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Congress delay essential to fairness and democracy

The decision to postpone UTATU SARWHU's Congress 2014 by a year (until 2015) was a disappointment

for many. But now that the reasons for the rescheduling have become clear, the vast majority of the union's members have accepted

the decision as an essential and positive move.

Background

When Exco met in January to confirm the progress of the union's 2014 elections and the arrangements for the November 2014 congress, several key factors became apparent:

Transnet's delay in supplying accurate membership figures had made it unclear as to how many TURs could be elected in the workplace.

The former SARWHU component of the union's membership was not yet adequately integrated into the branch structures and would have been seriously disadvantaged had Congress 2014 gone ahead as planned.

Had the 2014 elections been allowed to proceed, the union would have been in conflict with its constitution.

That left Exco with one of two choices:

To allow the union's existing schedule to remain unchanged despite the skewed representation and four years of unhappiness that could result.

Delay Congress by a year and use that time to streamline the union's field representation and ensure that all members had an equal chance of choosing their representatives.

When proper democracy and the long-term welfare of the union were examined, temporary disappointments became less important than permitting a procedure that could structurally damaged the union and cause serious long-term problems.



UTATU SARWHU president, George Strauss.



UTATU SARWHU president, Pholo Pholo.

Union fights for its members

For seven years UTATU SARWHU has stood its ground in fighting for a member from Prasa who was unfairly dismissed for fraud. The effort was worth it as not only was the member reinstated in her job, but she also received compensation in the amount of R1,5 million for loss of income.

Rodney Blom, UTATU SARWHU executive council member was in her corner. He told Labour Report that from the facts of the case it was clear that she has done no wrong. "She was the one who brought the misadministration of funds to management's attention. In no instance did she act improperly."

In a letter the member wrote to the union after the conclusion of the case, she expresses her gratitude for the union's support. She says "Very few unions, if any, would stick to their member for such a long time and not give up."

She explains how the case has changed her and of the turmoil, stress, depression, medical issues and financial instability that she had to face. As if all that was not enough, PRASA filed a civil case against her which came with its own steep legal fees – luckily this was thrown out of court because



Rodney Blom

of a lack of evidence and the company's failure to appear in court.

She says: "Rodney has bent over backwards in this case, responding to my countless calls, emails and meeting requests. I truly appreciate and acknowledge all the hard work and hours that you put in. Even when it seemed all odds were against us you still believed in me and never doubted my innocence. There aren't many people like you around anymore. Thank you, thank you, thank you."

Rodney says that the victory was deserved and he will do it all over again for any member who is falsely accused. ■

elected TUR will hold office until the end of December 2018.

Explaining to Labour Report Exco's decision and the way forward, Goimotso Pholo said: "The decision to delay the conference is not a drama. It is a necessary step to realign the different cultures and practices of the merger partners."

George Strauss said that the delay had caused some isolated frustration, but none that was more important than the bigger picture for the union. "Some office-bearers were disappointed because they had been looking forward to ending their terms of office this year and there are isolated areas in which the members want to elect new and different representatives. Both frustrations were short-lived. Those office-bearers who are tired of serving can quit at any time. Members who feel that they are not being adequately or efficiently represented can invoke the union's constitution.

"The Planning Committee is already hard at work at its vast task. The result of their efforts will be a better-informed, better-educated and better-represented membership . . . one which will elevate our union to even greater heights." ■

Levelling the playing fields

To create a fair way forward, one which will: Break with the past practices of both merger partners to create a new and distinctive UTATU SARWHU approach to regional elections

Fully inform all members of their rights and roles in the elections and Congress processes

Exco appointed a Planning Committee consisting of the union's two presidents, Goimotso Moses Pholo and George Strauss, as well as Dan Khumalo (the union's first deputy president), executive councillors, Ben Jonker, Trevor Wasserfall, Peet Swart and Luvuyo Mdyogolo, and general secretary, Steve Harris.

Exco did not take this decision unilaterally. To ensure that it was acting correctly and in the best interests of its members, it sought the advice of senior legal counsel and the Registrar of Labour.

The Planning Committee's immediate goal is to ensure that the union's branches are clearly demarcated and that UTATU SARWHU members are properly informed in order to ensure that the union's 2015 election will run effectively. To aid this process:

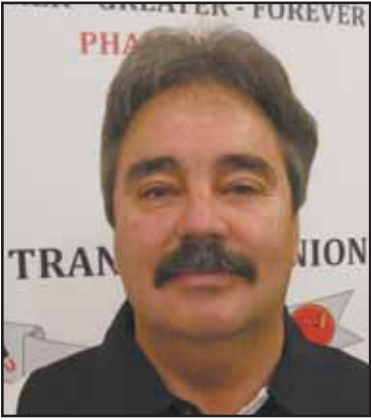
At those depots and other workplaces where elections have not already been conducted, the election process has been halted.

Currently serving TURs will remain in their elected positions until after the elections are completed in January/February 2015.

Where elections have already been conducted in accordance with the union's constitution, the

COMMENT

NEWS



Steve Harris

During the more than 30 years that I have been a union activist I have known of no more dramatic and dynamic a start to a year than this one. As you will read elsewhere in this issue, at the domestic level we have a massive plan to restructure

our union and inform its members better, plus news of a ground-breaking three-year pay deal at Prasa. At the working level the news has been dominated by the R50-billion investment being made to refresh Transnet's rail fleets and the new approach to management and staff progression gleaned by Transnet's recent study tour to Brazil.

The result of this year's Prasa pay talks and the inflation-beating two-year deal we struck with Transnet last year is improved pay levels for all plus greater economic certainty.

Not all of the remuneration and IR news is good. Frustrating anomalies remain, as do some serious managerial malpractices. But these are being addressed and, because the UTATU SARWHU way is the honest way, it will succeed.

With the reasons for delaying Congress 2014 and the follow-up restructuring/education fully explained elsewhere in this issue, there is no need for me to comment further other than to say that I believe our Planning Committee is going to achieve a more representative and informed union than ever before. I appeal to members to help bring that about by keeping up-to-date with the Planning Committee's communiqués and by attending its briefing/training sessions.

Transnet's massive infusion of capital and equipment is going to expand the role of rail in the national economy and create some more rail jobs over the next few years. That will bring with it more job security and opportunities for promotion than this generation of

rail workers has known. In short, there is again a future for rail that will offer worthwhile rewards to those who make full use of their opportunities.

The Brazilian approach to management, employee remuneration and progression was illuminating. It proved two points that UTATU SARWHU has been expounding all these years:

Lavishly rewarding managers and separating them from the coalface is a costly and counter-productive exercise.

Workers who are well-remunerated, who know where they stand and who have good relationships with their managers are far more productive than those who are short-changed, pushed around and kept in the dark.

Don't expect Transnet's managers

to change their ways overnight. Those with privileges are seldom in a hurry to relinquish them. But do expect UTATU SARWHU to press Transnet managers to lead from the front whenever they advocate austerity and greater productivity. Each UTATU SARWHU member has a role to play in this regard. All the improvements we have achieved thus far have been the result of our good sense and strength in numbers. The better we can proceed along this same path, the sooner we will be able to shape the right management style and circumstances for everyone. So let's work together to ensure that most of Transnet's new employees become UTATU SARWHU members. ■

All correspondence must be addressed to the General Secretary at headoffice@utatusarwhu.com

Brazil HR investigation an eye-opener for Transnet

During the week 31 March to 4 April a ten-person team from Transnet comprising four Transnet executives, the Transnet Freight Rail human resources executive, three UTATU SARWHU leaders (George Strauss, Steve Harris and Wyndam Evans) and three SATAWU delegates visited two major Brazilian conglomerates to study their approach to human resource management. A principal aim of the study was to investigate the job progression methods employed by Brazilian mining and transport conglomerates, Vale and the American Latin Logistics Company (ALL). The two companies are similar to Transnet in that they operate even more complex structures that embrace mining, manufacturing, rail, harbours and maritime fleets.

"The Brazil study tour was a real eye-opener. It showed how Transnet wastes millions of rands, and could have a profound effect on the group's future approach to job progression, overall human resource management and structuring," says UTATU SARWHU president, George Strauss.

"Vale and ALL each has a lean and efficient management structure which places a high price on the value of employees. Both companies have excellent lines of employer/employee communications and provide clear-cut

job descriptions and opportunities for progression.

"The HR system at ALL allows people to regulate themselves. The more they put into their jobs, the more they get out of them. Two successive years of failed achievement is their sign to resign."

Says George Strauss: "The difference between the Brazilian and South African approach to people-management became clear when a Transnet executive asked a senior Vale executive: 'Why do you discuss problems with your employees when you don't have to?' The Brazilian executive, who seemed shocked by the question, responded: 'Because it's the right thing to do.'

Further discussion on the issue revealed that Vale believes that its up-front relationship with its employees is a key contributor to its impressive levels of productivity and industrial harmony.

"Another eye-opener was the lean management style of the two Brazilian companies. Unlike Transnet which separates its managers from the workforce and spends a small fortune on treating them like royalty in ivory towers, Vale's CEO – a man who started out as a labourer with the company – sits in short sleeves alongside other workers in an open-

plan office.

"The Brazilian companies' integrated management of their complex operations was a further revelation. Unlike the Transnet companies, which each has a costly hierarchy and much duplication of costs and efforts in other areas, Vale and ALL have integrated their operations and run them more economically through flat management structures that make more money and plough more money back to their workers.

"With the Vale and ALL experiences as its guide, Transnet is going to be hard-put to prove that its costly and aloof approach to managing is its most economic and efficient way forward for the group.

"UTATU SARWHU has long been pressing for a more integrated approach at Transnet. When I suggested to our team during one of our daily briefing sessions that we needed to emulate the Vale and ALL models, my suggestion was well received both by the management and union delegates. However, they are not Transnet's decision-makers and we are going to have to wait to discover how much Transnet is prepared to adapt its present management style."

The Transnet team is presently compiling its report on its Brazil visit. ■

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New 20E: a train driver's dream loco?

Will Transnet train drivers see the company's new 20E locomotive as their dream loco? After closely examining its features and capabilities, veteran train driver and locomotive connoisseur, Louis Bocket, believes that it is a genuine contender for that tag. "I would have loved to have had a loco like that in my day," he told Labour Report. "Its spacious, air-conditioned cab is so comfortable that you almost want to live in it. The instrument panel meets all of a train driver's needs and there is an adjacent toilet. The first ten 20Es have been imported

from China and are currently undergoing comprehensive testing. The remainder of the 95 units purchased will be assembled locally by Transnet Engineering while a substantive amount of the components will be manufactured locally. The 20E is going to be employed on the coal line to Richards Bay. Says Louis: "Features of the loco that will substantially improve the efficiency, safety and economy of that line will be its greater traction and braking powers. Its ability to automatically convert from AC to DC power will save a lot of time en route." ■

PRASA – exciting modernisation coming

PRASA's motto used to be Get South Africa to work. That is what the company wants to achieve once again by introducing a major modernisation project worth R150 billion – the biggest ever such project to be approved by government.

"The modernisation will be phased in over 20 years and involves the introduction of 3 500 new sets of trains. These trains will bring our commuting system on par with those of railway systems abroad. Think the

look and feel of the Gautrain," says Pieter Greyling, UTATU SARWHU deputy general secretary.

A huge part of the modernisation will focus on security. "Our commuters need to feel safe on the trains and we don't want to give them any chances for vandalism," says Rodney Blom, UTATU SARWHU executive board member.

Overcrowding will also be a thing of the past. Rodney explains: "The trains will be so efficient and so reliable that people would not need to

overcrowd the trains, hang from the railings or sit in front of the driver windscreen and obscuring his view. They will know that the next train will be on time and bring them to work on time and safely."

The first trains will be implemented in 2015. The first ten will be built in Brazil, but the whole project will move to South Africa and will be made by South Africans. For this purpose a new plant is currently being built in Nigel, Gauteng. All raw materials will be sourced from

South Africa.

Train drivers, technicians, electricians and engineers will be trained by Alstom in France. There will be a huge skills transfer, which is in line with government's plan for the development of skills and creation of jobs," says Pieter.

Everything concerning PRASA will need to be upgraded, from the ticket counters, the workshops, to the tracks and signalling systems as well as the security systems.

Pieter explains that government

wants to cut on its subsidies. With this modernisation PRASA can be competitive and earn its income through ticket sales and even revamping the property where the stations are located. "It can become one-stop shops with restaurants, retail shops, banks etc. PRASA owns many properties on prime locations that can be used for income revenue."

"With this new plan the face of commuting can only change for the better," says Rodney. ■

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'Rate hike will hit consumers hard'

Fedusa's voice was among the first to slam the decision of Reserve Bank Governor, Gill Marcus, when on 29 January she raised the interest rate from 5% to 5,5%.

"We know of the inflationary and exchange rate challenges faced by our economy, but we must also understand that consumers are really battling out there. Most working people have several loans, at least for essential items like a house or a motor vehicle. This further increase in cost of living, on top of recent mammoth increases in fuel, energy and food prices, will certainly hit them hard," Krister Janse van Rensburg,

the Federation's deputy general secretary, said in a media statement.

"Although Fedusa agrees that inflation is enemy number one, and that we need to protect savings of retired persons and private individuals, as Fedusa our interest will always be with the working women and men in our country. On macro-economic level we have consistently campaigned for the Monetary Policy Committee to have due consideration for matters like economic growth and unemployment. Our fear is that this Reserve Bank decision will negatively impact on these issues," he said. ■

Ruling on supermarkets disappointing

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Fedusa was quick to register its disappointment in January when the Competition Commission ruled that supermarket chains do not engage in non-competitive behaviour. The Federation challenged the Commission's alleging that in raising barriers to new entrants to the sector the supermarket chains were impeding small business opportunities, employment growth and consumer choice.

The Competition Commission had been investigating allegations that the major supermarket chains and wholesale retailers (namely Pick 'n Pay, Shoprite, Woolworths, Spar, Massmart and Masscash) were preventing or lessening competition, and engaging in exclusionary conduct.

In a media statement released on Friday 25 January, the Commission reported that it had concluded its investigation into exclusive lease agreements entered into between supermarkets and property developers, owners and managers of shopping malls, finding 'that this practice raises barriers to entry into grocery retailing' but without 'sufficient evidence to meet the tests set out in the Competition Act for demonstrating anti-competitive effects.'

Expressing his unhappiness with that decision, Krister Janse van Rensburg said: "We all know that these shopping giants have a general tendency to ensure the inside lane for themselves, at the expense of new entrants to the game as well as consumers in general." ■

Fedusa's 2014 conference Sober Fedusa shows way to industrial peace

It's good to see that South Africa has sober unions which can get the job done.' Measured against the labour turmoil taking place elsewhere in the country, that comment by an overseas observer aptly described the two days of earnest debate by the 20 trade unions which took part in the Annual Collective Bargaining Conference of the Federation of Unions of South Africa in Roodepoort on 18 and 19 February.

A foremost aim of the conference was to examine the current state of the country's collective bargaining and the anticipated impact of economic and political developments. To arm its affiliates for their forthcoming negotiations, Fedusa invited input from:

- The Minister of Finance
- Leading economists and academics
- Senior government officials and negotiators
- The International Labour Organisation
- The National Economic and Development Council (NEDLAC)
- The Commission for Conciliation, Mediation and Arbitration (CCMA)

A key message to emerge from the debate was the unions' concern about the weak rand and the resultant inflation. Rising fuel and electricity costs, in particular, are putting pressure on members' living costs. The delegates made it clear that they will be expecting employers to adjust salaries and wages accordingly in the year ahead. The conference believes that after taking into account the dynamics of the respective sectors, 2014 settling points should be in the region of 8% to 12%.

Continuing with economic issues, the Federation decided to engage with Statistic South Africa to challenge the existing criteria for determining the 'inflation basket.' It feels that the CPI might not be the best yardstick to measure cost of living - specifically for

the most vulnerable sectors of our economy - and has called for more attention to be focused on such cost pressures as medical aid fees, medicine, transport, education, safety and security.

Addressing labour unrest

The Fedusa unions' concern about the high levels of union rivalry and strike violence currently prevalent in the country was a feature of the conference. After listening to presentations spelling out possible causes for this unhappy state, the conference agreed that a fundamental reason for the breakdown in industrial order is the departure from the principles of industrial democracy. They singled out Section 18 of the Labour Relations Act (LRA) - by which majority unions are sometimes allowed to exclude smaller unions that are operating in the same space or industries - as a contributor to the mayhem in the mining, manufacturing and engineering sectors.

'The tendency to deny smaller unions their voice and space is not conducive to labour peace in our economy and in our country' was the unambiguous message delivered by the Fedusa debate. The conference undertook to resist any attempts by other unions and employers to increase thresholds which would exclude Fedusa affiliates and their members from existing recognition agreements. Conference further agreed that Fedusa must continue with the NEDLAC process regarding the principal of majoritarianism and to campaign for further amendments to the LRA.

During their debates the Fedusa unions pinpointed causes of the current labour crisis which, if heeded by management and labour - and eliminated, could go a long way towards restoring industrial peace. These are:

The lack of joint preparations for collective bargaining processes between employers and trade unions, whereby a framework can be established.

The absence of demand consoli-

dation on both sides when multiple unions and employers are engaged in the same negotiation.

The absence of a mutually agreed benchmark for demands and offers, such as the Consumer Price Index (CPI) or food inflation.

It was agreed that trade unions need to engage in thorough research before negotiations and should attempt to reach agreement with employers on realistic and sustainable benchmarks for union demands and employer offers in wage negotiations.

The conference noted the importance of proper mandating processes since ineffective feedback and reporting to constituencies lead to dissatisfaction and alienation. Conference agreed that members remain at the centre of a trade union, and that mandating will always be the only way to engage in collective bargaining.

UTATU SARWHU deputy general secretary, Eddie de Klerk, who is also the Fedusa vice-president responsible for education and training, was pleased with the high levels of enthusiasm and consensus achieved by the conference. "I believe that all 20 affiliates benefitted from the thought provoking input and are now in a position to base their demands on sound research and economic reality," he told Labour Report.

Ashley Benjamin, Fedusa's Vice-President of Development, was equally happy with the progress achieved. "Our affiliates are now adequately prepared to confront the challenges facing their members during this year's collective bargaining season," he said.

More news of the Fedusa conference appears elsewhere in this edition. ■

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Fedusa approves Gordhan's 'clearly focused and expansionary' 2014 budget



The Federation of Unions of South Africa (Fedusa), which keeps a close watch on all areas of the country's economic management, was quick to approve the 2014 budget of Finance Minister, Pravin Gordhan. The budget is expansionary and has a clear focus on the implementation of the National Development Plan (NDP), said the Federation's media statement assessment released shortly after the Minister had concluded his speech.

Fedusa pointed out that with a lower than anticipated revenue collection in the period under review because of low economic growth, increased financial markets and capital flow volatility in emerging economies as well as the current account deficit projection of 2.8 per cent of GDP and high unemployment, Pravin Gordhan faced a huge challenge this year. Against that backdrop, Fedusa went on to endorse the following social features contained in the Minister's budget:

- Extensions to the Unemployment Insurance Fund.
- The tax relief for lower income groups.
- The R41 billion on HIV and Aids programmes over the past five years, and R43.5 billion budgeted over the next three years.
- The increased spending on hospital and other health care expenses.
- Substantial increase on social assistance spending (R75 billion in 2008/09 to R118 billion this year).

Commenting on the social grants, the Federation said: 'When looking at the various types of grants available to citizens in South Africa, Fedusa feels that it would be an interesting and worthwhile exercise to research and perhaps implement here, the conditional type of social grant seen in rapidly developing countries such as Brazil to ensure that the money budgeted is being effectively utilised to build our society.'

Taking into account the complications arising from the depreciation and volatility of the rand (more expensive foreign debt, the higher cost of imported infrastructure spending), Fedusa welcomed the budget's focus on the infrastructure investment.

'Governments in power worldwide, rightfully or wrongly are usually accused of using the budget for political gain. This could take place by deliberately re-allocating funds to own gain or by concentrating on aspects that could boost their image. This was also done in the budget speech 2014 but aligned to clear policy direction with sustainable long-term impact,' said Fedusa.

The National Development Plan (NDP) received huge attention in this year's Budget, its analysis continued. Elements of the NDP launched in August 2012 were already included in

the 2013 fiscal framework. In this year's Budget speech it is aligned with the NDP implementation strategy and focuses on a range of policy areas, especially:

- Stepping up infrastructure investment.
- Gearing for increased education.
- Improving health care by the implementation of health reforms to ensure the National Health Insurance (NHI) can be implemented.
- Enhancing Social protection by extending social grants.
- Indicating a clear strategy with retirement reform where R500 000,00 is now exempted from taxation in the future.
- Building a capable state.
- Promoting accountability and fighting corruption.

Referring to the youth subsidy scheme implemented in January 2014 to combat youth unemployment, Fedusa said that it will be engaging with the National Treasury to ensure that the rights of older workers are not eroded with the implementation of these provisions.

Fedusa did not expect many amendments on the tax front but was pleased with the provisions as contained in Chapter 4 of the Budget Review 2014. Except for the usual increases in the so-called sin taxes and a tax relief for low-income earners, other announcements such as the comprehensive approach to climate change and the tax on carbon emissions and acid mine drainage have been welcomed.

The new-look carbon tax policy will probably give more insight between the proposed carbon tax pricing mechanism and the desired emission reduction outcomes (DERO's) proposed in the National Climate Change Response Policy. The outcome of the Taxation Commission regarding SMEs is seen as a positive provision that will aid job creation.

On the expenditure side, said Fedusa, the increases in social allowances in the case of old age and child care were expected. The provisions on the retirement provision and the National Health Insurance (NHI) are seen as positive steps.

The changes to the taxation of contributions to retirement funds in line with the Taxation Laws Amendment Act (2013) will provide additional relief to most retirement fund members and will enforce the federation's policy that all of the country's workers need to make provision for retirement.

The FEDUSA task team on retirement has been collaborating with the Treasury on the tax proposals and will engage in 2014 on the details of the calculations and formulae. ■

United labour front calls for a re-evaluation of Nedlac's focus and principles

After five days in January spent thoroughly debating the progress and directions of the National Economic and Development Labour Council (Nedlac) with cabinet ministers and business leaders, the country's three major trade union federations – Cosatu, Fedsal and Nactu – have called for a re-evaluation of Nedlac's focus and principles.

Labour has called on organised business and government, the other partners in the tri-partite organisation, to engage in the same level of introspection.

Labour's re-evaluation of Nedlac and the socio-economic scene enjoyed top level support. Speakers at labour's January conference were:

Deputy President, Kgalema Motlanthe

Minister of Labour, Mildred Oliphant

Economic Development Minister, Ebrahim Patel

Rural Development and Land Reform Minister, Gugile Nkwinti
Deputy Minister of Higher Education and Training, Mduduzi Manana

Deputy Minister of Finance, Nhlamhla Nene
NEDLAC Executive Director, Alistair Smith

ILO Regional Director, Vic van Vuuren

Former Minister of Labour and Governor of the SA Reserve Bank, Tito Mboweni

Director of the Chris Hani Institute, Professor Eddie Webster.

In a detailed statement issued after its debate, Labour has said that it remains fully committed to Nedlac. However, it is deeply concerned about the Employment Tax Incentive Act and other measures

that it feels will weaken the workers' position.

Labour has reaffirmed that its aim is to achieve decent work for all. Its statement in this regard reads:

'We reaffirm that our core aim is to get more people in permanent, sustainable and decent employment, and that we will focus our resources on ensuring that our members enjoy job security and acceptable working conditions.'

'We will fight for the introduction of a legislated national minimum wage and we recommit to the priorities and outputs of the South African Decent Work Country Programme. We declare that we will improve the co-ordination of engagements linking this programme to other regional initiatives such as the SADC Decent Work Programme.'

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Continued on page 5

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Ground-breaking Prasa pay deal

The recently concluded salary deal between labour and Prasa is remarkable in three ways.

It is the first time that labour and management have concluded a three-year pay agreement.

It is the biggest guaranteed salary improvement ever negotiated.

It is the first time that the wages of lower-income earners have been singled out for so significant a boost.

The deal gives all junior employees employed by Prasa the following pay increases:

- A 7,5% pay raise for the 2014/15 financial year effective from 1 April 2014.
- 8,5% for the 2015/16 financial year.
- 9% for the 2016/17 financial year.
- The compound effect of those three pay rises will be almost a 35% increase in present pay by 1 April 2017 based on total guaranteed package.

Employees earning R110 000 per annum and below have been granted an additional one per cent i.e. 8,50% increase over the first year 2014/15, employees earning R120 000 per annum and below an additional one percent i.e. 9,5% for the 2015/16 financial year, employees earning R125 000 per annum and below have been granted an additional one percent i.e. 10 % for the 2016/17 financial year. The compound effect of their three guaranteed pay increases will be an effective 37,5% increase on their present salaries by 1 April 2017 based on total guaranteed package.

In addition, the nightshift allowances for year one and two of the agreement (i.e. 2014/15 and 2015/16) have been increased by R4 and R4,50, respectively. These allowances apply to employees within the bargaining unit in Metrorail and PRASA CRES (including Rolling Stock employees) who work night shift.

However, it is applicable only to those employees who currently earn an allowance below R4- 00 per hour for nightshift work.



Deputy General Secretary, Pieter Greyling

In year two, applying the same terms, the nightshift allowance will increase to R4,50 for those whose current earnings are below that figure.

Issues that remained outstanding at the end of the negotiations were:

- Finalisation of Prasa's Remuneration Policy and Philosophy.
- The implementation of the Performance Management Policy for employees within the bargaining unit.

Commenting on the outcome of the pay talks, UTATU SARWHU deputy general secretary, Pieter Greyling, said: "Most members agree that this is one of the most solid all-round pay adjustments yet achieved with Prasa – one which improves our members' salaries well ahead of inflation, provides a solid boost to their pension savings and enables them to plan for the future.

"In evaluating the settlement, we had to weigh up the difference between a deal that put guaranteed money into our members pockets, or opting for a play-safe plan that would result in fresh negotiations each year and maybe advantageous deals. We opted for the former approach because we believe it will remain the better deal even if the inflation rate does increase over the next three years." ■

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Labour and management have combined to create a more competitive TE

Railways on the African continent have begun a massive growth phase. There is a huge demand for locomotives, coaches and wagons. Transnet Engineering (TE) – arguably the continent's oldest and most experienced rail engineering unit – is well placed to take advantage of this business opportunity. But it is facing fierce competition from manufacturers in China, France, Spain and other South Africa rail engineering companies. To gear itself for this challenge, TE's managements and unions are working together to find ways of optimising the company's efficiency and costs.

"Our collaboration is a huge step towards management/employment unity. In the past, when TE needed to cut costs and increase efficiencies it did so through arbitrary and unilateral restructuring," says UTATU SARWHU deputy general secretary, Eddie de Klerk, who is overseeing the union's involvement in the restructuring exercise.

"The stakes are high and the competition is fierce. We need to pool our knowledge to find more economic ways of getting the work done because the companies which secure the best slices of the business opportunities will experience massive growth in turnover, profits and jobs. One of the main challenges we are facing is that some of our competitors – more particularly China and those SA companies using contract labour – have significantly lower labour costs.

"The joint aim of the consultative structure and its sub-committees is to achieve the essential economies through greater efficiency and not through job cuts or wage cuts. Consequently, we all have a direct stake in the success of the venture.

"To ensure that we are all pulling in the same direction, there will be high levels of communication. TE employees will be kept informed of the committees' progress through regular roadshows and commu-

niqués from management and their unions."

The official objectives of the exercise, which is already underway, are to:

- Establish focused consultative structures under the auspices of the National Business Committee (NBC), as provided by the Transnet Recognition Agreement. The sub committees are created for the specific purpose of the engagement between the parties on key areas aimed at optimising the Transnet Engineering business performance and sustainability, and ensure the achievement of the Transnet Market Demand Strategy (MDS) objectives.
- Define the consultative processes, structures and terms of reference to fulfill the objectives of the consultative structure.
- Further establish a once-off special session that will ensure that the proper information is requested and disclosed for the purposes of ensuring effective consultation.
- Conduct the consultation process based on the principles of the Transnet culture charter.

UTATU SARWHU is well represented on the three eight-person sub-committees formed to achieve Transnet's MDS objectives, namely:

- Re-profiling
- Operations Administrative Simplification
- Support Service Cost Reduction

Adam Slabbert and TN Dlamini are representing the union on the Re-profiling sub-committee; John Short and Heinrich Laubscher are UTATU SARWHU's representatives on the Support Service Cost Reduction sub-committee, and Ben Jonker and Sakkie Reineke are our voices on the Support Service Cost Reduction sub-committee. The specific focus of these committees will be:

- To review the Transnet

- Engineering business model
- To redesign business processes
- Re-profiling skills and shortages of skills
- Reskilling of employees across the organisation
- Redeployment within Transnet Engineering and other operational divisions.
- To consolidate and reduce profit centres.

Other key factors that will form part of the committees' functions are their investigations into:

- Material costs
- Outsourcing impact on TE
- Customer services to find more work
- Unnecessary costs
- Bureaucracy in management processes
- Timelines to implement plans
- Labour/overhead cost breakdown

"The committees have already started work," Eddie explains. "As we write, they are completing the preparatory stages and are about to tackle the nitty-gritty of their assignments. We are happy with the composition of the committees and with management's attitude thus far.

"The aim is for the committees to have completed their work ahead of the August National Business Committee (NBC) meeting. By that time we should know how to streamline the costs and efficiencies of each business unit and how best to accommodate and dovetail the efforts of our loco and coach businesses, ports business, support services, human resources, training and management.

"Now that Transnet Engineering and its employees are finally working as one, UTATU SARWHU believes that we should do so with the enthusiasm and intensity of a team approaching a World Cup tournament. If we can manage that level of teamwork we will achieve a magnificent future for the company and its employees." ■

United labour front calls for a re-evaluation of Nedlac's focus and principles

Continued from page 4

The three labour federations have undertaken to meet regularly to 'provide leadership, keep communication channels open and iron out differences, establishing a continuous platform of engagement where issues are discussed on a systematic basis.'

The labour federations said that the Employee Tax Incentive Act and the mushrooming of parallel tripartite forums were undermining the NEDLAC Act and Protocol, adding: 'We are unanimous in opposing this money act which seeks to provide better incentives to employers that

pay lower wages. This constitutes a further erosion of already strained wages in the labour market . . . NEDLAC needs to be strengthened to hold Government departments accountable and discourage those who want to bypass it.'

The three labour federations have committed themselves to continue striving for the tax system to be aligned to the goals of job creation, redistribution and industrialisation. They agree that the state should strengthen its regulatory institutions and mechanisms in the finance sector as well as on the necessity of

protecting workers from exorbitant charges and exploitative financial practices.

They concluded their report saying: 'Government must make resources available so that NEDLAC can properly monitor the implementation of the Financial Services Charter. We will also campaign for a policy framework to establish a savings regime for workers in the vulnerable sectors.'

The full report of the three federations' January seminar can be found on the UTATU SARWHU website. ■

Group Funeral Scheme

Look out for your application form inserted in this issue of Labour Report. Complete and send back to the contact details as listed on the advert on page 13.

SA Rail industry poised for massive growth

Transnet's announcement that it has commissioned the supply of 1064 new locomotives for delivery from 2015 is good news for all rail workers," says UTATU SAR-WHU general secretary, Steve Harris. "The ripple effects of these acquisitions along with the new rolling stock on order will:

- Accelerate the shift of freight from road to rail.
- Create new jobs in all areas of the three rail systems.
- Expand the production and importance of Transnet Rail Engineering.
- Ease the burden on footplate and other operating staff.

"These developments are particularly good news our long-serving members who for many years have had to watch freight being needlessly and foolishly transferred from rail to road; have survived the years of downsizing and inadequate pay adjustments and have had to operate obsolete and unsafe equipment.

"A decade ago the pervading mood among railway employees was: 'I won't allow any kids of mine to join Transnet.' Now that is changing. Provided that (having got their thinking right on the hardware aspects of the business) the rail bosses can similarly modernise their approach to its human side through improved industrial relations practices and remuneration levels, SA rail can return to becoming a family business.

"Other areas of the business requiring urgent attention are: worker training, the up-grading of signalling systems in ways that can combat cable theft, rail security and commuter communication/relations. If Transnet can get all that right, SA rail and the national economy can look forward to a golden era."

How the media reported the deal

Headlined SA beoog sy eie lokomotiewe, an article in Rapport read:

Johannesburg. – Transnet het Maandag kontrakke van R50 miljard met vier van die wêreld se voorste treinvervaardigers vir 1 064 lokomotiewe gesluit.

Net die eerste 70 van die lokomotiewe word ingevoer. Die res sal by aanlegte van Transnet Ingenieurswerke by Koedoespoort in Pretoria-Noord en in Durban gebou word.

Die kontrakke is die grootste wat nóg deur 'n Suid-Afrikaanse staatsbeheerde korporasie gesluit is.

"Dit gaan die vervaardigingssektor in Suid-Afrika laat herleef en die grondslag vorm vir 'n spoervervaardigingsbedryf wat die res van Afrika bedien. Die kontrakke is opgestel met die doel om teen die afloop daarvan van Suid-Afrika 'n vervaardiger van oorspronklike toerusting te maak," het Brian Molefe, uitvoerende hoof van Transnet, gister gesê.

Bombardier, wat die Gautrein gebou het, gaan 240 elektriese lokomotiewe verskaf teen 'n kontrakprys

van R10,4 miljard, CSR Zhuzhou Electric Locomotive, 'n filiaal van China South Rail, 359 teen R14,6 miljard, General Electric 233 teen R7,1 miljard en CNR Rolling Stock, 'n filiaal van China North Rail, 232 teen R7,8 miljard.

"Ons het besluit om dit aan vier verskaffers toe te ken omdat ons nie oortuig kon word dat 'n enkele verskaffer die tydskaal sou haal nie.

"Die kontrakke het streng voorskrifte oor plaaslike inhoud, vaardigheidsontwikkeling en opleiding ingevolge die regering se verskaffer-ontwikkelingsprogram," het Molefe gesê. Die hoofdoel met die kontrakke is om masjiene en toerusting wat gewoonlik ingevoer word, plaaslik te vervaardig.

Die dieseleenhede moet 'n minimum plaaslike inhoud van 55% hê en die elektriese eenhede 60%.

Sowat R10 miljard van die begrote R50 miljard vir die kontrakke is verskansings- en ander finansieringskoste.

Die eerste lokomotiewe sal oor 12 maande afgelewer word. Daarna sal die volle kontrakke binne drie en 'n half jaar afgehandel word. Op sy hoogtepunt sal 480 lokomotiewe per jaar geproduseer word. Al die lokomotiewe is vir Transnet se algemene vragafdeling bestem. Die steenkoollyn na Richardsbaai word vernuwe met 112 nuwe lokomotiewe en vir die ysterertslyn van Sishen na Saldanha is 64 nuwe lokomotiewe gekoop.

Die kontrakke sal Transnet se mark-vraagstrategie afhandel waaraan hy R307 miljard bestee. Dan sal die dravermoë van die algemene vragafdeling toeneem van 207 miljoen ton per jaar tot 350 miljoen ton.

Alstom van Frankryk en Siemens van Duitsland het albei ook vir die kontrakke gebied, maar nie geslaag nie.

Under a headline "Transnet splits R50bn, 1 064 locomotives contract between four global rail groups" Engineering News carried the following report:

Freight logistics group Transnet has awarded the much anticipated contracts for the procurement of 1 064 locomotives, collectively valued at R50-billion, to four separate companies, including two from China.

The R50-billion contract value, which is the largest ever concluded by the State-owned utility, included hedging and escalation costs and the procurement was conducted through an open tender, initiated soon after the project received shareholder and board approvals in April 2012.

CEO, Brian Molefe, announced on Monday that China South Rail (CSR) Zhuzhou Electric Locomotive and Bombardier Transportation South Africa, led by the German arm of the Canadian company, would collectively supply 599 electric locomotives, while General Electric South Africa Technologies and China North Rail (CNR) Rolling Stock South Africa would supply the 465 diesel locomotives.

Four companies had been chosen, Molefe said, because Transnet was not convinced that a single supplier had the capacity to deliver on the full

package in the timelines envisaged. The first units were expected to be introduced into the aged general freight business (GFB) fleet within 15 months, with the full deployment expected to be completed during 2019.

CSR Zhuzhou Electric Locomotive would supply 359 electric locomotives at a contract value of R14.6-billion, excluding hedging and escalation costs. Bombardier Transportation South Africa would supply 240 electric locomotives at a base cost of R10.4-billion.

General Electric South Africa Technologies would supply 233 diesel locomotives at a base cost of R7.1-billion and CNR Rolling Stock South Africa would supply 232 diesel locomotives for R7.8-billion.

The average base price for a single electric locomotive was estimated at R41-million, while a single diesel unit would cost R32-million.

"It has been a long, complex and difficult process," Molefe said at a contract-signing function in Johannesburg attended by senior officials from each company, as well as by ambassadors from Canada, China and the US.

CSR Zhuzhou Electric Locomotive was represented by company president Liu Hualong, Bombardier Transportation, by president and COO Lutz Bertling, General Electric South Africa Technologies by General Electric Transportation Southern Africa CEO Tim Schweikert, and CNR by president Xi Guohua.

Molefe insisted that the procurement process had been conducted 'to the letter' by a negotiation team that included CFO Anoj Singh, Transnet Freight Rail (TFR) CEO Siyabonga Gama and Transnet Engineering CEO Richard Vallihu.

A board subcommittee for acquisitions and disposals, comprising independent directors, oversaw the six-stage evaluation process. The evaluation of the bids was also monitored by Transnet's internal audit function, itself made up of independent companies, which had issued a report 'confirming that all governance and procurement procedures were followed to the letter.'

Localisation emphasised

Besides commercial, technical, black economic-empowerment, training and technology-transfer commitments, the successful original-equipment manufacturers (OEMs) had also met the Department of Trade and Industry's 55% local-content stipulation for the diesel vehicles and the 60% threshold for the electric locomotives.

But Molefe said some suppliers could well deliver localisation spin-offs of 65% or higher and stimulate a domestic railways reindustrialisation process, while creating the platform for the transformation of Transnet Engineering into an African rail OEM.

Transnet Engineering would invest R300-million at its facilities

in Pretoria and Durban to facilitate the localisation programmes, while the OEMs had been given 90 days to finalise their arrangements with local suppliers, including private domestic suppliers.

It was anticipated that CSR Zhuzhou Electric Locomotive and General Electric South Africa Technologies would build on the localisation platforms that they had already created north of Pretoria for other TFR contracts, while the other two OEMs would implement their build programmes primarily in Durban.

Transnet estimated that the procurement would create over R90-billion in localisation benefits over the life cycle of the locomotives. "Approximately 30 000 direct and indirect South African jobs will be created," Molefe enthused, noting that only about 70 of the units would be assembled abroad.

In their respective presentations, Hualong, Bertling, Schweikert and Guohua emphasised their commitment to meeting the local-content stipulations and to partnering with Transnet Engineering, notwithstanding the group's OEM aspirations, which are focused primarily on the opportunities that were likely to arise in the rest of Africa.

Operational improvements

The performance of the TFR's GFB unit, which transports all cargo barring freight moved on the dedicated commodity export lines, was expected to improve materially as a result of the acquisition.

At present, the average age of a GFB locomotive was 33 years, which would fall to 22 years by the end of the contract period – that period was officially five years, but Transnet hoped it could be shortened to three-and-a-half years.

The contracts were central to the rail portion of Transnet's seven-year, R300-billion market demand strategy (MDS), which was launched in 2012 in a bid to modernise and expand the utility's rail, ports and pipelines businesses.

It is also the single largest portion of the R194-billion set aside for TFR's modernisation, which is being pursued in an effort to support a material modal shift from road to rail.

At present, TFR had an estimated 15% market share of South Africa transportable gross domestic product, but was targeting to raise this to between 25% and 30% by 2022.

The aim was to increase TFR's volume from 208-million tons yearly to 350-million tons by 2019, with GFB (which currently moves about 83-million tons a year) increasing its volumes to 170-million tons over the period. The balance of the forecast volume growth would be derived from its dedicated coal and iron-ore export lines, which were also being expanded and modernised.

The acquisition of the locomotives would be funded through a combination of internally derived resources and through the R80-billion bond programmes associated with the larger MDS. However, Transnet was also hoping to receive some funding support from export credit agencies from the home countries of the four suppliers.

The sting in the story's tail

A week after it ran its story announcing Transnet's R50-million investment in new locomotives for the South African rail systems, Rapport ran a follow-up story revealing irregularities in the Transnet awards. According to Rapport, at least one of the shareholders was amazed to discover, through the media, that he had a share in the R50bn tender. The newspaper's 23 March story continued:

Among the local partners in Transnet's massive new tender for locomotives are the stationer, the cleaning contractor and the shuttle service provider used by one of the train manufacturers. Another manufacturer has included a 23-year-old motivational speaker in its otherwise secretive consortium.

A partner of another tender winner is run by two former Transnet managers who seemingly created their company after the tender process closed.

No one can accuse Transnet of empowering only the "usual suspects" with the massive four-way contract for 1 064 new locomotives that was announced last Monday.

The tender has been split between four major international original equipment manufacturers (OEMs), each of which has local partners with stakes of 25% to 30% in the contracts.

The four-way tender forms part of Transnet's R300bn market demand strategy, a massive series of infrastructure projects aimed at expanding and modernising South Africa's rail system.

The locomotive contracts constitute one of the largest public procurements in South African history, dwarfed only by Eskom's expenditure on new power stations.

The DA on Friday indicated that it would ask Transnet to explain the tender process, while the Public Protector is already investigating one of the four successful bidders. Jabatha Paper and Stationery – a shareholder in multinational train maker Bombardier's local subsidiary – was unaware of its apparent role in the contract, of which Bombardier Transport SA gets a R10.4bn share for 240 electric locomotives.

"I was somewhat baffled, nothing of this nature was discussed with me," said Jabatha owner James Sibeko.

"I am meeting Bombardier on Tuesday to discuss Jabatha's role in the contract," he said.

Sibeko said his company had been supplying stationery to Bombardier, a lead contractor in the Bombela Consortium that built the Gautrain.

Sadiphiri Transport Services and Masana Hygiene Services – another two Bombardier partners along with an employee trust – and Jabatha, own 26% of Bombardier Transport South Africa (BTSA).

Director and co-owner of Sadiphiri, Albert Sethoga, said: "I provide a commuting service for Bombardier. We mostly drive around their foreign employees when they are in the country."

Masana Hygiene Services is a close corporation with one listed member, Cynthia Mkhombo.

"We cannot comment at this point," she said.

NEWS

NEWS

Keeping members abreast of the Planning Committee's activities

The 10 April meeting of the Planning Committee showed good progress in the complicated process of re-shaping the union's field representation and informing members of the changes and of their voting rights and responsibilities. The Committee has already succeeded in increasing the number of UTATU SARWHU Trade Union Representatives (TURs) at Transnet Freight Rail from 376 to 485. Because the union believes it is entitled to more TURs at Transnet Freight Rail, it is continuing to press for more representation and a clearer demarcation of the areas that qualify for TURs.

Problems waiting to be resolved are:

Branches not clearly defined.

TURs not knowing their boundaries (some TURs did not know to which branch they belonged).

Members not knowing their branches or how they function.

Uncertainty as to election processes and how they should be supervised.

To overcome these problems Exco

has instructed the Planning Committee to:

Clearly define and consolidate the union's branches.

Institute communications and training procedures that will make all FTURs and members aware of their branches, responsibilities and voting rights.

To facilitate these processes the Planning Committee will be appointing area committee convenors and co-ordinators.

The joint message to members from the union presidents is: 'We have launched a process that will convert UTATU SARWHU into a model democracy. As the Planning Committee's work unfolds, new plans and procedures are going to be announced regularly via the union's circulars, its website and Labour Report. Our message to members is: for your own benefit please study these communications so that we can approach the all-important 2015 elections and Congress as a well-informed and united body.' ■

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Fronting fears

Bombardier's spokesperson for western Europe, Africa and the Middle East, Sandy Roth, rejected any suggestions that its BEE partnership might raise concerns of fronting. "This ownership model ensures that BTSA's employees, as well as various black-owned and controlled suppliers, will participate in BTSA's future success and profitability," she said. New partners might be introduced who were more closely involved with actual train making, she added. "Bombardier has selected a number of key subcontractors with experience in the rail industry and engineering who will support the transfer of technology and know-how to the South African rail industry for this project.

"Eventually, some of these key subcontractors may choose to become new members of the business trust to encourage their support of BTSA's long-term success.

"We understand the practice of 'fronting' and have in no way put forward wrongful information in regard to this project," said Roth. Azon Rail, one of the local partners of another successful bidder, China North Rail (CNR), has two directors who were both, until recently, managers at Transnet.

It is unclear when Babalwa Dlodlu and Zahra Pilane left Transnet, but company records show that Azon was registered in April last year. This was well after the bids for the locomotive tender were submitted to Transnet late in 2012.

According to her LinkedIn profile, Pilane was a senior manager at Transnet Freight Rail until the end of 2012. CNR will deliver 232 diesel locomotives worth R7.8bn. Another CNR partner is Linontando Investments, which was also seemingly registered after the tenders were submitted.

Company records show that Lindiwe Ngcobo, the former business partner of Edward and Mxolisi Zuma, sons of President Jacob Zuma, is the sole director.

"Please ask someone from Transnet about the contract, I cannot comment," she said this week.

The consortium for the largest winner in the tender process, CSR Zhuzhou Electric Locomotive, is being investigated by the Public Protector.

The investigation stems from CSR's previous Transnet contract for 95 locomotives in 2012, which are being delivered now.

Public Protector spokesperson Kgalalelo Masibi said: "We have recently spoken to Transnet. They will provide additional information and are giving us their cooperation." CSR's partner in the new contract is a slightly reconstituted Matsetse Basadi Consortium that participated in its earlier Transnet contract. However, it now includes a small sole proprietorship called Adoword Motivational and Life Coaching owned by 23-year-old motivational speaker Nonhlanhla "Adoword" Ntuli.

Ntuli said her media team would reply to questions, but at the time of going to print, they had not responded.

Transnet said in reply to emailed questions: "Transnet did not influence the composition of the consortia. We followed an open tender process where anyone was entitled to tender."

Industrialisation and job creation

According to Rapport, Siyabonga Gama, Transnet Freight Rail's (TFR) CEO, has called the contract "rapid industrialisation". Its report continued:

The more ambitious plan is for

Metrorail's safety time-bomb: Intensified maintenance the essential life-saver

Metrorail's management and passengers are reeling following the Cape Argus 26 March exposé of Metrorail's safety hazards headlined 'Trains are on a line to ruin.'

The article centred around the Passenger Rail Agency of South Africa (PRASA) media briefing on its R233 million emergency plan to keep Metrorail on track, conducted by the company's regional manager, Mthuthuzeli Swartz.

Instead of allaying fears about the commuter rail system's efficiency and safety, the briefing triggered fears that Metrorail is – as Cape Transport's MEC, Richard Carlisle described it – hovering on the brink of 'some of the worst accidents the country has ever seen.'

The Cape Argus article continued:

'Carlisle said disaster was inevitable as the rails are so old they no longer perform their function of holding the wheels on the track. According to Metrorail engineering service manager Raymond Maseko, Carlisle's claims are entirely true.'

The article went on to point out that busy sections of the track near the CBD and Bellville are so worn that trains which should be running at 90 km/h are being restricted to run at only 15 km/h. The road bed which underpins the tracks and provides them with ballast and spring is also failing.

Raymond Maseko told the newspaper that for years money had been channelled into more important maintenance. Now the tracks were fast approaching a critical point. Mthuthuzeli Swartz

agreed that a disaster was imminent unless something was done. Rebuilding road beds on hardest-hit areas was a priority, he said. In total, 37 km of Western Cape track suffer from rail and component wear. The speed restrictions over those areas make trains slower and lower their frequency. Commuters experience this as overcrowding and being late for work. "At least their lives are not in danger. We are prepared to take flak from commuters while we are doing the right thing."

Mthuthuzeli Swartz went on to tell the Cape Argus that much of the chaos of disrupted train schedules was caused by vandalism. "We are fighting a losing battle against senseless and mad commuter behaviour," he said. He told the newspaper that the railways' problems had their roots in a decision taken in 1988 when a law was passed to deregulate the industry. The government started spending on roads rather than railways and other investors began losing interest in the railway services. The years of neglect and disinvestment had taken their toll.

He went on to tell the newspaper of PRASA's plan to embark on ambitious rail modernisation over the next two years that would result in new stations, automated ticket-checking more trains and trains running every 15 minutes during peak hours.

'This is no time for mealy-mouthed excuses' - UTATU SARWHU

"We welcome the Cape Argus' accurate expose of the shortcomings of Metrorail's Cape Town

commuter services. But it is not news to UTATU SARWHU members. As is clearly shown in issues of Labour Report dating back to the early 1990s, this union was probably the first organisation to consistently point to the folly of government's rail neglect regarding both the move from rail to road and to under-budgeting rail maintenance," says Eddie de Klerk, the union's deputy general secretary.

"Those articles also accurately forecast most of the consequences now facing the company and the commuting public. They were largely ignored by government, by PRASA and by its Metrorail arm. Nor has this union ever been consulted by Cape Transport Minister, Robin Carlisle, which we find rather odd considering that our members are the people on the spot who know what is and isn't happening in the workplace.

"Now that the PRASA and Metrorail mess is out in the open it is the duty of all concerned to come together to protect the lives of rail commuters not only in the Cape, but in the Gauteng and Durban areas where similar problems prevail," says Eddie.

"Failure to act speedily and efficiently on the preventive maintenance issue will put the lives of commuters at even greater risk and lay the company open to charges of culpable homicide and it will leave UTATU SARWHU no other alternative to revert to our rights in terms of all the legislation at our disposal." ■

Transnet to end up as a so-called OEM in its own right, manufacturing a "Transnet locomotive" that is entirely local in contrast to the current order which still sees up to 45% of the value being imported for local assembly.

Transnet is spending R1bn on research with the CSIR to help design the new locomotive. The 1 064 new locomotives will join the 95 that were already ordered from CSR in 2012 and are now being received.

Transnet will be scrapping about 800 old ones between now and 2025.

The current fleet of locomotives is 2 280-strong, meaning that the company will end up with 2 639 locomotives 10 years from now.

Some of the locomotives being used now are 48 years old, said Gama.

Ultimately, the average age of Transnet locomotives will fall from 33 years to 22 years. The locomotive procurement was touted as creating 30 000 jobs and having "localisation benefits" of R90bn – far outstripping the actual money spent.

This sum uses the Industrial Action Plan's set of "sector multipliers". ■

Deaths

December

Van der Bijl P Spouse Cape Town
Ndlazi B Member Richards Bay
Mabeka RL Member Johannesburg
Meyer CS Member Ermelo
Mhlongo SS Spouse Germiston
Britz HG Member Nsese
Motswadi RS Member Mafikeng
Mthemba S Member Richards Bay
Engelbrecht WA Member Pretoria
De Villiers JMA Spouse Saldanha
Uithaler K Member Beaufort West
Gumede S Member Polokwane
Knoezen AC Member Worcester
Flam B Member Port Elizabeth
Boshoff M Member Port Elizabeth
Makhaye SS Member Durban
January
Dlamini AS Member Durban
Motau MM Member Koedoespoort
Ntuli VS Member Durban
Ramabenyane TB Member Bloemfontein
Mkhize ZN Child Kaserne
Mafato NP Child Pretoria
Adams GJ Member Cape Town
Dipali SJ Spouse Bloemfontein

Geyer JJ Spouse Ladysmith
Mnqayi CM Member Richards Bay
Steyn HFJ Member Durban
Rencken HS Member Mason's Mill
Biyela M Member Witbank
Fourie A Spouse Pretoria
Pretorius WT Spouse Polokwane
February
Maseko MA Member Standerton
Butterworth MJ Child Saldanha
Viljoen FP Member Port Elizabeth
Smit F Member Cape Town
Ndala LB Member Johannesburg
Jama NM Member Durban
Mtshali AM Member Vryheid
Mostert JH Member Beaufort West
Van der Westhuizen CWP Member Port Elizabeth
Tafel DP Member Beaufort West
Dlamini MV Child Durban
Mazubuko S Spouse Ladysmith
Xilavi E Member Komatipoort
Seele JP Member Barkley West
Ndlovu CN Member Durban
Mithethi N Member East London
BOTH A JH MEMBER Pretoria
JUDI OF MEMBER Coligny
NDLOVU GP SPOUSE Richards Bay
NGUBANE TA CHILD Durban



Your guideline through the e-toll maze

47697

Justice Project South Africa (JPSA) is a non-profit company primarily involved in the prevention and addressing of corruption and power abuse in law enforcement as well as in the education of the public on a wide range of road safety issues. JPSA is pro-legitimate law enforcement, pro-civil society and pro-law and order. On their website (www.jp-sa.org) is an informative article on e-tolls and everything you need to know about them. With their permission, Labour Report publishes an excerpt from the article

What choices do you have?

You may choose to register with SANRAL as a registered eTag user or a Vehicle Licence Number user. These users are granted an up-front discount on e-toll tariffs but either have to maintain a positive pre-paid account or provide their banking details for SANRAL to debit.

A 'day pass user' is someone who purchases a 'day pass' (valid for 24 hours) eTag - of which only 12 may be purchased in a 12-month period. It is not clear if this means 12 per year or one per month, but it appears that visitors to Gauteng may only drive on these roads at a 'discounted rate' without registering for one day per month.

If you do not register - which is your absolute right - you will be deemed to be an 'alternate' user and you are expected to go into a SANRAL 'customer service centre' and pay within seven days of driving under a gantry.

If I am an 'alternate user,' what are my obligations?

According to the e-Road regulations (government gazette 36911), an 'alternate user' is someone who is 'not a registered e-tag user, a registered VLN user, a day-pass user for the e-road used or a non-registered

e-Tag user.'

Simply put, this means a vehicle which is not registered with SANRAL and has not purchased a 'day pass.' We say 'vehicle' because each vehicle, not person or entity is deemed to be a 'user.'

The obligation to pay toll is incurred immediately one passes under a gantry - just like it would when one comes to a toll plaza on an ordinary toll road. You are then given seven days' 'grace' to make payment at a SANRAL 'customer service centre.'

SANRAL MUST issue and send an invoice to your address registered on eNaTIS within 32 days of your passing under a gantry - but within the first seven days' 'grace' period they are not compelled to issue any invoice to you. Effectively, this means that the invoice they issue after the expiry of the grace period must be issued within 25 days after the expiry of the grace period. You MUST then be given a reasonable period in which to settle the invoice and these invoices DO INDEED provide 30 days in which to settle them at a 60% discount.

Misinformation on the internet with respect to SANRAL having to use registered mail to post invoices is completely invalid and there is NO REQUIREMENT FOR REGISTERED MAIL to be used to send invoices. These invoices are contained in envelopes marked 'permit mail' and the envelope contains a thick wad of documents.

Why am I receiving SMS and/or email messages or phone calls from 'VPC'?

We cannot fathom why SANRAL and TMT Services has chosen to put the cart before the horse by accusing people of being 'violators' before they have so much as sent them an invoice,

apart from the fact that TMT Services is very fond of authoring threats against the public - as they have done unabated for several years now.

The email messages are quite intimidating.

These demands are NOT legitimate demands for payment, but are in fact an attempt to short-circuit the e-Road regulations and force people to pay as quickly as possible without due processes and legislation being followed.

Phishing, Internet and Nigerian 419 scams

Unfortunately, we do not find it in the least bit inconceivable that internet scammers will quickly catch on to the dubious practices of SANRAL and TMT Services and we cannot say for sure that they haven't already. In fact, we would be very surprised if they haven't already since SANRAL and TMT Services have provided them with all of the tools they need to commit this kind of fraud.

It is therefore our recommendation that you treat suspicious emails with extreme caution and refrain from clicking on links provided in them or making payment to banking accounts stated thereon.

Can I check how much I owe and make payment for e-tolls online if I'm not registered?

The short answer to this question is no, you cannot.

SANRAL FORCES you to register as an e-toll user in order to make use of their website.

SANRAL requires you to call their call centre to enquire, but will not allow you to pay over the phone either. They insist that you go into their 'customer service centre' in order to pay and even EFTs cannot be done without a valid SANRAL vehicle reference number - which is

only generated when you register or an invoice.

What do registered users get that unregistered users don't?

Apart from the discounts and caps applicable to registered users, they also get access to SANRAL's e-tolling website where they can view detailed transaction records online. The functionality includes access to detailed transactions records, which include three photographs of each pass under each gantry.

Unregistered users get nothing.

Can I be arrested for having outstanding e-tolls?

Recently, TMT Services has adjusted the wording on their email demands by stating: 'Failure to make payment will result in you being identified as a non-payer and will be stopped by the Toll Road Enforcement Unit.'

This threat is very serious indeed and it is clear that TMT Services and SANRAL are unaware of the fact that stopping a motorist prior to the existence of a Warrant of Arrest is tantamount to wrongful arrest if they have not committed an offence in the presence of an officer. The Gauteng Department of Community Safety, Gauteng Traffic Police should, however, be aware of this and should be mindful of the civil claims that could (and should) arise out of this abuse. Officers from the Gauteng Traffic Police have been seconded by SANRAL to enforce offences on the e-toll roads and have NO special powers, beyond being traffic officers.

Even if these 'enforcement units' issue an invoice to the road user at the roadside, this would be a violation of the e-Road regulations which clearly states that SANRAL MUST send an invoice 'to the last known address provided in terms of the National Road Traffic Act.' It makes NO PROVISION for roadside invoicing or harassment. They may, however, issue summonses and AARTO infringement notices.

What does the law say about when you have committed a

criminal offence?

SANRAL has tried to bamboozle people by saying 'you commit an offence when you pass under a gantry and do not pay.' However, it is abundantly clear that they do not understand the basic elements of criminal law.

Section 27 of the SANRAL Act says:

Any person liable for toll who, at a toll plaza or other place for the payment of toll determined and made known in terms of subsection (1), refuses or fails to pay the amount of toll that is due—

(a) is guilty of an offence and punishable on conviction with imprisonment for a period not longer than six months or a fine, or with both the term of imprisonment and the fine; and

(b) is liable, in addition, to pay to the Agency a civil fine of R1 000. This amount may be increased in 1999 and annually thereafter in accordance with the increase in the official consumer price index for the relevant year as published in the Gazette.

Essentially, a person who uses a toll road and refuses or fails to pay a toll is guilty of an offence, BUT the regulations extends the time-frame wherein a person is compelled to pay from the time that person passes under a gantry, to somewhere in the order of 131 days after passing under the gantry. This is achieved by the various 'grace' and formal periods under which a user is granted to settle the toll. Thereafter, criminal charges MUST be brought and such cases MUST be heard by a court if the Criminal Procedure Act is used to prosecute such offences.

You DO NOT establish your criminal intent of committing a crime by simply saying 'I refuse to pay'; you must actually also fail to do so before criminality is established. Criminal intent in the commission of a crime MUST be proven by the State in a Court of Law before a conviction can occur.

If you ignore a criminal summons, a Warrant for your arrest

Transnet Freight Rail: U/S's lone battle wins some progress towards an improved variation agreement

The lone resolve of UTATU SARWHU has achieved some progress towards adding a human face to working conditions governed by the Variation Agreement with Transnet Freight Rail. More progress might have been made had Satawu not failed to gain a mandate from its members – an inaction that strengthened management's hand at the talks.

The negotiations centred around trying to achieve extensions to the Variation Agreement that can give a fairer balance to:

- Shift exceedings
- Rest Periods at Book Off Places
- Weekly Rest Periods
- Daily Rest Periods

"As things stand, many workers are being given their rest periods at times when their wives are at work and their children are at school," explains UTATU SARWHU deputy general secretary, Louis Brocket, who represented the union at the negotiations. "Central to this union's aims is that we need a deal that will give our members at least one weekend in three to spend with their families.

"We understand management's difficulties in achieving a full fair roster. But we remain firmly convinced that if management were to give human factors equal status to money and its own convenience, it could fashion far fairer rosters.

"We have been working hard to achieve progress in this regard. As early as last September, we urged management to start engagement on the current agreement, but to no avail. With that agreement due to expire on 31 March, 2014, management asked for a six-month extension to the agreement.

"UTATU SARWHU did not agree to the extension as our union was given no grounds for believing

that management was either serious or sincere about negotiating improvements to the Variation Agreement. After serious discussions with our president (George Strauss)

1. Subject to the following conditions being met and a firm undertaking being given and adhered to, two (2) months extension of the current Variation Agreement (V/A) will be agreed to, to allow for the process to be put into motion.
2. Appoint Mr John Brandt to facilitate the process of jointly devising a new Variation Agreement (V/A) – he has a sound knowledge of our business and has successfully assisted in many negotiations to the settlement. In planning the process, the following need to take precedence and meticulously adhered to:
 - 2.1 Three (3) consecutive meeting days per fortnight to which all give total commitment and active participation.
 - 2.2 Agenda jointly be crafted and adhered to.
 - 2.3 Agenda points must be ranked in order of priority, e.g.
 - 2.3.1 Twelve (12) hour exceeding – "on shift".
 - 2.3.2 Weekly rest periods – be devised in such a manner that staff have more "off" time over weekends or portions thereof to have time with their families, whilst operational requirements are taken into consideration.
 - 2.3.3 Unnecessary long lay-offs at book-off places be managed to endeavour to assist staff to return to home depot sooner to
 - 2.3.3.1 reduce wagon and loco turnaround time
 - 2.3.3.2 increase rest periods of rest at home depot to stay in shift cycle – while being readily available to resume duty
 - 2.3.3.3 make staff available sooner at home depot as rest period now starts earlier.

Should the above proposal from UTATU SARWHU not be acceptable, it must categorically be stated that UTATU SARWHU are not prepared to agree to sign an 'extension' of the current Variation Agreement and that management than have to do that which is necessary."

"It was at this stage that Satawu's refusal to back our proposal left us isolated. The voting process was invoked. UTATU SARWHU was outvoted and the current Variation Agreement was extended from 1 April 2014 to 30 September 2014.

"But it was not all defeat for our union. Our telling arguments on the need for a fairer deal have been

and general secretary (Steve Harris), our union put forward the following proposal on the extension of the agreement:

headed by management and the other side of the labour coin. It has been agreed that a new agreement be drafted by the end of June. It has also been agreed that there be intensive consultations during the run-in.

"UTATU SARWHU is convinced that its approach is both essential and fair. We also believe that Transnet Freight Rail appreciates the need for a more equitable variation agreement and that, when consulted, Satawu's members will decide to support this union's approach rather than continue to strengthen management's hand.

"We will keep our members posted on our progress towards a better Variation Agreement." ■

WILL be issued and you may then be arrested on the strength of that Warrant.

Can my licence disc be withheld if I have outstanding e-tolls?

Regulation 59 of the National Road Traffic Act does not make provision for withholding licence discs, except under the following conditions:

If there are outstanding licensing fees or penalties against the person in whose name the vehicle is registered; or

If a warrant of arrest has been issued in the name of the person in whose name the vehicle is registered.

The AARTO Act does, however, make provision for disallowing licensing transactions if an Enforcement Order has been issued against the person in whose name the vehicle is registered.

Any and ALL other attempts to withhold licence disks would be

UNLAWFUL.

We have scoured all of the legislation surrounding e-tolls and, despite previous claims made by SANRAL that licence discs may be withheld on the basis of outstanding e-tolls, we have found NO SUCH PROVISION anywhere in the legislation.

Any licensing authority MUST provide a registered vehicle owner with a R114 Statement of account on request and this will detail any and all eNaTIS transactions against your name. If it happens, do not jump to the conclusion that your licence disc is being withheld on the grounds of outstanding traffic fines or e-tolls.

Should I get an eTag and/or pay my e-tolls?

Many people ask us these questions and we cannot tell you how you should act with respect to e-tolls. It is also unreasonable for anyone to ask such a question of us. All we can do

is to make you aware of the facts surrounding e-tolls and it is entirely up to you whether you make a decision to get an eTag and/or register with SANRAL or not.

You must, however, be aware of the fact that the second that you do register with SANRAL, you agree to their terms and conditions – among which are your agreement to pay. Once you have done this, you MUST adhere to the terms and conditions, since you have agreed to them in writing. Similarly, if you refuse and fail to pay, this is indeed regarded as an offence.

Where do I complain about billing errors, etc.?

If you have received an erroneous bill from SANRAL, please contact their call centre first, and if you receive no joy from them, you can contact JPSA.

We urge people NOT to spread malicious rumours and untruths! ■

GLOBAL

Global transport Round-up

Bob Crow mourned

The railway industry lost one of its great champions on 11 March, 2014 when Robert "Bob" Crow died of a heart attack aged 52. He had served as the General Secretary of the National Union of Rail, Maritime and Transport Workers (RMT) from 2002 until his death. He was also a member of the General Council of the Trades Union Congress (TUC). After he became leader, the RMT's membership increased from around 57 000 in 2002 to more than 80 000 in 2008, making it one of Britain's fastest growing trade unions.

Bob Crow was a deeply controversial and divisive figure in British politics. Supporters praised him as a champion of the working class and a successful trade unionist, while critics argued that he held London to ransom through his use of strikes and placed his union members above other working people in London.

Rail activists fight for their rights at European Parliament

More than 4 000 railway workers from at least 17 different countries rallied outside the European Parliament in Strasbourg on 25 February as members of the Parliament voted on the fourth railway package.

If voted in, the fourth railway package could introduce competition to all public rail passenger services in every European Union (EU) state. This, in turn, could lead to privatisation. The package also covers the workers' right to strike, integrated railways companies and rail safety legislation.

Despite the large activist presence, the vote was not an overwhelming worker victory, although the worst proposals were modified. ITF inland transport secretary, Mac Urata, attended the rally.

ETF deputy general secretary, Sabine Trier, explained that: "Our call for [outright] rejection was not heard. The package still means the opening up of domestic rail passenger services to the market. Integrated rail companies are still under threat but the worst was rejected. We were pleased to hear the interference with the right to strike was stopped."

Portuguese dockers win strike against arbitrarily amended working conditions

The February strike in the ports of Portugal was called off after the reinstatement of 47 dismissed workers and assurance from management that a new collective bargaining agreement (CBA) will be negotiated.

A dispute involving the Sindicato dos Estivadores, trabalhadores do Tráfego e Conferentes Marítimos do Centro e Sul do Portugal (SETC) had been ongoing since the Portuguese government adopted a new port law on 1 February 2013 which initiated liberalisation. It was the start of a process to progressively deteriorate conditions for port workers, in particular in Lisbon where 47 workers were dismissed with-

out reason. It was also a breach of ILO Convention 137 on dock work which Portugal has ratified.

There has been a mass display of solidarity for Portuguese workers by dockers throughout Europe co-ordinated by the European Transport Workers' Federation and the International Dockworkers' Council. Letters of protest were sent to Portuguese embassies in Belgium, Denmark, Estonia, France, Germany, Greece, Latvia, The Netherlands, Romania, Spain and the UK, in addition to industrial and support actions.

Now, following a meeting in Lisbon on 14 February, negotiations between the union and management over a new collective bargaining agreement have been extended until September.

Assurances have also been given that preference for professional dockworkers will be given in port hiring practices, more professional training will be made available for all workers and all parties will maintain social peace during the negotiation period for the CBA.

International Women's Day a grim reminder

International Women's Day on 8 March served as a grim reminder that 70% of women have experienced some sort of violence during their lives. This violence causes more death between women aged 15 and 44 than cancer, malaria, traffic accidents and war combined. Furthermore, as a result of this violence most of them develop health issues like strokes, heart disease, depression, anxiety, stress-related syndromes, substance abuse and suicide.

The day also served to highlight the pay gap that still exists between men and women doing the same jobs. In some countries that gap is still more than 70%.

Obesity an occupational hazard

Due to the sedentary nature of their work many employees in the transport industry are considered to be high-risk candidates for obesity.

Overweight and obesity are the fifth leading risk for global deaths. At least 2.8 million adults die each year as a result of being overweight or obese. In addition, 44% of the diabetes burden, 23% of the ischaemic heart disease burden and between 7% and 41% of certain cancer burdens are attributable to overweight and obesity.

The fundamental cause of obesity and overweight is an energy imbalance between calories consumed and calories expended. Globally, there has been:

An increased intake of energy-dense foods that are high in fat; and an increase in physical inactivity due to the increasingly sedentary nature of many forms of work, changing modes of transportation and increasing urbanisation.

Changes in dietary and physical activity patterns are often the result of environmental and societal changes associated with development and lack of supportive policies in sectors such as health, agriculture, transport, urban planning, environment, food processing, distribution, marketing and education.

UTATU SARWUHU DIRECTORY

Area 1 – Kwazulu-Natal

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	John Short	031 361 6164	071 481 6975	031 361 4870	john@utatu.com	
Vice-Chairman	Rodney Blom	031 361 8189	082 893 1224	086 543 7660	Rodney@utatusarwhu.com	
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Chairman	F.E. Mabaso	–	078 738 7296	036 271 2332	sarwhuncs@transnet.net	
Deputy Chairman	SM Mazibuko	036 271 2111	076 467 9121	–	–	
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Ermele	Chairman	Egbert Olivier	017 801 2266	–	egbertolivier@vodamail.co.za	082 612 8519
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Ladysmith	Chairman	SD Zwane	036 271 2093	036 271 2332	–	082 723 4106
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Pietermaritzburg	Chairman	VACANT	–	–	–	–
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Richards Bay	Chairman	VACANT	–	–	–	–
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TRE Durban	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–
TRE Traction Durban	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–
TRE Richards Bay	Chairman	Zonke Cele	035 906 7372	035 906 7015	zonke@utatusarwhu.com	082 567 6637
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TRE Richards Bay	Chairman	BM Mdlaka	–	–	–	–
	Secretary	MT Simelane	–	–	–	–
Umbilo	Chairman	Chris Kotze	031 361 7894	086 513 2098	Chris.kotze@telkomsa.net	083 439 7078
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Area 2 – East London – Port Elizabeth

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Vice-Chairman	VACANT	–	–	–	–	–
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Burgersdorp	Chairman	VACANT	–	–	–	–
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East London	Chairman	VACANT	–	–	–	–
	Secretary	T Slatsha	043 700 4573	043 700 4329	–	083 500 5317
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Mossel Bay	Chairman	Marius Prinsloo	044 604 6236	044 604 6209	BepVoor@transnet.net	084 582 5932
	Secretary	VACANT	–	–	–	–
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–	078 605 3617
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Port Elizabeth	Chairman	Wynand van Tonder	041 507 5204	041 368 2793	Wynand.vantonder@transnet.net	071 671 3523
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	Secretary	Leon van Heerden	045 808 2022	045 808 2150	–	083 944 9385

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Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899	–	–
Treasurer	L Gova	021 449 4288	078 556 1432	–	–	–
Gender Coordinator	K Mpote	–	079 061 1627	–	–	–
Beaufort West	Chairman	Sakkie Janse van Vuuren	–	023 449 2177	Jacques.JansevanVuuren@transnet.net	082 355 1166
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	Secretary	Fabian Jooste	021 449 2781	021 449 2104	fjooste@metrorail.co.za	074 835 4271
PRASA Disa	Chairman	Jan Jordaan	021 449 2309	086 608 5184	jjordaan2@metrorail.co.za	083 709 1634
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	Secretary	Ricardo van der Merwe	022 703 4714	–	Ricardo.vandermerwe@transnet.net	078 497 8145
Saldanha Ores	Chairman	Walter Smith	022 703 3467	–	Waltersmith@transnet.net	074 143 4301
	Secretary	Lutwena Saul	022 703 2229	–	Lutwena.Saul@transnet.net	079 225 9168
TRE Cape Town	Chairman	Heinrich Laubscher	–	021 507 2966	utatusrx@transnet.net	071 565 0303
	Secretary	TJ Capes	–	–	utatusrx@transnet.net	072 064 1046
Worcester	Chairman	Henk Smith	023 348 4262	023 348 4260	Henk@breede.co.za	071 363 3938
	Secretary	Leon Steyn	023 348 4218	023 348 4304	steyn@cwnet.co.za	083 293 7523

Area 4 – Free State

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	D Motshoeneng	051 408 2910	078 119 2650	051 408 2106	–	–
Secretary	T Mkhali	051 408 3173	073 553 9081	051 408 2121	–	–
Deputy Chairman	K Ramonnye	051 408 2823	083 240 2678	051 408 2823	kgosi.ramonnye@transnet.net	–
Treasurer	D Sethare	056 268 2239	076 556 8796	056 268 2227	David.Sethare@gmail.com	–
Gender Coordinator	D Morake	056 268 2239	084 624 3271	056 268 2227	dugsonm@yahoo.com	–
Chairman	VACANT	–	–	–	–	–
Vice-Chairman	Russell Veitch	051 408 2653	079 495 7203	–	Russell.Veitch@transnet.net	–
Secretary	Marius Viljoen	051 408 3543	073 199 6363	–	Marius.Viljoen@transnet.net	–
Bethlehem	Chairman	Ally Nhlapo	058 302 2033	058 302 2085	ally.nhlapo@transnet.net	072 763 1459
	Secretary	Thabo Taaso	058 302 2160	058 302 2081	–	083 409 6572
Bloemfontein	Chairman	Russell Veitch	051 408 2653	–	Russell.Veitch@transnet.net	079 495 7203

UTATU SARWHU DIRECTORY

Area 5 – Gauteng Central (Johannesburg)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Hennie Stoltz	011 773 4900	083 709 1480	011 773 4744	hstoltz@prasa.com
Vice-Chairman	Vacant				
Secretary	PA Swart	011 773 4790	082 898 2440	011 902 8375	paswart@telkomsa.net
Chairman	Francis CL		073 062 5288		connors.francis@transnet.net
Deputy Chairperson	R Ndlovu		083 463 7680		sibongiseni.ndlovu2@transnet.net
Secretary	Vacant				
Treasurer	CJ Mashamaite	016 420 6278	083 583 7527		valozone303@mail.com
Gender Coordinator	M Digopoleng		071 383 6917	016 420 6986	macdonald.digopoleng@transnet.net
POSITION	NAME	TEL	CELL	FAX	E-MAIL
Autopax	Chairman Secretary	TN Dvanyti Ene Thibela			malandelwa@gmail.com
Bombela	Chairman Secretary	Kenneth Muthige Muntu Khumalo			Kenneth.Muthige@bombelaop.co.za Muntu.Khumalo@bombelaop.co.za
Braamfontein	Chairman Secretary	Hennie Stoltz RS Ratshibaya	011 773 4900 011 773 3370	011 773 4744	hstoltz@prasa.com suzan.radzilani@gmail.com
Esselenpark	Chairman Secretary Secretary	Andre van Rooyen Annaleni Venfer NP Mintambo	011 929 2317 011 929 1349 011 929 1274	011 929 1225 011 929 1322	andre.vanrooyen2@transnet.net Annaleni.Venfer@transnet.net prettymintambo@transnet.net
Gauteng	Chairman Secretary	Francis Connors Pamela Ncuru	011 960 2379	011 960 2068	leslie.connors.francis@transnet.net Pamela.Ncuru@transnet.net
Germiston	Chairman Secretary	M Mabaso ES Tshofela			
Germiston	Chairman Secretary	Ruphus Machoga TV Nxumalo	011 820 2400 011 820 2045		Utatu.WheelsGermiston@transnet.net zenzin@iburst.co.za
Heidelberg	Chairman Secretary	PC Njowa Willem Swarts	016 340 7227 016 340 7212	011 820 2289 016 340 7213	Peter.Njowa@transnet.net willem.swarts2@transnet.net
Isando	Chairman Secretary	VACANT Desmond Nkhame	011 570 7170		Utatusando/Elandsfontein@transnet.net
Kaserne	Chairman Secretary	MIN Mathekgga FJ de Koker	011 330 6061 011 330 6061	011 30 6920 011 330 6771	
Kaserne	Chairman	MGC Molipa			
Krugersdop	Chairman Secretary	RH Tjale NI Mintambo			cedric.modingoang@transnet.net mintamboni@gmail.com
Krugersdorp	Chairman Secretary	VACANT Steven Coetzee	011 950 1271	011 950 1261	
Leeuhof	Chairman Secretary	Morne Rossouw CJ Mashamaite	016 420 6246 016 420 6278	016 420 6352 016 789 3535	Morne.Rossouw@yahoo.com nalozone@gmail.com
Leeuhof	Chairman	MP Marageni	016 420 6246		
PRASA Central	Chairman Secretary	PA Swart CL Botha	011 773 4790 011 773 4790	011 902 8375 086 562 9828	paswart@prasa.com cbotha@prasa.com
PRASA East	Chairman Secretary	Freddie Grobler Freek Oberholster	011 570 7011 011 365 7479	011 570 8715 011 365 7434	fgrobler@prasa.com freekober@gmail.com
PRASA West	Chairman Secretary	OJ Hagemann VACANT	011 278 2346		utaturfr@metrorail.co.za
Mega Express	Chairman Secretary	P Mbombi D Mokasi			
Parktown	Chairman Secretary	Gladson Mkhabela Kamo Kumalo	011 584 0965 011 584 1120		gladson.mkhabela@transnet.net Dikanohele.Kumalo@transnet.net
Sasolburg	Chairman Secretary	MD Letlojane DP Mkhize	016 970 5237	016 970 5288	molifi.letlojane@transnet.net molifi.letlojane@transnet.net
Sentrarand	Chairman Secretary	ZC Khoza VACANT	011 960 2197	011 960 2068	zelda.khoza@transnet.net
Springss	Chairman Secretary	Patience Begwa Frans van Wyk	011 365 7558 011 365 7361	011 365 7544 011 365 7544	p.begwa@yahoo.com Utatu/sarwhuwelgedag@transnet.net
Standerton	Chairman Secretary	Geert Buter VACANT	017 712 2831	017 712 1512	
TRE Germiston	Chairman Secretary	Bossie Boshoff Wickus de Venter	011 820 2716 011 820 2614		Bossie.Boshoff3@transnet.net wickus.vandeventer@transnet.net
TRE Sentrarand	Chairman Secretary	Willem de Kock Morne Boshoff	011 960 2475	011 960 2475	Willem.dekock2@transnet.net Morne.boshoff@transnet.net
Welgedacht	Chairman Secretary	R Dhlamini BJ Nala			
Wits	Chairman Secretary	B Mgidi C Leshaba	011 330 8498 011 330 8149		bongani.aka.nala@gmail.com cain.leshaba@transnet.net
Area 6 – Northern Cape					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Thomas L	053 7239234	076 6099110	022 7033424	lebogang.thomas@transnet.net
Deputy Chairman	P Sekao	053 8382324	078 7603479	053 8382444	pulesekao@transnet.net
Secretary	S Xesi	053 838 3277/3013	082 7850782	053 8383251	yardmaster@beaconsfield
Treasurer	T Maranda	053 838 3170	073 613 6946	053 838 3160	theresia.maranda@transnet.net
Gender Coordinator	Leeuw M	053 838 3277		053 838 3251	
Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223	
Vice-Secretary	M Gouws	053 838 3140		053 838 3245	
POSITION	NAME	TEL	CELL	FAX	E-MAIL
De Aar	Chairman Secretary	P van der Westhuizen KD Eiman	053 632 8308 053 632 8239	053 632 8216 053 632 8237	
Coligny	Chairman Secretary	VACANT VACANT			
Kimberley	Chairman Secretary	Kobus Zara JP Maree	053 838 3381 053 838 3288	053 838 3363 053 838 3237	Jacobus.Zara@transnet.net
Kimberley	Chairman Secretary	AB Content VACANT	053 838 3170	053-838 3169	abraham.content@transnet.net
Klerksdorp	Chairman Secretary	N Gcabashe T Machewane	018 293 7652	018 293 7669	nhlanhla.gcabashe@transnet.net
Mafikeng	Chairman Secretary	M Mokoena M Leburu		018 381 9295 018 381 9295	
Mafikeng	Chairman Secretary	Collin Manca Tumelo Motsepe	018 381 9250	018 381 9258	Mtp2my@gmail.com
Northern Cape	Chairman Secretary	Lebogang Thomas Songezo Joseph Xesi	053 703 3424 053 838 3013	022 703 3424 053 838 3251	
North West (Klerksdorp)	Chairman Secretary	AT Greeff HA Schoeman	018 406 2047 018 406 2047	018 462 1171	Yardmasterkimberley@transnet.net
Postmasburg	Chairman Secretary	JA Mostert DCR Swart	053 313 7241 053 313 7262	053 313 7214 053 313 7206	Johannes.Mostert@transnet.net
Sishen	Chairman Secretary	K Gaetsewe D Seetelo	053 313 7210 022 703 3425	053 313 7206 022 703 2350	
Sishen	Chairman Secretary	PFJ Mostert AT de Jager	053 723 9201 053 723 9218		Sonmos@absamail.co.za
Upington	Chairman Secretary	VACANT M. Phillips	054 338 3437	054 338 3340	Margorie.phillips068@gmail.co.za
Warrenton	Chairman Secretary	FP van der Merwe JF van der Merwe	053 494 3236 053 494 3236	053 494 3223 053 494 3223	fdvmerwe@vodamail.co.za
Warrenton	Chairman Secretary	M Kwenampe K Lithebe	053 4943236 053 838 2225	053 4943223 053 838 2248	molehabangwe.kwenampe@transnet.net
Area 7 – Gauteng North (Pretoria)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Pote Fourie	012 842 5090	083 283 7482	012 800 3678	Hendrik.fourie2@transnet.net
Vice-Chairman	Owen Jones	012 842 5006	072 216 1490	012 842 5841	
Secretary	VACANT				
Limpopo Regional Office Bearers					
Chairman	S Matlala		072 532 6699		
Deputy Chairman	TP Morotola	015 299 6371	073 953 9329		
Secretary	MS Mosebedi	015 299 6487	084 845 8919	011 774 9462	sonnyboy.mosebedi@transnet.net
Treasurer	MJ Mabitsela	014 718 8214	081 032 2930	014 718 8219	judith.mabitsela@transnet.net
Gender Coordinator	D Ledwaba	014 718 8222	072 461 1240		
Mpumalanga Regional Office Bearers					
Chairman	S Leshabana	013 655 7823	083 559 9419	013 655 7849	steven.leshabana@transnet.net
Deputy Chairman	Musa Msibi	013 752 9307	072 672 5933		
Secretary	Khoza Vukosi	013 752 9236	072 376 8574	013 752 9416	vukosi.khoza@transnet.net
Treasurer	P.C Semata		076 275 1464		pc.semata@yahoo.com
Gender Coordinator	Shabangu MS		072 025 5148		mxolisi.shabangu@webmail.co.za
Regional Office Bearers					
Chairman	M.W Mogamisi	012 521 9452	082 569 8315	012 521 9497	mogamisi@webmail.co.za
Deputy Chairman	L Morebudi	012 842 5490	072 717 9359	012 842 5553	leatile.morebudi@transnet.net
Secretary	J S Seatholo	012 315 8237	078 442 4581	012 315 8279	s.seatholo@yahoo.com
Treasurer	F Mmeme		073 142 3687		fhulummege@webmail.co.za
Gender Coordinator	KNP	Cwaba		073 969 8285	kaydeecwaba@rocketmail.com
POSITION	NAME	TEL	CELL	FAX	E-MAIL
Koedoespoort	Chairman Secretary	L Morebudi C Moremi	012 842 5490 012 842 5441	012 842 5553	leatile.morebudi@transnet.net constance.moremi@transnet.net
Komatipoort	Chairman Secretary	VACANT JM Swartz		013 793 8364	
Limpopo	Chairman Secretary	Stephen Matlala Sorinyboy Mosebedi	015 299 6487	011 774 9462	Sonnyboy.Mosebedi@transnet.net
Limpopo Central	Chairman Secretary	MM Moshomane MM Mamabolo	015 299 6360 015 299 6274	015 299 6363	mmaserole.moshomane@transnet.net
Limpopo East	Secretary	D Mushuana	015 308 8544	015 308 8271	
Limpopo North	Chairman Secretary	NS Matlala SD Makhubele		015 519 4248	
Limpopo South	Chairman Secretary	NI Kekapa SR Moiekane			
Lydenburg	Chairman Secretary	LCJ Potgieter VACANT	013 235 8201	086 630 5175	Leon.Potgieter2@transnet.net
PRASA Pretoria	Chairman Secretary	Eddie Flavell Colin Davidson	012 521 6232 084 405 0584	012 521 6206	Utatu@prasa.com utatuscheidung@prasa.com
Mpumalanga	Chairman Secretary	Steven Leshabana Vukosi Khosa	013 655 7823 013 752 9236	013 655 7849 013 752 9416	Steven.Leshabana@transnet.net vukosi.khoza@transnet.net
Musina	Chairman Secretary	Wikus du Toit HP Janse van Vuuren	015 534 7214 015 534 7209	015 534 7245	Jan.DuToit@transnet.net
Nelspruit	Chairman Secretary	Andries Lubbe Kallie Steenkamp	013 752 9259 013 752 9481		andries.lubbe@transnet.net Kallie.Steenkamp@transnet.net

UTATU SARWHU INFO GUIDE



Please print clearly

STOP ORDER

Complete all fields

TITLE: _____ INITIALS: _____ SURNAME: _____
 FIRST NAMES: _____ I.D. NUMBER: _____
 EMPLOYEE / SAP NO: _____ OLD PENSION NO: _____
 TEL: (H) _____ (W) _____ (FAX) _____
 (CELL) _____ (E-MAIL) _____
 POSTAL ADDRESS _____ POSTAL CODE: _____
 CENTRE/ DEPOT: _____ JOB TITLE: _____

• FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of R40.00 and maximum of R70.00)

• I, THE UNDERSIGNED, HEREBY AUTHORIZE THE RELEVANT COMPANY AS INDICATED IN THE TABLE BELOW TO MONTHLY DEDUCT THE AMOUNT AS CALCULATED PER THE ABOVE FORMULA FROM MY SALARY, AND TO PAY THIS AMOUNT TO UTATU SARWHU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail	<input type="checkbox"/>	TPT	<input type="checkbox"/>	Transnet Freight Rail	<input type="checkbox"/>	Bombela	<input type="checkbox"/>
PRASA - Autopax	<input type="checkbox"/>	TNPA	<input type="checkbox"/>	Transnet Properties	<input type="checkbox"/>	Bombardier	<input type="checkbox"/>
PRASA - Shosholoza Meyl	<input type="checkbox"/>	Transnet Capital Projects	<input type="checkbox"/>	Transnet Corporate	<input type="checkbox"/>	Mega Express	<input type="checkbox"/>
PRASA - CRES	<input type="checkbox"/>	Transnet Engineering	<input type="checkbox"/>	Transnet Pipelines	<input type="checkbox"/>	Risk Pool	<input type="checkbox"/>

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

• I fully understand and accept that this STOP ORDER can only be cancelled by giving one month's written notice to the General Secretary

NOMINEE FOR DEATH BENEFIT

I, the undersigned, hereby nominate and appoint:

(1) _____ Relationship: _____ I.D. No _____
 (2) _____ Relationship: _____ I.D. No _____

to be my nominee/s. This death grant shall form no part of my legal estate and shall be neither executable nor attachable at the instance of any creditor of mine, but shall be paid direct to my nominee.

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL:
 BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE
 ENROLLER'S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

Hidden name competition

In every issue of *Labour Report*, UTATU SARWHU publishes the latest SAP/-employee numbers of ten members from the membership lists – drawn at random.

Each latest SAP/employee number appears somewhere in the newspaper. If yours is one of the lucky latest SAP/-employee numbers published and you can find it, claim your prize by writing to:

UTATU SARWHU Hidden Name Competition
 PO Box 31100,
 Braamfontein, 2017

Give your name, latest SAP/-employee number and address and you will be sent R100.

Phone numbers to know

Voetplaatpark –
 Tel 039 681 3325
 Transmed Call Centre:
 0800 450 010
 Housing: FNB Home Loans –
 0860 33 44 55
 FNB Smart Bond –
 0860 644 644
 Transnet Pension/Retirement Fund (Metropolitan Life)
 011 774 5444
 Call Centres for:
 Transnet Second Defined Benefit Fund - 011 587 8000 (select option 1)
 Transnet Retirement Fund – 011 587 8000 (select option 2)
 Transnet Pension Fund – 011 587 8000 (select option 3)
 Aon Consulting – Tel: Jhb 011 944 7000 website:
www.aon.co.za **24538**

Area 7 – Gauteng North (Pretoria) continued

	POSITION	NAME	TEL	FAX	E-MAIL	CELL
Phalaborwa	Chairman	VACANT				
	Secretary	CAA Jansen	015 781 9042	–	–	072 822 7628
Pietersburg	Chairman	Hennie van der Hyde	015 308 8237	015 308 8201	hendrik.vanderhyde@transnet.net	083 599 9901
	Secretary	AW Badenhorst	015 299 6232	015 299 6246	Albert.Badenhorst@transnet.net	082 384 1050
Pretoria	Chairman	VACANT				
	Secretary	Niekie Luus	012 842 6050	012 842 6016	Niekie.Luus@transnet.net	083 282 0776
Pyramid	Chairman	Ore van den Bergh	012 521 6255	–	–	076 792 0492
	Secretary	JC Rossouw	012 521 9452	012 521 6297	2771210710@vodamail.co.za	082 779 0475
Pyramid	Chairman	JJ Mabasa	012 521 9583	086 729 3039	jblmabasa@yahoo.com	082 056 8393
	Secretary	T.J.D Tajane	–	–	gaba.tajane@ovi.com	075 405 2108
Rustenburg	Chairman	S. T Mamabolo	014 590 2214	014 590 2216	utatusarwhurustenburg@transnet.net	082 450 5108
	Secretary	BA Chabalala	014 590 2215	014 590 2064	–	082 920 8288
Thabazimbi	Chairman	Riaan Bisschoff	–	–	riaanbiss@gmail.com	082873 8307
	Secretary	VACANT				
Thabazimbi	Chairman	C.M Mogatwe	–	–	–	072 427 7862
	Secretary	T.T Ntuku	–	–	thabo.ntuku@yahoo.com	072 635 0986
TRE Pretoria	Chairman	Pote Fourie	012 842 5090	012 842 5841	Hendrik.fourie2@transnet.net	083 283 7482
	Secretary	Owen Jones	012 842 5006	012 842 5841	Owen.Jones@transnet.net	072 216 1490
TRE Koedoespoort	Chairman	Adam Slabbert	012 842 5273	012 842 5589	Adam.Slabbert@transnet.net	083 651 0017
	Secretary	Wielligh Meyer	–	–	Arend.Meyer@transnet.net	071 233 9060
Tshwane	Chairman	William Mogamisi	012 521 9452	012 521 9497	mogamisi@webmail.co.za	082 569 8315
	Treasurer	Suping Seathlolo	012 315 8237	012 315 8279	s.seathlolo@yahoo.com	078 442 4581
Waternal-Boven	Chairman	VACANT				
	Secretary	Paul Stemmet	013 257 0507	–	paul.stemmet@transnet.net	082 622 9641
Witbank	Chairman	VACANT				
	Secretary	VACANT				

★UTATU SARWHU PROUDLY ANNOUNCES★ EXCLUSIVE DEAL FOR MEMBERS



Group Funeral Scheme



Cover provided for families with the below mentioned added benefits:

- Emergency medical evacuation
- Guaranteed hospital admission to the value of R20 000 (1 claim per family per year)
- Repatriation of mortal remains to anywhere in South Africa
- There is a three-month waiting period for benefits to activate, except for accidental death where cover is activated on receipt of first premium. Premiums are collected in advance via debit order on a monthly basis from client's account.
- Members going on pension can continue to participate in the scheme as long as they continue to pay their premiums. Full time employees of the union are also eligible to join the scheme.
- All members will receive a membership certificate with their member number and the names of members covered under their policy.

Persons Insured	Cover Amount	Premium
Member and Spouse	R15 000	R90.00
Children 14-25	R15 000	
Children 6-13	R7 500	
Children under 6 (Including stillborns)	R3 750	

There are no exclusions for the below mentioned:

- Dreaded diseases benefits** (stroke, ischaemic heart disease/heart attack, TB, cancer, HIV/AIDS): No exclusion exists for death that has resulted directly or indirectly, fully or partially, from dreaded diseases.
- Suicide:** no waiting period applies for death that has resulted directly or indirectly from suicide or attempted suicide.

Please fax application and debit order to 031 570 7680
For queries call 031 570 7605



Underwritten by Safrican Insurance Company Limited. Reg. No. 1935/007463/06 - FSP No. 15123

MEMBERS

MEMBERS



Voetplaat Park offers mouth-watering off-season discounts

Voetplaat Park, UTATU SARWHU's outstanding holiday resort near Port Shepstone on the Natal South Coast, was established decades ago to offer union members and their families affordable holidays. Now – in 2014, when coastal holidays have become all-but unaffordable to working people – it is continuing to do just that.

You have to book very early and pay more if you want accommodation during peak seasons. But filling the venue during the intervening periods is not so easy. Therefore, to bridge its occupation gap, and pass on greater benefits to members, the resort is offering mouth-watering 40% discounts to those members who can take a holiday off season.

Here's an example: two-person

units that cost non-members R370 per day out of season used to be sold to union members for only R259 (a 30% discount). That price has now been slashed to only R222. The member price for a four-bed unit drops from R413 to R354. For a family with small kids the R59 per day saving could cover daily spending costs – or come close.

The savings on larger units rises commensurately up to a R105 per day saving on an eight-bed unit, i.e. R630 as opposed to the previous R735.

The discounted price for super-luxury caravan sites is equally attractive: just R180 per day as opposed to the previous R210. Luxury sites are available for R144 per day (R168).

For those not fully familiar with Voetplaat Park's position and ameni-

ties, here is a reminder. The resort is centrally situated and is within easy reach of our South Coast venues of recreation. Its living units can accommodate up to eight persons, as can its well-served caravan sites. Children under two years of age are accommodated free of charge. The resort boasts excellent security in the form of concrete walls and electric gates at all entrances. It overlooks a long stretch of beach and its on-site restaurants, shop, swimming pool and kiddies' play areas make it the perfect place for those who prefer a self-contained holiday.

For further information and bookings phone or write to: Manager Voetplaatpark: Tel/fax – 039 681 3325 PO Box 39, Anerley 4230. Email: voetplaat@telkomsa.net ■



Treat for pensioners

The ATKV and the Karoo Park Bowling Club Beaufort West presented the Transnet pensioners with a special meal in December last year. On the menu was potjiekos and the food and drinks were on the house.

The potjiekos was prepared by WD de Bruyn and KJ Snyers, track

union representatives of UTATU SARWHU from Beaufort West.

The total of 58 pensioners had a superb time chatting about the old steam days and their adventures on the track.

The plan is to have the same event again this year. ■

34659

There's a time for everything

41315

Time spent laughing is time spent with the gods.

May you always live in interesting time.

A good time to keep your mouth shut is when you're in deep water.

Time is more valuable than money. You can get more money, but you cannot get more time.

Time eases all things.

Regret for waste time is more waste time.

All that really belongs to us is time; even he who has nothing else has that.

Ordinary people think merely of spending time. Great people think of using it.

You're writing the story of your life one moment at a time.

Whether it's the best of times or the worst of times, it's the only time we've got.

Tough times never last, but tough people do.

Time discovers truth.

The time you think you are missing, misses you too.

Time is free, but it is priceless, you cannot own it, but you can use it.

It takes less time to do things right the first time than to explain why you did it wrong.

Don't count every hour in the day, make every hour count. ■



The stork was busy!

Meet Blaine, the baby daughter of Brian Davids (member of UTATU SARWHU's Executive Committee) and Claudy Emersleden. (left)

Manne de Vos, UTATU SARWHU's financial controller, and lovely wife Nadine are the proud parents of Roxy. (below)



Thivhakoni Netshitakani works in UTATU SARWHU's membership office. She is the proud mom of Cyril jnr. Big brother (left) Ntakadzeni and daddy (right) Cyril complete the happy family.

UTATU SARWHU EXECUTIVE COUNCIL



PRESIDENT
GH Strauss
Tel: (011) 728 0120
Fax: (011) 728 8257/58
Cell: 083 303 7346
george@utatusarwhu.com



PRESIDENT
GMP Pholo
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E Diteho
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douw@utatusarwhu.com



Rail Freight (TFR) Central Zone
L Biljoen
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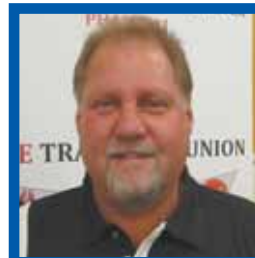
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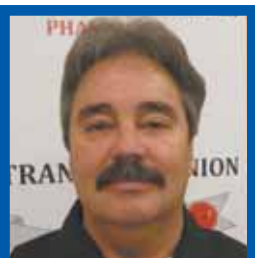


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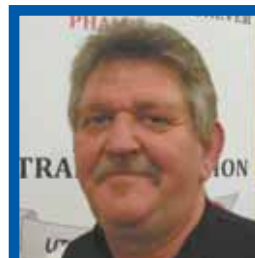
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