

## NEWS

**Read all about the merger**

Page 1-4

## NEWS

**Messages from the two presidents**

Page 3

## NEWS

**New agreement with Crescendo-Assupol**

Page 7



# UTATU SARWHU hailed as important labour advance

Transnet, Prasa, the Department of Labour and labour leaders attending the 22 June launch of the new union in Johannesburg hailed the formation of UTATU SARWHU as a major advance for the country's labour and race relations and for its rail workers.

Mosenngwa Mofi, CEO of Prasa Rail, said that he was proud to be associated with the historic event.

"Two unions with such diverse traditions coming together is a unique situation that will show other unions how to operate," he said, adding: "This union can advance the workers they represent."

Offering the congratulations of the Transnet Exco and Board, an equally enthusiastic Nonkululeko Sishi, Transnet Group Executive: Human Resources, said: "We are excited by your coming together to become a stronger union. We want strong unions for our employees because that makes us a better employer."



**Koos Bezuidenhout, President: Fedusa**

"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 of each other. We value your contribution and we are convinced that with your new perspective you will enrich



**GM Pholo, President, UTATU SARWHU**

your status as a union even further."

Les Kettledas, Deputy Director General of the Department of Labour, called the formation of UTATU SARWHU 'a welcome step forward.'

"We are entering a new era for members. At the end of May there were 194 unions registered with the Department of labour. For many years we have called for not more than one union per industry or sector. But there has been an increase in break-away unions instead. This amalgamation is therefore very positive."

Fedusa president, Koos Bezuidenhout, said that the formation of Utatu Sarwhu was a good marriage that had made the union stronger. He went on to predict that UTATU SARWHU would one day become the only trade union at Transnet, saying: "In 1985 there were 14 different trade unions in Transnet. Since then the employees have been reduced every year and with them the unions have vanished. Two recognised unions remain and we foresee that only this one will stand the test of time. This union has excellent leaders, and excellent leadership is what is needed going forward."



**Les Kettledas, Deputy Director General, Department of Labour**

Transport is the backbone of the economy and you are part of it."

In introducing their new union, UTATU SARWHU joint presidents, George Strauss (previously the president of Utatu) and GM Pholo (the former Sarwhu president), each had a compelling message to deliver.

"One name will mean one force to be reckoned with," said George Strauss, who has been a key figure in



**Mosenngwa Mofi, CEO, Prasa**



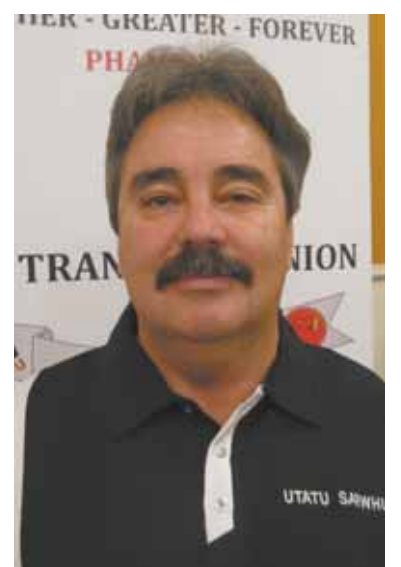
**George Strauss, President, UTATU SARWHU**

building the forerunners to the new union over the past 37 years. "This union will grow from strength to strength - our new and stronger team will mean new and stronger initiatives," he stressed.

"We are a union with a name and a surname," GM Pholo told the gathering. "There can be no doubt about the future of this union, regardless of race and colour. We now have better negotiation power and there are more benefits for our members to enjoy. We have unique resources to offer our members and we are stronger than ever. Everybody from Transnet, Prasa and Bombela must now know they have a new home."

Steve Harris, UTATU SARWHU general secretary, said that he and his team of full-time officials accepted the challenges that the speakers had set the union. He gave his assurance that the new UTATU SARWHU team would dedicate itself to overcoming all obstacles in the way of their becoming a unified union that always puts its members' interests first.

There was loud applause when J Crouse, the Registrar of Trade Unions, formally handed the



**Steve Harris, General Secretary, UTATU SARWHU**

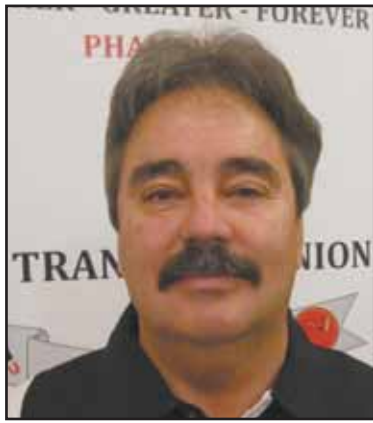
UTATU SARWHU Registration Certificate to the new union's two presidents.



**Nonkululeko Sishi, Transnet (Group) Executive, Human Resources**

## COMMENT

## NEWS



Steve Harris

Our new union, UTATU SARWHU, has advanced from theory to fact. Its creation has been welcomed by

our employers, by government and labour experts as a breakthrough, and as a role model for those wishing to create institutions which truly reflect the new South Africa and the interests of their peoples.

I am sure that every one of our 27 000 members is as proud as I am to be a part of an achievement that has created:

- The union that best comprises the races, genders and skills that form the mighty enterprise in which we work
- The union with the lowest membership subscriptions and ...
- Far and away the best member benefits
- The only union that focuses

exclusively on the needs of Transport workers.

### What compelling strengths these are.

In addition to patting ourselves on the back for having overcome racial and other divisions, we must now make all other workers aware of what they are missing by not being UTATU SARWHU members.

Each new member we recruit will be another weapon in our already powerful armory

... another positive to help convince our managements to give us the better deals we merit.

Despite all the negative economic and employment news around us, this is an exciting time for

South African rail workers. After years of dithering, government has finally grasped the message that we have been preaching all along, i.e. that South Africa's economic future will depend on the size and efficiency of its rail systems.

Huge plans for rail renewal and expansion are now in the pipeline. Because bigger rail can only be built by skilled and productive workers, that growth will be our growth, too, as individual workers and as a trade union.

With this bigger picture in mind, let us all work towards building more efficient rail, harbours, pipeline and transport systems. In so doing, we will increase our job security and open up employment

opportunities for our children.

Those of us who have managed union mergers before know that they don't come without adjustment problems. Together, we will effectively manage those problems if and when they arise.

We will manage that challenge more easily and speedily if we can grasp the essentials outlined above; place UTATU SARWHU ahead of petty and/or personal interests and remember that we are custodians of something special - possibly the best example of non-racial co-operation that our country has to offer.



Some of the new UTATU SARWHU Executive Council members at the launch.



# Their merger makes UTATU SARWHU the real voice of transport workers

The formal merging of Utatu and Sarwhu – two unions which have been working together to good effect for the past three years – has overridden racial and political divisions to give Transnet workers a substantial voice that is expected to become even stronger in the months ahead.

UTATU SARWHU will continue to be led by its president, George Strauss, and general secretary, Steve Harris – each of Utatu – as well as former Sarwhu president GM Pholo and an Executive Council and Secretariat comprised of former Utatu and Sarwhu leaders.

In keeping with its politically independent voice, the union will be affiliated to Fedusa.

“Having worked together for several years to develop mutually acceptable policies and priorities, our new union is in the fortunate position of not having to face a difficult adjustment period,” says Steve.

Asked why – when his union was threatened with declining numbers and probable de-regulation – Sarwhu aligned itself with Utatu rather than struggle partner Satawu, Eric Dano, Sarwhu's former acting general secretary said: “With the political struggle now history, our members had to

decide whether to remain accountable to politicians who have a questionable record in serving labour, or to opt for independence and service delivery.

“After examining both sides of the coin, there was only one option. Utatu was the union that offered our members the best representation and benefits. It was also the union offering the highest value in terms of successful strategies. And it had the lowest membership subscriptions.

“Since coming together and making service delivery at all levels of Transnet, Prasa and Bombela our watchword, we have set standards that are attracting new members each month.

“If we can continue along this path we will one day be Transnet, Prasa and Bombela's only trade union.”

Confirming his colleague's views, Steve said that the UTATU SARWHU leadership saw their merger as the birth of a labour giant in the transport industry.

### Bigger transport sector needs stronger worker voice

“South Africa is embarking on massive development programmes for its railways, harbours and rail engineering facilities. To avoid being sidelined, labour needs to be able to keep pace with these developments,” says Steve.

“Already the home for most of the respective industries, UTATU SARWHU is the union best equipped to deal with and back these potentially advantageous changes.

“To this end, we have launched UTATU SARWHU in June with a series of roadshows in February and March aimed at informing members of their new challenges and instilling a heightened team spirit.

“This communications exercise will be backed up by the establishment of regional offices and intensified training programmes in the areas with the largest concentrations of members and best potential for growth.

“Functioning in tandem with these initiatives will be a continued emphasis on the recruitment initiatives that have brought our union to where it is today,” says Steve.

“Attracting new members is becoming ever easier. With political liberation now a fact of life, workers are responding positively to the fight for economic liberation that our union is leading.”

### Why Transnet workers prefer UTATU SARWHU

UTATU SARWHU has become a strong trade union to be reckoned with:



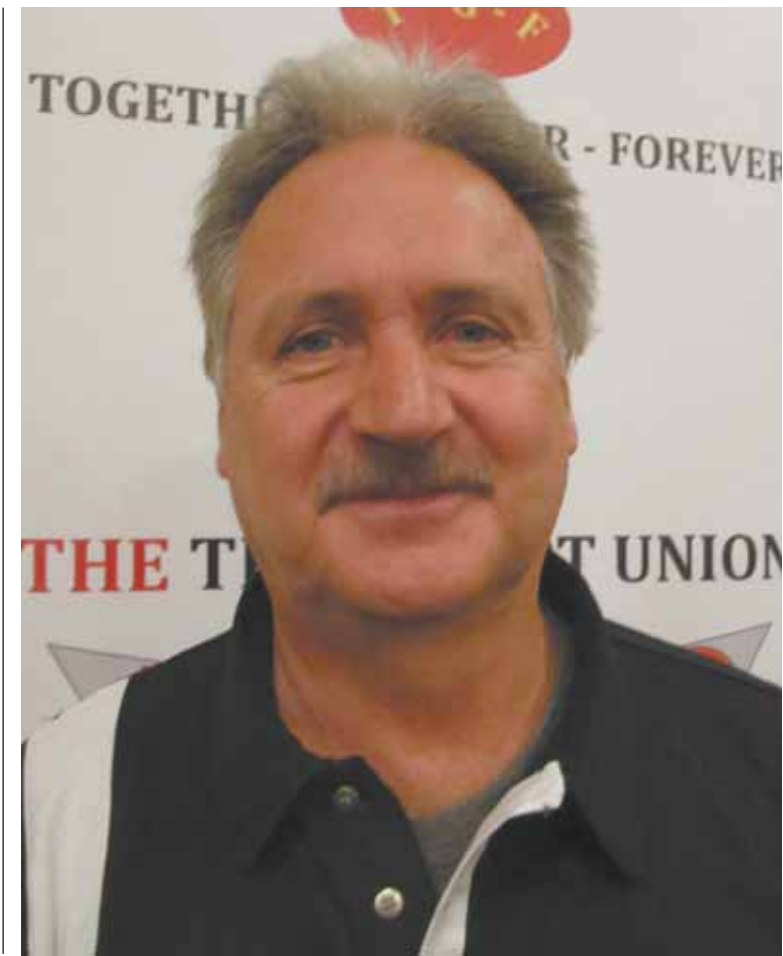
George Strauss, President and GM Pholo, President with Johan Krause, Registrar, Department of Labour, receiving the registration certificate

- Has management's respect
- Gets the best results
- Has the best benefits
- Understands what needs to be done
- Charges the lowest subs
- Are accountable for its members' funds
- Does not bow to political bosses
- Does more about improving UIF, pensions and health care than any other union

- Is the place where the transport industry's best black and white minds meet
- Enables its members to benefit financially by recruiting non-members

If you want a union that works for you, is there any other trade union to belong to?

20010695



George Strauss, UTATU SARWHU President.

112203

## UTATA SARWHU is good news for all workers

Joint UTATU SARWHU president, George Strauss, has hailed the marriage between Utatu and Sarwhu that has created the new union, as 'good news for all Transnet, Prasa and Bombela workers.' To back his statement, he listed the 'compelling strengths' of Transnet's only representative trade union as:

- The most economic union dues
- The best mix of race, job categories, experience and skills
- The most capable team of union professionals
- The best spread of representation and services
- The most reliable financial administration
- The best member benefits
- Negotiating skills that save members the hassles and cost of having to do their union's work for it
- Democratic structures that enable members to participate in union affairs
- The most comprehensive, most intensive and most frequent member training

George adds: "If these plus factors are not compelling enough, here are two more for workers to consider when deciding where to invest their union dues:

UTATU SARWHU is the only trade union that is free from having to serve politicians and their false promises

UTATU SARWHU is the only

Trade union that spends members' dues exclusively on improving their circumstances

"Given the strengths that the merger brings, it is no wonder that all at UTATU SARWHU are excited by the merger.

"Even with 100 years of struggle, survival and victories behind us we know that we are on the brink of bigger and better achievements than ever before and are keen to convert our opportunities into reality.

"As workers flock increasingly to UTATU SARWHU, these victories will happen."

George Strauss is not expecting a trouble-free run. "We know from the experience that mergers can bring outside attacks and internal adjustment problems.

"We are ready for whatever problems might arise and will be able to handle them. However, I am not expecting merger problems," George adds. "The essential groundwork has already been done. Over the past five years, Utatu and Sarwhu members in the Transnet, Prasa and Bombela environments have been working closely together from the shop floor to Exco levels and have established excellent levels of co-operation and team spirit.

"Together, we have built a unique union. Now all that remains is for South Africa's most representative trade union to reap the fruits for its members."

## Pholo gives new meaning to "SAA"

Ask most South Africans what SAA stands for and they will correctly answer 'South African Airways.' But a look at the career of Utatu Sarwhu president, GM Pholo, shows that the acronym can also stand for Sincerity, Ability and Application.

Those are the qualities that took Pholo 'GM' Pholo from his impoverished and obscure beginnings to becoming the president of a prominent trade union by age 34 and now – ten years later – joint president of Utatu Sarwhu, the union destined to become possibly the country's most balanced and influential trade union.

GM's austere upbringing generated strengths which are serving him and his members well. He learned the value of hard work; of putting practicalities before emotions; of constantly striving for improvement; of co-operating with those who could help to improve his circumstances; of trading his labour for returns that could feed his extended family.

More importantly, he learned the value of serving others and of helping them to progress in a tough and uncompromising economic system.

"Seeing the suffering around me, my first ambition was to help transform and liberate our society by becoming a lawyer. But I never earned the money or achieved the exam results to take me into the legal profession. I don't regret that. As a trade unionist I'm better able to help my comrades reach those same goals in a different and bigger way," he says.

Pholo Gaitson Moses Pholo was born in 1968, the eldest of six children in the village of Upper Majeakgoro near Pampierstad in the Taung district of the North West Province. Both his parents were unemployed. The family's only income came from the fares they could charge for transporting the locals to town and back in their battered old Toyota bakkie.

"Letshego Pholo, my father, was the local priest for the African United Church, an honorary position. Consequently, we were raised according to strict Christian principles.

I am still an active member of the African United Church trying to observe those principles."

GM grew up in a crowded household illuminated by candles and a solitary lantern and on a one-meal-a-day diet of potatoes, pap and rooibos tea. Sometimes there was some meat on a Sunday. His school being 40 km away in the former Bophuthatswana meant his having to leave home at 6 am and return at 6 pm.

### How did he manage?

"It was never easy. But from an early age I was aware that education was the lifeline that could lift me above the hardships happening around me. That made me determined to overcome the obstacles and to do well at school."

GM's pragmatic approach gained early expression in other ways.

"Some of the boere around us were hard people. One could either choose to hate them or to do a day's work for them and come away with sufficient rands and potatoes to feed the family for a week. I took the lat-

job with Transnet as an administrative official.

During those formative years, GM never lost sight of his goal to serve his fellow beings. In 1990 he joined the ANC and soon became secretary of the party's Taung Region. Simultaneously, his work ethic and



GM Pholo, UTATU SARWHU President.

ter route."

After obtaining his matric in 1987, GM found work as a belt attendant with Samancor in Hotazel. At age 19 he had become his family's breadwinner.

Standing in the blazing sun to manually marshal the ore passing along a conveyer belt from the open cast mine was gruelling work. "I left that job after 18 months because I was still considered a child and too small to do full justice to the work and was paid less than my colleagues no matter how hard I worked."

Moving north to Vaal Reefs in 1989, GM found work as a security official. Compared to all that had come before, GM's new circumstance – a much improved salary, regular hours, well-defined responsibilities, good food and accommodation – seemed like a job designed in heaven.

"I was earning R560 a month and was able to send between R350 and R400 home each month to support my parents and five brothers and sisters," he recalls.

Two years later, GM made one of the most difficult and far-sighted decisions of his life.

"Good as my security job was, I could see that it was not setting me up for the type of future I had planned for myself. I needed further studies that would improve my qualifications. But that would mean cutting off both my own and my family's incomes.

Despite considerable opposition from my family – who felt that I was letting them down – I took the plunge and enrolled at Moremogolo Technical College in Kimberley."

Two years later, GM's studies earned him an N4 certificate and a

level of commitment had him serving as a secretary of both the Students' Representative Council and the South African Congress of Students (SASCO).

Although well settled at Transnet, where he was earning almost R800 a month, life had become no easier for GM. His family's needs and expectations had risen and a younger brother had embarked on expensive studies which GM had to help fund.

"I found myself commuting to and from work on a borrowed bicycle and living as sparsely as ever," he told Labour Report.

A work relationship with an older white colleague helped him to further develop his career and non-racial approach. "Fanie and I differed politically. Yet the man was like a father to me. His guidance helped me to advance quickly to first a senior administrative official (SAO) and later to chief administrative official (CAO)."

By now GM was deeply involved in trade unionism and trade union politics. He quickly gained election as a Trade Union Representative and grasped the challenge of representing members at grievance and disciplinary hearings. That meant extra hours during his days, and long study nights to advance his negotiating and legal skills. Those were the years of the original Sarwhu; of its struggles to form alliances with the old Blatu and Tatu and with Satawu and of its ultimately re-registering in its pre-merger form.

It was GM's dedication and level-headedness during those testing years that led to him being elected as Sarwhu's president in 2002.

How did he handle that load?

Continued on page 4

# One of our comrades conceived the Comrades

South Africa's Comrades Marathon is one of the oldest and most respected events on the international ultra-marathon stage. But did you know that The Comrades was initiated by one of our comrades?

Vic Clapham, who started it all, was a train driver. He worked for the South African Railways in Pietermaritzburg, the forerunner of the present Transnet.

After World War I, wanting to establish a memorial to the comrades who had died or suffered during that terrible conflict, Vic conceived the idea of a demanding race in which the suffering and physical endurance of the entrants would symbolise that

of the many whom they were remembering.

He asked for permission to stage a 56-mile race between Pietermaritzburg and Durban under the name of the Comrades Marathon, and for it to become a living memorial to the spirit of the soldiers of the Great War. Permission was at first refused. But it was eventually granted. The first Comrades Marathon took place on 24 May 1921, starting outside the Pietermaritzburg City Hall. Only 34 runners took part that inaugural race – a far cry from the around 20 000 who start it annually almost a century later.

The Comrades Marathon has been run every year since then, except for

the years 1941-1945 during the Second World War.

To this day the race is run to 'celebrate mankind's spirit over adversity.' Gold medals are awarded to the first ten finishers; silver medals go to those completing the race within 7.5 hours and all those who finish the race within 12 hours are awarded bronze medals known as the Vic Clapham medal.

UTATU SARWHU general secretary, Steve Harris, has one Comrades marathon on his list of accomplishments and Louis Brockett, UTATU SARWHU deputy general secretary boasts with seven completed races.

20100606



## Merger will give members benefit of additional branch offices

An immediate benefit of the UTATU SARWHU merger to union members will be the regional offices in Cape Town, Kimberley, Bloemfontein and Durban.

"These are not going to be the 'sit at a desk in your office and wait for the members to call' style offices run by some trade unions," says general secretary, Steve Harris.

"Our offices will be all-action offices in which the officials stay in close touch with their branch committees and shop stewards; get out amongst the members to keep them informed; hear their views on all of the issues; discover their needs and help them to recruit the non-members around them.

"Our lean 'members first' formula

will enable us to establish more regional offices as soon as a need is identified," says Steve.

**Training the cornerstone of UTATU SARWHU's strength** Pocket-sized manuals recently printed, will be issued to all UTATU SARWHU Trade Union representatives during the course of the training sessions to be scheduled in due course.

"Our trade union representatives are our frontline soldiers in our ongoing campaign against workplace injustices," says Steve Harris.

"We are not going to send our shoppies to war without the appropriate weapons and ammunition. UTATU SARWHU's ongoing training is going to develop the

best-armed union reps in the business - union reps who can offer their members the most effective possible representation.

"And, thanks to our training, UTATU SARWHU is going to be the best place to be for real trade unionists who want to get things done," says Steve.

UTATU SARWHU TUR will welcome the arrival of their manuals which will help them to:

- Speak with the same voice.
- Effectively deal with their members' queries and problems.
- Ably represent members at grievance and disciplinary hearings.

## One person trains?

In its drive to save money, Transnet has come up with a new concept – one man trains. In other words, trains that are driven by one driver without a train assistant.

In some instances there will still be two train drivers.

"We are worried about the implications of such a system. The best way for a train assistant to be trained to become a train driver, is by physically being in the train and to see how the experienced train driver handle the different situations. Without this practical experience, train assistants who are promoted will start driving trains with simulations as their only practical training," says

Louis Brockett, Utatu deputy general secretary.

"Another concern is that we don't know what will happen to current train assistants. They need to go for training so that they can be promoted to train drivers, otherwise they will be without a job."

Louis asks the question: "Are they all trainable? If not, what will happen to them? This needs to be addressed before the system is implemented."

Two work streams have been formed that will investigate the operation practises, risks and safety as well as the effect the process will have on employees.

Continued from page 3

"Again, it was never easy. As a chief administrative official I was handling the money and having to balance it each day. That meant seldom being able to leave work before 4.30. Then I would go to the union and ANC offices to deal with whatever problems were waiting there and, finally, home to my growing family. But all that sounds harder than it was. You don't notice the hours flashing by when you are committed to your cause and passionate about what you are doing."

By 2007, as one of the smaller unions, Sarwhu faced the threat of

de-registration. Its only hope of survival lay with it aligning itself to either Satawu or Utatu.

"Put another way, we had to choose between staying with racial and political affinities or linking our fortunes to a traditionally white trade union that had the industry's most advanced negotiating skills, structures and benefits," GM explains.

"When we removed race and sentimentality from the equation and looked at what would best serve our members, there was only one answer - we had to go with Utatu.

"Given our past, and the general

lack of experience of true non-racialism, some of our members found that move very difficult. But their attitudes softened when we explained that, firstly, what we were doing was not new - that we owe the existence of the new South Africa to the fact that Mandela and de Klerk put aside their differences and animosities for the sake of the bigger picture; and, secondly, Utatu was no longer a white union. It had a black majority that would increase with us on board.

"Aware that integrating two unions with different backgrounds

and cultures can never be easy, we and Utatu opted for a lengthy acclimatisation before merging. Over the past five years the two unions have been working closely together at every level. We are now finally merging because we have become one union with the same set of values and ambitions."

### How does GM see the future?

"I see a very healthy future for Utatu Sarwhu and its members. We are now a fully integrated union with a strong team spirit; we are the union

with far and away the most professional and experienced executive, the biggest and best team of full-time professionals, the greatest skills and resources - and we are the only trade union that invests every cent of its members' subscriptions towards securing them better deals.

"When all members are aware of these vital points, there will be no stopping us."

GM Pholo is married and has six children. His wife, Sisinyane Lydia Pholo, is employed at Prasa (Warrenton) where the family lives.

## LABOUR REPORT

Labour Report is die amptelike blad van UTATU SARWHU

Straatadres: UTATU Huis, Louis Bothalaan 182, Houghton Estate

Posadres: Posbus 31100, Braamfontein, 2017

Telefoon: (011) 728 0120/1/2/3/5/6/7/9 Faks: (011) 728 8257/8

Intern: (011) 773 8880 E-pos: utatusarwhu@utatusarwhu.com

Webwerf: www.utatusarwhu.com

### Durban Office

PO Box 61267, Bishopsgate, 4008

Tel: (031) 823 5927, 082 922 3960

E-mail: utatudbn@utatusarwhu.com

### Kimberley Office

5th Floor, Plims Building, 32 Chapel Street, Kimberley, 8301

PO Box 2999, Kimberley, 8300

Tel: (053) 832 1500 Fax: (053) 832 1501

Labour Report is the official organ of UTATU SARWHU

Street Address: UTATU House, 182 Louis Botha Ave, Houghton Estate

Postal Address: PO Box 31100, Braamfontein, 2017

Telephone: (011) 728 0120/1/2/3/5/6/7/9 Fax: (011) 728 8257/8

Internal: (011) 773 8880 E-mail: utatusarwhu@utatusarwhu.com

Website: www.utatusarwhu.com

### Bloemfontein Office

Room 206/207 Second Floor, Handisa Building

39 Blignaut Street, Hilton, Bloemfontein

Tel: (051) 447 9158 Fax: (051) 447 9207

### Published by UTATU SARWHU

Editorial and advertising: Schraaiber cc - Fax (011) 234 1501

schraader@mweb.co.za

ISSN 0004-3869



**FNB**  
First National Bank

*How can we help you?*

## FNB loans available to ALL Transnet employees

Ignore the false propaganda of another union – the loans at special rates being offered by FNB are available to ALL Transnet staff regardless of union affiliation.

In fact, because of their superior economic savvy, numbers and earnings, more UTATU SARWHU members are likely to make use of these loans.

Explaining the purpose of the loans, FNB's Hambisani Mahlangu says:

"The bank is offering financial literacy as well as financial rehabilitation through debt consolidation at discounted rates. Through this scheme you can consolidate your debt."

The pricing structure of the loans is as follows:

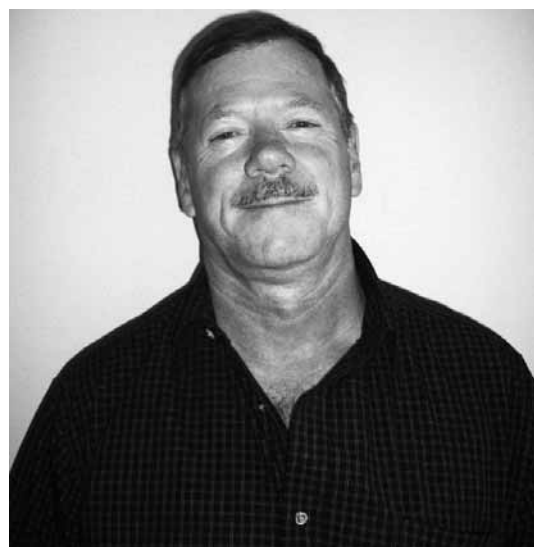
Loan amount parameters: R250 – R120 000

The interest rate can be up to 18% depending on the applicant's risk profile

Repayment terms are from one month to 60 months

Commenting on FNB's loan offer, UTATU SARWHU general secretary, Steve Harris, says:

"The FNB loan will give many of our members the opportunity they need to steer themselves through the current difficult financial situation. For this reason, we encourage members to examine closely the consolidation and advice opportunities that FNB are offering."



29632

Pieter Greyling

## Prasa increases satisfactory

Measured against inflation and the results being achieved elsewhere, the pensionable 7% cost to company increase for Prasa employees is on the right track, says UTATU SARWHU deputy general secretary, Pieter Greyling.

The mandate given to us to sign the 2012/13 pay agreement showed that most Prasa workers share that view.

This agreement reflects a new minimum wage retrospectively from 1 April 2012.

## Reward system – eventually on the right track

As indicated in the previous issue of Labour Report, the implementation of the New Reward Model is a monumental task. "The only way to deal with this will be to do it in a phased manner," says Steve Harris, UTATU SARWHU general secretary.

Labour had the mandate to sign agreement. This agreement reflects a new minimum wage as from 1 March and further adjustments are scheduled for 1 October.

"Please note that the minimum wage excludes Transnet Port Authorities and Transnet Port

Terminals. The agreement does include the new 10-level pay structure that will be supported by the JE Management system," he explains.

Steve told Labour Report that no jobs were re-evaluated, but instead the existent evaluation points were converted to JE Management System points and this was used to realign employees to the 10-level grading system.

Labour also requested that the new level on the new grading system be reflected on employees' pay sheets.

"The fight now continues with the negotiation of a progression model. We hope and trust that the parties will be able to conclude this by October 2012 as the negotiations will include maximum salary scales of grade levels going forward.

We trust once concluded it will resolve a long-outstanding unhappiness from employees who were not able to progress due to management's cancellation of the progress process in the past," Steve concludes.



## Zuma's commuting: Vote catcher or serious interest?

UTATU SARWHU-Sarwhu – the rail union which took President Zuma to task last year for failing to mention rail and its problems in his presidential address – applauds the president's personal examination of rail commuter train services.

"It is heartening to see the nation's leader coming to grips first-hand with the problems facing rail workers and commuters. The knowledge the president has gained will make it easier for labour to get its point across

when it tries to bring rail problems to his cabinet's attention," says general secretary, Steve Harris.

"The cynics are claiming that President Zuma's commuter rides were nothing more than a superficial PR gesture directed at dampening opposition to his presidency.

"President Zuma can prove them wrong by looking at the other side of the rail-problem coin and personally coming to grips with:

The problems that rail workers encounter daily in their efforts to

offer efficient commuter services.

The damage that cable and track thefts are causing to costs, efficiency and safety.

"If the president does these things, he will enjoy UTATU SARWHU's 100% co-operation.

"Direct dialogue between the nation's chief executive and the people who run the nation's trains, rail workshops and support services will hasten the achievement of the more efficient rail management and services that President Zuma wants."

'Transnet workers over age 50 need not fear their pensions being trapped by change' – George Strauss

# Understanding the need for pension reforms



UTATU president, George Strauss.

Pension reforms are troubling workers the world over.

Why?

Because they have to happen to adjust to mankind's lengthening lifespan.

Retirement at age 60 was a viable option in an age when few pensioners lived past age 80.

Today, with pensioners living into their 90s and beyond, without the reforms needed to adjust to this phenomenon their pension funds would collapse.

An understandable worker concern is that, in order to remain relevant and solvent, pension reforms have to include such unpopular measures as pension preservation, higher pension contributions, longer career spans and lower ultimate pensions.

Blinded by the pain of these adjustments, workers are missing the point. The changes have to happen for their benefit.

Without the reforms needed to keep pensioners paid for longer (sometimes for as long as their working years), they could be facing 10 to 20 years of misery during the most vulnerable phase of their lives, crippling their national economy, condemning their children to decades of often bitter and impractical parental care.

"The question workers should be examining is not whether there should be pension reforms but, rather, what the reforms should be and how they should be phased in," says UTATU SARWHU president, George Strauss, who is also a Transnet Pension Fund trustee and the man charged with looking after the interests of Fedusa affiliates at the Nedlac debate on pension reforms. "Any government failing to adjust to the new socio-economic order would be guilty of criminal neglect," he says.

"As a fellow member of the Transnet Pension Fund, I identify with the fears that our older members have of their pensions being swallowed up by a new scheme that will pay them less. But

I can assure Transnet members over age 50 that there is no chance of their pensions being trapped by change. I can say this for these three reasons:

- The South African pension industry is a huge and complex mechanism. It will take years of negotiation for the proposed reforms currently on the table to be finally knocked into shape.
- The initial changes will be aimed at helping lower-income earners and the dispossessed. Established and viable pension funds like the Transnet fund will be among the last to be affected.
- My position at the forefront of pension reform negotiations enables me to give our members advance warning of any changes that might negatively affect their pension circumstances.

"It is important for members to understand these three factors.

"There is no need to resign to get your pension money.

"Not only is your pension money safe at Transnet (see government's assurance highlighted in bold in the next story) but - as those who have resigned to get at their pension monies are discovering to their bitter cost - it is virtually impossible to get a competitive deal elsewhere.

"Each month your employer adds its equal contribution to your 7,5% pension deduction to bring the total to 15% of your salary. In good investment years - like this one - bonuses also get added to your portfolio. Where else can you get so good, or so vital, an investment deal?"

"Those workers who are reluctant to accept these assurances should look to the finance industry. If finance workers in the know are not jumping ship to protect their pensions, why should we?"

## Overview of Govt's pension reform proposals

To help members to understand the direction that government is taking with its proposed pension reforms, Labour Report here highlights key points from the overview released on 14 May. In so doing we stress that the views being expressed by government in the document under review are being presented to stimulate debate by all interested parties. There is still a long way to go before government will be able to complete a plan that will accommodate the country's 2 700 existing pension schemes, the many millions who have no pension cover and the millions who are members of existing pension schemes.

This is only the first of a range

of discussion papers still to be released.

## The need for pension reform

South Africa needs to reform its pension industry because, inter alia, its citizens do not save adequately for retirement and only half of those with jobs have access to a retirement fund. In addition, the large number of pension schemes in existence has resulted in disproportionately high administrative costs and low returns.

The ultimate aim of government's proposed reforms is to:

- Reduce the cost of retirement products
- Reform the annuities market
- Require the preservation and portability of pension contributions
- Establish a uniform approach to the tax treatment of retirement fund contributions
- Improve fund governance and the role of trustees
- Introduce tax incentives to promote retirement and other investment products

Over the course of 2012, the National Treasury will release a series of technical discussion papers elaborating on these matters. A separate process is underway to improve financial sector regulation, moving towards a twin peaks model with stand-alone regulators for prudential and market conduct. Prudential supervision will ensure that retirement funds are soundly managed; market conduct supervision will make cost structures more transparent, and will protect policyholders from unfair practices and charges.

Relevant proposals will be designed to protect vested rights. Current pensioners or those who are about to retire soon will not be adversely affected by the transition.

## Grim retirement landscape

In its analysis of the South African retirement landscape, the government paper says: Despite high participation rates, high contribution rates and significant assets under management, only about 10 per cent of South Africans are able to maintain their pre-retirement level of consumption after they stop working - primarily because preservation costs are low . . .

There are several reasons for low levels of preservation. Before they retire, many workers - especially younger and lower-paid employees - withdraw their entire retirement fund balance when they leave an employer. Despite recent changes in the ways these withdrawals are

taxed to incentivise preservation, this trend has continued.

The South African retirement industry appears to have a relatively high cost structure with high fees, especially for retirement annuities. Over many years, annual charges on investments can significantly erode benefits, leading to much lower replacement costs than anticipated.

The consequences of low retirement income are serious: in addition to increasing the burden on public finances, it increases the financial vulnerability of the elderly population, leaving many dependent on family for support. This, in turn, lowers the ability of many young families to save for their own future.

In addition, the system stops protecting most workers after retirement. Members of provident funds can withdraw all of their accumulated benefits in cash, which is often used quickly. Members of pension funds and holders of retirement annuities are required to annuitise two-thirds of their assets when they retire. Many purchase living annuities with their retirement funds, rather than conventional annuities - which are the only products that protect them against outliving their assets - and spend their assets too rapidly, or make inappropriate investment decisions. This increases the risk of poverty in old age.

Government is proposing several incremental steps to strengthen retirement funding and to reduce retirement fund costs.

Options being explored with the retirement industry include developing retirement products into which retirement funds can automatically place members when they retire, without requiring financial advice. These products will have to meet design, access and cost conditions. Another option is to allow funds to default members into new types of annuity products that share risks between providers and members, making annuity provision more cost-effective and attractive. Higher income retirees will continue to make their own choices about additional retirement savings.

Government is also investigating providing new savings products - for example, an RSA Retail bond-backed living annuity at a cost lower than those offered by the private sector.

## Pension preservation

Because so few (10%) South Africans are able to maintain their pre-retirement level of consumption after retirement, largely because their retirement fund assets are not preserved when

they change jobs, government proposes to phase in, over time, a preservation requirement.

Aware of the sensitivity of this requirement, government proposes to do so in consultation with those likely to be most affected by the measure and in a manner that will still allow unemployed workers to draw on a portion of the pension savings to supplement their Unemployment Insurance Fund benefits.

## Comments

As mentioned in our introduction, the aim of these recommendations is to invite comment by 31 July 2012. Further comments will also be invited for each of the technical discussion papers still to be published.

## 'I'm not a pawn or a victim - I'm an individual'

"Don't look at retirement as an end. With maybe 30 years of life still ahead of you when you retire, it is a new beginning," says George Strauss. "Look around you - our country has tens of thousands of inspiring examples of people (Transnet pensioners among them) who have made the post-career phases of their lives their most rewarding.

"How have they managed this? They have done so by seeing themselves not as pawns or victims, but as enterprising individuals who now have the support of health care, monthly retainers and a lifetime of experience.

"They have looked after their health, planned ahead and realised the need to supplement their pensions with additional financial or property investments. Some have even learned new skills and interests.

"Retirement has huge advantages. It gives us more quality time and - with our kids out of the nest and our homes and cars hopefully paid off - fewer burdens to carry.

## Which pain would you choose?

If you were on a sinking ship, what would you choose - to go down with the ship, or to opt for the chances of life and a worthwhile future by joining an overcrowded and uncomfortable lifeboat?

"This analogy about explains the difficult choices facing the world's workers," says George Strauss.

"Pension reforms are likely to be difficult and painful - but better than the alternative of going down with the ship."



# Calling back the past

Sharing past memories, John Short, the Executive Officer representing FTUR Transnet Rail Engineering, says: "Let me take you back 27 years. This photo was

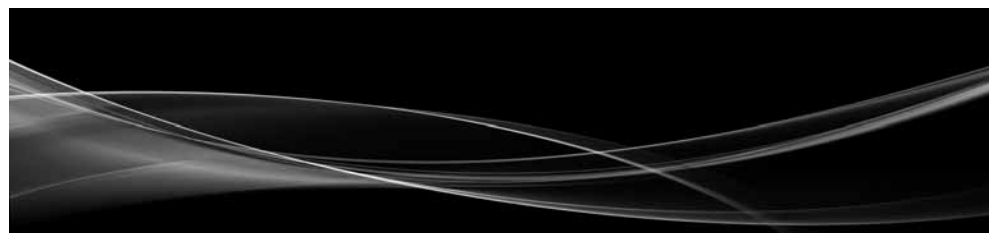
taken at my first-ever conference. I attended as the vice Chairperson of Durban Electrical Branch. I think that stands as proof of my loyalty to our cause and to this union. As you

can see, in those days everybody had to wear suits to conference. Who can you recognise in the photo and who is still around nowadays? Many of the persons in this photo have come and

gone. Many have also passed on. I am located on the right side, third row up from the bottom, standing third from the right side." George Strauss, UTATU SAR-

WHU president, identified himself in the fifth row from the top, fifth from the left side.

# UTATU SARWHU – Signs new agreement with Crescendo-Assupol



## FUNERAL BENEFIT FOR MEMBERS

Crescendo is an authorised Financial Services provider and is a leader in funeral administration.

Our funeral cover will provide the assistance you and your family need and ensure your family's financial peace of mind. Planning for your funeral might be the last thing on your mind, but it can be a cause for concern and we will give peace of mind for your family and loved ones.

Crescendo Funeral pays within 48 hours of death, which means the family will immediately have cash available to arrange the funeral without having to go under financial strain

This product is administrated by Crescendo and underwritten by Assupol Life.

Crescendo offers affordable and flexible funeral Insurance for the whole family. Extended family Insurance as an optional extra can be obtained at an affordable

monthly premium.

For Product advice and information please call our offices at:  
Crescendo Financial Services – 086 100 888

UTATU SARWHU: Tel: 011 – 728 0120 Fax: 011 – 728 8257/58  
Underwritten by Assupol



George Strauss, UTATU SARWHU President submits his completed benefit application form to Ian Kleingeld, broker at Pensionwise Financial Services.



## FAMILY PLAN BENEFITS AND PREMIUMS

	Option A	
Principal Member	R 10 000	
Spouse	R 10 000	
Child 14 - 21	R 10 000	
Child 6 - 14	R 7 500	
Child 1 - 5	R 5 000	
Child 0 - 11 months	R 2 500	
Commuter Plan	included	
Assupol-On Call-Product	included	
Family Income Benefit (R1 000 x 6)	included	
Monthly single rate below 65yrs at entry	R 27.50 (debit order fee incl.)	
Monthly family rate below 65yrs at entry	R 52.50 (debit order fee incl.)	
<b>OPTIONAL EXTRAS</b>	<b>Premium</b>	<b>Cover</b>
Extended member below 65 yrs at entry	R 28.00	R 10 000
Extended family 65-74yrs at entry	R 95.00	R 10 000
Extended member 75-85 yrs at entry	R 98.00	R 10 000
Beef Policy-Main Member and Spouse only	R 25.00	R 7 000
Tombstone Policy – Main Member and spouse	R 25.00	R 7 000
Catering Policy	R 35.00	R 10 000

Included in the above benefit and premium: In the event of an Accidental Death, the following amounts will be payable – R12 500 (main member & spouse), R5 000 (per child) and maximum sum assured per family involved in the same accident is R37 500. However, if the accident occurs while the member is travelling on public transport then the assured amounts will be doubled – R25 000 (main member & spouse), R10 000 (per child) and R75 000 (family).

# Eddie gives us a front-row seat at ...

As a Fedusa vice-president, UTATU SARWHU deputy general secretary, Eddie de Klerk, serves on several strategic planning committees and task teams assigned with making top-level decisions that concern all of us. Through Eddie, UTATU SARWHU members have a front row seat at:

- The Artisan and Technician Development Technical Task Team – the consultation forum for development on interventions and monitoring of implementation of such interventions for the successful achievement of the Commitments of the National Skills Accord related to artisan and technician development. They are also in the process of developing a funding model for artisan training.
- The Worker Education and Training Technical Task Team whose aim is to propose appropriate measures on how to improve the provision of an integrated and accredited worker education and training system.
- The Consumer Financial Education Committee. Objectives

of this committee are (i) to provide a framework for collaboration and co-ordination of financial sector stakeholders in consumer financial education (ii) to provide data and measurement of financial education programmes and determine whether policy and programme objectives are being achieved (iii) to ultimately improve consumers' financial well-being by helping them to budget and manage their money, save and invest efficiently, and avoid becoming victims of fraud.

- The Recognition for Prior Learning Ministerial Task Team. The RPL's strategy is to make recommendations to the Minister regarding how to recognise prior learning in order to promote someone's career. Among other things, this RPL is looking at a model for artisans, which means that people without qualifications, but enough experience, can become artisans.

"Serving on these committees and teams brings vital knowledge that can be used by UTATU SARWHU



Eddie de Klerk, Deputy General Secretary, UTATU SARWHU

in its dealings and negotiations with employers," says Eddie. "I always have the interests of our members at heart when helping to steer the decisions that these bodies take."

## Scenes from the merger



# Don't let the bugs bite

Fever, headaches, muscle aches, a hacking cough, chills. Sound like fun? Of course not – it's probably the flu. People often mistake the symptoms of a cold for the flu. However, these are two very different illnesses. While the symptoms of a cold may leave you feeling rather worse for wear, the flu pretty much knocks you off your feet, and can keep you out of action for the better part of a week. Since the infection is viral and not bacterial, a course of antibiotics will do nothing to speed up your recovery. Bed rest, fluids and painkillers are your best bet as you wait for the disease to run its course. This is no picnic, but the prognosis is even worse for certain vulnerable individuals such as babies and the elderly, who are at high risk of developing secondary infections that can make them dangerously ill. When you take the burden of this disease into consideration, it makes sense to take every precaution to prevent infection. The flu vaccine is your best line of defense against the influenza virus.

### Don't wait, vaccinate!

It's no use waiting for winter before you take action. Early vaccination will ensure that you are protected before you come into contact with the virus. And if you forgot to be vaccinated or, due to circumstances, didn't get round to it, it's not too late – any time is a good time to get a flu vaccination.

The Center for Disease Control and Prevention (CDC) in the USA says that while everyone should get a flu vaccine each flu season, it's partic-

ularly important that people who are at high risk of having serious flu-related complications, or who live with or care for people at high risk, get vaccinated. This includes the following groups:

### Pregnant women.

Those with underlying medical conditions predisposing them to flu complications, such as chronic lung disease, chronic heart disease, chronic neurological disease, chronic renal disease, and diabetes.

Health care workers.

Those infected with HIV.

Caregivers in day-care centres.

Children between six months and five years old.

Household contacts of persons at high risk for complications from the flu.

Household contacts and out-of-home caregivers of children less than six months of age.

### Who should not be vaccinated?

Babies younger than six months.

Anyone already ill with a high fever or any acute illness. Rather wait until you have recovered.

If you have a bleeding disorder, you should not be vaccinated without first consulting a health care professional.

People with an allergy to eggs may experience complications and must consult their general practitioner before getting the vaccination.

The viruses in the flu vaccine are deactivated so you cannot contract flu from a flu shot. However, some people do experience mild side

effects such as a low-grade fever and aches.

### Reducing the risk of pneumococcal disease

Pneumococcal diseases are also rife during the winter months, particularly among babies and the elderly. They are caused by the streptococcus pneumoniae bacterium and are a major cause of pneumonia, meningitis and sepsis. CDC reports that it is a leading cause of illness in young children and causes illness and death among the elderly and persons who have certain underlying medical conditions. Hospitalisation is often required for recovery. We strongly encourage all members over the age of 65 to get their annual pneumococcal vaccination. It can spare you a great deal of discomfort, inconvenience and unnecessary pain down the line.

### Do medical aids cover these vaccines?

The flu vaccination is covered by most medical aids, usually from your insured benefit, which means one vaccination per beneficiary per annum.

The pneumococcal vaccination should also be covered in full from your insured benefit for one vaccination per beneficiary per annum. This applies to children as per National Department of Health's Expanded Programme on Immunisation guidelines, adults 65 years and older.

These vaccines are easily obtained from your GP, local clinic and certain pharmacies.





GLOBAL

# Global transport Round-up

## ITUC highlights violations of trade union rights

2011 was a difficult and often dangerous year for workers throughout world, with those who dared stand up for their trade union rights facing dismissal, arrest, imprisonment and even death, says the International Trade Union Confederation (ITUC) in its annual survey of trade union rights and violations in 143 countries.

Trade union rights are under threat worldwide, says the report:

- 76 trade unionists murdered in 2011
- The Americas are still the most deadly region
- Thousands dismissed and arrested
- Arab Spring workers paid dearly as they marched towards democracy
- Domestic workers the most vulnerable.

Colombia is once again the most dangerous country in the world for trade unionists. Of the 76 people murdered for their trade union activities - not counting the workers killed during the Arab Spring - 29 lost their lives in Colombia. And in Guatemala, yet again trade unionists paid a heavy price, with 10 assassinations committed with impunity. A further eight trade unionists were murdered in Asia.

The worldwide trends highlighted in the survey include the non-respect of labour legislation by governments, the lack of funding for labour inspection and workers' protection, the lack of rights and the abuse faced by migrant workers throughout the world, particularly in the Gulf States, and the exploitation of the largely female workforce in the export processing zones around the globe. Among the most vulnerable are the 100 million domestic workers.

The year 2011 was of course the year of the Arab Spring and the revolutions surrounding this in North Africa, the Middle East and the Gulf States. The repression of trade union rights has been particularly harsh in these regions. Trade union organisations played a leading role in the revolutions, notably in Tunisia, Egypt and Bahrain. They paid a heavy price. Hundreds of activists were killed in the clashes and thousands were arrested.

The world economic crisis continued to impact unfairly on workers as governments persisted in favouring austerity measures over stimulating growth and employment, says the ITUC survey. The consequences have been devastating, particularly for the young. Unemployment reached 205 million in 2011. In Spain, 40% of young people are out of work while Greece has an unemployment rate of 21%.

The measures taken to optimise profits and flexibility at the expense

of the workforce have failed. One consequence of this failure is the increase in precarious forms of working, making it extremely difficult for trade union organisations to defend workers' rights, for example in South Africa, Bangladesh, Cambodia and Pakistan.

"The situation of hundreds of thousands of workers is very disturbing," said Sharan Burrow, General Secretary of the ITUC. "Most of them do not enjoy the fundamental rights of collective bargaining and freedom of association, and are in precarious employment."

## South Africa named as union repressor

The ITUC survey reveals how strikes are fiercely repressed in many countries by means of mass dismissals, arrests and detention, including in Georgia, Kenya, South Africa and Botswana, where 2 800 workers were dismissed after a public sector strike.

Trade union rights do not only come under attack in the developing world, however. They are also under threat in many industrialised countries, including Canada, whose conservative government has repeatedly sought to undermine union organising and collective bargaining rights.

Migrant workers remain another very vulnerable group. Among these migrant workers are some 100 million domestic workers, the great majority of whom are women with little knowledge of their rights and no means of enforcing them.

The ITUC has, therefore, welcomed the adoption of the International Labour Organisation's (ILO) Convention No.189 on Domestic Workers, which gives these workers the right to form unions and enjoy decent working conditions. The international trade union confederation is campaigning vigorously with its '12 by 12' campaign aimed at getting 12 countries to ratify the convention by the end of 2012.

## Youth unemployment getting worse

The International Labour Organisation has released a report stating that youth unemployment is getting worse.

Young people are three times more likely to be unemployed than adults, says the report. With over 75 million young people unemployed in the world, actively looking for work, governments are being urged to take steps to address youth unemployment and take it seriously.

- Another disturbing report stated that 22 million of Africa's 40 million unemployed youth have stopped looking for work.



# UTATU SARWHU's call for stiff penalties for cable thieves made waves – what's next?

When UTATU SARWHU learned that the Hawks had made arrests and recovered stolen tracks and power cables worth more than R1-million at a Chloorkop scrap metal yard, the union immediately issued a press release complimenting the Hawks on their success and calling for stiff penalties for the perpetrators.

"Half of the job has been done," said UTATU SARWHU deputy general secretary, Eddie de Klerk. "Now it is up to the justice system to put South Africa first and give to those found guilty of these thefts stiff sentences that will make all the other scrap metal dealers who are fencing for – and encouraging – cable and railway track thieves think twice before continuing with their crimes.

"Only when enough of those criminals are behind bars for long stretches will rail safety and the economy return to some form of normality."

Labour federation, Fedusa, issued its own press statement supporting UTATU SARWHU's call and quoting liberally from it.

Subsequently, the Rail Safety Regulator issued a statement praising the Hawks' effort and adding this comment on cable thefts:

These types of incidents, not

only put the lives of innocent people at risk, but also undermines economic development. The social and economic implications of these incidents are massive as they result in line closure, expensive repair costs, delays for freight trains and passenger trains, train cancellations as well as huge consequential costs to the economy.

We call on law enforcement agencies to redouble their efforts in bringing the perpetrators of these crimes to book. We similarly call on communities to work closely with law enforcement agencies and operators in exposing these criminals and ensure that our communities do not become havens for criminals who have no regard for the safety of the very communities they hide in.

"The unity of purpose of these calls is encouraging. Now it remains to be seen how the Courts will react," says Eddie de Klerk.

"We hope the sentences issued will be sufficiently severe to act as a deterrent. They need to be. Cable theft represents big, big business for the thieves. Therefore, they are prepared to take risks. If those found guilty are given light sentences they will continue with their crimes and the Courts will have, in effect, placed the interests

of the criminals ahead of the interests of the companies being plundered financially and of the millions of commuters whose safety is imperilled daily by cable theft.

"We can only hope for more arrests and the kinds of sentences needed to bring this menace under control."

## Correspondence

Kindly note that all correspondence forwarded to UTATU SARWHU is to be addressed to the General Secretary.

E-mail:  
utatusarwhu@utatusarwhu.com

Fax: 011 728 8257/8





# UTATU SARWHU INFO GUIDE



Please print clearly

## STOP ORDER

Complete all fields

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

- FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of 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 - Shosholoza 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; E-mail: [utatu@utatu.com](mailto:utatu@utatu.com)  
 Affiliated to FEDUSA

Uso6

## 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](http://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.



## UTATU SARWHU applauds boosted pension benefits for marginalised employees

**U**TATU SARWHU has applauded the decision of the Trustees of the Transnet Pension Fund to allocate a portion of the improvements in the Fund's General Reserve towards improving the pensions and benefits of employees in the risk pool.

As a result, the monthly salaries of

all those placed in the risk pool for reasons of temporary or permanent ill health have been raised from 75% of previous income to 90%.

The death benefit multiples for people in this category have also been increased by an average of approximately 17,61%.

"This boost to the incomes and

benefits of marginalised employees is a big step up for them. It is as pleasing to UTATU SARWHU as it will be for them for it is something that this union has been trying to achieve for a long time," says UTATU SARWHU president, George Strauss, who is also a trustee of the Transnet Retirement Fund.

47370

## Divorced members need to pay close attention to 'clean-break' clause of the pension fund rules

**U**TATU SARWHU president, George Strauss, urges divorced members to pay close attention to the 'clean-break' clause of their pension fund rules.

"That is the clause governing the share of an employee's pension that will be paid to an ex-spouse (or ex-spouses)," George explains.

"To comply with the law – which

determines that an ex-spouse is entitled to a portion of an employee's pension – the Transnet Pension Funds are asking divorced employees to up-date their records of previous marriages.

"For their own benefits, it is

important that employees provide accurate information. Failure to do so could lead to disproportionate awards. For example, an ex-spouse might be awarded half of his or her ex-spouse's total pension contributions instead of half for the period

during which they were married.

"When a member of the fund has had several marriages, the deal becomes more complicated. The only way to ensure that all parties get fair treatment under the law is by providing accurate information."

## Scenes from the merger



## LETTERS BRIEVE

I wish to advise that I will be retiring from Transnet Port Terminals, Durban Container Terminal, with effect from 1 July, having reached the age of 60 years.

I would like to thank Utatu for the pleasure of being a member of Utatu - you're the best trade union by far.

**PM Banger – Bluff**

I hereby wish to categorically express my heartfelt thanks to Utatu and staff for assisting me in a disciplinary hearing.

When I was suspended for an offence of a

very serious nature, I immediately called for assistance at the Cape Town office of Utatu. My sincere thanks go to Mr Cleophas in the manner he conducted himself at the hearing of the day as well as the outcome of the hearing. Special thanks to Mr Owen who also availed himself. Special thanks to Brian Davids for advising and constant feedback and checking on my wellbeing.

**Gary Mars, Train Manager:  
Shosholoza Meyl**



## Many years of dedication and struggle

It was a memorable occasion when past and present Utatu leaders got together to share some history and current events. In the picture (from left) are Frank Bonzaaia, a former president of SAFSA and co-president of Utatu - he retired in 2002; George Strauss, the current President of UTATU SARWHU; Dave Oosthuizen, President of the TWU and co-presi-

dent of Utatu - he retired in 2000; Steve Harris, the present UTATU SARWHU general secretary, and Hugo van Dyk a former president of the Artisan Staff Association, the forerunner to the TWU. Hugo retired in 1997. On behalf of Utatu members, Labour Report says to these stalwarts: 'Thank you for honouring us with your presence - we appreciated your company.'



## Shop steward is safety saint

UTATU SARWHU is very proud of TPT Richards Bay shop steward, Sameer Essa, who was honoured for upholding the highest standards of safety by displaying zero incidents for incidents and accidents in compliance with TPT critical safety controls. His safety efforts won him a cruise prize worth R10 000.

## MEMBERS



## Old and new TURs talk

Hein Lange of Metrorail has accepted an offer to become an Area Manager, Customer Services, in Germiston. This meant that he had to resign as an UTATU SARWHU shop steward.

His replacement, Themba Sibanyoni, is very enthusiastic and excited about his new responsibilities. Paying tribute to Hein, Themba said: "I don't know how I can thank

you. You taught me so much and were like a father to me. I am going to be a strong shop steward because of what you taught me. Thank you again, Hein - you showed me how to stand on my own two feet. I am a better person because of you."

Hein says that it has been a privilege to be associated with UTATU SARWHU and its people. "I fully enjoyed the challenges; it was a fan-

tastic time. Keep the image of UTATU SARWHU high, keep it strong and make sure it grows."

Wishing Hein all the best in his new position, Themba added: "We will always remember you and, if need be, knock on your door for advice."

34308



## Graduation day

CT Mbonambi of UTATU SARWHU's Durban office is very proud of her daughter, Thabile Precious Myende. Thabile is 23 years old and has just graduated from the University of KwaZulu-Natal with a Bachelor of Science in Engineering (Electrical Engineering) degree. Congratulations, Thabile!

# UTATU SARWHU EXECUTIVE COUNCIL



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



**PRESIDENT**  
**GMP Pholo**  
Tel: (053) 832 1500  
Fax: (053) 832 1501  
Cell: 082 738 2161  
pholo@utatusarwhu.com



**VICE-PRESIDENT**  
**J de Jager**  
Tel: (w) (031) 361 4033  
Tel/Fax: (031) 903 2127  
Cell: 082 920 5306  
tiekie@utatu.com



**1ST DEPUTY PRESIDENT**  
**TD Khumalo**  
Cell: 072 558 1460  
dan@utatusarwhu.com  
Teboho.Khumalo@transnet.net



**2ND DEPUTY PRESIDENT**  
**E Diteho**  
Tel: (053) 838 2083  
Cell: 073 734 6569  
diteho@utatusarwhu.com  
diteho@sarwhu.co.za



**SUPPORT SERVICES**  
**DG Dreyer**  
Tel/Fax: (w) (011) 978 2737  
(h) (056) 213 1479  
Cell: 082 920 9450  
douw@utatusarwhu.com



Rail Freight (TFR) Central Zone  
**L Biljoen**  
Tel: (w) (031) 361 4318  
Fax: (086) 726 0711  
Cell: 082 852 9478  
linda@utatusarwhu.com



Rail Freight (TFR) Central Zone  
**FJ de Koker**  
Tel: (w) (011) 330 6061  
Fax: (011) 330 6920  
Cell: 082 046 6815  
scott@utatusarwhu.com



Rail Freight (TFR) Central Zone  
**L Mdyogolo**  
Tel: (w) (011) 584 0574  
Fax: (011) 774 9909  
Cell: 071 363 6988  
luyuyo@utatusarwhu.com



Rail Freight (TFR) Central Zone  
**M Mosolloane**  
Cell: 073 461 8189  
martha.mosolloane@transnet.net



Rail Freight (TFR) Western Zone  
**FJ Crause**  
Tel: (w) (041) 507 2705  
Fax: (041) 507 2968  
Cell: 082 920 5303  
frans@utatusarwhu.com



Rail Freight (TFR) Western Zone  
**HWJ Smith**  
Tel: (w) (023) 348 4262,  
Fax: (023) 348 4260  
Cell: 071 363 3938  
henk@utatusarwhu.com



Rail Freight (TFR) Western Zone  
**S Stakala**  
Cell: 072 266 3037  
shaheed@utatusarwhu.com



Rail Freight (TFR) Eastern Zone  
**JD Breytenbach**  
Tel: (w) (017) 801 2034  
Fax: (017) 801 2180  
Cell: 082 920 5302  
jannie@utatusarwhu.com



Engineering Eastern Zone - TRE  
**EZ Cele**  
Tel: (w) (035) 906 7372  
Fax: (035) 906 7015  
Cell: 082 567 6637  
zonke@utatu.com



Engineering Central Zone - TRE  
**B Jonker**  
Tel:/Fax (w) (041) 994 2390  
Cell: 083 303 7347  
ben@utatusarwhu.com



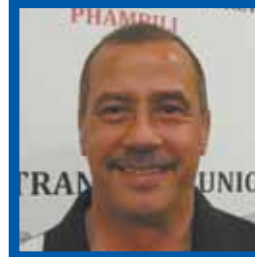
Engineering Western Zone - TRE  
**S Mtshie**  
Cell: 073 894 8180  
Fritz.devries2@transnet.net



Engineering Central Zone - TRE  
**JW Short**  
Tel: (031) 361 6164  
Cell: 071 481 6975  
John@utatusarwhu.com



Maritime Eastern Zone  
**WL Evans**  
Cell: 082 566 5518  
wyndham@utatusarwhu.com



Maritime Western Zone  
**TA Wasserfall**  
Tel: (w) (021) 449 2148  
Fax: 086 631 0348  
Cell: 071 362 6219  
trevor@utatusarwhu.com



Prasa Central Zone  
**AA Bester**  
Tel: (w) (011) 773 4790  
Fax: 086 513 2917  
Cell: 083 408 3460  
bester@utatusarwhu.com

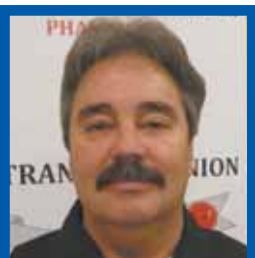


Prasa Eastern Zone  
**RC Blom**  
Tel: (w) (031) 361 7741  
Fax: 086 543 7660  
Cell: 082 893 1224  
rodney@utatusarwhu.com



Prasa Western Zone  
**BJ Davids**  
Tel: (w) (021) 449 5879  
Fax: (021) 449 2236  
Cell: 082 043 0515  
brian@utatusarwhu.com

# SECRETARIAT



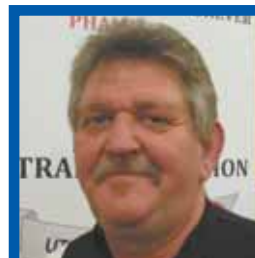
General Secretary and Editor  
**S Harris**  
Cell: 082 566 5516  
steve@utatusarwhu.com



Deputy General Secretary  
**L Brockett**  
Cell: 082 920 5301  
louis@utatusarwhu.com



Deputy General Secretary  
**E Dano**  
Cell: 071 589 5382  
ishmael@sarwhu.com



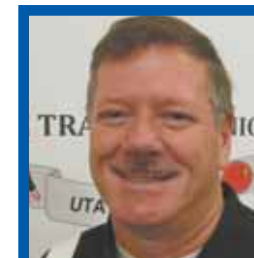
Deputy General Secretary  
**E de Klerk**  
Cell: 082 567 6638  
eddie@utatusarwhu.com



Deputy General Secretary  
**C Doncabe**  
Cell: 082 922 3960  
cosmas@utatusarwhu.com



Deputy General Secretary  
**N Haasbroek**  
Cell: 082 904 2215  
neels@utatusarwhu.com



Deputy General Secretary  
**P Greyling**  
Cell: 083 281 3897  
pieter@utatusarwhu.com



Deputy General Secretary  
**T Plaatjies**  
Cell: 082 857 7470  
tshidisop@utatusarwhu.com



Assistant General Secretary  
**J Pereira**  
Cell: 079 501 6883  
johnp@utatusarwhu.com



National Organiser  
**P Chonco**  
Cell: 082 920 5305  
maria@utatusarwhu.com



National Organiser  
**M Moseki**  
Cell: 083 667 2300  
moseki@sarwhu.com  
moses@utatusarwhu.com

# Transnet Rail Engineering celebrates its 150th anniversary

Transnet Rail Engineering recently celebrated the 150th anniversary of its Salt River Works, which is closely linked to the creation of the South African rail system. South Africa owes its now-comprehensive rail network to the group of British financiers who, in 1853, formed the Cape Town Railway and Dock Company. In March 1859 construction of the country's first railway line started in what is now Woodstock, and reached Wellington in November 1863.

The Salt River Works was founded in 1862 to maintain imported rolling stock for this line.

The earliest plan of the workshops, dated 1869, shows they covered an area of 2000 m<sup>2</sup> and comprised

Engine Erecting, Blacksmith, Machine, Carriage and Paint Shops.

Fast forward to recent years – a R300 million investment in infrastructure improvements has re-ignited the passion for railway engineering at Salt River. The Works have recently completed a second, upgraded version of the Phelophepa Health Train, while repairing and refurbishing some 100 coaches annually. It also services the world's longest train, Transnet Freight Rail's heavy-haul iron-ore train operating between Sishen and Saldanha Bay.

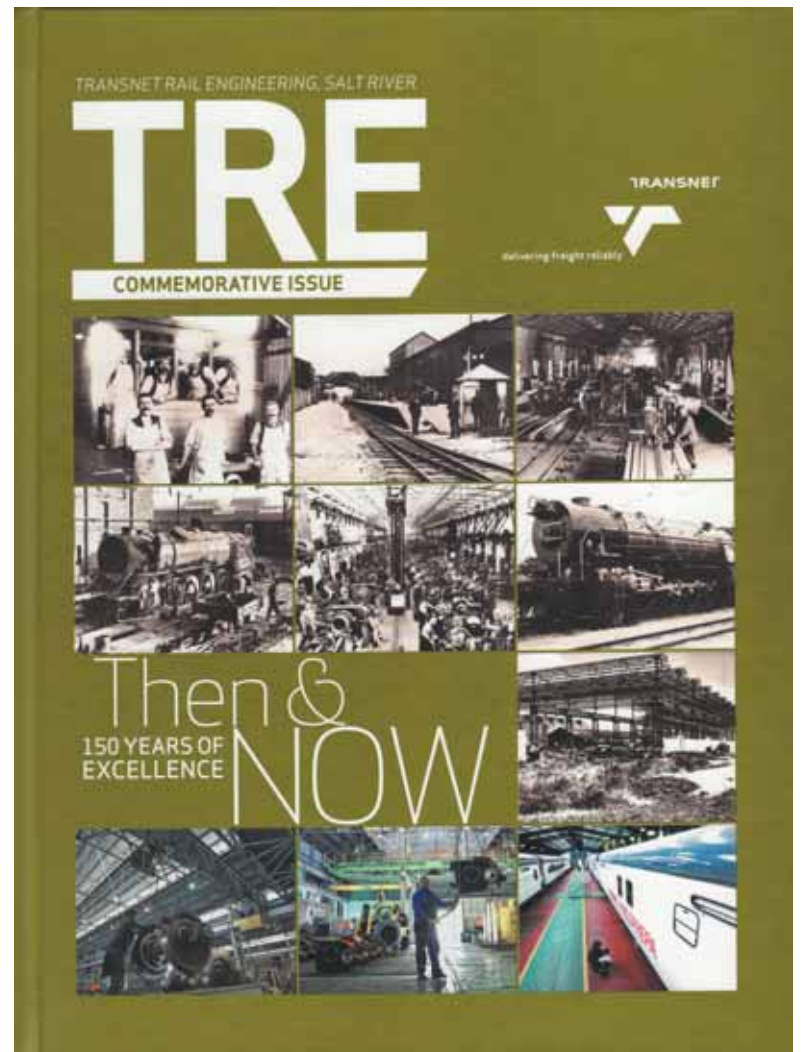
The School of Rail Engineering based at TRE Salt River last year trained 194 students as vehicle builders, electrical and diesel fitters, and welders.

Now Salt River is preparing itself for the significant growth following the recent announcement of Prasa's accelerated Rolling Stock Programme, which aims to refurbish some 3 860 coaches by 2015 as part of its turnaround strategy.

## UTATU SARWHU's Salt River

UTATU SARWHU's link with the Salt River plant dates back to 1924 when Jas Adams founded the Artisans Staff Association (ASA) there and became the union's first general secretary.

The ASA later changed its name to the Technical Workers Union (TWU). In 2000, the TWU and the South African Footplate Staff

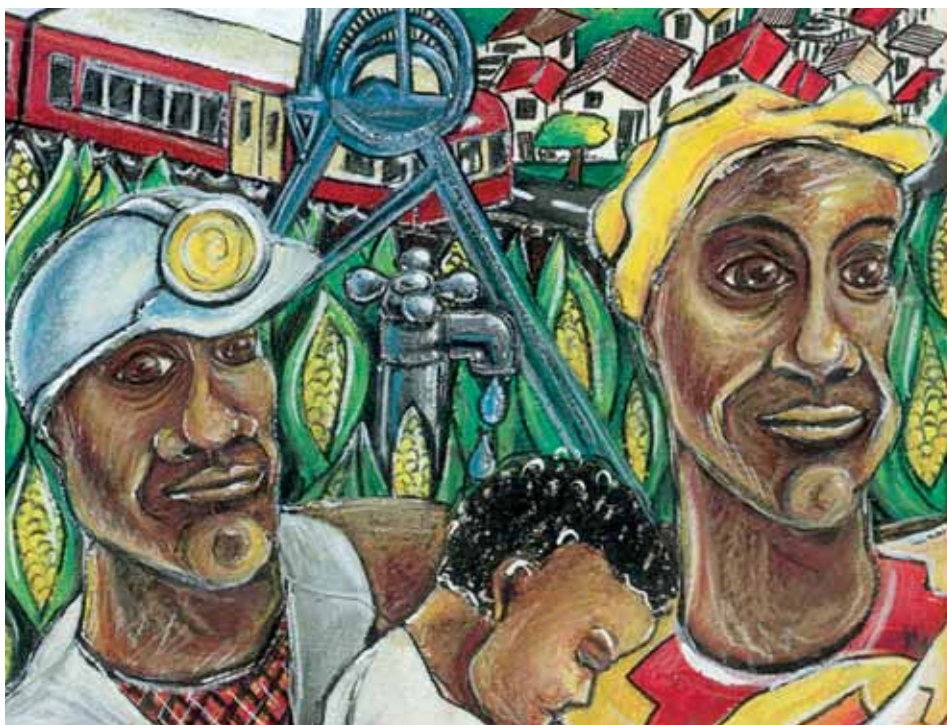
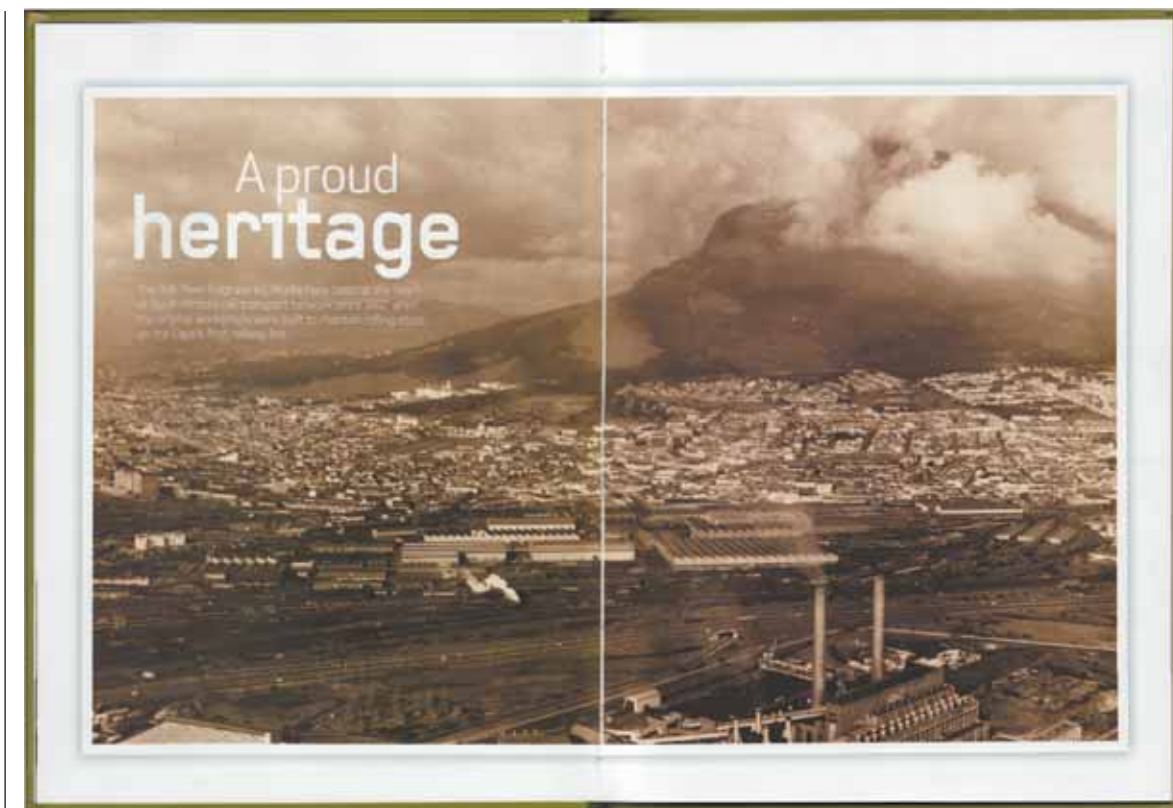


Association (SAFSA) jointly formed the United Transport and Allied Trade Union (Utatu).

## Celebrations

UTATU SARWHU's deputy general secretary, Eddie de Klerk, represented the union at the TRE's 150th anniversary celebration and reported that also present was a group of retired people which included one of our ex-presidents Dave Oosthuisen and a pensioner that was 94 years old and has been retired for 36 years. Dignitaries attending the event included Richard Vallihu, CE of TRE, Brian Molefe, Transnet GCE, Mafika Mkwanazi, Board chairperson, and Minister of Public Enterprises, Malusi Gigaba. A commemorative plaque was unveiled.

44180



## ANOTHER YEAR OLDER, TWO DECADES WISER.

Celebrating 20 years of Socially Responsible Investing

For more information:

Tel: 0860 103 180 Fax: 0860 103 183 [www.comanco.co.za](http://www.comanco.co.za)

Our Commitment, Your Investment, Delivering Results



Unit trusts are generally medium to long term investments. Past performance is no indication of future growth. Shorter term fluctuations can occur as your investment moves in line with the markets. Fluctuations or movements in exchange rates may cause the value of underlying international investments to go up or down. Unit trusts can engage in borrowing and scrip lending. Fund valuations take place on a daily basis at approximately 15:00 on a forward pricing basis. The fund's TER reflects the percentage of the average Net Asset Value of the portfolio that was incurred as charges, levies and fees related to the management of the portfolio.