

NEWS

Resolutions passed by Congress: 2015
Page 4

NEWS

Report of the General Secretary to Congress 2015
Page 6

CHRISTMAS MESSAGES

Christmas messages from our leaders
Page 8



Report of the president to congress 2015

George Strauss, UNTU president for the last 16 years, gave a moving address to the delegates at UNTU's 2015 Congress. It was his farewell speech. Here is an extract from that speech:

In every career there comes a time to say goodbye. My time has now come. I must say up front how sad this moment is for me. UNTU and its predecessors have been my life since I was elected to serve members as a shop steward in 1974.

Throughout the intervening 41 years I have dedicated my career to serving my fellow workers. Along the way I accumulated considerable experience and expertise. I have won and lost many battles. I have enjoyed enormous support and appreciation from my colleagues. I have enjoyed immense job satisfaction, for which I thank you – and all the members who came before you.

We are coming to the end of a long, long road. How best to treat a farewell address of this nature? When I discussed this with my colleagues they said 'Pass on as much of your experience, wisdom and foresight as you can.'

Let me begin with an overview of South Africa's economic situation. It is easy for us South Africans sitting here at the bottom of the world to think that what happens elsewhere in Africa and in the world has little to do with us. That is a trap that even Transnet and PRASA management have fallen into from time to time.

A few years ago Transnet's business was booming. South Africa was exporting coal and iron ore at record levels. The flow of general merchandise was never healthier. Even now, although volumes are dropping, we are doing quite well thanks to our members on the floor working harder and better and sensible management practices.

But this is not going to last. The present global recessionary climate is going to stretch far into the future and Transnet and PRASA and its employees are going to feel the consequences.



UNTU president George Strauss

The bottom line is that we South Africans do not function in isolation. We are very much a part of the global economy. And we are greatly affected by what happens elsewhere. As UNTU leaders we need to be alive to that fact because it directly affects the welfare of our members. We also need to be alive to what is happening and what is not happening within our borders.

We are all experiencing the hardships and additional costs that are accompanying the Eskom fiasco. We are all witnessing the suffering being caused by:

- Crime
- Our overloaded roads
- Unemployment
- Poor service delivery
- Inadequate education and health care policies and budgets
- The breakdown in efficiency of most municipalities
- The strikes being driven by student and worker desperation

It gets worse. When one looks at the violence that accompanies so many of the strikes and protests, we have to fear the discontent escalating to revolutionary levels as happened in North Africa not so long ago; and in the Middle East to this day. We don't have a Europe to flee to.

We must work together to find ways of embracing the needs of all South Africans to resolve our coun-

Continued on page 2



The delegates of UNTU's inaugural congress 2015

Comradeship, teamwork, service - the goals of our new president

Durban-based Wyndham Evans (53), UNTU's new president, was born in Gordons Bay in the Cape. He joined the railways as an apprentice boilermaker in 1980 and soon moved to Natal to serve principally in Durban and Richards Bay harbours. Trade union service has been the guiding light of Wyndham's career from the outset. After being elected as a shop steward in 1984 he rose through union ranks serving as branch secretary, branch chairman, executive officer and vice president ahead of his election as president. When taking a break from union duties—which is not often—Wyndham enjoys socialising and spending time with friends. He is divorced and has a daughter, one grandchild and another on the way.

New UNTU president, Wyndham Evans, who was elected by Congress 2015 to lead the union for the next four years, has dedicated his leadership to achieving even greater comradeship and teamwork in the service of the union's members.

"In the old days we used to call one another brothers. Today we are comrades. Each term carries the message I want to promote, i.e. that we UNTU members are a family working together to help one another and all transport workers," Wyndham told Labour Report.

"Those of us elected to serve our members on the union's Executive Council have been accorded a great challenge and responsibility. Building on the outstanding legacy we have inherited from our predecessors I want us to take the union to greater heights. There might be

changes in style, but the underlying principle will remain the same—service, service and more service.

"Being South Africa's most integrated trade union brings with it a special cultural responsibility. Therefore, I do not want any UNTU leader to be desk- or office-bound. All of us—from those elected to serve on the shop floor through to Exco and myself—will need to regularly get out into the workplace to keep ourselves in touch with the feelings and needs of our members."

Wyndham had high praise for his predecessor, George Strauss; for the excellent support provided by the union's secretariat, and for the maturity of UNTU's members.

"George Strauss was an outstanding leader. On behalf of all UNTU members I thank him for the enormous contribution he made to establishing our union and mak-



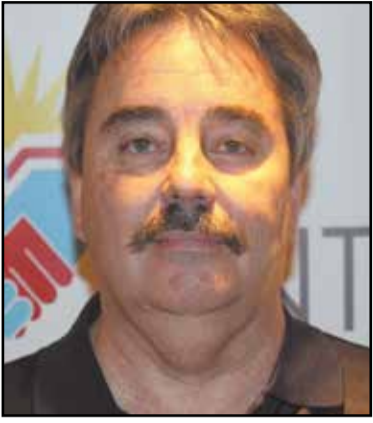
UNTU's new president Wyndham Evans

ing it as large and strong as it has become. George's shoes are going to be difficult to fill. But, working closely with our secretariat, I promise our members that I will be doing my best to carry George's legacy forward.

"I also thank our members for the maturity and good sense they showed at Congress 2015. UNTU and its predecessors owe their strength to them always placing competence, ability and willingness to serve as the qualities they most look for in the leaders they elect. At Congress 2015 our members placed a premium on those principles. That is why we now have a

Continued on page 3

COMMENT



Steve Harris

Wow! What a year. So much early uncertainty, so much effort, so much success at the end. Now that it is all over . . . the campaigning, the elections, the resolution-forming, the debates. We can all look back and pat ourselves on the back for the good results achieved.

Whatever his or her wishes, whatever his or her standpoint, every member can celebrate the outcome of Congress 2015. It has given us a capable, experienced and balanced leadership to guide our affairs over the next four years.

That achievement is a credit to our members.

Unlike so many of the other unions around us they put quality ahead of cronyism; their union ahead of personal ambitions and crazy notions. As a result we can truly claim to be the best resourced, most professional and focused trade union in the transport movement—maybe even in the SA labour movement.

Where do we go from here? We won't really know our new priorities until our new Exco meets early in 2016. But you can bet that further transformation, training and recruitment will remain high on our agenda.

Where do we fit into all of that as a secretariat and as union members? The only right answer is that we

must give our new leaders all of the support that we can. UNTU's success has always stemmed from its united and clear-minded approach. It is our duty to keep it that way.

An outcome of Congress will be a secretariat streamlined to better suit the new order emerging internally and externally. I promise you that my team and I will be doing our utmost to achieve the results that our members want and deserve.

I am sure that all members will join me in agreeing with our new president, Wyndham Evans, in paying tribute to those UNTU leaders whose trade union careers ended at Congress 2015. We owe a great debt

to the dedication those departing heroes collectively gave this union these past years. On behalf of all of us, I wish them every good wish for the future. They go into their labour retirements with the happy knowledge that they set standards of union service which, if emulated, will guarantee UNTU a healthy future.

I have wished you all and your families a happy Festive Season elsewhere in this issue. But I will do so again. Have a good rest and, please, come back refreshed and ready to help raise our great union to even greater heights. ■

20103233

All correspondence must be addressed to the General Secretary at headoffice@untu.co.za



Congress delegates ready for the first day

Report of the president to congress 2015

Continued from page 1

try's pressing problems. Our future is challenging.

A painful decision that will confront all South Africans in the very near future concerns taxation. Already, our country does not have sufficient money to meet its obligations. The question of a Vat increase will arise. What will be our response to it? If the Minister of Finance raises VAT, the poor will suffer. There can be no arguing against that.

That is enough bad news. What is the good news?

The good news is UNTU.

If you look at the delegates at the congress, what do you see: probably the most positive example of racial co-operation in the Labour movement. How has this come about?

It came about in two ways. I came into the Labour movement in 1974 a privileged son of apartheid. As recently as 30 years ago I was a member of a trade union that did not admit black members.

Then came liberation. Overnight the future changed drastically.

Soon after the advent of democracy the former TWU and Footplate Association took a decision that has

served each one of us well until this day: We decided to have nothing to do with politics. Instead, we would concentrate on delivering service excellence on giving each member a higher return from his or membership fee than any other trade union could manage.

All workers began recognising which union offered them the best value for their money and began leaving their political unions to join us.

Today UNTU is far and away the largest and most influential trade union.

A second mini-miracle was required to bring us to where we are today.

Five years ago, when the South African Rail and Harbour Union (SARWHU) was about to lose its official recognition within Transnet, the union began looking around for a new home. The obvious home for SARWHU, the home that everyone expected it to seek was SATAWU, its fellow struggle union. But SARWHU's leaders sensibly put sentiment and politics aside to look for the best possible value for their members.

They took a close look at UTATU and said: 'This union has expertise; they have negotiating skills; they have resources; they offer their

members real benefits. UTATU is the best home for our members.' As we all now know, it was that courage, wisdom and foresight that led to the UTATU/SARWHU merger and the formation of UNTU.

Where would most of us be today without that SARWHU wisdom?

We would probably be members of one of the four unions currently darkened by clouds of fraud or corruption:

- So-called unions that do not have recognition.
- Unions that are spending much of their members' money on the legal battles being waged on the personal ambitions of their so-called leaders.

Thank you UTATU and Thank you SARWHU.

Comrades, we must not for one moment think that because we are workers lost somewhere in the system that all that is happening out there is beyond our control. We count. We have ideas; we have influence, we have votes.

To expand on the points that I have just made let me remind you that UNTU's strength has always been its pro-active stance.

We at UNTU believe that it is not the managers who come and go who are the company. It is WE, the workers who have dedicated our lives and careers to our companies and jobs, who are the company.

When it comes to such practical issues as how best to get things done at the coal-face and what approaches turn workers on or switch them off, it is UNTU that is the experienced voice.

Consequently, much of what we do can be likened to our being another board of directors.

Here are a few examples:

- Back in the mid-1990s it was UNTU who pointed to the madness of abandoning apprentice training. Decades later, government and Transnet are finally getting the message.
- UNTU was the first to point to the folly of switching freight-handling from rail to road. Now after billions have been wasted and our road system is all but destroyed, we are being listened to and the new priority has become to return freight to rail.
- It was UNTU that took our Government of the day to task when trains were almost daily being high-jacked on the East Rand and security miraculously failed to rock up until the hi-jacking was

over. After our protest letter those high-jacking's ceased.

- From the outset, UNTU has been the principal campaigner against copper wire theft a scourge that continues to flourish with, perhaps, the help of some people in high places.
- It has been UNTU's unfailing pressures that have resulted in the improved communication between management and the workforce that are finally developing.

Please sustain UNTU's pro-activism in the years to come.

As your departing president it gives me great pleasure to inform you that the new leadership you elect will be inheriting a union with:

- 33 000 members, a number which continues to rise rapidly.
- A top-rate secretariat staffed by some of the most experienced, capable and dedicated people in the business.
- An immaculate administrative record - never once have we experienced the indignity of the qualified auditors' reports so freely issued to other trade unions.
- Substantial financial reserves.
- Unique member benefits.
- Top-rank training for all UNTU Exco; FTURs; TURs and Office Bearers
- Principles and structures that shield members from the exploitation of union funds and from the other abuses we see happening around us.

Comrades, in case you are not aware of it, the average UNTU membership fee is almost half that of those paid to the other unions and we have not had to increase our subs for five years.

Four years from now the people you elect at this Congress are going to have to stand before you to explain how well, or how badly, they have handled the rich legacy that they will inherit at this Congress.

A member recently asked me: How can we be sure that our new executive will not become as self-seeking, irresponsible and as corrupt as those of some of the unions we see around us? My reply was that if UNTU abides by its entrenched policies, practices and principals that cannot happen.

What are those principles?

Continued on page 3

NEWS

NEWS

Continued from page 2

- UNTU is a worker body. Our every decision is based on what is best for our members: the people who fund and trust us.
- We refuse to take politics into the workplace.
- UNTU is not prepared to be jerked around by politicians who want to use workers as their pawns.
- Nor has UNTU ever tolerated individuals who want to use their union to further their personal agendas.

To protect its members against such human frailties, UNTU has established a system whereby no union leader can access or steer the distribution of our considerable funds without the co-signatures of two colleagues. More than that, we have high principles to uphold and an alert and demanding membership that will accept nothing less than the best.

Your union has recently decided to establish a fully-fledged office at each of our regional branches. Offices that:

- Local members can walk into and receive immediate assistance.
- Will be in daily touch with local issues and problems.
- Will function as unions within the union.

To this end, we have already made an offer on a building in Cape Town. Ultimately, we plan to have viable branch offices in Durban, Port Elizabeth, Bloemfontein or Kimberley and Pretoria.

Over the past 41 years I have acquired considerable expertise on social services: More particularly on pension issues and unemployment insurance, where my experience pre-dates that of all other management and union delegates.

It is with deep sadness that I have to walk away from all of that. More particularly, I regret no longer being part of the NEDLAC process presently working with government to shape a social plan for South Africa.

Much of what government is trying to achieve with its pension reforms is commendable and necessary. Bringing all this about is going to require wisdom, understanding and adjustments on all sides. But it must be done.

What must not be done, in my view, is to fall into the trap of voting in State-run pension and health care schemes.

Comrades, at present, South Africa does not begin to have the financial resources or the skilled personnel to run a State welfare scheme.

South Africa cannot afford any

more SAA's and Eskom's and other failed institutions to devour its resources. Let us first get the health care services we already have running efficiently before we look at grander schemes.

Comrades, in UNTU we have a wonderful self-help institution that affords every member the opportunity to play an active role in shaping our futures and experiencing much fellowship and joy in the process. I wish you and the members you represent every success for the future.

In closing I say again:

? Thank you to all at UNTU, who over the years have trusted, backed and encouraged me.

? Thank you, Colleagues, Exco and our Secretariat (and office staff) for your support, guidance and co-operation and for being bigger than the issues each time we have had to disagree.

Comrades, I might be leaving you physically, but my heart and mind will be with you for as long as I can draw breath.

UNTU I SALUTE YOU ■



The new Vice president Pote Fourie and president Wyndham Evans.

20022030

Comradeship, teamwork, service - the goals of our new president

Continued from page 1

leadership that represents all areas of our activities, professionally and geographically. In the months ahead Exco and I will be looking for possible gaps in that representation and filling them with the Full Time trade Union Representatives we are allowed to appoint.

Another goal that Wyndham has set himself is to persuade the

union's labour federation, Fedusa, to play an even more active and vocal role in labour affairs. "Cosatu makes the most noise; Fedusa speaks the best sense. Therefore we need Fedusa to be getting its messages across more frequently and effectively," he says.

Wyndham's approach to labour/management relations is a straightforward: "We workers would be

nowhere without our managers and our managers would be nowhere without us. Using that basic approach as our mutual guide I want us to stop bickering and start working more closely on a collective approach that will bring better results for the company and all who depend on it from worker to shareholder.

"If there are bumps in the road

ahead we at UNTU will know how to deal with them."

The disruptions of the festive season have forced our new Exco to delay its initial strategic meeting until the first week in February. "At that meeting, which will last a full week, we will set our priorities for 2016 as well as for the longer term," Wyndham explained. ■

111809



LABOUR REPORT

Labour Report is the official organ of UNTU
 Street Address: UNTU House, 182 Louis Botha Ave, Houghton Estate
 Postal Address: PO Box 31100, Braamfontein, 2017
 Telephone: (011) 728 0120/1/2/3/5/6/7/9 Fax: (011) 728 8258
 Internal: (011) 773 8880 E-mail: headoffice@untu.co.za
 Website: www.untu.co.za

Durban Office
 206 Che Guavara (Moore) Road, Durban
 PO Box 61267, Bishopsgate, 4008
 Tel: (031) 823 5927, 082 922 3960
 E-mail: untudbn@untu.co.za

Bloemfontein Office
 Room 206/207 Second Floor, Handisa Building
 39 Blignaut Street, Hilton, Bloemfontein
 Tel: (051) 447 9158 Fax: (051) 447 9207

Published by UNTU
 Editorial and advertising: Schraaiber cc
 Fax (011) 234 1501
 schraader@mweb.co.za
 ISSN 0004-3869

Cape Town Office
 Paul Sauer Building, Room 316, 3rd Floor, Cape Town
 Tel: (021) 449 5879

Resolutions passed by Congress: 2015

14203

Resolution 1: Decent Work & Issues Facing UNTU Members

Congress resolves that:

1. UNTU will, through FEDUSA and structures like NEDLAC, apply pressure on government and our employers to ensure that our members realise their aspirations for opportunity and income; rights, voice and recognition; family stability and personal development; and fairness and gender equality.
2. UNTU wholeheartedly aligns itself with the four strategic objectives of decent work, namely:
 - a. Fundamental principles and rights at work and international labour standards;
 - b. Employment and equitable income opportunities;
 - c. Social protection and social security; and
 - d. Social dialogue.
3. UNTU will continue to fight for the promotion and conservation of our members' rights and interests at the workplace, focusing on challenges such as:
 - a. Income disparities
 - b. Training and development of workers;
 - c. Transformation Occupation Health & Safety;
 - d. Proper and fair Performance Management systems; and
 - e. Racism at the workplace

Resolution 2: Privatisation & Casualization

Congress resolves that:

1. UNTU will, through FEDUSA and structures like NEDLAC, continue to lobby government to limit the neoliberal strategies that challenge decent work for our members;

2. A stronger emphasis needs to be placed on training and development;
3. UNTU supports FEDUSA's call for the major expansion of passenger rail commuting services in and around metropolitan areas and sufficient subsidies to cover the operation of these services.

Resolution 3: Social Security & Benefits

Congress resolves that:

1. UNTU will support the compulsory retirement / savings fund as proposed by government and endorsed by FEDUSA as an additional enhancement to current savings, on the condition that it does not threaten in any way the hard-earned savings of our members who duly provided for their retirement through funds and annuities;
2. UNTU will continue to educate its members about the risks of premature withdrawals from their pension and savings funds for short-term needs.
3. UNTU will continue to honour its fiduciary duty in protecting the needs to retirement

Resolution 4: Back to Rail

Congress resolves that:

1. UNTU will, through FEDUSA and NEDLAC, lobby for the deregulation of land freight in South Africa to be urgently revisited with the objective of reintroducing tonnage and other regulations for road freight operators; and
2. UNTU will, through FEDUSA and NEDLAC, lobby for the state subsidy to rail freight to be revisited – with a view to boost

infrastructure investment for both freight and passenger rail services, to curb the annual road carnage caused by accidents and lessen the burden on our roads and the public in general.

Resolution 5: Foreign Investors/Companies

Congress resolves that:

1. UNTU will through FEDUSA and the NEDLAC Structures apply pressure on Government to force foreign companies to appoint South Africans into top positions in South Africa.
2. UNTU aligns itself with the strategy that South Africans must be empowered to lead and manage business in South Africa.
3. UNTU will continue to fight for the emancipation of South African Citizens.

Resolution 6: Upskilling

Congress resolves that:

1. UNTU will through FEDUSA and the NEDLAC Structures apply pressure on Government and relevant employers to embark on upskilling programmes.
2. UNTU believes that our members and fellow South Africans have the ability to be "upskilled" to any level.
3. UNTU believes that Government and Employers must make available the necessary funds to upskill South Africans.

Resolution 7: Housing/Residential Area

Congress resolves that:

1. UNTU through FEDUSA and NEDLAC place urgent pressure on Government to revert back to

- past practices by forcing corporates and parastatals to construct, refurbish and maintain company residential accommodation for employees in South Africa.
2. UNTU will pull out all stops to prevent members from being put out on the street.
 3. UNTU will constantly lobby support for in which it organises to make accommodation to all workers at areas convenient to residing.

Resolution 8: Fraud & Corruption

Congress therefore resolves that:

1. UNTU through FEDUSA and NEDLAC will pressurise government to launch in-depth investigations into these wrong doings.
2. UNTU insist on being respected.
3. UNTU insist on co-management and co-determination.
4. UNTU will tirelessly oppose fraud and corruption. ■



The new president, Wyndham Evans, gives his first address to the UNTU delegates.

SA Transport system set for a rough ride in 2016

Imagine the shock to the South African economy of several days without rail transport:

- More than two million workers unable to get to or from their jobs
- Freight transport brought to a halt
- Coal supplies unable to reach Eskom
- Stranded shipping awaiting containers
- The Gautrain at a standstill

"That is not the scenario our union wants. But it is the scenario that will happen sometime during 2016 if Transnet does not stop bleeding its workers out of already earned income, health care allowances and pension contributions," says Steve Harris, the general secretary of UNTU, Transnet's largest trade union whose 34 000-plus members stretch through every corner of the country's rail and harbours systems and to the country's pipelines.

"The way Transnet's workers are being treated is pernicious," says Harris. "Our members are not

asking for more than they have already been promised. They are insisting that Transnet implements the agreements that it has already signed with us.

"As far back as 2008 Transnet signed an agreement agreeing to reward its artisans according to their qualifications and experience. That agreement still has not been fully implemented despite the plethora of disputes surrounding it.

"Much the same can be said about the New Reward Progression agreement governing other job types. That effects plus minus 30 000 employees

"By pointedly retarding their employees' income in this manner a government that is pouring billions into SAA is stealing money directly out of its rail workers' pockets and short-changing their pension and health care prospects.

"We blame Siyabonga Gama for the bleeding that is taking place at Transnet. Each time we meet with him he undertakes to 'speak to my



Chris de Vos (retired general secretary), Leonard Singer (attorney) and Steve Harris (general secretary) at the dinner function.

people' and nothing happens. He has gone out of his way to avoid organising a face-to-face meeting between labour and those of his lieutenants responsible for this debacle.

"Given Prasa's new locomotive debacle and the continuing operation of its obsolete rail fleet, the lives of our Prasa train driver members, the train control officers and guards are being threatened on an almost

daily basis by frustrated commuters. Yet despite the risk of having blood on his hands, the company's CEO, Nathe Kenna, is avoiding engaging directly with us.

Bombela's Arnaut le Grande is operating a pension system that is fraught with shortcomings. Yet he, too, refuses to engage us on the subject.

"The rot will stop only when the country can produce real lead-

ers: people with the intelligence, balanced approach and authority required to call a summit at which all these matters can be laid on the table and sorted out.

"If our reasoned approaches cannot win the attention of those in authority, our members will push for a confrontational approach. You can bet on that." ■

Saving for retirement must become every employee's urgent responsibility

Recently retired UNTU president, George Strauss, was not only one of South Africa's most eminent trade union leaders, he was also arguably the most experienced and accomplished pension administrator in the labour movement.

George is going into retirement "very, very worried about the future for pensions globally, nationally and at the individual level."

That means that we must be worried, too.

George's final assignment before retiring was to represent all Fedusa affiliates at the Organisation for Economic and Co-operative Development (OECD) meeting on the future of private pensions in Paris early in December. He describes the meeting as a chilling experience.

"Pensions are under threat worldwide," he told Labour Report. The reasons:

- The global economic stagnation that began in 2008 and which has stunted investment growth is showing no signs of ending.
- The resultant weak jobs and incomes growth has been retarding pension fund contributions.
- Longer life-spans are expanding the number of pension fund beneficiaries and causing a further strain on pension fund stability.

"The foregoing problems have shifted pension issues from the political to the mathematical arena. You cannot pay out more than is coming in. Even the wealthiest countries with stable administrations and long-established pension schemes are being forced to raise their retirement ages and contributions and cut back on pension benefits.

"Now let's look at the factual South African situation and see how poorly it compares:

- We are a country of 52-million people functioning in a weak economy that is fibrillating at just one percentage point above junk status.
- Our unemployed comprise the biggest single segment of our society.
- Only about one half of the 15-million South Africans in formal employment have pension funds.
- The immediate future for our economy is gloomy—things are likely to get far worse before they can improve.

"Ideally, a State pension fund that could care for all of its citizens would be the answer. But given SA's present socio-economic circumstance it is an impossible dream. Our weak economic foundation—

low tax and employment base—makes it arithmetically impossible for South Africa to be able to fund a State pension fund now, or in the foreseeable future.

"That is an arithmetical fact—not an opinion.

"Fedusa, Nactu and the SA Government understand these economic facts. That is why they have all agreed the Tax Amendment Act which now only awaits the signature of President Zuma.

"Cosatu, apparently, has not grasped the realities of the country's economic ill-preparedness. It does not seem to understand that pouring the workers' money into a hastily cobbled and hopelessly ill-equipped state pension fund would be to sacrifice their life savings to another SAA or Eskom.

"Is President Zuma delaying signing the Tax Amendment because he is scared of Cosatu?

"Some informed observers believe that to be the case."

"While on the subject, President Zuma should be looking more closely at the high-level corruption that is stealing workers' money. The most recent auditor's report stated that R35-billion of government spending could not be accounted for. That kind of money would go a long way towards getting a State

pension fund off the ground."

Most of SA's proposed pension reforms are good and necessary

"Even though SA is not yet in a position to launch a State pension scheme, there are other worthy and necessary pension reforms on the drawing board that can be immediately implemented.

"Government wants to:

- Give all workers access to a pension fund.
- Encourage higher individual pensions savings through significant tax relief.
- Put an end to the proliferation of pension funds that unnecessarily multiplies administration costs at the expense of pension benefits. There are some pension funds in South Africa that exist more for the benefit of their shareholders than for the pensioners they purport to represent. That must end.
- Bring about a situation whereby at least some of our pension contributions become transferable when we change jobs.

"For our own sakes we workers need to support those reforms. We must also be ready ourselves to accept two unavoidable amendments to our career patterns: raised retirement ages and the retention of at least some of our pension contributions when we change jobs.

"OECD delegates gasped in disbelief when I told them that Transnet workers still retire at age 63. Because they have been especially well managed, the Transnet Retirement Funds remain viable despite their low retirement ages. But Transnet is unlikely to be able

to sustain its low retirement ages for much longer.

"Many of us involved in the Nedlac debate on social reforms have been urging government not to launch its reforms too ambitiously or aggressively. Many of the companies that will be forced to provide professional benefits to their workers for the first time won't necessarily have the funds or expertise up front. They need to be taught how to walk on pension issues before they'll be able to run. To this end, understanding and grace periods will be necessary.

"I understand how difficult it is for workers who are battling daily to put food on their tables and to keep their creditors at bay to contemplate a long-term issue such as retirement savings. But contemplate that fact they must. Most workers do grow older and do reach retirement age. With no savings to support them in their vulnerable old age, how miserable will their lives become?

"My message to all UNTU members is begin planning for your retirement today. Nobody else—neither government nor Transnet—will be willing or able enough to perform that role adequately for you. Better still, begin planning a post-retirement career that will keep you earning and interested in life for the 20 or so years you are likely to live after the end of your formal career." ■



Voting boxes are being set up by the IEC.

Report of the General Secretary to Congress 2015

25015

Herewith an abridged version of the report made by UNTU general secretary at the 2015 Inaugural National Congress of the United National Transport Union (UNTU) that was registered on 1 November 2014.

This report will include the period registered as United Transport & Allied Trade Union (UTATU) from December 2010, until the merger that took place between the United Transport & Allied Trade Union (UTATU) and South Africa Railway Workers & Harbour Union (SARWHU) on 22 June 2012, forming UTATU SARWHU, which also includes the period up to the name change from UTATU SARWHU to United National Transport Union (UNTU) on 1 November 2014 until Congress 2015.

Over the past five years there have been many developments and changes within our Organisation and within the Employers Organisations that we are recognised in and I will report on that accordingly.

Medical Aid

As reported in 2010 Congress, we managed to negotiate a new dispensation that allows members in Transnet five different schemes where they can choose a benefit that will suit their needs i.e. Transmed, Discovery, Bonita's, Bestmed and Sizwe. In 2014 we reviewed all the medical aids and agreed to the following: Transmed, Discovery, Bonitas, Bestmed and Fedhealth. In PRASA a similar principle was followed. However the choices of medical aids were only Sizwe Medical Fund and Discovery.

WAGE NEGOTIATIONS

Transnet
 * 2011-2012 - 8.5%
 * 2012-2013 - 8.4%
 * 2013-2015 - 9%

In 2015 after very long and difficult protracted negotiations, we signed three year agreement that consists of the following increases:

* 2015-2016 - 7%
 * 2016-2017 - 7.5%
 * 2017-2018 - 8.25%

We trust that this will also allow us the required space and time to deal with outstanding matters of which some are outstanding since 2008 and possibly the most important one, affecting some 30 000 plus employees, is the "New Reward Model", especially the possibility to enable employees to progress from a minimum to a maximum.

Since 2008 when the First Line Manager Specialist Technician (FST), the Artisan and Train Movement Agreement was signed. It is sad to report that the only agreement that is fully implemented is the FST Agreement. It is shocking to find that seven years later, that the Train Movement Agreement, although there has been much improvement of Implementation and Compliance, the same cannot be said about the Artisan Agreement.

This has caused major unhappiness amongst the Artisan Staff, within more specifically, Transnet

National Ports Authority (TNPA), Transnet Engineering (TE) and Transnet Freight Rail (TFR).

PRASA

Negotiations in PRASA have been difficult over the past five years, due to the fact that government is reneging to for full its role to subsidise this business sufficiently. The subsidy has reduced year on year. The question mark this leaves – "Is Government really concerned or interested in ensuring the poor have a safe reliable Rail Service that is subsidised in full to enable to deliver such a service to the poor?"

Wage Negotiations

2011-2012 - yielded an increase of 8% across the board (ATB)

2012-2013 - yielded an increase of 7% on Total Guaranteed Package, Employees receiving R96 000 per annum to receive an additional 1%.

2014-2017 - This brought about the first Multi-Year Agreement as follows:

2014-2015 - 7.5% total gross pay and 8.5% for those who's Total Gross Pay is below R110 000 per annum.

2015-2016 - 8.5% on total gross pay and 9.5% for those employees earning below R120 000 per annum.

2016-2017 - 9% on total gross pay and 10% for those employees earning below R125 000.

In April 2012 an agreement was reached, changing the basic salary to Total Guaranteed Package.

A Remuneration Policy and Philosophy was introduced on 3 July 2014 for the progression of the salaries from "Entry" to "Maximum".

In January 2014 a new agreement was entered into, for particularly, the Technical and Operational Staff that in actual fact, forces an employee to complete his 45 hours working before overtime is paid. This in itself has brought about huge "Interpretation" problems on how an employee should be paid on a paid "Public Holiday" and how is one paid when "Leave" is taken? This matter together with various other matters were escalated to the Chairman of the Board of PRASA and the Acting Group Chief Executive Officer, which subsequently ended in a dispute being lodged.

Subsequently, to the "Political Turmoil" that was brought about by the dismissal of Mr L Montana, it has brought with it, very difficult times and uncertainty among the employees.

We as UNTU have even via our Federation FEDUSA, requested a meeting with Honourable Deputy State President, Mr Cyril Ramaphosa.

We have also raised our concerns in respect of Operational Staff that are continuously being attacked and harassed by commuters on a daily basis. These incidents have increased drastically and the safety of personnel is a huge concern. We have engaged the Chief Executive Mosenngwa Mofi and we emphasised to have regular meetings at National Level regarding the safety

of our members.

Bombela

We aggressively recruited the employees as they are also rail related and are part of passenger rail in South Africa and we secured recognition on 9 November 2011.

Bombela has an Operating License and they only operate the service on behalf of Local Government. We nevertheless have managed to improve their conditions somewhat since our involvement and representation in this Organisation.

As I write this report, two major matters are still receiving attention.

1. The employees' Pension/ Provident Fund

The Fund was changed from one broker to another and it brought a lot of unhappiness to the employees as they are maintaining that they were not consulted with in terms of the requirements of the Pension Fund Act. The other concern is, did they lose monies because of the changes by the Employer. This matter is still receiving our utmost attention.

2. Payment of Operational Staff

It was brought to our attention that the staff were not paid overtime as the employer interprets the agreement differently to what employees believe it should be. Thus the employees are of the opinion that they are owed large amounts of monies in overtime. This matter is still pending and we await a date from the Labour Courts.

Autopax

We lost our Representivity and regained it and lost it again. The main reason for this has been the "Wage Strike" in 2013 and that lasted for almost eight weeks and the fact that we did not have a seat in the South African Road Passenger Bargaining Council (SARPBAC).

Mega Express

We were approached by the employees to represent them and then recruited them and subsequently signed a Recognition Agreement in 2012. We were fortunate that in 2013 we negotiated a Wage Agreement at Plant Level with the Employer and this just after the employees had been on strike for just over a week, the agreement contained a clause that should the percentage increase be less than what was negotiated in the South African Road Passenger Bargaining Council (SARPBAC), the company would adjust the salary increase upward in line with what was negotiated in the Bargaining Council – of which we had no seat to directly represent them.

However, we believe that together with the members the correct decision was made as our members in this industry suffered clearly due to the long protected strike that was driven by SATAWU, which was the biggest representative Union in the Bargaining Council at that point in time.

In 2014 and 2015 the employees in Mega Express went on a few illegal strikes and as a responsible Union, we informed them that the strike was illegal. This is not what the leaders wanted to hear or wanted to accept. They then without our knowledge approached another Union and we lost our representivity in this business.

Bombardier

This is the Technical Division of the Gautrain which maintains the Train Sets. We were requested by the employees to recruit and represent them. A Recognition Agreement was signed on 2 October 2013. We have had Wage Negotiations twice, since obtaining representivity we believe we have done well to look after the interests of these members.

However, due to circumstances beyond our control we have been informed that we are below the threshold and have been given notice in terms of the Recognition Agreement.

The Executive Council

The Executive Council has functioned well since Congress 2010 and I can categorically state that they have ensured to run the Union in terms of the requirements of this Union's Constitution.

Meetings: 2011

The Executive Council met five times.

During the course of the year we sadly lost Nick Els whom passed away on 21 June 2011, due to ill health and was replaced by Scott de Koker in terms of the Constitution.

Former General Secretary, Mr Chris de Vos also retired on 30 June 2011 and a farewell function was held as he had served this Union for many years and who became a household name representing this Union.

Meetings: 2012

On 7 January 2012, Mr IB Nel sadly passed away due to ill health and was replaced by Me Linda Biljoen.

The meeting held on 21 June 2012 was a Special Meeting of the Executive Council and was joined by SARWHU Executive Council Members. On 22 June 2012, the merger of UTATU and SARWHU took place and we were registered as UTATU SARWHU.

The first Executive Council Meeting of the newly merged UTATU SARWHU was held on 2-3 July 2012. The new Executive Council then continued to have two more meetings.

Meetings: 2013

Six meetings were held.

Mr Stakala resigned from Transnet Freight Rail and as an Executive Council Member and his position was not filled at that point.

Mr Bester, PRASA (Central Zone) resigned as an Executive Council Member as he was promoted to a managerial position within PRASA during May 2013 and was replaced by PA Swart.

GS Mtushe was withdrawn as an Executive Council Member in 2013 due to disciplinary action taken against him.

Meetings: 2014

Seven meetings took place.

Former Vice-President, J de Jager

sadly passed away due to ill health in August 2014.

During the meeting of the Executive Council on 30 September – 1 October 2014, Mr Evans was elected and appointed as the Vice-President by the Executive Council.

It was also unanimously agreed to launch the new name of the merged Union from UTATU SARWHU to the United National Transport Union (UNTU) as from 1 November 2014.

On 25 November 2014 a letter was received from the President GMP Pholo dated 13 October 2014 tendering his resignation as President of this Union.

MN Mosolloane was recalled as per the Executive Council's decision on 27-28 November 2014 as she was not consistent in attending meetings of the Executive Council on a regular basis as per the Constitution of UNTU.

Meetings: 2015

Six meetings took place.

Mr Moseki was dismissed on 10 April 2015 as an employee and thus could no longer full fill full his role as Executive Councillor.

The Management Committee

The Management Committee has had 31 meetings since our last Congress, in 2010. The Representatives of the Management Committee is duly elected from among the Executive Council.

The Management Committee together with the Executive Council are very proud to confirm that every Audit since 2010 was a clean audit report with no qualifications by the auditors.

Our Governing Systems that are implemented are of the highest standard as we after all work with trust monies being the member's monies and we can hardly afford not to ensure that the finances are in order.

Structures Branches

In terms of the Constitution it is very clear that Branches must meet at least once every second month.

Meaning that Branches must have at least six (6) meetings per annum e.g. January/ February (1), - March/ April (1), - May/June (1), - July/ August (1), - September/October (1), - November/December (1).

We once again remind you, that Trade Union Representatives are the first line of Union and if they do not ensure that they perform their functions to the best of their ability, the members are then negatively impacted thereof.

The Area Committees have continued to meet.

Elections

The Elections in general from Trade Union Representatives to Branch Officers and Area Committees ran fairly well. The Executive Council had to postpone Congress 2014 to ensure that everyone is up to standard with the Election Process. There were a few problem areas such as Prasa in the Western Cape, Transnet Engineering in Durban, Warrenton, Kimberley and Sishen in the Northern Cape.

We trust that when the Elections starts in 2019 that a far smoother process will be upheld as many times effort and monies have been spent on training in this particular process.

NEWS

I take this opportunity to congratulate all those that were elected as Trade Union Representative, Branch Office Bearer and Area Representative. I wish you all the best, those that will be standing for election as Executive Council Members.

FEDUSA (The Federation of Unions of South Africa)

UNTU has remained an affiliate of FEDUSA throughout the period under review.

Remember, through our affiliation with FEDUSA we have access to the world's latest Labour Strategies and Training opportunities. We have the opportunity to ensure that UNTU'S views become part of National Debates in NEDLAC and various other Boards and Committees.

We are very proud of our President, Mr Strauss as his role in the Social Security Process has been a vital part to ensure that we have first-hand experience of what is transpiring and especially with the changes awaiting Labour in respect of matters relating to Social Security, more specifically, our Transnet Retirement Fund's future.

We thank our fellow affiliates for their support through FEDUSA when it is required.

We do not believe in being used by Politicians, thus our affiliation to FEDUSA, which is non-political. FEDUSA is independent and when you need to tackle issues on merits, FEDUSA does so with pride and success.

We are also proud to announce that our Deputy-General Secretary, Mr de Klerk, was elected as Vice-President for Training and Development at the last Congress of FEDUSA and has since then still served on numerous Boards and Committees.

FEDUSA remains our vital link between Trade Unions on both National and International Structures.

Membership

We are very proud to report that our membership has grown from 21 662 in September 2010 to 33 869 as at September 2015.

We are faced with numerous challenges frequently by other Trade Unions whom believe that they have the expertise and skills to represent employees in TRANSNET, Passenger Rail Association of South Africa (PRASA), BOMBARDIER and BOMBELA etc., but we have a beautiful and very rich history in the Rail Industry that backdates from 1905.

Our predecessors and us, have faced many challenges with numerous changes that have taken place, but be assured we are geared to face those challenges that are still coming. The merger on 22 June 2012 yielded an additional 4 598 members.

Discretionary Fund

Our current claims exceed our income paid into the fund. During the course of the past five years we have already changed the Rules to try and overcome our dilemma and see if we can balance the income versus the claims. However, we have been unable to do.

This is reviewed annually at the Strategic meeting of the Executive Council and closely monitored. We are proud to confirm that this benefit has grown since inception from R1 000 to its current value which is

R6 000 per claim.

We are very proud that we are still the only Union in this country and if not in the world that have this benefit for Members of UNTU.

Deaths

Our thoughts go to those members who have lost loved ones over the past years and especially those members that have passed on, leaving their loved ones behind.

The Death Benefit has continued to run on a very sound footing. We are proud to offer this benefit as union membership fees, likewise with the Discretionary Fund.

Maternity

We are very proud of this additional benefit which was implemented with effect from 1 August 2011. The benefit has attracted numerous members and I applaud the Executive Council for agreeing to this benefit which is payable to our female members.

Once again I must caution Congress that any changes to the Rules affects the cost of the benefit and remember income for this benefit can only be derived from membership fees.

The Management Committee in conjunction with the Executive Council is doing wonders to ensure that we are able to keep running this benefit by the funding of membership fees.

Bursaries

We are very proud to report that our Union has assisted member's children with some form of funding in respect of education when completing their National Senior Certificate (Matric).

This is a very old benefit and continuous to make us proud that we have such a benefit. Up until January 2014 we had two such benefits.

1. Allocated to various Universities – the funds was paid to the Universities and the members had to apply directly with the University of choice and the Universities would then allocated the bursary by fist obtaining confirmation from head office if the applicant's parents is a member in good standing.
2. The Executive Council established a Bursary Committee and the Committee would then propose to whom the bursary should be allocated based on merit.

In January 2015 at the Strategic Meeting of the Executive Council it was agreed to collapse the two bursaries into one system. Thus the bursaries are allocated on merit.

Disputes

Disputes are one of the major matters that keep the Representatives busy. Allow me to take this opportunity to thank every single Trade Union Representative, Branch Official, Full Time Union Representative, Executive Councillors and Secretariat that has over the last five years so diligently represented our members in Arbitration matters. We are proud of these dedicated Members that have gone beyond the call of duty with regards to the efforts and time to prepare for disputes, be it arbitrations or with such unbelievable passion.

What we need to understand is that there is somewhat confusion

that members believe that they have a right to arbitration. Our Constitution is very clear in that the decision rests with the Management Committee and based on the possibility of prospects of success.

The views of the Management Committee is clear – Assets of the Union cannot be wasted to assist members with cases where there are no prospects of success. However, nothing prohibits the member to declare a dispute and request a fellow colleague to assist him/her with the case.

The costs of arbitrations mainly generated from agreements, between PRASA, Tokiso and UNTU. Subsequently at the meeting of the Management Committee held on 27 July 2015 it was agreed to give the parties notice from the agreement and allow all disputes to be declared through the CCMA for PRASA going forward with effect from 1 October 2015.

We once again remind all Representatives that they need to complete the "Request for Arbitration" and/or "Labour Court" by using the required form and ensuring that it is fully completed, clearly motivated and then submitted to the head office.

Legal Matters

Our expenditure on legal fees have increased year on year due to the Employers uncaring attitude and non-compliance of "Collective Agreements" and more recently the attitude of employers to sue employees civilly.

The Executive Council has approved to create and full a position for a Deputy General Secretary Legal. We are in the process of filling the vacancy with a clear legal requirement that this individual must have for instance a law degree in Labour Relations and vast experience and knowledge in Labour Law. We trust that this will decrease some of our legal costs that have escalated drastically.

Properties

Durban Property

We have been privileged to purchase a new office building in Durban in 2012. The property is the proud asset of UNTU and all meetings and Training in the Durban area can be held at this great venue.

Untu House

UNTU HOUSE remains the pride of our head office in Houghton Estate, Johannesburg. We have approval from the existing Executive Council to purchase a property in Cape Town that is central for our member that can afford the opportunity to hold Area Committee Meetings and is sufficient to accommodate all our training needs.

Voetplaatspark

Voetplaatspark our holiday resort is well taken care of by our Manager Gert Minnaar with his wife, Jean, Estelle and all the other personnel are truly running this asset to the best of their ability.

In terms of the Companies Act, the Executive Council is required to appoint Directors to look after this entity in line with the Companies Act. The Executive Council in their wisdom have appointed the following to the Board of Directors at VOETPLAATPARK:

1. Mr GH Strauss
2. Mr WL Evans
3. TD Khumalo
4. Mr B Jonker
5. Mr SA Harris

This beautiful holiday resort is a benefit we acquired in the early 1990's for the use of our members. The sad part is that approximately 2% of our members make use of this great facility.

Transport Education Training Authority (TETA)

The President, Mr Strauss served on the Board for some time and his term of office was ended in terms of their Ministerial appointment. However, we were very fortunate that Mr Evans, our current Vice-President was appointed to serve on the Board for the period 2012-2016 by the Minister of Higher Education, Dr Blade Nzimande.

President Strauss with Zonke Cebekhulu, Executive Councillor, represents UNTU on the TETA Rail Chamber. We also have members serving on other various Chambers.

It is with regret that we must report that we are still experiencing major problems with regards to TETA in the delay of issuing the employees with their Trade Test Certificates.

We have written to the Minister of Higher Education and have raised our total dismay at the TETA Board and at the Rail Chamber. We will continue to do our utmost until a solution is found regarding this matter.

Training

Over and above the involvement in the TETA, as reported our Deputy-General Secretary, Mr de Klerk has served on the South African Qualification Authority since November 2004, until his term ended January 2012 as a Member of our Federation FEDUSA. He currently serves on the National Skills Authority as appointed by the Minister of Higher Education; Dr Blade Nzimande through a nomination from FEDUSA. Furthermore, he also serves on the Occupational Health and Safety Committee, advising the Minister of Labour on health and safety issues as also nominated by FEDUSA.

He is currently also the Vice-President of Training and Education of FEDUSA and serves on the Management Committee and the National Executive Committee of FEDUSA.

UNTU prides itself with quality training it has delivered over the past five years to its Trade Union Representatives.

We also take this opportunity to thank one and all that has assisted in facilitating the training over the last five years, your commitment and unselfish dedication is highly appreciated.

Honorary Life Members

It is with regret and great sadness to report that nine of our Honorary Life Members have passed away since Congress 2010.

We have been very fortunate that we have been able to fit in time to meet with some of our Honorary Life Members during the past five years. It is always an honour and privilege to

be able to share some of the memories of the past and what is currently taking place with our Honorary Life Members who have served our Union in the past with great esteem.

Head Office

The staff grew as a result of the merger in June 2012. However due to unforeseen circumstances the following staff members have left the service. We have subsequently appointed Mr Samuel Nduduzi Radebe at our Regional Office in Durban.

I am very proud of my staff and their dedication to UNTU which is an enormous advantage and privilege in today's day and age.

Be assured we will continue to serve our Members, Trade Union Representatives, Branch Officers and Executive Council Members to the best of our abilities.

Appreciation

We were very fortunate to have had former General Secretary, Chis de Vos until his retirement on 30 June 2011 and the old stalwart, Deputy-General Secretary, Louis Brockett in our midst that contributed vastly with their wealth of knowledge and experience. My appreciation has no words.

We also thank the President and Executive Councillors for their support over the past five years. It has been a privilege and honour to have worked with you all.

Our thanks and appreciation also goes to each and every Area Committee, Branch Officers, Trade Union Representatives, Full Time Union Representatives that have served this Union so diligently with pride, dignity and dedication. We look forward to work together with all the newly elected office bearers in the next four years with the sole purpose to serve and to build this beloved Union from strength to strength.

To our President, Mr Strauss, we come a very long way since I joined this Organisation in 1982. Since your election as Executive Councillor, Vice-President and President, it has been a very close working relationship and it has been an honour and privilege to have served this Union in collectiveness with you. Thank you for your dedication and commitment to this Union over the many years, since 1974 when you were elected as a Trade Union Representative.

Executive Councillors Retiring

Ben Jonker, I have been privileged to have served with you over the past 25 years, which you so diligently served the Union and its Members. Enjoy your new future and thank you for all your commitments and contributions over the years.

Frans Crause, I know you have served the Trade Union Movement over 22 years. I have been very privileged to have served this Union alongside you, since our merger in November 2000 to date. We also thank you for your loyalty, commitment and dedication to the Trade Union Movement.

Conclusion

I wish you all a successful Congress and may we grow UNTU with your support and dedication to new heights in the years to come. **VIVA UNTU VIVA! ■**

CHRISTMAS MESSAGES



Christmas messages from our leaders

In wishing all UNTU members and their loved ones a very happy Christmas and a great 2016, let me repeat some of the points I have made in this issue's Comment.

UNTU members have very good reason for approaching their seasonal rest with a feeling of achievement. Together they have completed the difficult task of bringing UNTU to full maturity.

Thanks to their balanced thinking and judgment, no longer are we products of this or that past union, we are all proudly UNTU – members of the biggest and best trade union. A union that is going to become even bigger and better in the years ahead.

How did you achieve that commendable goal?

You did so by transcending small-mindedness and racial divisions to assemble a committed and capable leadership to take us through to 2019. For that I salute each one of you.

So, where do we go from here?

Having assembled our leadership teams throughout the country and having democratically set our union's objectives, it is now up to each one of us to back our union to the hilt in the challenging times ahead. In so doing, there is always going to be room for those willing to serve.

Trade unionism is never easy, that's why they call it a 'struggle.' But the comradeship and excitement it generates makes it one of the best places to be.

I and my team are looking forward to serving you in the years ahead. Have a great Festive Season.

Steve Harris – general secretary

Colleagues, this is my final Christmas message to you after 16 years as president of UNTU and some of the unions that formed this union.

As such, this is my opportunity to say a huge 'thank you' all of the union members, office-bearers, Exco members and UNTU staff who have helped me to perform my role.

There were many contentious issues over the years . . .

At times, we have had our differences but never have problems been allowed to come between us.

Our union faced each issue on its merits.

Working on the principle 'What is the best solution for our members?' we allowed the majority view to hold sway.

That is how we remained so strong and united.

I thank you for that.

And I hope and pray that you will accord my successor the same level of support and co-operation.

Colleagues, we have travelled a long way together and have achieved much.

In today's fractured work

situation we have become perhaps the only trade union that is still growing and certainly the union with the highest level of racial unity and co-operation.

If we can continue the good work that has brought us to where we are now, the potential for this union is enormous.

Departing presidents are expected to leave with a message.

My message is this: UNTU's strength lies in the fact that it is its members' union.

Unlike so many of the unions around us presently engaged in divisions and personality conflicts, UNTU's leaders have never used our members' money for anything but the furtherance of their interests.

That has been our strength.

Let's keep it that way.

Colleagues, although I am leaving physically, your best interests will always be in my heart. For as long as I am able, my experience will always be available to you should you need it.

I thank you again for the support and comradeship you have given me and wish you all – and your loved ones – the best possible Christmas and many great new years to follow.

I salute you.

Thank you.

George Strauss – outgoing UNTU president

It is an important day to remember.

It is a day of rejoicing and celebration.

It is a day where all families are to come together.

To forget the bad of the past and to look forward to a brighter future.

And to collectively address issues with much love and happiness.

I wish this on all our members and their families.

Travel safe, enjoy the break and may the blessings of the almighty guide you forever.

God Bless and Merry Christmas and a prosperous New Year.

Wyndham Evans – new UNTU president

Seeing that I am going on pension, this will be my last Christmas message. First of all I want to thank every person who crossed my path during all my years as an EXCO member. You gave me the support to do my job to my best ability and to help members in all walks of life.

Unfortunately all things have a beginning and an end. The years I served this trade union were the best of my life. I want to take this opportunity to thank each and every member and their families and wish them a wonderful Christmas and a Prosperous New Year.

To my fellow Exco members

and head office staff, thank you for your support over the years. To my wife and two daughters, thank you for the support you gave me. And to my grandson, the joy you will bring when Oupa is retired and spending more time with the family is something I look forward to. Last, but most importantly, thank you, Lord, for all your blessings through all the years.

Frans Crause

It is with great sadness sitting here knowing this is the last time that I will write a Festive message to you. I have decided after 40 years of service to call it a day and make way for new blood. I want to thank all our members, TURs, head office personnel and my colleagues for their support though the 25 years that I was an Executive Officer. I have made a lot of good friends during my time serving the union and I am going to miss you all. If I could have my life over I would do exactly the same to serve this great union. I believe the new Executive will take this union to even greater heights. The members who are going on leave, drive safely and enjoy your holiday. To all of our members I wish a blessed Christmas and prosperous New Year. It is my prayer that the Lord will be with you in this time. I also want to thank my family for years of support and love.

Ben Jonker

I can't believe this year and this term is almost gone. The year 2015 was the year of challenges and achievements. We have reached a great milestone together to achieve our goal as the union of choice.

We have managed to service our members to the best of our abilities and that helped with the increase of membership. We are proud to say we are the leading union, and we will remain the one! One of our greatest accomplishments this year was to adopt the Gender Equity Forum to bring us in line with the structures at our federation FEDUSA as well as at Transnet and Prasa. The Gender Equity Forum will address various issues regarding gender in our organisation such as inequality in leadership roles, as well as the discrimination among genders. We hope and believe that in the year 2016 we will improve even more in service delivery and membership. I aim to make 2016 the year to 'seize it'; we need to seize or grab any good opportunity coming our way and make a success of it. I wish you all a Merry Christmas and Prosperous New Year! God loves us all.

VIVA SPIRIT OF UNTU VIVA!
Zonke Cebekhulu

When you look back on the year that has passed, how many times did you change your life direction

because of disappointment, sadness, worries, happiness or luck? Was your year also full of potholes and did you stray off the course sometimes? I did. Give God your steering wheel. When He drives your life's motorcar, you can change other travellers' flat tyres, you can navigate every off-ramp and you will be able to relax. God is always in charge of time and eternity and you will never arrive too late at the right destination. Try it with confidence. You can. May you all have a blessed Christmas and all the best for 2016.

Douw Dreyer

As the year 2015 draws to a close, UNTU can successfully look back and say: 'It was a GOOD YEAR for us.' We negotiated the challenges coming our way with the dedication and commitment our beloved union needed and deserved. Our members' needs and servicing requirements will always take priority. With the National Congress behind us, we have a full new Exco and President who will lead us into the future. With this in mind I would like to take this opportunity to say thank you for the period I enjoyed to serve you, the members of UNTU. Further to this, to wish you one and all a blessed festive season with your loved ones and let us embrace the challenges coming our way in 2016 in unity.

Trevor Wasserfall

I would like to thank all of the Eastern Region's UNTU members who gave me the opportunity to work so closely with them.

We are standing at the beginning of a new term and I would like to wish all the people who avail themselves for the service of UNTU a good and happy experience. To the members of UNTU, have a happy Christmas and a prosperous new year. God Bless you all.

Jannie Breytenbach

UNTU's first National Congress in 2015 are over and done. A big task is at hand to take the union forward for the next four years. To all the old stalwarts that are ending their careers and looking forward to their well-deserved pension, a very big thank you for the leadership you had shown and the tutoring you had given to us; you will be missed. We are grateful to look back on a year where we as union had to adapt and overcome all the challenges that were put on our paths to test us. That been said, we are standing at the beginning of a new year that will require us to learn new skills and adapt to the challenges to be successful as a union in 2016. We have a duty, and that is to serve and protect our members and each other in all

the different divisions of Transnet, against unfairness and unsafe working conditions.

A special thanks to all UNTU's devoted Shop Stewards, for their commitments and efforts to assist our members. Their services helped to grow UNTU. Also a big thank you to our Secretariat and Head Office Staff for the work and efforts you put in to help grow this union and the hours you had put in to make Congress 2015 a success. To all our members and staff who had lost loved ones in the past year, our prayers and condolences to you and your families in these testing times. I want to thank our Lord and Heavenly Father for the wisdom, strength and health He had blessed me with to do my work and thank you to my family for their support in my work. To the newly elected President, Exco, FTURs, Shop Stewards and members, a Merry Christmas and Prosperous 2016 to you and your families. Enjoy the rest period and come back well-rested and ready to take on 2016.

VIVA UNTU VIVA!

Henk Smith

2015 came and went very fast, with new developments and challenges. As long as we put our trust and faith in God our Saviour, we can adapt to any situation be it on a personal or professional level. I would like to take this opportunity to welcome our new TURs who were elected during this year, and also a special welcome to the newly elected National Executive Committee Members. Once again, thank you all for your trust and confidence in me. It was my honour and privilege to assist you throughout 2015 and to be part of UNTU. We believe in what we stand for and TOGETHER we can reach our dreams, achieve our goals and overcome any obstacle that comes our way. A special thanks to all the Shop Stewards and members out there who also assisted our members throughout the year in the everyday issues in the different work places. They have assisted us a lot, and gave us the opportunity to concentrate on more urgent issues. I wish for all UNTU members, Shop Stewards, the newly elected Executive Council and head office staff a blessed Christmas and happy New Year, irrespective of if you will be working, planning to go away for the holidays or simply just having a quiet time at home – may you be kept safe in the hands of the Almighty.

Wishing you all the best for 2016 and that all our dreams and goals come true and that UNTU grows from strength to strength.

Scott de Koker ■

NEWS



GLOBAL

Global transport Round-up

Business, NGOs, faith groups and trade unions agree on zero carbon future

Business groups and civil society representing more than half a million people and a thousand businesses have backed the international trade union call for dialogue between workers, business and governments that will ensure a just transition to a zero carbon future.

The joint declaration in support of a just transition was signed by the International Trade Union Confederation's We Mean Business, The B Team and seven major international NGOs and civil society organisations including CID, the international alliance of Catholic development agencies, Friends of the Earth, Action Aid, Greenpeace, Christian Aid, WWF and Oxfam International at the opening of the UN climate talks in Paris.

"A global agreement on climate change in Paris must commit to just transition. We are minutes from midnight. We need a strong climate agreement. We need a commitment from everyone "governments, employers, unions and civil society to work towards the industrial transformation that is vital to deal with climate change," said Sharan Burrow, General Secretary, ITUC.

The call for dialogue was signed in Paris as 150 world leaders gathered for the start of the UN Climate Change conference to negotiate a new deal on climate to keep the world within a two-degree temperature rise. "We can plan for the industrial transformation required to keep the world within a two-degree rise, or it can happen in a disorderly way, it is a choice. But a just transition is an imperative if we are to leave no one behind. Climate action requires an investment in jobs and social protection. The call for dialogue for just transition puts this into action," said Sharan Burrow.

Paris bus workers defend public services

Bus drivers in Paris showed that union work in the city will continue despite the recent attacks by holding a one day strike, 18 November. In a dispute that started in October the drivers were protesting against new policies set by state-owned operator RATP that adversely affect both public transport services and workers' rights. According to CGT-Transport, the unions consulted widely before deciding that the strike should go ahead, thereby defying massive pressure from management.

Many public transport workers helped people caught up in the 13 November attacks. They assisted the evacuation of 80,000 spectators from the Stade de France, taxi drivers took people home for free when public transport was stopped and unions, including CGT-Transport, urged its members to donate blood.

ITF inland transport secretary, Mac Urata, said: "The Parisian bus drivers' example is an important reminder that unions must continue their fight for workers' rights at all times, even in the face of adversity. They showed how public transport workers in the front line of terrorism and natural disasters can assist citizens in times of emergency."

In a statement the CGT explained that the action was over deteriorating working conditions due to a lack of staff (with a shortfall of 1,300 jobs), the freezing of salaries and the scrapping of social protection. It added that local government and RATP management needed to grasp the fact that public services are an essential common good and an asset for society – not merely a cost.

Rail unions focus on promoting ILO conventions 87 and 98

Around 40 leaders from railway unions in Eastern Europe and Central Asia met with ILO experts and senior ITF representatives in Baku, Azerbaijan from 30 September to 1 October to discuss organising and the promotion of ILO conventions throughout the rail industry.

Discussion focused on topics related to the impact of organisational and legal changes in the railway industry on the trade union movement; the problems of implementing fundamental ILO conventions in the CIS region; the promotion of ILO conventions, and other issues facing ITF affiliates.

The ILO senior workers' activities specialist, Sergejus Glovackas, spoke about the importance of promoting and implementing ILO conventions 87 and 98, with a special focus on supply chains and multinationals in the railway sector. John Bliet, ILO specialist on enterprise development, addressed the ILO Declaration on Multinational Enterprises.

Oysten Aslaksen said: "Restructuring of the world's railway systems is taking place. This means privatisation and a split between infrastructure, operations and maintenance that causes great challenges to railway trade unions. Sooner or later this will come to the CIS (Commonwealth of Independent States) region and we have to be prepared."

The meeting was organised in co-operation with the ILO (ACTRAV) and regional office for Eastern Europe and Central Asia, in close co-operation with the ICTURWTB, the regional railway union body for CIS countries and Baltic states.

Deaths

SEPTEMBER

Leech A Member Pretoria
Buntting Lc Member East London
Malaza Mn Member Nelspruit
Blom Ca Member Beaufort West
Luvuno Sj Member Vryheid
Sam Nc Spouse East London
Tlatsa Sm Spouse Springs
Fourie Ab Member Beaconsfield
Coetzer Uw Member Beaufort West
Harmse Njh Member Pretoria
Douw P Member Kimberley
Booyesen Gm Spouse Bellville
Vezi Db Member Durban
Nhlanhla JI Member Witbank
Nkosi Bs Spouse Ermelo
Mafunisa Tj Child Sentrarrand
Qwasha Nc Child Kimberley
OCTOBER
Landman Mc Spouse

Bloemfontein
Zinn C Member Cape Town
Sithole T Member Vryheid
Olifant B Child Cape Town
Simelane Nml Child Volksrust
Tembe Zp Spouse Richards Bay
Thusi Th Member Pietermaritzburg
Hlongwane Mj Member Nelspruit
Myburgh Gg Member Cape Town
Lebusho M Spouse Bloemfontein
Cooper Lr Spouse Cape Town
Van Wyk M Member Halfweg
Sithole Te Member Newcastle
Mokebe Et Member Kroonstad
Mutula Mw Spouse Johannesburg
Zuma A Spouse Danskraal
Ntuli Cm Child Vryheid
Ntuli Cm Child Vryheid
Shabangu Ms Spouse Pretoria
Snyman Rj Member Durban
NOVEMBER
Motseme Lp Spouse Kimberley

Mazibuko Ms Member Sentrarrand
Ditsebe Mj Member Bloemfontein
Jansen Van Vuren Gj Member Sentrarrand
Molekane Mj Member Bloemfontein
Weber Jr Member Warrenton
Ngwenya Mj Member Ermelo
Wilken Wa Member Germiston
Molokwane M Child Johannesburg
Miggels P Member Port Elizabeth
Mooketsi Dc Member Kimberley
Modimola Jk Spouse Germiston
Dweba Z Member Port Elizabeth
Adonis R Member Cape Town
Landman Gm Member Newcastle
Manamela M Child Pretoria

UNTU DIRECTORY

Area 1 - Kwazulu Natal

AREA COMMITTEE							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Chairman	Short	John	071 481 6975	031 361 6164		John@untu.co.za	
Secretary	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net	
BRANCH							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Durban Infra	Chairman	Biljoen	082 852 9478	031 361 4318	086 726 0711	linda.biljoen@transnet.net	
	Secretary	Coetzee	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@transnet.net	
Ermelo	Chairman	Olivier	082 612 8519			olivieregbert@yahoo.com	
	Secretary	Shabangu	072 025 5148	017 801 2052		mxolisi.shabangu@transnet.net	
Ladysmith	Chairman	Mazibuko	073 288 3574			Sipho.Mazibuko@transnet.net	
	Secretary	De Bruin	084 506 3709	036 271 2001		tingeling@telkomsa.net	
Maritime Durban	Chairman	Phethwa	083 721 2250	031 361 8377	086 677 6040	wiseman.phethwa@transnet.net	
	Secretary	Amos	084 924 1726	031 361 6664		jane.amos@transnet.net	
Maritime Richards Bay	Chairman	Madonsela	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net	
	Secretary	Ndaba	074 793 1422	035 905 3130		Joseph.Ndaba@transnet.net	
Newcastle	Chairman	Van Der Hyde	083 308 5375	034 328 7202		willievanderhyde@gmail.com	
	Secretary	Thwala	072 536 5798	034 328 7235	086 218 9144	thembe.thwala@transnet.net	
Pietermaritzburg	Chairman	Holtshausen	082 336 2708	033 897 2460	033 897 2460	charlesh60@gmx.com	
	Secretary	Mngenga	083 366 5200	033 897 2727		utatupietermaritzburg@transnet.net	
Metro Durban	Chairman	Brand	083 501 2006	031 813 0197	031 361 7587	mbrand@metrorail.co.za	
	Secretary	Tikum	083 756 4484	031 813 0226		htikum@gmail.com	
Richards Bay	Chairman	Hattingh	083 547 3059	035 906 7193		walter.hattingh@transnet.net	
	Secretary	Verster	081 727 5134	035 905 2034	035 905 2041	paul.verster@transnet.net	
TRE Durban	Chairman	Naidoo	084 686 1556	031 361 5103		Krishnannaiddoo@gmail.com	
	Secretary	Vertuin	079 515 3739	031 361 4684		christinevertuin@yahoo.com	
TRE Traction Durban	Chairman	Bezuidenhout	083 412 3174			Bez.Bezuidenhout2@transnet.net	
	Secretary	Allanson	083 661 3528	031 361 5354		Michael.Allanson@transnet.net	
TRE Richards Bay	Chairman	Cebekhulu	082 567 6637	035 906 7372	035 906 7015	zonke@untu.co.za	
	Secretary	Msweli	082 588 5565	035 905 4178		bonginkosi.msweli@transnet.net	
Umbilo	Chairman	Rankin	082 874 7797	031 361 4033		rodneymrankin@transnet.net	
	Secretary	Heijmans	078 282 3237	031 361 4033		remon@neomail.co.za	
Vryheid	Chairman	Ndwandwe	083 710 4031	034 989 9376		alexander.ndwandwe@transnet.net	
	Secretary	Mzini	078 670 2713	082 392 9974		mzinivusumuzi@gmail.com	
Wentworth	Chairman	Govender	072 690 0706	031 361 5346	031 361 4330	untuwddtfr@transnet.net	
	Secretary	Balmogim	081 462 8344	031 361 5346	031 361 4984	untuwddtfr@transnet.net	

Area 2 - Eastern Cape

AREA COMMITTEE							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288		clayten.duplessis@transnet.net	
Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net	
BRANCH							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Burgersdorp	Chairman	Wheeler	083 409 8689	051 653 9219	051 653 9205	Jacobus.vanzyl@transnet.net	
	Secretary	VACANT					
Cradock	Chairman	Els	084 205 8529	049 802 8224		Andries.els.05@gmail.com	
	Secretary	Pain	078 320 1130	049 822 8227		basie.pain@transnet.net	
East London	Chairman	Greyvenstein	083 558 4430	043 700 4371	043 700 4344	christian.greyvenstein@transnet.net	
	Secretary	Pautz	078 802 5566	043 700 4317	043 700 4207	clive.pautz@transnet.net	
Mossel Bay	Chairman	Prinsloo	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net	
	Secretary	Mare	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com	
Maritime East London	Chairman	Hart	083 287 4234	043 700 2237		bill.hart@transnet.net	
	Secretary	Emery	082 315 9826	043 700 2410		douglas.emery@transnet.net	
Maritime Port Elizabeth	Chairman	Galvin	084 504 0562	041 507 1589		galvin.roan@transnet.net	
	Secretary	Nibe	083 574 5861	041 507 1559	086 648 7131	thandiswa.nibe@transnet.net	
Maritime Nqgura	Chairman	Damons	084 589 2698	081 7223011		careston.damons@transnet.net	
	Secretary	Julie	073 535 3221	041 507 8397		venecia.julie@transnet.net	
Port Elizabeth	Chairman	Van Tonder	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net	
	Secretary	Godfrey	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net	
Metro East London	Chairman	Shube	076 698 3605	043 700 2706		mangaliso.losi@prasa.com	
	Secretary	Nkumanda	083 670 0013/083 947 1995	043 700 2353/2090/2160		Kholelwa.nkumanda@prasa.com	
TRE Swartkops	Chairman	Cyster	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net	
	Secretary	Verwey	084 510 0319	041 507 5194	041 507 5224	Barend.Verwey@transnet.net	
TRE Uitenhage	Chairman	Du Plessis	078 212 6211	041 994 2288		clayten.duplessis@transnet.net	
	Secretary	Bubb	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net	
Queenstown	Chairman	Barnardo	084 461 7765	045 808 2040	045 808 2150	petrus.barnardo@transnet.net	
	Secretary	Van Heerden	083 944 9385	045 808 2022		USE FAX	

Area 3 - Western Cape

AREA COMMITTEE							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Chairman	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net	
Secretary	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za	
BRANCH							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Beaufort West	Chairman	Janse van Vuuren	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net	
	Secretary	Van Niekerk	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com	
Cape Town	Chairman	Davies	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net	
	Secretary	Warrington	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net	
Maritime Cape Town	Chairman	Assegai	073 208 4644	021 449 6320	021 449 6425	michelle.assegai@transnet.net	
	Secretary	English	073 633 2610	021 449 2787	021 449 2561	mufina.english@transnet.net	
Maritime Saldanha	Chairman	Wevers	073 397 3179	022 703 4907	022 703 4952	ply.wewers@transnet.net	
	Secretary	Mbonyana	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net	
Lions Head	Chairman	Ramuhovhi	073 870 0970	021 449 5349	021 449 2104	Esterramuhovhi24@gmail.com	
	Secretary	Matsepe	073 704 8688	021 449 2125	021 449 2104	mmatsepe@metrorail.co.za	
Metro Disa	Chairman	Hartogh	072 374 9673	021 940 3310		priscilla.hartogh@gmail.com	
	Secretary	Rhelegushe	071 006 6135	021 940 3316		srelegusme@prasa.com	
Metro Liesbeeck	Chairman	Vermaak	084 608 3304	021 507 2007		cvermaak@metrorail.co.za	
	Secretary	Fourie	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za	
Metro Tafelberg	Chairman	Qoyi	078 866 8381	021 449 5532		lqoyi@prasa.com	
	Secretary	Kwintshi	082 737 8922	021 449 6430		tkwintshi@prasa.com	
Saldanha Ores	Chairman	Saul	079 225 9168	022 703 2229	022 703 3247	Lutwena.Saul@transnet.net	
	Secretary	Myburgh	083 652 7580	022 703 3242	022 715 1951	andreuntu05@telkomsa.net	
TRE Cape Town	Chairman	Mgqolozana	082 751 2165	021 507 2039	021 507 2049	tembile.mgqolozana@gmail.com	
	Secretary	Salie	073 281 7639	021 507 2388		gamiedsalie@gmail.com	
Vredendal	Chairman	Engelbrecht	083 440 9816	022 703 3552	022 703 3555	willem.engelbrecht@transnet.net	
	Secretary	Brand	078 445 6422	022 703 3576		willem.engelbrecht@transnet.net	
Worcester	Chairman	Steyn	083 293 7523	023 348 4218	023 348 4304	steyn@cwnet.co.za	
	Secretary	Horn	083 293 7536	023 348 4290		stefan.horn@transnet.net	

Area 4 - Free state

AREA COMMITTEE							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Chairman	Veitch	Russel	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net	
Secretary	Roiland	Thembelani	073 489 9897	051 408 2243		Thembelani.Roiland@transnet.net	
BRANCH							
POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL	
Bethlehem	Chairman	Nhlapo	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net	
	Secretary	Taaso	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com	
Bloemfontein	Chairman	Veitch	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net	
	Secretary	Hiten	083 411 6611	051 408 3615	011 774 9454	Dennis.Hiten@transnet.net	
Kroonstad	Chairman	Dreyer	082 920 9450	011 978 2737	011 978 2737	douw@untu.co.za	
	Secretary	Kruger	083 451 7751	056 268 4141		dries.kruger@transnet.net	
TRE Bloemfontein	Chairman	Reynecke	082 341 0049	051 408 2416	051 408 2125	sakkie.reynecke@transnet.net	
	Secretary	Roiland	073 489 9897	051 408 2243		Thembelani.Roiland@transnet.net	

UNTU DIRECTORY

Area 5- Gauteng Central

AREA COMMITTEE							
	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	de Koker	Scott	082 046 6815 / 082 324 9169			scott@untu.co.za
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Braamfontein	Chairman	Stoltz	Henning	083 709 1480	011 773 4734		Hstoltz@prasa.com
	Secretary	Ntuli	Mphonyana	079 172 0104	011 773 3696		mphonyanantuli@prasa.com
Bombela	Chairman	Makwela	Thabiso	073 688 9073	011 253 3019		thabiso.makwela@bombelaops.co.za
	Secretary	Mashele	Themba	071 533 1500	011 253 0068		Themba.mashele@bombelaops.co.za
Esselenpark	Chairman	Van Rooyen	Johan	060 539 6644	082 469 2390		andre.vanrooyen2@transnet.net
	Secretary	Maphunye	Chris	083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet.net
Germiston	Chairman	Motau	Thabo	083 880 2778	011 820 2622	011 820 2380	thabo.motau@transnet.net
	Secretary	Nxumalo	Tiyiselani	083 282 0623	011 820 2455		Tiyiselani.nxumalo@transnet.net
Heidelberg	Chairman	VACANT					
	Secretary	Njowa	Peter	083 399 9626	016 340 7227		peter.njowa@transnet.net
Isando	Chairman	VACANT					
	Secretary	Mtshweni	Wenzile	074 028 8561	011 570 7030		bwmtshweni1@gmail.com
Kaserne	Chairman	Mathekga	Noah	072 799 7297	011 330 6061		noahmathekga@gmail.com
	Secretary	De Koker	Scott	082 046 6815	082 324 9169		scott@untu.co.za
Krugersdorp	Chairman	Van Zyl	Abraham	084 802 7459	011 950 1251		Riekievz.vz@gmail.com
	Secretary	Xaba	Samuel	073 457 7247	011 356 2703	011 356 2709	Samuel.Xaba@transnet.net
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
Metro - Central	Chairman	Swart	Blackie	071 462 2307	011 773 8112		peet@untu.co.za
	Secretary	Botha	Casper	083 276 8662	011 773 8112	086 562 9828	cbotha@prasa.com
Metro - East	Chairman	Grobler	Frederick	083 276 8715			Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783			yzf1000.yama@gmail.com
Metro - West	Chairman	Hagemann	Johannes	083 275 9991	011 278 2304		utaturfr@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204		smit.albertus.j@gmail.com
Parktown	Chairman	Mkhabela	Gladson	079 081 7767	011 584 0965		gladson.mkhabela@transnet.net
	Secretary	Kumalo	Dikamohelo	076 998 4514	011 584 1120		dikamohelo.kumalo@transnet.net
Sentrarand	Chairman	Mulauzi	Vhulahani	082 973 8120	011 960 2011		Mulauzi777@gmail.com
	Secretary	Ramphabana	Mashudu	084 877 2704	011 960 2018	011 960 2068	Mashuduramphabana23@gmail.com
Springs	Chairman	Van Wyk	Francois	071 158 9524	011 365 7558		
	Secretary	Grimsell	Kenneth	083 278 8918	011 365 7361		kgrimsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	083 748 3616	083 709 1495		Sbusisomthembu54@gmail.com
	Secretary	Thokwane	Xolile	072 142 9490			xoleemona@gmail.com
TRE Germiston	Chairman	Boshoff	Johan	084 785 2827	011 820 2716		Bossie.Boshoff3@transnet.net
	Secretary	Boshoff	Morne	076 167 8986	011 820 2716		Morne.Boshoff@transnet.net
TRE Sentrarand	Chairman	Tsekedi	Mey	061 146 7583	011 960 2123		meytsekedi@gmail.com
	Secretary	Dube	Vusi	072 130 4290	011 960 2405		vusi.dube@transnet.net

Area 6 - Northern cape

AREA COMMITTEE							
	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303		Ymenziwa.yaya@gmail.com
	Secretary	Sekao	Pule	078 760 3479	053 838 2013		Pule.sekao@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Lichtenburg	Chairman	Tokwe	Oneilwe	078 970 6035	018 632 0274		Oneilwe.tokwe@transnet.net
	Secretary	Maphike	Sipho	082 574 3249	018 632 1729		sipho.maphike@transnet.net
De Aar	Chairman	Pheiffer	Ethen	074 031 0065	053 632 8262		
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303		Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Content	Abraham	073 483 0034	053 838 3414	053 838 3363	Abraham.content@transnet.net
	Secretary	Sekao	Pule	078 760 3479	053 838 2013		Pule.sekao@transnet.net
Mafikeng	Chairman	Shuping	Christopher	076 284 3993	018 381 9249	018 381 9201	Tloulang.shuping@gmail.com
	Secretary	Manca	Collin	078 267 6257	018 381 9271	018 381 9201	USE FAX
North West (Klerksdorp)	Chairman	Cimela	Abram	071 586 4664	018 406 2206	018 406 2030	cimelaba@gmail.com
	Secretary	Msibi	Winnie	060 559 7207	018 406 2115/3	018 406 2004	Nkgutliseng.winnie.nw@gmail.com
Postmasburg	Chairman	Moruri	Kagisho	076 795 6795	053 313 7210	053 313 7206	kpMoruri@webmail.co.za
	Secretary	Molifi	Lebogang	082 310 8015	053 313 7219	053 313 7206	stephen.molifi@yahoo.com
Sishen	Chairman	Mocumi	Lethogonolo	083 492 5752	053 723 9231	053 723 9239	Lethogonolo.mocumi@transnet.net
	Secretary	Rametsi	Brian	082 301 6606	053 723 9201		khanyisorametsi@yahoo.com
Warrenton	Chairman	Soza	Jonathan	060 396 6979	053 494 3232		UNTUwarrenton@transnet.net
	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236		untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	Phillips M	Margorie	082 821 7535	054 338 3437	054 338 3340	margorie.phillips068@gmail.com

Area 7 - Gauteng North

AREA COMMITTEE							
	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	Leshabana	Steven	083 559 9419			steven.leshabana@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Komatipoort	Chairman	Nkambule	Winnie	078 605 9939	013 793 9930	013 793 9929	winiza2015@gmail.com
	Secretary	Mbuyane	Mandla	082 745 7847	013 793 9986		sollymandla66@gmail.com
Lydenburg	Chairman	Mkonto	Defference	072 094 0352	013 235 8243		mkonto.dp@gmail.com
	Secretary	Chiloane	Godwin	081 049 8502	013 238 8243		chileeg@live.com
Musina	Chairman	Matlala	Stephen	072 532 6699	015 519 4245	015 519 4248	Willem.vermaak@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
Nelspruit	Chairman	Kolokoto	Sello	072 249 0340	013 752 9310		kolokotosello@gmail.com
	Secretary	Ngomane	Thulane	078 204 2403	013 751 9233		ikemshika@gmail.com
Phalaborwa	Chairman	VACANT					
	Secretary	Phiri	Bongani	072 340 8940	015 781 9042		bonganimasuku5@gmail.com
Polokwane	Chairman	Mosebedi	Sonnyboy	079 502 4142	015 299 6487		Sonnyboy.mosebedi@transnet.net
	Secretary	Pheta	Modjadj	083 380 4775	015 299 6485	011 774 9440	modjadj.pheta@transnet.net
Pretoria	Chairman	Luus	Nicolaas	083 286 1948	012 842 6050	012 842 6016	Niekie.Luus@transnet.net
	Secretary	Molapo	Thabang	084 592 3248			thabang.molapo@transnet.net
Metro Pretoria	Chairman	Flavell	Eddie	083 554 8015	012 752 4256		effavell@prasa.com
	Secretary	Davidson	Colin	084 405 0584	012 753 8103	012 333 9082	colind2@telkomsa.net
Pyramid	Chairman	Tajane	Gabaikangwe	073 405 2108	012 521 9452	012 521 9497	Gabaikangwe.Tajane@transnet.net
	Secretary	Mabasa	Jabulani	082 056 8393	012 521 9583	012 521 9526	jblnmabasa@yahoo.com
Rustenburg	Chairman	Mothabi	Tebogo	073 974 7074	014 590 2004	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779		014 590 2226	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206		Hlayisela.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223		t.mahlauli@gmail.com
TRE Pretoria	Chairman	Fourie	Hendrik (Pote)	083 283 7482	012 842 5090		Hendrik.Fourie2@transnet.net
	Secretary	Horn	Hendrik	082 308 3726	012 842 5006		Hendrik.Horn@transnet.net
TRE Koedoespoort	Chairman	Slabbert	Adam	083 651 0017			Adam@untu.co.za
	Secretary	Meyer	Arend	071 233 9060	012 842 5273		Arend.Meyer@transnet.net
Waterval-Boven	Chairman	Mmola	Evance	079 602 8585	013 257 5028	013 257 5032	haizelmmola@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024		doctoroupa@gmail.com
Witbank	Chairman	Mudalahothe	Avhatakali	076 262 0674	013 658 2266		avhatakali26@gmail.com
	Secretary	Leshabana	Steven	083 559 9419			steven.leshabana@transnet.net

UNTU INFO GUIDE



UNITED NATIONAL TRANSPORT UNION

STOP ORDER

[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]

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 UNTU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail		Transnet Port Terminals (TPT)		Transnet Freight Rail (TFR)		Bombela	
PRASA - MLPS		Transnet National Ports Authority (TNPA)		Transnet Properties		Bombardier	
PRASA - CRES		Transnet Capital Projects (TCP)		Transnet Corporate		Mega Express	
PRASA - Technical		Transnet Engineering (TE)		Transnet Pipelines (TPL)		Other	

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

SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein, 2017; Fax: 011 728 8257/8 or
 Internal Fax: 011 773-7920; E-mail: headoffice@untu.co.za

USO/2

Hidden name competition

In every issue of *Labour Report*, UNTU 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:

UNTU 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

44463

The citations that earned these heroes UNTU's highest honours

Continued from page 13

Line at Humewood in Port Elizabeth.

Comrade Crause, Executive Councillor and National Full Time Union Representative has served this Union as Executive Councilor continuously for 22 years, since

1993 up until 2015,

He also served this Union continuously for 21 years as a member on the Management Committee since 1994 up until 2015.

In 1973 he was promoted as a

Train Assistant and in 1978 he went

to College to undergo training as a Train Driver. He was subsequently appointed in 1978.

He worked as a Train Driver in 1978 at Swartkops Depot until 1980 when he was transferred back to the Narrow Gauge Line at Humewood in Port Elizabeth.

In the same year, 1980, he was elected as a Trade Union Representative and attended his first Con-

gress in Cape Town.

In 1993 he was elected as Alternate Executive Councillor to Leon Smith and became Executive Councillor in 1993 when Leon Smit retired due to ill health.

He also represented the Union on the Rail Chamber of the Transnet Bargaining Council in 2003-2004 and then again from 2010 to date and also on the Transnet Bargaining

Council Main Chamber as a Negotiator from 2014 to date.

Frans delivered the exemplary service of an unselfish member. He served members for more than 20 years on the highest level and as an Executive Councillor for this Union. ■

The citations that earned these heroes UNTU's highest honours

UNTU's Congress 2015 awarded outgoing UNTU president, George Strauss, and two of his long-serving colleagues on the union's Executive Council, Ben Jonker and Frans Crause, the union's two highest honours - Honorary Life Membership and the Gold Badge of Merit for their loyal and outstanding service over many years. Here are the citations that earned them their awards:



George Henry Strauss

President George Strauss was born on the 14th of June 1953. He grew up in and around the Free State, mostly in Bloemfontein. His father was also a Train Driver until his retirement from the South African Railways and Harbour.

George joined the then South African Railways and Harbour as an Apprentice and he was one of the very few to successfully have passed his Trade Test as a Steam Fitter.

As steam was in the process of being phased out he transferred to Diesel and passed his Trade Test as a Diesel Electrical Fitter.

His Union activities started in 1974 when he was elected as a Shop Steward now referred to as a Trade Union Representative in the Labour Relations Act (LRA).

He was elected as Branch Secretary of the then Bloemfontein Mechanical Branch in December 1986.

In February 1988 he was elected as Chairman of the Bloemfontein Mechanical Branch. However, he was already elected as Secretary of the Divisional Council of the then Orange Free State in October 1984 and then elected again as Chairman of the Divisional Council in August 1985.

In February of 1996 he was elected to Act as Vice-President by the Executive Council due to the resignation of MR HF Fourie who was the Vice-President and in May of 1996, George was elected as Vice-President.

In 1999 he was elected as President when the Merger in 2000 of the then Technical Workers Union (TWU) and the then South African Footplate Staff Association (SAFSA) in which he shared the Presidency with Mr Frank Boonzaier who was the President of the South African Footplate Staff Association (SAFSA).

In 2001 at the Inaugural Congress of the United Transport & Allied Trade Union (UTATU) he was elected as President.

We are thus very proud and honoured to announce that he is the

third-longest serving President in the rich history of this Union that dates back to so far as 1905.

The two former Presidents that served longer than George were Frank BB Lowie (1934-1954) and JH Liebenberg (1954-1972).

George Henry Strauss (1999-2015) has served as president of UNTU and its predecessors for 16 years. This is a testament to George's great leadership, vast knowledge and qualities that he has brought to this Labour Movement.

Apart from the above, George represented FEDUSA from about 1996 on the Unemployment Fund (UIF) and has also served on the then Training Board until the Act was changed and he then served on the Board of the Transport Education Training Authority (TETA).

He has also been the main negotiator for the Unions throughout the changes when we first obtained Bargaining Right in 1987 of the Labour Council; 1990 the Industrial Council and in 1995 the Transnet Bargaining Council.

He has also served on the Executive Committee of the Transnet Bargaining Council since 1999.

He was also nominated by FEDUSA to represent FEDUSA at NEDLAC on various Chambers and Committees, one of them that could still make a huge impact on the lives of our members is the Social Security that is dealing with the changes in the Pension Fund Act and the Social Security of all South Africans.

He has also represented FEDUSA on the committee of the OECD Working Party on Private Pensions internationally.

He served on the following Committees/Boards and still serves on some which is of substantial value to the Labour Movement, more specifically UNTU.

- Unemployment Fund Board
- Financial Charter Board
- Transnet Bargaining Council Executive Committee
- Transnet Retirement Fund (TRF)
- Board of Directors Voetplaatpark (VPP)
- Serves on three Audit Committees
- Served on Industry Training Board for 10 years
- Served on Transport Education Training Authority (TETA) Board since establishment
- Batseta Board
- Head Deacon, Netherlands Dutch Reformed Church for 19 years

George Strauss has represented Fedusa in Nedlac's

- Public Finance & Monetary Policy Chamber
- Consumer Credit Bill & Consumer Policy Task Team
- Financial Sector Transformation Task Team
- Global Economic Distressed Sectors Task Team
- Global Economic Crisis Employment Task Team
- Global Economic Crisis Finance & Investment Task Team
- Public Transport Task Team
- Road Traffic Transport Task Team

- Social Security & Retirement Reform Task Team
- Rail Chamber since establishment and Acting
- Member of the Institute of Directors

George Strauss has also served as a commissioner on the Compensation Fund.



Ben Jonker

Comrade Ben Jonker, Executive Councillor and Full Time Union Representative, started his career in the South African Railways and Harbour on 2 January 1976 as a Millwright Apprentice.

He completed his apprenticeship in 1980 and was appointed as an Artisan in Uitenhage, Mechanical Workshops, which is today known as Transnet Engineering.

He was also elected as a Trade Union Representative in 1985 and elected as a Branch Secretary in 1988.

He was elected as Executive Councillor in 1990 and still holds that position.

He was also elected as a Full Time Union Representative in 2000 in the then Transwerk, today Transnet Engineering and he was also elected as National Full Time Union Representative in October 2014.

Ben also serves as the Union's Representative on the Transmed Board of Trustees and has recently been re-elected as an independent Board Member of Transmed.

You will note that he served this Union with a full 25 years as an Executive Councillor, but more importantly, as a loyal and committed Trade Unionist to the Members for 30 years.



Frans Crause

Frans Crause joined the then South African Railways and Harbours as a Stoker on 14 December 1970 and worked at Sydenham Locomotives Department until October 1972. He was then transferred to the Narrow Gauge

Continued on page 12



UNTU's Congress focused on decent work

A highlight of UNTU's inaugural congress was its panel discussion on decent work.

The panel consisted of: Dr Collin Steyn – facilitator for the panel and founder and CEO Centre for Integral Innovation and Development; Frank Muchiri – Senior Occupational Safety and Health specialist of International Labour Organisation (ILO); George Strauss – UNTU president; Dr Thabo Mashogoane – Director for the National Skills Authority; David Williams – Senior anchor for CNBC Africa; Dr John Thawakulu, an academic; Dr Morne Mostert – Director for Futures Research, US. Here is a summary of the most pertinent points made during the discussion:

Frank Muchiri: “As the biggest part of one's life is spent working, that work must be decent. The ILO advocates for decent work and decent work has been adopted by United Nations as a key agenda point. Decent work stands on four pillars or fundamental rights: equality, opportunities for all, socio-protection and social dialogue. Furthermore you need good information to support decision-making. Looking at UNTU's resolutions I am happy to see occupational safety and health is important for the union and features in one of the resolutions. We need to come up with standards. There is a huge need to be healthy and safe at work and the right standards in the form of conventions will ensure that. The recommendation for the transport section is that all transport companies must be encouraged to follow the national norm. There should be a national system for safety and health that must become the national policy with variations for the various sectors with different challenges. At the moment there is no national policy – it is in draft stages only. What we need is a system with commitment on all levels.

George Strauss: Employers who adhere to the Labour Relations Act are bound to make employees feel safe. There are too many incidents of people being attacked at their workplace – especially train drivers, guards, train control officers and maintenance employees. What are companies planning on doing to ensure a safe work environment? They should recognise people's right to safety. This should be taken up to a strategic level.

Dr Thabo Mshogoane: Skills are central to decent work. Opportunities for skilled people increase and they will get more recognition and be content in their personal development. We have to stand up for ourselves and be articulate in our thoughts. How ready are scholars to enter into the work market? We have to take care of them. Look at the number of unemployed. Our country needs stability. We must address the skill shortages with a strategy. We need artisans not only for the transport sector but for the wider community. Artisans with skills can migrate from one job to another. Skills development will assist to enable people to qualify for more job opportunities. We also need to develop new future methods for skills development.

David Williams: Unemployment in South Africa stands at 25% – one of the highest in the world. New matrices coming into labour market cannot find work and are not decently trained. The structural environment is still an issue and the effects of apartheid can still be seen. Cost cutting in companies shouldn't involve retrenchment. You will never grow a business by implementing cost cutting; all that you will do is cut costs. Human dignity should be one of the areas we look at.

Dr John Thawakulu: Work and the eradication of poverty go hand in hand. As soon as people get

Continued on page 16

MEMBERS

Promising solution to Transnet pensioners' problem in sight

The reunion of Transnet pensioners held in Port Elizabeth on 24 October was a great success. Scores of pensioners gathered to reminisce, braai together and enjoy rides on the mini-railway driven by none other than former UNTU general secretary, Chris de Vos.

The most important event of the day, however, was the encouraging up-to-the-minute feedback by Advocate Anton Alberts on the class action being driven by Transnet's underpaid pensions. Adv. Alberts informed the group, inter alia, that a bonus will be paid in December.

On the bigger issue – the Transnet's pensioners' legal challenge to win the pension improvements they have been denied – here is a summary of what Advocate Alberts said:

Transnet has been given a reasonable opportunity to come to grips with the reasons for its pensioners' demands. The only remaining place where success can be achieved is through the courts.

A date for the hearing will be announced early in 2016.

He is very positive that a successful outcome can be achieved.

The possibility of Transnet trying to negotiate a settlement ahead of the court case cannot be ruled out.

How a settlement will be paid out – i.e. through large one-off payments or via substantial increases in the monthly pensions – cannot be determined at this early stage.

A doubling of the present monthly pension is not an impossibility.

The legal team representing Transnet's pensioners is one of the best in the country.



Andries Jonker (30 years a pensioner) receives his prize from Andre Marx as oldest train driver at the reunion. Andre came all the way from Johannesburg to be there.



And the "Footplate boere music band" was enjoyed by all. They are JR Erasmus from Middelburg, his daughter Suné Erasmus and Hani Alberts.

For his part, Advocate Alberts says that he is prepared to do whatever becomes necessary to achieve success, even if that means

taking a leaf out of the university students' book and staging sit-ins that prevent trains from running. ■

121643

MEMBERS



Chris de Vos, retired UNTU general secretary, is the train driver. Advocate Anton Alberts is third from left.



All smiles from retired train drivers when they 'boarded' their first steam train after many years in retirement.



Charlene Schmidt, a volunteer at the Apple Xpress, welcomed all at the registration point.

Generous donation to UNTU's museum

Henry Lazenby, a retired Transnet employee and UNTU member, has donated a substantial collection of rail memorabilia and books to UNTU's museum at head office.

"We thank Henry for his most generous gesture," says Steve Harris, general secretary. "In addition to the joy they have brought to our own lives as rail lovers, it is a privilege

to be trusted with keeping these artefacts safe for future generations. Thank you again, Henry. You will always be fondly remembered at UNTU."

NB: If any other members have rail memorabilia that they wish to donate, the UNTU museum will be happy to receive them—it is probably the safest place for such valuable items. ■



A fond farewell to Ben who is closing a chapter

A year is ending. For some that means the turn to a new page in their careers; for others it means the closing of an important chapter in their lives. Ladysmith-based Prasa train driver, Ben van der Westhuizen, will be one of those closing his career chapter on 31 December 2015 when he retires after 40 years and 16 days in service.

Ben was born in the Northern Cape. He went to school at Sannieshof and started his career on 15 December 1975 as train assistant in Danskraal (Ladysmith). He was promoted to train driver on 16 January 1981. He worked there until 1 November 2010 when he was transferred to Prasa.

Throughout his career – no matter the time or distance – Ben was always willing to go that extra mile, putting the needs of his passengers ahead of his own. He never complained. He will surely be missed by friend, colleague and employer alike.

Ben has seven children ("Those were the days before TV," he says) and three grandchildren. He can't



wait for the new rugby season to start as his youngest son is playing tight head prop for Griquas. We know what you'll be doing on Saturdays, Ben.

The message from Ben's Ladysmith colleagues is: "Ben, we wish you every success with whichever way you choose to spend your retirement years. May they be exceptionally happy years for you, your wife, children and grandchildren – you will be missed by all at Prasa Ladysmith." ■



UNTU EXECUTIVE COUNCIL



President
WL Evans
Tel: 011 728 0120
Cell: 082 566 5518
wyndham@untu.co.za



Vice-President
HF Fourie
Cell: 083 283 7482
pote@untu.co.za



Support Services
DG Dreyer
Tel: 011 978 2737
Cell: 082 920 9450/
082 378 3130
douw@untu.co.za



Maritime Eastern Zone
D Emery
Tel: 043 700 2410
Cell: 082 315 9826
Douglas.Emery@
transnet.net



Maritime Western Zone
TA Wasserfall
Tel: 021 449 2148
Cell: 071 362 6219
trevor@untu.co.za



PRASA Central Zone
CL Botha
Cell: 083 276 8662/078
063 0441
cbotha@prasa.com



PRASA Western Zone
B Davids
Tel: 021 449 5879
Cell: 082 043 0515
brian@untu.co.za



PRASA Eastern Zone
RC Blom
Tel: 031 361 7741
Cell: 082 893 1224
Rodney@untu.co.za



Rail Freight Eastern Zone
TD Khumalo
Cell: 072 558 1460/082
685 2799
dan@untu.co.za



Rail Freight Eastern Zone
CJ Mashamaite
Tel: 016 420 6278
Cell: 083 83 7527
Chuenemash11@
gmail.com



Rail Freight Central Zone
L Biljoen
Tel: 031 361 4318
Cell: 082 852 9478
linda@untu.co.za



Rail Freight Central Zone
FJ de Koker
Tel: 011 330 6061
Cell: 082 324 9169/082
046 6815
scott@untu.co.za



Rail Freight Western Zone
F van Wyk
Cell: 081 766 3907
Freddie.VanWyk@
transnet.net



Rail Freight Western Zone
HWJ Smith
Tel: 023 348 4316
Cell: 071 363 3938
henk@untu.co.za



Rail Engineering Central Zone
AJV Meyer
Tel: 012 842 6085
Cell: 071 233 9060
Arend.Meyer@transnet.net



Rail Engineering Western Zone
C du Plessis
Tel: 041 994 2288
Cell: 078 212 6211
Clayten.duPlessis@
transnet.net



Rail Engineering Eastern Zone
EZ Cebekhulu
Tel: 035 906 7372
Cell: 082 567 6637
zonke@untu.co.za

SECRETARIAT



**General Secretary and
Editor**
S Harris
Cell: 082 566 5516
steve@untu.co.za



**Senior Deputy General
Secretary**
L Brockett
Cell: 082 920 5301
louis@untu.co.za



Deputy General Secretary
E Dano
Cell: 071 589 5382
eric@untu.co.za



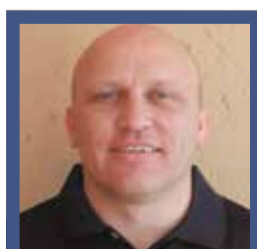
Deputy General Secretary
E de Klerk
Cell: 082 567 6638
eddie@untu.co.za



Deputy General Secretary
C Doncabe
Cell: 082 922 3960
cosmas@untu.co.za



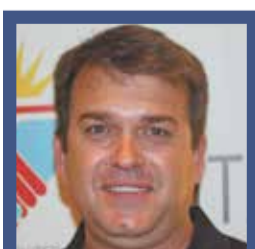
Deputy General Secretary
N Haasbroek
Cell: 082 904 2215
neels@untu.co.za



**Deputy General Secretary
Finance & Administration**
C de Vos
Cell: 082 857 7471
finance@untu.co.za



Deputy General Secretary
P Greyling
Cell: 076 084 7131
pieter@untu.co.za



Deputy General Secretary
J Pereira
Cell: 079 501 6883
johnp@untu.co.za



National Organiser
P Chonco
Cell: 082 920 5305
maria@untu.co.za



Organiser
C Tlhaole
Cell: 072 440 3944
cando@untu.co.za



Organiser
MS Radebe
Cell: 071 344 7357
mdu@untu.co.za

NEWS

NEWS

Employees leave: Transnet

An urgent application regarding leave was heard in the Labour Court in Johannesburg on 11 December. Unfortunately the case was dismissed by the judge as she was not convinced that an urgent interdict was necessary.

She also said that the dispute must follow its normal course of action within the Transnet Bargaining Council (TBC). "We will follow the dispute mechanism in the new year," says Steve Harris, UNTU general secretary.

"Be assured that we have to date done all that is legally possible. Members should therefore for the time being take leave where it is required by management." ■

Later retirement vs unemployment: a tricky question

With so many South Africans out of work, the popular view is that raising retirement ages will keep people out of work.

Is that necessarily true?

Does an experienced employee who continues working contribute to unemployment?

Or do his or her efforts contribute to economic growth?

Will jettisoning an experienced technical, service or administrative worker automatically create

room for a raw recruit at the bottom of the employment ladder?

It is a tricky question—one which demands that we look far further than the work situation.

Most people are enjoying their peak earnings when they reach retirement age. That usually means

that they are spending more on goods and services than ever before.

Their going on pension results in their making economies that result in their laying off domestic helpers and spending less elsewhere . . . in other words, in those areas where there is scope for the unemployed to find work. ■

12976

Quote of the quarter

'We have to make sure that we are running a financially sustainable company. You don't want to run a State enterprise that has to beg for assistance from the State. The State needs to spend on service delivery and not on shoring up badly run State enterprises,' Karl Socikwa, CEO Transnet Port Terminals. ■

Meeting of minds between management and labour good for the SA economy - Siyabonga Gama

Siyabonga Gama, acting Group Chief Executive Officer: Transnet, opened his address to delegates to UNTU's Congress 2015 saying, "Over past few years there has been a convergence of ideas and objectives between organisation and our labour partners. This meeting of minds is good for growing South Africa's economy. We have a common vision to succeed.

He continued: "The three-year wage agreement that was reached in June this year is really heart-warming. It shows the strength of our relationship. Labour is a key stakeholder of the company, just as our customer base. This demonstrates that all members in the Transnet family are committed to the goals of growing our company. Whenever I am asked about the stability of the labour relations climate, I tell people how proud I am of the three-year agreement.

"The road ahead is not an easy one. There can be no doubt that the economic climate across the world has an influence on South Africa. There has been a huge decline in all nine key commodities and the prices are low. Coal has seen its largest decline in a seven-year period. The seven good years are over and we are starting seven years of famine. We've had very good in-ings for seven years. Since the great recession in 2008 the recovery has shown only mediocre growth: the new normal is lower growth. It was assumed that GDP growth would be 5,8% but it never happened. We need to take advantage of the new economy. There has been no growth above 5% anywhere in the world.

"As far as we are concerned here at Transnet, we've set ourselves some ambitious goals. We have put our hands together to achieve steady growth and to create a new capacity over the last five years. We achieved this as a collective. Now R7,7 billion is set aside for training and capacity building. We have achieved sustained success in driving efficiency improvements. Since 2012 we have invested R108 billion in infrastructure development.

"As a country we compete with other mineral rich countries; we need to improve the supply train. We are on track as Africa's leading investor of R340-380 billion. The importance of infrastructure investment lies in the fact that it drives economic growth, creates jobs and alleviates poverty.

"We need to take the traffic on the road back to the railway. We must bring back the glory days. We want to increase our market share and in time will spend more than half a trillion rand in infrastructure. There is a lot of money being spent and this is done in a well constrained economy environment.

"It is important to share with you – during October the wheels began to fall off in quite a dramatic manner. The number of trains had to come down. Mines are under business rescue and we don't receive as much business from them as we used to. The steel sector is under business rescue – 4 million tons of steel that we used to transport is gone. All our clients are under strain and we lost the volumes.

"We need to be agile; need to



Siyabonga Gama, acting Group Chief Executive Officer

respond to things as they happen. Our revenue base has dried up. In the interim we borrowed money to pay employees and debt. The rate of growth of revenue is lower than our costs. We need to be self-contained and a role model. In order to meet our objectives, we have to work together. We meet many challenges and we have to work together to overcome them.

"At a practical level we are in it already, we cannot get off. We must pursue a different approach. We must decide how we are going to budget from a zero base. We need to prepare for success later and we don't know how long it will last. We must pay greater attention in the short term to make sure we can take the pain. If we don't take pain now, we will have no future.

"It is important to talk to our social partners. Ask yourselves, what behaviour must change? How we thought about things in the good years will have to change in the

Fedusa's president pinpoints UNTU's formula for success

In his message to the UNTU Congress, KoosBezuidenhout, the president of labour federation, Fedusa, praised the union's merger achievement and accurately pinpointed the reasons why it has become Transnet's premier trade union.

"Not many people gave the UTATU/SARWHU amalgamation a good chance to succeed, but UNTU proved them wrong," he said. "I congratulate you on your achievements. UNTU is a strong and growing union; it is becoming ever bigger, stronger and more influential. Not many unions can say that.

"The reason for UNTU's success is a simple, but effective recipe: it remains relevant to the ever-changing environment; it is vigilant and responsive to the demands of members.

"Through its consultation forums on shop floors, UNTU has a proper perspective and influence where needed. It is a healthy union . . . a union that takes a firm stance on all the issues.

"Fedusa has recognition on



KoosBezuidenhout, the president of labour federation, Fedusa.

the highest levels and is a well respected workers' federation. Many of UNTU's leaders are performing leadership roles in our federation. Thank you for playing those roles. We are grateful for constructive participation in our fight for decent jobs. You cannot create decent jobs of you don't have decent people to put in those jobs." ■

UNTU's Congress focused on decent work

Continued from page 13

decent work, they receive a decent wage and sometimes they cannot handle it. Decent work should affect decent change in people's lives. We should start empowering workers on how to apply a decent wage to go forward. The right to work means the right to decent income. We should not only show new employees how to work and what to do but also how to work with money.

Dr Morne Mostert: Future research studies the mind and how people make decisions. We need to understand and appreciate the future – you need to know where you are going to. Decent work drives globalisation, but globalisation does not drive decent work. We all have choices to make. Make sure they are the right ones.

Dr Collin Steyn summarised the different views and added a few pointers. Pensions are very important and it is imperative to train our members to save and not to spend

money on frivolous things. Only 15 million workers out of 52 million people in South Africa contribute to the fiscus. That is a very heavy burden on a few. We need talks like these to take matters further and to make a difference.

UNTU's posters supporting decent work

The posters supporting decent work displayed at UNTU's Congress read:

Your work environment is determined by you.

Decent work encourages workers and grows the economy.

We promote decent work.

Low economic growth impacts on decent work which creates:

- High levels of poverty
- Poor education
- Poor social security
- Unsafe work environments
- Long strike actions
- Unemployment
- Gender and wage inequality
- Unproductivity
- Absenteeism ■

bad years. We must share and create cohesion to create a culture of achieving and winning in spite of the economy. We need to be tough, resilient, better organised – be prepared for what lies ahead.

I want to ask the leadership of this union: how are you going to help us to explore the possibilities? How are we going to inspire and how are you going to help us navigate through this web to winning?

"We have to understand the market and shape it. We must track performance and the progress we make. We are going to need to be accountable. I want to ask you to

join us to become entrepreneurs. We need to lead, have strength and conviction that all workers work together.

I am sorry I don't have good news, but we have hope. We have to mobilise our people to perform. I know we as people of Transnet collectively have the ability to work together and win. We need all of you. We need to seize the imagination of the people we lead. We must preach hope to the people. That will be the essence of our success.

"We rely on this union as you are the union that come up with initiatives to reform our company." ■