIC
TILES, WOODPLY AND INTERIOR DESIGN WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER, 2014**

ARRANGEMENT OF SECTIONS

*THE KENYA CONCRETE, STRUCTURAL, CERAMIC
TILES, WOOD PLY AND INTERIOR DESIGN WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER, 2014*

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA CONCRETE, STRUCTURAL, CERAMIC
TILES, WOODPLY AND INTERIOR DESIGN WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER, 2014**

[Legal Notice 50 of 2014]

IN EXERCISE of the powers conferred by section 48 of the Labour Relations Act 2007, the Cabinet Secretary for Labour, Social Security and Services makes the following Order:-

**THE KENYA CONCRETE, STRUCTURAL, CERAMIC TILES, WOOD PLY AND
INTERIOR DESIGN WORKERS UNION (DEDUCTION OF UNION DUES) ORDER, 2014**

1. This Order may be cited as the Kenya Concrete Structural, Ceramic Tiles, Wood Ply and Interior Design Workers Union (Deduction of Union Dues) Order, 2014.
2. An employer who employs any member of the Kenya Concrete, Structural, Ceramic Tiles, Wood Ply and Interior Designs Workers Union shall –
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from wages of an employee who has subscribed to be a member of the trade union;
 - (b) pay, within five days of the date of deduction, the total sums deducted by crossed cheque, made payable to the Kenya Concrete, Structural, Ceramic Tiles, Wood Ply and Interior Designs Workers Union's Account No 01120162958200, Co-operative Bank, KUSCCO Building Branch, Kilimanjaro Road, Nairobi;
 - (c) notify the Kenya Concrete, Structural, Ceramic Tiles, Wood Ply and Interior Designs Workers Union in writing within one month of all payments together with a full Schedule of the paid up members; and
 - (d) make written returns to the Registrar of Trade Unions at P. O. Box 47606, Nairobi within one month of making all payments to Kenya Concrete, Structural, Ceramic Tiles, Wood Ply and Interior Designs Workers Union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2.5 per centum from each member's basic wage per month.

**THE KENYA UNION OF EMPLOYEES OF POLYTECHNICS, COLLEGES
AND ALLIED INSTITUTIONS (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 51 of 2014]

The Cabinet Secretary for Labour, Social Security and Services makes the following Order:-

1. This Order may be cited as the Kenya Union of Employees of Polytechnics, Colleges and Allied Institutions (Deduction of Union Dues) Order.
2. An employer who employs not less than five members of the Kenya Union of Employees of Polytechnics, Colleges and Allied Institutions shall –
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues, from the wages of an employee who has subscribed to be a member of the trade union;
 - (b) pay, within ten days of the date of deduction, the total sums deducted under the by crossed cheque made payable to the Kenya Union of Employees of Polytechnics, Colleges and Allied Institutions Account No. 01081560009, Bank of Africa, Reinsurance Plaza Branch, Taifa Road, P. O. Box 69562-00400, Nairobi;
 - (c) notify the Kenya Union of Employees of Polytechnics, Colleges and Allied Institutions in writing within one month of the payment with a full Schedule of the paid up members; and
 - (d) make written returns to the Registrar of Trade Unions at P. O. Box 47606, Nairobi within one month of making all the payments to Kenya Union of Employees of Polytechnics, Colleges and Allied Institutions.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two per centum from each member's basic wage per month.

**THE PUBLIC TRANSPORT OPERATORS
UNION (DEDUCTION OF UNION DUES), ORDER**

[Legal Notice 53 of 2014]

IN EXERCISE of the powers conferred by section 48 of the Labour Relations Act the Cabinet Secretary for Labour, Social Security and Services makes the following Order:-

1. This Order may be cited as the Public Transport Operators Union (Deduction of Union Dues) Order.
2. An employer who employs not less than five members of Public Transport Operators Union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues, from the wages of an employee who has subscribed to be a member of the trade union;
 - (b) pay, within ten days of the date of deduction, the total sum deducted under the Schedule by crossed cheque made payable to the Public Transporters Operators Union's Account No. 1141324393 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
 - (c) notify Public Transport Operators Workers Union in writing within one month of all payments together with a full Schedule of the paid up members; and
 - (d) make written returns to the Registrar of Trade Unions at P. O. Box 47606, Nairobi within one month of making all the payments to Public Transport Operators Workers Union.

SCHEDULE

SUM DEDUCTIBLE

A sum of Kenya shillings three hundred from the employee's gross salary per month.

**THE RIFT VALLEY RAILWAYS WORKERS
UNION (DEDUCTION OF UNION DUES), ORDER**

[Legal Notice 52 of 2014]

IN EXERCISE of the powers conferred by section 48 of the Labour Relations Act (Cap. 233) the Cabinet Secretary for Labour, Social Security and Services makes the following Order:-

1. This Order may be cited as the Rift Valley Railways Workers Union (Deduction of Union Dues) Order.
2. An employer who employs not less than five members of Rift Valley Workers union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues, from the wages of an employee who has subscribed to be a member of the trade union;
 - (b) pay, within ten days of the date of deduction, the total sums deducted under the by crossed cheque made payable to the Rift Valley Railways Workers Union's Account No. 2027741862 at Barclays Bank, Haile Selassie Branch, Nairobi;
 - (c) notify Rift Valley Railways Workers Union in writing within one month of the payment with a full Schedule of the paid up members; and
 - (d) make written returns to the Registrar of Trade Unions at P. O. Box 47606, Nairobi within one month of making all the payments to Rift Valley Railways Workers Union.

SCHEDULE

A sum equal to 1.5 per centum from each member's basic wage per month.

THE LABOUR RELATIONS (ACCOUNTS) REGULATIONS

ARRANGEMENT OF REGULATIONS

Regulation

1. Citation
2. Interpretation
3. Receipts to be issued by the collectors
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5. Record of receipt books to be kept
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9. Branch cash book
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13. Bank account to be maintained
14. Penalty
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SCHEDULES

SCHEDULE —

FORMS

THE LABOUR RELATIONS (ACCOUNTS) REGULATIONS

[Legal Notice 65 of 2014]

1. Citation

These Regulations may be cited as the Labour Relations (Accounts) Regulations.

2. Interpretation

In these Regulations, unless the context otherwise requires—

“collector” means a person who collects any money for or on behalf of a trade union or an employers’ organization;

“treasurer” includes any person for the time being acting as a treasurer.

3. Receipts to be issued by the collectors

(1) A person who collects or receives subscriptions, entrance fees, donations or other contributions for or on behalf of a trade union or an employers’ organisation shall issue to the person paying him an appropriate receipt from a book of printed receipt forms, the forms being each in duplicate and numbered serially.

(2) An employer shall not be required to issue a receipt to his employee for any money collected under paragraph (1) on behalf of a trade union or employers’ organisation in respect of check-off dues.

(3) A collector shall, when issuing a receipt, ensure that the particulars entered on the receipt are legibly duplicated on the printed duplicate, and shall preserve in the book the printed duplicate of every receipt issued.

(4) A collector shall hand over or remit to the treasurer of the trade union or employers’ organisation or of his branch, at intervals of not more than fifteen days, all money collected on behalf of the trade union or employers’ organisation, together with all receipt books in the collector’s possession relating to such money.

(5) A collector shall issue a receipt from the receipt books issued to him in proper sequence in accordance with their serial numbering.

(6) A collector who collects moneys for or on behalf of a trade union or employers’ organisation who contravenes this regulation commits an offence.

4. Receipts to be issued to the collector by the treasurer

(1) The treasurer of a trade union or employers’ organisation or branch thereof shall, when issuing a receipt, ensure that the particulars entered on the receipt form are legibly duplicated by carbon copy on the printed duplicate thereof, and shall preserve in the book the printed duplicate of every receipt issued.

(2) No treasurer of a trade union or employers’ organisation or branch shall issue a receipt from a fresh receipt book unless all receipts from receipts books already in use are completed.

(3) A treasurer of a trade union or employers’ organisation or branch thereof shall issue receipts and receipt books in proper sequence in accordance with their serial numbering.

(4) A treasurer of a trade union or employers’ organisation or branch thereof shall ensure that a collector accounts for all receipt books issued to the collector when the collector accounts for the cash collected by him.

(5) When the necessary information has been obtained from the collector’s receipt book or books, the treasurer may return to the collector for further use such receipt book or books as have not been completed.

(6) A treasurer of a trade union or employers’ organisation or ranch thereof who contravenes this regulation commits an offence.

[Subsidiary]

5. Record of receipt books to be kept

(1) The treasurer of a trade union or employers' organisation shall be responsible for the issuance of all receipt books, whether to treasurers of branches or to collectors, and the treasurer of a branch of a trade union or employers' organisation shall be responsible for the issuance to collectors of all receipt books which received from the treasurer of the trade union or employers' organisation.

(2) The treasurer of a trade union or employers' organisation branch thereof, shall keep a record of all receipt books which he receives and issues, and the record shall show the serial numbers of all receipt books received, the dates on which he received the receipt books, the name of the person to whom each receipt book is issued, the date of issuance of the receipt book and the date when the duplicates of the receipt books were returned.

(3) Where a treasurer issues a receipt book to any person other than the treasurer of a branch, he shall not issue any book further book to such person until the duplicate of the first book has been returned.

(4) No treasurer of a branch of a trade union or employers' organisation or branch thereof shall issue to any person a receipt book other than a receipt book received from the treasurer of the trade union, or employers' organisation and no treasurer of a branch or a collector shall issue to any person a receipt from a receipt book not issued by the treasurer of the union to him.

(5) A treasurer of a trade union or employers' organisation or branch thereof who contravenes this regulation commits an offence.

6. Payment vouchers to be made out

(1) No person shall make a payment out of the funds of a trade union or employers' organisation unless the person has first made out a payment voucher in the form set out in the Schedule and—

- (a) obtained the signature of the person empowered to authorize such a payment:
Provided that no person shall authorize payment to himself;
- (b) signed it;
- (c) obtained the signature of the payee, but not when payment is made by a crossed cheque;
- (d) where the payment is for travelling expenses, recorded —
 - (i) the name of the person travelling;
 - (ii) the places from which and to which the person has travelled;
 - (iii) the mode of transport;
 - (iv) the reason for the journey and the date thereof; and
- (e) recorded the name and address of the recipient of the payment and sufficient information to enable the nature of payment to be ascertained.

(2) No person shall make a payment out of the funds of a trade union or on employers' organisation for an object not authorised by the Act or rules of the trade union ore employers' organisation concerned, and no person shall authorize such payments.

7. Wages book to be kept

(1) Where a trade union, employers' organisation or branch thereof employs any person, or engages any person to collect money for it on commission, the treasurer of the trade union, employers' organisation or branch thereof, shall maintain a wages book in Form S set out in the Schedule, using a separate page for each person so employed or so engaged.

(2) A treasurer of a trade union, an employers' organization or branch thereof who contravenes paragraph (1) commits an offence.

8. Cash book and branch analysis cash book

(1) The treasurer of a trade union or employers' organization shall keep a cash book in Form T set out in the Schedule, and shall record therein all money received and all money paid by the trade union or employers' organization including receipts from the payments to branches, in the appropriate columns according to the nature of the receipts and payments and according to whether out of a bank account or other deposit or savings account of the trade union or employers' organization.

(2) The treasurer shall balance the cash book at the end of every month and shall certify in the cash book that the balances agree with the actual cash in hand and cash at the bank and the treasurer shall sign the certificate.

(3) A treasurer shall keep in respect of every branch of the trade union or an employers' organization a branch analysis cash book in Form U set out in the Schedule, and shall record therein an analysis of all money received and all money paid by every branch, according to the copies of the cash book sheets received from branch treasurers under regulation 9, and the receipts and payments shall be entered in the appropriate columns as prescribed by paragraph (1).

(4) A treasurer of a trade union or employers' organization who contravenes this regulation commits an offence.

9. Branch cash book

(1) The treasurer of every branch of a trade union or employers' organization shall keep a cash book in Form V set out in the Schedule with the pages thereof numbered serially, and shall record therein all money received and all money paid by the branch, including receipts from and payments to the trade union headquarters, in the appropriate columns as prescribed by paragraph (1) of regulation 8.

(2) The treasurer shall balance the cash book at the end of every month and shall certify in the cash book that the balances agree with the actual cash in hand and cash at the bank, and the treasurer shall sign such certificate and shall forward to the treasurer of the trade union within seven days after the end of the month a copy of every page of the cash book which relates to that month and particulars of the balances.

(3) A treasurer of a branch of a trade union or employers' organization who contravenes these regulations commits an offence.

10. Treasurer to abide by all recognized accounting rules

The treasurer of a trade union or employers' organization or branch thereof shall abide by all recognized and practiced accounting rules and the Labour Relations Act (Cap. 233).

11. Special funds

(1) The treasurer of a trade union or employers' organization or branch thereof shall maintain, in the trade union or employers' organisation accounts, separate records of any contributions or donations which it collects or receives for a specific purpose, and subject to any resolutions of the members of the trade union or employers' organisation authorizing the use of such funds and any other purpose, the treasurer shall not disburse any such funds other than for the specific purpose for which they were collected or donated.

(2) A treasurer of a trade union or employers' organization or branch thereof who contravenes this regulation commits an offence.

12. Preservation of documents

(1) The treasurer of a trade union or employers' organization or branch thereof shall preserve all the books of account and documents kept or made under these Regulations, and all books of duplicate receipts and other supporting documents, for a period of at least three years after the end of the financial year of a trade union or employers' organisation to which they relate, and shall take all such precautions necessary for their safe custody.

(2) A treasurer of a trade union or employers' organisation or a branch thereof who contravenes this regulation commits an offence.

[Subsidiary]

13. Bank account to be maintained

(1) The treasurer of a trade union or employers' organisation or branch thereof shall cause a bank account to be opened and maintained in the name of the trade union or employers' organisation or branch thereof, and shall within seven days of receipt of any money belonging to the trade union or employers' organisation, pay the money into the bank account.

(2) Where the rules of a trade union or employers' organisation or branch thereof permits the treasurer to retain in cash a sum not exceeding twenty thousand shillings, the treasurer shall pay into the bank account any cash in his possession which exceeds twenty thousand shillings.

(3) A treasurer of a trade union or employers' organisation or a branch who contravenes this regulation commits an offence.

14. Penalty

A person who commits of an offence under these Regulations shall be liable, on conviction, to a fine not exceeding fifty thousand shillings.

15. Revocation

The Trade Unions (Accounts) Regulations, 1964 are hereby revoked.

SCHEDULE

FORMS

FORM R

Margin

(r. 6(1))

PAYMENT VOUCHER
NAME OF TRADE UNION
Particulars

Serial No.
Date:

Amount
Sh. cts

Amount in words:

Authorized by .
.....

Paid by
Treasurer

Recipient
Where applicable

President/
Chairman/
Secretary

FORM S

WAGES BOOK

(r. 7(1))

WAGES BOOK

Employee's name:

Monthly Wage or Rate of Commission

Date engaged:

Date discharged:

Particulars Amount due
of amount

Amount paid

Payment
voucher
No

Payee's
receipt
Signature
or mark
and date

Sh.

cts.

Sh.

cts.

Form "Q" receipt numbers must be specified where applicable.

Labour Relations

[Subsidiary]

FORM T

(r. 8(1))

HEAD OFFICE CASH BOOK

HEAD OFFICE CASH BOOK

Dr. Cash Received

Cr. Cash Paid

Date	Receipt	Ent-Sub	Donations	Total	Date	Paid/Vou	Sala	Prin	Post	Frar	Ren	Com	Enter	Total	Total
ipt	ipt	ran	ptions	cash	to	cherries	ting	age	port	miss	tain	cash	bank	Sh. cts	Sh. cts
from	No. fees				No. & wages	ery									
				Totals					Totals						

FORM U

(r. 8(2))

HEAD OFFICE BRANCH ANALYSIS CASH BOOK

Name of Branch:

Year

Dr. Cash Received

Cr. Cash Paid

Date	Entr	Sub	Don	Strike	Total	Total	Date	Sala	Com	Prin	Post	Frar	Ren	Enter	Total	Total
anc	scri	tions	fund	cash	bank	ries	miss	ing	age	port	tain	cash	bank	Sh. cts	Sh. Cts	
fee	ption			Sh cts	Sh cts	& wages	ions	statio-						men	Sh. cts	Sh. Cts
				Totals					Totals							

FORM V

(r. 9(1))

TRADE UNIONS

Name of Branch:

Serial No.

Date:

Date	Item	Voucher or receipt number	CASH RECEIVED		CASH PAID		Bank
			Cash	Bank	Cash	Bank	
			Sh. cts.	Sh. cts.	Sh. cts.	Sh. cts.	
<hr/>							

THE LABOUR RELATIONS (GENERAL) REGULATIONS

[Legal Notice 66 of 2014]

1. Citation

These Regulations may be cited as the Labour Relations (General) Regulations.

2. Interpretation

In these Regulations unless the context otherwise requires—

“Act” shall mean the Labour Relations Act;

“collector” mean any authorised person who receives funds or monies paid to a Trade Union or Employers’ Organisation;

3. Trade union or employers’ organizations register of members

(1) A registered trade union or employers’ organisation shall keep a register of its members, in which shall be entered—

- (a) the name, address, place of work, and occupation of each member;
- (b) the date on which each member become a member of the trade union or employers’ organization;
- (c) the payments made by the member in respect of entrance fee, subscriptions or any other dues and the dates of such payment; and
- (d) the date on which a member ceases to be a member of a trade union or an employers’ organisation.

(2) The payments made by a member under paragraph (1)(c) shall be recorded in the form set out in the First Schedule.

(3) A registered trade union or employers’ organisation that fails to keep a register of its members in accordance with paragraph (1) commits an offence.

4. Form of register, certificates and applications

The Registrar shall, upon payment of the prescribed fee, issue a duplicate of any certificate, order or application issued under the Act on it being satisfactorily proved that such certificate, order or application has been lost or destroyed.

5. Inspection of register

Any person may, during working hours and on payment of the prescribed fee, inspect and obtain copies of the register or parts thereof, maintained by the Registrar.

6. Amalgamation of trade union or employers’ organization

(1) A registered trade union or employers’ organisation, when proposing to amalgamate with one or more trade unions or employers’ organisations shall inform all members concerned of—

- (a) the reason for the proposed amalgamation;
- (b) the proposed conditions under which the amalgamation will take place; and
- (c) the time and place at which the secret ballot will be held.

(2) The procedure to be followed in taking the secret ballot referred to in paragraph (1) shall be as follows—

- (a) the ballot shall be conducted jointly by an independent body set up by the Cabinet Secretary and an officer of the employers’ organisation or trade union, as the case may be, and a representative of the members of the trade union or employers’ organisation, chosen by the members;
- (b) the persons responsible for conducting the ballot shall be furnished with—
 - (i) a list of members qualified and entitled to vote;

[Subsidiary]

- (ii) an adequate supply of ballot papers in the Form 1 set out in Second Schedule and not marked in any way whatsoever so as to identify the person voting; and
- (iii) a suitable ballot box fitted with lock and key;
- (c) arrangements shall be made to enable each member concerned, at places adjacent to the ballot box, to obtain a ballot paper and to mark it, screened from observation, before depositing it in the box;
- (d) the name of each member to whom a ballot paper is handed out shall be marked off on the list of members concerned by the person handing out the ballot papers;
- (e) the member shall, after marking the ballot paper, fold it so as to cover the marking and deposit it in the ballot box;
- (f) the ballot papers shall be examined and the votes shall be counted by the persons conducting the ballot, and certificates of the result of the ballot, in the Form 2 set out in the Second Schedule shall be signed jointly by them, and the signed copy of the certificate shall—
 - (i) be posted in the registered office of the trade union or employers' organization, as the case may be, and in every branch office for a period of not less than one week after the conclusion of the secret ballot;
 - (ii) be attached to the notice of amalgamation sent to the Registrar under section 26(1) of the Act.

7. Annual returns

The general statement referred to in section 43(1) of the Act shall be furnished to the Registrar before the first day of April in each year.

8. Recognition agreement

A Recognition agreement under section 54 of the Act shall be signed between a trade union and an employer when—

- (a) the trade union has in its membership a simple majority of employees;
- (b) the trade union is eligible by virtue of the constitution of the trade union to recruit member in that particular undertaking or group of undertakings; or
- (c) there is no rival trade union claiming to represent such employees.

9. Fees

The fees set out in the Third Schedule shall be payable to the Registrar in respect of the matters specified therein.

10. Revocation

The Trade Union Regulations, 1973 are revoked.

FIRST SCHEDULE

[r. 3(2)]

EMPLOYEES IN RESPECT OF WHOM DEDUCTIONS FROM WAGES ARE REQUIRED TO BE MADE

We, the undersigned, hereby acknowledge that we are members of the (Trade Union):

<i>Union Membership Number</i>	<i>Name of Members</i>	<i>Signatures</i>	<i>Date</i>
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SECOND SCHEDULE

[r. 6(2)(7)]

FORMS

FORM 1

Record your vote by a X in column 2.

Do not sign your name

Column 1

Column 2

For Amalgamation

Against Amalgamation

FORM 2

(r. 7)

CERTIFICATE OF RESULT OF BALLOT

Name of trade union

Situation and postal address of registered office

We, the undersigned, representing respectively the officers and members concerned of the above-named trade union, certify that on the 20 a ballot was duly taken in compliance with the requirements of the Trade Union Regulations on the question of the amalgamation of the trade union with the registered trade union(s) named hereunder—

..... and that the result was—

Number of papers in ballot box

Number voting in favour of the amalgamation

Number voting against the amalgamation

The total number of members entitled to vote was

Dated the, 20

(Signed)

1.

2.

NOTE:— A signed copy of this certificate must be posted in the registered office of the trade union and in every branch office thereof. A further signed copy must accompany the notice of amalgamation which is required to be sent to the Registrar under subsection (1) of section 33 of the Trade Unions Act.

THIRD SCHEDULE

[r. 9]

FEES CHARGED BY THE REGISTRAR OF TRADE UNIONS

	<i>Ksh.</i>
1. On application for registration of a Trade union	15,000
2. On application for registration of a branch	3,000
3. On registration of new rules or alteration of rules	750
4. On registration of change of officer	3,000
5. On registration of change of name of a Trade Union	1,500

[Subsidiary]

6. On registration of amalgamation of trade Union	1,000
7. For a copy of a certificate of registration	200
8. For a certified copy of/or a certificate extract	500
9. For a certified copy of/or extract from documents searchable under the custody of the Registrar:	
(i) for the first page thereof	500
(ii) for every other page	100
10. For carrying out a search on records	200
11. For filing Annual Returns	2,200
12. Penalty of 1,000 per month after 1st April, of every year.	
13. On filing notice of change of situation of office or Postal address	600

THE TRADE UNIONS ELECTIONS (ELECTION PETITION) RULES

[Legal Notice 64 of 2014]

1. Citation

These rules may be cited as the Trade Unions Elections (Election Petition) Rules.

2. Interpretation.

In these Regulations, unless the context otherwise requires—

“Act” means the Labour Relations Act;

“petitioner” in relation to an election petition, means the person who files or lodges an election petition arising from an election process;

“Registrar” means the Registrar of the Employment and Labour Relations Court and includes a deputy registrar;

“respondent” in relation to an election petition, means the person whose election is complained of, or if the petitioner complains of the conduct of a presiding officer.

3. Filing of petition

A petition to question the validity of an election under the Act shall be filed within seven days after the date of the declaration of the results of the election.

4. Presentation of election petition

The presentation of an election petition shall be made by delivering it at the office of the Registrar, and the Registrar or the officer of that department to whom the petition is delivered shall issue a receipt in Form 1 set out in the Schedule.

5. Contents and form of election petition

(1) An election petition shall—

- (a) state whether the petitioner is entitled to petition under section 34(4) of the Act; and
- (b) state when the election was held and results of the election, and shall briefly state the facts and grounds relied on in support of the petition.

(2) The petition shall be divided into paragraphs, each of which shall be confined, as nearly as is practicable, to a distinct portion of the subject, and every paragraph shall be numbered consecutively, and no costs shall be allowed for drawing or copying any petition not substantially in compliance with these Regulations, unless otherwise ordered by the Employment and Labour Relations Court.

(3) The petition shall conclude with a prayer that a specified person should be declared duly elected or that the election should be declared void, and shall be signed by all the petitioners.

(4) A petition filed under paragraph (1) shall be in Form 2 set out in the Schedule.

(5) Evidence need not be stated in the petition, but the Employment and Labour Relations Court may, upon application in writing by a respondent, order such particulars as may be necessary to prevent surprise and unnecessary expenses and to ensure a fair and effectual trial, upon such terms as to costs and otherwise as may be ordered.

(6) Where more than one petition is presented relating to the same election, all such petitions shall be dealt with as one petition, so far as the inquiry into the election is concerned.

6. Claim of seat by an unsuccessful candidate

(1) Where a petitioner claims the seat for an unsuccessful candidate alleging that he had a majority of lawful votes, the party complaining of or defending the election shall, within fourteen days before the day appointed for trial, deliver to the Registrar, and at the address

[Subsidiary]

given by the petitioner and respondent, as the case may be, a list of the votes intended to be objected to, and of the heads of objection to each such vote.

(2) The Registrar shall allow inspection of copies of the lists to all parties concerned, and no evidence shall be given against the validity of any vote, or upon any head of objection not specified in the list, except by leave of the Employment and Labour Relations Court, granted for special reasons to be recorded, upon such terms as to amendment of the list, postponement of the inquiry and payment of costs as may be ordered.

7. Complaint of improper return

(1) The respondent in a petition complaining of an improper return and claiming the elective position for another person may lead evidence to prove that the election of that person was improper, and in that case the respondent shall, within seven days before the day appointed for trial, deliver to the Registrar, and at the address, if any, given by the petitioner, a list of the objections to the election upon which he intends to rely.

(2) The Registrar shall allow inspection of copies of the lists to all parties concerned, and no evidence shall be given by a respondent of any objection to the election not specified in the list except by leave of the Employment and Labour Relations Court, granted for special reasons to be recorded, and upon such terms as to amendment of the list, postponement of the inquiry and payment of costs as may be ordered.

8. Appointment of advocate by petitioner

The petitioner or petitioners shall submit to the office of the Registrar, the petition together with a notice in writing, signed by him or them, giving the name of an advocate whom he or they authorize to appear on his or their behalf or stating that he or they act for himself or themselves, as the case may be and in either case giving an address in Kenya at which notices may be left, and if no such notice is given all notices may be given by submitting them at the office of the Registrar.

9. Appointment of advocate by respondent

A person who is elected may, at any time after he is elected, send or submit to the office of the Registrar, a notice in writing signed by him or on his behalf, appointing an advocate to act as his advocate in case there is a petition against him, or stating that he intends to act for himself and in either case giving an address in Kenya at which notices addressed to him may be submitted or if no such notice is given, all notices and proceedings may be given or served by submitting them at the office of the Registrar.

10. Security for costs

(1) A petitioner shall deposit security for the payment of costs that may become payable by the petitioner not more than ten days after the presentation of a petition under these Regulations.

(2) The security to be deposited under paragraph (1) shall be determined by the Employment and Labour Relations Court.

11. Affidavit to form part of the record

(1) An affidavit which is filed in a petition shall be read by or on behalf of the witness and shall form part of the record of the trial and a deponent may be cross-examined by the respondents and re-examined by the petitioner.

(2) Subject to regulation 4(5), a witness shall not be permitted to give evidence for the respondent unless an affidavit sworn by him, setting out the substance of his evidence, together with sufficient certified true copies of the affidavit are submitted to the Employment and Labour Relations Court and the petitioner during the trial.

(3) An affidavit recorded in a language other than English shall be accompanied by a translation in English, with sufficient copies for the judges and other parties, certified by the person translating it as having been translated to the best of his knowledge and ability.

(4) A witness for the petitioner or the respondent who fails to deliver the affidavit under paragraph (2) or (3) shall not be permitted to give evidence without the leave of the

Employment and Labour Relations Court, and the Employment and Labour Relations Court shall not grant such leave unless sufficient reason is given for the failure.

12. Presiding officer to deliver documents to the Registrar

The presiding officer shall deliver the following documents to the Registrar not less than forty-eight hours before the date fixed for the trial—

- (a) a written complaint of a candidate and the representatives of the candidate;
- (b) the packets of spoilt papers;
- (c) the marked copy register;
- (d) the packets of counterfoils of used ballot papers;
- (e) the packets of counted ballot papers;
- (f) the packets of rejected ballot papers;
- (g) the statements showing the number of rejected ballot papers;
- (h) the minutes relating to the election process; and
- (i) the election report.

13. Limitation of time within which a case must be completed

The Employment and Labour Relations Court may, on application by a party or of its own motion, for sufficient reasons limit the time within which a petitioner or respondent shall complete his case.

14. Postponement of trial of a case

The Employment and Labour Relations Court may, on the application of a party or of its own motion for sufficient reasons, postpone the beginning of the trial to a date specified by the Employment and Labour Relations Court and an order under this regulation shall forthwith be issued by the Registrar to that effect.

15. Adjournment of a case

(1) No formal adjournment of the Employment and Labour Relations Court during the trial of an election petition shall be necessary, but the trial shall stand adjourned, and may be continued from day to day until it is concluded.

(2) If one judge of the judges of Employment and Labour Relations Court is disabled by illness or otherwise during the trial, the trial may be continued and concluded by any of the other judges.

16. Withdrawal of petition

(1) An election petition shall not be withdrawn without the leave of the Employment and Labour Relations Court, and leave may be given upon terms as to the payment of costs and otherwise as the Employment and Labour Relations Court may think fit.

(2) Before leave for the withdrawal of an election petition is granted, there shall be produced affidavits, as required by this regulation by all the parties to the petition and their advocates:

Provided that the Employment and Labour Relations Court may, on cause shown, dispense with the affidavit of any particular person if it seems to the Employment and Labour Relations Court on special grounds to be just so to do.

(3) An affidavit shall state that, to the best of the deponent's knowledge and belief, no agreement or terms of any kind whatsoever has or have been made, and no undertaking has been entered into, in relation to the withdrawal of the petition; but if any lawful agreement has been made with respect to the withdrawal of the petition, the affidavit shall set forth that agreement, and shall make the foregoing statement subject to what appears from the affidavit.

(4) The affidavits of the applicant and his advocate shall further state the ground on which the petition is sought to be withdrawn.

[Subsidiary]

17. Application for leave to withdraw

An application for leave to withdraw a petition shall be in writing signed by the petitioner or petitioners, his or their advocate or advocates, and shall state the grounds on which the application is supported.

18. Costs to be taxed by the Registrar

(1) The costs of and incidental to the presentation of a petition shall be taxed by the Registrar upon the order of the Employment and Labour Relations Court in the same manner as costs are taxed in the High Court, but subject to such express directions whether general or specific, as the Employment and Labour Relations Court may give, and costs when taxed may be recovered in the same manner as the costs in civil proceedings.

(2) The Employment and Labour Relations Court may direct that the whole or any part of any money deposited as of security under regulation 9 may be applied in the payment of taxed costs.

(3) There shall be paid in respect of all proceedings under these Regulations the same court fees as are payable in respect of civil proceedings in the High Court in so far as the same are applicable.

SCHEDULE

FORMS

(r. 3)

FORM 1

Received on the day of, 20 at the Registry of the Employment and Labour Relations Court, a petition touching the election of for purporting to be signed by (insert the names of petitioners)

Registrar (or other officer to whom the petition is delivered)

Registrar

(or other officer to whom the petition is delivered)

(2) Two copies of the petition shall be delivered with the petition

FORM 2

(r. 5(4))

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA

THE LABOUR RELATIONS ACT

The petition of

Your petitioner A is a person who voted (or had a right to vote) at the above election (or who claims to have had a right to be elected at the above election) or who was a candidate at the above election) and your petitioner B (state in the same manner the right of B)

And your petitioner/s state that the election was held on the day of, 20, when X, Y and Z were candidates, and the returning officer has returned X as being duly elected.

And your petitioners say that (state the facts and ground on which the petitioners rely).

Wherefore your petitioners pray that it elected and the election was void.

Date

20

Signed:

A

[Subsidiary]

Signed:

B

**THE POSTAL CORPORATION OF KENYA
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 96 of 2014]

1. Citation

This Order may be cited as the Postal Corporation of Kenya (Deduction of Agency Fees) order.

2. The Postal Corporation of Kenya of P. O. Box 34567-00100 Nairobi shall—

- (a) deduct on a monthly basis, the sum specified in the Schedule from each unionsable employee who is not a member of the Communication Workers Union of Kenya but are benefitting from terms and conditions of the Collective Bargaining Agreement (RCA 27 of 2014) signed between the union and the Postal Corporation of Kenya;
- (b) deductions to commence within thirty days of receiving this Order;
- (c) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque made payable to the Communication Workers Union of Kenya account number 110-160-3224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) make written returns to the Registrar of Trade Unions at P.O. Box 47606, Nairobi within one month of making all the payments to Communication Workers Union of Kenya.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2 per centum from each unionsable employee's basic wage per month

**THE UNION OF KENYA CIVIL SERVANTS
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 22 of 2015]

1. This Order may be cited as the Union of Kenya Civil Servants (Deduction of Agency Fees) Order.
2. Every employer shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule in respect of each unionsable employee who is not a member of the Union of Kenya Civil Servants but is benefiting from the Collective Bargaining Agreement signed between the Government of Kenya and the Union of Kenya Civil Servants;
 - (b) remit within ten days of the date of deduction, the total sums deducted under item (a) by crossed cheque made payable to the Union of Kenya Civil Servants' account 01120120993000 at the Co-operative Bank of Kenya, Moi Avenue Branch, Nairobi;
 - (c) notify the Union of Kenya Civil Servants in writing within one month of all payments together with a full schedule of the paid up members; and
 - (d) make written returns to the Registrar of Trade Unions at P.O. Box 47606, Nairobi within one month of making all the payments to the Union of Kenya Civil Servants.

SCHEDULE

A sum equal to 1.5 per centum from each employee's basic wage per month.

**THE UNION OF THE NATIONAL RESEARCH INSTITUTE
STAFF OF KENYA (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 37 of 2015]

1. This Order may be cited as the Union of the National Research Institute Staff of Kenya (Deduction of Agency Fees) Order.
2. The Kenya Medical Research Institute shall—
 - (a) deduction a monthly basis, the sum specified in the Schedule in respect of each unionsable employee who is not a member of the Union of the National Research Institute Staff of Kenya but is bound by the Collective Bargaining Agreement (RCA 225 of 2014) signed between the union and the company on the 17th October, 2014;
 - (b) commence deductions within thirty (30) days of receiving this Order; and
 - (c) remit within ten days, the sum deducted under item (a) by crossed cheque made payable to the Union's account number 234-793-836 at the Kenya Commercial Bank, Moi Avenue Branch, Nairobi.

SCHEDULE

SUM DEDUCTIBLE

A sum of three hundred and fifty shillings from each employee's basic wage per month.

**THE UNIVERSITIES' ACADEMIC STAFF UNION
(DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 38 of 2015]

1. This Order may be cited as the Universities' Academic Staff Union (Deduction of Union Dues) Order.
2. An employer who employs not less than five members of the Universities' Academic Staff Union shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule in respect of trade dues, from the wages of an employee who has subscribed to be a member of the trade union;
 - (b) pay within ten days of the date of deduction, the sums deducted under item (a) by crossed cheque made payable to the Universities' Academic Staff Union's account number 075-1204841 at the Barclays Bank of Kenya, Moi Avenue Branch, Nairobi;
 - (c) notify the Universities' Academic Staff Union, in writing, within one month of the payment with a full Schedule of the paid up members; and
 - (d) make written return to the Registrar of Trade Unions at P.O. Box 47606, Nairobi within one month of making all payments to the Universities' Academic Staff Union.

SCHEDULE

A sum equal to two per centum from each member's basic wage per month

**THE UNION OF NATIONAL RESEARCH AND ALLIED INSTITUTE
STAFF OF KENYA (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 83 of 2016]

1. This Order may be cited as the Union of National Research and Allied Institute Staff of Kenya (Deduction of Agency Fees) Order.
2. The M/S British Institute in East Africa shall-
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionsable employee not subscribing to any union but is benefitting from the terms and conditions of the Collective Bargaining Agreement (RCA68 of 2015) signed between the Union of National Research and Allied Institute Staff of Kenya and the Company;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque made payable to Union of National Research and Allied Institute Staff of Kenya into the Union's account No. 234-793-836 at Kenya Commercial Bank Limited, Moi Avenue Branch, Nairobi;
 - (c) commence deductions within thirty days of receiving this Order.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two per centum from each unionsable employee's gross salary subject to a minimum of three hundred and fifty Kenya Shillings and a maximum of five hundred and fifty Kenya Shillings.

**THE KENYA AVIATION WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 202 of 2016]

1. This Order may be cited as the Kenya Aviation Workers Union (Deduction of Agency Fees) Order.
2. The Messrs. Kenya Airways Limited shall —
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionisable employee who is not a member of the Kenya Aviation Workers Union but is benefiting from the terms and conditions of the Collective Bargaining Agreement (RCA 04 of 2015) signed between the Kenya Aviation Workers Union and Kenya Airways Limited;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque made payable to the Kenya Aviation Workers into the Union's account No. 01120507625000 at Co-operative Bank of Kenya, Embakasi Junction Branch, P.O. Box 1013-00521, Nairobi;
 - (c) commence deductions within thirty (30) days of receiving this Order.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two per centum from each unionisable employee's basic salary.

**THE KENYA AVIATION WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 203 of 2016]

1. This Order may be cited as the Kenya Aviation Workers Union (Deduction of Agency Fees) Order.
2. The Messrs Bollore Transport and Logistics Kenya Limited shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionisable employee who is not a member of the Kenya Aviation Workers Union but is benefiting from the terms and conditions of the Collective Bargaining Agreement (RCA 70 of 2016) signed between the Kenya Aviation Workers Union and Bollore Transport and Logistics Kenya Limited;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque made payable to the Kenya Aviation Workers into the Union's account No. 01120507625000 at Co-operative Bank of Kenya, Embakasi Junction Branch, P.O. Box 1013-00521, Nairobi;
 - (c) commence deductions within thirty (30) days of receiving this Order.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two per centum from each unionisable employee's basic salary.

**THE KENYA NATIONAL PRIVATE SECURITY WORKERS
UNION (COLLECTION OF UNION DUES) ORDER**

[Legal Notice 7 of 2017]

1. This Order may be cited as the Kenya National Private Security Workers Union (Collection of Union Dues) Order.
2. Any employer specified in the Schedule who employs not less than five members of the Kenya National Private Security Workers Union shall—
 - (a) deduct on a monthly basis, a sum equal to two per centum from the monthly basic wages of an employee who has subscribed to be a member of that union;
 - (b) pay within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque payable to the Kenya National Private Security Workers' Union, Account No. 0260299415846 at Equity Bank, Kimathi Street, Nairobi;
 - (c) commence deductions within thirty days of receiving this Order;
 - (d) make written returns to the Registrar of Trade Unions at P. O. Box 40326-00100, Nairobi within one month of making all the payments to the Kenya National Private Security Workers' Union and to Central Organization of Trade Unions(K).

SCHEDULE*Name of Employer*

Kenya Kazi.
Bob Morgan.
G4S.
Security Agencies.
Wells Fargo.
Radam Limited.
Inter Security Services.
Fidelity Limited.
Green Hills.
Nine One One.
Riley Security Services.
Robinson Limited.
Deway Security.
Fargo Courier.
Meru Homes Limited.
Lee Security.
Crest Limited.
Trace Limited
Security Guards Services.

[Subsidiary]

Solvit Limited.

Lavington Security Limited.

Hatari Security Limited.

Guard World Security Limited.

Mocam Security Limited.

Seneca Africa Limited.

All Companies Under Kenya Security Industry Association.

All Companies Under Private Security Industry Association.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 25 of 2017]

1. This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.
2. Tusker Mattresses Limited of P.O Box 54280-00200, Nairobi, shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionsable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers but is covered by the Collective Bargaining Agreement registered as RCA 170 of 2016;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque made payable to the into the Union's account No. 094-1822290 at Barclays Bank of Kenya Limited, Queensway Branch, Nairobi;
 - (c) commence deductions within thirty days of receiving this Order;
 - (d) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 within one month of making all the payments to Kenya Union of Commercial Food and Allied Workers.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two per centum from each unionsable employee's basic salary.

**THE KENYA INDEPENDENT COMMISSIONS WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 91 of 2017]

1. This Order may be cited as the Kenya Independent Commissions Workers Union (Deduction of Union Dues) Order.
2. Every independent Commission within the Republic of Kenya, except the Teachers Service Commission in respect of teachers who are members of the Kenya National Union of Teachers and the Kenya Union of Post Primary Education Teachers and the Public Service Commission in respect of an employee of the Commission who is a member of the Union of Kenya Civil Servants, shall—
 - (a) deduct, on a monthly basis, the sums specified in the Schedule in respect of trade union dues from the wages of an employee who has subscribed to be a member of the Kenya Independent Commissions Workers Union;
 - (b) pay within ten days of the date of deduction, the total sums deducted under paragraph (a) in the manner specified in the Schedule;
 - (c) notify the Kenya Independent Commissions Workers Union, in writing, within one month of all payments together with a full Schedule of the paid up members;
 - (d) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Kenya Independent Commissions Workers Union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of five hundred from each member's basic wage payable to the Kenya Independent Commissions Workers Union by crossed cheque made payable to the Union's Account Number 0100004687177 at Stanbic Bank, Harambee Avenue Branch.

**THE KENYA UNION OF POST PRIMARY EDUCATION
TEACHERS (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 92 of 2017]

1. This Order may be cited as the Kenya Union of Post Primary Education Teachers (Deduction of Union Dues) Order.
2. The Teachers Service Commission shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule from the wages of an employee who has subscribed to be a member of the Kenya Union of Post Primary Education Teachers;
 - (b) pay within ten days of the date of deduction, the total sums deducted under paragraph (a) in the manner specified in the Schedule;
 - (c) commence deductions within thirty days of receiving this Order;
 - (d) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Kenya Union of Post Primary Education Teachers and the organization.

SCHEDULE

A sum of one point eight per centum from each member's basic wage, payable to the Kenya Union of Post Primary Education Teachers by crossed cheque made payable to the Union's Account Number 0100002457387 at Stanbic Bank, Buruburu Branch

**THE KENYA UNION OF SUGAR PLANTATION
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 90 of 2017]

1. This Order may be cited as the Kenya Union of Sugar Plantation Workers (Deduction of Agency Fees) Order.
2. Butali Sugar Mills Limited of P.O. Box 1400, Webuye, shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionsable employee who is not a member of the Kenya Union of Sugar Plantation Workers but is benefitting from the terms and conditions of the Collective Bargaining Agreement (RCA No. 12 of 2014) signed between Butali Sugar Mills Limited and Kenya Union of Sugar Plantation Workers;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque and apportioned as follows—
 - (i) eighty per centum made payable to the Kenya Union of Sugar Plantation Workers account number 1768486, Barclays Bank, Moi Avenue, Nairobi; and
 - (ii) twenty per centum made payable to the Kenya Union of Sugar Plantation Workers Kakamega branch account number 0500199975339, Equity Bank, Kakamega;
 - (c) commence deductions within thirty days of receiving this Order;
 - (d) make written returns to the Registrar of Trade Unions within one month of making all the payments to the Kenya Union of Sugar Plantation Workers.

SCHEDULE

SUM DEDUCTIBLE

A sum of two per centum from each unionsable employee's basic salary.

**THE KENYA UNION OF CLINICAL OFFICERS
(DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 296 of 2017]

1. This Order may be cited as the Kenya Union of Clinical Officers (Deduction of Union Dues) Order.
2. Every employer who employs any member of the Kenya Union of Clinical Officers shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule in respect of union dues from the wages of an employee who has subscribed to be a member of that union;
 - (b) pay within ten days of the date of deduction, the total sums deducted under paragraph (a) in the manner specified in the Schedule;
 - (c) notify the Kenya Union of Clinical Officers, in writing, within one month of all payments;
 - (d) make written returns to the Registrar of Trade Unions at P.O.Box 40326-00100, Nairobi, within one month of making all the payments to the Kenya Union of Clinical Officers.

SCHEDULE

A sum of Kenya Shillings five hundred from each member's basic wage payable to the Kenya Union of Clinical Officers' Account No. 01128199684100 at Co-operative Bank, Parliament Road Branch, P.O. Box 5772-00200, Nairobi.

THE AMALGAMATED UNION OF KENYA METAL WORKERS (DEDUCTION OF UNION DUES) ORDER

[Legal Notice 72 of 2018]

1. This Order may be cited as the Amalgamated Union of Kenya Metal Workers (Deduction of Union Dues) Order.
2. Every employer who employs any member of the Amalgamated Union of Kenya Metal Workers shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule in respect of union dues from the wages of an employee who has subscribed to be a member of that union;
 - (b) pay within thirty days of the date of deduction, the sums deducted under item 1 of the Schedule in the manner specified in the Schedule;
 - (c) pay within thirty days of the date of deduction, the sums deducted under item 2 of the Schedule in the manner specified in the Schedule;
 - (d) notify the Amalgamated Union of Kenya Metal Workers and the Central Organisation of Trade Unions (K) in writing, within one month of making both payments; and
 - (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi within one month of making all the payments to the Amalgamated Union of Kenya Metal Workers and the Central Organisation of Trade Unions (K).

SCHEDULE**SUMS DEDUCTED**

1. A sum equal to two per cent but not more than one thousand Kenya shillings from the consolidated wage of each employee payable to the Amalgamated Union of Kenya Metal Workers by crossed cheque made payable into that Union's account No. 010-200-202-8800 at the Standard Chartered Bank, Moi Avenue Branch, P.O Box 72585, Nairobi.
 2. A sum of Kenya shillings one hundred and fifty from the wages of each employee payable to the Central Organisation of Trade Unions (K) by a crossed cheque made payable in to that Organisation's account No. 229-741-204 at the Kenya Commercial Bank, Moi Avenue Branch, P.O Box 48400, Nairobi.
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**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 73 of 2018]

1. This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) Order.
2. The Homalime Kenya Limited shall—
 - (a) deduct on a monthly basis, the sum specified in the Schedule from each unionsable employee who is not a member of the Kenya Plantation Agricultural Workers Union but is benefitting from the terms and conditions of the Collective Bargaining Agreement (RCA 256 of 2016) signed between Agricultural Employers' Association and Kenya Plantation and Agricultural Workers' Union;
 - (b) remit within ten days of the date of deduction, the total sums deducted under the Schedule by crossed cheque or electronic transfer made payable to the Kenya Plantation and Agricultural Workers Union into the Union's account No. 0102019732300 at National Bank of Kenya P.O. Box 1013, Nakuru; and
 - (c) commence deductions within thirty days of receiving this Order.

SCHEDULE

SUMS DEDUCTED

A sum equal to two per centum from each unionsable employee who earns more than two thousand five hundred shillings.

**THE LABOUR RELATIONS (KENYA UNION OF POST PRIMARY
EDUCATION TEACHERS) (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 98 of 2018]

1. This Order may be cited as the Labour Relations (Kenya Union of Post Primary Education Teachers) (Deduction of Agency Fees) Order.
2. The Teachers Service Commission shall deduct, on a monthly basis, the sum specified in the Schedule from each unionisable employee in a post primary institution, who does not subscribe to any union but is covered by the Collective Bargaining Agreement signed between the Kenya Union of Post Primary Education Teachers and the Teachers Service Commission and registered with the Employment and Labour Relations Court on 19th July, 2016.
3. Despite paragraph 2, the proportion of unionisable employees in respect of whom deductions shall be made under paragraph 2, shall be equivalent to the percentage share that the union has in the total number of employees who are members of unions.
4. The Teachers Service Commission shall—
 - (a) commence deductions within thirty days of receiving this Order; and
 - (b) remit within ten days of the date of deduction the total sums deducted under the Schedule by crossed cheque made payable to the Kenya Union of Post Primary Education Teachers Account No. 0100002457387 at CFC Stanbic Bank, Buru Buru Branch, Nairobi.
5. Legal Notice No. 95 of 2014 (L.N. 95/2014) is revoked.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 1.8 per centum from each unionisable employee's basic salary

**THE KENYA EXPORT FLORICULTURE, HORTICULTURE AND
ALLIED WORKERS UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 157 of 2018]

1. This Order may be cited as the Kenya Export Floriculture, Horticulture and Allied Workers Union Deduction of Union Dues Order.
2. An employer who employs more than five members of the Kenya Export Floriculture, Horticulture and Allied Workers Union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of every employee who is a member of the Kenya Export Floriculture, Horticulture and Allied Workers Union;
 - (b) pay, within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque or electronic fund transfer, payable to the Kenya Export Floriculture, Horticulture and Allied Workers Union, account number 01120119455200, Co-operative Bank of Kenya, Naivasha Branch;
 - (c) notify the trade union, in writing, within one month of the payment and submit therewith a schedule of the payments; and
 - (d) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to two hundred and fifty shillings of the monthly wages of an employee who is a member of the Union

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 159 of 2018]

1. This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union Deduction of Union Dues Order.
2. An employer specified in the Schedule who employs more than five members of the Kenya Medical Practitioners, Pharmacists and Dentists Union shall—
 - (a) deduct, on a monthly basis, a sum equal to three thousand shillings in respect of trade union dues from the wages of an employee who is a member of the Kenya Medical Practitioners, Pharmacists and Dentists Union;
 - (b) pay, within ten days of the date of deduction—
 - (i) a sum of two thousand eight hundred and fifty thousand deducted under paragraph (a) by crossed cheque or Electronic Funds Transfer payable to the Kenya Medical Practitioners, Pharmacists and Dentists Union, account No. 0102019432900, Standard Chartered Bank, Harambee Avenue, Nairobi; and
 - (ii) a sum of one hundred and fifty shillings deducted under paragraph (a) by crossed cheque or Electronic Funds Transfer payable to the Central Organization of Trade Union, account No. 1108987486, Kenya Commercial Bank, Moi Avenue, Nairobi;
 - (c) notify the trade union, in writing, within one month of the payment; and
 - (d) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Kenya Medical Practitioners, Pharmacists and Dentists Union and Central Organization of Trade Unions.
3. Gazette Notice No. 5826 of 2012 is revoked.

SCHEDULE

1. Ministry of Health
2. Mombasa County
3. Kwale County
4. Kilifi County
5. Tana River County
6. Lamu County
7. Taita/Taveta County 2624
8. Garissa County
9. Wajir County
10. Mandera County
11. Marsabit County
12. Isiolo County
13. Meru County
14. Tharaka-Nithi County
15. Embu County

[Subsidiary]

16. Kitui County
17. Machakos County
18. Makueni County
19. Nyandarua County
20. Nyeri County
21. Kirinyaga County
22. Murang'a County
23. Kiambu County
24. Turkana County
25. West Pokot County
26. Samburu County
27. Trans Nzoia County
28. Uasin Gishu County
29. Elgeyo/Marakwet County
30. Nandi County
31. Baringo County
32. Laikipia County
33. Nakuru County
34. Narok County
35. Kajiado County
36. Kericho County
37. Bomet County
38. Kakamega County
39. Vihiga County
40. Bungoma County
41. Busia County
42. Siaya County
43. Kisumu County
44. Homa Bay County
45. Migori County
46. Kisii County
47. Nyamira County
48. Nairobi City County
49. Kenyatta National Hospital.
50. Moi Teaching and Referral Hospital
51. Kenya Medical Research Institute
52. Any other private or public hospital

**THE UNION OF NATIONAL RESEARCH AND ALLIED INSTITUTE
STAFF OF KENYA DEDUCTION OF AGENCY FEES ORDER**

[Legal Notice 158 of 2018]

1. This Order may be cited as the Union of National Research and Allied Institute Staff of Kenya Deduction of Agency Fees Order.
2. The Italian Space Agency (Victrociset) shall—
 - (a) deduct the sum specified in the Schedule from the wages of each employee who is not a member of the Union of National Research and Allied Institute Staff of Kenya but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court as RCA No. 95 of 2017;
 - (b) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Union of National Research and Allied Institute Staff of Kenya, account number 234793836, Kenya Commercial Bank Limited, Moi Avenue Branch, P.O. Box 30081, Nairobi; and
 - (c) commence deduction of the agency fees within thirty days of being served with this Order by the Union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percent of the gross salary of an employee but subject to a minimum of three hundred and fifty shillings and a maximum of five hundred and fifty shillings.

**THE KENYA UNION OF SPECIAL NEEDS EDUCATION
TEACHERS DEDUCTION OF UNION DUES ORDER**

[Legal Notice 178 of 2018]

The Cabinet Secretary for Labour and Social Protection makes the following order—

1. This Order may be cited as the Kenya Union of Special Needs Education Teachers Deduction of Union Dues order.
2. An employer who employs more than five employees belonging to the Kenya Union of Special Needs Education Teachers shall—
 - (a) deduct, on a monthly basis, the sum specified in the in respect of trade union dues from the wages of an employee who is a member of the Kenya Union of Special Needs Education Teachers;
 - (b) pay, within thirty days of the date of deduction, by crossed cheque or electronic transfer the sum specified in the deducted under paragraph (a) payable to the Kenya Union of Special Needs Education Teachers, account number 01100188772600, Cooperative Bank of Kenya, Haile Selassie Avenue Branch, P.O. Box 79418-00200, Nairobi;
 - (c) notify the Kenya Union of Special Needs Education Teachers, in writing, within one month of the payment; and
 - (d) file returns with the Registrar of Trade Unions at P.O. Box 4036-00100, Nairobi within one month of making all payments to the Union.
3. Legal Notice No. 54 of 2014 (L.N. 54/2014) is revoked.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 1.45 per centum of the basic wage of an employee who is a member of the Union.

**THE KENYA HOTELS AND ALLIED WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 191 of 2018]

1. This Order may be cited as the Kenya Hotels and Allied Workers Union (Deduction of Union Dues) Order.
2. An employer who employs more than five members of the Kenya Hotels and Allied Workers Union shall—
 - (a) deduct on a monthly basis the sum specified in the Schedule, in respect of trade union dues, from the wages of an employee who is a member of the Union;
 - (b) remit within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to the Kenya Hotels and Allied Workers Union and the Central Organization of Trade Unions as specified in the Schedule;
 - (c) notify the Kenya Hotels and Allied Workers Union and the Central Organization of Trade Unions, in writing and within thirty days, of all payments together with a full Schedule of the paying members;
 - (d) file returns to the Registrar of Trade Unions at P. O. Box 40326-00100, Nairobi within thirty days of making all the payments to the Kenya Hotels and Allied Workers Union; and
 - (e) commence deductions within thirty days of receiving this Order.

SCHEDULE**DEDUCTION**

1. A sum equal to two per centum but not exceeding Kenya shillings two hundred and fifty from the gross pay of each employee who is a member payable to the Kenya Hotels and Allied Workers Union Account No. 02402938273362, Equity Bank, Harambee Avenue Branch, Nairobi; and
 2. A sum of Kenya shillings one hundred from the wages of each employee payable to the Central Organization of Trade Unions Account No. 229-741-204, Kenya Commercial Bank Limited, Moi Avenue Branch, Nairobi.
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**THE MATATU WORKERS UNION
(DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 190 of 2018]

1. This Order may be cited as the Matatu Workers Union (Deduction of Union Dues) Order.
2. Every Matatu Sacco which employs more than five employees belonging to the Matatu Workers Union shall—
 - (a) deduct on a monthly basis the sum specified in the Schedule, in respect of trade union dues, from the wages of an employee who is a member of the Union;
 - (b) remit within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque or electronic funds transfer, made payable to the Matatu Workers Union Account No. 1142039552, Kenya Commercial Bank Limited, Moi Avenue Branch, Nairobi;
 - (c) notify the Matatu Workers Union, in writing and within thirty days, of all payments together with a full Schedule of the paying members; and
 - (d) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi within thirty days of making all the payments to the Matatu Workers Union.

SCHEDULE

SUM TO BE DEDUCTED

A sum of Kenya shillings two hundred from the wages of each employee.

**THE KENYA UNION OF DOMESTIC, HOTELS,
EDUCATIONAL INSTITUTIONS AND HOSPITAL
WORKERS (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 195 of 2018]

1. This Order may be cited as the Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers (Deduction of Union Dues) Order.
2. An employer who employs more than five members of the Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers shall—
 - (a) deduct on a monthly basis the sum specified in the Schedule, in respect of trade union dues, from the wages of an employee who is a member of the Union;
 - (b) remit within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to the Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers and the Central Organization of Trade Unions as specified in the Schedule;
 - (c) notify Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers and the Central Organization of Trade Unions, in writing and within thirty days, of all payments together with a full Schedule of the paying members; and
 - (d) file written returns to the Registrar of Trade Unions at P. O. Box 40326-00100, Nairobi within thirty days of making all the payments Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers and the Central Organization of Trade Unions.

SCHEDULE

SUM DEDUCTIBLE

1. A sum equal to two per centum but not exceeding Kenya shillings five hundred from the gross salary of each employee who is a member payable to the Kenya Union of Domestic, Hotels, Educational Institutions and Hospital Workers (KUDHEIHA Workers) Account No. 094-182-2215 Barclays Bank, Queensway House Branch, Nairobi; and
2. A sum of Kenya shillings one hundred and fifty from the salary of each employee payable to the Central Organization of Trade Unions Account No. 229-741-204, Kenya Commercial Bank Limited, Moi Avenue Branch, Nairobi.

THE DOCK WORKERS UNION (DEDUCTION OF UNION DUES) ORDER

[Legal Notice 243 of 2018]

1. This Order may be cited as the Dock Workers Union (Deduction of Union Dues) Order.
2. An employer who employs more than five members of the Dock Workers Union shall—
 - (a) deduct on a monthly basis the sum specified in the Schedule, in respect of trade union dues, from the wages of an employee who is a member of the Dock Workers Union;
 - (b) remit within ten days of the date of deduction, the total sums deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to the Dock Workers and the Central Organization of Trade Unions as specified in the Schedule;
 - (c) notify Dock Workers Union and the Central Organization of Trade Unions, in writing and within thirty days, of all payments together with a full Schedule of the paying members; and
 - (d) file written returns to the Registrar of Trade Unions at P. O. Box 40326-00100, Nairobi within thirty days of making all the payments Dock Workers Union and the and the Central Organization of Trade Unions.
3. The Dock Workers Union (Collection of Union Dues) Order, 2016* is hereby revoked.

SCHEDULE**SUM DEDUCTIBLE**

1. A sum equal to two per centum from the basic wages of each employee who is a member payable to the Dock Workers Union Account No. 16-1093-734 Barclays Bank, Nkrumah Road, Nairobi; and
2. A sum of Kenya shillings one hundred and twenty from the wages of each employee payable to the Central Organization of Trade Unions Account No. 1108987481, Kenya Commercial Bank Limited, Moi Avenue Branch Nairobi.

* Legal Notice No. 82 of 2016

**THE KENYA UNIVERSITIES STAFF UNION
(COLLECTION OF UNION DUES) ORDER, 2019**

[Legal Notice 10 of 2019]

1. This Order may be cited as the Kenya Universities Staff Union (Collection of Union Dues) Order.
2. An employer who employs not less than five (5) members of the Kenya Universities Staff Union—
 - (a) shall deduct every month the sum specified in the Schedule hereto in respect of the trade union dues from the wages of each employee who has acknowledged membership of the trade union;
 - (b) remit within ten (10) days of the date of deduction the total sums deducted under the Schedule hereto by crossed cheque or electronic funds transfer made payable to the Kenya Universities Staff Union, Account No. 011-1308-4; 9800 at Cooperative Bank of Kenya, University Way Branch,
 - (c) notify the trade union in writing within one (1) month of the payment; and
 - (d) make written returns to the Registrar of Trade Unions at P.O.Box 40326-00100, Nairobi, within one (1) month of making all the payments to the trade union.
3. *Gazette* Notice No. 1787 of 2011 (G.N. 1787/2011) is hereby revoked.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percentum (2%) from each member's basic wage per month.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO. 5) ORDER**

[Legal Notice 141 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) (No. 5) Order.

2. Deduction

Mahee Flowers Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from basic salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Plantation and Agricultural Workers Union and Mahee Flowers Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 280 of 2019 on 14th November, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**BAKERY, CONFECTIONERY, FOOD MANUFACTURING AND ALLIED
WORKERS UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 122 of 2021]

1. Citation

This Order may be cited as the Bakery, Confectionery, Food Manufacturing and Allied Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Mzuri Sweets Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Gross Salary of each unionisable employee who is not a member of Bakery, Confectionery, Food Manufacturing and Allied Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Bakery, Confectionery, Food Manufacturing and Allied Workers Union and Mzuri Sweets Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 81 of 2019 on 26th March, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Bakery, Confectionery, Food Manufacturing and Allied Workers Union (BACOFOMAWU), Account No. 0751115539 at Barclays Bank of Kenya, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

A sum equal to 2.5% of employee's basic salary per month.

DOCK WORKERS UNION (DEDUCTION OF AGENCY FEES) ORDER

[Legal Notice 123 of 2021]

1. Citation

This Order may be cited as the Dock Workers Union (Deduction of Agency Fees) Order.

2. Deduction

The Kenya Ports Authority shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Dock Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered into between the Dock Workers Union and the Kenya Ports Authority and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 3654 of 2018 on 19th July, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Dock Workers Union's account number 161093734 at Barclays Bank of Kenya, Nkrumah Road Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of employees' basic monthly salary per month.

**THE AIRLINE PILOTS ASSOCIATION
(DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 154 of 2021]

1. This Order may be cited as the Kenya Airline Pilots Association (Deduction of Union Dues) Order.
2. An employer who employs not less than five (5) members of the Kenya Airline Pilots Association (KALPA) shall—
 - (a) deduct on a monthly basis the sum specified in the Schedule in respect of trade union dues from the basic salary of his/her employees who are members of that trade union;
 - (b) remit within ten (10) days of the date of deduction, the total sum deducted under paragraph (a) by the crossed cheque or electronic funds transfer made payable to Kenya Airline Pilots Association, Account No. 1000236647 at National Industrial Credit Bank, Embakasi Branch;
 - (c) commence deducting the trade union dues from an employee's wages within thirty days of being served with this Order by the Trade Union;
 - (d) notify the trade union in writing within one (1) month of payment; and
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one (1) month of making all the payment to the trade union.
3. *Gazette* Notice No. 89 of 1997 (G.N. 89/1997) is revoked.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to one percent (1%) from every member's basic salary per month.

**THE BAKERY, CONFECTIONERY, FOOD
MANUFACTURING AND ALLIED WORKERS UNION
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 120 of 2021]

1. Citation

This Order may be cited as the Bakery, Confectionery, Food Manufacturing and Allied Workers Union (Deduction of Agency Fees) (No. 2) Order, 2021.

2. Deduction

Kirinyaga Flour Mills Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Gross Salary of each unionisable employee who is not a member of Bakery, Confectionery, Food Manufacturing and Allied Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Bakery, Confectionery, Food Manufacturing and Allied Workers Union and Kirinyaga Flour Mills Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 138 of 2017 on 16th June, 2017;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Bakery, Confectionery, Food Manufacturing and Allied Workers Union, Account No. 0751115539 at Barclays Bank of Kenya, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 Nairobi, within one month of making all payments to the trade union.

SCHEDULE
DEDUCTIBLE SUM

A sum equal to 2.5% of employee's basic salary per month.

**THE BAKERY, CONFECTIONERY, FOOD
MANUFACTURING AND ALLIED WORKERS UNION
(DEDUCTION OF AGENCY FEES) (NO. 3) ORDER**

[Legal Notice 121 of 2021]

1. Citation

This Order may be cited as the Bakery, Confectionery, Food Manufacturing and Allied Workers Union (Deduction of Agency Fees) (No. 3) Order.

2. Deduction

Dot. Com Bakery Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Gross Salary of each unionisable employee who is not a member of Bakery, Confectionery, Food Manufacturing and Allied Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Bakery, Confectionery, Food Manufacturing and Allied Workers Union and Dot. Com Bakery Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 293 of 2018 on 26th November, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Bakery, Confectionery, Food Manufacturing and Allied Workers Union, Account No. 0751115539 at Barclays Bank of Kenya, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 Nairobi, within one month of making all payments to the trade union.

SCHEDULE

A sum equal to 2.5% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 2) ORDER**

[Legal Notice 144 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Telkom Kenya Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Telkom Kenya Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. No. 21 of 2018 on 31st January, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Communication Workers Union of Kenya's account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 2) ORDER**

[Legal Notice 145 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) (No. 2) Order.

2. Deduction

Postal Corporation of Kenya shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Telkom Kenya Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 27 of 2014 on 28th January, 2014;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Communication Workers Union, Account No. 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 3) ORDER**

[Legal Notice 146 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) (No. 3) Order.

2. Deduction

Kenya Broadcasting Corporation shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Kenya Broadcasting Corporation and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 69 of 2018 on 20th March, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Communication Workers Union, Account No. 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 4) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 4) ORDER**

[Legal Notice 147 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) (No. 4) Order.

2. Deduction

Ison BPO Kenya Limited Company shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Ison BPO Kenya Limited Company and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 216 of 2019 on 30th September, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Communication Workers Union of Kenya's account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 5) ORDER**

[Legal Notice 148 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) (No. 5) Order.

2. Deduction

Fones Direct Limited Company shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Fones Direct Limited Company and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 68 of 2018 on 20th March, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Communication Workers Union of Kenya's account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE COMMUNICATION WORKERS UNION
(DEDUCTION OF AGENCY FEE) (NO. 6) ORDER**

[Legal Notice 149 of 2021]

1. Citation

This Order may be cited as the Communication Workers Union (Deduction of Agency Fees) (No. 6) Order.

2. Deduction

Fargo Courier Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Communication Workers Union and Fargo Courier Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. No. 4 of 2020 on 29th January, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Communication Workers Union of Kenya's account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 152 of 2021]

1. Citation

This Order may be cited as the Kenya Chemical Workers Union (Deduction of Agency Fee) (No. 2) Order.

2. Deduction

Base Titanium Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Chemical Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Chemical Workers Union and Base Titanium Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 233 of 2019 on 8th October, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Chemical Workers Union's account number 230644233 (1107217784) at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

1. Those earning less than ten thousand shillings, a sum of three hundred and thirty shillings per month.
 2. Those earning between ten thousand shillings and fifteen thousand shillings, a sum of four hundred and fifty shillings per month.
 3. Those earning from fifteen thousand shillings and twenty thousand shillings, a sum of five hundred and fifty shillings per month.
 4. Those earning above twenty thousand shillings, a sum of seven hundred shillings per month.
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**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 124 of 2021]

1. Citation

This Order may be cited as the Kenya Chemical Workers Union (Deduction of Agency Fee) Order.

2. Deduction

Dawa Limited, shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Chemical Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Chemical Workers Union and Dawa Limited, and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 221 of 2019 on 1st October, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Chemical Workers Union's account number 230644233 (1107217784) at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

1. Those earning less than ten thousand shillings, a sum of three hundred and thirty shillings per month.
 2. Those earning between ten thousand shillings and fifteen thousand shillings, a sum of four hundred and fifty shillings per month.
 3. Those earning from fifteen thousand shillings and twenty thousand shillings, a sum of five hundred and fifty shillings per month.
 4. Those earning above twenty thousand shillings, a sum of seven hundred shillings per month.
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**THE KENYA CONCRETE, STRUCTURAL CERAMICS,
TILES WOOD PLY AND INTERIOR DESIGNS WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 125 of 2021]

1. Citation

This Order may be cited as the Kenya Concrete, Structural Ceramics, Tiles, Wood Ply and Interior Designs Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Sobetra Uganda Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from each unionisable employee who is not a member of Kenya Concrete, Structural Ceramics Tiles, Wood Ply and Interior Designs Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Concrete, Structural Ceramics, Tiles, Wood Ply and Interior Designs Workers Union and Sobetra Uganda Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 65 of 2020 on 8th July, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Concrete, Structural Ceramics Tiles, Wood Ply and Interior Designs Workers Union, Account No. 00290340004 at Bank of Africa, Gigiri Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum of one thousand shillings from every employee's gross salary per month.

**THE KENYA CONCRETE, STRUCTURAL CERAMICS,
TILES WOOD PLY AND INTERIOR DESIGNS WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 155 of 2021]

Revoked by Legal Notice 5 of 2022 on 28th January, 2022

**THE KENYA GLASS WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 126 of 2021]

1. Citation

This Order may be cited as the Kenya Glass Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Hebatullah Brothers Limited, shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from each unionisable employee who is not a member of Kenya Glass Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Glass Workers Union and Hebatullah Brothers Limited, and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 01 of 2021 on 20th January, 2021;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Glass Workers Union, Account No. 0350298772797 at Equity Bank, KNUT House Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of employee's monthly basic salary.

**THE KENYA NATIONAL PRIVATE SECURITY WORKERS
UNION (DEDUCTION OF AGENCY FEE) (NO. 2) ORDER**

[Legal Notice 139 of 2021]

1. Citation

This Order may be cited as the Kenya National Private Security Workers Union (Deduction of Agency Fee) (No. 2) Order.

2. Deduction

G4S Kenya Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya National Private Security Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya National Private Security Workers Union and G4S Kenya Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 235 of 2018 on 15th October, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya National Private Security Workers Union, Account No. 0260299415846 at Kenya Equity Bank, Kimathi Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of employee's monthly basic salary.

**THE KENYA NATIONAL PRIVATE SECURITY WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 127 of 2021]

1. Citation

This Order may be cited as the Kenya National Private Security Workers Union (Deduction of Agency Fee) Order.

2. Deduction

Kenya Kazi Services Limited, shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya National Private Security Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya National Private Security Workers Union and Kenya Kazi Services Limited, and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. No. 95 of 2018 on 8th May, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya National Private Security Workers Union's account number 0260299415846 at Equity Bank, Kimathi Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2% of employees' basic monthly salary per month.

THE KENYA NATIONAL UNION OF MEDICAL LABORATORY OFFICERS (DEDUCTION OF UNION DUES) ORDER

[Legal Notice 156 of 2021]

1. This Order may be cited as the Kenya National Union of Medical Laboratory Officers (Deduction of Union Dues) Order.
 2. An employer who employs more than five members of the Kenya National Union of Medical Laboratory Officers shall—
 - (a) deduct, on a monthly basis, a sum of five hundred shillings from the basic salary of an employee who is a member of the Kenya National Union of Medical Laboratory Officers, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the sum deducted under subparagraph (a) by crossed cheque or electronic funds transfer to Kenya National Union of Medical Laboratory Officers' account number 1251326633 held at Kenya Commercial Bank Limited, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya National Union of Medical Laboratory Officers;
 - (d) notify the Kenya National Union of Medical Laboratory Officers in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi, within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
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**THE KENYA NATIONAL UNION OF NURSES
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 140 of 2021]

1. Citation

This Order may be cited as the Kenya National Union of Nurses Order.

2. Deduction

AIC Kijabe Hospital Board shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of Kenya National Union of Nurses, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya National Union of Nurses and AIC Kijabe Hospital Board and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 99 of 2018 on 26th April, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya National Union of Nurses, Account No. 01120309515200 at Cooperative Bank of Kenya, Aga Khan Walk, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of one thousand shillings from every member's basic salary per month.

**THE KENYA NATIONAL UNION OF NURSES
(DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 161 of 2021]

1. This Order may be cited as the Kenya National Union of Nurses (Deduction of Union Dues) Order.
2. An employer who employs more than five members of the Kenya National Union of Nurses shall—
 - (a) deduct, on a monthly basis, a sum of one thousand shillings from the wages of an employee who is a member of the Kenya National Union of Nurses, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of the deduction, by crossed cheque or electronic funds transfer the sum deducted under subparagraph (a) to Kenya National Union of Nurses' account number 01120309515200 held at Co-operative Bank of Kenya Limited, Aga Khan Walk Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya National Union of Nurses;
 - (d) notify the Kenya National Union of Nurses in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
3. The Kenya National Union of Nurses Deduction of Union Dues Order, 2018 (L.N. 160/2018) is revoked.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 143 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) (No. 2) Order.

2. Deduction

Siret Tea Company Limited, Kakuzi Limited, Eastern Produce (K) Limited, Kibwari Limited, herein known as the Employers, shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, herein referred to as the "Union", or any other, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Union and the Employer and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 212 of 2019 on 26th September, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO. 3) ORDER**

[Legal Notice 128 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) (No. 3) Order.

2. Deduction

Sharlimar Flowers (K) Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Plantation and Agricultural Workers Union and Sharlimar Flowers (K) Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 280 of 2019 on 14th November, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO. 4) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO. 4) ORDER**

[Legal Notice 142 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) (No. 4) Order.

2. Deduction

Mau Tea Multipurpose Co-operative Society Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Plantation and Agricultural Workers Union and Mau Tea Multipurpose Co-operative Society Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 230 Of 2019 on 7th October, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) (NO.6) ORDER**

[Legal Notice 151 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) (No. 6) Order.

2. Deduction

Kakuzi PLC shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Plantation and Agricultural Workers Union and Kakuzi PLC and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 230 Of 2018 on 11th October 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**THE KENYA PLANTATION AND AGRICULTURAL WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 129 of 2021]

1. Citation

This Order may be cited as the Kenya Plantation and Agricultural Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Windsor Flowers (K) Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from Basic Salary of each unionisable employee who is not a member of the Kenya Plantation and Agricultural Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Plantation and Agricultural Workers Union and Windsor Flowers (K) Limited, and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 32 of 2019 on 18th February, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or by electronic fund transfer made payable to Kenya Plantation and Agricultural Workers Union Account Number 0102019732300 at National Bank, Nakuru Branch;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

**SCHEDULE
SUM DEDUCTIBLE**

A sum of fifty shillings for employees who earn less than two thousand five hundred shillings and a sum equal to 2% for those who earn above two thousand five hundred shillings each month.

**THE KENYA PRIVATE UNIVERSITIES WORKERS
UNION (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 162 of 2021]

1. This Order may be cited as the Kenya Private Universities Workers Union (Deduction of Union Dues) Order.
 2. An employer who employs more than five members of the Kenya Private Universities Workers Union shall—
 - (a) deduct, on a monthly basis, a sum equal to one point five percent of the basic salary of an employee who is a member of the Kenya Private Universities Workers Union, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the total sums deducted under subparagraph (a) by crossed cheque or electronic funds transfer to the Kenya Private Universities Workers Union's account number 07520260009 held at the Bank of Africa Limited, Kenyatta Avenue Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Private Universities Workers Union;
 - (d) notify the Kenya Private Universities Workers Union in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi, within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
 3. The Kenya Private Universities Non-Teaching Staff Workers Union (Deduction of Union Dues) Order, 2014 (L.N. 161/2014) is revoked.
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**THE KENYA QUARRY AND MINE WORKERS UNION
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 130 of 2021]

1. Citation

This Order may be cited as the Kenya Quarry and Mine Workers Union (Deduction of Agency Fees) (No. 2) Order.

2. Deduction

Kenya Builders and Concrete Co. Limited, shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Quarry and Mine Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Quarry and Mine Workers Union and Kenya Builders and Concrete Company Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. NO. 5 of 2020 on 29th January, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Quarry and Mine Workers Union's account number 0240290140552 at Equity Bank, Harambee Avenue Branch, Bima House, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2.5% of employees' basic monthly salary per month.

**THE KENYA QUARRY AND MINE WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 131 of 2021]

1. Citation

This Order may be cited as the Kenya Quarry and Mine Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Savannah Cement Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not member of Kenya Quarry and Mine Workers Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Quarry and Mine Workers Union and Savannah Cement Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 280 of 2018 on 13th November, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Quarry and Mine Workers Union, Account No. 0240290140552 at Equity Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2.5% of employee's monthly basic salary.

**THE KENYA SHIPPING , CLEARING, FREIGHT
LOGISTICS AND WAREHOUSE WORKERS
UNION (COLLECTION OF UNION DUES) ORDER**

[Legal Notice 153 of 2021]

1. This Order may be cited as the Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union (Collection of Union Dues) Order.
2. An employer who employs more than five members of the Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union shall—
 - (a) deduct, on a monthly basis, a sum equal to two percent of the consolidated wages of an employee who is a member of the Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the total sum deducted under subparagraph (a) by crossed cheque or electronic funds transfer to Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union's Account Number 1106515110 held at Kenya Commercial Bank Limited, Treasury Square Branch, Mombasa;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union;
 - (d) notify the Kenya Shipping, Clearing, Freight Logistics and Warehouse Workers Union in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
3. *Gazette* Notice No. 6324 of 10th July, 2006 (G.N. 6324/2006) is revoked.

**THE KENYA UNION OF HAIR AND BEAUTY
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 132 of 2021]

1. Citation

This Order may be cited as the Kenya Union of Hair and Beauty Workers (Deduction of Agency Fees) Order.

2. Deduction

Solphia Kenya Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya Union of Hair and Beauty Workers, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Union of Hair and Beauty Workers and Solphia Kenya Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 14 of 2018 on 25th January, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Union of Hair and Beauty Workers, Account No. 1130559335 at Kenya Commercial Bank, Moi Avenue, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

**SCHEDULE
SUM DEDUCTIBLE**

A sum of two hundred and fifty shillings from the employees' monthly basic salary.

**THE KENYA UNION OF PRE-PRIMARY EDUCATION
TEACHERS (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 160 of 2021]

1. This Order may be cited as the Kenya Union of Pre-Primary Education Teachers (Collection of Union Dues) Order.
 2. An employer who employs more than five members of the Kenya Union of Pre-Primary Education Teachers shall—
 - (a) deduct, on a monthly basis, a sum of three hundred Shillings from the basic wage of an employee who is a member of the Kenya Union of Pre-Primary Education Teachers, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the sum deducted under subparagraph (a) Schedule by crossed cheque or electronic funds transfer to the Kenya Union of Pre-Primary Education Teachers' account number 1143084446 held at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Union of Pre-Primary Education Teachers;
 - (d) notify the Kenya Union of Pre-Primary Education Teachers in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box 40326-00100, Nairobi, within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
 3. The Kenya Union of Pre-Primary Education Teachers (Collection of Union Dues) Order, 2019 (L.N. 9/2019) is revoked.
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**THE KENYA UNION OF ROAD CONTRACTORS AND CIVIL
ENGINEERING WORKERS (COLLECTION OF UNION DUES) ORDER**

[Legal Notice 159 of 2021]

1. This Order may be cited as the Kenya Union of Road Contractors and Civil Engineering Workers (Collection of Union Dues) Order.
 2. An employer who employs more than five members of the Kenya Union of Road Contractors and Civil Engineering Workers shall—
 - (a) deduct, on a monthly basis, a sum equal to two percent of the consolidated wages of an employee who is a member of the Kenya Union of Road Contractors and Civil Engineering Workers, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the sum deducted under subparagraph (a) by crossed cheque or electronic funds transfer to Kenya Union of Road Contractors and Civil Engineering Workers' account number 1270070703 held at Kenya Commercial Bank Limited, Kenyatta International Conference Centre Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Union of Road Contractors and Civil Engineering Workers;
 - (d) notify the Kenya Union of Road Contractors and Civil Engineering Workers in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi, within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
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THE KENYA UNION OF SECONDARY SCHOOLS NON-TEACHING STAFF (DEDUCTION OF UNION DUES) ORDER

[Legal Notice 158 of 2021]

1. This Order may be cited as the Kenya Union of Secondary Schools Non-Teaching Staff (Deduction of Union Dues) Order.
 2. An employer who employs more than five members of the Kenya Union of Secondary Schools Non-Teaching Staff shall—
 - (a) deduct, on a monthly basis, a sum equal to two percent of the basic wages of an employee who is a member of the Kenya Union of Secondary Schools Non-Teaching Staff, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the sums deducted under subparagraph (a) by crossed cheque or electronic funds transfer to Kenya Union of Secondary Schools Non-Teaching Staff's account number 00296940005 held at Bank of Africa Limited, Gigiri Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Union of Secondary Schools Non-Teaching Staff;
 - (d) notify the Kenya Union of Secondary Schools Non-Teaching Staff in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
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**THE KENYA UNION OF WATER AND SEWERAGE
EMPLOYEES (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 133 of 2021]

1. Citation

This Order may be cited as the Kenya Union of Water and Sewerage Employees (Deduction of Agency Fee) Order.

2. Deduction

The Meru Water and Sewerage Services shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of Kenya Union of Water and Sewerage Employees, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Union of Water and Sewerage Employees and the Meru Water and Sewerage Services and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA. No. 99 of 2020 on 11th December, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Union of Water and Sewerage Employees' account number 01120201219200 at Co-operative Bank of Kenya, Buru Buru Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2% of employees' basic monthly salary per month subject to a minimum of five hundred shillings.

**THE KENYA UNION OF WATER AND SEWERAGE
EMPLOYEES (DEDUCTION OF UNION DUES) ORDER**

[Legal Notice 157 of 2021]

1. This Order may be cited as the Kenya Union of Water and Sewerage Employees (Deduction of Union Dues) Order.
2. An employer who employs more than five members of the Kenya Union of Water and Sewerage Employees shall—
 - (a) deduct, on a monthly basis—
 - (i) a sum equal to two percent of the basic salary; or
 - (ii) a sum of five hundred shillings from the basic salary, of an employee who is a member of the Kenya Union of Water and Sewerage Employees, in respect of the trade union dues of the member;
 - (b) remit, within ten days of the date of deduction, the total sum deducted under subparagraph (a) by crossed cheque or electronic funds transfer to Kenya Union of Water and Sewerage Employees' account number 01120201219200 held at Co-operative Bank of Kenya Limited, Burn Bum Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Union of Water and Sewerage Employees;
 - (d) notify the Kenya Union of Water and Sewerage Employees in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) file returns with the Registrar of Trade Unions at post office box number 40326-00100, Nairobi within one month of remitting all the sums deducted under subparagraph (a) in accordance with subparagraph (b).
3. *Gazette* Notice No. 12608 of 2013 (G.N. 12608/2013) is revoked.

**THE KENYA UNIVERSITIES STAFF UNION
(DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 134 of 2021]

1. Citation

This Order may be cited as the Kenya Universities Staff Union (Deduction of Agency Fee) Order.

2. Deduction

The Masinde Muliro University of Science and Technology shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Universities Staff Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Universities Staff Union and Masinde Muliro University of Science and Technology and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 64 of 2020 on 3rd July, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Universities Staff Union's account number 01100084938800 at Co-operative Bank, University Way Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100 Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2% of employee's basic salary per month.

**THE KENYA UNIVERSITIES STAFF UNION
(DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA UNIVERSITIES STAFF UNION
(DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 150 of 2021]

1. Citation

This Order may be cited as the Kenya Universities Staff Union (Deduction of Agency Fee) Order.

2. Deduction

The Masinde Muliro University of Science and Technology shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Universities Staff Union, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Universities Staff Union and Masinde Muliro University of Science and Technology and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA NO. 64 of 2020 on 3rd July, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Universities Staff Union's account number 01100084938800 at Co-operative Bank, University Way Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of employee's basic salary per month.

**THE RAILWAYS WORKERS UNION (K)
(DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 138 of 2021]

1. Citation

This Order may be cited as the Railways Workers Union (K) (Deduction of Agency Fee) Order.

2. Deduction

The Kenya Railways Corporation shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Railways Workers Union (K), but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Railways Workers Union (K) and the Kenya Railways Corporation and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA NO. 111 of 2017 on 27th April, 2017;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Railways Workers Union's account number 1107082668 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 1.5% of the employees' basic monthly salary per month.

**THE TRANSPORT WORKERS UNION KENYA
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 135 of 2021]

1. Citation

This Order may be cited as the Transport Workers Union Kenya (Deduction of Agency Fees) (No. 2) Order.

2. Deduction

Aramex Kenya Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of the Transport Workers Union Kenya, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Transport Workers Union Kenya and Aramex Kenya Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 36 of 2021 on 25th May, 2021;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Transport Workers Union's account number 0942830238 at Barclays Bank of Kenya Limited, Queensway House Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2.5% of employee's basic salary per month.

**THE UNION OF NATIONAL RESEARCH AND ALLIED INSTITUTES
STAFF OF KENYA (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 137 of 2021]

1. Citation

This Order may be cited as the Union of National Research and Allied Institutes Staff of Kenya (Deduction of Agency Fees) Order.

2. Deduction

The Bukura Agricultural College shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the gross salary of each unionisable employee who is not a member of Union of National Research and Allied Institutes Staff of Kenya, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Union of National Research and Allied Institutes Staff of Kenya and the Bukura Agricultural College and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 180 of 2019, on 29th July, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Union of National Research and Allied Institutes Staff of Kenya account number, 234793836 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% each month from the gross salary subject to a minimum of three hundred and fifty shillings and a maximum of five hundred and fifty shillings.

**THE TRANSPORT WORKERS UNION KENYA
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 136 of 2021]

1. Citation

This Order may be cited as the Transport Workers Union Kenya (Deduction of Agency Fees) Order.

2. Deduction

The Scarce Commodities Limited and Fossil Fuel Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of the Transport Workers Union Kenya, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Transport Workers Union Kenya and the Scarce Commodities Limited and Fossil Fuel Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 201 of 2018 on 26th September, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Transport Workers Union's account number 0942830238 at Barclays Bank of Kenya Limited, Queensway House Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to 2.5% of employee's basic salary per month.

**THE AMALGAMATED UNION OF KENYA METAL WORKERS
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 172 of 2021]

IN EXERCISE of the powers conferred by section 49(1) of the Labour Relations Act (Cap. 233), the Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation.

This Order may be cited as the Amalgamated Union of Kenya Metal Workers (Deduction of Agency Fees) (No. 2) Order.

2. Deduction

The Scania East African Limited shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Amalgamated Union of Kenya Metal Workers, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Amalgamated Union of Kenya Metal Workers and the Scania East African Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 49 of 2020 on the 5th March, 2020;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Amalgamated Union of Kenya Metal Workers, Account No. 0102002022028800 at Standard Chartered Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of the employee's monthly consolidated salary per month with a ceiling of one thousand shillings.

**THE AMALGAMATED UNION OF KENYA METAL
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 173 of 2021]

The Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation

This Order may be cited as the Amalgamated Union of Kenya Metal Workers (Deduction of Agency Fees) Order.

2. Deduction

The Kenya Vehicle Manufacturers Association shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of Amalgamated Union of Kenya Metal Workers, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Amalgamated Union of Kenya Metal Workers and the Kenya Vehicle Manufacturers Association and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 167 of 2019 on the 23rd July, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Amalgamated Union of Kenya Metal Workers, Account No. 0102002022028800 at Standard Chartered Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make mitten returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of the employee's monthly consolidated salary per month with a ceiling of one thousand shillings.

**THE KENYA AIRLINE PILOTS ASSOCIATION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 174 of 2021]

IN EXERCISE of the powers conferred by section 49 (1) of the Labour Relations Act (Cap. 233), the Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation.

This Order may be cited as the Kenya Airline Pilots Association (Deduction of Agency Fees) Order.

2. Deduction

Kenya Airways Limited shall —

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya Airline Pilots Association, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Airline Pilots Association and Kenya Airways Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 28 of 2018 on the 6th February, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Airline Pilots Association, Account No. 1000236647 at National Industrial Credit Bank (MC Bank), Embakasi Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 1% of the employee's basic salary per month.

**THE KENYA AVIATION WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 175 of 2021]

The Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation

This Order may be cited as the Kenya Aviation Workers Union (Deduction of Agency Fees) Order.

2. Deduction

The Kenya Airports Authority shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a Member of Kenya Aviation Workers Union, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Aviation Workers Union and the Kenya Airports Authority and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 36 of 2015 on the 12th February, 2015;
- (b) commence deductions within, thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted, under. paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Aviation Workers Union, Account No. 01120507625000 at Cooperative Bank of Kenya, Embakasi Junction Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of the employee's basic salary per month.

**THE KENYA BUILDING, CONSTRUCTION, TIMBER
AND FURNITURE INDUSTRIES EMPLOYEES
UNION (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF SECTIONS

1. Citation.
2. Deduction.

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA BUILDING, CONSTRUCTION, TIMBER
AND FURNITURE INDUSTRIES EMPLOYEES
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 176 of 2021]

IN EXERCISE of the powers conferred by section 49(1) of the Labour Relations Act (Cap. 233), the Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation.

This Order may be cited as the Kenya Building, construction, Timber and Furniture Industries Employees Union (Deduction of Agency Fees) Order.

2. Deduction.

China Road and Bridge Corporation shall —

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya Building, Construction, Timber and Furniture Industries Employees Union, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya Building, Construction, Timber and Furniture Industries Employees Union and China Road and Bridge Corporation and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 87 of 2019 on the 27th March, 2019;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Building, Construction, Timber and Furniture Industries Employees Union, Account No. 1107222516 at Kenya Commercial Bank, Moi Avenue, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to 2.5% of the employee's basic salary per month.

**THE KENYA NATIONAL UNION OF NURSES
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

ARRANGEMENT OF SECTIONS

1. Citation.
2. Deduction.

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA NATIONAL UNION OF NURSES
(DEDUCTION OF AGENCY FEES) (NO. 2) ORDER**

[Legal Notice 177 of 2021]

The Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation.

This Order may be cited as the Kenya National Union of Nurses (Deduction of Agency Fees) (No. 2) Order.

2. Deduction.

Moi Teaching and Referral Hospital Board shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya National Union of Nurses, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya National Union of Nurses and Moi Teaching and Referral, Hospital Board and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 98 of 2018 on the 26th April, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya National Union of Nurses, Account No. 01120309515200 at Cooperative Bank of Kenya, Aga Khan Walk, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE

SUM DEDUCTIBLE

A sum of one thousand shillings from every member's Basic Salary per month.

**THE KENYA NATIONAL UNION OF TEACHERS
(DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA NATIONAL UNION OF TEACHERS
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 178 of 2021]

The Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation

This Order may be cited as the Kenya National Union of Teachers (Deduction of Agency Fees) Order.

2. Deduction

The Teachers Service Commission shall—

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya National Union of Teachers, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between the Kenya National Union of Teachers and the Teachers Service Commission and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 176 of 2016 on the 19th July, 2016;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya National Union of Teachers, Account No. 1107218993 at Kenya Commercial Bank, Moi Avenue, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of the employee's basic salary per month.

**THE KENYA PETROLEUM OIL WORKERS
UNION (COLLECTION OF UNION DUES) ORDER**

[Legal Notice 180 of 2021]

1. This Order may be cited as the Kenya Petroleum Oil Workers Union (Collection of Union Dues) Order.
2. An employer who employs more than five members of the Kenya Petroleum Oil Workers Union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Kenya Petroleum Oil Workers Union;
 - (b) remit, within ten days of the date of the deduction, the total sums deducted by crossed cheque or electronic funds transfer payable to the Kenya Petroleum Oil Workers Union Account Number 0102004941500 at the Standard Chartered Bank Kenya Limited, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Kenya Petroleum Oil Workers Union Account;
 - (d) notify the Kenya Petroleum Oil Workers Union Account in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) make written submissions to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.
3. Gazette Notice No. 745 of 1998 (G.N. 745/1998) is revoked.

SCHEDULE

A sum equal to 2% of each member's basic salary per month. Dated the 13th August, 2021.

**THE KENYA PETROLEUM OIL WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA PETROLEUM OIL WORKERS
UNION (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 179 of 2021]

IN EXERCISE of the powers conferred by section 49(1) of the Labour Relations Act (Cap. 233) the Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation

This Order may be cited as the Kenya Petroleum Oil Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Kenya Pipeline Company Limited shall —

- (a) deduct on a monthly basis the sum specified in the Schedule from the Basic Salary of each unionisable employee who is not a member of Kenya Petroleum Oil Workers Union, but is benefiting from terms and conditions of the Collective Bargaining Agreement entered between Kenya Petroleum Oil Workers Union and Kenya Pipeline Company Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 68 of 2016 on the, 18th March, 2016;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Kenya Petroleum Oil Workers Union, Account No. 0102004941500 at Standard Chartered Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2% of the employee's basic salary per month.

**THE TRANSPORT WORKERS UNION KENYA
(DEDUCTION OF AGENCY FEES) (NO. 3) ORDER**

[Legal Notice 171 of 2021]

The Cabinet Secretary for Labour and Social Protection makes the following Order—

1. Citation

This Order may be cited as the Transport Workers Union Kenya (Deduction of Agency Fees) (No. 3) Order.

2. Deduction

Kenatco Taxis Limited Shall —

- (a) deduct on a monthly basis the sum specified in the Schedule from the Gross Salary of each unionisable employee who is not a member of Transport Workers Union Kenya, but is benefitting from terms and conditions of the Collective Bargaining Agreement entered between the Transport Workers Union Kenya and Kenatco Taxis Limited and registered by the Employment and Labour Relations Court of Kenya at Nairobi as RCA No. 162 of 2018 on the 25th July, 2018;
- (b) commence deductions within thirty days of receiving this Order;
- (c) remit within ten days of the date of deductions, the total sum deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Transport Workers Union Kenya, Account No. 0942830238 at Barclays Bank of Kenya, Queensway Branch, Nairobi;
- (d) notify the trade union in writing within one month of payment; and
- (e) make written returns to the Registrar of Trade Unions, at P.O.Box 40326-00100, Nairobi, within one month of making all payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 2.5% of the employee's basic salary per month.

**THE UNION OF VETERINARY PRACTITIONERS
KENYA (COLLECTION OF UNION DUES) ORDER**

[Legal Notice 181 of 2021]

- (1) This Order may be cited as the Union of Veterinary Practitioners Kenya (Collection of Union Dues) Order.
- (2) An employer who employs more than five members of the Union of Veterinary Practitioners Kenya shall—
- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Union of Veterinary Practitioners Kenya;
 - (b) remit, within ten days of the date of the deduction, the total sums deducted by crossed cheque or electronic funds transfer payable to the Union of Veterinary Practitioners Kenya Account Number 1222939126 at the Kenya Commercial bank Limited, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the sum deducted under subparagraph (a) within thirty days of being served with this Order by the Union of Veterinary Practitioners Kenya;
 - (d) notify the Union of Veterinary Practitioners Kenya in writing within one month of remitting the sum deducted under subparagraph (a) in accordance with subparagraph (b); and
 - (e) make written submissions to the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

SCHEDULE

SUMS DEDUCTED

A sum of six hundred and seventy shillings or an equivalent of 1.5% of each member's basic salary per month, whichever is the higher.

**THE UNIVERSITIES ACADEMIC STAFF UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 11 of 2022]

Revoked by Legal Notice 110 of 2022 on 1st July, 2022

**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 6 of 2022]

1. This Order may be cited as the Kenya Chemical Workers Union (Deduction of Trade Union Dues) Order.
2. An employer who employs more than five employees belonging to the Kenya Chemical Workers Union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule hereto in respect of trade union dues from the wages of an employee who is a member of the Kenya Chemical Workers Union;
 - (b) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic funds transfer payable to the Kenya Chemical Workers Union, account number 230644233 (1107217784) at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the trade union dues within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union, in writing, within one month of the payment;
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.
3. Gazette Notice No. 7316 of 2011 (G.N. 7316/2011) is revoked.

SCHEDULE

- (a) A person earning less than Ksh 13,000, a sum of Ksh 380 per month.
 - (b) A person earning from Ksh 13,000, up to Ksh 15,000 a sum of Ksh 520 per month.
 - (c) A person earning from Ksh 15,000, upto Ksh 20,000 a sum of Ksh 620 per month.
 - (d) A person earning from Ksh 20,000, up to Ksh 40,000 a sum of Ksh 770 per month,
 - (e) A person earning above Ksh 40,000, a sum of Ksh 800 per month.
-

**THE KENYA CONCRETE, STRUCTURAL, CERAMICS
TILES, WOOD PLY AND INTERIOR DESIGNS WORKERS
UNION (DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 5 of 2022]

1. This Order may be cited as the Kenya Concrete, Structural, Ceramics Tiles, Wood Ply and Interior Designs Workers Union (Deduction of Trade Union Dues) Order.
2. An employer who employs more than five employees belonging to the Kenya Concrete, Structural, Ceramics Tiles, Wood Ply and Interior Designs Workers Union shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of an employee who is a member of the Kenya Concrete, Structural, Ceramics Tiles, Wood Ply and Interior Designs Workers Union;
 - (b) remit, within ten days of the date of deduction, the same deducted under paragraph (a) by crossed cheque or electronic funds transfer payable to Kenya Concrete, Structural, Ceramics Tiles, Wood Ply and Interior Designs Workers Union, Account No. 00290340004 at Bank of Africa, Gigiri Branch, Nairobi;
 - (c) commence deducting the trade union dues within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union, in writing, within one month of the payment;
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.
3. Legal Notice No. 155 of 2021 (L.N. 5/2022) is revoked.

SCHEDULE

A sum equal to 2.5% of the basic salary of a member per month.

**THE KENYA GLASS WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 8 of 2022]

1. This Order may be cited as the Kenya Glass Workers Union (Deduction of Agency Fees) Order.
2. Impala Glass Industries Limited shall—
 - (a) deduct the sum specified in the Schedule from the wages of each employee who is not a member of the Kenya Glass Workers Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court as RCA No. 55 of 2021 on the 17th June, 2021;
 - (b) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Kenya Glass Workers Union, account number 0350298772797 at Equity Bank, KNUT House Branch, Nairobi;
 - (c) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union in writing within one month of payment; and
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

**SCHEDULE
SUM DEDUCTIBLE**

A sum equal to two percent of the basic salary of an employee but subject to a maximum of five hundred shillings every month.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 7 of 2022]

1. This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Trade Union Dues) Order.
2. An employer who employs more than five employees belonging to the Kenya Union of Commercial Food and Allied Workers shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of an employee who is a member of the Kenya Union of Commercial Food and Allied Workers;
 - (b) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic funds transfer payable to the Union of Kenya Commercial Food and Allied Workers, account number 1822290 at the Queensway Branch of ABSA Bank;
 - (c) commence deducting the trade union dues within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union, in writing, within one month of the payment;
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.
3. Gazette Notice No. 11153 of 2013 (G.N. 11153/2013) is revoked.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to two percent of the gross salary of a member but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF SPECIAL NEEDS EDUCATION
TEACHERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 10 of 2022]

1. This Order may be cited as the Kenya Union of Special Needs Education Teachers (Deduction of Agency Fees) Order.
2. The Teachers Service Commission shall—
 - (a) deduct the sum specified in the Schedule from the wages of each employee who is not a member of the Kenya Union of Special Needs Education Teachers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court as RCA No. 87 of 2021 on the 27th August, 2021;
 - (b) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to the Kenya Union of Special Needs Education Teachers, account number 0110018772600 at Co-operative Bank Haile Salassie Avenue Branch, Nairobi;
 - (c) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union in writing within one month of payment; and
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to 1.45% of the basic salary of an employee per month.

**THE UNION OF NATIONAL RESEARCH AND ALLIED INSTITUTES
STAFF OF KENYA (DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 9 of 2022]

1. This Order may be cited as the Union of National Research and Allied Institutes Staff of Kenya (Deduction of Trade Union Dues) Order.
2. An employer who employs more than five employees belonging to the Union of National Research and Allied Institutes Staff of Kenya shall—
 - (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of an employee who is a member of the Union of National Research and Allied Institutes Staff of Kenya;
 - (b) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic funds transfer payable to the Union of National Research and Allied Institutes Staff of Kenya, account number, 234793836 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
 - (c) commence deducting the trade union dues within thirty days of being served with this Order by the trade union;
 - (d) notify the trade union, in writing, within one month of the payment;
 - (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.
3. Gazette Notice No. 1270 of 2011 is revoked.

SCHEDULE

A sum equal to two percent of the gross salary of a member of the trade union but subject to a minimum of five hundred and fifty shillings and a maximum of one thousand eight hundred and fifty shillings.

**THE UNION OF KENYA CIVIL SERVANTS
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 19 of 2022]

1. This Order may be cited as the Union of Kenya Civil Servants (Deduction of Agency Fees) Order.
2. The Cabinet Secretary for Public Service, Gender, Senior Citizens Affairs and Special Programmes shall—
 - (a) deduct the sum specified in the Schedule from the wages of each unionisable employee who is not a member of the Union of Kenya Civil Servants or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA No. 384 of 2017 on the 20th December, 2017;
 - (b) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to the Union of Kenya Civil Servants, account number 01120120993000 at Cooperative Bank of Kenya, Moi Avenue Branch, Nairobi;
 - (c) commence deduction of the agency fees within thirty days of being served with this Order by the trade union; and
 - (d) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Union.

SCHEDULE

A sum equal to 1.5% of the monthly basic salary of unionisable employee.

**LABOUR RELATIONS - KENYA UNION OF COMMERCIAL
FOOD AND ALLIED WORKERS (DEDUCTION OF
AGENCY FEES) ORDER, 2022 (WOOLMATT LTD)**

[Legal Notice 112 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Woolmatt Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic wages of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 110 of 2018 on the 10th May, 2018;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 103 of 2022]

1. Citation

This Order may be cited as the Kenya Chemical Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Regal Pharmaceuticals Ltd shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Chemical Workers Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court in Nairobi as RCA. NO. 234 of 2019 on the 8th October, 2019;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Chemical Workers Union account number 230644233 (1107217784) at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

- (a) An employee earning less than KSh. 10,000 a sum of KSh. 330 per month.
 - (b) An employee earning from KSh. 10,000 up to KSh. 15,000 a sum of KSh. 450 per month.
 - (c) An employee earning from KSh. 15,000 up to KSh. 20,000 a sum of KSh. 550 per month.
 - (d) An employee earning above KSh. 20,000 a sum of KSh. 700 per month.
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**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 106 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Autoxpress Ltd shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic wages of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 216 of 2018 on the 15th October 2018;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA CHEMICAL WORKERS UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 107 of 2022]

1. Citation

This Order may be cited as the Kenya Chemical Workers Union (Deduction of Agency Fees) Order.

2. Deduction

Jumbo Foam Mattresses Industries Ltd shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Chemical Workers Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 52 of 2022 on the 14th March 2022;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Chemical Workers Union account number 230644233 (1107217784) at Kenya Commercial Bank, Moi Avenue Branch, Nairobi.
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

- (a) An employee earning less than KSh. 10,000, a sum of KSh. 330. per month.
 - (b) An employee earning from KSh. 10,000 up to KSh. 15,000, a sum of KSh. 450 per month.
 - (c) An employee earning from KSh. 15,000 up to KSh. 20,000 a sum of KSh. 550 per month.
 - (d) An employee earning above KSh. 20,000 a sum of KSh. 700 per month.
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**THE KENYA NATIONAL UNION OF BREAKDOWNS
RECOVERY, COMMUTERS AND FREIGHT AGENCY
WORKERS (DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 104 of 2022]

1. Citation

This Order may be cited as the Kenya National Union of Breakdowns Recovery, Commuters and Freight Agency Workers (Deduction of Trade Union Dues) Order.

2. Deduction

An Employer who employs more than five members of the Kenya National Union of Breakdowns Recovery, Commuters and Freight Agency Workers shall-

- (a) deduct the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Kenya National Union of Breakdowns Recovery, Commuters and Freight Agency Workers;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the Union;
- (c) remit, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya National Union of Breakdowns Recovery, Commuters and Freight Agency Workers (KNUBCAFAW) account number 2045712411 at Absa Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percent of the basic monthly wages of an employee.

**THE KENYA SCIENTIFIC RESEARCH
INTERNATIONAL, TECHNICAL AND INSTITUTIONS
WORKERS' (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 108 of 2022]

1. Citation

This Order may be cited as the Kenya Scientific Research International, Technical and Institutions Workers' Union (Deduction of Agency Fee) Order.

2. Deduction

Health U 2000 Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Scientific Research International, Technical and Institutions Workers' Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 172 of 2021 on the 16th October, 2021;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Scientific Research International, Technical and Institutions Workers' Union (KSRITAIWU) account number 1107313295 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percent of the monthly basic salary of an employee.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 105 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Surgipharm Ltd shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. No. 199 of 2019 on the 30th September 2019;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 111 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Farmers Choice Ltd shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 40 of 2021 on the 31st May, 2021;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 113 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Dutch Water Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the wages of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 37 of 2019 on the 20th February, 2019;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 114 of 2022]

(1) Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

(2) Deduction

Gakundu Farmers Co-operative Society shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the wages of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 69 of 2017 on the 1st March, 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sum deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 115 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Kenya Bixa Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the wages of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 112 of 2019 on the 20th June, 2019;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 117 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

New Kenya Co-operative Creameries Ltd-NKCC shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 222 of 2018 on the 8th October, 2018;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 118 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Transmatresses Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 109 of 2018 on the 10th May, 2018;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

**THE KENYA UNION OF COMMERCIAL FOOD AND ALLIED
WORKERS (DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 119 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Commercial Food and Allied Workers (Deduction of Agency Fees) Order.

2. Deduction

Kenya Horticultural Exporters (1977) Ltd shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya Union of Commercial Food and Allied Workers or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA. NO. 189 of 2019 on the 18th September, 2019;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Commercial Food and Allied Workers account number 094-1822290 at Absa Bank, Queensway Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE KENYA UNION OF JUDICIARY WORKERS
(DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 109 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Judiciary Workers (Deduction of Trade Union Dues) Order.

2. Deduction

The Judicial Service Commission shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Kenya Union of Judiciary Workers;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Union of Judiciary Workers (KUJWU) account number 0100006044397 at Stanbic Bank, Kenyatta Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

3. Revocation

Gazette Notice No. 14708 of 2011 (G.N. 14708/2011) is revoked.

SCHEDULE**SUM DEDUCTIBLE**

A sum equal to two percent of the monthly basic salary of every employee who is a member of the Trade Union.

**THE KENYA UNION OF NUTRITIONISTS AND DIETICIANS
(DEDUCTION OF TRADE UNION DUES) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA UNION OF NUTRITIONISTS AND DIETICIANS
(DEDUCTION OF TRADE UNION DUES) ORDER**

[Legal Notice 116 of 2022]

1. Citation

This Order may be cited as the Kenya Union of Nutritionists and Dieticians (Deduction of Trade Union Dues) Order.

2. Deduction

An employer who employs more than five members of the Kenya Union of Nutritionists and Dieticians shall-

- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Kenya Union of Nutritionists and Dieticians;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Union of Nutritionists and Dieticians (KUNAD) account number 1285500547 at Kenya Commercial Bank, Kimathi Street Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE
SUM DEDUCTIBLE

A sum equal to two percent of the monthly basic wages of an employee but subject to a minimum of two hundred shillings.

**THE UNIVERSITIES ACADEMIC STAFF UNION
(DEDUCTION OF AGENCY FEES) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction
3. Revocation

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE UNIVERSITIES ACADEMIC STAFF UNION
(DEDUCTION OF AGENCY FEES) ORDER**

[Legal Notice 110 of 2022]

1. Citation

This Order may be cited as the Universities Academic Staff Union (Deduction of Agency Fees) Order.

2. Deduction

Every public university shall-

- (a) deduct the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Universities Academic Staff Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court as RCA. NO. 63 of 2020 on the 3rd July 2020;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the Union;
- (c) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Universities Academic Staff Union, account number 0751204841 at Absa Bank, Moi Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Union.

3. Revocation

Gazette Notice No. 16292 of 2012 (G.N. 16292/2012) and Legal Notice No. 11 of 2022 (L.N. 11/2022) are revoked.

SCHEDULE

SUM DEDUCTIBLE

A sum equal to two percent of the basic monthly salary of an employee.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 155 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Kisii County Public Service Board shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 214 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

SCHEDULE

A sum of Ksh. 3000 of each employee's basic salary per month.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 156 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Bomet County Public Service Board shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 239 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of Ksh. 3000 of each employee's basic salary per month.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 158 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Nakuru County Public Service Board shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 220 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of Ksh. 3000 of each employee's Basic Salary per month.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 159 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Kisumu County Public Service Board shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 241 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of Ksh. 3000 of each employee's Basic Salary per month.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER**

[Legal Notice 160 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Embu County Public Service Board shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 207 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of Ksh. 3000 of each employee's Basic Salary per month.

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER, 2022**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

SUM DEDUCTIBLE

**THE KENYA MEDICAL PRACTITIONERS, PHARMACISTS AND
DENTISTS UNION (DEDUCTION OF AGENCY FEE) ORDER, 2022**

[Legal Notice 157 of 2022]

1. Citation

This Order may be cited as the Kenya Medical Practitioners, Pharmacists and Dentists Union (Deduction of Agency Fee) Order.

2. Deduction

The Siaya County Public Service Board shall —

- (a) deduct, on a monthly basis, the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the the Kenya Medical Practitioners, Pharmacists and Dentists Union or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at as RCA. No. 212 of 2017;
- (b) commence deduction of the agency fees within thirty days of being served with this Order by the trade union;
- (c) remit, within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Kenya Medical Practitioners, Pharmacists and Dentists Union, account number 01022019432900 at the Standard Chartered Bank, Harambee Avenue Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the trade union.

SCHEDULE**SUM DEDUCTIBLE**

A sum of Ksh. 3000 of each employee's Basic Salary per month.

**THE TRANSPORT WORKERS UNION KENYA
(DEDUCTION OF TRADE UNION DUES) ORDER, 2022**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction
3. Revocation

SCHEDULES

SCHEDULE —

SUM DEDCUTIBLE

**THE TRANSPORT WORKERS UNION KENYA
(DEDUCTION OF TRADE UNION DUES) ORDER, 2022**

[Legal Notice 154 of 2022]

1. Citation

This Order may be cited as the Transport Workers Union Kenya (Deduction of Trade Union Dues) Order.

2. Deduction

An employer who employs more than five members of the Transport Workers Union Kenya shall —

- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the wages of each employee who is a member of the Transport Workers Union Kenya;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the trade union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer payable to Transport Workers Union Kenya (TWU) Account Number 0942830238 at Absa Bank Kenya PLC, Mama Ngina, Street Branch, Nairobi;
- (d) notify the trade union, in writing, within one month of the payment;
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the union.

3. Revocation

Legal Notice 26 of 2017 (L.N. 26/2017) is revoked.

SCHEDULE
SUM DEDUCTIBLE

1. A sum equal to two-point-five per centum (2.5%) or as may be capped downwards by the Union from the monthly basic salary of every employee who is a member of the Trade Union.
 2. A sum of three hundred shillings from every member of platform/gig economy or informal transport.
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**THE COMMUNICATION WORKERS UNION OF KENYA
(DEDUCTION OF AGENCY FEE) (NO. 1) ORDER, 2023**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

DEDUCTION

**THE COMMUNICATION WORKERS UNION OF KENYA
(DEDUCTION OF AGENCY FEE) (NO. 1) ORDER, 2023**

[Legal Notice 31 of 2023]

1. Citation

This Order may be cited as the Communication Workers Union of Kenya (Deduction of Agency Fee) (No. 1) Order, 2023.

2. Deduction

The Communications Authority of Kenya shall—

- (a) deduct the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Communication Workers Union of Kenya or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA No. 128 of 2021 on 14th October 2021;
- (b) commence deduction of the agency fee within thirty days of being served with this Order by the Trade Union;
- (c) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Communication Workers Union of Kenya account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi; and
- (d) file returns with the Registrar of Trade Unions at P.O.Box 40326-00100, Nairobi, within one month of making all the payments to the Union.

SCHEDULE**DEDUCTION**

A sum equal to 2% of the monthly basic salary of a unionisable employee.

**THE COMMUNICATION WORKERS UNION OF KENYA
(DEDUCTION OF AGENCY FEE) (NO. 3) ORDER, 2023**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deductions

SCHEDULES

SCHEDULE —

DEDUCTION

**THE COMMUNICATION WORKERS UNION OF KENYA
(DEDUCTION OF AGENCY FEE) (NO. 3) ORDER, 2023**

[Legal Notice 33 of 2023]

1. Citation

This Order may be cited as the Communication Workers Union of Kenya (Deduction of Agency Fee) (No.3) Order, 2023.

2. Deductions

Data Rush Courier Services Limited shall—

- (a) deduct the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Communication Workers Union of Kenya or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA No. 193 of 2022 on 20th July 2022;
- (b) commence deduction of the agency fee within thirty days of being served with this Order by the Trade Union;
- (c) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to Communication Workers Union of Kenya account number 1101603224 at Kenya Commercial Bank, Moi Avenue Branch, Nairobi; and
- (d) file returns with the Registrar of Trade Unions at P.O.B o x 40326-00100, Nairobi, within one month of making all the payments to the Union.

SCHEDULE
DEDUCTION

A sum equal to 2% of the monthly basic salary of a unionisable employee.

**THE KENYA NATIONAL UNION OF SERVICE EMPLOYEES
(DEDUCTION OF AGENCY FEE) ORDER, 2023**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction

SCHEDULES

SCHEDULE —

DEDUCTION

**THE KENYA NATIONAL UNION OF SERVICE EMPLOYEES
(DEDUCTION OF AGENCY FEE) ORDER, 2023**

[Legal Notice 35 of 2023]

1. Citation

This Order may be cited as the Kenya National Union of Service Employees (Deduction of Agency Fee) Order, 2023.

2. Deduction

Kenya Kazi Limited shall—

- (a) deduct the sum specified in the Schedule from the basic salary of each unionisable employee who is not a member of the Kenya National Union of Service Employees or any other trade union but is covered by the Collective Bargaining Agreement registered by the Employment and Labour Relations Court at Nairobi as RCA No. 033 of 2022 on 2nd February 2022;
- (b) commence deduction of the agency fee within thirty days of being served with this Order by the Trade Union;
- (c) pay, within ten days, the sums deducted under paragraph (a) by crossed cheque or electronic fund transfer made payable to the Kenya National Union of Service Employees account number 0240293371311 at Equity Bank, Harambee Avenue Branch, Nairobi; and
- (d) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Union.

**SCHEDULE
DEDUCTION**

A sum of two hundred and fifty shillings per month.

**THE KENYA PETROLEUM OIL WORKERS UNION
(DEDUCTION OF TRADE UNION DUES) ORDER, 2023**

ARRANGEMENT OF PARAGRAPHS

Paragraph

1. Citation
2. Deduction
3. Revocation

SCHEDULES

SCHEDULE —

DEDUCTION

**THE KENYA PETROLEUM OIL WORKERS UNION
(DEDUCTION OF TRADE UNION DUES) ORDER, 2023**

[Legal Notice 37 of 2023]

1. Citation

This Order may be cited as the Kenya Petroleum Oil Workers Union (Deduction of Trade Union Dues) Order, 2023.

2. Deduction

An employer who employs more than five members of the Kenya Petroleum Oil Workers Union shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the basic salary of each employee who is a member of the Kenya Petroleum Oil Workers Union;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the Trade Union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Kenya Petroleum Oil Workers Union Account Number 130895028 at Kenya Commercial Bank, Jogoo Road Branch, Nairobi;
- (d) notify the Trade Union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O.Box 40326-00100, Nairobi, within one month of making all the payments to the Trade Union.

3. Revocation

Legal Notice No. 180 of 2021 is revoked.

SCHEDULE
DEDUCTION

A sum equal to 2% of the monthly basic salary of each employee who is a member of the Trade Union.

**THE KENYA PETROLEUM OIL WORKERS UNION
(DEDUCTION OF TRADE UNION DUES) ORDER, 2023**

ARRANGEMENT OF SECTIONS

1. Citation
2. Deduction
3. Revocation

SCHEDULES

SCHEDULE —

DEDUCTION

**THE KENYA PETROLEUM OIL WORKERS UNION
(DEDUCTION OF TRADE UNION DUES) ORDER, 2023**

[Legal Notice 59 of 2023]

1. Citation

This Order may be cited as the Kenya Petroleum Oil Workers Union (Deduction of Trade Union Dues) Order, 2023.

2. Deduction

An employer who employs more than five members of the Kenya Petroleum Oil Workers Union shall—

- (a) deduct, on a monthly basis, the sum specified in the Schedule in respect of trade union dues from the basic salary of each employee who is a member of the Kenya Petroleum Oil Workers Union;
- (b) commence deduction of the trade union dues within thirty days of being served with this Order by the Trade Union;
- (c) remit within ten days of the date of deduction, the sums deducted under paragraph (a) by crossed cheque or electronic funds transfer made payable to Kenya Petroleum Oil Workers Union Account Number 1308959028 at Kenya Commercial Bank, Jogoo Road Branch, Nairobi;
- (d) notify the Trade Union, in writing, within one month of the payment; and
- (e) file returns with the Registrar of Trade Unions at P.O. Box 40326-00100, Nairobi, within one month of making all the payments to the Trade Union.

3. Revocation

Legal Notice No. 37 of 2023 is revoked.

SCHEDULE
DEDUCTION

A sum equal to 2% of the monthly basic salary of each employee who is a member of the Trade Union.
