

NEWS FLASH

UTATU SARWHU's message to TFR
'If you want to emulate First World rail, begin with salary levels,' – see:
'Can one-man trains work in SA?' on page 3

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Why labour's pay demands seem excessive - Page 9



It is an outrage

People need to be protected when doing their jobs. Read the story on page 3 about a UTATU SARWHU member's ordeal.

Gallant UTATU SARWHU celebrates its first anniversary

On 22 June UTATU SARWHU celebrated its first anniversary.

The union's celebration was sweetened by the fact that, contrary to the gloomy forecasts of its critics, the union has become by far the largest and most accomplished trade union at Transnet.

"When we merged the white-rooted United Transport and Allied Workers' Trade Union (the home of most of the group's train drivers and artisans) and the black-rooted South African Railway and Harbour Workers' Union (the struggle union which was the home of workers across all Transnet activities), our critics said it was a marriage that could not last," say the union's joint presidents, George Strauss and Pholo Pholo.

"Not only have we proved them wrong, but we have demonstrated that black and white workers can achieve better results by working together . . . that there is more to trade unionism than flag-waving, slogans and strikes . . . that worker unity, professional management, top quality representation and negotiating skills are the formula for trade union success."

Workers are recognising these facts in increasing numbers, say George and Pholo. "That is why UTATU SARWHU already represents 32 000 workers. That is why we are on our way to becoming the biggest trade union at Transnet.

Furthermore, our union is being recognised as one of the finest examples of racial co-operation yet achieved in the country."

Both presidents agree that their union's success over the past year is a tribute to the efforts of the workers of all races and both genders who have pulled together to create a union of which they are proud.

"Everyone in the UTATU SARWHU team - our dues-paying members, office-bearers from Exco to committee and shop steward levels, and full-time officials - can take pride in the union that they have created.

"To ensure further progress in the year ahead, training and recruitment - the cornerstones of our achievements - will be intensified," say George and Pholo. "And members will be encouraged to continue recruiting the non-members around them." ■

Transnet bonuses a disgrace

UTATU SARWHU, Transnet's largest trade union, has declared the company's decision to slash its 2013 productivity bonuses by up to two-thirds 'a disgrace.'

"It is clear from Transnet's 2012/13 results that its employees worked smarter, harder and more productively . . . that without their efforts the group would not have come close to the impressive results announced yesterday (June 27). Why, then, insult them by reducing their productivity bonuses to a token amount?" asks UTATU SARWHU president, George Strauss.

The principal factors that prevented Transnet from achieving its earnings goals - the drop in coal exports resulting from the international eco-

economic downturn and the Kumba strike - had nothing to do with the company's workers, George argues.

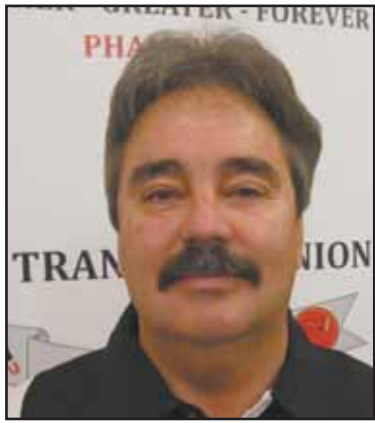
"In addition to their bonus shock," George continued, "Transnet's workers are offended by the report's absence of any credit for their efforts. Transnet has only its self to blame for the 'why bother?' mind-set now taking root in its workshops.

"Mr Molefe and his management team need to learn that there is more to Transnet than statistics. They need to wake up to the fact that Transnet achieved its impressive progress because its 54 000 employees woke up each morning wanting to give of their best to their company.

"That fact needs to be placed on record. And it needs to be adequately rewarded." ■

COMMENT

NEWS



Steve Harris

There are many problems within Transnet still needing to be resolved. There always will be in so vast and complex an operation. But a close look at UTATU SARWHU's progress at Transnet in recent months shows that your union is making huge strides towards resolving them.

In examining the broader picture, let's start at the beginning where it

most matters – with our membership.

UTATU SARWHU has again established itself as Transnet's largest trade union.

Better still, it is the union with far and away the most active, informed and capable members – the people needed to get things done the right way.

Are we getting things done the right way? Looking at the excellent pay deals struck at the bargaining table, our record in keeping retrenchments at bay, the progress made in unblocking Transnet's stalled train movement agreement, the progress being made at Transnet Engineering (something which this union has campaigned for over many years) and our success in keeping inter-city rail travel alive, the answer has to be a resounding YES.

All of these achievements begin and end with the solidarity of our members – with their ability to recognise the most important issues,

to focus on them and to produce the arguments and actions that deliver the desired results.

Now that our performance excellence has taken us to the top, let's not relax for a moment. Let each one of us become a recruiting activist capable of convincing our colleagues that UTATU SARWHU is the place for all sensible workers to be. If we can accomplish that, we will pave the way for even greater success in the future.

Let's pause for a moment to see how our efforts have impacted on our wellbeing.

Older members will remember the bleak 1990s – that time when management barely bothered to speak to labour; when racial conflict, downsizing, despair and uncertainty were the order of the day.

In those grim days it was rare to find a rail worker who believed in the future of SA rail – who was prepared to encourage his or her children to join the rail industry

The first decade of this century was better – but not much. Management still lacked a clear vision of the future and was reluctant to play open-cards with labour.

Then came the now era – the time resulting from the most intelligent workers deciding that the internal union squabbles, the flag-waving and the waste of resources so apparent elsewhere were a waste of time, effort and money – that what was needed was true union unity; a plan that placed all needs and the pursuit of excellence above sideline causes.

In other words, the need for workers of all races, genders and job sorts to unite to form UTATU SARWHU.

Just one year after the formation of that union it is still too early to draw definitive conclusions. But the results are more than encouraging.

UTATU SARWHU is being taken seriously by government and by all managements in the transport sector. Why? Because we are a fully

representative union and because our arguments are sensible, well-focused and in the best interests of the companies concerned.

Posing the question: 'Do you see a future in the rail industry?' in workshops these days brings more positive than negative replies, as does the question: 'Would you advise your kids to follow in your footsteps?'

We are definitely on the right track. Let's stay there by making UTATU SARWHU ever bigger, more focused and efficient.

Congratulations are in order

We are proud of one of our partners, Indwe. They won the SA Service Award in the Short Term Insurance category for the second year running.

Big congratulations to one of our presidents, Pholo Pholo. He recently received a Masters degree in Governance and Political Science at the University of the Free State. ■

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

Gautrain bus strike – management to be blamed

UTATU SARWHU represents about 60% of the Mega Bus drivers who provide the bus links with the Gautrain. They went on strike earlier this year.

Claiming that they cannot afford to support their families on their existing R6 000 a month salary, the bus drivers were demanding an 18% adjustment to their basic rate of pay. To end the strike pending further negotiations through the Bargaining Council, UTATU SARWHU has privately negotiated an immediate 9% pay adjustment retrospective to 1 April.

"On behalf of our driver members, we apologise to all Mega

Bus users for the disruptions they experienced during the strike," says UTATU SARWHU general secretary, Steve Harris.

"The blame for the strike lies squarely at management's door. Key workers in so important a transport network as the Gautrain should not be expected to exist on only R6 000 a month – nor should they have to strike to achieve a living wage.

"The type of disruption we have just experienced is likely to be repeated for as long as the management of the Gautrain places its profit objectives ahead of the needs of its passengers and of the broader economy." ■



Pay settlement shifts the focus to other burning issues – GS

Endorsing the widespread praise for the negotiators who achieved Transnet's inflation-beating two-year pay deal, UTATU SARWHU general secretary, Steve Harris, added another important plus to the settlement. "The temporary shift away from salaries that the settlement has earned us will enable us to focus intensively on the three other problems bedevilling our industry's industrial relations," he said, singling out:

- The Artisan Agreement
- The Train Movement Agreement
- Dispensation as far as the New Reward Model is concerned

"Unless they can be amicably resolved, all three issues carry the seeds of labour unrest," Steve told Labour Report.

"In our most recent discussions, Transnet has informally acknowledged that it signed agreements that were too complex for it to implement. Appreciating that management painted itself into a corner, our union is prepared to help them rescue the situation provided they can come up with clear-cut, practical solutions which are acceptable to our members.

"We have made it clear to Transnet – and will continue to do so – that any solutions offered will

have to be positive, straightforward ones that can be implemented without further obfuscation or beating about the bush.

"We believe that they now understand that the consequences of any further delays which further disadvantage the employees whom they have been jerking around since 2008 will be industrial unrest which will have significant consequences for the company and the national economy.

"We are hoping to report some progress in unscrambling Transnet's IR in the future." ■

46384



Website up and running

UTATU SARWHU's website is operational and offers all the information you would need or want about your union. Go to www.utatusarwhu.co.za to see pictures of your leaders, read about the union's history, page through press releases and sign up new members.

NEWS

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An outrage

Nare Mashmaite, a mother, sister, bread winner and train driver in Makahdo, was doing her job when she was raped and murdered.

"This is an outrage. It was with horror that we learnt of the brutal murder of one of our members," says

Steve Harris, UTATU SARWHU general secretary.

"Nare was strangled to death after she and her assistant train driver stopped the train at the Makhado train station to inspect what they thought was brake failure. The train assistant managed to escape

unharmed. We cannot accept that our members are exposed to such adverse circumstances... that thugs, murderers and rapists can freely roam Transnet premises.

"UTATU SARWHU has frequently raised concerns regarding the unprotected conditions in which its members have to work. In this instance, our union appreciates the speedy reaction of the South African Police Department and Transnet Security in arresting a suspect.

"UTATU SARWHU has been pro-active in campaigning for improved rail safety. To protest against Nare Mashmaite's murder, on 3 May Transnet and labour arranged a march from the Makhado railway station to the Makhado magistrate's court. Its protest was supported by Transnet and other labour bodies.

"We are grateful to Transnet Chairperson, Mafika Mkwana, Group CEO, Brain Molefe, and Chief Executive Officer of Transnet

Freight Rail, Siyabonga Gama, and other CEOs and senior managers for joining us on that march," says Steve.

"The other problem is that the court case gets postponed every time a court date is set. It is now almost a year after the incident and Nare's family still has no closure. This is unacceptable. UTATU SARWHU will continue putting pressure on the justice system until they have completed their work." ■

Should one-man trains become an SA reality?

Transnet Freight Rail is examining the feasibility of operating one-man trains. It is piloting the project on the Polokwane- Pyramid South (Pretoria) line, and has retained a team from Witwatersrand University's Economics Department to evaluate the relevant economic and human factors.

"Obviously, TFR finds the potential cost savings of one-man trains attractive. The company argues that in order to keep up with progress and confirm its position as the world's fifth best rail system, it needs to follow the trend in that direction," explains UTATU SARWHU deputy general secretary, Louis Brockett. "We, at UTATU SARWHU, are sceptical. It is not our intention to stand in the way of progress. But we will certainly oppose theoretical plans that do not have a place in South Africa.

"If TFR wants to match European standards, then it must first do so in other areas by equipping its train drivers with equally efficient locomotives, rolling stock, signalling and internal communications systems – not to mention pay levels. Even if TFR can manage to do all that – which is highly unlikely – the comparisons will still be far from equal.

"Unlike SA's train drivers who have to manage obsolete train sets through miles of emptiness and awkward gradients, European train drivers are seldom out of sight of a village or church steeple. They have modern trains to control and internal communication systems to keep passengers informed and in constant contact with the train control officers/systems; they are assisted by automatic braking systems and efficient signalling systems; they are not plagued by daily cable thefts nor do they have potentially dangerous squatter camps at almost every siding

– or passengers who want to burn their trains and murder their drivers when problems occur.

"When we examine all of these factors it is not an exaggeration to allege that putting an unassisted individual in sole control of a train under the present TFR circumstance could be criminally negligent.

"There are other factors that need to be considered. Before buying into any drawing board fantasy UTATU SARWHU will want to know how jobs would be affected across the TFR spectrum. Indeed, we would also want to know if TFR is planning a future without people – one in which machines run our systems by remote control.

"If that is the future that TFR and the SA Government is planning, rail workers need to know about it now – not at the last moment." ■

MG634



Spreading warmth this winter

An UTATU SARWHU head office initiative led to the spreading of warmth and kindness where it was most needed. The staff gave generously. They collected sufficient funds to purchase 80 blankets for abused women and children accommodated at Frida Hartley House in Yeoville and at Bethaney House in Bertrams, Johannesburg. In her letter of appreciation to the union, Bridget Edwards, the manager of Frida Hartley House, wrote: "It is only love and kindness such as yours that we are able to make our shelter a real home for all the women and children who are in our care." ■

LABOUR REPORT

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Sound Bombela settlement paves way for smooth working relationship

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Bombela seems to have shed its earlier idea that employee salary levels have to be stunted to enable it to meet the budgetary targets which it agreed with its client. Having already experienced UTATU SARWHU's unbending opposition to that skewed notion, the company approached its 2013/14 pay talks with the union with an open mind.

"The result was a professional set of negotiations that confronted all issues in a business-like manner and which resulted in a competitive set of salary improvements that have paved the way for a smooth working relationship between management and employees," says Steve Harris, the general secretary of UTATU SARWHU – the only trade union recognised by Bombela.

The new agreement applies to all Bombela employees for the period 1 July 2013 to 30 June 2014. A highlight of the agreement is that Bombela has agreed that there will be no retrenchments for a period of twelve months following its 21 June 2013 signing of its agreement with UTATU SARWHU. Other highlights are:

- The 9% increase to the salaries of all employees earning a basic salary

of less than R110 000 per annum.

- The 8% increase for all those in the above R110 000 p.a. bracket.
- Overtime and Sunday time being increased in accordance with the above rates.
- The Night Shift allowance and Night Work Subsidy (NTWS) will be increased by the percentage applicable to the basic salary.
- A13th cheque is to be paid to all employees of the company.
- A R100 a month (i.e. 50%) improvement to the monthly housing allowance with immediate effect.

Maternity leave

All female employees are entitled to four months' maternity leave. The revised Maternity Leave agreement gives pregnant employees the choice of one of two options. They will need to select their preferred option prior to taking their maternity leave.

Option A:

The company will pay the employee 100% of salary during the first two months of the maternity leave period and nothing for the remaining two months.

Option B:

The company will pay the employee



50% of her salary for each of the four months that she is on maternity leave.

In each instance, to assist pregnant employees to receive their maternity benefits, the company will register the employee online for UIF at the BOC office.

Employee Concessions

Bombela will engage the Concessionaire to determine if any concession on the travelling and parking fares can be granted to employees for the use of the Gautrain system. Bombela has committed itself to provide UTATU SARWHU feedback on its efforts within three months.

Variation Agreement

Both parties have agreed to negotiate a variation in terms of Clause 15 of the Basic Conditions of Employment Act (BCEA) and any other clause

applicable to the needs of the company and the employees. This variation must be concluded within 3 months (three) months of the date of the 21 June signature of the agreement.

Points of Common Cause

The 13th cheque already mentioned will be paid to all employees.

Current Funeral Benefits are as follows:

Member, spouse and dependant aged between 14 and less than 21	R10 000
Dependant aged between six and less than 14	R5 000
Dependant aged between one and less than six	R2 500
Dependant aged between 0 and less than one	R1 750
Stillborn	R1 750

Medical subsidy and options will remain unchanged.

Death insurance remains as

stipulated in the rules of the pension fund. Each employee is entitled to three times his/her annual pensionable payments as death cover.

There will be no commitments from the company on gain share.

Dispute Resolution

Any dispute arising out of the interpretation and/or application of the agreement, both while in force and after its termination, will be dealt with in terms of the applicable dispute resolution provisions contained in the recognition and procedural agreement between the parties.

Summing up the negotiations, Steve said: "Fair play is a two-way thing. Now that Bombela has shown its readiness to give its employees a fair deal, I am sure that employees will respond in like manner in order to prepare the way for another healthy salary settlement in 2014." ■

UTATU SARWHU's action might have saved SA's inter-city rail travel

UTATU SARWHU's urgent intervention to save the Mainline Passenger Service (MLPS) (the passenger rail service linking South Africa's main cities) from the scrapheap has succeeded, at least for the immediate future.

Having received the reassurance that Prasa will continue to operate the inter-city passenger train while the SA Government re-evaluates its commitment to sustaining a national passenger train service parallel to its air service, UTATU SARWHU and FEDUSA's leaders are confident that government now understands the need to continue inter-city rail travel and will provide the funds needed to maintain it.

When the survival of MLPS came under threat earlier this year, UTATU SARWHU acted immediately to save the jobs of its employees. The union succeeded in obtaining assurances from Prasa that, in the event of the service being terminated, there would be no retrenchments. MLPS employees would be re-deployed.

Turning its attention to saving the rail service, the union then invoked the help of its labour federation, the Federation of Unions of South Africa (Fedusa).

Acting together, the two labour bodies took the unusual step of bypassing the cabinet ministers concerned to approach Deputy President Kgalema Motlanthe.

"We believed that the importance of SA's inter-city passenger service demanded our taking the case to the highest decision-making level," explained Steve Harris, UTATU SARWHU's general secretary.

The Deputy President agreed to meet the UTATU SARWHU/FEDUSA delegation at his residence on Thursday, 4 April. Present to assist him were Ben Martins, the Minister of Transport, Lucky Montana Group Chief Executive, Chief Executive of the Passenger Rail Services of South Africa (Prasa), and senior government aides and consultants.

The UTATU SARWHU/FEDUSA team consisted of union president, George Strauss; general secretary, Steve Harris; Pieter Greyling and Andre Bester (from the union); Fedusa's general secretary, Dennis George, and deputy general secretary, Krister van Rensburg.

During the meeting the UTATU SARWHU/FEDUSA team stressed that:

A national passenger rail service is an essential component of the country's transport network.

Passenger services the world over are not self-funding and need to be - and are - subsidised by governments.

South Africa needs to maintain an inter-city rail service to serve the majority - poor citizens who cannot afford to travel by road or air.

Without an inter-city rail service, SA would become the only country in the developed world

without a fully-integrated transport system.

If the government refused to subsidise passenger rail while continuing to subsidise air travel, it would be playing into the hands of those angry rail commuters who want to destroy the Gautrain because they believe that their government does not care about their situation.

The level of subsidy required to keep MLPS in operation would be only a fraction of the cost of subsidising South African Airways.

After hearing the arguments put forward by the two labour bodies, Deputy President Motlanthe agreed that it was necessary to subsidise the country's long-distance rail service. He went a step further and undertook to 'carry the bags' of the Minister of Transport to National Treasury where financial support for MLPS has to be negotiated.

"It was a good meeting. We left it confident that our arguments had made their mark," Steve told Labour Report.

"The engagement left us feeling very positive that government now realises the harm that unbundling the country's rail services will cause," added Dennis George. "Naturally, we were also delighted to receive confirmation that none of UTATU SARWHU's members would lose their jobs.

"FEDUSA has always insisted that rail infrastructure is central to the country's economic and social development. The Federation has embarked on several campaigns in support of the move from road to rail as it is convinced that rail transport will provide a more sustainable solution to our transport and developmental challenges." ■

1669



Not listening to UTATU SARWHU cost SA billions

Transnet Engineering – the company that is rapidly creating jobs and earning the economy billions of rands by locally manufacturing rolling stock that used to be imported – is the new SA success story.

“It’s a success story that could have unfolded a decade or more ago had government listened to UTATU SARWHU. For many years our union was the only voice championing TE’s potential,” says Steve Harris.

“The same can be said of the switch of cargoes from rail to road. As that switch began happening from 1994, we warned of the jobs being sacrificed and the irreversible damage being done to our road system. Nobody listened. Now – after vital lines have been closed and experienced workers have been sacrificed – the penny has finally

dropped and government is trying to swing freight back to rail. Had they listened in the first place this country would today have had a more economic and environment-friendly freight transport system, fewer toll roads, less public anger and billions of rands more to spend on constructive development projects.

“Skills development is another area where not listening to this union has cost the country untold amounts of money. From the day that government down-graded technical training, we warned of the huge consequences of the skills it was sacrificing.

“After more than a decade of misplaced idealism, government finally got the message, reinstated training and began paying serious attention to skills development. But it is still a case of too little, too late. Technical workers in the State Owned Enterprises remain under-

valued and the skills drain continues.

“What’s the point of training people if you cannot retain their skills? Must we experience more Eskom and toll-road-style disasters before adequate focus is placed on nurturing and retaining skilled workers in Transnet and elsewhere?”

Transnet’s technical deficiencies

Transnet is continuing to lose its brightest technical people because its reward models remain uncompetitive, says Steve Harris. The company is aware of the problem, but continues to drag its feet.

“Transnet cannot afford its present skills drain. It needs to retain the skills it has nurtured and to attract skilled workers from other areas – but it is still far away from achieving those levels of effectiveness.

“The group’s skills shortage is most noticeable amongst its artisans and engineering technicians. But it is also losing its track masters, inspectors, electricians and traction linesmen at a faster-than-healthy rate.

“Uncompetitive pay is not the only cause of the skills drain. More intensive training methods could also help to alleviate the situation.

“The company has too few technical instructors. This is resulting in there being 25 to 30 trainees in each class – too high a ratio to achieve optimum results.” ■

4919

More training on the way

Starting from July Eddie de Klerk’s training team will be holding two-day training courses around the country designed to up-date about 800 UTATU SARWHU trade union representatives on their union’s Constitution and

Recognition Agreements.

“It is that high level of application which has made our union far and away the most effective protector of employees with problems,” says general secretary, Steve Harris. ■

Train Movement Agreement:

UTATU SARWHU’s intervention could bring possible earnings boost to train drivers and TCOs

Years of dedicated UTATU SARWHU vigilance, resolve and effort are on the brink of yielding the implementation of Transnet’s Train Movement Agreement that could boost the combined earnings of the company’s +- 4 000 train drivers and Train Control Officers and CTC Co-ordinators.

“The obstacles blocking the advance opportunities of drivers and TCOs and CTC Co-ordinators are in the process of being removed and they can in future take the necessary steps to raise themselves to the next level and earn themselves an additional reward,” says UTATU SARWHU deputy general secretary, Louis Brockett.

Tracing the background to the situation, Louis told Labour Report: “Historically, all train drivers earned the same pay however much their responsibilities differed. The 2008 Train Movement Agreement created A, B and C categories of train drivers and Train Control Officers, according to their levels of activity. Theoretically, the agreement created

salary and advancement improvements for all as they climbed the ladder and performance ladder.

“In 2010, when we saw that no progress had been made towards implementing the agreement, we declared a dispute. During the ensuing negotiations TFR added sensible technical and supervisory modules to the agreement. All seemed well, but subsequent monitoring of the agreement showed that there was still no movement. Worse still, by April 2011 the supervisory and technical modules were not in place – the affected train drivers and TCOs still did not know what was expected of them or how to go about improving their situations. The many C category employees who could have been at the 100th percentile were losing out to a large sum of earning per annum.

“We immediately declared a dispute. At the subsequent Bargaining Council hearing in July 2011 we were told that our action was premature as TFR still had until November to implement the deal. Nevertheless, we had made progress. We had gained the attention of Tumelo

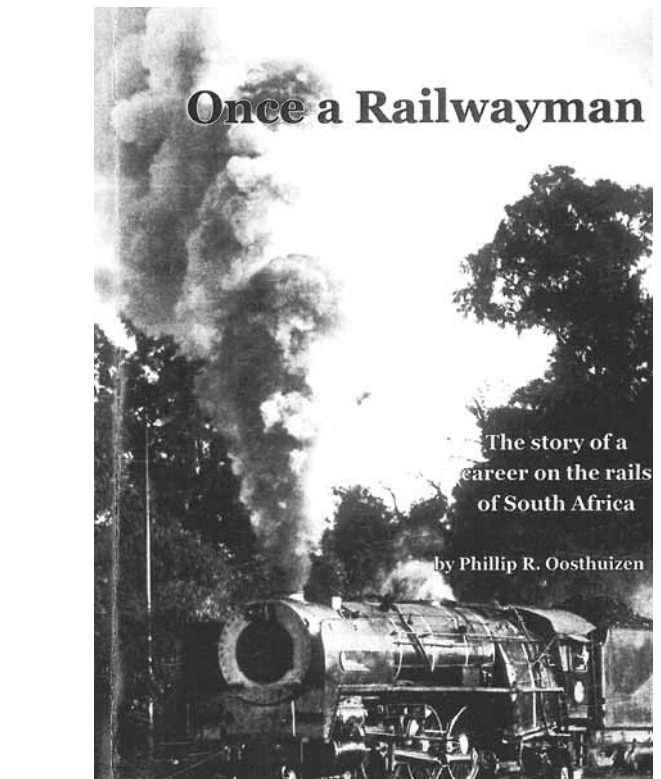
Mokwela, TFR’s general manager, human capital, and we had placed the issue centre stage and ensured that it would at last receive proper attention.

“Despite that breakthrough, we did not let the matter rest. Our follow-up scrutiny of individual pay sheets showed that pay levels were still not improving as they should be. IDPs – Individual Development Plans – were not being issued.

“Finally, reacting to these pressures, TFR admitted that it was at fault. The outcome was a joint management/labour inspection of eight depots last year which confirmed that people were not moving up their scales as they should have been. Our inspection had unearthed a breakdown in communications between TFR and the School of Rail Development by showing that local depots had no knowledge of Annual Training Plans (ATPs) and IDPs.

“Still, progress did not come easily. We had to threaten arbitration to get TFR’s full attention.

“Victory has eventually been achieved for those in the C category. This year about 300 train drivers and



Once a Railwayman

The story of a career on the rails of South Africa

by Phillip R. Oosthuizen

Once a Railwayman...

Many members know, or know of, Oom Oosie – or Philip Oosthuizen. Well-loved Oom Oosie was a railwayman from 1948 when he started as a trainee fireman, up to his ‘second retirement’ in 2000 as the manager of Voetplaat Park, the union’s holiday resort. To enable everyone to enjoy the romance and

experiences of a life in rail, Oom Oosie has recorded his adventures in book form. His book is called *Once a Railwayman* – the story of a career on the rails of South Africa. Anyone who is interested in obtaining a copy of the book can contact Neville Oosthuizen on nevandsandy@telkomsa.net. ■



Deputy General Secretary, Louis Brockett

contact either me or his or her local manager.” ■

UTATU SARWHU’s breakthrough benefits all workers. Asked if UTATU SARWHU’s breakthrough and assistance were available only to train drivers and train control officers who were union members, Louis Brockett replied:

“We help everyone because we are here to help all workers. Of course, if the applicant is a non-member we’ll try to sign him or her up. It’s not a problem.

Most train drivers and TCOs are already UTATU SARWHU members because they know that our union is the place for professionals who place career issues ahead of flag-waving.” ■

TCOs should be able to move up to the 75th percentile, as well as a large number to the 100th percentile thus increasing their earnings, as well. Next year they can look to moving up to the 100th percentile.

“The news is equally good for train drivers and TCOs in the A and B categories. To speed up the pace of their advancement, management has produced a programme of Continuous Professional Learning (CPL) which reduces refresher training and skills re-evaluation to only five days.

“Those in the A and B grades have been given 1, 2, 3 and 4 ratings in accordance with the activity levels of their specific depots. Being depot-activity-linked, their upward mobility is not going to be as easily attained as it will be for those in the C Grade.

“UTATU SARWHU will continue monitoring the situation. In addition to our set monthly meetings, we will institute ad hoc meetings on the situation whenever the need arises. Therefore, any train driver or TCO who feels that he or she is not getting a fair deal should

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Presidents' Messages

Congratulations to our Transnet salary negotiators...

On behalf of all of our members, Pholo Pholo and I congratulate our negotiators on their success at the bargaining table. Given the current inflation rate and all-round financial situation, the two-year deal achieved at Transnet – 8,5% for the 2013/14 financial year and 9% for the 2014/15 financial year – was an outstanding result.

Congratulations must also go to our team for overcoming the dead-lock (which at one stage threatened the talks) without involving members in industrial action and in going a step further by improving on the deal put forward by the facilitator.

When one adds this year's 12,3% improvement to the minimum wage and the up-graded housing allowance, medical subsidy, standby and night shift allowances and the considerable further increases to follow next year, the Transnet 2013/4 salary settlement becomes the best achieved this century and to their supporters.

Our Transnet negotiators will be the first to tell you that their success at Transnet was a team effort... that the results they managed would not have been possible without the report they received from our members, branch officers, Exco and full-time UTATU SARWHU officials.

We congratulate all concerned on what became excellent examples of teamwork and unity of purpose.

Good interim Megabus result - Autopax battle

George Strauss speaking: Our Megabus negotiators also did well to secure their members a conflict-breaking 9% pay rise while leaving the door open for them to benefit from any further increases that might be achieved through the South African Road Passenger Bargaining Council (SARPBAC). Here again, our negotiators succeeded in balancing their members' immediate needs with their long-term interests as well as those of the company and broader economy. Their salary levels remain far too low relative to their needs and the responsible work they are doing as well as their vital roles in the transport chain. UTATU SARWHU will continue to give priority to these issues.

As I left to attend conferences in Singapore and France (17 May), Pieter Greyling and Maria Chonco were still battling extremely difficult circumstances at problem-ridden Autopax. True to form, the company had locked its workers out yet again. Even if it has to learn the hard way, Autopax must eventually learn that

the only road to viability must be through open and honest dialogue with the workers who make its services possible. UTATU SARWHU will continue to drive these points home.

UTATU SARWHU regains top spot

UTATU SARWHU has now enrolled 42% of Transnet employees, making it the group's single biggest trade union. "This is a tribute to the dedicated recruiting efforts of our members, office-bearers and full-time officials, and to the growing realisation that UTATU SARWHU is the home of all workers who want effective representation and the best possible returns on their membership subscriptions," say George Strauss and Pholo Pholo, the union's presidents.

"When Utatu and Sarwhu merged a year ago to form UTATU SARWHU, there were many who thought it was a marriage that would be dissolved after a few months. Our strength at the bargaining table – along with our unity and growth – has proved those cynics wrong," say George and Pholo. "Just as we are working well together at presidential level, so are our members and officials in all of our structures. Today, there is just one union – UTATU



UTATU SARWHU president, GMP Pholo.



UTATU SARWHU president, George Strauss.

SARWHU – and we are proud of our roles in building it. Our union has proved itself to be one of South Africa's finest examples of racial unity.

"By continuing to pull together, we can look forward to ongoing membership growth, greater bargaining strengths and even better member benefits. This makes UTATU SARWHU by far the best place to be for workers wanting the support of a machine which is capable of improving their circumstances and job security," say UTATU SARWHU's joint presidents.

Gov't retirement reform proposals

The final draft of the Government's Retirement Reform Proposals has been received and is being evaluated. The proposals will be fully debated by Nedlac at a date yet to be set. "Labour's views on the proposed reforms will have a significant bear-

ing on their final form. We are hoping that the conference can take place before the end of June," says George.

Best wishes to André

André Bester has left UTATU SARWHU to take up a management position. "André did a tremendous job for our union and its predecessor and we are going to miss him. We wish him every success in his new career," says George Strauss.

International Conferences

On May 17, George Strauss flew to Singapore to attend the CFA conference. On his return, he flew to Paris on Fedusa's behalf to attend the conference of the Action Committee of International Trade Union Confederation and to present a paper on the planning and progress of South Africa's pension reforms. ■

11226

Transnet Academy 'an excellent idea'

Transnet is in the process of centralising and standardising its training schools and developing them into Schools of Excellence under the Transnet Academy. Labour Report spoke to Dr Matthews Katjene, executive manager: Group Capacity Building, about the project.

"There are a number of schools across the country. They are used for the training needs of each of the different operating divisions. Under the new Transnet leadership it was decided to standardise and consolidate these schools so that the principles and policies of one school will be implemented no matter the niche," Dr Katjene explained.

"We have to look at the bigger picture. The training offered will still be specific to the different divisions but all schools will report to the Transnet Academy. Over time, all of the current schools will become part of the Transnet Academy."

The project has kicked off as one school at a time is repackaged and consolidated. There are four legs to the Academy:

The Maritime School of Excellence which was opened in January 2013 is an amalgamation of the Transnet National Ports and Transnet Ports Authority training schools. The main campus is on the

premises of the old Durban Airport grounds. Satellite campuses will be opened where needed. There are plans for campuses at Port Elizabeth, Richards Bay and Cape Town.

The School of Rail. In this instance, the project leaders will look at Engineering and decide if specific skills training has to be incorporated.

The Institute of Technical Training will be the base school of engineering but for artisans and engineers.

The School of Leadership will cater for business training, commercial, marketing, leadership, etc. It will also offer courses in other skills such as computer courses, project management, etc.

In all cases there will be a main campus and satellite campuses where needed. "We will look at facilities available and use them according to need," Matthews Katjene explains. "Only the Maritime School of Excellence is up and running so far and in the first intake it recruited 77 unemployed students with matric. To help them in their studies they receive stipends and accommodation. The trainers are specialists in their areas and are legally accredited."

The project to convert the other three schools kicked off on 1 April. "The process involves consultation with labour to determine the impact it will have on the employees. So far

no retrenchments have been necessary and we don't foresee any," says Matthews.

"The benefit of the Transnet Academy is that the schools can focus on core delivery and they will be the best in what they offer. We want to be the provider of choice – not only for Transnet workers but for the country and for Africa. It is part of Transnet's social responsibility and the National agenda on skills development.

"Of course, Transnet has the big benefit as the company will be able to have the pick of the best workers. Good workers are good for the brand.

Louis Brockett, UTATU SARWHU deputy general secretary, says that the Transnet Academy is an excellent idea. The union was involved in the process from the start and supports Transnet wholeheartedly in its endeavour.

"Through the Academy, people are empowered academically and practically. We encourage our members to assist the learners when they encounter them in their jobs."

Louis adds that the work of the Academy will educate the nation and create more jobs – a factor that will lead to less crime. ■



Congratulations Jabu

Jabulile (Jabu) Madonsela, Maritime branch secretary of the Port of Richards Bay, has achieved a degree of BBA Marketing Management from IMM-GSM Global Marketing. Seen celebrating with her are her proud mother and gran. Jabu has always been a go-getter and we can see her going far in life. Well done, Jabu!



Congratulations!

Frans Crause, UTATU SARWHU Executive Council member, had the honour of handing over a cheque to Stanley Yalolo, production manager at Infra North End Port Elizabeth who went on retirement.

NEWS

UTATU SARWHU's message to its TE members: the crooks among us are stealing our money too

Internal theft at Transnet Engineering is reaching chronic proportions. Already in 2013, internal theft amounts to R236 000 as against the R81 000 stolen during the same period last year.

"Most of the losses relate to copper wire being stolen. But at TE's Bloemfontein plant, steel plates to the value of R77 000 have disappeared," UTATU SARWHU assistant general secretary, Eddie de Klerk, told Labour Report.

"The real criminals are the scrap dealers who are bribing workers to break the law. Occasionally scrap dealers are trapped and brought to book, but mostly it is the worker who ends up losing his or her job and going to jail.

"UTATU SARWHU's stance on the issue is straightforward. Transnet

has the right to protect its equipment. Our union supports TE's efforts to combat theft. We are one hundred per cent against theft. And we are one hundred per cent against those crooks who are trying to enrich themselves at the expense of their company and, ultimately, at the expense of their fellow workers.

"UTATU SARWHU will defend any member charged with theft. But don't expect any favours from us. If we believe that you are guilty, our defence will not go beyond ensuring that you are given a fair trial."

According to Eddie, Transnet Engineering is tightening its internal security through the positioning of more CCTV cameras and the appointment of 24 additional security officers. Employees are also being



Deputy General Secretary, Eddie de Klerk

encouraged to become whistleblowers by reporting thefts or suspicious actions via the company's toll-free security line. ■

Signalling upgrade will improve safety

Thales-Maziya Consortium has been awarded a R1.86 billion contract to upgrade the train traffic control and signalling system in the Western Cape. Prasa spokesperson, Nana Zenani, said the consortium would establish a new train traffic control centre in Cape Town and design, construct and install a new railway signalling system.

She said the upgrade to the signalling system would begin in the current financial year and would replace mainly obsolete mechanical

and electromechanical systems with electronic interlockings.

"Currently, only 23 of the 162 (14%) signalling installations across the Prasa network have not exceeded their design life. The rest of the signalling averages 35 years in age and is at the end of its life cycle," she said.

Similar upgrades would be taking place nationally.

"At the heart of the signalling programme is the need to guarantee passenger safety and operational efficiency, which is largely dependent on rail signalling," Zenani said.

"The unavailability of spares due to the age of the rail signalling has made it increasingly impossible to perform maintenance and fault-finding duties." Prasa hoped the upgrades would improve train headways and on-time performance.

Reacting to Prasa's announcement, UTATU SARWHU general secretary, Steve Harris, said: "We are pleased to take note of this and trust that once it is fully implemented it will ensure a more reliable and safe service for all." ■

Transnet Engineering's mega growth plan a dream come true for UTATU SARWHU

43422

The expansion of its rail engineering capabilities and the addition of services to ports and pipelines is making Transnet Engineering a vital source of economic advancement and employment.

Most of the company's growth will be achieved through its role in developing and refurbishing the country's rolling stock for TFR and Prasa, its extension into the African engineering market and the services it intends providing to SA's ports and pipelines. By 2019 the company proposes to have added new-venture business worth some

R6-billion to its present turnover.

"Transnet Engineering's growth plan is a dream come true for UTATU SARWHU and for its technical worker members," says Steve Harris, the union's general secretary. "Our union has been calling for this type of development for almost 20 years. For most of those years we seemed to be the only voice that recognised TE's full potential.

"TE already employs more than 14 000 people and trains some 2 000 students annually, many of whom are taken into

full-time employment," says Steve. "The company's growth plan could more than double that figure by the end of the decade.

"We congratulate Transnet on sharing our vision and for getting the job done. Given fair deals along the way, UTATU SARWHU's technical members will be four-square behind their ambitious expansion programme." ■

Another big boost for rail

Railway development in South Africa received another big boost on 21 May when Transnet Freight Rail announced its plan to construct a dedicated manganese export rail link between the Northern Cape and the Port of Ngqura outside Port Elizabeth. The new line will serve as a smaller brother to TFR's Sishen-Saldhana iron ore and Richards Bay coal lines.

Siyabonga Gama, Transnet Freight Rail's chief executive, told a meeting organised by the Johannesburg Chamber of Commerce that a R2,3 billion plan to upgrade the rail network had already been approved as the first phase of a R27-billion railways and harbour development programme that would raise South Africa's export capacity to 21 million tons.

TFR would be investing R10.8-billion between 2012/13 and 2018/19 on rolling stock and infrastructure to support the manganese-corridor project, he said.

"This is great news for rail, harbours and the national economy," says UTATU SARWHU general secretary, Steve Harris. "The project will serve as a further boost to the investment plans that are bringing South African rail and harbour services and jobs back to full life.

"TFR plans to employ 200 wagon trains powered by dual-voltage locomotives. On its way from the Northern Cape manganese mines to Ngqura, the line will run through Postmasburg, Kimberley, De Aar and Cradock boosting those towns' rail support systems. The manganese export terminal to be constructed at Ngqura will further enhance that growing port and the East Cape economy.

"With South Africa providing 80% of the world's manganese, the Northern Cape-Ngqura line can look forward to a long-term future."

Jobs bonanza

The day after Siyabonga Gama announced TFR's plan to construct a manganese line between the Northern Cape and the Port of Ngqura, the following article was published on the SABC website:

More than 80 000 jobs are expected to be created in the Eastern Cape by Transnet's capital expenditure programme over the next seven years. Nearly R13 billion is to be spent just on new port infrastructure at the ports of Port Elizabeth, Ngqura and East London.

The planned capital expenditure in the Eastern Cape forms part of Transnet's earlier announced R300-billion capital expenditure programme for the country as a whole.

The bulk of the money will go towards the upgrading of the national rail system while R57 billion has been set aside for the development of

ports. The bulk of the money will be for the building of a manganese terminal and other projects.

Earlier this week, a R2.3-billion railway network upgrade from the manganese rich Northern Cape to the port of Ngqura was also announced. The Eastern Cape's cut for port development is R13-billion. CEO of the Transnet National Ports Authority, Tau Morwe, says: "This is a small craft basin in the development of the Port of Ngqura. In PE, we are looking at deepening the entrance channel, deepening berths and in East London, a coal terminal."

Morwe says: "These are jobs in the Eastern Cape economy as a result of MDS and the activities that Transnet will embark upon. A large chunk of them will be permanent. There will also be infrastructure that will be permanent." ■

Deaths

March
 Mathye CT Child Johannesburg
 Mdlalose V Member Vryheid
 Ungerer NM Member Vryheid
 Gama B Spouse Newcastle
 Beckett FE Member Durban
 Liebenberg JF Member Richards Bay
 Maluleka MM Member Pretoria
 Greeff MGJ Spouse Richards Bay
 Fella BJ Spouse Bloemfontein
 Dube SB Member Capital Park
 Fakude MJ Member Richards Bay
 Nel PS Member Ogie
 Cele PM Member Durban
 Pilcher RE Spouse Uitenhage
 Van der Merwe JV Member Warrenton
 Neethling H Member Capital Park
 April
 Snyman LC Member Postmasburg
 Kleynhans HL Spouse Sasolburg
 De Winnar JJ Spouse Bloemfontein
 Greeff MM Member Saldanha
 Human MC Member Koedoespoort
 Coetzee LJ Member Ermelo
 Bantom E Member East London
 Thulukanam M Member Durban
 Ngobeni JS Member Komatipoort
 Nyempe AM Member Richards Bay
 Shabangu TI Member Johannesburg
 Mabika BA Member Empangeni
 Makhubu BA Member Witbank
 Pheto MP Member Leeuhoef
 Itumeleng KF Child Bloemhof
 Ferero A Spouse Randfontein
 Koorhaar P Spouse Sishen
 Dukada N Member Pretoria
 Wilson F Member Johannesburg
 Lebatse E Member Sentrarand
 Pillay K Member Bloemfontein
 Ntshali MMJ Member Bloemfontein
 Van Vuuren MJ Spouse Newcastle
 Mboniswa MA Child Salt River
 Stock OV Member Bloemhof
 Thompson S Member Johannesburg
 Mkhize NSP Member Bayhead
 Gabela Z Member Johannesburg
 Beaumont PW Member Cape Town
 May
 Paulsen HWC Member Cape Town
 Booysen A Child Cape Town
 Chiba PJ Member Bloemfontein
 Malusi-Kube N Child Cape Town
 Shezi AM Member Richards Bay
 Joseph Member Richards Bay
 Witbooi HJC Member Postmasburg
 Mashapa NS Member Braamfontein
 Mthembu H Member Cape Town
 Mahlangu GD Child Parktown
 Bosch WF Member Port Elizabeth
 Msomi NT Member Nelspruit
 Van Wyk AP Member Germiston
 Koorsten CR Spouse Empangeni
 Mkhari WM Spouse Parktown
 Mkhari WM Child Parktown
 Nortjee AJ Member Krugersdorp
 De Klerk NH Member Germiston
 Conradie JF Member Elandsfontein
 Sebatana EK Member Elandsfontein
 Botha HJ Member Bellville
 Mosime MR Child Bloemfontein
 Van der Westhuizen JGC Spouse Worcester
 Nel AM Member Standerton
 Wecu LA Member Cape Town
 Mokoena S Member Pretoria

NEWS

Why labour's pay demands sometimes seem excessive

It is understandably difficult for the uninitiated to perceive why labour regularly asks for 18 or 20% pay rises against a CPI of around six per cent and against an opening management offer of even less than that.

'Why this unrealistic gap?' one may ask. 'One does not hear of similar demands from the managerial strata.'

Having long since won their daily survival battles, managers' interests focus more on the annual bonus than on the monthly pay adjustment. They want cash that will increase their range of luxuries and investment opportunities.

Workers, by contrast, need immediate money - a pay packet that will get them to and from work each day; keep food on the table; prevent their power from being cut off and keep the debt collectors at bay.

The workers' annual bonuses are great - when they happen. But with a few hundred managers regularly grabbing around 40% of the bonus pool, leaving tens of thousands of workers to share the remainder, the workers know before they start that no matter how hard they work, their bonuses won't come close to solving their survival needs.

'We sometimes hear management say to workers: 'If you can't come out, you must tighten your belts','' says Steve Harris, general secretary of UTATU SARWHU. 'That kind of statement is as ill-informed as it is heartless.'

'Workers' high increase demands have nothing to do with greed. Let's look at the inescapable assaults on the average wage: electricity costs (few workers can reduce their electricity costs - for much of each year they leave home in the dark and return in the dark), transport costs (whether by car or public transport), escalating medical costs and the impact of inflation on basic food costs.

'The costs I have just mentioned do not take into account other essentials such as clothing, rent or bond payments, family education and saving for hard times and retirement. Seen against this backdrop, one can see that pay increases linked to the CPI cannot come close to resolving the workforce's survival struggle.'

'The recent strike by our bus driver members bears out this argument. Despite their skills, despite the key role they play in a transport chain of great value to the national economy, those drivers were being paid only R6 000 a month. They were asking for an 18% pay rise because they knew that an increase in the 10% range would not enable them to meet their living costs. They ended up with an interim 9% salary adjustment. They are going to have to keep pressing for more simply because they need the additional money to keep body and soul together and to get to work each morning.'

'The bottom line is that most workers are doing all they can to

contain costs. And they are doing that in ways that are harmful to their health and morale and to their employers' best long-term interests.

'The other bottom line is that these problems should be concerning management as much as they concern their workers.'

'Management's aim should be to have a healthy, capable workforce that wakes up each morning wanting to give of its best to its employer. With thousands of lower-paid Transnet workers dependent on health-draining overtime to make ends meet; dispirited because they (or their family members) have to spend countless hours sitting around State hospitals and receiving inadequate treatment because they can no longer afford even their medical aid's most basic health care package, employers are still a long way from achieving that ideal.'

'The solution to the problem is three-pronged: if there has to be belt-tightening it should be done equitably; the gap between management and worker rewards needs to be eliminated - or at least markedly narrowed - and management and labour need to get together to find better ways of rewarding workers and making them feel that they matter.'

Getting the remuneration ratio right

'In sharp contrast to the South African constitution which declares that all people are equal, Transnet has fashioned a system of productivity awards that declares all of its workers unequal. For as long as that reward inequality is allowed to remain, the majority of Transnet's workers will be turned off by the bonus system which is designed to turn them on.'

'Managers frequently tell us that in a competitive market Transnet has to pay its managers high salaries and bonuses in order to attract and retain their skills. If that is the case, why does Transnet not apply the same philosophy to attracting and retaining its technical people? Why does it continuously fail to stem its skills drain? Why does it allow itself to keep losing people in whom it has invested huge training costs?'

'Some sceptics argue that the

minds of the self-help club that make Transnet's remuneration decisions cannot stretch that far. It is important that Transnet proves its critics wrong in this regard. And it is equally important for it to find equitable ways of smoothing the bonus resentments it has created.'

'A similarly pressing Transnet need is for it to devise fairer criteria for determining its productivity bonuses. At present, just as workers' living costs are being dictated by forces beyond their control, so are the criteria that determine their chances of receiving a productivity bonus at the end of the year. The 2012/13 financial year supports this argument.'

'As I write, the word from management is that the company is not going to achieve its targets . . . that workers must lower their bonus expectations. How fair would that scenario be? All indications are that Transnet and its workers have been more efficient and productive this year than ever before; that failing to achieve target will be the result of two factors:

- Excessive targeting
- External influences beyond the company's control

'Transnet can be excused for trying to achieve more through artfully dangled carrots. But it cannot be excused for adopting measures that are unfair to the workforce and which discredit its incentive scheme.'

'Similarly, neither Transnet nor its workers deserve to be held accountable for the unpredictable dents in the company's earnings caused by the coal producers holding back their exports to avoid low coal prices, by lost production on the Sishen-Saldanha line caused by strikes in the iron ore industry, or by the negative impact on containerisation caused by the economic downturn in Europe.'

'Having made progress towards winning worker trust over the past year, it is important that Transnet bears these factors in mind when assessing its productivity bonuses. The de facto effort that enabled the company to continue performing well in difficult circumstances deserves appropriate recognition.'

See Comment on page two. ■



All smiles

Transnet Security Staff at the Carlton Centre are all smiles during a UTATU SARWHU branch meeting.

20105828

GLOBAL

Global transport Round-up

Hong Kong dockers' 40-day stand-off wins concessions

After striking for 40 days, the Union of Hong Kong Dockers accepted a deal stipulating improved wages and further negotiation on working conditions as well as an assurance of no retaliation against workers who participated in the strike.

The International Transport Federation has called the settlement a 'real victory.'

During the strike, over 8 500 letters of protest were sent to Hong Kong International Terminals (HIT) and union also received thousands of messages of support.

Vancouver port stand-off earning polecat rating

The Port of Vancouver's handling of a labour dispute is earning it an international polecat rating. The problem centres around a dispute at Mitsui-United Grain who, when faced with a labour dispute, elected to lock its workers out rather than engage in honest negotiations with their union. The workers stood their ground. As we went to press the lockout was approaching three months.

The situation was inflamed when police were called in to oversee a peaceful process outside the Mitsui-owned United Grain Corporation terminal.

Commenting on the situation, ITF acting general secretary, Fran Cotton, said: 'The recent spectacle of 12 carloads of police arriving to oversee a peaceful protest outside the Mitsui-owned United Grain Corporation terminal shows how the company's intransigence is harming the local community - and the company's reputation. If Mitsui insist on playing with fire they shouldn't expect the Vancouver police department to have to don asbestos gloves on their behalf. This situation demands a solution. The company can no longer evade that fact.'

Thai government accused of serious rail abuses

The Kingdom of Thailand has been accused of gross violation of the international norms on trade union rights set out in ILO conventions 87 and 98 and this has been highlighted by its having allowed the State Railways of Thailand (SRT) to victimise trade union members for exposing serious safety breaches on the country's rail network.

The case centres on the dismissal of 13 union leaders and branch officials who took part in an occupational health and safety initiative in October 2009 to publicise the serious rail safety failings which led to two derailments in four days that month. The accidents killed seven and injured many others. In one

instance, the driver had had one rest day in the previous 30 days. The driver's 'deadman's handle' system was not working and, unbelievably, only 20 per cent of locomotives were even equipped with such a fundamental piece of equipment, according to the union. The initiative involved 1 200 SRUT members who refused to drive trains with faulty or missing deadman's handles.

As well as dismissing the union leaders for their part in raising the subject of hazards faced on the crumbling rail system, the SRT took the SRUT to court to try to impose punitive damages. Despite international protests and against all legal opinion, the dismissals have been allowed to stand by the Thai courts. Their decision has led to the complainants taking this latest action.

The Thai government's principal accusers - the International Transport Workers' Federation (ITF), its affiliated union the State Railway Workers' Union of Thailand (SRUT), the Thai State Enterprises Workers' Relations Confederation (SERC), and the International Trade Union Confederation (ITUC) - have joined together to make a complaint against the Thai government to the International Labour Organisation (ILO).

British companies fined for endangering public and staff safety

The Old Bailey in London has fined three transport companies £100,000 each after a runaway train came within 2,000 ft (600 m) of crashing into a packed tube train on 13 August 2010. A maintenance wagon broke free from an empty passenger train which was towing it and was out of control for 16 minutes as it hurtled through seven stations on the Northern Line. London Underground (LU), Tube Lines Ltd and Schwebbau GMBH pleaded guilty to endangering passengers and staff and were fined on 28 February 2013.

Responding to the verdict, Bob Crow, RMT general secretary, said: 'Today's court outcome reinforces RMT's case for a halt to the on-going cuts process to jobs and maintenance schedules that is undermining and diluting safety procedures across the tube network and which continue to create the perfect conditions for a major disaster.'

'This shocking incident, which could very easily have resulted in a major tragedy and loss of life, should continue to serve as a wake-up call to London Underground and London mayor, Boris Johnson.'

'This near-miss underlines the importance of maintaining the highest possible safety standards on the tube where no one is put under any pressure to cut corners - and yet that is exactly the pressure our members are under right now with maintenance and staffing cuts still on the agenda.'

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	TPT	Transnet Freight Rail	Bombela
PRASA - Autopax	TNPA	Transnet Properties	Bombardier
PRASA - Shosholoza Meyl	Transnet Capital Projects	Transnet Corporate	Mega Express
PRASA - CRES	Transnet Engineering	Transnet Pipelines	Risk Pool

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 **20008303**

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
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	Secretary	T.J.D. Tajane	–	–	gaba.tajane@ovi.com	075 405 2108
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Andrew Cook, CEO of Smoke handing over the South African Service Award to Joe Szemerei, Executive Director Indwe Risk Services.

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Wishes to Madiba

In a show of support and empathy the staff at UTATU SARWU's head office all signed a t-shirt with well-wishes for former president Nelson Mandela. A few of the staff members took it to his home in Houghton. He has been critical ill in hospital for quite some time. Our prayers and thoughts are with him and his family.



Our President makes us proud

Big congratulations to one of our presidents, Pholo Pholo. He recently received a Masters degree in Governance and Political Science at the University of the Free State. Well done!

UTATU SARWU president, GMP Pholo.



Happy retirement

Piet Viljoen is seen receiving his UTATU SARWU Discretionary Fund cheque from Umbilo branch secretary, Anthony Parmasur. Piet retired after 42 years' service as a train driver at Umbilo. We wish Piet and his wife a long, healthy and well deserved retirement.

LETTERS

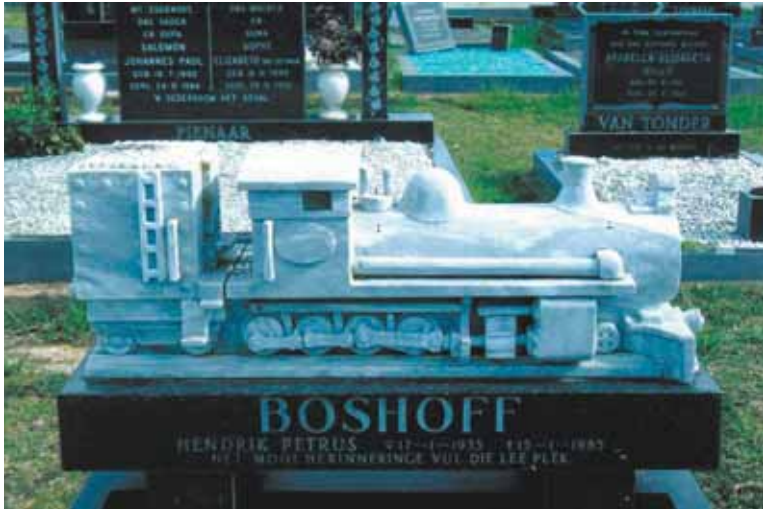
Thank you, UTATU SARWHU

I would like to sincerely thank UTATU SARWHU for taking time to review my case and recommend strategies to achieve the desired outcome. Your advice was very helpful

and gave me new perspective. I would also like to give a special vote of thanks to Eddie de Klerk. Thank you for your help and support. I greatly appreciate the assistance you provided.

Danny Brink – Bloemfontein

A train driver for life ... and beyond



Hendrik Petrus Boshoff, who was a born train driver and career-long member of Utatu (as it used to be known) took his love of trains with him to the grave. It was one of Hendrik's wishes in his will that his gravestone be a steam locomotive. This photograph of his grave in Voorbaai, Mossel Bay, was sent to Labour Report by Chris de Vos, a retired general secretary of our union. It was also posted on to Chris' Facebook page 'Footplate Memories.'

All the best, Stephen



Stephen Verreyne, of Coaches Business went on final retirement on the 28 March after 46 years of service. Stephen has been a staunch supporter of our trade union since he began his career. He was also a shop steward for the old ASA and TWU in his time. A vehicle builder by trade, when Stephen began his apprenticeship they used to build wooden coaches. "Stephen considers himself fortunate. He has been married for 40 years to the same lady, supports the Sharks and loves fishing. He has always been regarded by his colleagues as a very special character. He will be sorely missed, but he will never be forgotten," says John Short, the UTATU SARWHU Exco member who is pictured handing Stephen his discretionary fund cheque. "On behalf of all at UTATU SARWHU, I wish Stephen and his family a happy retirement. We hope that he will visit us from time to time."

20026411

MEMBERS



Liesbeeck branch members bond

When members of the Liesbeeck branch of UTATU SARWHU decided to spend relation-building quality time together they went to Uilenkraalsmond on the south Eastern Cape coast. Their agenda - to relax and recuperate while enhancing team spirit - achieved all of that, and more. "Thanks to our union who were instrumental in helping the day to

happen, we socialised over a lekker braai and a few drinks and discussed union- and work-related matters. Friendships were formed and we took diversity to new levels," reports Rashied Jacobs, who did an excellent job managing the project. "Our thanks also go to Barbara Fourie who helped to make the day a great success by organising team games," says Rashied. "Her efforts

were an excellent example of colleagues working and playing together as a family. "On behalf of the members of the Liesbeeck Branch, Cape Town, I thank UTATU SARWHU's head office for helping us to make our outing possible. We also thank the management of Metro Rail, Cape Town, for their support and indulgence." ■

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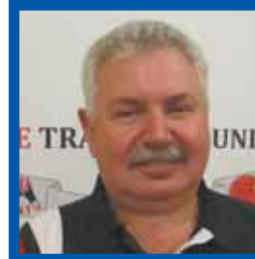
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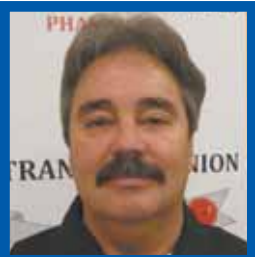


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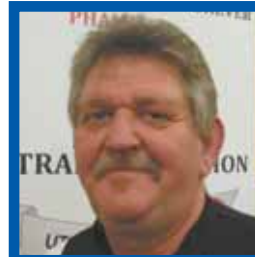
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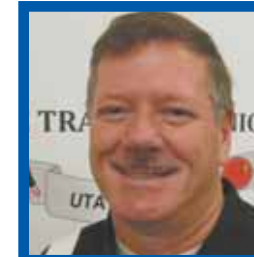
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