**(Place), (date) 2012**

Mr. J. Chifamba

Group Chief Executive of ZESA

Harare, Zimbabwe

By e-mail: jchifamba@zesa.net

**RE: Ongoing labour issues at ZESA**

Dear Mr Chifamba,

I am writing to you on behalf of **(name of union)** based in **( country)** concerning the unjust suspension of 135 workers indefinitely without pay and benefits as well as the anti-union actions of the Zimbabwe Electricity Supply Authority (ZESA).

We strongly protest the disrespect ZESA has shown the collective agreement and arbitration ruling, which entitles workers to a fair wage increase. Recent attempts by ZESA to trade off the reinstatement of suspended workers in exchange for workers abandoning the arbitration award is tantamount to economic blackmail and an attempt to intimidate workers to concede their rightful gains. In addition, ZESA’s court challenge of the impartiality of the arbitrator is a transparent attempt to undermine the arbitration process in an attempt to nullify the wage increase that has been awarded to workers.

Amongst those that ZESA has suspended are the President of ZEWU, Angeline Chitambo, and two other elected officials of the union, Tariro Shumba and Dennis Mukote. We view their suspension as a further attempt to undermine the union.

ZESA is in violation of hard won labour rights to collective bargaining, the right to organize and freedom of association. We strongly urge ZESA to respect the arbitration award and give workers the wage increase due to them. We also urge you to reinstate all suspended workers and discontinue anti union activities with immediate effect.

Yours sincerely,

**(name)**

General Secretary

CC. Fabian Nkomo, SSA Regional Secretary, IndustriALL Global Union

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 Hon. Minister E. Mangoma, Ministry of Energy, by hand via IndustriALL

 Hon. Minister P. Mupariwa, Ministry of Labour, by hand via IndustriALL