

## LEGAL NOTICE NO. 121

## THE LABOUR RELATIONS ACT

(No. 14 of 2007)

IN EXERCISE of the powers conferred by section 49 (1) of the Labour Relations Act, 2007, the Cabinet Secretary for Labour and Social Protection makes the following Order—

**THE BAKERY, CONFECTIONERY, FOOD MANUFACTURING  
AND ALLIED WORKERS UNION (DEDUCTION OF AGENCY  
FEES) (NO. 3) ORDER, 2021**

1. This Order may be cited as the Bakery, Confectionery, Food Manufacturing and Allied Workers Union (Deduction of Agency Fees) (No. 3) Order, 2021. Citation.

2. Dot. Com Bakery Limited shall— Deduction.

(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.

Made on the 29th June, 2021.

SIMON K. CHELUGUI,  
*Cabinet Secretary for Labour and Social Protection.*