

NEWS

We want you back safe and sound

Page 2

NEWS

Festive greetings from Exco

Page 6-7

NEWS

UTATU SARWHU shows it cares

Page 13



George Strauss' Christmas Message

Back in December 2010 I predicted that 2011 would be a very tough year. When I made that prediction I couldn't imagine that 2012 would be even tougher and busier. It has been.

But our union and its members held fast and we came through with flying colours.

The heroes of 2012 were undoubtedly UTATU SARWHU's members.

While other unions around them were fighting and shredding one another – and raising their members' costs and reducing their returns in the process – our union's members remained united and focused.

It is their good sense, their foresight to recognise the right way forward, their ability to make the adjustments needed to get there and ongoing efforts which have enabled:

UTATU and SARWHU to brush aside all obstacles and merge on 22 June to form UTATU SARWHU – the finest assembly of race, gender, skills and experience ever seen.

Our newly constituted union to keep growing in every sector.

Our members to enjoy arguably the best services and add-on benefits in the labour movement at a lower cost to its members.

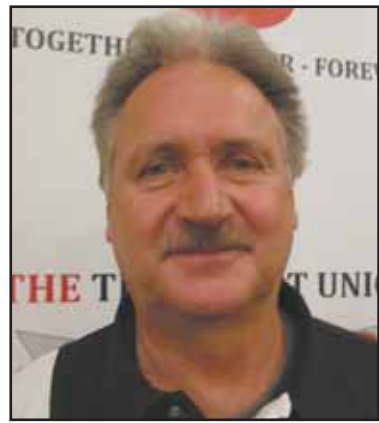
At their final 2012 meeting in late November our Exco members were able to crack the champagne to celebrate UTATU SARWHU having achieved 30 200 members – the actual number is now 32 000. In so doing, we have cleared the way for our union to have 35 000 members by mid-2013.

For all of these magnificent achievements I have a long list of 'thank you's' to offer to:

Pholo Pholo, my co-president, for the balance and good sense he has brought to our management.

Each member of our Executive Committee for his or her unflinching efforts and for the way in which he or she always put the interests of UTATU SARWHU's members first when there were difficult issues to resolve.

Our shop stewards, trade union representatives and committee members for keeping members



George Strauss

united and well-informed at the grass roots level.

Steve Harris and his team for their professionalism and dedication.

Despite all these achievements, we cannot relax going into 2013.

Management is likely to be slow to grasp the messages of worker frustration, anger and desperation being delivered at Marikana, on Cape farms, and elsewhere. It will be our job to alert them to the urgent need for better worker opportunities and income distribution, and the probable consequences of failing to meet this challenge.

We will also need to remain united to withstand the attacks and false claims made by rival unions who are jealous of our achievements and growth.

Before tackling these challenges, however, we need to use the opportunities that the Christmas holidays give us to rest, re-charge our batteries and enjoy quality time with our loved ones whose support through the year makes it possible for us to serve UTATU SARWHU. I will be using the period to spend time with my family, and I hope you can and will, too.

Let's also not forget those colleagues who will be working over Christmas to help make the nation's holidays and family reunions possible. Thank you for your efforts, colleagues.

My best wishes go to every UTATU SARWHU member, and his or her family, for an especially rewarding and refreshing Christmas. ■

Pholo Pholo's Christmas Message

The busy routine of UTATU SARWHU's president, Pholo Pholo, made it difficult for Labour Report to connect with him to get his Christmas message. We finally traced him to Cape Town where he, co-president, George Strauss, and general secretary, Steve Harris, were engaged in report-back meetings. The quality of Pholo's input made it worth the struggle to find him. Here's what he had to say:

The major achievement of 2012 was undoubtedly the merger that created UTATU SARWHU. The members of both former unions can look back with pride. By overcoming racial and political divisions to put the interests of the workers first, they have created an inspiring new page in South African labour history.

More important than the merger itself has been the spirit in which it was achieved.

In every rail yard, office, plant and port we visit we are encountering a unity and enthusiasm that is lifting our union to new heights.

Members, this is your achievement. You can look both backwards and forwards with pride. It is your good sense that created UTATU SARWHU. By living your dreams you have created a union that is

going to take trade union representation to new heights.

For me, personally, the merger has been a joy. Previously, I had to try to perform all the financial, political, administrative, negotiating and leadership roles that comprise union management. Now I have the relief of sharing those loads with happy, experienced, confident and reliable people.

Comrades, we have achieved much together. But we must not rest. My colleagues have mentioned the threats posed by jealous rival unions. I want to focus on another important challenge.

UTATU SARWHU is comprised of three different membership groups: older members at the peak of their careers whose main needs are the pension improvements and add-on benefits that their union can achieve for them; those in their mid-careers who need all the help they can get to improve their circumstances and give their children a decent upbringing; and younger members keen to become involved with their union, who want to make our union's presence felt in every corner of Transnet and who are concerned with the bigger picture of shaping a viable and dynamic new Transnet and South Africa.

Our 2013 thinking must be mind-



Pholo Pholo

ful of the needs of each of these groups. And our actions must help each one to achieve its objectives. If we can manage this we will become a truly successful union.

Comrades, thank you for all you have done over the past year. And thank you for the way in which you are spreading your UTATU SARWHU enthusiasm to other workers and bringing them into the fold.

It is now the time of year when many of us can grab some rest and re-charge our bodies and spirits for another challenging year. I am planning to make the most of my time with my family and I hope those of you who do not have to work will do so, too. To those who will have to work, thank you for keeping the economy's wheels and cranes rolling.

I wish all UTATU SARWHU members and their loved ones a very happy Christmas and a prosperous 2013. ■

Steve's Christmas Message

Greetings colleagues: having said most of what I have to say about our union, its challenges and achievements in my Comment on page two of this issue, I would like to devote this message to expressing our head office and satellite offices team's appreciation and sense of privilege at being able to serve so fine a collection of members.

No other trade union will know what I am talking about because no other trade union represents such a rich collection of people and skills.

If you compare the spread of our members with the races, genders and range of skills and interests that comprise the new South Africa, you can reach only one conclusion: UTATU SARWHU is South Africa's most representative trade union.

Even though catering for so rich an array of people and perceptions can sometimes lead to problems, it is

indeed a privilege to be a part of the UTATU SARWHU management team. Both of our presidents – who between them represent all sections of our membership – are committed to service excellence.

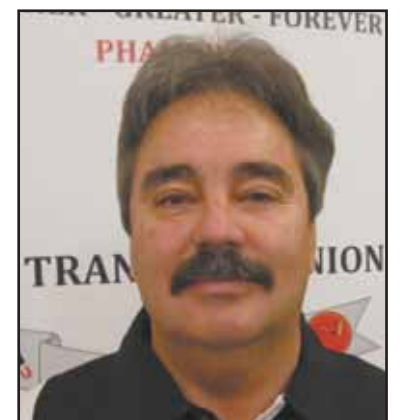
They say: 'Other unions can play politics or make false promises. UTATU SARWHU is going to remain committed to what transport workers most need:

A trade union that offers them value for money.

A trade union that knows the problems out there and which has the skills to counter them.

A trade union that gives its members the services they pay for and which they have been promised.'

It is my job as your general secretary to translate this high standard of leadership – these high ideals – into workday facts. I promise you that my team is committed to doing that and



Steve Harris

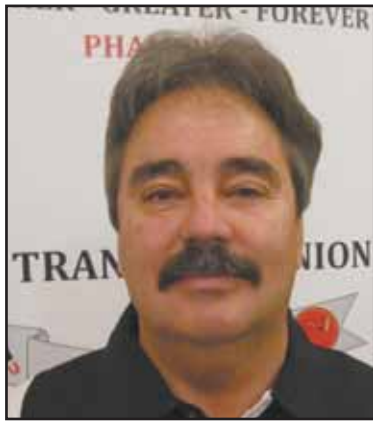
will continue to strive for higher achievement during each day of 2013.

Thank you for your support. Enjoy your Christmas break. I and my team wish each one of you a very happy Christmas and the best possible New Year.

Steve Harris ■

COMMENT

NEWS



Steve Harris

2012 was a busy year . . . a challenging year . . . at times a stressful and painful, year but, looking at its start and where we now are, it has been a successful year for most of our members.

We have been able to avoid retrenchments. We have advanced the

incomes of the vast majority of our members ahead of the inflation rate, and have done even better for some of them.

With minimal fuss and optimal success, we concluded the merger between the two unions that comprise our new name – a factor that has strengthened our office team and has made us the most united, representative and effective voice at Transnet.

Our commitment to training has deepened and broadened our union's skills at grass roots level and – more importantly – its ability to give our members the services they need at a cost that they can afford.

Equally importantly, our years of protesting and pointing the way has helped to create a new era for rail – one that will bring considerable growth and offer much more to our members in terms of job security

and promotional opportunities.

Put another way, our members are again seeing a future in rail for their children.

And we managed all of these achievements without the strikes, loss of income, violence and even deaths that have been so prevalent in other sectors.

No year's achievements will ever match our ideals. But most trade unions would be happy with UTATU SARWHU's 2012 achievement record.

Having said all this, surrounded by potential hazards we will not be able to relax our vigilance and efforts in 2013.

What are those hazards? They are: A dodgy global economic order that continually threatens activity levels, incomes and jobs.

Employers who will always try to get away with paying their workers

as little as possible.

Over-zealous line managers who try to make themselves look good at their workers' expense

Rival unions who will manufacture whatever stories they can to lure members away from us.

There is not a great deal that UTATU SARWHU can do about the global economic order except – as we continually do – to convince managements of the folly of shredding skills and experience each time there is a downturn. No other trade union has the skills and foresight to protect its members as well as UTATU SARWHU can.

As countless negotiations and victorious grievance and disciplinary hearings show, this union – and the weight of its united membership – is well-prepared for whatever negatives management tries to pull. Our TUR training has equipped members with

a well-informed and alert army capable of sorting out management chancers at the grass roots level.

Because not all of our members are fully aware of the asset they have in UTATU SARWHU, there will always be some who might fall prey to the hollow claims and promises made by rival unions. It is in this area that our informed members play so vital a role. It is their knowledge and influence at the coalface that keeps our union strong and growing.

If we can all approach 2013 with the same vigilance and commitment as we tackled the past year, we will be able to plug leaks as they arise and have another great year. That is what being a part of a member-driven union is about.

Have a great Christmas and 2013. ■

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We want you back safe and sound

During the hustle and bustle of the holiday season, it seems everyone is in a hurry trying to wrap up their shopping and enjoy festive celebrations. But as you're dashing around town or travelling long distances to reach your holiday destination, it is important to keep road safety very much in mind.

"UTATU SARWHU cares for its members and we want you to stay safe this holiday season," says Steve Harris, general secretary.

Here are a few friendly tips:

Don't drink and drive. Remember, if you're going to a holiday party and plan to indulge in an alcoholic drink or two, don't drive. Stay the night or plan a safe alternative to get home; take a cab, designate a driver, or take public transport. Studies have shown that of the 40% pedestrians who have been killed on South African roads, about 70% tested positive for alcohol or drug abuse. Be on the look-out for pedestrians who walk in the road or seem to be under the influence and might walk into the road.

Slow down. In the rush to finish your holiday shopping, baking and decorating, or to reach your destination, you may be tempted to speed. The police presence is greater on the roads both day and night throughout the season, and a speeding ticket is unlikely to be on your holiday wish list. Remember: speed kills.

Wear your seatbelt. Always buckle up and if you have a child in the car, ensure that the appropriate restraints are installed and employed correctly. Legislation stipulates that everyone travelling in a motor vehicle should wear a seatbelt and that it is the driver's responsibility to ensure that all passengers are buckled up. This could save your life.

Make sure you take regular stops. Fatigue is another major cause of road death and one that is easily ignored. Do not drive when you are tired. Fatigue and eye strain can be avoided by making frequent rest

stops. Driver changes are also advisable. If driving a long distance, ensure that you include safety breaks every two hours or 200 kilometres travelled.

Don't talk and drive. Using your cellphone while driving is a dangerous distraction and not only will you be fined, it may lead to accidents.

Watch for emergency vehicles. In an emergency, every second counts. When you hear a siren, be sure to pull off to the side of the road to allow the ambulance, police vehicle or fire truck to pass. If you're driving on a highway and see an emergency vehicle with flashing lights parked on the side, move over if it is safe to do so, to leave a safe space around the vehicle. ■



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Govt's sensible re-think fuels pension reform harmony

The Government has not yet said as much, but the indications are that it is abandoning its ambitious plan to introduce an all-embracing raft of social services in favour of reforming and streamlining the services that already exist.

This is the view expressed by UTATU SARWHU president, George Strauss, who has a prominent role at the NEDLAC Forum where the proposed social plan is being debated and shaped. After commenting favourably on the improved quality and foresight contained in the papers which Government presented to Nedlac covering:

The retention and transferability of pension contributions

The possible introduction of industry-wide umbrella funds

The problems surrounding provident funds

George Strauss said: "Government's most recent thinking appears to have exchanged the ideal of an all-embracing, government-run social plan for all South Africans for more practical and workable solutions.

"In so doing, government has apparently grasped the message that it is impossible for only 12-million working and taxing-paying South Africans to carry the cost of providing social benefits to the country's 52-million citizens.

"Central to Government's new vision will be streamlining the investment industry to control unwieldy administrative costs and profiteering that work against the benefit of investors.

"Prime targets are the over-supply of investment plans that intensify costs at the expense of benefits and, in effect, enable providers to accumulate excessive riches from the pockets of the poor.

"UTATU SARWHU fully supports this as an essential and long-overdue move.

"The proposed pension reforms are extremely complicated and sensitive. Heartening aspects of the debates surrounding them have been the unity of the country's three main labour federations – Fedusa, Cosatu and Nactu – and of the social partners taking part in the debate and the quality of their input and guidance to government. I am able to make this assessment, having chaired the debate on pension preservation.

"Because of the complexity of the issues, labour and the social partners keep driving home the need for sufficient education and guidance to help workers to understand the need for pension savings and preservation.

Labour is insisting on measures to adequately equip union members and their trustees for their vital task of adequately administering retirement funds.

"Government has been sympathetic to these demands.

"Labour is also urging clearly identifiable standards of administration that are written into law.

In the search to secure workers better retirement incomes, labour agrees with government that:

The retirement industry, as presently constituted, is too big to manage and to understand.

There is insufficient co-ordination within each industry or sector.

The new dispensation should strive towards a principle of compulsory membership for all employees, in which employers must comply.

Most – if not all – of the funds are interested only in the active members and cease supporting members who exit due to retirement.

Many people are not enlightened on the need to invest in pensions for their retirement, or how to manage their funds and survive after retirement.

Current products are plagued by hidden costs which are not regulated. There are lots of unscrupulous advisers and service providers whose only interest is to generate fees for themselves.

"Labour will support Government moves to correct these deficiencies provided it remains transparent through the Nedlac process and adheres to the strict provisos set out by labour.

No Need for panic

"I can again assure our members that there is no need for panic action on the question of pension preservation. Pension savings are not under threat. Workers – more particularly UTATU SARWHU members, because we are a part of the reform process – will be given ample notice of any such move.

"No one involved in the pension reform process is presently proposing to turn the tap off as far as accessing pension contributions is concerned.

"However, because the practice of accessing provident fund savings – more particularly in those industries subject to frequent retrenchments – is resulting in misery in old age, some form of preservation is likely to eventually emerge from the reform process.

"The most likely scenario is a dispensation that restricts the amount of savings that can be immediately accessed. But I say again, a lot of water still has to pass under the bridge before that can happen.

"More immediate reform goals are to:

Promote a better understanding of the need for retirement investments.

Provide the necessary guidance to pensioners on how best to manage their investments after they retire.

Trim the over-supply of pension products where too much of the members' contributions is going into avoidable administrative costs and too little into their savings and ultimate returns.

Standardise the tax savings for contributors so that all can enjoy optimum savings.



UTATU SARWHU president, George Strauss.

"At this stage, healthy progress is being made. Everyone involved in the reform process is striving towards the same goal – achieving a balance of savings, investment returns and tax incentives that will enable working people to adequately provide for their retirement years.

"The initial groundwork has been done. The important next step in the process is for Government to quantify its proposed reforms and explain how it proposes to fund them. An important paper in this regard is due out in March 2013.

"As soon as we have Government's proposals we will analyse them and distribute them to our members along with our comments as to their merits. Government's paper will also be subject to exhaustive Nedlac analysis and debate before any actions can be taken."

Why Transnet needs an sectorial fund

Transnet is a good example of the need for sectorial – or industry-wide – pension funds, explains George Strauss. UTATU SARWHU members are presently spread across the following funds:

The Transnet Retirement Fund
The Prasa Pension Fund

The Bombela Pension Fund

"The Transnet Pension Fund is South Africa's third largest pension fund and arguably its best. Its members are benefiting from relatively low administrative costs, the best possible tax savings and investment returns," says George Strauss.

"The Prasa Pension Fund has yet to find its feet. Its performance and cost-effectiveness fall far short of TRF standards.

"The same can be said of the very new Bombela Fund which, for investment purposes, has been split into two funds – one to handle the employee's 7.5% of salary and the other for the employer's 7.5%. The result is a very different set-up with a disproportionate cost versus return ratio.

"The smaller Prasa and Bombela funds are never likely to be able to compete with the value that the TRF provides its members.

"Transnet needs a sectorial fund that will give all of its employees the same deductions and returns." ■

Transnet's mid-term results showed workers pulling their weight

Transnet released an impressive set of interim results for the six months to September 30.

It reported an 11% rise in revenue to R25bn and a 34.5% increase in capex expenditure for the period and became one of the few state-owned entities not to be downgraded by rating agencies.

Transnet spent R12.8bn on capex for the period. This includes the acquisition of the former Durban airport site.

In releasing the figures, Transnet CEO, Brian Molefe, also announced that Transnet had managed to create 8 456 new jobs in the period. This figure included 1 752 new jobs at Transnet and 6 704 additional new jobs in supplier-related industries.

The manganese and iron ore unit grew volumes by 11.2% to 31.7 million tonnes. Coal volumes rose by 7.8% to 41.6 million tonnes, compared with 38.6 million tonnes in the same period last year.

"The results unquestionably proved that Transnet's workers have been pulling their weight in difficult circumstances and deserve to be rewarded accordingly," says UTATU SARWHU general secretary, Steve Harris.

"However, good as they were, the mid-term results were off target on the company's seven-year performance strategy. This can be put down to a number of factors outside of its workers' control:

Strikes elsewhere that have had a negative impact on freight volumes.

Construction problems on the ore line.

A mining company dispute that has slowed down their exports.

Coal producers cutting back on volumes to avoid lower international coal prices.

The significant drop in container handling in our ports caused by the global recession.

"On the back of this union's decade-long efforts to promote its trade, it was heartening to see Transnet Rail Engineering continuing to perform well. However, too much of its business – around 30% – is still dependent on Transnet Freight Rail. The company has been pursuing loco-supply contacts elsewhere in Africa with encouraging results. Our TRE members can expect to hear some good news in the coming weeks.

"One of the most exciting features of Brian Molefe's announcement was the news that Transnet is proceeding full-steam ahead with its plan to expand Durban Harbour into the old Durban airport. This is a massive project that will create many jobs.

"The first phase of construction will begin in 2016 and the new basin is scheduled to receive its first container vessel in 2020.

"Given the excellent performance by Transnet's workers and management, it was not surprising that International rating agencies, Moody's and S&P, have both maintained Transnet's investment grade credit rating." ■

TPT's new approach to container handling incentives

Transnet Port Terminals (TPT) is standardising the way it calculates incentive bonuses for personnel working with containers.

Each port will set its own norm for the number of containers loaded from sea to rail and land.

The bonus will be calculated accordingly.

The norm will be dependent on the type of crane being used – either Leibherr or Demag. There are other circumstances that have to be taken into account, such as wind.

If the norm is reached, the incentive will be paid as a certain amount per container above the norm. So bonus earnings will depend on the volumes handled.

Hippocratic Transnet at it again

When Transnet management wants something from the workforce – or when individual executives are trying to impress – they spin long stories about people being Transnet's most valuable asset.

But when the workers need better pay or working conditions – or have any other problems – management becomes blind, deaf and dumb.

It does not end there.

When a worker dies or retires, where is any representative of management to say how much that worker's years of dedicated service were appreciated? Surely a management that really cares about its workers would be there at a time like that?

The most recent example of Transnet's 'caring' hypocrisy was at the farewell to Piet Joubert who was retiring after 45 years' faithful and productive service. Sure, there was the standard farewell gift of R1 500 – just R2,75 for each month of dedicated service (you can imagine how much that won't buy). But where was management? There wasn't even a junior manager in sight to say 'thank you' or 'well done' to Piet.

The lie starts with you, Mr Molefe.

If you had ever bothered to instruct your line managers to show their workers the respect they deserve, the type of insulting neglect we saw at Piet Joubert's farewell could not have happened. ■

Improved UIF benefits on the way

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Substantially improved unemployment insurance benefits are on the cards as a result of the healthy financial situation achieved by the Unemployment Insurance Fund (UIF).

The Fund, which has achieved a stunning R75-billion surplus, has tabled a broad raft of benefit improvements approved by its actuaries.

The amended benefits are awaiting Parliamentary approval.

"The UIF's proposed improvements have been with Parliament for eight months. We were hoping that its endorsement of them would have come through during the year. They did not. Hopefully, they will be dealt with when Parliament re-opens in February," reports UTATU SARWHU president, George Strauss, who, as the UIF's longest-serving board member, has been in the forefront of the dramatic turn-around that has taken the Fund from near bankruptcy during the mid-1990s to its present healthy position.

"Sadly, Parliament's approval is not guaranteed," George adds. "Politicians on all sides have long wanted to access UIF reserves for other purposes. If they try that, however, they will have a huge fight on their hands.

"Every cent of UIF money belongs to the workers and employers who have contributed it. It exists

solely for the purpose of helping workers in need. Consequently, Parliament will face enormous opposition from the UIF, labour and the employers if it attempts to divert the Fund's assets in other directions.

"The recommended new UIF deal keeps the income replacement rate from 38% to 60%. But the improvements recommended in other areas add up to a substantially better deal for workers who find themselves out of work. The more compassionate conditions being sought include: Extending the credit days from 238 to 365.

Lowering the waiting period for illness benefits from 14 days to seven days.

The introduction of a 66% flat rate for maternity benefits.

De-linking maternity benefits to ensure that applicants get the maximum maternity benefit – a significant milestone.

Full payment for miscarriages after the third trimester.

Allowing the varying of the upper IRR through regulation.

Requiring employers to provide declarations every month, i.e. not only when changes occur.

The leeway in claiming UIF extended to six months to cater for those workers whose customs require extended periods of mourning.

Effectively managing the overtime issue

UTATU SARWHU issues a warning to incompetent and uncaring line managers

Overtime costs at Transnet Freight Rail have soared out of control. The latest figures show a R100 million increase to R250 million. This figure does not tie in with increased production. To prevent a further escalation of costs, TFR will have to make overtime economies.

"There is nothing any trade union can do to prevent a company from trimming its overtime costs.

Employers are legally entitled to trim their operating costs," explains UTATU SARWHU general secretary, Steve Harris.

"But a trade union is entitled to see that economies are sensibly and fairly implemented. In the coming months, UTATU SARWHU will be doing that vigilantly and vigorously.

"Overtime has been so freely available in most areas of TFR's business for many years that it has become regarded as normal income. Many employees have based their expenditures – home purchases, HPs, kids' schooling, etc. – on the addi-

tional income. Sadly, there are going to be some employee hardships as their additional income is either cut completely or reduced.

"UTATU SARWHU's role is going to be to ensure that overtime cutbacks are sensibly and compassionately handled.

"Management needs to understand that:

Its overtime anomalies are of its own making – not of the employees' making.

Overtime that contributes to the key aspects of the business – efficiency, safety, productivity and profitability – must be retained.

An employee's time, health and safety cannot be sacrificed on the altar of indiscriminate cost-cutting.

"Many of the present overtime anomalies are the result of bad planning by inexperienced and incompetent managers. Here are two examples that demonstrate different aspects of the problem:

A train driver was required to take a train from Durban to Ladysmith – an eight-hour assignment instead of the usual shorter haul to

Pietermaritzburg. No thought had been given to getting that train driver back to his base. The result was that he was able to book for 18 hours' work after having performed only eight hours of productive work.

An employee required to work until 2am had to sit around unremunerated for four hours because there was no transport to get him home.

Neither anomaly could have happened had the situation been thoughtfully managed.

Eliminating wasteful overtime cannot be done by national decree. It can be achieved only by sensible line management. Therefore, we warn line managers that UTATU SARWHU will be watching them. Cost-cutting that shows a disregard for efficiency and/or good sense or which plays fast and loose with the rights of the employee will be exposed by this union.

Each time we unearth such examples the incompetence of the line manager concerned will be reported to the highest authorities and the necessary corrective and/or disciplinary action will be demanded. ■

Extended powers to the Appeals Committee.

A change to the four-year cycle to ensure that all credits can be paid.

A provision that allows members to nominate beneficiaries for death claims.

Extending the time to apply for death claims to 18 months.

"A R75-billion surplus will sound enormous to the uninitiated. But to sustain the benefits we are asking for, we have to retain reserves of R65-billion and the one per cent of income being contributed by employees and their employers.

"Our first duty as UIF trustees must always be to sustain the viability of the Fund. The only way to achieve that is through tight and uncompromising financial management. That is how we rescued the Fund from bankruptcy. And that is how we will continue to enable it to perform the role for which it was established – to rescue workers in their time of need." ■

Autopax salary settlement

Autopax falls under the South African Road Passenger Bargaining Council (SARP-BC). The SARPBC settlement agreement dictated an 8,5% increase, but Autopax applied for exemption from that agreement claiming unaffordability. Their request was granted by the Council.

As a result, on 9 October a settlement was reached for 7,5% increase retrospective to 1 April.

Pieter Greyling, deputy general secretary, says that: "Unfortunately, the union had no input in the process as the Bargaining Council had the ultimate say on the matter,"

reports UTATU SARWHU deputy general secretary, Pieter Greyling.

"We would have fought for more for our members had we been recognised as part of the bargaining council. However, given Autopax's present situation, the 7,5% awarded was probably the best possible outcome."

Other details of the settlement are:

Employees who received adjustments to their salaries of less than 7,5% will receive the difference.

No adjustment will be made to the salaries of employees who received an increase higher than 7,5%. Those employees will retain their adjusted salaries. ■

LABOUR REPORT

Labour Report is the official organ of UTATU SARWHU

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Fax (011) 234 1501, schraader@mweb.co.za
ISSN 0004-3869

Strategic Labour Forum failed to clear obstacles to full trust and collaboration

The November's 16 Meeting achieved some headway but failed to remove the obstacles to full labour trust and collaboration, reports UTATU SARWHU general secretary, Steve Harris. The meeting started on the wrong foot with a no-show by Transnet Chief Executive, Brian Molefe – not even a note of apology from him.

The proceedings were facilitated by labour expert, Charles Nupen.

“Mr Molefe's absence and failure to cast any apparent influence on the proceedings was particularly disappointing following the determination to repair the fractured trust relationship between management and labour which he had shown at our previous meeting,” said Steve.

“Without his presence we found ourselves having to deal with much of the stonewalling and indecision that has estranged the two sides.

“These blemishes are working against management. Management wants labour to enter into a multi-year pay agreement. The Train Movement Agreements and Artisan agreements remain un-implemented despite their being signed by Transnet back in 2008. How can labour possibly consider committing its members to a multi-year pay agreement against so shabby and unreliable a backdrop?

“At our last meeting Mr Molefe expressed the intention to address these outstanding issues. We can only hope that he is serious.

“These unresolved matters do not bode well for smooth 2013/4 wage negotiations. To avoid the management indecision and vacillation that have marred recent negotiations, and to facilitate the completion of the process for implementation by their due date - 1 April, 2013 - labour is urging that the negotiations follow this pattern:

Begin on 14 February, 2013
Proceed further on 27 and 28 February

And again on 14 and 15 March
“With this amount of forewarning, a professional management should not find it difficult to get its ducks in a row.”

FST Agreement (G-Band)

Says Steve: “If management is not prepared to adequately address the problems and frustrations of employees in this category, we cannot see how it can possibly meet its Market Demand strategy targets.

These are the people who see that trains are properly set up, that locomotives are fully serviced and are ready to pull their loads and that trains depart on time. In other

words, these are frontline employees of key importance to the organisation in all the Operation Divisions.

“To address the frustrations of the key front-line employees covered by this agreement, labour has proposed a meeting with management to:

Negotiate possible thresholds per grade category and to overcome the current circumstances where new employees are appointed at higher salary scales than employees previously appointed.

Re-align the effects of these changes on the other operating divisions.

Re-align band widths.

Re-examine the progression in the bands in the agreement.

Meetings to address these issues have been arranged for December and January. Seven days have been set aside in the hope that they can be resolved for implementation by April 2013.

Artisan Agreement

“Our union keeps being asked why Transnet signed an agreement which it apparently had no intention of implementing,” says Steve. “That is a question that only Transnet can answer. Our guess, though, is that the management representatives did not have sufficient grasp of the issues and were not prepared to listen to labour. “We find ourselves repeatedly having to tell managers ‘we're not trying to run your company – but you need to listen to our greater experience and expertise.’”

“Clearly, Transnet does not have the capacity to implement the agreement which it signed, and labour might need to come to management's rescue. But we will need to see greater intent and sincerity on management's part before that can happen.”

Train movement agreement

“Management has given an undertaking to seriously address the situation, however the ‘foot dragging’ attitude by management is a great concern. They seem to be moving in the right direction. Going forward, we will have to see what happens.

“We have told the company that if we hit stumbling blocks we will have to revert to the dispute already declared.”

New Reward Model

Labour's view on the new reward model can be summarised as follows:

The length of the pay scales



UTATU SARWHU general secretary, Steve Harris.

should not exceed 6% and no overlapping of pay scales should be introduced.

The maximums of the pay scales need to be negotiated taking cognisance of current market-related comparisons.

Progressions should be based on individual performance in a manner that is clear-cut and easy for all to understand and not subject to influence by a third part, i.e. a supervisor.

Progressions should not exceed four movements, e.g. minimum, first movement, second movement and maximum.

Full progression must be achievable within four years of implementation on 1 November 2013.

Labour is not in favour of progression being coupled to and funded by the achievement of business targets as workers/labour have no control over the setting and impact of targets.

Recognition agreement

The parties agreed that recognition agreement proposals be held in abeyance until the end of February 2013 after which the matter will again be placed on the table for negotiation.

To sum up his feedback Steve said: “Despite the problems that still exist, the UTATU SARWHU delegation left the Forum with the impression that management wants to eradicate past wrongs. With greater transparency and commitment on their part – and, of course, sincerity when it comes to honouring the agreements they sign – a healthier order can be achieved. Labour would certainly like to see an end to the evasiveness and procrastination that have been bedevilling the relationship to date.” ■

Train movement agreement

The original Train Movement Agreement was signed in February 2008. The intention of the agreement was to allow train drivers, TCOs and co-ordinators to develop and obtain more skills and to be remunerated on higher scales.

“The implementation of the agreement is a complete failure,” says Louis Brockett, deputy general secretary. “Many of our members are stuck on the 25th percentile – exactly where they were when this agreement came into being and the previous notches were removed.”

Louis says that they expected some hiccups with the implementation but it is obvious that there is reluctance from management to implement.

“We declared a dispute and an agreement was reached whereby an addendum was introduced in November 2010 to set out the way forward,” explains Louis.

“According to the addendum, train drivers and train control officers (TCOs) have to be issued with individual development plans. It is a progressive system in that your training and assessment will affect your salary progression. This had to be set out in the Annual Training Plans (ATPs),” says Louis.

“The relevant managers were supposed to explain the system and offer employees the opportunity either to opt to self-learn or to attend lectures in a classroom situation.

This never happened – management failed dismally.

“The situation currently is that the

majority are stuck on the 50th percentile payout point because necessary material and additional modules are not available – mainly the supervisory and technical modules.

“UTATU SARWHU declared another dispute in 2011, but we were not successful in the conciliation process. Transnet Freight Rail management said the dispute was premature as a year has not lapsed since the addendum was introduced,” says Louis.

“In the meantime the union raised the issue of the lack of training material and opportunities at several forums. We have, in fact, contacted senior management. We sent them an urgent meeting request and informed them that they are not honouring their agreement and people are prejudiced financially.”

Louis says it seems that there is some misunderstanding and ignorance among management as to how the system works. At several of the depots which the union visited there was a clear breakdown in communication between the first line depot management and the School of Rail. Certain modules for technical and supervisors are not available at the satellite campuses.

“UTATU SARWHU has requested another meeting and we are adamant that our members must be paid what they are entitled. Should we fail internally we will seriously consider to continue to arbitration that will be led by senior council,” says Louis. ■

Excellent initiative applauded

Transnet is looking to create a Learning Academy in the long term. The project kicked off with the amalgamation of the National Ports Authority's (NPA) school with Transnet Port Terminal's school to create the Maritime School of Excellence.

The old Durban airport will be

used to house the satellite schools.

“UTATU SARWHU applauds the NPA and TPT for their efforts. This project will result in 59 new jobs,” says UTATU SARWHU deputy general secretary, Louis Brockett. “These jobs will first be filled by the employees from the amalgamated schools.” ■

UTATU SARWHU's new Durban offices

UTATU SARWHU has purchased prestige offices in the Durban area big enough to accommodate training of the TURs from KwaZulu-Natal.

Steve Harris, UTATU SARWHU's general secretary, says that the union is proud of this new asset. It will

enhance the services which the union will be able to deliver in this region.

The official opening of the new offices will be sometime next year once the registration has been finalised. ■

FESTIVE GREETINGS



Festive greetings from UTATU SARWHU's leaders



Sikhumbuzo Mtushe

UTATU SARWHU members, we need to keep climbing our mountain until we reach the top. We can do that if we remain faithfully united under the UTATU SARWHU banner.

Despite our considerable experience and strengths, the merger has made us a new union. As such, we are going to experience some challenges. But let us not allow challenges to deter us. Let's rather keep working together and serving all of our members.

Since the merger our rivals have been unhappy and they are trying to destroy us. The fact that they fear our unity proves how strong we are.

Let us declare next year as the year of bringing all employees under the UTATU SARWHU banner. That is possible if we remain united and treat one another equally and respectfully.

I wish all UTATU SARWHU members and their families a happy Christmas and prosperous new year. Viva UTATU SARWHU viva!

Long live the speeches of our presidents during the merger.

Sikhumbuzo Mtushe



Martha Mosolloane

I wish you all a fantastic festive season: may you all have a merry Christmas and a prosperous new year; may your new year be filled with joy and love and your wishes be fulfilled.

Martha Mosolloane

To all of our loyal UTATU SARWHU members, thank you for your



Jannie Breytenbach

continued support in a very difficult year. It is my pleasure to wish you all a beautiful and pleasant festive 2013. Those of you who will travel I will pray for you and for a safe return to your home. To those of you who will be staying at home I will pray that God will bless you and keep you safe.

Jannie Breytenbach



Rodney Blom

I would just like to take the opportunity to greet all the members from the Prasa Eastern Zone. It has been a privilege to have served you throughout the years.

The year has come and passed, and the time has come for us to reflect and be grateful for all the good things in our lives. Family and friends now get the time to spend with their loved ones and be thankful for what they have achieved through the year. It is this time of the year where we pray for the family, friends and colleagues that are not with us.

I would like to wish you and your family a wonderful Christmas and happy New Year.

Rodney Blom and family



Luvuyo Mdyogolo

The time comes in the life of any nation when there remain only two choices - submit or fight. That time has now come to South Africa. We shall not submit and we have no choice but to hit back by all means in our power in defence of workers, our future, and our freedom.

Overcoming poverty is not an act of charity but a collective effort and a responsibility of all citizens towards justice for all people.

On 22 June we launched a new union called UTATU SARWHU. The formation was hailed as a major advancement for the country's labour and race relations and for its rail workers. I am proud to be associated with this historic event. Two unions with such diverse traditions and cultures coming together is a unique situation that has shown other unions

how to operate and will advance the workers we represent. I am excited by our coming together and we have become a stronger union.

UTATU SARWHU represents workers from all different spectrums of the organisation. A union's role can never be underestimated. We argue for better or for worse, but we find a solution by being respectful to one another. If we value each contribution, whether we agree with it or not, I am convinced that this perspective we will enrich our status as a union even further.

The country and its people require diversity counselling and maturity for us to be able to relate to people and accept them with their cultural practices, sexual preferences, political ideology and religious beliefs. Those who truly understand this become mature and liberated individuals.

During my lifetime I have dedicated myself to the struggle of the workers. I have fought against oppression of the working class. I have cherished the ideal of a democratic and free society in which all persons work together in harmony and with equal opportunities. It is an ideal which I hope to live for and to achieve. But if needs be, it is an ideal for which I am prepared to die. I long for the day where most workers rally in a new revolution outside of politics . . . revolution of self-acknowledgement, self-realisation, self-actualisation such that we ultimately self-repatriate ourselves to gain control of what is rightfully ours 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'm sure that 2012 would have been extremely boring. From my side I wish you all a magical Festive Season filled with loving wishes and beautiful thoughts. May 2013 mark the beginning of a tidal wave of love, happiness and bright futures. Should you be driving during this time please take care and drive safely - remember do not drink and drive.

Luvuyo Mdyogolo



Brian Davids

Before we break for festivities I would like to take the opportunity to thank all of our members for their support throughout 2012. Additionally, our UTATU SAR-

WHU Exco has been working tirelessly to ensure we keep ahead of the labour movement and react to changes in the workplace. To that end we would like to wish you a very Merry Christmas and a prosperous New Year, and we look forward to working with you in 2013.

Brian Davids



Henk Smith

I can't believe it's almost the end of the year again. It is amazing how we get so engrossed in our work that we do not notice time passing by. I always treasure the festive season as some of us will have the opportunity to spend time with family and friends and have time to unwind. So go out and spoil yourself with whatever you love doing.

In this festive time, let us not forget to think of, or say a prayer, for them who have lost a loved one in the year 2012, and also for our fellow employees who have to work and won't be able to spend time with family and friends.

Let me use this opportunity to wish all our UTATU SARWHU members, shop stewards, head office staff, secretariat and Exco members a Merry Christmas and a Happy and Prosperous 2013.

Henk Smith



Ben Jonker

As 'n mens terugdink voel dit of die jaar gister begin het en dit is amper alweer Kersfees. So gaan ons lewe ook verby ons, daarom moet ons lewe altyd gereed wees.

Ek wil van die geleentheid gebruik maak om aan al ons lede en hoofkantoorpersoneel wat familieledede aan die dood afgestaan het, my innige meegevoel te betoon. Aan al die vakbondvertegenwoordigers wat so hard vir die vakbond gewerk het deur die jaar, baie dankie vir julle ondersteuning. Aan al ons lede: geniet julle vakansie - julle verdien dit - bestuur versigtig en kom weer veilig tuis.

Ek wil ook aan my familie dankie sê vir hulle ondersteuning en liefde, ek waardeer dit. Aan almal 'n Geseënde Kersfees en 'n Voorspoedige Nuwe Jaar.

Ben Jonker



Frans Crause

Dankie Liewe Vader vir U leiding en genade deur die afgelope jaar. Dit was nie 'n maklike jaar nie, maar ons kan trots wees op hierdie vakbond. My mede-raadslede, baie dankie vir julle ondersteuning deur die jaar ek dink ons het 'n wenspan wat ons tot groot hoogtes kan neem.

To all our new Exco members, guys I know we can go big and become the only union in Transnet. To all our members and their families, enjoy your well earned rest and for those who are not so lucky and must keep the wheels going, thank you for your support. To head office staff, thanks for your wonderful support. Let's all come back in 2013 and tackle the challenges head on. Last but not least, thanks to my family for their support.

Frans Crause



Linda Biljoen

I want to thank all the Executive Councillors for welcoming me in to the Executive Committee, for the assistance and good wishes I received from all of you. Head office staff, thank you for all your kindness and assistance to all our members and thanks for believing in me. To all the members that I have dealt with via the phone, I am looking forward to meeting you.

To the Durban Infra Branch, 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 only want to do what is best for all our members and the union as I am really proud to be a member of the one and only union in Transnet: UTATU SARWHU.

FESTIVE GREETINGS



From me and my family we wish you and your families a Merry Christmas and a Happy New Year. May 2013 bring you all happiness you deserve. To all who have lost a loved one in 2012, I think off you and you all are in my prayers.

If you go on holiday, I wish you a safe journey. Please look after yourselves when you travel. Please invite our Lord to travel with you and ask Him to keep you safe.

Linda Biljoen



Trevor Wasserfall

Wow, 2012 has almost gone!

This was a year that certainly took its toll on us all. Challenges of all kinds, amalgamation, growth in membership, service delivery improvements, these are just to mention a few. Then each of us still had our own personal ups and downs that also needed attention. If I could have one wish right now, it would be that all UTATU SARWHU members gather in one place and shout as loud as we can: "We are the force of the future!"

As 2012 fades into history and the festive period descends upon us, let us as human beings take the time to reflect on our own lives, also sparing a thought for those who have lost loved ones, or who are not as privileged as ourselves. Let us foster the true meaning of Christmas among our loved ones.

To each and every UTATU SARWHU member and their families, our dedicated HQ staff, our secretariat, executive committee and branches, I wish you all a peaceful and joyous festive period.

Roll on 2013, we are ready for you! Viva UTATU SARWHU, Viva! Trevor Wasserfall



Dan Khumalo

This has been the trying year for UTATU SARWHU. We are now nearing the end of the year and we mustn't forget to thank the Almighty God for His divine protection.

I wish you and your family a merry Christmas and prosperous New Year. With lots of love and stay

blessed throughout the festive season because God loves us all.

Dan Khumalo



Zonke Cele

Once again it is that time of the year where we end off all our projects, duties and activities. The year 2012 was a tremendous year in our organisation, with a lot of changes and improvements. Although we had a lot of challenges, with the unity we have we managed to overcome such challenges.

Our rainbow organisation respect and integrity is one of our core values and that makes us shine wherever we are. I am very proud to be part of the change in our organisation. Change sometimes brings confusion, but we need to embrace it. As we end this year, let us commit ourselves that we will work harder to remain the number one trade union in Transnet next year.

Comrades, I wish you, your families and friends a merry Christmas and prosperous New Year.

Viva the unity of UTATU SARWHU, viva! Phambili ngomzabalazo wabasebenzi phambili!

Zonke Cele



Scott de Koker

This has been a year full of new developments and challenges, but as long as we put our trust and faith in God our Saviour, we can adapt to any situation being it on a personal or professional level.

For the members that I assisted during the year, thank you for the challenges. And the ones I am busy with, I want to reassure you that we as UTATU SARWHU are doing our best behind the scene.

For me personally it was a difficult year because of the loved ones that I lost. To the other people who also lost loved ones, I want to say that we have to be strong for the ones that stayed behind.

I wish for all UTATU SARWHU members, the Executive Council and head office staff a blessed Christmas and Happy New Year. Irrespective if you have planned to go away for the

holidays or simply just to have a quiet time at home – may you be kept safe in the hands of the Almighty.

Once again, thank you all for your trust and confidence in me. It is my honour and privilege to be part of this union as we believe in what we stand for. Together we can reach our dreams, achieve our goals and overcome any obstacles that come our way.

Wishing you all the best for 2013. Scott de Koker



Wyndham Evans

Once again we have shown that we as an organisation are a force to reckon with. 2012 has seen us go from strength to strength. I am positive that once we have all had the deserved rest that is so needed, we will come back in 2013 and continue where we had left off – even stronger. This has been done and cannot be done without all the hard work and dedication that UTATU SARWHU has enjoyed from every one of our members out there.

Please go and enjoy your time with all loved ones, have a great Christmas and New Year, do drive safely if you are going anywhere and return in high spirit.

Blessed greetings to all Wyndham Evans



André Bester

Another year has passed. We need to pause for a moment to express our thanks for the blessing and guidance showered upon us.

Aan my wonderlike liefdevolle vrou en steunpilaar, dankie vir jou liefde en ondersteuning en die feit dat jy die familieverpligtinge oorneem in tye van my werksverpligtinge.

To all Representatives and members, thanks for the support, input and guidance you have provided throughout the year. You may think it's not important but it takes a team effort to achieve success in this environment; this is not a one man band. Hence I take note of all input and proposals given.

Daar lê baie uitdagings vir ons voor in die nuwe jaar en as ons nie as 'n span gaan saamwerk nie, gaan

ons nie die nodige sukses behaal nie.

To all the new members welcome to UTATU SARWHU, you are now in a union of choice. Here we don't play with members' emotions; we operate, engage and negotiate in the best interest of members; we find solutions and believe in service delivery.

Le amohetswe maloko a macha a mogatlo wa UTATU SARWHU, Jwale le ho magahlo wa boigetlho. Mona hare bapale ka moikutlo a maloko a mogatlo, Resebetsa ka ho kopana le hobuisana ka dithahasello tsa maloko, re rarolla mathata ebile re thusa maloko ka bogabane.

Ri tangedza mirado yashu miswa ya UTATU SARWHU, dzangano lavho liswa. dzangano lashu lishumela mirado yalo nga ndila dzothe, u tandulula mathada na uisa tshumelo kha mirado tshifhinga tshothe.

For those who are going on holiday, travel safe, for those who keep the wheels rolling do it safely and let all of us join hands together next year to face whatever is coming our way.

I want to wish all members and their families, Exco members and their families the secretariat and their families, office staff and their families a wonderful festive season and prosperous new year.

André Bester



Tiekie de Jager

Aan die einde van die jaar is dit weer tyd om terug te kyk en dankie te sê vir ons Skepper vir nog 'n gespaarde, geseënde jaar.

Hiermee wil ek die Gebed van 'n Spoorwegman met jul almal deel:

O, Here, noudat ek die vlag gestryk het, bid ek:

Neem my voete van die ruwe spoorbaan af, en plaas hulle op die Trein van Redding.

Laat wysheid my handlamp wees en die Bybel my hooflig. Laat die trein gekoppel wees met die sterk skakel van liefde, en Hemelse Vader, hou alle wissels gesluit wat na sylne afdraai, veral die wat na 'n doodloopstraat lei.

O Here, as dit U wil is, laat elke sinjaal langs die lyn die wit lig van hoop vertoon, sodat ek die lewensreis kan aflê sonder om stil te hou.

En Heer, laat die tien geboë my rooster wees wanneer ek die reis afgele het, en die groot donker stasie intrek.

Mag die superintendent van die heeal dan sê: "Mooi so, goeie en getroue dienaar! Kom teken jou betaalstaat, en ontvang jou loon van ewige vrede en geluk."

Dit is dan ook my wens vir ieder en elk. Hierdie wense gaan aan my gesin, die presidente, sekretariaat, hoofkantoor-personeel, mede-raad-

slede, UTATU SARWHU-lede en hul gesinne.

Kersgroete Tiekie de Jager



John Short

Another year bites the dust. Time is really fleeting and this appears to be a very true statement as the years fly by and the older, much wiser and experienced we all become.

I sincerely hope that you have all been individually fortunate and able to achieve and have been successful in your actions and efforts over this past year.

I would like to thank and congratulate all of those who were involved in the successful merger between our two great unions, culminating in a Rainbow Union that honestly reflects the demographics of our company and of our great South African nation. We should all be very proud of this achievement as we are the union of choice.

To all our members, TURs, branch chairpersons and secretaries, zone chairpersons and secretaries, our FTURs and executive councillors, presidents and vice president and of course all our staff at HQ, my family and I would like to wish you and all your family members a very merry Christmas and hope that you all have a very prosperous New Year.

John Short



Douw Dreyer

It was a very difficult year, but with the loyal support of the members the union were able to deal with it.

A big thank you for the TUR's support; especially after the training they showed that they are really committed to deliver a service to our members.

May there always be work for your hands to do. May your purse always hold a coin or two. May the sun always shine on your windowpane. May the hand of a friend always be near you. May God fill your heart with gladness to cheer you this Festive Season.

Douw Dreyer ■

Fedusa In Action

Fedusa engages Motlanthe on e-tolling



Dennis George

As we went to press Fedusa was awaiting a response from Deputy President, Kgalema Motlanthe, to its call for an urgent meeting to address the e-tolling issue.

In his 10 September letter requesting the meeting, Fedusa general secretary, Dennis George, traced the background of his federation's opposition to the e-tolling saga. He laid the blame for the inflammatory nature of the issue on the perceived lack of transparency in the setting of tolling prices and 'what some have called state-endorsed profiteering by the South African National Roads Agency Limited (SANRAL).'

Dennis George's letter continued: 'Our reasons for concern in terms

of the price-setting include the fact that SANRAL unilaterally decided the prices to be charged and it seems that any future price adjustments would also be allowed to be unilaterally determined, as well as the Minister of Finance announcing further changes based on a decision by Cabinet. It is in this light that we fear that South African consumers will be exploited.'

Feedback from UTATU SAR-WHU members, as well as from members of other Fedusa affiliates, shows a deep concern and the perception that the Deputy President's silence on the pressing issue is endorsing their fears of government collusion and profiteering.

Federation applauds Marikana pay settlement but warns against decentralised bargaining

Fedusa applauded the parties involved in brokering the wage settlement that followed the violent strike at the Marikana operations of the Lonmin Mining Group. However, the federation expressed its concern that the absence of the regulation of collective bargaining in the platinum sector could result in further problems.

Pointing to the labour peace and stability achieved in the gold and coal mining sectors through centralised bargaining, Fedusa has consistently warned against the in-house approach still prevalent in the

platinum mining sector.

'While this agreement is applauded, it might very well create a precedent and spur further labour unrest at other mining operations,' cautioned Fedusa general secretary, Dennis George. 'As history has shown, the only solution would be the establishment of a bargaining council to co-ordinate and control all wage demands at a central point,' he added.

Fedusa was particularly pleased with the addendum to the Marikana settlement that promoted general workers and rock drill operators to higher job grades and salary bands and awarded an additional drilling allowance and general across the board increase of 2% to all workers falling in that particular bargaining unit. UASA, a Fedusa affiliate in the mining sector, was a signatory to the agreement.

Fedusa/Uasa spokesperson, Leon Grobler, praised the Commission for Conciliation, Mediation and Arbitration (CCMA) for its pivotal role in brokering the deal.

Farm strike violence condemned

In calling for constructive engagement at the bargaining table, Fedusa condemned the widespread violence that scarred the farm workers' strike in the Western Cape.

Stressing his federation's firm

belief in constructive labour engagements, Fedusa general secretary, Dennis George, said: 'We condemn in the strongest terms these acts of violence. In addition to being deplorable, violence and killings are ineffective.'

Dennis George went on to express his concern at the apparent post-Marikana disregard for institutions. 'We said then - and we will keep on saying - that employers and Government need to use the machinery provided by our state of the art labour legislation when dealing with these matters.'

During the recent labour upheavals Fedusa was a strong behind-the-scenes influence through its access to the relevant cabinet ministers.

Fedusa applauds labour unity at pension conference

Fedusa has expressed its satisfaction with the progress made at the fourth Labour Constituency Retirement Funds Conference held near Magaliesberg from 5 to 7 November. The conference was co-ordinated by the National Economic Development and Labour Council (Nedlac) and attended by all three of the country's labour federations.

Under discussion were four discussion papers dealing specifically with:

Enabling a better income in retirement

Pension preservation, portability and governance

Incentivising non-retirement savings

Improving tax incentives for retirement savings

Commenting on the progress made at the conference, Fedusa president, Koos Bezuidenhout, said: 'We are very positive about the conference and we truly believe that the federations fund one another. Through the hard work in the commissions and deliberations in plenary we were eventually able to arrive at some solid positions. We co-drafted a joint declaration that summarises these points of consensus which will now be finalised by the respective federations.'

Koos Bezuidenhout was particularly pleased with the fluent manner in which the South African Confederation of Trade Unions (SACOTU) - the organisation combining Fedusa and Nactu - functioned.

Adding his voice, Fedusa's general secretary, Denise George, also praised the outcome of the conference. 'We will now take the process further at Nedlac. To ensure that our members' best interests are served, we will deploy our best negotiators and experts.' ■

Surviving the end of the year rush

8440

Ever feel like you're part of the Titanic's crew where everyone is rushing for an exit and you're left without even a lifejacket, no raft and the iceberg that is the End-of-the-year-rush is looming up ahead?

It is not uncommon to have a feeling of panic creep up on you as the year spins to a close. Apart from that overly well-known regret: 'I can't believe 2012 is almost gone!' most people have to negotiate a host of year-end functions, Christmas parties starting in November, farewells and goodbyes. That is if you are so lucky not to be the parent of any exam-writing offspring.

A failure to successfully complete this challenge will leave you drained, exhausted and prone to the dreaded holiday blues! It is therefore vital to have your action plan ready for survival in these difficult times!

Survival plan: Knowledge is power

It is always better to look trouble right in the eye, than be surprised from behind. Even if you're year-end program doesn't look threatening at this stage, it is still a good idea to plan ahead.

Put up a calendar page where everyone has access to it. Try to add all meetings, parties and functions to it so you have an overview of the month ahead.

If you only have the garden club's Christmas party booked, don't feel

left out. Plan your own little get together with a few friends.

If your month seems all inked-out with kids' concerts, choir recitals, prize-evenings, your work, your partners' work, clubs, associations, etc., you need a plan.

Make a list of all possible events. Prioritise according to kids, work, spouses work, friends, and so on. If you have conflicting dates, discuss this at a family meeting. Divide and concur if possible! Sometimes you will have to choose. This may be difficult, especially with the promise of free food and drink. Ask yourself what is vital to your family's happiness, your future? Then decide, RSVP and stick to it. Remember, sometimes hectic can be fun if tackled with the right attitude.

Power-up knowledge

If you are in the position to be writing exams or having kids writing exams, you need to be extraordinarily vigilant during these times.

Write the exam time table in red ink on your calendar page. This makes it easy to see when an early night is essential!

For extra effectiveness you might want to work out each individual's study time table. If it is clear to everyone, when what must be studied, time spent on debates, especially with genius teenagers are limited. Avoid getting trapped in pointless sermons on how life gives you nothing for free and how Grade

10 (whatever) is the pathway to a successful career. Rather take the previous report card, discuss realistic goals, identify problem areas in time and set goals together. It will clear up small problems like 'a GOOD mark' in Maths being 75%, not 41%. A pre-emptive strike is always better.

Remember, this is a time for learning, not for stress or unnecessary pressure or conflict.

Dress up

If getting dressed, takes you more than six minutes in the mornings, you'll need a plan. Looking at the calendar schedule, identify events that you will attend with the same people. This will give you an indication of how many outfits you'll need.

Don't buy everything new. Someone might be shopping at the same stores. Check your closet and see what can be revamped, recycled or mixed and matched.

This is not the season to be caught in a towel in front of your closet, clock ticking, and nothing to wear! Look at your options; buy something if you really need it. Make notes if you have to and stick to it!

Stock up

Whatever you do, do not get caught without the essential emergency stocks.

Make a list and do the shopping once! Buy enough healthy snacks for studying, peckish kids. Keep it

healthy to avoid sugar rushes, to feed the brain and keep them motivated.

Stock up on water and juice. Whatever you do, do not over-caffeinate.

Remember: extra bottles of water and some handy snacks can also form part of a party-emergency pack.

Plan ahead

There are some people who have their holiday plans finalised and booked well in advance. They usually qualify for the early-bird discount, book the last room with a view and probably have no need for any emergency plans.

The rest will need a plan of action! If at all possible, try to find a quiet moment to talk about your vacation plans. The breakfast rush, the morning traffic jam, just before the evening news - not good timing. Try to take into account the world financial crisis, South Africans rising debt, your own situation, etc., but also remember that Christmas holidays are the stuff memories are made of. So, even if you have a limited budget, try to be creative. Maybe plan smaller excursion and look for local adventures.

Make a list for Christmas gifts. No, it is not too early! If you have ideas or need ideas, you can keep them in mind while shopping. Every gift you find saves you a huge amount of time and suffering during the last days before Christmas. Try it, it's a life saver.

Plan along your strengths and weaknesses

If you never drink a drop, make sure you have a juice handy when attending one of those year-end-functions. You can top up your own glass from your own stock, and avoid that guy roaming the party, checking for sober stragglers. Talk to the right people early in the evening so you can leave when things get blurry for the rest.

If you do enjoy the occasional drink, check on yourself. Have a glass of water or soda between drinks. Keep a snack handy for those parties where the food never arrives or the braai takes forever!

Avoid groups where your mother could tell you, trouble lurks: like the boss, that new blonde receptionist or the guy that got your promotion.

Whatever you do, do not drink shooters with any of them! And when your partner says it's time to leave, go!

Check the life rafts!

Always assign a designated driver or arrange for a pick-up (preferably not one provided by the SAP).

Remember that, even though at some point you may hope so, the world might not end this December.

Above all, remember after December, January always follows without exception.

So plan ahead, be prepared, enjoy the last part of 2012, but stay safe! ■

GLOBAL

Global transport Round-up

Road and rail unionists tackle global issues

Activists from road and rail workers' unions have been focusing their energies on the key topics of globalisation, deregulation and logistics supply chains at an event in Canada this week.

More than 200 unionists from 76 unions in 44 countries attended the Canadian Auto Workers and ITF co-sponsored road and rail conference in Toronto from 12-16 November. The delegates from as far away as Nepal and Palestine looked at how unions had developed practical actions to meet the challenges of globalisation, restructuring and logistics supply chains. One example of this was the road transport action day, which had highlighted the dangers of fatigue. These actions had helped raise awareness and led to political outcomes, such as the European Union directive on working times. The participants agreed to support the development of continuing action campaigns.

Delegates heard how unions were transforming the lives of those in informal and precarious jobs through organising strategies targeting specific groups, such as taxi drivers. They also discussed regional networks across west and east Africa, cross-border co-operation and organising non-resident drivers.

The role of women was another of the issues tackled, as was HIV/Aids. Participants reaffirmed their solidarity with workers in Iran, Swaziland and Turkey, where workers' rights were under attack.

Railway unions discussed the challenges across the industry, trade union campaigns against privatisation and new forms of organising to meet the demands of new ways of working.

Mac Urata, ITF inland transport section secretary, commented: "The road and rail sections have not only looked at the challenges posed by the industry, but also trade union responses. We have been focusing on how best to organise workers and build union power so that a longer-term strategy can be developed to achieve better working conditions."

Assistance for starving crew on board ship docked in US port

A dockers' union based in the US has been working with the ITF to assist the crew of a vessel that arrived in a US port last month.

The Liberian-flagged Sider Pink was seized by US marshals in Sacramento in October as a result of a court order involving a financial dispute.

Members of the ITF-affiliated International Longshore and Warehouse Union (ILWU) Local 18 sprang into action when they learned that the ship lacked sufficient food provisions and that the crew members were desperately hungry. They raised US\$800 to purchase groceries, which they delivered to the crew.

The predominantly Chinese-speaking crew also reported that their pay had been withheld; they had resorted to eating seaweed to avoid starvation.

Meanwhile, when ITF west coast co-ordinator, Jeff Engels, who had been liaising with relevant parties on behalf of the crew, arrived on the scene, he found that the coast guard agency had already noted the absence of sufficient provisions.

He concluded that the ship owner had violated the terms of the ITF collective bargaining agreement covering the vessel by failing to pay the crew properly; the company finally bowed to pressure and paid the outstanding back wages and agreed to cover the total costs of food provision.

Engels said that the owners were bound to be more careful before attempting to cheat the crew again 'because ITF inspectors are stationed at ports around the world and we can track the Sider Pink as she travels the globe.' He credited ILWU Local 18 members for their quick action and 'front-line solidarity.'

Ray Familiathe, ILWU vice president, said: "The deplorable conditions on board the MV Sider Pink along with the seafarers' cry for assistance allowed ILWU dockers to show their commitment to the ITF's flags of convenience campaign. Seafarers arriving in US west coast ports can be assured that dockworkers are ready to provide solidarity assistance when ship owners don't treat seafarers fairly."

ITUC fights Internet secrecy

The International Trade Union Confederation (ITUC) has met with Dr Hamadoun Toure, Head of the UN's International Telecommunication Union, in an attempt to remove internet regulation proposals from the agenda of the World Conference on International Telecommunication (WCIT-12) due to take place in Dubai in December.

ITUC General Secretary, Sharan Burrow, said that the internet had always been managed by a multi-stakeholder approach, but that the proposed changes would radically undermine this model and seriously alter internet governance.

"This is not a process that the UN should stamp as having legitimacy when governments and in particular telecoms ministries are simply negotiating on their own interests, in a forum without proper civil society engagement. We strongly oppose plans which would increase costs, reduce the spread of the internet and increase net censorship at the expense of human rights.

"We put a proposal to the ITU today to take the damaging proposals off the table at Dubai, and join a broad, open and multi-stakeholder process that would bring together all the government, civil society and business interests to look at the future of the internet. Regrettably, the ITU rejected this.

Beating the burglars' Christmas wish list

The exodus of home-owners during the December holiday season usually brings an increase in burglaries. So, before you go off for your well-deserved rest, be aware of what burglars have on their 'Christmas wish list' and take the precautions that will make it more difficult for them to get what they are after," advises Joe Szemerei, head of the Direct division at Indwe Risk Services.

"Our research has shown the ten most popular items stolen in any burglary are:

- Jewellery
- Computer equipment, specifically laptops, notebooks and tablet devices
- Clothing
- Televisions and home theatre systems
- Cameras
- Cell phones
- Luggage and handbags
- Power tools
- Toiletries and cosmetics
- Bedding
- "Burglars realise that they don't

always have a lot of time to spend in your home. As a result they tend to grab the items that are easy to carry and yet have a high value."

Understandably, there aren't always practical ways of specifically safeguarding our possessions in our homes which we feel that are sanctuaries that should not be prey to criminals. But the reality is that, in addition to the external security measures we install, it pays to be aware of the items on which criminals focus and to take steps to protect them.

"One cannot realistically keep a television or pair of expensive running shoes locked in a safe. But bearing in mind that jewellery could potentially always be on the 'wish list' it is worthwhile spending some of our hard-earned money on a good quality, properly installed home safe. Remember, even though you may be insured for the correct amounts and have a valid claim, the memories attached to possessions like jewellery can never be replaced

through either a cash or replacement claim settlement.

"Before hitting the high road on your holiday destination, it pays to put some thought into what could happen on your home front while you are away. It's worth it because families hit by criminal activities while they were away face a financially and emotionally strenuous time when they return. And, without full precautions, there could be an excess charge before the damages have been repaired or replaced.

"To prevent such unpleasant results, it is recommended that you review the terms and conditions of your insurance policies before you go on holiday," Szemerei advises.

To talk to Indwe Risk Services about the right insurance cover for you or to review your existing policy to ensure you are adequately covered contact 0860 13 13 14 or visit www.indwerisk.co.za for more information. ■

GCEO's intervention fuels hopes of honest deals

41724

Transnet GCEO, Brian Molefe, wants better management-employee collaboration. UTATU SARWHU has told him how this can be achieved.

For the first time in years there is real hope of Transnet agreements becoming worth the paper they are written on. In briefing labour on Transnet's mid-term results and Market Development Strategy at the 4 November Strategic Labour Forum, Transnet GCEO, Brian Molefe, expressed the desire for a more harmonious management-labour relationship to take the group into the future.

While accepting this aim in principle, UTATU SARWHU made it clear to Mr Molefe that true unity of purpose cannot be possible while the trust relationship between management and its workers remains fractured.

The union underscored its stance by pointing to the 2008 Artisans Agreement which Transnet has yet

to honour and its ongoing failure to comply with the new market reward model it signed three years ago.

"Mr Molefe and his team seemed keen to get these stumbling blocks out of the way. They have made a good start by overriding some of the negative actions of their Employee Relations Department. But it is going to take more than a gesture or two to fully win employee support.

"If Mr Molefe can come to the party and show that our members are his members, too – full partners in the employer-employee relationship – he'll be pleasantly surprised at the result.

"Transnet's GCEO is keen to forge a multi-year pay agreement. In principle, the idea makes good sense for the long-term security of both the company and its workers. But, again, the trust issue will be the main arbiter. Having been bitten before, while UTATU SAR-

WHU is around Transnet's workers will not be signing any agreements that can be broken, ignored or watered-down at management's will.

"UTATU SARWHU's frankness in this regard has given management a clear understanding of what needs to be done to achieve the harmony it is seeking.

"If management can come up with serious and sincere agreements that promote a genuine team effort; that protect and benefit all parties; that give workers their pound of flesh rather than mere pats on the back, it will find UTATU SARWHU more than willing to listen and collaborate.

"A good start, we suggest, would be the 2013 salary negotiations. If Transnet can arrive at the table with a clear and fair mandate and conduct its negotiations without obfuscation or double-dealing, it will go a long way towards regaining employee trust." ■

"The danger for the upcoming World Conference on International Telecommunications (WCIT-12) is that certain governments will attempt to undermine the multi-stakeholder approach behind closed doors and without full transparency.

"Certain proposed changes cause a great deal of alarm to the global labour movement – in particular, introduction of a pricing regime; requirements that the internet only be used in a 'rational' way – these are changes that ought to be openly

debated; not behind closed doors as the ITU plans.

"We can't afford to have vested interests of some governments and telecommunications companies take over the internet as we know it. An internet totally controlled by government and big business contradicts the very essence of what the internet represents – open and free access for all."

ITF backs Swazi labour struggle

Road and rail transport unionists pledged to intensify pressure on the Swaziland regime in a bid to see workers' rights respected and achieve broader democratic reforms.

The activists, attending the ITF road and railway joint section conference in Toronto on 14 November, made the commitment in response to testimonies from African delegates, who described the worsening human and trade union rights situation in Swaziland.

8287

UTATU SARWHU DIRECTORY

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Area 2 – East London – Port Elizabeth

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	Secretary PH Wheeler	051 653 9219	051 653 9205	051 653 9205	bugle@mweb.co.za	083 409 8689
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	Secretary Rob Lottering	043 700 4233	043 700 4575	043 700 4575	bugle@mweb.co.za	083 409 8688
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	Secretary Edwin Godfrey	041 507 5167	041 507 5006	041 507 5006	Edwin.godfrey@transnet.net	084 807 9351
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	Secretary Keith Hoffmann	043 700 2058	086 630 7920	043 700 2044	Keith.Hoffmann@transnet.net	072 154 8818
Maritime Port Elizabeth	Chairman Albert Visani	041 507 1553	086 648 7131	086 648 7131	Thandiswa.Nibe@transnet.net	083 396 7473
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	Secretary D Dove	021 449 5330	021 507 2025	021 507 2025	William.cook@transnet.net	082 690 5055
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	Secretary John Scheepers	021 449 5879	021 449 2236	021 449 2236	jscheepers@metrorail.co.za	072 923 1883
Maritime Cape Town	Chairman Trevor Wasserfall	021 449 2148	086 631 0348	021 449 6172	Trevor.wasserfall@transnet.net	071 362 6219
	Secretary Gwyn du Plessis	021 449 3657	021 449 6172	021 449 6172	Gwyn.duplessis@transnet.net	071 861 9822
Maritime Saldanha	Chairman David van der Merwe	022 703 4312	022 703 4360	022 703 4360	David.vandermerwe@transnet.net	072 841 1522
	Secretary Ricardo van der Merwe	022 703 4714	022 703 4360	022 703 4360	Ricardo.vandermerwe@transnet.net	078 497 8145
Saldanha Ores	Chairman Walter Smith	022 703 3467	022 703 3467	022 703 3467	Waltersmith@transnet.net	074 143 4301
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Sishen	Chairman PJ Mostert	022 703 2229	022 703 2229	022 703 2229	Sonmos@absamail.co.za	073 149 2224
	Secretary AT de Jager	022 703 2229	022 703 2229	022 703 2229	Sonmos@absamail.co.za	073 619 5021
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	Secretary TJ Capes	021 507 2966	021 507 2966	021 507 2966	utatusrx@transnet.net	072 064 1046
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Area 4 – Free State

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Bethlehem	Chairman Ally Nhlapo	058 302 2033	058 302 2085	058 302 2081	ally.nhlapo@transnet.net	072 763 1459
	Secretary Thabo Taaso	058 302 2160	058 302 2081	058 302 2081	ally.nhlapo@transnet.net	083 409 6572
Bloemfontein	Chairman Russell Veitch	051 408 2653	079 495 7203	051 408 2653	Russell.Veitch@transnet.net	079 495 7203
	Secretary Dennis Hiten	051 408 3615	051 408 3615	051 408 3615	Dennis.Hiten@transnet.net	083 411 6611
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Area 5 – Gauteng Central (Johannesburg)

UTATU SARWHU DIRECTORY

Area 6 – Northern Cape	POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
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Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net		
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223			
Vice-Secretary	M Gouws	053 838 3140		053 838 3245			
De Aar	Chairman Secretary	P van der Westhuizen	VACANT	053 632 8308	053 632 8216		073 317 6659
Coligny	Chairman Secretary	VACANT	VACANT				
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Postmasburg	Chairman Secretary	AT Greeff	018 406 2047	018 462 1171		082 854 9606	082 790 6477
Upington	Chairman Secretary	HA Schoeman	018 406 2047				
Warrenton	Chairman Secretary	JA Mostert	053 313 7241	053 313 7214	Johannes.Mostert@transnet.net	083 388 1569	083 383 8379
		DCR Swart	053 313 7262	053 313 7206			
		LO Ferreira	054 338 2237	054 338 3472			
		M. Phillips			Margorie.phillips068@gmail.co.za	083 704 0316	082 821 7535
		FP van der Merwe	053 494 3236	053 494 3223	fdmerwe@vodamail.co.za	083 791 2563	083 378 8206
		JF van der Merwe	053 494 3236	053 494 3223			
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Vice-Chairman	Owen Jones	012 842 5006	072 216 1490	012 842 5841			
Secretary	VACANT						
Komatipoort	Chairman Secretary	JM Swartz	013 793 9979	013 793 8364			076 632 8955
Limpopo	Chairman Secretary	Stephen Matlala	(015) 299 6487	(011) 774 9462	Sonnyboy.Mosebedi@transnet.net	072 532 6699	084 845 8919
Lydenburg	Chairman Secretary	Sonnyboy Mosebedi	013 235 8201	086 630 5175	Leon.Potgieter2@transnet.net	076 661 6280	
PRASA Pretoria	Chairman Secretary	LGJ Potgieter	VACANT				
Mpumalanga	Chairman Secretary	Eddie Flavell	012 521 6232	012 521 6206	Utatu@prasa.com	083 554 8015	083 554 7994
		RJ Smit	012 521 4385	012 521 6206	Utatu@prasa.com		
	Secretary	Steven Leshabane	(013) 655 7823	(013) 655 7849	Steven.Leshabane@transnet.net	083 559 9419	
Musina	Chairman Secretary	Vukosi Khosa	(013)752 9236	(013) 752 9416	irs322mp@gmail.com	072 376 8574	
Nelspruit	Chairman Secretary	Wikus du Toit	015 534 7214	015 534 7245	Jan.DuToit@transnet.net	083 380 9809	078 796 4660
Phalaborwa	Chairman Secretary	HP Janse van Vuuren	015 534 7209				
Pietersburg	Chairman Secretary	VACANT					
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Pyramid	Chairman Secretary	CAA Jansen	015 781 9042				072 822 7628
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Witbank	Chairman Secretary	LE Moeketsi	014 590 2004				
		VACANT					
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		Wieligh Meyer			Arend.Meyer@transnet.net	082 569 8315	078 442 4581
		William Mogamisi	(012) 521 9452	(012) 521 9497	mogamisi@webmail.co.za	082 569 8315	078 442 4581
		Suping Seathlolo	(012) 315 8237	(012) 315 8279	s.seathlolo@yahoo.com		
		VACANT					
		Paul Stemmit	013 257 0507				082 622 9641
		VACANT					
		VACANT					

Deaths

September

BW Caswell Member Durban
 MP Serwalo Member Kroonstad
 G Ntimbane Member Parktown
 PD Thabethe Member Pietermaritzburg
 M Nell Spouse Durban
 HJD du Plessis Spouse Witbank
 M Solomon Child Cape Town
 IM Ralane Member Kaseme
 FE Nyathikazi Member Nelspruit
 PD Johnson Durban
 MH Mdlalose Member Newcastle
 NJ de Beer Member Pretoria
 LJ Tyobeka Member Kaseme
 Miggels Member Uitenhage
 Andrews Member Durban
 B Edben Member Johannesburg
 Mahloane Member Bloemfontein
 B Rooi Spouse Salt River
 TJ Sibiyane Member Braamfontein
 Skrishni Member Port Elizabeth
 Maritz Member Bloemfontein

October

A Moeletsana Child Springs
 MG Selopa Spouse Pretoria
 H Ntuyane Member East London
 J de Beer Member Queenstown
 N Mthiyane Spouse Richards Bay
 JM Fick Child Durban
 MJ Bapela Member Pretoria
 NR Bapela Spouse Pretoria
 R Makhankhe Member Johannesburg
 A Meiring Member Durban
 DP van Heerden Member Pyramid South
 L Strydom Spouse Port Elizabeth
 WB Matane Member Mafikeng
 GF Smalberger Member Germiston
 MG Mbambo Spouse Richards Bay

November

GR Petersen Child Uitenhage
 JL Ntsele Member Ladysmith
 ZL Magidigidi Spouse Cape Town
 AJ Looock Member Port Elizabeth
 CS Viljoen Member Leeuhoof
 PC Cronje Spouse Ladysmith
 FS Huysamen Member Worcester
 FC de Beer Spouse Pretoria
 MI Ngidi Member Durban
 LM Mthembu Spouse Johannesburg
 AH Musa Spouse Cape Town
 GN Mawhayi Member Pretoria
 CA Steyn Member Piet Retief



DEATH GRANT CLAIM FORM

To be completed by Branch Secretary (or member of Branch Committee) IMMEDIATELY UPON DEATH OF member and forwarded to the General Secretary, P.O. Box 31100, Braamfontein, 2017. A copy of the death certificate (certified), ID documents, bank statement and marriage certificate must be attached.

DETAILS OF MEMBER

NAME AND SURNAME:
 DEPOT/CENTRE: JOB TITLE:
 SAP NO: I.D. NO:

DETAILS OF DECEASED

NAME AND SURNAME: (Deceased):
 DATE OF BIRTH: I.D. NO:
 DATE OF DEATH:
 PLACE AND DISTRICT WHERE DEATH OCCURRED:
 WAS DECEASED MARRIED AT TIME OF DEATH:

DETAILS OF CLAIMANT

FULL NAMES:
 ADDRESS:
 CONTACT NO: Home Work: Cell:
 BANKING DETAILS: Bank: Branch:
 Account no: Branch code:

BRANCH OFFICIAL / TUR

TEL: FAX: DATE:
 NAME & SURNAME: SIGNATURE:

REF: USDGCLAIM001E

UTATU SARWHU INFO GUIDE



STOP ORDER

Please print clearly

Complete all fields

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

• **FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of R35.00 and maximum of R65.00)**

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

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail	<input type="checkbox"/>	TPT	<input type="checkbox"/>	Transnet Properties	<input type="checkbox"/>	Transnet Freight Rail	<input type="checkbox"/>
PRASA - Autopax	<input type="checkbox"/>	TNPA	<input type="checkbox"/>	Transnet Corporate	<input type="checkbox"/>	Bombela	<input type="checkbox"/>
PRASA - Shosholoz Meyl	<input type="checkbox"/>	Makhubu Logistics	<input type="checkbox"/>	Transnet Pipelines	<input type="checkbox"/>	Risk Pool	<input type="checkbox"/>
PRASA - CRES	<input type="checkbox"/>	Transnet Capital Projects	<input type="checkbox"/>	Transnet Rail Engineering	<input type="checkbox"/>	Other :	<input type="checkbox"/>

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

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

NOMINEE FOR DEATH BENEFIT

I, the undersigned, hereby nominate and appoint:

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

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

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

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL: _____

BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE _____ ENROLLER'S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

Non-profit Organisation – Ref: Number 036-913

UTATU House, 182 Louis Botha Ave, Houghton Estate, 2198; P.O. Box 31100, Braamfontein, 2017; Tel: (011) 728 0120;
 Fax: (011) 728 8257/8; Internal Fax: (011) 773 7920; E-mail: headoffice@utatusarwhu.com; Website: www.utatusarwhu.co.za

Affiliated to FEDUSA

USSO001E

Hidden name competition

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

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

UTATU SARWHU Hidden Name Competition

PO Box 31100,
Braamfontein, 2017

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

Phone numbers to know

Voetplaatpark –

Tel 039 681 3325

Transmed Call Centre:

0800 450 010

Housing: FNB Home Loans

– 0860 33 44 55

FNB Smart Bond –

0860 644 644

Transnet

Pension/Retirement Fund

(Metropolitan Life)

011 774 5444

Call Centres for:

Transnet Second Defined

Benefit Fund - 011 587

8000 (select option 1)

Transnet Retirement Fund –

011 587 8000 (select

option 2)

Transnet Pension Fund –

011 587 8000 (select

option 3)

Aon Consulting – Tel: Jhb

011 944 7000 website:

www.aon.co.za

Change of address

The General Secretary, UTATU SARWHU, PO Box/Posbus
31100, Braamfontein, 2017

(Please print)

Business unit: _____ Title: _____

Initials: _____ Surname: _____

Employee no: _____

Tel: _____

New home address: _____

Previous address: _____

NB: Please furnish previous address as it appears on the forwarding envelope.

The U/S Mo for Movember

November is Movember – the month when men boast with their mo's (moustaches) to create awareness for prostate cancer. In UTATU SARWHU's head office there is no shortage of moustaches at any time of the year. But to add to the Movember list John Perreira put his razor away for the month and Eddie de Klerk gave his mo extra momentum.

What is cancer?

Cancer occurs as a result of mutations - or abnormal changes - in the genes responsible for regulating the growth of cells and keeping them healthy. The genes are in each cell's nucleus, which acts as the 'control room' of each cell. Normally, the cells in our bodies replace themselves through an orderly process of cell growth; healthy new cells take over as old ones die out. But over time, mutations can 'turn on' certain genes and 'turn off' others in a cell. That changed cell gains the ability to keep dividing without control or order, producing more cells just like it and forming a tumour.

A tumour can be benign (not dangerous to health) or malignant (has the potential to be dangerous). Benign tumours are not considered cancerous; their cells are close to normal in appearance, they grow slowly and they do not invade nearby tissues or spread to other parts of the body. Malignant tumours are cancerous. Left unchecked, malignant cells eventually can spread beyond the original tumour to other parts of the body.

Early detection

With all cancers your chance of survival and regaining your health increase with early detection. Here are the main warning signs



20008375

John Perreira

of prostate cancer:

Difficulty or inability passing urine

A slow stream, often with dribbling at the end

Inability to start or stop the flow of urine

Frequent need to pass urine, especially at night

Swelling in legs

Discomfort in pelvic area

Lower back pain

Blood in the urine or semen

Painful ejaculation

Erectile dysfunction

Weight loss

Bone pain

Prevention

Certain risk factors can trigger cancer in your body. These include factors that you can control, such as alcohol consumption, smoking, diet, obesity, exercise, to name a few. Unfortunately your genes also play a role and that is not something that you can control. If there is a history of cancer in your



Eddie de Klerk

family, it is better to start early with monitoring your body. Regular testing – especially when you are older – is the best prevention.

Screening for cancer

Screening for prostate cancer includes:

Digital rectal examination (DRE) by a doctor where the doctor inserts a lubricated, gloved finger into the rectum to examine the prostate.

Urine test to check for the

presence of blood.

Measurement of Prostate Specific Antigen (PSA). The prostate normally secretes small amounts of PSA. A higher level may indicate a problem with the prostate. It may be cancer or merely an enlarged prostate caused by infection.

Be aware of your body and stay healthy.

For more information, visit www.cansa.org.za. ■

UTATU SARWHU shows it cares

16 Days of Activism for No Violence Against Women and Children is an international campaign that takes place every year from 25 November (International Day for the Elimination of Violence Against Women) to 10 December (International Human Rights Day). The period includes Universal Children's Day and World Aids Day. During this time, the South African Government runs a 16 Days of Activism Campaign to make people aware of the negative impact of violence on women and children and to act against abuse.

"UTATU SARWHU actively supports this cause and the Fedusa Equity Forum backs our efforts," says UTATU SARWHU deputy general secretary, Eddie de Klerk.

"To make a practical contribution, our union identified two homes that act as shelters for abused women and children - Bethany and Frida Hartley Homes situated in Bertrams and Yeoville, respectively. With the help

of our members we donated toiletries to both of these homes."

Bethany Home

Bethany was started in 1989. It has the capacity to shelter 53 abused women and children. Abused women are sent to them from police stations, hospitals and other shelters. They usually arrive with nothing but the clothes on their backs and in a state of absolute hopelessness and helplessness.

The rehabilitation process begins with intensive counselling to build up self-esteem and hope. At the same time the physical and medical needs of the women and children are addressed to ensure they receive appropriate attention from the local clinics, hospitals and doctors.

Once the client is emotionally stable and the children settled in school, her interests and levels of education are assessed and she is sent on training courses to acquire skills necessary for a job in the field she wishes to pursue. After completing training, resi-



Eddie de Klerk

dents are assisted to find a job. They usually spend a further two months in the shelter to save enough money for a deposit on a flat or room.

The whole process takes between six and twelve months. It is the policy to complete the process of reintegration before the client and her children leave the shelter so that she never has to return to her abusive partner or enter a new abusive relationship.



UTATU SARWHU's day at Frida and Bethany homes.

Frida Hartley Shelter

This shelter has been in existence since the First World War and fills an essential need in the community. It offers accommodation to women who have been left homeless due to their partners leaving them or their jobs having been made redundant. Most shelters only offer a roof for abused women but not women who are homeless due to unforeseen cir-

cumstances.

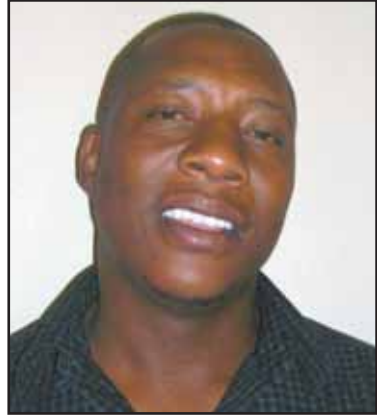
They can accommodate 24 women and their children who stay there for approximately three months during which time they receive counselling and are encouraged and motivated to regain their independence. The home affords them time to find alternative employment while still having a roof over their heads and their children taken care of. ■

We wish Tshidiso well

Tshidiso Plaatjies left the services of UTATU SARWHU at the end of September to accept a new challenge in the Employer Relations Department of Transnet Capital Projects.

Tshidiso, who started working for the union in January 2008, always served the union and its members to the best of his ability.

"We wish Tshidiso well in his new challenge. Knowing him as we do, we are sure that he will make a success of his career in the Transnet environment," says Steve Harris, general secretary. ■



Tshidiso Plaatjies



Don't get on Coral's wrong side

Jakes Jacobs, an UTATU SARWHU member for more than 30 years, is justifiably proud of his daughter, Coral, who is definitely not someone you'd want to cross. Coral has been selected to represent South Africa at the World Karate Federation's World Championships in France during November 2012. UTATU SARWHU wishes her all the best at the championships. ■



She Reps for Safety

The annual get-together of TFR's Durban She Reps was an exciting affair. Suzette Smith, the Managing Director of Performance Development, was the motivational speaker and she had the people dancing and interacting in a big way.

The main theme of the day was that safety is a critical issue for everyone. Linda Biljoen, UTATU SARWHU executive councillor, also took to the podium on that score.

Linda confirmed that safety in the workplace is a focal issue for the

union and told the She Reps that they could be proud of themselves for the good work that they do. She assured them that she is available to them whenever they need their union. ■



Manette braved and beat the weather

Hardy Manette Keyter of UTATU SARWHU's head office recently showed that not even rain and hail can deter her marathon ways.

Competing in such conditions, Manette not only completed - but

won - the walkers' category of the 9 to 18 hour Jannas night marathon organised annually by the Jan Viljoen Hoërskool.

Manette started walking at 18h00 and kept walking until 03h00 the following morning, covering 36 km.

It was her first such marathon and she says she will definitely do it again.

Wow, Manette! We're proud of you. Congratulations. ■

20008375

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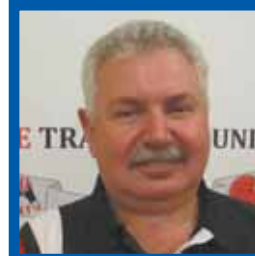
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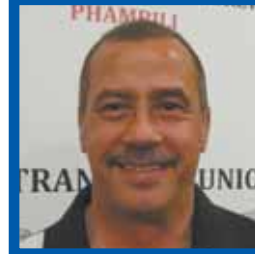
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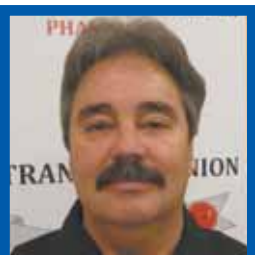


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SECRETARIAT



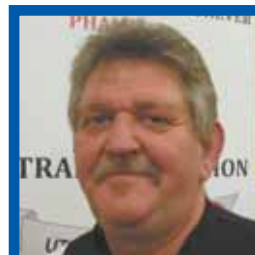
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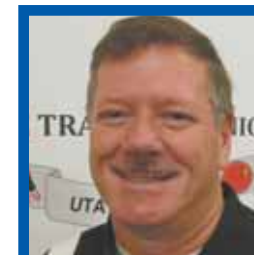
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The history of the SA locomotive in pictures

In the previous issue of Labour Report we featured electric locomotives. In this issue the diesels get their chance. Here follows a feature of all the diesel locomotives used in South Africa over the years with the year of its first run:

Diesel-electric locomotives

- Class DS 1939
- Class DS1 1939
- Class 31-000 1958
- Class 32-000 1959
- Class 32-200 1966
- Class 33-000 1965
- Class 33-200 1966

- Class 33-400 1968
- Class 34-000 1971
- Class 34-200 1971
- Class 34-400 1973
- Class 34-500 1974
- Class 34-600 1974
- Class 34-800 1978
- Class 34-900 1979

- Class 35-000 1972
- Class 35-200 1974
- Class 35-400 1976
- Class 35-600 1976
- Class 36-000 1975
- Class 36-200 1980
- Class 37-000 1981
- Class 39-000 2006

- Class 39-200 2010
- Class 43-000 2011
- Class 91-000 1973

Diesel-hydraulic locomotive

- Class 61-000 1958

Electro-diesel locomotive

- Class 38-000 1992 ■

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Best wishes for the festive season and see you again in 2013.