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MERRY CHRISTMAS AND A HAPPY NEW YEAR



Thank you! 2024

UNITED NATIONAL TRANSPORT UNION MEMBERS



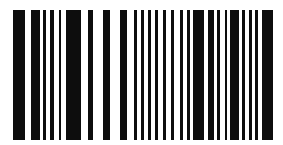
As 2024 draws to a close, we reflect on a year filled with challenges. Despite rough tides, UNTU stood strong, keeping our sails high and unwavering in our commitment to serving our members and the working class at large. To our loyal members who weathered the storms with us, we extend our heartfelt gratitude. Your support and resilience inspire us to continue advocating tirelessly on your behalf.

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LABOUR COURT AWARDS UNTU MEMBER OVER 1 MILLION IN BACK PAY



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In a significant triumph for UNTU, the Labour Court has awarded an UNTU member over R1 million in back pay

after the Court found that he was unprocedurally and substantively unfairly dismissed by the employer in 2022.

When the dismissal occurred and arbitration processes failed to yield a favourable outcome, UNTU took decisive action. We engaged our private attorneys to challenge the Arbitration Award in the Labour Court. Our efforts were rewarded with a resounding victory.

After enduring two years of unemployment, the Labour Court ruled that our member must be reinstated to his former position with a retrospective back payment exceeding R1 million. This compensation covers the loss of income sustained during the period of dismissal.

This Court victory underscores the dedication and effectiveness of UNTU. Our member expressed heartfelt gratitude, noting that while they had not anticipated such a favourable outcome, the service provided by UNTU was unparalleled and unmatched by any other union.

This victory reaffirms UNTU's commitment to fighting for the rights of our members and ensuring that justice prevails.

"There is no equal, it is not equivalent to anything. I am more than happy now because I am in training and I will be returning to work afterwards," he said.

Our officials have successfully handled numerous cases, including arbitrations, disciplinary hearings, and conciliations, often achieving favourable outcomes.

UNTU has received many letters of gratitude from both our members dedicated to our officials and our organisation, reflecting the high level of satisfaction with our services.

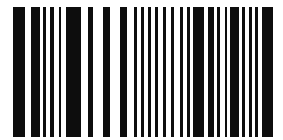


UNTU APPRECIATION LETTERS



Organiser Mxolisi was very helpful, we were always on the same page on how to go about this arbitration. I received so much help from UNTU and Mxolisi





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UNTU APPRECIATION LETTERS



Picture: Executive Councillor, Carestone Damons poses with member, A Koti after winning his case at the Transnet Bargaining Council

UNTU and Carestone Damons, thank you for advocating for safe, fair, and decent work. Working people need the protection of UNTU and its union representatives like Carestone now more than ever.” - A. Koti



Picture: UNTU FTUR Munifa English

First thank you for your support I really appreciate it. This was my first time for experiencing such a disciplinary hearing and with your knowledge and professional approach I have to say you really know your story. Once again thanks for everything and have a blessed week further- UNTU member



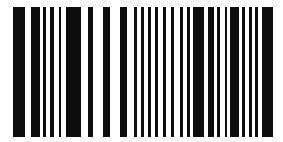
Picture: UNTU Branch Chairperson Duncan Mathe

I like to thank UNTU but above all I thank UNTU GN BRANCH Chairman Duncan Mathe who saved my job.He managed to bring my job back after being dismissed from work.



Picture: UNTU PRASA TUR Lawrence Simelane

Comrade Simelane, ngiyabonga kakhulu baba ngiyabonga. Ingathi uNkulunkulu angasi gcinela wena. Uqhubeke unceda amanye amaComrade. Ngiyabonga Simelane, ngiyabonga kakhulu. Ngizokhona ukulala manje. Viva UNTU!



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UNTU IS EXPANDING AND SECURING MAJORITY STATUS IN NEW INDUSTRIES



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UNTU CLENCHES 7.2% WAGE INCREMENT AT RSR !



Picture: UNTU General Secretary, Cobus van Vuuren and former Deputy General Tembile Mggqolozana, Acting Chief Financial Officer, Albert Tjatji and HR Manager Bongani Sibiyi signed the multi-year Agreement at the RSR Johannesburg Head Quarters.

The United National Transport Union (UNTU) has achieved significant milestones by expanding into new sectors and securing majority status at key companies such as the Railway Safety Regulator (RSR) and TOLCON. In December 2023, UNTU signed a Recognition and Procedural Agreement with RSR and TOLCON, following their success in gaining majority representation.

Wasting no time, UNTU's leadership immediately began salary and wage negotiations on behalf of its members. The UNTU negotiating team successfully secured a multi-year agreement for RSR members, resulting in a 5.2% (Consumer Price Index) increase in April 2024-

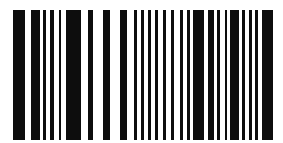
plus an additional 2% for the first year of the agreement. UNTU has concluded the salary and wage negotiation process at other companies we organize in, including TOLCON.

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UNTU SECURES MULTI-YEAR WAGE AGREEMENT TO IMPROVE TOLCON MEMBERS' LIVES



Picture: UNTU General Secretary Cobus van Vuuren and Acting Deputy General Secretary Liam Mackay join TOLCON's Tsepo Wagae and Dawid Brits

The United National Transport Union (UNTU) is thrilled to share a monumental victory for TOLCON members! After months of dedicated negotiations, UNTU signed a multi-year wage agreement that delivers meaningful improvements and sets a new benchmark for fair compensation.

This agreement, finalised on 25 October 2024 represents a significant step forward in ensuring that TOLCON employees are recognised and rewarded for their hard work.

Substantial Salary Increases

Year 1: A 7% salary increase, effective 1 April 2024, with backpay included in November's payroll to offer immediate financial relief.

Year 2: A CPI + 1% increase (with a minimum of 5%) starting 1 April 2025, ensuring wages keep up with the cost of living.

Improved Night Shift Allowance:

Members will receive a 7% night shift allowance per shift, replacing the previous flat-rate monthly amount, effective 01 November 2024.

Driver-Specific Benefits:

R150 monthly cell phone allowance to offset communication costs.

Public Driver's Permit:

Full reimbursement for Public Drivers Permit (PDP) costs, easing the financial burden of this critical requirement.

This Agreement underscores the power of unity and negotiation. It demonstrates our commitment to fighting for what's fair, ensuring that our members not only meet but exceed standards. **END**



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Madlé Abrahams Bcomm (Stell)

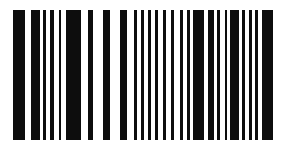
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UNTU VINDICATED BY COURT RULING HALTING PSP AT DCT PIER 2



Picture cred: Transnet

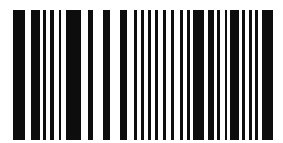
The Durban High Court has ruled to halt Transnet's award of the Durban Container Terminal Pier 2 tender to International Container Terminal Services Incorporated (ICTSI) until part B of the case examining the legality of the bidding process—proceeds.

AP Moller Terminals (APMT) argued that ICTSI was selected based on market capitalisation, bypassing Transnet's own solvency criteria. The court also ruled that Transnet and ICTSI must bear the legal costs, reinforcing UNTU's concerns about irregularities in the process.

From the start, UNTU flagged the tender process as flawed due to Transnet's lack of transparency when we questioned the selection of ICTSI.

UNTU's stance against private sector participation (PSP) has been validated. We call for a forensic investigation into all PSP deals and demand accountability for those involved in the flawed tender.

This ruling underscores the need for transparency and ethical governance. UNTU remains committed to protecting workers and ensuring integrity in state-owned enterprises. **END**



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UNTU REJECTS UNREALISTIC RAIL REFORM MODEL



The United National Transport Union (UNTU) remains resolute in opposing Transnet's hasty and ill-conceived vertical separation of Transnet Freight Rail (TFR) into Transnet Infrastructure Manager (TRIM) and Transnet Freight Rail Operating Company (TFROC). This decision shrouded in ambiguity, disregards critical lessons from a recent benchmarking exercise in Germany and raises significant concerns about funding, job security and operational viability.

Lessons from Germany according to Transnet's report:

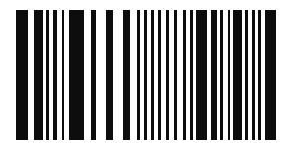
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In June 2023, Transnet conducted a benchmarking exercise in Germany to study Deutsche Bundesbahn's railway operations. Despite being a privatised state-owned entity, Germany's railway system heavily relies on government funding, faces budget constraints, and attracts limited private investment.

The German funding model highlights critical insights:

Government Funding is Crucial: Germany's Governments allocate substantial funds for infrastructure maintenance, upgrades and expansion of the railway lines despite having PSPs in place.



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Public-Private Partnerships (PPPs):

While PPPs support specific projects, they complement but do not replace government funding.

Multi-Tiered Support:

Funding also includes user fees, EU support, and regional initiatives to sustain and modernize the railway system. These insights debunk the notion that private sector participation alone can resolve systemic issues. Yet, Transnet and the South African Government persist in promoting the illusion that privatisation will resolve TFR's challenges without sufficient public investment. The private sector was given an opportunity to participate in the slot sales project a few years ago and chose not to.

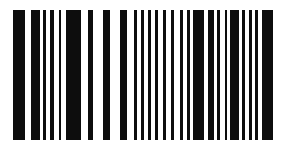
Unclear Funding Framework:

The acting CEO of TRIM has stated that R55 billion is needed to stabilise South Africa's rail network.

However, there is currently no concrete plan to secure these funds, as Transnet is experiencing significant financial difficulties. TRIMS and TFR will have their own respective Boards of Directors, raising concerns about potential duplication of positions on both sides.

The key question remains: who will finance this process?

Labour is deeply concerned about the establishment of a new structure without clear leadership or a transparent budget. UNTU is of the view that the government is blackmailing Transnet by issuing guarantees subject to them implementing government projects with money that Transnet does not have. This has not been done to any other state-owned entity.



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Job Security Risks

Despite assurances of no job losses within TRIM, UNTU fears that TFR employees face significant risks. If TFR is not allocated enough slots at profitable rates, it will be forced to downsize. Slot allocation remains unresolved and whether TFR will keep its existing slots or will get preference as a State-Owned Entity as done in the Republic of China is still unclear, further amplifying labour's concerns about inevitable job losses.

Ineffective Security Measures

Rampant theft and vandalism continue to cripple rail operations. Labour demands a detailed action plan to address these challenges, which have persisted for years despite repeated calls for government intervention. Bringing more trains into a system plagued by security and infrastructure issues will only exacerbate the problem. Introduction private sector role-players will not resolve the security issues which is one of the major contributing factors to inefficiencies facing TFR.

Uneven Competitive Landscape

The Private sector operators will have procurement flexibility that TFR, bound by bureaucratic red tape, will not have.



UNTU Executive Council workshop on Private Sector Partnerships at PRASA and Transnet

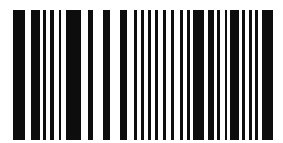
This disparity places TFR at a competitive disadvantage, undermining its ability to sustain operations and projects.

UNTU will not support reckless decisions driven by political pressure and devoid any logic or feasibility.

Labour calls on Transnet and the Government to reconsider this approach and prioritize sustainable solutions that genuinely benefit South Africa's rail system and its workforce.

Season's greetings





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UNTU BRANCH SECRETARY TUMELO MOKOENA EARNS CERTIFICATE IN RAILWAY OPERATIONS MANAGEMENT.

The United National Transport Union (UNTU) Witbank Branch Secretary, Tumelo Mokoena, recently graduated with a Certificate in Higher Education (Cert H.E) in Railway Operations Management. Mokoena, a dynamic and dedicated unionist, holds multiple roles within UNTU, including serving as a Youth Representative and a member of the FEDUSA -

Development and Social Justice Committee. This year marks a double celebration for Mokoena. After six years of exemplary service as a UNTU Trade Union Representative (TUR), she was elected as the Witbank Branch Secretary.

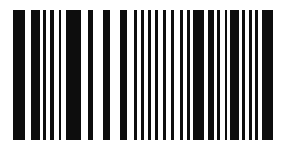
With twelve years of experience in the railway industry, Mokoena decided to further her education to better understand and potentially improve the struggling railway sector in South Africa. *"I felt that it would be great to learn more about the industry and see if any of the information I acquired could spark ideas to help turn our railway around," she explained.*



Picture: Tumelo Mokoena at her Graduation Ceremony.

When asked for advice for those considering furthering their education Mokoena encouraged them to just take the first step.

"Just do it. It is quite overwhelming at first, but when you find your groove, it gets better. My biggest advice is to just do it," she added



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Mokoena believes that studying not only fosters critical thinking and enhances problem-solving abilities but also sharpens skills necessary for trade union work.

"This qualification has increased not only my knowledge but also my confidence and adaptability. In the labour space, you are required to possess these skills, and I believe that I am now better equipped to execute all my duties," Mokoena concluded. End

UNTU BRANCH CHAIRPERSON, DAPHNE, AIMS TO BE THE VOICE OF THE VOICELESS WITH HER LAW QUALIFICATION



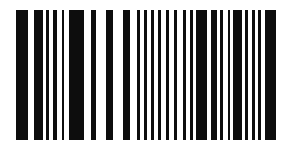
Daphne Du Plessis, the UNTU Trade Union Representative (TUR) and East London Branch Chairperson has dedicated her career to advocating for those who cannot speak up for themselves.



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Picture: Daphne Du Plessis at her Graduation Ceremony.



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Growing up in a previously disadvantaged community, she witnessed numerous injustices that ignited her passion for pursuing a law qualification.

Du Plessis recently graduated from UNISA with a National Diploma in Law. Reflecting on her childhood, she recalls moments when her rights were not protected, and the system ignored her voice. This fuelled her determination to acquire legal knowledge and defend those who lack representation.

"I made a vow to equip myself with legal knowledge and be the voice for the voiceless, to protect and defend those who can't protect and defend themselves," she said.

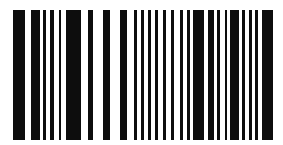
Helping those in need is clearly Du Plessis's passion. She has served as a TUR in UNTU since 2015 and was elected Branch Chairperson in 2022.

In addition to her union duties, she has managed her career as a Transnet Chief Administrative Official and her responsibilities as a mother with remarkable grace. Balancing these roles was not easy, often requiring her to pull all-nighters.

"My personal life is hectic as a mother to boys who are all soccer players. Between the school rush, extra murals, cooking, and preparing for disciplinary hearings, it was nearly impossible to even open a module at home. I had to pull a lot of all-nighters just to get through assignments and prepare for exams," she added.

Despite the challenges, Du Plessis aspires to further her education by pursuing an LLB degree, firmly believing that education has no expiry date. **END**





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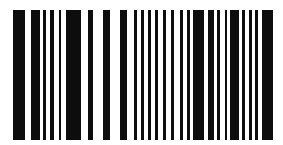
UNTU CELEBRATES PORTIA MKABILE

CELEBRATING A MILESTONE: AKHONAMATHEMBA PHETHWA GRADUATES FROM DUT



UNTU proudly congratulates our Cape Town staff member, Portia Mkabile, on her outstanding achievement of graduating with an Office Administration qualification. **END**

We are delighted to share the wonderful news that Akhonamathemba Phethwa, daughter of UNTU Executive Councillor, Wiseman Phethwa has graduated from the Durban University of Technology(DUT). Her achievement has brought immense pride to her family and the entire UNTU community.



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UNTU BRANCH SECRETARY, HAMZA ASVAT, BELIEVES EDUCATION IS THE MOST POWERFUL TOOL

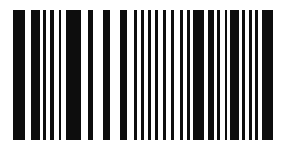
The United National Transport Union (UNTU) is proud to celebrate the achievements of Saldanha Bay Branch Secretary, Hamza Asvat, who recently graduated with a qualification in Project Management. Asvat attributes his success to his supportive wife, who has been his motivation and steadfast support system throughout his academic journey.

"It was an easy decision to celebrate this milestone with my family, especially my wife, who has been my biggest source of motivation," Asvat shared.

Asvat emphasized the crucial role his wife played in helping him balance his personal life, career, and studies, highlighting the importance of a strong support system to achieve one's goals.



Picture: Hamza Asvat at his graduation ceremony.



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I owe a lot to my wife; she made things easier at home, managing the kids and other responsibilities. This allowed me to prioritize and manage my time effectively, ensuring that each task was handled within its expected timeframe," he added.

Choosing to study Project Management has significantly contributed to Asvat's personal growth, enhancing his critical problem-solving, thinking, and decision-making skills—abilities that are valuable across various industries and sectors.

Inspired by Nelson Mandela's famous quote, "Education is the most powerful tool which you can use to change the world, Asvat uses this philosophy to motivate and inspire others to pursue their dreams.

Education is something that no one can take away from you. The journey may be full of challenges, but it is well worth it at the end," he stated.

Although Asvat plans to spend some much-needed quality time with his family, he also looks forward to pursuing a second degree in Railway Operation Management in 2025. **End**

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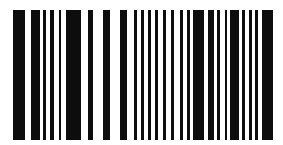
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Picture: Matimba Nobela at his graduation ceremony.

UNTU YOUTH REP AIMS TO USE DIGITAL SOLUTIONS TO STAY AHEAD IN A RAPIDLY EVOLVING TECHNOLOGICAL LANDSCAPE

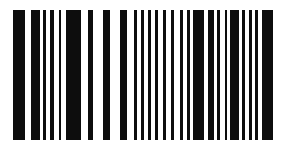
The United National Transport Union Youth Representative and Trade Union Representative, Matimba Nobela recently graduated with a qualification in Information Technology(IT).

Matimba pursued a Higher Certificate in IT due to his strong interest in technology and its potential to drive innovation and improve various industries. Matimba is envisioning how to advance UNTU's objectives using his qualifications.

"As a UNTU representative, these skills will help me better advocate for members, implement effective digital solutions, and stay ahead in a rapidly evolving technological landscape," he said.

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UNTU WILL ALWAYS REMAIN MY FAMILY- UNTU BIDS FAREWELL TO DEPUTY GENERAL SECRETARY- TEMBILE MGQOLOZANA.

"I aim to leverage my IT skills to introduce innovative solutions within the union, improving our efficiency and support for members. Additionally, I plan to pursue further education and professional development opportunities to stay updated with the latest advancements in the field," he added.

Balancing work, personal life, and studies, Matimba credits his success to staying organised and prioritising his tasks with the support of his family and UNTU. He encourages others to seek out their support systems and stay determined in their pursuits should they wish to study further.

Matimba Nobela exemplifies the proactive and forward-thinking mindset that is essential for navigating the dynamic technological landscape, ensuring that UNTU remains at the forefront of innovation and effective representation. **End**

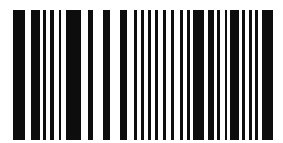


Picture: UNTU President, Wielligh Meyer, General Secretary, Cobus van Vuuren and former Deputy General Secretary, Tembile Mgqolozana.

The United National Transport Union (UNTU) bid farewell to our much-loved and respected Deputy General Secretary and stalwart, Tembile Mgqolozana.

Born and raised in the friendly city of Gqeberha (formerly known as Port Elizabeth), Mgqolozana started his career as a Fixed-Term Contract worker at Transnet Engineering in Kariega, Eastern Cape, in 2005.





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Picture: UNTU General Secretary, Cobus van Vureen and former Deputy General Secretary share an intimate moment at the farewell function.

This role honed his passion for assisting fellow employees.

“At the time, we used to call TE Uitenhage an institution for grooming Shop Stewards,” he said.

Mgqolozana moved to Cape Town, Salt River TE, in 2009. This was when the labour bug bit him, and he was elected as a Shop Steward in the same year. You could describe trade unionism as a calling for him, as he says he didn't choose the job to represent workers but instead, the job chose him.

“I did not choose this job, but rather, this job chose me. I have had a passion for representing workers ever since I joined Transnet and became a shop steward in 2009, he added.

I resigned from TE in 2016 to take on the role of a UNTU Organiser in Cape Town's satellite office,” he said.

Mgqolozana's hard work led to his appointment as UNTU Deputy General Secretary. He saw this role as an opportunity to fight for workers.

“Being appointed as Deputy General Secretary was a milestone, and I was very much up for the task. I had the opportunity to change the scope of TE, fighting corruption, harassment, and bullying, among other things, but most importantly, changing TE for the better,” Mgqolozana said.

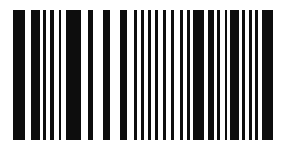
If anyone knows Mgqolozana, they know he practices the saying “patience is a virtue.”

“I have worked for UNTU since December 1, 2016, which takes me to eight years of service this year. This job requires one to have thick skin. I have learned to have maximum patience when I am under pressure due to the complexity of work, servicing a well-diverse environment throughout the country,” he added.

Mgqolozana says UNTU will remain his family, and he will miss his colleagues who work tirelessly behind the scenes to make the organisation run effectively and efficiently.

“I will also miss the UNTU members and all the TURs who played a pivotal role in my career,” he said.

Mgqolozana also acknowledges that the union would be nothing without its members. **End**



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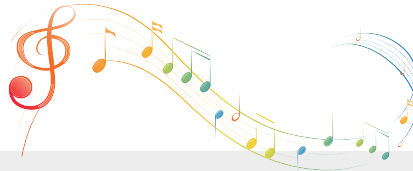


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UNTU TUR “PUSHY PASSION” ON AND OFF THE STAGE

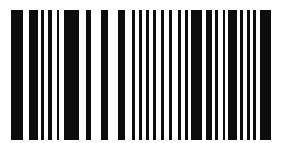


UNTU Trade Union Representative(TUR), Tebogo Motebe has found a unique way of motivating employees on and off stage. Motebe is behind the popular Transnet song “Pushy Passion”, which is part of the Entity’s campaign to encourage and motivate employees to push and increase volumes.

Motebe says the idea behind the song was his way of trying to find a unique way of communicating by using a different platform to get employees on the ground motivated and to improve staff morale.

Comrade Motebe was born and raised in the small town of Warrenton, in the Northern Cape. He says his love for performing started at an early age, he was the artsy kid who participated in school plays. He says although the small town of Warrenton did not have much to offer in terms of recreational activities, this did not limit his creativity as he started taking performing seriously during his Matric year, in 2006.

“I attended Primary and High School in Warrenton, there was not much to do as there were no malls and recreational facilities. I grew up performing in school plays, singing and dancing but I decided to take it seriously in 2006 when I was doing matric and from there I never stopped,” he said.



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Motebe's zest for life, creativity and passion shows on and off stage as he approaches his role as a Trade Union Representative with the same energy.

Mothebe doesn't shy away from the fact that he started as a SATAWU Shop Steward. However, he says he was not receiving the support he needed. He saw UNTU as an organised, active, visible and effective union and crossed over as a member.

"I was impressed by the support UNTU local Shop Stewards got from their Executive Councillors, Full-Time Union Representatives (FTURs) and the head office. I must say I am very happy I have improved a lot as a Labour rep because I am well equipped," he added.

Motebe says working in four different Depots and meeting people from different walks of life has served as an inspiration and motivation. He says this inspired him to use the arts to motivate UNTU members and employees at large to start approaching life differently and he is also thankful that Transnet Management has given him the platform to address fellow employees.

The youth of today have the world at their fingertips and the advancements of technology and social media have opened a new world. Motebe highlighted that creativity can create employment opportunities. **END**

"The arts sector can help provide skills and knowledge that can equip youth to start their own businesses and entrepreneurial ventures which will in turn create more employment opportunities for others," he added.

End

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