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UNTU president, George Strauss, with the registration certificate for the new name.



Fedusa general secretary, Dennis George. Nonkululeko Sishi, Transnet's executive manager of Human Resources. Prasa Rail CEO, Mosengwa Mofi.

New name for SA's largest rail union

A new transport union, The United National Transport Union (UNTU), came into being on 1 November 2014.

The union was formerly known as UTATU SARWHU following the merger almost two years ago of the United Transport and Allied Trade Unions and the South African Railway and Harbour Workers Union.

"With UTATU having its roots in the old, predominantly white technical and footplate workers' unions and SARWHU being a black struggle union formed during the dying days of apartheid, UTATU SARWHU was

believed to have been a marriage that could not survive," says UNTU general secretary, Steve Harris.

"Not only have we survived, but our union has grown from strength to strength to become the majority trade union in most Transnet operations. In the process we have achieved one of the richest and most viable blends of race, gender and skills yet seen in the new South Africa.

"We attribute the reason for our success to the fact that our formula is one of delivering service excellence," says Steve Harris.

"Workers have become more

demanding. They are tired of having to shell out their hard-earned subscriptions for slogans, flag-waving and empty promises. They want positive returns from their trade union products and UNTU fits the bill in that respect."

Harris says that he expects UNTU's growth within transport sector to accelerate in the months ahead.

"Word is spreading that our union charges the least, delivers the best results and provides the finest representation, training and add-on benefits. All of that adds up to a winning formula." Read more about the launch on page 3. ■



The new logo is revealed.

Looking back on 2014

When workers join trade unions they buy a product: one that will give them a say in shaping their future; improve their pay, working conditions and job security; be there to help them in times of need and – if they are lucky enough to have joined UNTU – give them a range of add-on benefits that will boost their savings, insurance protection, education, training and holiday opportunities.

So what kind of value did UNTU members receive in 2014?

Let's begin with our union's domestic affairs.

Overarching all other issues has been our name change from UTATU SARWHU – a necessarily convenient post-merger title – to our new name, the name that is going to take Transnet and other transport workers into the future UNTU – the United Transport Workers Union.

All are agreed that the name is eminently appropriate and as punchy and powerful as the union it signifies.

UNTU is a union of which its members can be proud. It has the best blend of race, gender, technical, operational and trade union skills of any union in the labour movement. Better yet, it has an unmatched spread of branches, committees and workplace representation.

As members will be aware, none of these achievements happened by accident. Early in the year the union postponed its 2014 Congress until 2015 to give it the opportunity to complete the realignment of its founding unions and to ensure that every member was adequately and equally briefed on the union's voting procedures and representative bodies.

That postponement has paid off. Today, UNTU members are amongst the best-informed union members in the country and are well-gearred to exercise their say in the series of policy-shaping elections that will begin a few weeks from now in January.

Measured against what has been happening elsewhere in the labour movement, UNTU has been a rock

of stability in a stormy and unstable sea. It has been depressing to see how much of the subscription money paid by tens of thousands of other hard-pressed workers has been wasted on political squabbles, power struggles, administrative inefficiencies and other extraneous issues.

The message that workers can draw from that debacle is that big is not necessarily better, nor is loud inevitably smarter.

At the working level, 2014 kicked off with the good news of massive investments to replenish Transnet and Prasa's rolling stock. There is no doubt that these investments are going to revitalise and expand rail and create thousands of new jobs and promotion opportunities. It might well be that there has never been a better time to be a South African rail worker.

Rejuvenating capital expenditure has not been the sole preserve of rail. Transnet Port Terminals has also made massive investments in new

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COMMENT

NEWS



Steve Harris

Whether they are union members or managers, those reading this issue of Labour Report will be left in no

doubt that UNTU members are not here either to be ignored or pushed around.

The usual knee-jerk reaction of chief executives and cabinet members who are as directly confronted as we have confronted Transnet Group Chief Executive, Brian Molefe, and Public Enterprises Minister, Lynne Browne, in this issue is: 'We can't have you saying irresponsible things like that.'

To save both of them from falling into that pompous trap, we draw their attention to the following facts:

It is not irresponsible for a trade union to point out to business leaders where they are going wrong and what the consequences of their

errors might be.

Nor is it irresponsible to give business leaders the opportunity to put things right.

The word 'irresponsible' will apply only if they elect to ignore UNTU's message.

The last time that level of executive arrogance and business suicide was applied was in 2006. The result was a costly strike and the dismissal of the then-Minister of Public Enterprises. We sincerely hope that a repeat of that mayhem will not be required to convince Transnet's GCE and the Minister that workers do indeed exist; that they are a vital component of the business set-up, and that they have viewpoints, problems and the right to be heard

and respected.

UNTU's message to management is this: there are serious problems needing addressing. Address them with us honestly and directly rather than by playing devious and potentially disastrous games.

With elections at all levels dominating the action and many new office-bearers likely to emerge, 2015 is going to be a challenging year. It will be as challenging for those newly elected to represent members as it will be for those responsible for assisting them and providing the training needed to make them effective office-bearers.

Members can play a role in this process by electing the capable and committed members to serve them.

Whatever challenges emerge from the 2015 elections, we can assure you that your Secretariat will be right behind you and that it will be doing its best to serve you and the representatives whom you elect.

During 2015 your Secretariat is not going to allow its many other pressing issues to divert it from recruiting new members. Recruitment is the lifeblood of our union and we hope that we will continue to receive our members' assistance in this regard.

Best wishes for the Festive Season from the members of your Secretariat. ■

21639

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

Looking back on 2014

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equipment that is making our members' working lives more productive and enjoyable.

A dark cloud on the harbours horizon is Transnet's flirtation with outsourcing. UNTU is strongly opposing any such measures from a State body whose prime responsibility is to further the job creation which its owner – the South African Government – claims to be espousing.

While on the subject of dark clouds, another 2014 blemish has been Transnet's ongoing deceit in implementing agreements and honouring its commitments to transparency. UNTU's response to that duplicity is clearly and unequivocally spelled out elsewhere in this issue: if Transnet responds only to industrial action, that is the route that this union will reluctantly take.

During the year we have kept Transnet under pressure over its shortcomings in honouring the Variation Agreement which it signed years ago and in keeping the promises it made in 2013 to secure a two-year pay agreement. After considerable effort on our part, some progress was made. However, the group will have only itself to blame if it discovers that its future assurances are considered a worthless currency.

Bombela, a company which is still inexperienced in the complex art of industrial relations, featured in the news at times during the year. We had to fight an uphill battle and threaten a strike to combat some dodgy managerial tactics but finally succeeded in achieving fair results for our members there. The fact that UNTU is the only union at Bombela is working well for all concerned. We have no doubt that we will be able to forge a smooth relationship with this exciting new company.

The achievement of an Agency Shop at Prasa was another important 2014 development. Now that every Prasa employee has to pay the highest level of union dues whether he or she is a union member or not, the sensible next step for the unionised is to join UNTU where they can get top-level service and protection and the best add-on benefits for less money than they would otherwise be

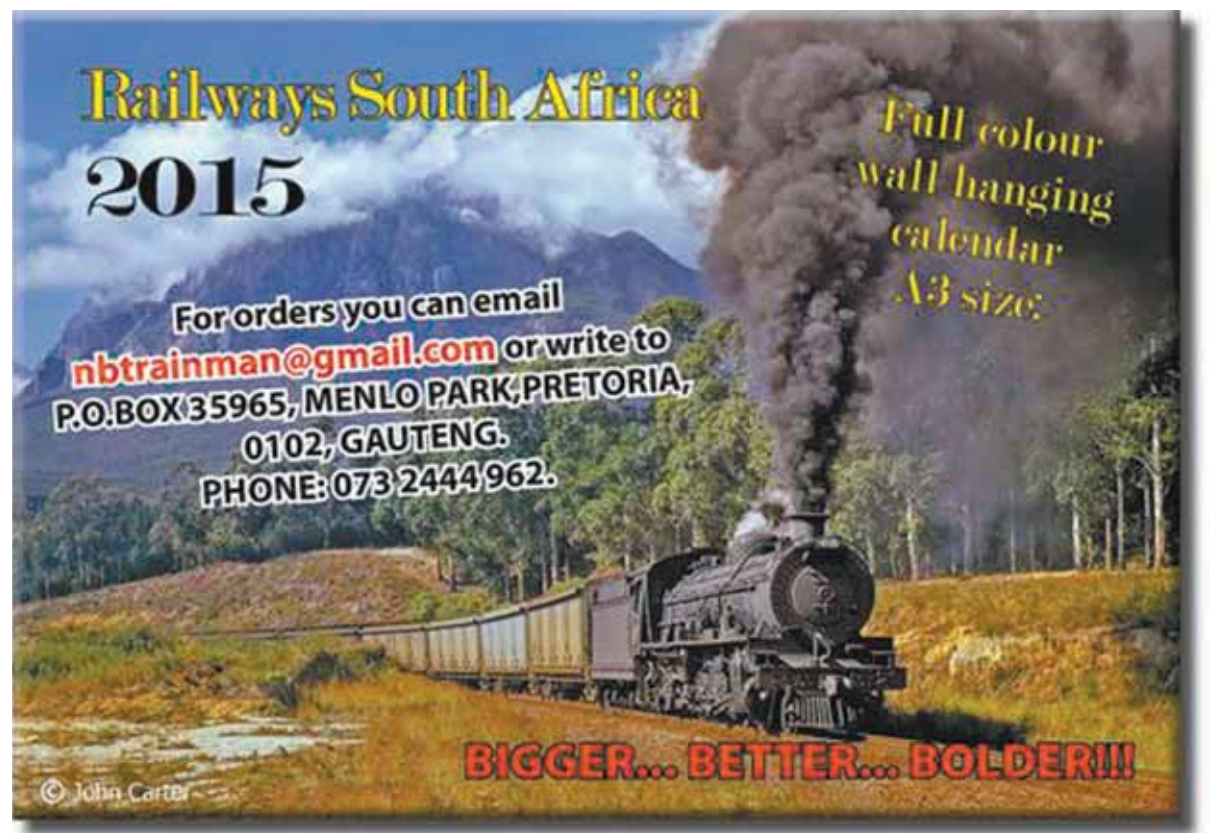
paying. We urge our Prasa members to bring these points home to their un-unionised colleagues.

An ongoing service to members during the year has been the representation we give members at grievance and disciplinary hearings. Your union's track record in this regard is an outstanding one. It has saved numerous jobs, frequently achieving back payments for members in the process.

During the Oscar Pretorius trial and the evidence it yielded of the stress and repetitive strain injuries to which disabled athletes are prone, we were able to strike a blow for our own members by drawing Transnet's attention to how little it is doing to (a) protect its workers from their repetitive strain injuries and (b) compensate those forced to leave their health on the job. This is an ongoing issue and one that UNTU will keep weathering away at until decent safeguards are in place.

An ongoing concern during the year was the fall-out being caused by the pension reforms still being debated. As we have repeatedly stressed, there is no risk of your pensions being either stolen or frozen. We can say this with great authority because, through our President, George Strauss, our union is at the centre of the reform debate and knows precisely what is going on. If there were to be any negative changes to the way pensions are managed – which is highly unlikely – this union would be able to alert its members to the risk at least a year before that could happen.

Cable theft remains an issue that is bleeding our economy and imperilling rail and other workers. We acknowledge that cable thieves are hard to catch. But the fences (mostly scrap merchants) who are funding these activities can be more easily pin-pointed and studied. Over the years UNTU has repeatedly urged the authorities to launch a national investigation into scrap merchants. But this has yet to happen. Our message to Government and the rail utilities it owns is this: If you want to invest R50-billion in new rolling stock only to watch it going up in smoke, continue dragging your feet about bringing cable thieves and



their fences to book.

Early in the year organised labour called for the National Economic Development and Labour Council (Nedlac) – the body where government, big business and labour meet to promote economic growth and social security – to be revitalised. That call resulted in the Ekurhuleni Indaba held a few weeks ago. The report by Fedusa, our labour federation, on the epic breakthrough achieved at that indaba appears elsewhere in this issue. Close study of that report will reveal the sober and effective influence we Fedusa-affiliated unions are exerting on the future shape of South African industrial relations.

Earlier we mentioned UNTU's unique achievements in race relations. We must not forget what this union (and Transnet) are achieving in equalising opportunities for women. UNTU is in the forefront of such initiatives and will remain so.

As always, training was a key aspect of UNTU's operations during the year. Our members are not the only beneficiaries of the training we provide our field representatives. For many of them becoming an UNTU official is a short-cut to promotion.

Each year brings its share of sad-

ness through the loss of respected colleagues and family members. 2014 has been no exception. The death of Tiekie de Jager was a great loss to his family, to UNTU – which he served so ably as an Exco member – and to the many workers who prospered under his wing. Our thoughts go to the families and friends of all of the other UNTU stalwarts who passed away during the year.

During the year UNTU's Labour Report was named the country's fifth best corporate newspaper. Taking into account the modest funds we have to

invest in our journal and the huge number of rival publications out there, this was a massive achievement.

Had there been more space available, we would have been able to point to the hundreds of members who directly benefited from UNTU's educational bursaries, recruiting prizes, low-cost insurance and investment opportunities and holidays at our own resort, Voetplaat Park.

So there you have it. Is there another SA trade union that offers its members so rich a range of services, results and opportunities? ■

Famous Quotes about Christmas

T'was the night before Christmas, when all through the house, not a creature was stirring, not even a mouse. – Clement Clarke Moore
Christmas is not a time nor a season, but a state of mind. To cherish peace and goodwill, to be plenteous in mercy, is to have the real spirit of Christmas. – Calvin Coolidge

19876



Creation of UNTU hailed

To give UNTU its fresh start from 1 November 2014, a name-change ceremony attended by union leaders, senior executives from the businesses we with which we have recognition agreements and media representatives took place at the Braamfontein Protea Hotel on 30 October 2014.

Speaking at the ceremony, general secretary, Steve Harris, said that the union's new name was an exciting development. "The shared identity it has created has brought its founding partners even closer. Few trade unions are built on stronger foundations. UNTU dates back to 1905."

UNTU president, George Strauss, spoke of the long road travelled to create the new union. "For most of us it required several name changes and much broad-thinking and adaptability to bring us to this summit. UNTU now is a union to be reckoned with. It is a strong union because, through all the change - and occasional turmoil - the union remained focused on its members and on delivering the best possible services."

Nonkululeko Sishi, Transnet's executive manager of Human Resources called UNTU's name 'beautiful'. She acknowledged that Transnet and the union have not always had the easiest of relationships, but said that she knew that both parties worked in the best interests of the employees. She lauded UNTU's contribution to Transnet's success and wished the union well in going forward.

Prasa Rail CEO, Mosenngwa Mofi, agreed that the new name had

been necessary. He admitted that his company had been sceptical about the merging of UTATU and SAR-WHU as they were two very different unions. "This name change shows that the union is serious about merging and that it has managed its different cultures to form one," he said. He went on to commend UNTU for the constructive discussions that had been held in the past and said that he hoped that these would continue in future.

"Labour relations is a difficult environment and your union has shown that it can grow in this environment. It always is a pleasure to meet with UNTU's management. They are always well prepared and deal with the issues with their members' interests at heart. I wish UNTU all the best for the future."

Adding his voice to the good wishes, Fedusa general secretary, Dennis George, said that the new name was 'a milestone' - the seal on a successful amalgamation. "Fedusa wishes UNTU prosperity in its facilitating role to grow the economy of South Africa."

The key moment of the event was when Registrar of Labour, Johan Crause, handed over the Certificate of Registration for UNTU.

UNTU's Logo

UNTU stands for United National Transport Union.

The union's new logo shows two hands of different colours shaking hands. The two colours represent the different cultures that came together over the years and the shaking of

hands indicates that they are in agreement with the way forward.

The sun in the background depicts a new dawn - the beginning of a new era for the union and its members.

The border on top of the hands represents an open book. This refers to the union always striving to do the right thing - by the book.

The logo in the form of a triangle gives it the look and feel of a crest.

The pay-off line:

Pride, unity, trust speak for themselves. The union is proud of its heritage, its unity and its members' trust in one another. Phambili means moving forward and that is what UNTU is going to do - move forward with pride, in unity and with trust. ■



Top left: Steve Harris, UNTU general secretary, and George Strauss, UNTU president receives the registration certificate from Registrar of Labour, Johan Crause. Top right: Thumbs up for the new name. Above: A banner with the new identity is revealed. Below: Some of UNTU's Exco members and staff at the launch function.



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A seasoned pro re-evaluates train travel

Former general secretary, Chris de Vos, has been involved with and in love with trains since the day he took his father's lunch box to him in the Humansdorp marshalling yard more than 50 years ago. Although now retired, after hearing negative comments about the Shosholoz Meyl Chris decided to test the system by taking his wife, Stella, on a train trip from Port Elizabeth to Johannesburg. Here are his impressions:

The first step (booking on the internet) was easy and efficient. At R330 per person one way after the 25% pensioner discount, the price can be regarded as a bargain. The service at our point of departure - Port Elizabeth station - was good. There were more than enough porters with trolleys. The visibility of security and four SAPS members was immediately noticed and appreciated.

The employees on the train were friendly and efficient. However, not all of them were dressed in a manner in which their function could easily be identified, i.e. manager, bedding, waiter, etc.

The bedding was as good as ever. We found the dining car to be acceptable, although far beneath the dignity, appearance and neatness of the old SAS/SAR cars. The staff and passengers at a few of the tables were being so loud that passengers complained. The prices of the food were reasonable. But the menus did no one proud and liquor prices were too high. For example, our morning coffee in the compartment cost R17 and was served in a polystyrene cup. That was not value for money. The breakfast served in the dining car was reasonable but there were no table cloths on the tables. Nor was there hot water in the showers. We arrived in Johannesburg only 30

minutes late. That wasn't too bad, I thought. Even planes can arrive behind schedule.

My tips to Prasa arising from that trip are:

- Dress your staff better and in a way that their functions are identifiable.
 - Your porter fees are far too high.
 - Spend more on your dining cars ... they are your showcase and a key point as far as passenger satisfaction is concerned.
 - A set of diesel locomotives should start the trip and take it through to its end destination.
 - Electrical plugs should be available in compartments to charge cell phones and laptops.
 - Always ensure that such necessities as hot water in showers are available.
- Having said all this, what was our verdict? Will we travel on Shosholoz Meyl again? Yes! ■

Are Transnet's workers being conned?

Transnet has produced an outstanding set of mid-year results. Yet it remains woefully below target in most areas - so far below that it will require a miracle for its workers to qualify for a 2015 incentive bonus.

This is giving rise to the perception that Transnet is running two sets of books: one for its shareholder and the world at large and a second designed to cheat its workers out of incentive bonuses.

Here is how Transnet introduced its mid-year performance:

- Transnet ups volumes as road-to-rail drive gains momentum, capex breaks record
- Revenue up 6,4% to R30,3 billion
- Automotive and container volumes on rail up 14,3%

- Capital investment increased 66,8% to R18,7 billion
- EBITDA up 6% to 12,8 billion
- Gearing at 46,8% still below 50% ceiling
- Cash interest cover ratio at 4,4 times
- Cash generated from operations after working capital changes rose 57,4% to R17,7 billion

Those impressive results could not have been achieved by an under-performing workforce.

Why, then, are Transnet's workers still so far behind the level (less than 90%) at which their right to a 2015 incentive bonus will be determined?

There can be only one answer: the targets are being set far too high. Bearing in mind that labour is excluded from the target-setting

process, we pose the following questions:

Are Transnet's high productivity targets an accidental miscalculation? or

Is Transnet pointedly conning its workforce in order to gain increased productivity without paying for it?

Two further points: Are these questions too sensitive for Transnet's taste?

Is this why Brian Molefe is so pointedly avoiding a bilateral meeting with labour?

These are questions that need straight answers.

Working day and night in all sorts of weather, Transnet's workers are pulling out all the stops to achieve their employers' targets. But they are not going to tolerated being exploited. ■

A reminder of UNTU's important 2015 elections

This is your reminder that 2015 is an important election year for UNTU and its members. Between January and November - when the first UNTU Congress will take place - all levels of union representation will be up for election, or re-election.

The Process of electing Trade Union Representatives nationwide will begin on 12 January and will end on 28 February.

Branch elections will take place between March and April 2015. A further communication in this regard will be issued by the general secretary in mid-January.

Area Committee elections will

take place during June and July. The exact dates of each election and further guidelines will be published in April.

The election of the President and Executive Council will take place at Congress 2015 in November. The candidates for these elections will be made known by the general secretary in mid-September.

Members are urged (a) to make UNTU's elections truly democratic by exercising their right to vote and (b) to cast their votes thoughtfully and wisely as the candidates they elect will hold office through to Congress 2019. ■

34254

Sound advice to get physically and financially fit for the New Year

After a long and hectic year, working South Africans are looking forward to some time off with their loved ones. Many of us also get some financial breathing space at this time, thanks to year-end savings payouts, bonuses or 13th cheques. It's also the time when we plan to start the New Year with resolutions to get into better physical and financial shape.

The reality is that these plans to get fit often come to nought. Every January finds many of us regretting our spending sprees and festive binges.

John Manyike, head of financial education at a big financial institution, says: "Too often, South Africans who've worked hard throughout the year end up being pressured to overspend. Many succumb to aggressive marketing and clever advertising to buy stuff they don't really need.

"Buying stuff we don't need becomes a real problem when it means we can't afford the things that we do need come January - more particularly expenses like school fees, uniforms and textbooks."

There are some direct correlations between physical fitness and building personal wealth. Neither can be achieved instantly and both hold long-term benefits for you and your family if you're willing to stick to basic principles.

"It's never too late or too early to start getting into shape and to get advice on financial planning."

Good personal financial management and financial advice are more important than ever, points out Manyike. "The pressure to 'splash out' can put breadwinners and especially parents in an unenviable posi-

tion. Some breadwinners spend their bonuses excitedly before they've even been paid and end up in more financial trouble than if they hadn't been paid a bonus at all.

"Many - too many - feel it's easy to spend on credit and deal with the consequences in January or February," says Manyike. This can be hard on relationships too, he adds, especially when one partner is more careful with money than the other. "The cautious one can end up feeling like a killjoy who's always saying no."

It's not only marketers who are putting pressure on people to spend. Youngsters who expect the kind of gifts their friends get, or expect expensive holidays, put pressure on parents who don't want to disappoint their children or make them feel neglected. This can trap families in a spiral of high interest and debt, and can even lead to blacklisting, garnishee orders and repossessions.

One way to try to avoid this is to enlist your family's help: "Kids can be subject to peer pressure and pass that on to their parents, who end up feeling they're depriving their families by not splurging. It can be a difficult conversation and it can initially lead to tears and tantrums. But it's worth working through this. Instead of being badgered into buying new cellphones, for example, keep using the same ones and save up for a seaside holiday or something the whole family can enjoy."

But more importantly, says Manyike, turn budgeting and being debt-free into a family project. "This may require a complete turn-around in your attitude

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Molefe undertakes to ease Transnet tensions



The New Reward Model (Progression) agreement that dates back to 2009 and which, despite a dispute and an interim agreement along the way, still deals only with entry-level employees and fails to inform employees how and when they can advance their careers.

Transnet's willful stalling on the commitment it made at the 2013-2015 pay talks to negotiate the circumstances of full-time contract workers.

"Your workers now believe that your company is deliberately short-changing them in order to make the company's books look good. Your response over the next few weeks is going to tell them whether they are right or wrong," Steve Harris told Brian Molefe.

George Strauss reminded Brian Molefe that he is the highest-paid parastatal CEO in the country, but that his employees are far from being the best-paid State workers even though their efforts have made Transnet the only self-sufficient parastatal.

Labour Report put the following question to Steve Harris:

'Do you think that Mr Molefe was being sincere when he promised to put things right – or was he giving you the diplomatic run-around?'

"Frankly, I'm not sure. Normally, we would have waited a few weeks to see what action transpired. But with Christmas coming up, we've decided to give him and his team until the end of January to launch the remedial action so urgently needed. If nothing meaningful happens by then we will take it as a signal from Transnet that it wants its workers to fight for any fair play and gains they might achieve." ■

Executive Manager: Human Resources, Nonkulela Sishi.

The UNTU leaders told Transnet's GCEO that his company was courting strike action through its failure to honour agreements already signed and to give proper attention to other pressing employment issues.

They also told him that the company's lack of credibility was giving it a scant chance of achieving the long-term pay agreement it would likely seek at the 2015 salary negotiations.

"We made it clear to him that UNTU does not want to have to launch disruptive strike action. However, we also told him that the necessary authority to strike is already in place and that we will take that route if forced to."

The UNTU leaders detailed these issues as the festering problems causing worker unhappiness:

The still un-implemented Train Movement Agreement that Transnet signed in 2008.

The un-honoured Artisan Agreement that was also signed in 2008.

During a straight-shooting 90-minute interchange on outstanding workplace issues with UNTU leaders, George Strauss and Steve Harris, in the 49th floor office of Transnet General Chief Executive officer, Brian Molefe, he apologised for his own and his lieutenants' communications shortcomings and undertook to put things right. He also undertook to give his attention to the outstanding issues that are placing Transnet at risk of industrial action.

Brian Molefe found himself first in UNTU's firing line for avoiding the union's several attempts to get him to the bi-annual meetings demanded by the terms of reference of his position.

"There are 52 000 workers out there and they are not getting a fair deal because you have been refusing to discuss their problems with labour and failing to effectively monitor your line managers," UNTU told him.

Mr Molefe apologised and said that he would correct that short-coming. Also present was Transnet's

Sound advice to get physically and financially fit for the New Year

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toward money, from 'spend-first-and-save-the-rest' to 'save-first-and-spend-the-rest'."

He suggests the following steps:

Where am I?

Make a list of what you spend. Nowadays, money can seem unreal, just a swipe here and there and a number on a screen. Many of us know that we're overspending, but hide from the ugly truth.

Write down your fixed expenses: rent or bond repayments, insurance premiums, school fees, union membership fees.

Now list your variable expenses: food, transport, rates, cellphone, clothing and entertainment. Don't sabotage your efforts by underestimating costs.

List your irregular expenses: car maintenance, home repairs and so

on. Try to work out an average monthly cost. Again, if in doubt, it's better to slightly overestimate than get caught short.

Add them up. If they total more than your earnings, you need to act. But even so, pat yourself on the back: now that you know exactly where you are financially, you've already put yourself in a stronger position.

Back in the black

List your expenses in order of importance. You need accommodation, transport and food. Apart from that, ask yourself whether an expense is crucial, or whether it can be cut out. Typically the items that can be eliminated will be things such as entertainment and clothing.

Use the money you've saved to reduce your debt, especially credit card and store card debt, which carry high interest.

You've got the power

Once you're debt free, establish a basic emergency fund for unexpected expenses. A month's salary is a good start. While it may take a while to build up, it'll give you a real sense of security once you have it. Many people are just one month away from poverty because if their salary was not paid for a month, it would take nearly 12 months to recover.

Invest some money each month for your long-term and medium-term financial goals, like saving for your retirement and your kids' education. This excludes your employer's pension scheme or your own retirement investments. A financial adviser can help you.

Empower yourself with knowledge. ■

133020

Molefe's blunder

A few weeks earlier, Brian Molefe had incensed labour leaders through his inept handling of the media event to announce Transnet's half-year earnings. Here's how it happened:

On 29 October, Transnet announced its half-year 2014 results to a meeting of senior managers and media representatives in the main hall at Esselen Park.

Labour received an official invitation to that meeting but when labour arrived, its delegations were refused admission to the main event.

"You must wait at Junction Hall until Mr Molefe, our Group Chief Executive, is ready to address you," they were told.

The labour delegations waited ... and waited.

Who was present in the main hall

to hear Transnet's interim results? Labour did not know because they had been denied access.

When Brian Molefe arrived at Junction Hall, UNTU general secretary, Steve Harris, immediately confronted him with the question: "Why is labour receiving second-rate treatment?"

Molefe mumbled a string of excuses. Seeing that they were cutting no ice, he backed down and invited labour to the main hall.

But it was too late. The show was over. And the union delegates had other meetings elsewhere.

The labour delegates left Esselen Park wrestling with this question: 'What level of arrogance and incompetence could have caused Brian Molefe to make such a serious blunder?' ■

Another slap in the workers' face

Acting on a request from Treasury, Transnet has cancelled the R150 year-end contribution it has traditionally made to fund year-end functions.

Employees will be granted time off to the equivalent of four working hours to attend one year-end function with their line managers and colleagues. Managers have been encouraged to grant time for year-end functions on the afternoon of 15 December. But any beer, cool drinks or meat consumed at those functions will have to be at the employees' own cost.

"Transnet workers are asking why their company didn't oppose Treasury on this one," says Steve Harris. "Why has the company elected to ravage employee morale and

loyalty – and possibly productivity – for what amounts to a few pennies in the relative scheme of things.

"The workers are right. It's the petty insults like this one that accumulate to become major grievances. Transnet workers are not Eskom or Public Works Department employees who have to be baled out. They are productive workers who, through their ongoing efforts in all conditions, earn their company high returns.

"Their end-of-year get-togethers are important to them – and to Transnet. Traditionally they have been key contributors to the team spirit that makes branches, depots and workshops effective units. Why then trample them? Why send out the implicit message: 'You guys don't really matter in the scheme of things?' ■

Watching the penny drop

A point raised by the UNTU leaders during their interchange with Transnet's Brian Molefe was his group's apparent excess of managers.

"Why are so many managers being appointed?" asked Steve Harris. "We see them falling over one another in

their glass houses and few of them seem to know what they should be doing."

"Do you mean we are becoming like SAA where there are three managers to every pilot?" ■

The manager and the Mule

This anecdote is for the attention of those managers who believe that the company can benefit by jerking its employees around.

A farmer was frustrated by his stubborn mule.

'Call in a mule consultant,' said his neighbour.

The farmer complied.

The consultant arrived and took one look at the mule. Then he picked up a heavy plank and hit the mule between the ears.

As his mule fell to its knees the farmer yelled, 'I hired you to cure my mule – not to kill it.'

'I'll cure your mule, Mr Farmer,' said the consultant. 'But first I need its attention.'

Are you that mule, Mister manager? Must labour have to strike to get your attention?

Surely the last thing the South African economy needs right now is another management-driven strike. ■

FESTIVE MESSAGES

FESTIVE MESSAGES



George Strauss' Christmas message

I congratulate all our members on their achievement in creating United National Transport Union (UNTU), the South African labour movement's finest example of racial and gender unity ... a union with an assembly of professional skills and integrity second to none.

These high standards have been achieved because:

UNTU is a member-driven union of the good sense and sound vision of its members.

Instead of looking to the past and focusing on differences that might have divided them; instead of being jerked around by empty slogans and flag-waving ... UNTU members banded together to create a professional trade union with clear, practi-

cal and achievable goals.

Furthermore, to enable them to achieve their goals, they have elected experienced, committed and capable people at all levels to represent them.

These are achievements to be admired. And I have no doubt that our members will display the same good sense during the 2015 elections and at our first UNTU Congress next November.

UNTU's strength lies in its depth.

No other transport trade union is as well represented geographically - at all levels of operation, or at all levels of seniority.

No other transport union comes close to investing so much money and effort in training and equipping its representatives to ably to deliver

quality service to the members who elected them.

UNTU's members deserve credit for the role they have played in making their union Transnet's biggest trade union. They have done this by spreading the word about the superior value for money UNTU offers workers through its comparatively low subscriptions, high achievement record and superior add-on benefits; and by recruiting the non-members around them.

If we all commit ourselves to intensifying these efforts in the year ahead we will literally go from strength to strength.

There are too many big issues confronting Transnet workers to be discussed in a Christmas message.

Rest assured, whether they are workaday issues in your plants, offices and depots or such major concerns as wages, workplace fairness, job retention, health care, safety and pensions, UNTU will be protecting your interests during the year ahead.

UNTU will be doing even more than that. Thanks to the strength in numbers, experience and wisdom which you have given your union, we will be working to ensure that the worker voice plays a role in shaping a better, fairer Transnet.

My and my wife's best wishes go to each one of you and to your families for a restful and rewarding festive season. I am looking forward to our regrouping to make 2015 another successful year. ■



UNTU president, George Strauss.

133041

Steve's Christmas message

It is with a feeling of pride and privilege that I greet you as UNTU's first general secretary.

Making our union a reality required behind-the-scenes thinking and planning by many. A wide range of viewpoints and emotions had to be accommodated. Numerous practical issues had to be resolved.

That all this was achieved with minimal fuss and division is a tribute to every UNTU member.

Now that we have created the trade union we have long wanted

and needed, our next step is to take it to the heights we envision for it. I give you the assurance that every member of your secretariat is one hundred per cent committed to assisting you - our members - to achieving that goal.

We are excited by UNTU and its prospects. And we are determined to keep making our union the biggest and best union and to spreading its influence to other aspects of the transport industry.

Given the fragility of the global

and local economic situations, the road ahead is not going to be an easy one. Whatever our problems, we will overcome them by displaying the good sense and dogged determination that we have developed through our more than 100 years' experience in industrial relations.

Also, given the complexity of the challenges confronting us, along the way there are bound to be problems and differences of opinion and/or emphasis. When that happens, your secretariat will be attentive, patient,

understanding, communicative, conciliatory. If members can adopt a similar approach to problems, our hassles will be easily resolved.

On behalf of each member of the UNTU Secretariat I thank Exco for the guidance it has given us throughout the year. I thank our members for their support, loyalty and efforts during 2014. I also thank our union's service-providers whose roles are both valued and appreciated. May you and your loved ones all have the best possible festive season and a 2015 that will realise your hopes and ambitions. ■



UNTU General Secretary Steve Harris

41361

Exco members send Christmas greetings

It is an important day to remember.

It is a day of rejoice 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 all mighty guide you forever.

God Bless & Merry Christmas and a prosperous New Year

Wyndham Evans

Ek kan nie glo dat die jaar verby gevlieg het nie. Eerstens wil ek aan my mede-Exco lede en hoofkantoor personeel sê baie dankie vir 'n fantastiese jaar waar

hierdie vakbond dramaties gegroei het deur harde werk en opofferings. Ek wil vir elke lid en hulle gesinne 'n Geseënde Kersfees en 'n voorspoedige 2015 toewens. Dan wil ek ook vir my mede-Exco en hoofkantoor sê ons moet die feestyd geniet saam ons geliefdes en met nuwe energie terugkom in 2015 om al die uitdagings wat oor ons pad kom te beveg. Dan wil ek vir my familie sê dankie vir julle ondersteuning deur hierdie jaar.

Lastly the most important thanks go to our Heavenly Father for all his blessings for this union and its leaders. May we all enjoy the festive season for the right reasons. God bless you all.

Frans Crause

This has been another year full of new developments and chal-

lenges. But 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. Once again, thank you all for your trust and confidence in me. It was my honour and privilege to assist you throughout 2014, and to be part of UNTU, as 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 Trade Union Representatives and members 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 serious issues.

Going forward with our new name as UNTU, I know that we will reach even greater heights than we reached as UTATU SAR-WHU, because we are now really together as ONE.

My wish for all UNTU members, TURS, the executive council and head office staff is a blessed



Scott de Koker

Christmas and Happy New Year and irrespective if you will be working, have planned 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 2015, and may all your dreams and goals come true.

Scott de Koker

Another year has passed with great losses for our Trade Union with Tiekie de Jager and Frank Staunton passing away. I will pray that God will comfort the families that are left behind during this festive season. To the Staff of the Parktonian Hotel and the general manager, Bennie Barnard, thank you for the kindness that you showed us for the wonderful service we received from you. For the kindness you showed us during the loss of our Vice President, Tiekie de Jager, thank you and may you all be blessed. I thank all the Executive Councillors for the assistance and good wishes I received from all of you. Dear head office staff, thank you for all your kindness and assistance and your smiles that count for so much.

All our loyal members, thank you for believing in me. The trust that you put in me means so much. To all the members whom I

have dealt with, I am glad that I could assist you. My door is always open for all our members even if it is only to listen.

A special thanks to the TFR Branches in Durban and Pietermaritzburg. Thank you for the trust you have put in me, the assistance I received from you and also for the way you protect and assist our members. You all are very close to my heart. I hope to be a real leader and the only way I can get there is with your help and support. As you all know I only want to do what is best for all our members, our union and our company, Transnet. I am really proud to be a member of the one and only Trade Union UNTU.

May your new year be filled with joy and love and your wishes get fulfilled this year. It is my pleasure to wish you all a beautiful and pleasant festive season and a wonderful 2015. Those of you who will travel, I will pray for you and your families for a safe return to your homes. To those of you who will be staying at home, I will pray



Linda Biljoen

FESTIVE MESSAGES



that God will bless you and keep you safe.

I also want to thank God for all he has done for all of us. Life has not always been easy but with our Heavenly Father there for us, we can trust him to love us and to show us the way forward.

Viva UNTU Viva.
Linda Biljoen

Die jaar 2014 het met 'n spoed tot 'n einde gekom. Dit was weereens 'n moeilike jaar van onderhandelings met bestuur. Ek wil van die geleentheid gebruik maak om persoonlik die TUR's te bedank vir hulle bereidwilligheid en hulle betrokkenheid, dit maak net ons werk as leiers baie ligter. Met die kongres wat ongelukkig uitgestel moes word, sal daar vroeg in volgende jaar verkiesings plaasvind vir die volle struktuur vir ons Vakbond met 'n nuwe naam: UNTU. Ek hoop dat ons lede die regte mense sal kies om hulle vir die volgende vier jaar te verteenwoordig.



Ben Jonker

Aan ons lede wat geliefdes aan die dood afgestaan het, is dit my gebed dat die Here sy hand van vertroosting oor hulle sal hê. Ook aan my kollega, Tiekie wat ons ook aan die dood moes afstaan, ons gebede is ook by sy familie.

Ek wil ook my vrou en familie bedank dat hulle die huiswerk op datum gehou het wanneer ek nie by die huis was nie.

To those members who are going on leave, I say enjoy your break to the full and return safely. To those who must work, thank you for keeping the wheels rolling.

My wish for all UNTU members is that they have a happy and blessed Christmas and a prosperous 2015.

VIVA UNTU VIVA.
Ben Jonker

Another year has passed. To all representatives and members, I must say thank you very much for the support, input and guidance you have provided throughout the year. It is not easy to make decisions sometimes but I know that I do have all of your support behind me. For those who are going on holiday, travel safe. For those who will keep the wheels rolling, do it safely and let us join hands together next year to face whatever is coming our way. I wish all members and their families, Exco members and their families, the secretariat and their fami-



Peet Swart

lies, office staff and their families a wonderful festive season and prosperous new year.

Comradely,
Teboho Dan Khumalo

Comradely,
Teboho Dan Khumalo

Sons and daughters of the soil, it is that time of the year again so let me also add my voice to the year-end messages. 2014 had more challenges than any other year since I joined Transnet Freight Rail in 2006 and ascended to a leadership position. We can't turn a blind eye to the labour unrest in the country. As some are doing elsewhere, we must not misguide poor employees or push our own agendas to fulfil our desires at the expenses of poor working class.



Dan Khumalo

The mining sector industrial action, which took a period of five months, is where the citizens needed to make their own assessment as to whether we also consider the consequences of our actions or strike aftermath. It is upon the employees or citizens to consider a lot of factors before putting the unreasonable demand when coming to wage negotiations i.e. CPIX (inflation) and most importantly job security. There are a lot of local unions that will make promises which they won't fulfil, by promising members heaven and earth should they join forces with them, but in reality knowing that they can't deliver.

Since the merger of UTATU and SARWHU on 22 June 2012, we were faced with lot of negativity not only from the rivals but the worst enemy was some of our own union members. Nevertheless, that didn't demoralise or stop us forging ahead to make sure that our union becomes the giant in the Transport Sector. Members are aware that the UTATU SARWHU's name was an interim arrangement. Exco resolved the matter and United National Transport Union (UNTU) was born and registered with Registrar of Labour Relations. With effect from 1 November 2014, the name UTATU SARWHU ceased to exist and UNTU is now the new name, with the same leadership going to the 2015 Elective Conference. I'm aware that certain individuals within and outside the family will try to misguide you about the name, but rest assured, we will come back stronger and be robust in 2015.

Let the Almighty Lord give strength and wisdom to the leadership of UNTU in dealing and representing your issues. Wishing you all the luck and festive season full of glory and blessings, let the Lord be your Advisor and Executor in everything that you plan to do. Let us come back stronger in 2015, so I wish everybody a Merry

Christmas and Prosperous New Year.

Once again it is that time of the year when we sit down and look back to our hectic year. The year 2014 was the year of good and bad challenges. Challenges make us grow in a way. However, it always depends how you treat each and every challenge you come across. Some of us were strong enough to face them while others decided to quit.

Our organisation also experienced a lot of challenges but I am glad to see that those challenges made us stronger and strive for more success. Our greatest success is to keep this union united regardless of any storms. I will not forget to mention the fact that we have achieved the name change which is highlighted with a symbol of unity and an eagerness to rise to success.

Next year we are looking forward to our congress which will bring about more success in our organisation.

Let us fold this year 2014 with a high key and unfold the following year with the same key. I wish all my fellow comrades and members a merry Christmas and prosperous New Year.

VIVA UNTU VIVA! PHAMBILI UNTU PHAMBILI!
Zonke Cebekhulu

May God give you kindness and grace for those who step on your toes. May He give you holy and humble confidence in the presence of those who misunderstood you. May He give you love and forgiveness for those who hurt you and miss you completely. May his love spill over you till you know that you're everything to Him. May you have a very blessed festive season. Drive safe and all the best for the new year.

Comradely Greetings
Luvuyo Mdyogolo

Here we are at the end of another year that presented many challenges.

We may not have fulfilled everyone's wish list, but we certainly came very close.

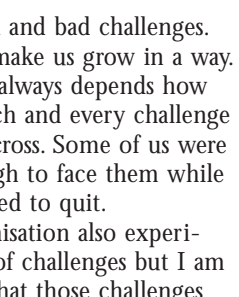
A huge milestone was the life which was given to our union UNTU, and the growth which was seen in our membership total. To everyone, membership, staff and Exco including families, have a safe and enjoyable blessed festive season. Let us together embrace the challenges of 2015.

Trevor Wasserfall

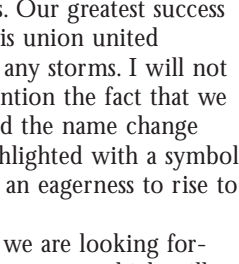
He who has not Christmas in his heart will never find it under a tree. – Roy L. Smith
Christmas, my child, is love in action. Every time we love, every time we give, it's Christmas. – Dale Evans
Christmas is the day that holds all time together. – Alexander Smith
Christmas isn't a season. It's a feeling. – Edna Ferber
Christmas... is not an external event at all, but a piece of one's home that one carries in one's heart. – Freya Stark
Let's be naughty and save Santa the trip. – Gary Allan
Christmas is, of course, the time to be home - in heart as well as body. – Garry Moore



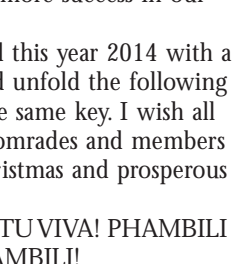
Zonke Cebekhulu



Luvuyo Mdyogolo



Trevor Wasserfall



Douw Dreyer

and share it equally and accordingly among ourselves.

A big thank you to our members, my colleagues, head office staff, friends and family for the huge impact you had on my life this year. Especially for all the support I received; without you I am sure that 2014 would have been extremely boring. I wish you all a magical festive season filled with loving wishes and beautiful thoughts. May 2014 mark the beginning of a tidal wave of love, happiness and brighter future. Should you be driving during this time please take care and drive safely. Remember do not drink and drive.

Comradely Greetings
Luvuyo Mdyogolo

Special Christmas greetings from my family to yours.

May the festive season be bright and the year that's ahead turn out just right.

At Christmas, all roads lead to the home.

Christmas is not a date, it's a state of mind.

Christmas is not so much about opening presents as opening our hearts.

Christmas is the time to let your heart do the thinking.

Good health, peace and sweet content be yours.

God made Christmas happen, family and friends make Christmas beautiful, music makes Christmas festive, giving makes Christmas joyous, love makes Christmas complete.

The best of all gifts around any Christmas tree is the presence of a happy family and friends all wrapped up in each other.

Decorate your homes with lots and lots of mistletoe. This won't really help the environment. The more kissing that takes place has got to be good for better relations and world peace.

May this Christmas end the present year on a cheerful note and make way for a fresh beginning and bright new year.

Here is wishing you all the warmest wishes for good health and happiness, have a very merry Christmas and a wonderful, happy and prosperous new year.

Thanking you sincerely,
John Short

125079

Famous Quotes about Christmas

He who has not Christmas in his heart will never find it under a tree. – Roy L. Smith

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The Ekurhuleni Declaration: A decisive step towards stable labour relations



The labour transformation agreement reached between government, business and labour at their November indaba at Ekurhuleni has opened the way to a new and fairer labour dispensation that can benefit all players in the South African economy: its full- and part-time workers, civil society, the unemployed, business and government.

The direct result of the indaba has been the formation of a 24-person 'Committee of Principals' comprised of six cabinet ministers and six representatives from each of business, labour and the social community. Working under the auspices of Nedlac and the direction of Deputy-President, Cyril Ramaphosa, the Committee will begin its work in January 2015. Its brief is to provide a detailed roadmap for the nation's industrial relations future by July 2015.

"In addition to Cyril Ramaphosa, the Committee of Principals includes six cabinet members," says Fedusa general secretary, Dennis George, who will be representing the interests of UNTU members on the committee. "This is a huge achievement. Never before in our country's history have so many senior members of government been so directly involved in the business of forging better circumstances for the country's businesses, workers and the unemployed.

"For our venture to succeed, all four partners on the committee –

government, business, civil society and labour – will need to approach the negotiations with open minds.

"As the prime movers of the country's economic development, it will be up to government and business to propel the process. If they can come up with creative and supportive solutions that can win the trust and support of the nation's embattled workforce, our country will be headed for a happier and more productive future.

"The key word driving the process will be 'leadership.' South Africa urgently needs more effective leadership. As the one that has been allowing weeds to grow in that area, government is going to have to display greater discipline, intelligence and efficiency.

"Some in labour appreciate the problems that big business is facing. In a country geographically far removed from its markets it is extremely difficult to attract investment, to win contracts and to perform profitably in an environment bedeviled by poor service delivery and labour unrest. We are at one with business in their efforts to influence more efficient service delivery. If they can come up with transparent and trustworthy scenarios that will make their workers – the people who produce their wealth – genuine partners in their enterprises, they will win our support on that front, too.

"Organised labour will need to become more understanding and conciliatory if it wants to (a) attract those same sentiments from the employers and (b) contribute to the more stable and remunerative employment environment which its members crave. An important first step for some will be to move out of struggle mode. South Africa is now our country. And its economy is our economy. Killing or maiming the goose that feeds us will help no one."

Dennis George added: "In a fully evolved industrial relations milieu concerned managers see their workers as 'our members, too,' and the well-treated, remunerated and informed workers see their company as 'our company, too.' Given mutual loyalty to the enterprise and its need to function profitably, areas of conflict become more modulated and can be resolved in a parliamentary manner with both sides understanding that compromise is the name of the game. If Nedlac and its Committee of Principals can succeed in raising South African industrial relations to that level it will have done the country a great service."

Key aims of the Committee of Principals will be to:

- Examine the feasibility of introducing a national minimum wage on a sectorial basis.
- Explore ways of reducing pay differentials while maximising job

creation efforts.

- Explore ways of achieving the elimination of poverty and inequality.

The members of the committee will be:

- Labour: Dennis George, Sidumo Dlamini, Zwelinzima Vavi, Tyoty James, Zingiswa Losi, and Narius Moloto.
- Business: Siphon Pityana, Bobby Godsell, Neren Rau, Tanya Cohen, Babalwa Nkonyama and Loyiso Mbabane.
- Community: Diteko Moreotsenye, Thulani Tshefuta, Isobel Frye, Herman Tsebe, Robert Tsikwe and Laura Kganyago.
- Government: Minister of labour, Mildred Oliphant; Minister of Economic Development, Ebrahim Patel; Minister of Finance, Nhlanhla Nene; Minister of Trade and Industries, Rob Davies; Minister of Small Business Development, Lindiwe Zulu and Minister of Rural Development, Gugile Nkwintini.

Towards more ethical business management

A parallel development likely to have a positive bearing on South African employment is the amendment to company law that requires certain companies to establish social and ethical committees (SECs). These com-

mittees are required to, inter alia, monitor the company's performance in such issues as:

- Adherence to the ILO protocol on decent work.
- Its relationship with its trade union/s.
- The levels of corporate governance and transparency being applied.
- The company's standing relative to the OECD recommendations regarding corruption.
- Its progress towards broad-based black empowerment.

An Institute of Directors of South Africa survey on the implementation of Social and Ethics Committees found that some companies have been slow to comply. The survey found that 50% of the companies that were supposed to have a social and ethics committee had established a committee by 1 May 2012; 41% of responding companies felt that their SEC understood its mandate. A further 11% indicated a strong awareness of the role and functions of the SEC.

"There is still a long way to go," says Dennis George. "But all of the foregoing is nudging us closer to philosopher Immanuel Kant's ideal, namely: 'That the role of the leader is to construct an environment in which all members of an organisation or community have the opportunity to realise their own potential and to develop their talents.'" ■

At last - an answer to UNTU's calls for safer level crossings

BM00559

Transnet has unveiled a groundbreaking automated level crossing mechanism which utilises technology designed to make it impossible for a vehicle to go through a railway level crossing while a train is approaching.

The system – a first for South Africa, developed by Transnet Engineering – provides physical barriers, preventing vehicles from entering a level crossing when a train is approaching. It works through hydraulically-operated road blockers which lift out of the road surface.

Using railway signalling to detect approaching trains, the mechanism triggers a series of actions – the traffic lights change to amber, then red, followed by booms closing on both sides of the road. After the booms close, the blockers lift, creating an impenetrable obstruction preventing vehicles from approaching the railway line on either side of the road.

Speaking at a demonstration of the new system at Boshoeck, near Rustenburg, Transnet chairman, Mafika Mkwanazi, said: "This innovation by Transnet, once we have rolled it out in full, will save hundreds of lives by eliminating fatalities due to (vehicle) drivers not adhering to level crossing signs. Through this invention, we are taking discretion away from the driver as the mechanism stops the

vehicle from crossing the railway line ahead of an oncoming train."

Over the past three years the country had lost 52 lives and seen 140 people injured in 228 rail crossing incidents, said Mr Mkwanazi.

Huge relief to train drivers

UNTU general secretary, Steve Harris, says that the safer level crossings will be a huge relief for the country's train drivers.

"The figure of 228 level crossing accidents in three years speaks for itself," he said. "Each time there is a level crossing accident it is the train driver's efficiency that goes on trial. Even though the train driver is exonerated in the vast majority of cases, he or she has to bear the mental scars caused by that accident for the rest of time.

"South Africa has 4 000 rail crossings. Transnet says it will be rolling out its new level crossing system 'subject to budget, governance and other considerations.' If there is a catch in Transnet's good news it lies in its 'budget permitting' statement. Unless serious money and effort is made immediately available to securing our level crossings, Transnet's announcement will have been little more than a PR exercise.

"If profit targets are placed ahead of human considerations it could take



decades to make all of the country's level crossings safe. For the sake of road users, rail passengers and train crews, UNTU will be monitoring the situation to ensure a rapid roll-

out. We have written to Transnet asking it to inform us how many level crossings will be fitted with its automated level crossing controls each year from 2015. We will continue

monitoring the process until all 4 000 crossings have been made safe." ■

It's important to notify your employer of changes in your info

UNTU deputy general secretary, Eddie de Klerk, draws members' attention to this article by Tony Healy headlined Procedures for Absconding Workers that appeared in Star Workplace and urges them to take note of its contents.

"IF THE EMPLOYER CORRESPONDS TO AN OUTDATED ADDRESS, THEY CANNOT BE HELD LIABLE"

Case Law has, for some time now, established laid-down procedures and requirements which must be followed when an employee absconds and the employer knows the whereabouts of the absent employee.

In circumstances where an employee absconds, deserts or is simply absent without leave, employers frequently erroneously conclude that the missing employee has dismissed himself or herself; nothing could be further from the truth. It is not possible for employees to dismiss themselves; only employers can initiate dismissal.

To begin with, it is precisely for these kinds of cases, among many other good reasons, why an employer should know and maintain employees' personal information, including their residential and/or postal address.

There are times, of course, when employees move residence and do not inform their employer of this fact, but it is the employee, not the

employer, who is negatively affected by this, as the employer is only ever expected to communicate with an employee at the address given to them by the employee. So, if the employer corresponds with the employee at an outdated address the employer cannot be held liable.

The primary case relied upon in directing employers as to how to address a scenario wherein an employee absconds is **South African Broadcasting Corporation vs CCMA (2002)**, quoted recently in a Labour Court judgement addressing the question of inter alia, dismissal on grounds of absence – **Jammin Retail (Pty) Ltd vs Mokwane & Others (JR 2784/09)**

The Jammin Retail Labour Court judgement unsurprisingly made reference to the SABC case in outlining the obligations employers have when contemplating the dismissal of deserters.

This judgement quoted the SABC, which held that 'Where an employer has an effective means of communicating with an employee who is absent from work, the employer has an obligation to give effect to the audi alteram partem rule (always afford the other party an opportunity to defend themselves) before the employer can take the decision to dismiss such an employee for his absence from work or for his failure to report for duty.'

Put simply, this means that when



Deputy General Secretary, Eddie de Klerk

an employee goes absent, and especially when the employee fails to communicate with the employer, the employer must attempt to find the employee. This is normally undertaken by corresponding with them at the address they have provided the employer; there is a presumption that this is the correct address and that registered mail to this address will be received by the employee.

A written notice to attend a disciplinary inquiry for the absence in question should be posted by registered mail to the employee, inviting them to the inquiry. If they do not attend, the inquiry may ordinarily be held in the employee's absence as the employer has afforded the employee to state his or her case, but they have waived their right to do so by not attending. ■

GLOBAL

Global transport Round-up

International transport Glimpses

UNTU leading in battle to liberate women in rail

When one looks at the global norm for female workers employed in rail, UNTU, with its rapidly increasing number of female members who do the same work as men for the same pay, appears to be leading in the race to employment equity.

Traditionally, Railways are a male-dominated industry. Women in the railway industry tend to work in administration, sales, catering and cleaning. They're also more likely to be found in outsourced positions.

The challenges facing women railway workers

Women's roles tend to be the lowest paid in the railway industry

They struggle to reach management positions

Outsourcing results in a lack of job security and participation in unions

Barriers exist prohibiting women from working in certain functions – these can be legislative or as a result of company or management policy

Workplace health and safety issues e.g. violence and sexual harassment, maternity and pregnancy provisions

"Many of these problems still exist in South African rail but, thanks to our gender team's vigilance and assertiveness, they are on the decline," says UNTU general secretary, Steve Harris.

New international container safety code

The endorsement by the ILO governing body of the code of practice on the safe packing of cargo transport units on 4 November means it has the approval of all three agencies which developed it – the International Labour Organization, the International Maritime Organization and UNECE (United Nations Economic Commission for Europe). The agencies collaborated through a joint working group over three years.

The code sets out practical guidelines on packing and securing (including for fumigation and dangerous goods), safe handling, receipt and unpacking; and addresses training and the chain of responsibility.

Mac Urata, International Transport Federation inland transport secretary, said: "This code of practice – the first achieved at the three UN agencies to include the road transport sector – is hugely important, as it can be turned into national legislation to make packing, weighing, loading and transporting containers safer for workers and reduce accidents."

Deutsche Bahn rail strike hits many

A four-day rail strike, billed as the longest in German history, has hit passenger trains and threatens to disrupt celebrations marking the 1989 fall of the Berlin Wall.

The stoppage by the 20,000-member GDL union hit intercity and

regional services alike on Thursday and is due to last until early on Monday.

Rail operator Deutsche Bahn is seeking an injunction to halt the strike.

The union rejected the company's offer of arbitration late on Wednesday.

As commuters struggled to work, on the roads and on restricted rail services, there was widespread concern that the strike would hit up to two million people travelling to Berlin for the 25th anniversary celebrations of the fall of the wall.

Events are being held throughout the weekend, with concerts, a street festival at the Brandenburg Gate, and guests of honour such as former Soviet President Mikhail Gorbachev.

The weekend's Bundesliga football matches are also likely to be hit by the 100-hour stoppage.

British TUC examines workers' increasing commuter times

The amount of time that British commuters spend travelling to and from work has increased substantially over the past five years, according to a Trade Union Council analysis of official figures published recently.

The figures – published to mark the end of Commute Smart Week organised by Work Wise UK – show that on average workers are spending almost an extra 11 hours a year commuting.

The South East has seen the most dramatic annual increase, with commuters there facing an additional 20 hours to their journeys.

Since 2008, rising commuting times mean that workers in the East Midlands are now encountering an 18-hour annual increase while those in the South West and East of England have also seen above average rises in travel to work times.

Although Londoners have only seen their commute times go up by an extra 10 hours a year, the TUC points out that they already have way and above the longest daily commute time in the UK at almost an hour and twenty minutes.

The TUC analysis also breaks down commute times by different modes of transport. It shows that nationally travelling by car is still the most common way of commuting, with workers spending nearly seven hours more per year travelling to work and back than they were in 2008. For bus, coach, rail, tram and underground passengers the rise in commuting time is higher – now an extra 14 hours per year.

The Department for Transport reports that motor vehicle traffic increased by 1,6 per cent during the past year, resulting in more than 250 thousand extra vehicle journeys. But in this time only 53 miles of new roads were built.

Similarly, the number of journeys made on the rail network increased by 2,5 per cent last year, but yet the capacity of the rail network only increased by a marginal amount – an extra nine miles of track.

Deaths

AUGUST	Mthembu AS Spouse Komatipoort	Mabuza KT Member Richards Bay
Hoffman PJ Member Noupoort	Seleka SD Member Pretoria	Mofammera L Member Fochville
Engelbrecht JJ Spouse De Aar	De Jager J Member Durban	Oosthuizen JA Spouse Mpumalanga
Mavundza FS Spouse Vereeniging	Ralufhe LM Child Isando	Mbobu NP Member Cape Town
Krugel J Member Pretoria	Tarentaal RS Spouse Port Elizabeth	Baartman P Spouse Beaufort West
Minnie AMJ Member Waterval-Boven	Manaka NE Member Germiston	Claassen ME Member Johannesburg
Terblanche R Member Bloemfontein	Lombard MH Member Pretoria	Mnqayi E Member Durban
Nzimande AN Spouse Durban	Thompson RR Member Uitenhage	Malefane TL Member Kaserne
Mathee Spouse Sentrarrand	Maphumulo S Child Durban	Moses PT Member Bloemfontein
Greyvenstein PJB Member Pretoria	Rune MK Child Cape Town	Mhlanga MP Spouse Pretoria
Lange E Member Salt River	Mopedi IG Spouse Kaserne	Khumalo AB Spouse Durban
Melville EJ Member Isando	Hoyi SM Child Port Elizabeth	Staunton FJ Member Durban
Anderson PDM Spouse Johannesburg	Steenkamp B Spouse Kimberley	Mbotyeni X Child Port Elizabeth
Nel WJ Member Port Elizabeth	Sokulu Z Child Richards Bay	Masoeu MH Member Krugersdorp
Motau M Member Pretoria	Manewil P Member Port Elizabeth	Ntuli NV Member Durban
Moilwa DJ Member Kimberley	OCTOBER	Silabi S Member Mpumalanga
Xulu CDS Spouse Vryheid	Santho SL Child Germiston	Ngake MM Spouse Pretoria
Oels SG Spouse Durban	Makgaka ME Spouse Johannesburg	Phakathi T Spouse Alberton
Mathule TV Spouse Mafikeng	Storrie CW Member Durban	Modimila JK Spouse Germiston
SEPTEMBER	Mateba E Member Sasolburg	Engela PJ Spouse Port Elizabeth
Vermaak RR Spouse Johannesburg	Badenhorst KF Member Potchefstroom	
Gama TM Spouse Johannesburg	Pretorius JJ Member Richards Bay	
	Van Zyl AL Member Richards Bay	

UNTU DIRECTORY

Area 1 – Kwazulu-Natal

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	John Short	031 361 6164	071 481 6975	031 361 4870	john@untu.co.za	
Vice-Chairman	Rodney Blom	031 361 8189	082 893 1224	086 543 7660	Rodney@untu.co.za	
Secretary	Jabulile Madonsela	035 905 3807	083 365 4621	035 905 3181	Jabulile.Madonsela@transnet.net	
Chairman	F.E. Mabaso	–	078 738 7296	036 271 2332	sarwhuncs@transnet.net	
Deputy Chairman	SM Mazibuko	036 271 2111	076 467 9121	–	–	
Secretary	VACANT	–	–	–	–	
Treasurer	S Nsibandane	–	–	–	–	
Gender Coordinator	NL Thwala	034 328 7235	072 536 5798	–	thembeka.thwala@transnet.net	
Durban	Chairman	W.T. Bophela	–	–	–	083 457 0972
Secretary	NC Ngcobo	–	–	–	–	073 176 0763
Durban Infra	Chairman	Linda Biljoen	031 361 4318	031 361 4107	Linda.Biljoen@transnet.net	071 322 7439
Secretary	Raymond Johns	031 361 5730	–	031 361 4731	Pieter.Johns@transnet.net	083 468 6010
Empangeni	Chairman	MC Sibiya	035 905 3779	–	nkosinathi.sibiya@transnet.net	083 772 0013
Secretary	BH Mtshali	–	–	–	–	083 358 1766
Ermelo	Chairman	Egbert Olivier	017 801 2266	–	egbertolivier@vodamail.co.za	082 612 8519
Secretary	Rinus Jansen van Rensburg	017 801 2217	–	017 801 2000	Danie.terblanche2@transnet.net	082 373 2521
Ladysmith	Chairman	Bob Corringham	036 271 2036	036 271 2298	Bob.Corryingham@transnet.net	083 387 8914
Secretary	John Bain	036 271 2467	–	031 361 2298	John.bain@transnet.net	083 787 4207
Ladysmith	Chairman	SD Zwane	036 271 2093	–	–	082 723 4106
Secretary	BB Mtshali	–	–	–	–	–
PRASA Durban	Chairman	Rodney Blom	031 361 8189	086 543 7660	Rodney@utatusarwhu.com	082 893 1224
Secretary	D Brand	031 361 7587	–	031 361 7798	mbrand@metrorail.co.za	083 501 2006
Newcastle	Chairman	NW Kubheka	–	–	thembeka.thwala@transnet.net	079 418 3260
Secretary	MS Nxumalo	–	–	–	thwala.thembeka@gmail.com	–
Newcastle	Chairman	VACANT	–	–	–	–
Secretary	Thembeka Thwala	034 312 1537	–	086 218 9144	Thembeka.Thwala@transnet.net	072 536 5798
Pietermaritzburg	Chairman	VACANT	–	–	–	–
Secretary	CL Holtzhausen	033 897 2460	–	033 897 2460	Charlesh@vodamail.co.za	082 336 2708
Pietermaritzburg	Chairman	S Ndlovu	033 897 2723	–	sibusiso.ndlovu@transnet.net	071 730 0558
Secretary	M.P. Zulu	–	–	033 897 2003	–	083 795 7446
Maritime Durban	Chairman	Steven Marais	031 361 3029	–	Steven.marais@transnet.net	083 382 2083
Secretary	Jane Amos	031 361 3722	–	031 361 3864	Jane.amos@transnet.net	083 378 6814
Maritime Richards Bay	Chairman	Frans Potgieter	035 905 3398	035 905 3180	Frans.Potgieter@transnet.net	083 284 1649
Secretary	Jabulile Madonsela	035 905 3807	–	035 905 3181	Jabulile.Madonsela@transnet.net	083 365 4621
Richards Bay	Chairman	C Shongwe	035 905 3685	–	clement.shongwe@transnet.net	078 672 5266
Secretary	A Nzungana	–	–	–	–	073 132 8952
Richards Bay	Chairman	Walter Hattingh	–	–	Walter.Hattingh@transnet.net	083 547 3059
Secretary	Binky Mjadu	–	–	–	utatuempangeni@transnet.net	083 444 0378
TRE Durban	Chairman	WS Mgobhozi	–	–	–	083 534 1855
Secretary	J Padoa	–	–	–	–	072 409 5156
TRE Traction Durban	Chairman	VACANT	–	–	–	–
Secretary	VACANT	–	–	–	–	–
TRE Richards Bay	Chairman	Zonke Cebekhulu	035 906 7372	035 906 7015	zonke@utatusarwhu.com	082 567 6637
Secretary	BA Msweli	–	–	–	–	082 588 5565
TRE Richards Bay	Chairman	BM Mdlaka	–	–	–	–
Secretary	MT Simelane	–	–	–	–	–
Umbilo	Chairman	Chris Kotze	031 361 7894	086 513 2098	Chris.kotze@telkomsa.net	083 439 7078
Secretary	Andre Smit	031 361 4033	–	031 361 4033	–	–
Vryheid	Chairman	TF Malumane	–	–	thulane@gmail.com	083 308 8416
Secretary	O Nkopane	–	–	–	nkopane@yahoo.com	083 623 4405
Vryheid	Chairman	VACANT	–	–	–	–
Secretary	AM Ndwandwe	034 989 9376	–	034 989 9349	Alexander.Ndwandwe@transnet.net	083 710 4031
Wentworth	Chairman	Reagan Govender	031 361 5346	031 361 4330	reagangovender13@gmail.com	072 690 0706
Secretary	Shaun Balmogin	031 361 5346	–	031 361 4330	sbalmogin@gmail.com	081 462 8344

Area 2 – East London – Port Elizabeth

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	VACANT	–	–	–	–	–
Deputy Chairman	TA Visani	–	073 396 7473	–	albert.visani@transnet.net	–
Secretary	T Xotyeni	041 507 5167	071 180 8333	051 407 5006	thoba.xotyeni@transnet.net	–
Treasurer	Luyanda Jacobs	–	–	–	–	–
Gender Coordinator	JN Njokweni	041 507 2034	076 335 3689	041 507 2014	noncedo.njokweni@transnet.net	–
Chairman	Chris Greyvenstein	043 700 4317	083 558 4430	043 700 4216	Christian.greyvenstein@transnet.net	–
Vice-Chairman	VACANT	–	–	–	–	–
Secretary	Rob Lottering	043 700 4233	083 409 8688	043 700 4575	bugle@mweb.co.za	–
Burgersdorp	Chairman	VACANT	–	–	–	083 409 8689
Secretary	PH Wheeler	051 653 9219	–	051 653 9205	–	–
Cradock	Chairman	JR Erasmus	049 802 8224	049 842 1426	Basie.Pain@transnet.net	082 591 9826
Secretary	Basie Pain	–	–	–	Basie.Pain@transnet.net	–
East London	Chairman	Chris Greyvenstein	043 700 4371	043 700 4344	Christian.greyvenstein@transnet.net	083 558 4430
Secretary	Rob Lottering	043 700 4233	–	043 700 4575	bugle@mweb.co.za	083 409 8688
East London	Chairman	VACANT	–	–	–	–
Secretary	T Slatsha	043 700 4573	–	043 700 4329	–	083 500 5317
Mid Karoo	Chairman	B Faltein	–	–	–	073 374 5041
Mossel Bay	Chairman	Marius Prinsloo	044 604 6236	044 604 6209	BepVoor@transnet.net	084 582 5932
Secretary	VACANT	–	–	–	–	–
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–	078 605 3617
Secretary	D Vindgi	041 507 2643	–	041 507 2645	–	082 950 6821
Port Elizabeth	Chairman	Wynand van Tonder	041 507 5204	041 368 2793	Wynand.vantonder@transnet.net	071 671 3523
Secretary	Edwin Godfrey	041 507 5167	–	041 507 5006	Edwin.godfrey@transnet.net	084 807 9351
Maritime East London	Chairman	Bill Hart	043 700 2237	086 630 7920	Bill.Hart@transnet.net	083 287 4234
Secretary	Douglas Emery	043 700 2410	–	–	Douglas.emery@transnet.net	082 315 9826
Maritime Nqgura	Chairman	C Damons	–	–	Careston.damons@transnet.net	084 289 2698
Secretary	Venecia Julie	–	–	–	venecia.julie@transnet.net	073 535 3221
Maritime Port Elizabeth	Chairman	Albert Visani	–	–	–	073 396 7473
Secretary	Thandiswa Nibe	041 507 1559	–	041 507 1561	Thandiswa.Nibe@transnet.net	083 574 5861
PRASA East London	Chairman	M Losi	–	–	mangolislo@prasa.om	083 315 7601
Secretary	Kholelwak Nkumanda	043 700 2353	–	–	kholelwak@yahoo.com	083 670 0013
TRE Swartkops	Chairman	JL Cyster	041 507 5191	041 507 5189	Julius.Cyster@transnet.net	083 565 2957
Secretary	Adriaan Grobler	041 507 5194	–	041 507 5224	Grobler9@yahoo.com	084 236 1902
TRE Uitenhage	Chairman	Clayton du Plessis	041 994 2288	041 994 2412	Clayton.duplessis@transnet.net	078 212 6211
Secretary	Malcolm Bubb	041 994 2341	–	041 994 2412	Malcolm.Bubb@transnet.net	083 952 4967
Queenstown	Chairman	Brian Hayes	045 808 2074	045 808 2003	–	084 406 9544
Secretary	Leon van Heerden	045 808 2022	–	045 808 2150	–	083 944 9385

Area 3 – Western Cape

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	VACANT	–	–	–	–	–
Vice-Chairman	H Smith	023 348 4262	071 363 3938	023 348 4260	Henk@breede.co.za	–
Secretary	L Saul	022 703 2229	079 225 9168	–	Lutwena.Saul@transnet.net	–
Chairman	M Lamani	021 940 2036	083 897 4756	021 940 2899	sectionmanagersbellville@transnet.net	–
Deputy Chairman	L Bamba	–	082 708 6264	–	–	–
Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899	–	–
Treasurer	L Gova	021 449 4288	078 556 1432	–	–	–
Gender Coordinator	K Mpote	–	079 061 1627	–	–	–
Beaufort West	Chairman	Sakkie Janse van Vuuren	–	023 449 2177	Jacques.JansevanVuuren@transnet.net	082 355 1166
Secretary	Lillian van Niekerk	–	–	023 449 2402	Lillian.vanniekerk@gmail.com	082 870 3067
Cape Town	Chairman	Danie Groenewald	021 940 2114	021 919 4211	djgroenewald@gmail.com	083 458 3726
Secretary	George Warrington	021 940 2160	–	–	George.warrington@transnet.net	083 411 4962
Lions Head	Chairman	William Cook	021 449 5378	021 449 5524	wcook@metrorail.co.za	072 910 3913
Secretary	Fabian Jooste	021 449 5341	–	021 449 2104	jooste@metrorail.co.za	074 835 4271
PRASA Disa	Chairman	VACANT	–	–	–	–
Secretary	Sirphwhe Rhelegushe	021 940 3316	–	–	srelegushe@gmail.com	071 006 6135
PRASA Liesbeeck	Chairman	B Fourie	021 507 2269	021 507 2224	bFourie@metrorail.co.za	–
Secretary	VACANT	–	–	–	–	–
PRASA Tafelberg	Chairman	Owen Hudson	021 449 5532	021 449 2236	Utatu_to@metrorail.co.za	083 490 4049
Secretary	John Scheepers	021 449 5879	–	–	jscheepers@metrorail.co.za	072 923 1883
Maritime Cape Town	Chairman	Trevor Wasserfall	021 449 2148	086 631 0348	Trevor.wasserfall@transnet.net	071 362 6219
Secretary	Gwyn du Plessis	021 449 3657	–	021 449 6172	Gwyn.duplessis@transnet.net	071 861 9822
Maritime Saldanha	Chairman	Ply Weyers	022 703 4831	022 703 4952	Ply.Weyers@transnet.net	073 397 3179
Secretary	Sibongile Mbonzana	022 703 5447	–	–	Sibongile.mbonzana@transnet.net	083 451 7253
Saldanha Oreh	Chairman	Walter Smith	022 703 3467	–	Walter.smith@transnet.net	074 143 4301
Secretary	Lutwena Saul	022 703 2229	–	–	Lutwena.Saul@transnet.net	079 225 9168
TRE Cape Town	Chairman	Heinrich Laubscher	–	021 507 2966	utatusalriver@transnet.net	071 565 0303
Secretary	TJ Capes	–	–	–	utatusalriver@transnet.net	072 064 1046
Worcester	Chairman	Henk Smith	023 348 4262	023 348 4260	henk@untu.co.za	071 363 3938
Secretary	Leon Steyn	023 348 4218	–	023 348 4304	steyn@cwnet.co.za	083 293 7523

Area 4 – Free State

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	D Motshoeneng	051 408 2910	078 119 2650	051 408 2106	–	–
Secretary	T Mkhali	051 408 3173	073 553 9081	051 408 2121	–	–
Deputy Chairman	K Ramonnye	051 408 2823	083 240 2678	051 408 2823	kgosi.ramonnye@transnet.net	–
Treasurer	D Sethlare	056 268 2239	076 556 8796	056 268 2227	David.Sethlare@gmail.com	–
Gender Coordinator	D Morake	056 268 2239	084 624 3271	056 268 2227	dugsonm@yahoo.com	–
Chairman	VACANT	–	–	–	–	–
Vice-Chairman	Russell Veitch	051 408 2653	079 495 7203	–	Russell.Veitch@transnet.net	–
Secretary	VACANT	–	–	–	–	–
Bethlehem	Chairman	Ally Nhlapo	058 302 2033	058 302 2085	ally.nhlapo@transnet.net	072 763 1459
Secretary	Thabo Taaso	058 302 2160	–	058 302 2081	–	083 409 6572
Bloemfontein	Chairman	Russell Veitch	051 408 2653	–	Russell.Veitch@transnet.net	079 495 7203
Secretary	Dennis Hiten	051 408 3615	–	–	Dennis.Hiten@transnet.net	–
Free State	Chairman	Errol van Aardt	051 408 2269	086 647 5395	Errol.vanaardt@transnet.net	078 658 7199
Secretary	Diamond Letlojane	016 970 5237	–	016 970 5288	Molefe.Letlojane@transnet.net	074 793 0569
Kro						

UNTU DIRECTORY

Area 5 – Gauteng Central (Johannesburg)

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	Hennie Stoltz	011 773 4900	083 709 1480	011 773 4744	hstoltz@prasa.com	
Vice-Chairman						
Secretary	PA Swart	011 773 4790	082 898 2440	011 902 8375	paswart@telkomsa.net	
Chairman	Francis CL		073 062 5288		connors.francis@transnet.net	
Deputy Chairperson	R Ndlovu		083 463 7680		sibongiseni.ndlovu2@transnet.net	
Secretary	Vacant					
Treasurer	CJ Mashamaite	016 420 6278	083 583 7527		valozone303@mail.com	
Gender Coordinator	M Digopoleng		071 383 6917	016 420 6986	macdonald.digopoleng@transnet.net	
Autopax	Chairman	VACANT				
	Secretary	VACANT				
Bombela	Chairman	Bennie Edwards			Bennie.edwards@bombela.co.za	079 564 5252
	Secretary	Gaetshetse Gaitsiwe			Gaetshetse.gaitsiwe@bombela.co.za	073 164 3109
Braamfontein	Chairman	Hennie Stoltz	011 773 4900	011 773 4744	hstoltz@prasa.com	083 709 1480
	Secretary	RS Ratshibaya	011 773 3370		radzianisuzan6@gmail.com	082 927 5657
Esselenpark	Chairman	Andre van Rooyen	011 929 2317	011 929 1275	andre.vanrooyen2@transnet.net	082 469 2390
	Secretary	Annalien Venter	011 929 1349	011 929 1618	Annalien.venter@transnet.net	083 550 0084
Germiston	Chairman	M Mabaso				079 681 2601
	Secretary	ES Tshofela				073 093 1116
Germiston	Chairman	Ruphus Machoga	011 820 2400		Utatu.WheelsGermiston@transnet.net	073 818 5217
	Secretary	TV Nxumalo	011 820 2045		zenzin@iburst.co.za	083 282 0623
Heidelberg	Chairman	PC Njowa	016 340 7227	011 820 2289	Peter.Njowa@transnet.net	083 399 9626
	Secretary	Willem Swarts	016 340 7212	016 340 7213	willem.swarts2@transnet.net	083 708 1051
Isando	Chairman	VACANT				
	Secretary	Desmond Nkhame	011 570 7170		Utatulsando/Elandsfontein@transnet.net	073 366 3382
Kaseme	Chairman	MN Mathekga	011 330 6061	011 330 6920		072 799 7297
	Secretary	FJ de Koker	011 330 6061	011 330 6771	scott.dekoker@transnet.net	082 324 9169
Krugersdorp	Chairman	RH Tjale			cedric.modingoane@transnet.net	071 777 4497
	Secretary	NI Mintambo			mntamboni@gmail.com	083 736 9761
Krugersdorp	Chairman	VACANT				
	Secretary	Steven Coetzee	011 950 1271	011 950 1261		083 324 0556
Leeuhof	Chairman	Morne Rossouw	016 420 6246	016 420 6352	Morne.Rossouw@yahoo.com	084 504 0407
	Secretary	CJ Mashamaite	016 420 6278	016 789 3535	nalozone@gmail.com	083 583 7527
Leeuhof	Chairman	MP Marageni	016 420 6246			078 465 5880
PRASA Central	Chairman	PA Swart	011 773 4790	011 902 8375	paswart@prasa.com	082 898 2440
	Secretary	CL Botha	011 773 4790	086 562 9828	cbotha@prasa.com	083 276 8662
PRASA East	Chairman	Freddie Grobler	011 570 7011	011 570 7115	fgrobler@prasa.com	083 276 8715
	Secretary	Freek Oberholster	011 365 7479	011 365 7434	freek.ober@gmail.com	083 276 8653
PRASA West	Chairman	OJ Hagemann	011 278 2346		utaturfr@metrorail.co.za	082 560 2130
	Secretary	VACANT				
Mega Express	Chairman	P Mbombi				083 743 0982
	Secretary	D Mokasi			densomokazi@gmail.com	073 340 5191
Parktown	Chairman	Gladson Mkhabela	011 584 0965		gladson.mkhabela@transnet.net	079 081 7767
	Secretary	Kamo Kumalo	011 584 1120		Dikamohele.Kumalo@transnet.net	076 977 7178
Sasolburg	Chairman	MD Letojane	016 970 5237	016 970 5288	molif.letojane@transnet.net	074 793 0569
	Secretary	DP Mkhize			molif.letojane@transnet.net	
Sentrand	Chairman	ZC Khoza	011 960 2197	011 960 2068	zelda.khoza@transnet.net	076 265 1869
	Secretary	VACANT				
Springs	Chairman	Patience Begwa	011 365 7558	011 365 7544	p.begwa@yahoo.com	083 517 3097
	Secretary	VACANT				
Standerton	Chairman	Geert Buter	017 712 2831	017 712 1512		072 299 6682
	Secretary	VACANT				
TRE Germiston	Chairman	Bossie Boshoff	011 820 2716		Bossie.Boshoff3@transnet.net	084 785 2827
	Secretary	Morne Boshoff			Morne.boshoff@transnet.net	076 167 8986
TRE Sentrand	Chairman	Willem de Kock	011 960 2475	011 960 2475	Willem.dekock2@transnet.net	084 621 3947
	Secretary	VACANT				
Welgedacht	Chairman	R Dhlamini				083 744 2124
	Secretary	BJ Nala			bongani.aka.nala@gmail.com	073 635 8269

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Secretary	S Xesi	053 838 3277/3013	082 7850782	053 8383251	yardmaster@beaconsfield	
Treasurer	T Maranda	053 838 3170	073 613 6946	053 838 3160	theresia.maranda@transnet.net	
Gender Coordinator	Leeuw M	053 838 3277		053 838 3251		
Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net	
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223		
Vice-Secretary	VACANT					
De Aar	Chairman	P van der Westhuizen	053 632 8308	053 632 8216	petrusdanielvanderwesthuizen@gmail.com	073 317 6659
	Secretary	JL van Zyl	053 632 8239	053 632 8237		073 626 1072
Coligny	Chairman	VACANT				
	Secretary	VACANT				
Kimberley	Chairman	Kobus Zara	053 838 3381	053 838 3363	Jacobus.Zara@transnet.net	082 655 9058
	Secretary	JP Maree	053 838 3288	053 838 3237		083 284 5804
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	Secretary	T Machewane				073 3660251
Mafikeng	Chairman	M Mokoena		018 381 9295		
	Secretary	M Leburu		018 381 9295		079 984 6081
Mafikeng	Chairman	Collin Manca				073 513 5905
	Secretary	VACANT				
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	Secretary	Songezo Joseph Xesi	053 838 3013	053 838 3251		082 785 0782
North West (Klerksdorp)	Chairman	AT Greeff	018 406 2047	018 462 1171		082 854 9606
	Secretary	HA Schoeman	018 406 2047			082 790 6477
Postmasburg	Chairman	JA Mostert	053 313 7241	053 313 7214	Johannes.Mostert@transnet.net	083 388 1569
	Secretary	DCR Swart	053 313 7262	053 313 7206		083 383 8379
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Upington	Chairman	C van der Merwe	054 338 6699	054 338 0185	caartie@telkomsa.net	083 504 9205
	Secretary	M Phillips	054 338 3437	054 338 3340	Margorie.phillips068@gmail.com	082 821 7535
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	Secretary	JF van der Merwe	053 494 3226	053 494 3223		083 378 8206
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Area 7 – Gauteng North (Pretoria)

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Limpopo Regional Office Bearers						
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Deputy Chairman	TP Morotola	015 299 6371	073 953 9329			
Secretary	MS Mosebedi	015 299 6487	084 845 8919	011 774 9462	sonnyboy.mosebedi@transnet.net	
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Mpumalanga Regional Office Bearers						
Chairman	S Leshabana	013 655 7823	083 559 9419	013 655 7849	steven.leshabana@transnet.net	
Deputy Chairman	Musa Msibi	013 752 9307	072 672 5933			
Secretary	Khoza Vukosi	013 752 9236	072 376 8574	013 752 9416	vukosi.khoza@transnet.net	
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Deputy Chairman	VACANT					
Secretary	J S Seathlolo	012 315 8237	078 442 4581	012 315 8279	s.seathlolo@yahoo.com	
Treasurer	F Mmeme		073 142 3687		fhulummege@webmail.co.za	
Gender Coordinator	KNP Cwaba		073 969 8285		kaydeecwaba@rocketmail.com	
Koedoespoort	Chairman	VACANT				
	Secretary	C Moremi	012 842 5441		constance.moremi@transnet.net	083 241 2713
Komatipoort	Chairman	VACANT				
	Secretary	JM Swartz	013 793 9979	013 793 8364		076 632 8955
Limpopo Central	Chairman	MM Moshomane	015 299 6360	015 299 6363	mmaserole.moshomane@transnet.net	083 269 7326
	Secretary	MIM Mamabolo	015 299 6274			073 113 4262
Limpopo East	Secretary	D Mushuana	015 308 8544	015 308 8271		072 762 8338
Limpopo North	Chairman	NS Matlala		015 519 4248		072 532 6699
	Secretary	SD Makhubele				073 276 1341
Limpopo South	Chairman	NJ Kekana				072 199 9446
	Secretary	SR Molekane				083 2580859
Lydenburg	Chairman	VACANT				
	Secretary	VACANT				
PRASA Pretoria	Chairman	Eddie Flavell	012 521 6232	012 521 6206	Utatu@prasa.com	083 554 8015
	Secretary	Colin Davidson	084 405 0584		utatuscheiding@prasa.com	083 554 7887
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	Secretary	Vukosi Khosa	013 752 9236	013 752 9416	vukosi.khoza@transnet.net	072 376 8574
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	Secretary	HP Janse van Vuuren	015 534 7209			078 796 4660
Nelspruit	Chairman	VACANT				
	Secretary	Kalite Steenkamp	013 752 9481	013 752 9283	Kalite.Steenkamp@transnet.net	083 461 2969
Phalaborwa	Chairman	VACANT				
	Secretary	CAA Jansen	015 781 9042			072 822 7628
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	Secretary	ME Pheta			Modjadj.pheta@transnet.net	
Pretoria	Chairman	VACANT				
	Secretary	Niekie Luus	012 842 6050	012 842 6016	Niekie.Luus@transnet.net	083 282 0776
Pyramid	Chairman	Ore van den Bergh	012 521 6255			076 792 0492
	Secretary	JC Rossouw	012 521 9452	012 521 6297	27712107101@vodamail.co.za	082 779 0475

UNTU INFO GUIDE



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)	Autopax	

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/1

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

Area 7 – Gauteng North (Pretoria) continued

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Thabazimbi	Chairman Secretary	C.M Mogatwe T.T Ntuku	–	–	–	072 427 7862 072 655 0986
TRE Pretoria	Chairman Secretary	Pote Fourie Owen Jones	012 842 5090 012 842 5006	012 842 5841 012 842 5841	Hendrik.fourie2@transnet.net Owen.Jones@transnet.net	085 283 7482 072 216 1490
TRE Koedoespoort	Chairman Secretary	Adam Slabbert Wieligh Meyer	012 842 5273	012 842 5589	Adam.Slabbert@transnet.net Arend.Meyer@transnet.net	083 651 0017 071 233 9060
Tshwane	Chairman Treasurer	William Mogamisi Suping Seathlolo	012 521 9452 012 315 8237	012 521 9497 012 315 8279	mogamisim@webmail.co.za s.seathlolo@yahoo.com	082 569 8315 078 442 4581
Waterval-Boven	Chairman Secretary	VACANT Paul Stemmet	013 257 0507	–	paul.stemmet@transnet.net	082 622 9641
Witbank	Chairman Secretary	VACANT VACANT	–	–	–	–

NEWS

NEWS

Trainees learned a lot



The first group pictured are P Steyn, FK Grobler, A van Zyl, H Mnibi, M Molwelang, AJ van Zyl (Smiley) and RS Machoga.



The second group that underwent training was Pretty Masalane, Dinah Viti, R Monyaki, B Phakula, E Brewis, F Makhuvha and T Nxumalo.

UNTU takes training very seriously because it wants to make sure that its TURs know what is expected of them and are equipped to handle any situation. The latest

intake of trainees appreciated the training they were given and say that they learned a lot that can help them to better serve their members. ■

20027265



Good attendance at Richards Bay

As our picture shows, the good turnout at UNTU's 5 November 2014 general meeting at Richards Bay reaffirmed the local members' commitment to their union. Union vice-president,

Wyndham Evans, and general secretary, Steve Harris, were present to up-date the members on recent developments and to answer their questions. ■

20000258



New Saldanha reps

Above are the newly elected Trade Union Representatives (TURs) in Saldanha Bay: Ply Wewers (left), the new branch chair-

person, and Sibongile Mbonzana the branch secretary.

The second photograph is of Dirk Visser, a shop steward from Civil

Dept. Dirk was the alternative to David van der Merwe who stepped down due to ill health. ■

Goodbye to a good man

It was with sadness that Siphon Hadebe's nine colleagues at Prasa's Ladysmith bade him farewell on 31 October.

He will be sorely missed, they say. His mild mannered personality made him easy and enjoyable company. No one can say that they ever saw Siphon angry. His willingness to help others made him a joy to have on any crew. Siphon's ability and hard work saw him make impressive career progress from a humble start.

He began at Petronet on 14 January 1980 in Ladysmith as a general worker, transferred to Umbilo in

February 1987 as a shed assistant and transferred back to Ladysmith in September 1989. In 1994, he became a train assistant and by December 1998 had qualified as a train driver. He worked in Danskraal until November 2010 after which he transferred to Prasa.

The message to Siphon from his colleagues is: 'Totiens, Skilpaadjie, all of us here at Ladysmith wish you and your wife huge success for the rest of your lives.' Pictured with Siphon at his farewell braai were his regular assistants, PGA Mlotshwa and TP Coka. ■



Off to a well deserved rest

Members at the Infra division New Brighton depot recently bade farewell to three colleagues who went on retirement. Victor McLaren retired at the end of August. He was a Code 29 investigator. John

Erasmus, who was a trade worker and temporary truck driver, retired at the end of September after 28 years' service. Steven Fry has retired after giving the company 46 years of service. He was a planner and handled PCO truck sales. The

message to all three of them from their colleagues is: 'Well done, you gave it your all until the very last day. We will miss your personalities and experience. Enjoy your extended holidays.' ■



MEMBERS



Divan Dreyer, Kaptein van die SA 0/13 Ringbal span.

A boy for all sports

Douw Dreyer (Exco member) is justifiably proud of the sporting achievements of his son, Divan. Divan has a talent for almost every sport he has tried. This year Divan was the captain of the South African u/13 Ring ball team; played for the u/13 VKB National rugby team; was a member of the Northern Free State u/13 hockey team and played u/13 Free State cricket. Wow! Well done, Divan.

MEMBERS



Doubly talented Vosloos

Annemarie Vosloo is well-known as the PA of UNTU general secretary, Steve Harris. But she is also the proud mother of twins, Jason and Matthew. Both boys started playing ring ball this year and made it to the Ekurhuleni North provincial

u/13 team to play in the SA School Ring ball championship. At the SA Ring Ball tournament in Kroonstad in October, Jason was the only u/12 boy from his school to be included in the SA Ring ball President Team in which he was the team leader. Matthew has

proved to be an exceptional cross country athlete, being chosen to participate in the GNPSAA cross country competition.

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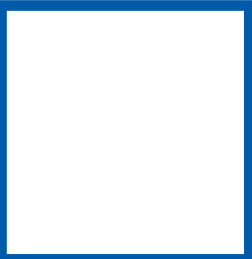
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It is busy in Transnet Engineering

Labour Report had the opportunity to walk through the factory and workrooms and the overall impression is that the staff are proud of their work and the product they are manufacturing. The following were seen at TE Koedoespoort:



20E Electric locos from China.



Cab floor



Diesel tank holds 7 000l



Diesel engine 3 000 horse power.



Inside the cab



9 kilometres of wire are installed



Boney Susan, national business manager at the bogey



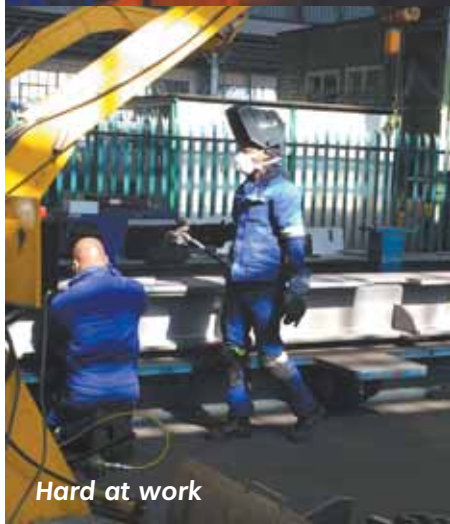
Robot welding machine



Line with parts set out



Under carriage loco 144



Hard at work



Fitting the pipes



Cab



The whole process start upside-down to be able to fit the pipes



Pipes underneath loco



Inside the cab