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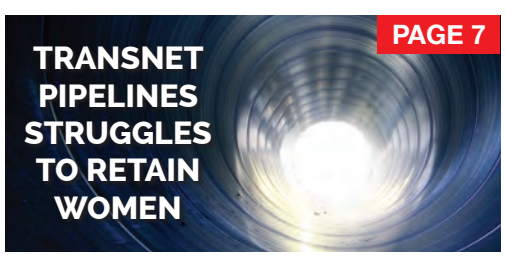
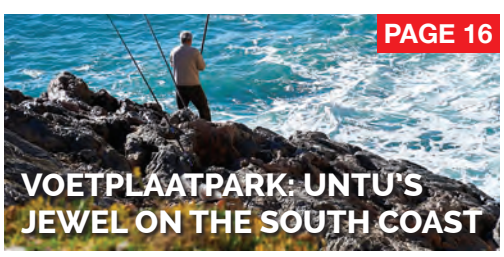
QUARTER 1 OF 2017





Voluntary severance packages loom

Prasa struggles with R2,3 billion deficit • Transnet remains R38 billion below budget

UNTU members at Transnet and Prasa could be offered voluntary severance packages in 2017 just like some of their managers. "It is quite clear that Transnet and Prasa want to reduce its staff to cut on its irrespective wage bills in 2017 due to the effects of the global economic crisis on its profits," says Steve Harris, General Secretary of UNTU.

Hours before Prasa board sent acting CEO Collins Letsoalo back to the Department of Transport, he admitted to UNTU that the passenger rail operator had a R2,3 billion deficit and will collapse by next year if nothing is done to cut back on costs.

Collins started to "trim" Prasa's senior management because he believed there were simply too many compared to the state-owned enterprise's (SOE) 17 000 employees.

Transnet, with its 58 800 employees, also offered voluntary severance packages in February to managers from levels A to F. This comes after CEO Siyabonga Gama announced in November 2016 that Transnet remains R38 billion (42%) below budget.

Finance Minister Pravin Gordhan told Parliament in his budget speech that voluntary severance packages had to be introduced throughout the public service sector, including SOEs, in order to keep a lid on the wage bill.

"UNTU members won't accept peanuts for a wage increase." ~ Steve Harris

Harris says thanks to a multi-year wage agreement, Transnet employees will get an 8,25% salary increase as of 1 April this year.

During Prasa Bargaining Forum nego-tiations management refused to offer UNTU more than a 3% increase on the total guaranteed package while members are demanding 20%. Organised labour declared a dispute against Prasa and referred the dispute to the internal dispute process. "It seems like a strike in Prasa would be inevitable and UNTU, as the majority Union, would have to utilize the full force of its members to bring the employer to its senses," says Harris.

UNTU is being criticised by Prasa and other role players for its "unrealistic" wage demands amidst the predicted average salary increase of 7,4% for 2017. Harris says this is because employers prefer to use inflation to determine wage increases. Inflation is very difficult to predict because the currency exerts a significant influence on it.

"Employers don't want to hear about sharp increases of between 11% and 14% in medical aid contributions, increasing food and petrol prices and the increasing cost of education. This is a reality for any household which doesn't have the luxury of an annual salary of R5,9 million as Letsoalo earned."

Aligned with Prasa wage negotiations UNTU had to approach the Labour Court in Johannesburg for an order to force Prasa to comply with a collective agreement by implementing the 19 disputes declared last year. Amongst them are issues such as overtime payment and salary parity.

The Union applied to the court to set a date for default judgement after Prasa did not attempt to oppose the application.

UNTU is in the process to also approach the Western Cape High Court in a semi-urgent application for a court order to force Prasa to adhere to the provisions of the Occupational Health and Safety Act, the Basic Conditions of Employment Act and the Constitution by providing its employees with a safe working environment.

Harris says these developments contri-bute to UNTU members' reluctance to accept peanuts for a wage increase.

World Draughts Champion title looms for Melikaya

Melikaya Nonyukela is no ordinary ship-to-shore crane operator, at Transnet's Port of Ngqura, 20 km north-east of Port Elizabeth. In July this year, this 43 year old will represent South Africa in the World Draughts Championship in the United States and participate in the American Open Draughts Tournament.

Draughts or checkers is a strategy board game for two players, which involve diagonal moves of uniform game pieces and mandatory captures by jumping over the opponent's pieces.

"This is a dream come true. I want to become the Draughts World Champion so that I can create awareness in South Africa for the sport. It is my vision to develop draughts in South Africa to a league-level sport, so that players can get sponsors. For now, we play for *mahala* (free)," says Melikaya.

The major obstacle is to acquire sponsors which will assist him with his travelling and accommodation fees for the World Championships.

His uncle and grandfather taught him how to play draughts when he was a little boy, growing up in the small town of Peddie in the Eastern Cape, situated 55 km south-west of King William's Town.

After Melikaya moved to Port Elizabeth in 1995, he began playing draughts on a professional level. His breakthrough came after he was crowned Provincial Champion by the Eastern Cape Draughts Association, in December last year.

With this title, Melikaya automatically qualified for the World Championship qualifiers, which is to be held in July, where he will be competing against some of the top players from around the world.

His secret to success is to constantly attack his opponent while blocking any counter attack. "To play draughts you must have solid concentration. The moment you let your mind slip, you will lose. I never allow anything else to disturb me while I am playing."

Melikaya has also established his own draughts team, consisting of 16 players from all shifts, which he coaches during their breaks. At home, this father of three teaches his children how to play draughts.

According to Melikaya, he has never regretted his decision to join UNTU.

"I was a member of the South African Transport and Allied Workers' Union (Satawu), but never got any feedback about meetings or developments. Some of my friends belonged to UNTU and I got my information from them. One day I just decided I had enough. I was paying for a service which I was not getting, so I decided to rather join UNTU. I have never looked back," he says.

He believes UNTU's best benefits is the constant communication and feedback to its members and the Unions' continuous support. "I now belong to the right Union, the only Union."

COMMENT STEVE HARRIS

UNTU is ready to conquer, succeed

Tense and difficult negotiations and robust debates awaits the negotiation teams of UNTU in 2017 at the various state-owned enterprises where the Union enjoys the majority representation of members.

At Transnet, the tough global economic environment characterised by the weak economy has taken its toll. Transnet is engaging labour in various ways to try and standardise shifts, incentives and working dispensation with the goal of creating ONE Transnet. These suggestions must be carefully investigated and evaluated as it might be beneficial to certain groups of employees within Transnet, but at the same time have a devastating impact on other divisions.

Unfortunately, there is no one-size-fits-all for employees of Transnet Freight Rail, Transnet Engineering, Transnet Port Terminals, Transnet National Port Authority, Transnet Pipelines and Transnet Corporate.

Each division has its own collective agreements that have been in existence for years. Management's suggestions therefore might benefit some members but jeopardise thousands of others. As a Union, we fight to protect the rights of all and to ensure that each of you will not be left in a worse position than what you were in.

At the same time, Transnet embarked on an exercise where it has offered voluntary severance packages for managers (levels A to F). UNTU has good reason to believe that Transnet plans to follow a similar route with its employees under the age of 58 years to try and save on labour costs currently amounting to R25 billion of the state-owned enterprise's budget.

Transnet can't retrench employees thanks to the multi-year wage agreement signed three years ago. According to this multi-term

Steve Harris

agreement that ends at the end of the next financial year, employees of Transnet will get an 8,25% wage increase from 1 April 2017.

In the other two state-owned enterprises where UNTU is the majority Union, we are taking Bombela and Prasa to the courts on various issues.

Prasa's management has got a blatant disregard for collective agreements. UNTU approached the Labour Court in Johannesburg for a Court Order to force Prasa to comply with the 19 disputes.

UNTU is also approaching the Western Cape High Court for an order to force Prasa to adhere to the provisions of the Basic Conditions of Employment Act, the Occupational Health and Safety Act and the Constitution by providing a safe working environment for its employees.

In Bombela UNTU has approached the Labour Court to force the operator of the Gautrain to pay our members overtime which is due to them and to implement salary parity between individuals with the same job description.

Yes, we have our work cut out for us, but as your General Secretary, I can assure every member that our leadership is fighting fit and ready to conquer and succeed. Viva, 2017! Viva! Phambili UNTU.

Exco members on the move

Brian Davids, UNTU Exco member and Full-time Trade Union Representative, with three former Satawu shop stewards, Zukisa Justice Xhala, Antony Khulelani Mhlanga and Vumile Mdzwana; and Rodney Blom, UNTU Exco member and Full-time Trade Union Representative. They served Satawu since they started working at Prasa in 2012, but decided to rather join UNTU due to the infighting in Satawu.

UNTU's Prasa negotiating team ready for Prasa salary negotiations at the Prasa Bargaining Forum. They are: Pieter Greyling, Deputy General Secretary; Exco members and Full-time Trade Union Representatives Casper Botha, Rodney Blom and Brian Davids; and Neels Haasbroek, Deputy General Secretary.

UNTU Exco member and Full-time Trade Union Representative Zonke Cebekhulu refuses to sit around at Transnet Inyanda 2, while the employer is considering how to respond to questions from the Union. She went about and recruited a new member for UNTU.

PRESIDENT SAYS WYNDHAM EVANS

Union committed to our goal of Centralised Excellence

As we start 2017 with the goal of Centralised Excellence as a Union, it is a great privilege for me as your President to inform you, our members, that UNTU is growing from strength to strength – despite the struggling global economy that has had a negative impact on our rivals.

For the first time as of December 2016, UNTU is the majority Union not only within Transnet and Bombela, but also Prasa. This is thanks to the dedication of our Exco, Full-time Trade Union Representatives responsible for Prasa and the newly appointed Organisers whose duty it is to improve our service delivery to our members and strengthen our recruitment of new members.

UNTU already is the only Trade Union in South Africa providing the best and widest range of benefits to its members. Thanks to various new appointments within our Secretariat, UNTU is continuously adding new ways for members to save money.

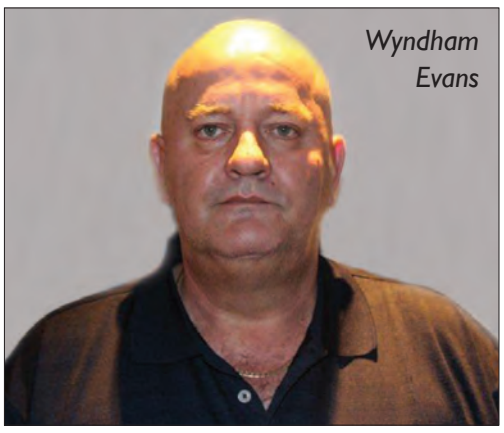
We are setting the trend for all rival unions and labour federations, as to how unions in the digital era need to communicate with its diverse membership, on the various media and social media platforms. UNTU had more media coverage over the past eight months than Cosatu and Fedusa combined. Our members are thoroughly informed about the industry and the latest developments at their respective state-owned enterprises daily.

UNTU's finances is in a good position and that enables us to take matters of mutual interest to the courts to enforce the rights of our members, while our rivals must withdraw their support because they don't have enough funds to pay for legal fees.

Against this background, UNTU's Exco decided to invest more in our corporate image, enhancing various means of branding so that all stakeholders can identify UNTU's teams immediately.

We will also invest in the modernisation of our family coastal holiday resort in Sunwich Port, Voetplaatpark, where UNTU members enjoy between 30% and 40% discount. This will be done in phases.

The Exco decided that the theme of 2017 will be the Year of Centralised Excellence. We promise our members that


Wyndham Evans

we will not disappoint you!

As President of UNTU, I reaffirm my commitment to always remember that our proud Union exists with the sole purpose of serving our members and I will do just that. May a blessed 2017 await each of you.

Fighting fit! Blackie (Peet) Swart and his son, Daniel.

Blackie beat breast cancer

Breast cancer and a mastectomy did not get the upper hand of sportsman Peet (Blackie) Swart. After a two year setback due to a mastectomy, chemotherapy and radiation, the UNTU Chairman of Prasa Central Branch in Gauteng is back on the squash court where he achieved Eastern Gauteng colours five years ago.

Currently, Blackie (52) is training with his talented son, Daniel (23), who ranked 30th at the Professional Squash Association World Masters held in Cape Town.

Blackie says he started playing squash in 1990 after he stopped playing rugby. Daniel was only three years old and accompanied his father. Soon Daniel also wanted to join while his father started playing in league games.

"Squash is a great stress reliever and it helps me to stay fit," says the train driver.

Daniel started playing with his father in league games when he turned 14. They cherish this quality time between father and son.

After Blackie was diagnosed with breast cancer two years ago, Daniel continued to participate in the South Gauteng League and competed in the World Tournament.

"I was overwhelmed with my achievement. I love squash and my greatest wish is that it will one day be recognised as an Olympic sport," says Daniel who is studying to become a teacher and has a degree in sound engineering.

Blackie is extremely proud of Daniel whom he trained himself. "I always knew he was very talented," he says.

Blackie's cancer is now in remission. He is not where he wants to be yet, but he hopes to regain enough strength to start playing in league games with Daniel again. When the father and son are not on the squash court they enjoy playing darts and watching rugby together.

Arthritis couldn't get Donovan down

Donovan Birch (17) decided five years ago that he will not allow juvenile idiopathic arthritis (JIA), the most common form of arthritis in children and adolescents, to keep him confined to a wheelchair and in constant pain. This matric learner at Hoërskool Die Wilgers in Pretoria had the willpower to beat this illness that affects the mobility of one out of every 1 000 children.

Donovan, the son of UNTU member Arthur Birch at Transnet Freight Rail in Pretoria, succeeded. He was chosen for the under-18 Ice Hockey Team and will be competing in the Ice Hockey World Championships that will be held in Mexico from 13 to 20 March.

Although Donovan is ecstatic about his achievement, he cannot help to emphasize that it was a long, difficult and painful road to get to this. "There were times when I told my dad that it will be better if I died so that I could be relieved from the pain," says Donovan.

His illness was diagnosed after he hurt himself while wrestling with his dad as they always did. The pain in his wrist activated the juvenile idiopathic arthritis that spread throughout his body.

Where he was once used to playing rugby, and competing in gymnastics, he was now in so much pain that he had to crawl out of bed. Getting from one place to another was too painful to walk and one of his friends would carry his bag at school.

"My life changed completely after I started with the treatment of Dr. Gail Faller, the doctor who is on the forefront in South Africa in this field. It is hard to describe the pain I experienced beforehand. I was so weak that I could not even open the bottle cap of a milk bottle by myself. I was on various medication, but nothing helped until I started with Dr. Faller's treatment."

After two years of receiving the right treatment Donovan was strong enough to take up boxing. On his 15th birthday, he wanted to play ice hockey for the fun of it at The Grove Mall in Pretoria. He has not looked back ever since.

He gets teary eyed when he talks about his inclusion in the South African Ice Hockey team.

"It just shows that you should never give up hope or stop believing in your dreams. With the grace of the Almighty God there will always be a means to an end irrespective of the bad situation you might find yourself in," he says.

Donovan Birch

Careston fights to keep clinic's doors open

Careston Damons, Full-time Trade Union Representative of UNTU at Transnet Port Terminals, showed us why he is such an effective leader in the Eastern Cape by single handedly ensuring that a clinic be reopened.

Careston refused to accept the response from GH HR Dumisani Khuzwayo, supported by the TPT Executive Council, justifying why they needed to close the clinic at Ngqura Container Terminal (NCT).

There are 900 employees working at NCT of which the majority are UNTU members. The plant operates 24 hours a day. Transnet wanted the clinic only opened between 07:00 and 19:00.

"This response did not sit well with me. I felt that we as a responsible Union cannot allow management to treat our members in this way and we would fail them if we just let it go," says Careston.

He believes it would be inhumane if employees working night shift does not have the opportunity to have immediate assistance if they need to check their sugar or blood pressure levels.

Careston tabled the matter again and convinced TPT Exco that their decision to close the clinic was wrong to say the least. Representatives from Satawu did not support him although the union also represent members at NCT.

Careston Damons

"Chief Executive Karl Socikwa then instructed Zeph Ndlovu, General Manager of Safety, to fly to NCT immediately to investigate what I presented to them. Ndlovu visited NCT on 12 December last year and had no choice but to instruct NCT Management to reopen the clinic on a 24/7 basis with immediate effect.

"Management says workers are their most valuable assets. The proof is in the pudding. A clinic must be accessible to all, not just certain shifts.

"I am proud to say that UNTU once again prove to be the Union that has the best interest of the workers at heart through our efforts to fight injustice in the workplace," says Careston.

Careston was a crane driver, but decided to become actively involved with the Union because he believed workers were exploited.

He has been a Trade Union Representative since 2010 and became a Full-time TUR in 2013.

Effective leadership comes naturally to Careston. Last year he won the Effective Leadership Award for the Eastern Cape. His dream is to become an Executive Council member for UNTU.

A rare glimpse of the magnificent Blue Train

Few of us will ever experience traveling in one of the most luxurious trains in the world, our own historical Blue Train operated by Transnet Freight Rail.

The Blue Train is dubbed as a "magnificent moving five-star hotel" and has carried several kings and presidents. The Blue Train originated in 1923 as the Union Limited and Union Express trains commuted passengers from Johannesburg to the ships departing from Cape Town to England.

In 1933 the Union Express introduced a luxurious dining saloon followed by air-conditioned carriages in 1939. Today the Blue Train is known for its butler service, smoking and non-smoking lounge cars, and carriages with gold-tinted picture windows, in soundproofed, fully carpeted compartments, each featuring its own en-suite and television.

After World War II the train was named the Blue Train thanks to its distinctive blue-painted steel carriages introduced in 1937.

Today the Blue Train only operates on two routes weekly: Pretoria to Cape Town and back and to Hoedspruit along the western edge of the Kruger National Park accommodating 74 guests in 37 suites or 58 guests in 29 suites. The Blue Train takes guests through some of the most breathtaking countrysides to be found anywhere in the world.

High tea is served each afternoon in the main lounge. All meals are freshly prepared on board the train by executive chefs. Carefully selected South African wines complement the gourmet cuisine prepared in a state-of-the-art kitchen. The dining cart caters for 42 guests per sitting. Discerning diners enjoy the pleasure of the best silver and crystal service where formal dinner attire adds to the grandeur.

The Blue Train is extremely popular amongst tourists and is almost fully booked a year in advance. Special rates apply for South African citizens.

After each journey, the Blue Train returns to its depot in Salvokop, Pretoria where it is washed and carefully prepared for its next journey.

- *Phone 012 334 8459 or visit the website bluetrain.co.za for more information.*

Images: www.sa-rail.co.za

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Cost of private healthcare escalates

Members of medical aid schemes in South Africa had to absorb premium increases of 10% or more this year due to the never-ending escalation of the cost of private healthcare.

While members of medical aid schemes want to pay lower contributions and still receive substantial benefits, doctors are demanding higher remuneration for the world-class services they render. The result is that members of medical aid schemes are annually paying increased premiums for reduced benefits.

The Council for Medical Schemes wants to step in by reviewing one of the drivers of medical inflation: the so-called Prescribed Minimum Benefits (PMBs) – the care for basic medical conditions for which a member of a medical scheme must be covered according to the Medical Schemes Act. The Act obligates medical schemes to cover 26 chronic conditions and 270 diseases. Many medical aid schemes told the Competition Commission's Independent Inquiry into rising health care costs that covering PMBs contributes to rising costs and prevents new members from joining.

On average it costs about R600 per month for a medical aid member to pay for these benefits alone. However, older people who use these benefits more extensively cost medical schemes on average more than R1 000 per member per month.

The council's decision to review PMBs will most likely result in the removal of certain diseases from the list, resulting in reduced benefits for consumers.

South African medical aid subscribers are already seeing a dramatic, above-inflation increase in premiums every year: From 2005 to 2014, medical aid contributions jumped by 50%, far higher than the inflation rate. Last year and in 2015, the average premium rate hike of South Africa's seven largest schemes ranged between 7,26% and 10,92%, each time exceeding the inflation rate of 6% over the two-year period.

Reasons medical aid schemes are unaffordable

- **Insurance costs for medical practitioners** are rising. The cost of medical malpractice insurance is dangerously high for practitioners in fields such as gynaecology and neurology.
- An increasing number of people are having **medical procedures**.
- Government is not playing its part. If **state hospitals** were to render better services, medical aid members would make use of state facilities, which would reduce costs for medical aid schemes.
- The **healthcare system is not inclusive**. In countries such as the United States and India, doctors are salaried employees of a medical centre, which charges one overall fee for a procedure. In contrast herewith, in South Africa the cost of a procedure or operation is harder to estimate, because the different service components, such as use of the ward and theatre, the anaesthetist, consulting doctor and surgeon, are charged for separately. It is difficult for medical schemes to negotiate lower costs with several role-players.
- **Existing legislation** makes it difficult for schemes to manage members' behaviour. Medical schemes are not allowed to reward or penalise members based on their claims behaviour.

Last year it was alleged in the media that the cost of private healthcare had increased by more than 300% in the previous 12 years.

According to the World Health Organization (WHO), private healthcare spending in South Africa was six times higher than the international average, and the highest among the Brics countries (Brazil, Russia, India, China and South Africa). South Africans stayed in hospital for an average of 3,9 days compared with 5,1 days in countries belonging to the Organisation for Economic Co-operation and Development (OECD), and some common surgical procedures had increased by 14,7% between 2011 and 2013, forcing funders to increase medical aid premiums.

In the meantime, the benefits of medical aid schemes must also be brought into line with the requirements of the envisaged National Health Insurance (NHI), which is to be implemented in 10 years' time, and where medical schemes will only be allowed to provide supplementary cover. However, experts say South Africa cannot afford the NHI in the format as currently proposed.

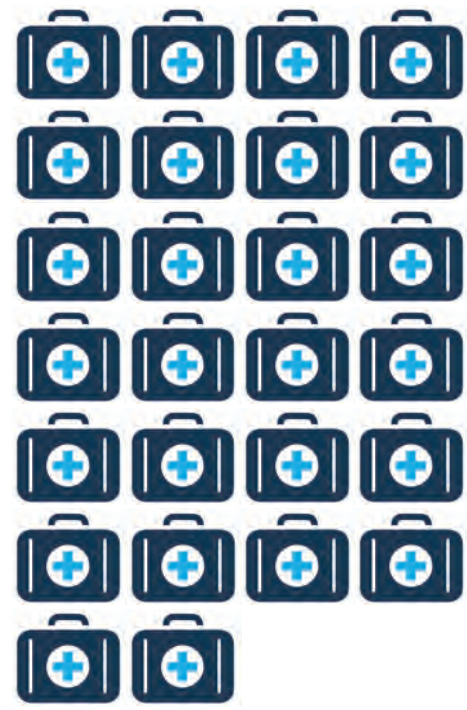
300%

The percentage by which the **cost of private healthcare** had allegedly increased over the past 12 years.

Private healthcare spending in South Africa is **six times higher** than the international average, and the highest among Brics countries.

"Private hospital and specialists' fees need to be **regulated** to contain costs for medical scheme members. These fees take the 'lion's share' of members' contributions."

Dr Humphrey Zokufa, Executive Director of the Board of Healthcare Funders



The number of **chronic conditions** medical schemes have to cover as part of the so-called Prescribed Minimum Benefits (PMBs).

"Transnet Retirement Fund in excellent hands" – UNTU President

The 58 800 employees of Transnet can rest assured that their pension money is in excellent hands. Willis Towers Watson, leading global investment consultants, has been keeping an eye on the Transnet Retirement Fund, one of the biggest retirement funds in South Africa, for the past ten years.

According to Katherine Jenkins, one of the associates at Willis Towers Watson, the fund had an average growth of 14,2% over the past seven years.

"We are several associates working on the Transnet Retirement Fund. The funds are invested in different markets and in different portfolios to ensure a good return on investment," explains Jenkins.

She follows a careful approach to turn risk into a path of growth.

"Economic conditions across the world fluctuate. When working with pension funds you need to realise that it is a long-term investment. One cannot react to the reactions of markets across the globe. That is when you make irresponsible and hasty decisions," Jenkins says.

Willis Towers Watson roots date back to 1828 with 40 000 employees serving more than 140 countries.

The company designs and delivers solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals.

According to the company its unique perspective allows them to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance.

A strong client focus, an emphasis on teamwork, unwavering integrity, mutual respect and a constant striving for excellence are the values at the core of Willis Towers Watson's rich history. Many of its clients have been with the firm from its earliest days.

Wyndham Evans, President of UNTU and the Union's representative on the board of the Transnet Retirement Fund, says the Union believes in using only the best expertise when it comes to the investment of its members' money.

"In most of the cases this retirement money is all they have to live from once they retire," he says.

Getting to know our leaders

DOUGLAS EMERY

When and where did you start your career?
I started at Transnet in 2011.

How did you become involved with UNTU and when?
I became involved with UNTU early on after I started at Transnet. I was elected as a TUR and then secretary of the branch, before I became chairperson after being taught and mentored by an UNTU honorary member, Bill Hart.

What, according to you, is the best reason why members should choose and remain with UNTU?
UNTU is the best and only Union people should be a member of, as UNTU is all about its members and their needs.

What would you like to see UNTU improving on?
UNTU needs to improve on its membership and become the only union in Transnet and Prasa to have even more strength to carry out its duties to enhance its representation of its members.

What is your favourite food?
Pizza and braai.

Which team do you support?
I support South Africa, the Blue Bulls rugby team and the Mercedes F1 team.

What do you like to do to relax?
I like to surround myself with positive people and enjoy the company of family and friends, I also like to watch motor racing.

Do you have any hobbies?
I like riding my motorbike and enjoy spending as much time with my wife on little overnight stays and weekends away.

LINDA BILJOEN

When and where did you start your career?
I started my career at Transnet as a stock controller admin.

How did you become involved with UNTU and when?
I have been involved with the Union for 18 years. I wanted a union that helps its members. I am in a leadership position since February 2012. I specifically want to assist our members and be there for them.

What does UNTU mean to you?
UNTU is my life and my passion.

Any funny story/case/ incident that you had to deal with or that you will not forget?
I had laryngitis and had to deliver a message to the employees. My voice was hardly more than a squeak, but I took a deep breath and all I could think of saying, was that a Trade Union Representative (TUR) without a voice is like a cowboy without a gun. The applause showed that our members enjoyed that.

Any plans for the future?
I hope I will be able to carry on building our Union. It is my life and my passion.

Do you have a message for the members?
Believe in yourself, as that is the most important thing you can do and always ask the Lord to be with you in all decisions you make in life.

DOUW DREYER

When and where did you start your career?
I started in March 1982 as an apprentice millwright at the Bloemfontein mechanical workshops and qualified in 1987. There were no vacancies for artisans at the time, but the company offered us positions as train assistants. I then resigned and worked for a private company until I returned to SATS in Kroonstad as a millwright in July 1989.

How did you become involved with UNTU and when?
In 1991 I was elected as a shop steward and in 1992 I was elected as branch secretary. I became branch chairman in 1998. In 2001 I was elected as an Exco member and I am currently in my fourth term.

What, according to you, is the best reason why members should choose and remain with UNTU?
UNTU is the most stabilised Union in Transnet. It is a Union that grows on a monthly basis and has the best benefits in the country. UNTU is not afraid to take the employer on, no matter the cost.

What would you like to see UNTU improving on?
I think UNTU is doing very well and it will be good if we can add more benefits.

What is your favourite food?
I love to braai and especially lamb chops. I will braai every day. Peri-peri chicken is also one of my favourite dishes.

Which team do you support?
I am a big Cheetah supporter, mostly due to the fact that I was raised in Bloemfontein.

What do you do to relax?
I like to gather with friends, have some refreshments and just talk nonsense. It helps to switch off from the daily conflict.

Do you have any hobbies?
I like hunting and do it quite often during the winter period. These days my sons go hunting with us and I enjoy that very much. I also like nature and even do bird watching.

GEORGE LE ROUX

When and where did you start your career?
I started my career with SAR&H in January 1967 as a labourer at Salt River Works. In January 1978 I started my apprenticeship as a welder and had to take a reduction in salary from R85 to R65 per month. In 1990 I was promoted to artisan special duties in Perway, 1993 Technical Supervisor and 1998 Technical Superintendent Welding.

How did you become involved with UNTU and when?
I was involved with the Union since 1986 as a shop steward at C&W. I was a member of Voetplate, ASA and Salstaff, then back to TWU, Utatu and Utatu Sarwhu before I started on contract with UNTU until present.

Why should members choose and stay with UNTU?
UNTU has workplace issues at heart and is not affiliated with any political party. Our members are from all spheres of the political spectrum.

What would you like to see UNTU improving on?
I believe it is very easy to enrol members, but to keep those members lies in the way they are serviced. This should be our focus point.

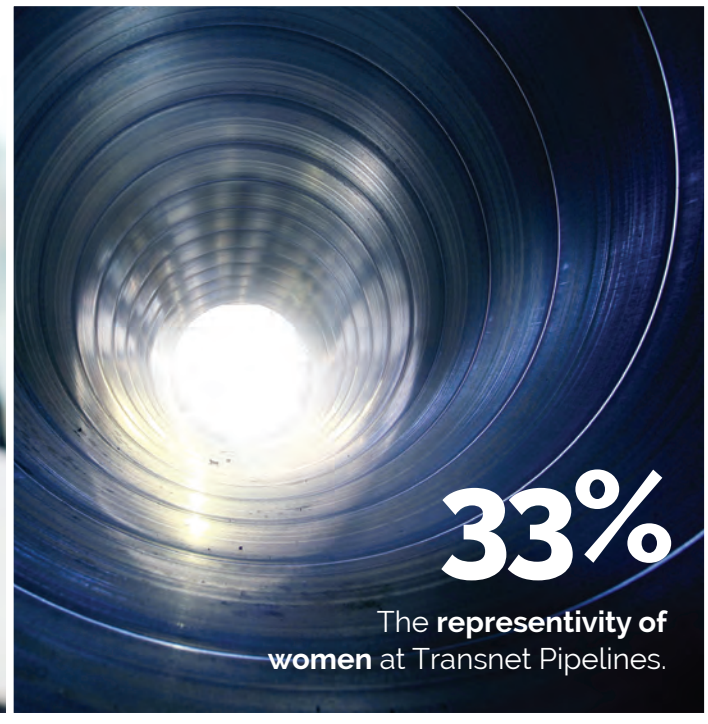
What is your favourite food?
Macaroni and cheese and of course, as many Capetonians, snoek. And to wash this down with a nice red wine.

Which team do you support?
Western Province.

What do you do to relax?
I find it relaxing to be in the garage fixing or making something; it clears my head from everyday stress.

Do you have any hobbies?
I love watching sport and if time allows I play some golf (of which my handicap is golf).

> You are not here merely to make a living. You are here in order to **enable** the world to **live** more amply, with greater vision, with a finer **spirit of hope and achievement**. You are here to **enrich** the world, and you impoverish yourself if you forget the errand.
>
> **~ Woodrow Wilson ~**



Transnet Pipelines struggles to retain women

Transnet Pipelines (TPL) struggles to achieve its employment equity targets as very few women are prepared to do the physical hard work that is required from artisans, trade assistants and maintenance operators in this trade.

TPL's target for the representivity of women is 40%, but currently they only have 33% amongst the 641 employees.

Douw Dreyer, Executive Council member and Full-time Trade Union Representative, says TPL invest a lot of money in the training of women who are prepared to do the job.

"The problem is that their scarce skills are so sought after throughout the country that private companies who do not provide any training, simply offer them better salaries," he says.

TPL is the custodian of the country's strategic pipeline assets. It is servicing two key industries (fuel and gas) by transporting petroleum, gas and crude oil products over varying distances.

> "There is no reason why women can't do the **same job as men** in Transnet. The company needs to study why women are not retained in some male-dominated divisions."
>
> **~ Zonke Cebekhulu ~**

Steve Harris, General Secretary of UNTU, says it is not only at TPL where Transnet is challenged to appoint women.

The transport sector has always been perceived to be male-dominated.

Promoting equity has remained a core focus for Transnet and the company strive to attract and retain talented women by various initiatives like the annual Women in Transport Awards.

These awards honour the outstanding achievements of women in transport who are found in many functional roles from crane operators to senior executives.

Zonke Cebekhulu, Executive Council member for Transnet Rail Engineering and National Full-time Trade Union Representative, says she used to be a semi-skilled worker before she devoted her time to be a unionist. "There is no reason why women can't do the same job as men in Transnet. The company needs to study why women are not retained in some male-dominated divisions," says Zonke.

She represents UNTU on Fedusa's Social Justice Committee.

Some fields have a shortage of skilled people or are expected to grow quickly. The department of higher education publishes a yearly list of occupations that are in high demand. The professions that have the most demand are in science, technology, engineering and maths fields.

Top 10 scarce skills

01. Electrical engineer
02. Civil engineer
03. Mechanical engineer
04. Quantity surveyor
05. Programme or project manager
06. Finance manager
07. Physical and engineering science technicians
08. Industrial and production engineers
09. Electrician
10. Chemical engineer

"UNTU is my lawyer and defends my rights as an employee"

Sithandiwe Khanyile (24) loves the fact that she can always count on UNTU to assist her when she experiences a problem at work.

"I feel very passionate about service delivery. If I need answers, I want them now. I want to be kept informed," says Sithandiwe, a receptionist at Transnet Capital Projects, Queens Warehouse in Durban.

She joined UNTU three months ago.

"I decided that I needed a union as a backup, to be my lawyer and to defend my rights as an employee. It was very clear that UNTU ticked all the boxes. It is simply the best Union to belong to," says Sithandiwe.

She used to belong to Satawu. "I got very frustrated. I never got any feedback or just a follow-up visit. It felt as though my voice was not being heard by my union," she explains.

Sithandiwe Khanyile

According to her UNTU's service delivery is "amazing".

Frikkie knows his rights are protected thanks to UNTU

Frikkie de Beer (39), a technical worker at Transnet Freight Rail (TFR) luxurious Blue Train, feels safe in his working environment because he knows his rights as an employee are protected by UNTU.

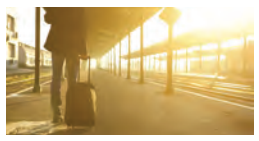
He joined UNTU 14 years ago. Up until today the Union only had to represent him once in a disciplinary matter. Frikkie, who wants to become an artisan, takes pride in his work and does it to the best of his ability.

"I believe that all of us need the assistance of a union to protect our rights in Transnet, UNTU is not only the strongest Union but also the best. That is why I recommend UNTU to my colleagues," he says.

With the recent sharp increase in medical aid contributions, Frikkie would like UNTU to focus on improving medical benefits for its members.

Frikkie de Beer

UNTU DIRECTORY



AREA 1 – KWAZULU-NATAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Short	John	071 481 6975	031 361 6164	–	john@untu.co.za
	Secretary	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Durban Infra	Chairman	Biljoen	Linda	082 852 9478	031 361 4318	086 726 0711	linda.biljoen@transnet.net
	Secretary	Coetzee	Marcel	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@transnet.net
Ermelo	Chairman	Olivier	Egbert	082 612 8519	–	–	olivieregbert@yahoo.com
	Secretary	Shabangu	Mxolosi	072 025 5148	017 801 2052	–	mxolisi.shabangu@transnet.net
Ladysmith	Chairman	Mazibuko	Sipho	073 288 3574	036 271 2001	–	Sipho.Mazibuku@transnet.net
	Secretary	De Bruin	Ernst	084 506 3709	–	–	tingeling@transnet.net
Maritime Durban	Chairman	Phethwa	Wiseman	083 721 2250	031 361 8377	086 677 6040	wiseman.phethwa@transnet.net
	Secretary	Govender	Seelan	084 309 4287	031 361 6610	–	seelan.govender@transnet.net
Maritime Richards Bay	Chairman	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
	Secretary	Ndaba	Joseph	074 793 1422	035 905 3130	–	Joseph.Ndaba@transnet.net
Newcastle	Chairman	Van Der Hyde	Willem	083 308 5375	034 328 7202	086 218 9144	willemvanderhyde@gmail.com
	Secretary	Thwala	Thembeka	072 536 5798	034 328 7235	–	thembeka.thwala@transnet.net
Pietermaritzburg	Chairman	Holtshausen	Charles	082 336 2708	033 897 2460	033 897 2460	btholtshausen@gmail.com
	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Tikum	Hardhaw	083 756 4484	031 813 0226	–	hardhaw.tikum@prasa.com
	Secretary	Munsaur	Vikash	082 309 8937	031 361 7821	–	Vikash.Munsaur@prasa.com
Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	035 905 2041	walter.hattingh@transnet.net
	Secretary	Verster	Paul	081 727 5134	035 905 2034	–	paul.verster@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103	–	Krishnannaidoo@gmail.com
	Secretary	Vertuin	Christine	079 515 3739	031 361 4684	–	UTATU-SARWHURSE.RSE@transnet.net
TRE Traction Durban	Chairman	Bezuidenhout	Hendrik	083 412 3174	031 361 5354	–	Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson	Michael	083 661 3528	–	–	Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Msweli	Bonginkosi	082 588 5565	035 905 4178	–	bonginkosi.msweli@transnet.net
	Secretary	Mathiso	Cynthia	078 479 1492	–	–	cynthia.mathiso@transnet.net
Umbilo	Chairman	Rankin	Rodney	082 874 7797	031 361 4033	–	rodney.rankin@transnet.net
	Secretary	Heijmans	Jakobus	078 282 3237	031 361 4033	–	remon@neomail.co.za
Vryheid	Chairman	Malinga	Nkosinathi	083 444 0386	034 989 9430	–	Nkosinathi.Malinga2@transnet.net
	Secretary	Mzini	Vusumuzi	078 670 2713	082 392 9974	–	mzinivusumuzi@gmail.com
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 5346	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4984	untuwddtfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	041 507 5006	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	–	edwin.godfrey@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Burgersdorp	Chairman	Wheeler	Phillip	083 409 8689	051 653 9219	051 653 9205	Jacobus.vanzyl@transnet.net
	Secretary	VACANT	–	–	–	–	–
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224	–	Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227	–	basie.pain@transnet.net
East London	Chairman	Greyvenstein	Christian	083 558 4430	043 700 4371	043 700 4344	christian.greyvenstein@transnet.net
	Secretary	Pautz	Clive	078 802 5566	043 700 4317	043 700 4207	clive.pautz@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410	–	douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	083 557 3898	043 700 2130	–	kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	Galvin	Roan	084 504 0562	041 507 1589	086 648 7131	galvin.roan@transnet.net
	Secretary	VACANT	–	–	–	–	–
Maritime Nqgura	Chairman	Venter	Anton	082 465 6686	041 507 8326	041 507 8328	anton.venter@transnet.net
	Secretary	Julie	Vanencia	072 535 3221	041 507 8397	–	venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	–	utatuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013	043 700 2160/2353	–	Kholelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	084 510 0319	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Meyer	Wayne	–	041 994 2291	–	wayne.meyer@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	045 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080	–	petrus.barnardo@transnet.net
	Secretary	Van Heerden	Leon	083 944 9385	045 808 2022	045 808 2150	Use fax

AREA 3 – WESTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
	Secretary	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Beaufort West	Chairman	Janse van Vuuren	Jacques	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net
	Secretary	Van Niekerk	Lillian	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
Cape Town	Chairman	Davies	Peter	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net
	Secretary	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
Maritime Cape Town	Chairman	Assegai	Michelle	073 208 4644	021 449 6320	021 449 6425	michelle.assegai@transnet.net
	Secretary	Coetzee	Chantal	076 083 1930	021 449 4285	–	chantal.coetzee@transnet.net
Maritime Saldanha	Chairman	Wevers	Plaaitjie	073 397 3179	022 703 4907	022 703 4952	ply.wewers@transnet.net
	Secretary	Mbonyana	Sibongile	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970	021 449 5349	021 449 2104	Esterramuhovhi24@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	021 449 2125	021 449 2104	mmatsepe@metrorail.co.za
Metro Disa	Chairman	Hartogh	Priscilla	072 374 9673	021 940 3310	–	priscilla.hartogh@gmail.com
	Secretary	Rhelegushe	Simphiwe	071 006 6135	021 940 3316	–	srelegusme@prasa.com
Metro Liesbeeck	Chairman	Vermaak	Connie	084 608 3304	021 507 2007	–	cvermaak@metrorail.co.za
	Secretary	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532	–	lqoyi@prasa.com
	Secretary	Kwintshi	Thami	082 737 8922	021 449 6430	–	tkwintshi@prasa.com
Saldanha Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2229	022 703 3247	Lutwena.Saul@transnet.net
	Secretary	Myburgh	Andries	083 652 7580	022 703 3242	022 715 1951	andreuntu05@telkomsa.net
TRE Cape Town	Chairman	Faro	Francois	083 769 2191	021 507 2039	021 507 2049	untusaltriver@transnet.net
	Secretary	Van Rensburg	Helman	076 750 9768	021 507 2039	–	untusaltriver@transnet.net
Vredendal	Chairman	Engelbrecht	Willem	083 440 9816	022 703 3552	022 703 3555	willem.engelbrecht@transnet.net
	Secretary	Brand	Neil	078 445 6422	022 703 3576	–	willem.engelbrecht@transnet.net
Worcester	Chairman	Steyn	Leon	083 293 7523	023 348 4218	023 348 4304	steyn@cwnet.co.za
	Secretary	Horn	Jakobus	083 293 7536	023 348 4290	023 348 4304	stefan.horn@transnet.net

AREA 4 – FREE STATE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Scholtz	Martin	083 656 3065	–	–	Martin.Scholtz@transnet.net
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Bethlehem	Chairman	Nhlapo	Ally	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taaso	Thabo	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Hiten	Dennis	083 411 6611	051 408 3615	011 774 9454	Dennis.Hiten@transnet.net

BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Kroonstad	Chairman	Dreyer	Douw	082 920 9450	011 978 2737	–	douw@untu.co.za
	Secretary	Kruger	Andries	083 451 7751	056 268 4141	011 978 2737	dries.kruger@transnet.net
TRE Bloemfontein	Chairman	Meiring	Minette	073 579 6713	051 408 2188	051 408 2106	minette.meiring@transnet.net
	Secretary	Scholtz	Martin	083 656 3065	051 408 4011	086 584 6357	Martin.Scholtz@transnet.net

AREA 5 – GAUTENG CENTRAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	De Koker	Scott	082 046 6815	016 420 6250	–	scott@untu.co.za
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Braamfontein	Chairman	Stoltz	Henning	083 709 1480	011 773 4734	–	Hstoltz@prasa.com
	Secretary	Ntuli	Mphonyana	079 172 0104	011 773 3696	–	mntuli@prasa.com
Bombela	Chairman	Makwela	Thabiso	073 688 9073	011 253 3019	–	thabiso.makwela@bombelaops.co.za
	Secretary	Mashele	Themba	071 533 1500	011 253 0068	–	Themba.mashele@bombelaops.co.za
Esselenpark	Chairman	Van Rooyen	Johan	060 539 6644	082 469 2390	–	andre.vanrooyen2@transnet,net
	Secretary	Maphunye	Chris	083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet,net
Germiston	Chairman	Motau	Thabo	083 880 2778	011 820 2622	011 820 2380	thabo.motau@transnet,net
	Secretary	Nxumalo	Tiyiselani	083 282 0623	011 820 2455	–	Tiyiselani.nxumalo@transnet,net
Heidelberg	Chairman	Njowa	Peter	083 399 9626	016 340 7227	–	peter.njowa@transnet,net
	Secretary	Gwebu	Sipho	083 925 2406	–	–	sipho.gwebu2@transnet,net
Isando	Chairman	Mathebula	Andreas	071 827 3298	–	–	andreas.mathebula@transnet,net
	Secretary	Mtshweni	Wenzile	062 307 2130	011 570 7030	–	bwmtshweni1@gmail.com
Kaserne	Chairman	Mathekga	Noah	072 799 7297	011 330 6061	–	noahmathekga@gmail.com
	Secretary	De Koker	Scott	082 046 6815	082 324 9169	–	scott@untu.co.za
Krugersdorp	Chairman	Van Zyl	Abraham	084 802 7459	011 950 1251	–	Riekievz.vz@gmail.com
	Secretary	Xaba	Samuel	073 457 7247	011 356 2703	011 356 2709	Samuel.Xaba@transnet.net
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
Metro – Central	Chairman	Swart	Blackie	071 462 2307	011 773 8112	–	peet@untu.co.za
	Secretary	Matshidze	Thabelo	081 715 2205	–	–	blecngtm@gmail.com
Metro – East	Chairman	Grobler	Frederick	083 276 8715	–	–	Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783	–	–	yzf1000.yama@gmail.com
Metro – West	Chairman	Hagemann	Ockert	083 275 9991	011 278 2304	–	ockert.hagemann@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204	–	smit.albertus.j@gmail.com
Parktown	Chairman	Mdyogolo	Luvuyo	071 363 6988	011 584 0574	011 774 9909	luvuyo.mdyogolo@transnet.net
	Secretary	Groenewald	Sannie	073 660 3605	011 584 0996	–	sannie.groenewald@transnet.net
Sentrarand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	011 960 2068	Mulaudzi777@gmail.com
	Secretary	Ramphabana	Mashudu	084 877 2704	011 960 2018	–	Mashuduramphabana23@gmail.com
Springs	Chairman	Monama	Lever	072 536 8388	–	–	monam.lev@gmail.com
	Secretary	Grimsell	Kenneth	073 809 6086	011 365 7361	–	kgrimsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	083 748 3616	083 709 1495	–	Sbusisomthembu54@gmail.com
	Secretary	Mathibedi	Lebogang	072 931 6297	017 727 8275	–	lebzalebza@yahoo.com
TRE Germiston	Chairman	Shabangu	Audrey	071 134 3906	011 820 2303	–	audrey.shabangu@transnet.net
	Secretary	Boshoff	Morne	076 167 8986	011 820 2716	–	Morne.Boshoff@transnet.net
TRE Sentrarand	Chairman	Tsekedi	Mey	061 146 7583	011 960 2123	–	meytsekedi@gmail.com
	Secretary	Dube	Vusi	072 130 4290	011 960 2405	–	vusi.dube@transnet.net

AREA 6 – NORTHERN CAPE

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

AREA 7 – GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Leshabana	Steven	083 559 9419	015 534 7209	–	steven.leshabana@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	–	015 534 7222	Regina.Tshotheli@gmail.com
BRANCH	**POSITION**	**SURNAME**	**FIRST NAME**	**CELL PHONE NO**	**TELEPHONE NO**	**FAX NUMBER**	**E-MAIL ADDRESS**
Komatipoort	Chairman	Nkambule	Winnie	078 605 9939	013 793 9930	013 793 9929	winiza2015@gmail.com
	Secretary	Mbuyane	Mandla	082 745 7847	013 793 9986	–	sollymandla66@gmail.com
Lydenburg	Chairman	Mkonto	Defference	072 094 0352	013 235 8243	–	mkonto.dp@gmail.com
	Secretary	VACANT	–	–	–	–	–
Musina	Chairman	Matlala	Stephen	072 532 6699	015 519 4245	015 519 4248	Willem.vermaak@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
Nelspruit	Chairman	Kolokoto	Sello	072 249 0340	013 752 9310	–	kolokotosello@gmail.com
	Secretary	Ngomane	Thulane	078 208 2403	013 751 9233	–	ikemshika@gmail.com
Phalaborwa	Chairman	Muleya	Alfred	074 676 2136	015 781 9035	–	alfredmuleya47@gmail.com
	Secretary	Phiri	Bongani	072 340 8940	015 781 9042	–	bonganimasuku5@gmail.com
Polokwane	Chairman	Mosebedi	Sonnyboy	079 502 4142	015 299 6487	011 774 9440	Sonnyboy.mosebedi@transnet.net
	Secretary	Pheta	Modjadji	083 261 2026	015 299 6485	–	modjadji.pheta@transnet.net
Pretoria	Chairman	Luus	Nicolaas	083 286 1948	012 842 6050	012 842 6016	Niekie.Luus@transnet.net
	Secretary	Molapo	Thabang	084 592 3248	–	–	thabang.molapo@transnet.net
Metro Pretoria	Chairman	Flavell	Eddie	083 554 8015	012 752 4256	–	eflavell@prasa.com
	Secretary	Mashige	Michael	079 963 5454	–	–	michael.mashige@gmail.com
Pyramid	Chairman	Tajane	Gabaikanngwe	073 405 2108	012 521 9452	012 521 9497	Gabaikanngwe.Tajane@transnet.net
	Secretary	VACANT	–	–	–	–	–
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	014 590 2004	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	–	014 590 2226	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	–	Hlayiseka.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	–	t.mahlauli@gmail.com
TE Pretoria	Chairman	Nel	Alwyn	082 371 0419	012 521 9580	–	alwyn.nel@transnet.net
	Secretary	Montse	Dimakatso	082 308 3726	012 842 5006	–	Hendrik.Horn@transnet.net
TE Koedoespoort	Chairman	Brink	Izak	082 827 9151	012 842 5317	–	izak.brink@transnet.net
	Secretary	Oosthuizen	Hannes	079 081 0907	012 842 5273	–	Johannes.Oosthuizen@transnet.net
Waterval-Boven	Chairman	Mmola	Evance	079 602 8585	013 257 5028	–	haizelmmola@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024	013 257 5032	doctoroupa@gmail.com
Witbank	Chairman	Mudalahothe	Obert	076 262 0674	013 658 2266	–	avhatakali26@gmail.com
	Secretary	Leshabana	Steven	083 559 9419	–	–	steven.leshabana@transnet.net

IF YOU HAVE A PROBLEM, PHONE US ON TEL: 011 728 0120

UNTU STOP ORDER

Please complete all fields in clear print!

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

ADDRESS: _____ POSTAL CODE: _____

EMPLOYEE / SAP NO: _____ GOLF SHIRT SIZE (S – 5XL): _____

TEL (H): _____ (W): _____ FAX: _____

CELL: _____ E-MAIL ADDRESS: _____

CENTRE / DEPOT: _____ JOB TITLE: _____

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R46,00 and a maximum of R81,00), effective from 1 April 2017.
- I, the undersigned, hereby authorise the relevant company as indicated in the table below to monthly deduct the amount as calculated per the above formula from my salary, and to pay this amount to UNTU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

Prasa – Metrorail		Transnet Port Terminals (TPT)		Transnet Freight Rail (TFR)		Transnet Pipelines (TPL)	
Prasa – MLPS		Transnet National Ports Authority (TNPA)		Transnet Freight Rail (TFR) – RME		Bombela	
Prasa – CRES		Transnet Group Capital		Transnet Properties		Bombardier	
Prasa – Technical		Transnet Engineering (TE)		Transnet Corporate		Other	

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

I fully understand and accept that this STOP ORDER can only be cancelled by giving a 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 directly to my nominee.

SIGNATURE: _____ DATE: _____

ENROLLED BY: INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAILS: BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NUMBER: _____ TYPE OF ACCOUNT: _____

ENROLLER'S SIGNATURE: _____

FOR OFFICE USE

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein, 2017 • Fax: 011 728 8257/8

Internal Fax: 011 773 7920 • E-mail: headoffice@untu.co.za

AWARDS & GRADUATION

Bonnie awarded for sales

Bonnie Blom, the daughter of Rodney Blom, UNTU Executive Council Member and Full-time Trade Union Representative, got several awards for being the Sales Person of the Year 2016 for Animal Health at the Medical Science Department.

Patrick receives diploma

UNTU Full-time Trade Union Representative at Transnet Port Terminals (TPT), Lorraine Wentzel, with her son, Patrick (23), who received his Diploma in Project Management.

Four rewarded for their loyal and long service to UNTU

Chris de Vos and Wyndham Evans

Cando Tlhaole

Natalie Zacharias-Sahib

Cosmas Doncabe

Wyndham Evans, President of UNTU, handed out long service awards to several members of UNTU's Secretariat. Chris de Vos jnr. (Manne), Deputy General Secretary responsible for Finances and Human Resources at UNTU House in Houghton, Johannesburg, was thanked for serving the Union for the past twenty years. Long service awards (ten years) went to Cando Tlhaole, National Organiser in Bloemfontein; Natalie Zacharias-Sahib, receptionist at Head Office; and Cosmas Doncabe, Deputy General Secretary responsible for UNTU House in Durban in KwaZulu-Natal.

Want the best? Join the experts!

If you pay peanuts, you get monkeys. If you want the best in the transport sector, you join UNTU, the specialists in the industry with expert assistance and advice.

That is the motto of Thabiso Makwela (35), a supervisor at Bombela's Gautrain Station in Marlboro in Johannesburg and a Trade Union Representative (TUR).

Makwela came from a sales background when he was appointed at Bombela and knew nothing about the transport industry.

"I did not like the way my colleagues and I were treated. It was not in line with the provisions of the Labour Relations Act. I despise any form of unfair treatment and believe in fairness.

"At first I was afraid to join a trade union, but I knew it is a constitutional right of all workers to do so. I could not keep quiet any longer.

"I decided on UNTU for one reason. I knew nothing about transport, but UNTU has decades of experience and knowledge in this industry. I want the specialist with the necessary resources to be fighting on my side. Why should any worker be prepared to settle for anything less than the best?"

This is also the view Thabiso shares with colleagues when he convinces them to join UNTU.

"Another added advantage of belonging to UNTU is the added benefits like the Tiger Wheel & Tyre, Ford and Hyundai discounts. It puts back money in the pocket of the member and I would like to see more of these benefits."

Thabiso Makwela

When Thabiso is not at work, he is active as a pastor in a church in his community. He used to love participating in adventure sports like rock climbing, but is unable to do so after he broke his leg in an accident earlier.

Johan Kemp still a committed trade unionist after 42 years

Johan Kemp, a senior trade hand at Prasa Salt River in Cape Town, have never been in trouble at work, but is a committed member of UNTU for the past 42 years. "I joined the Union in 1974. At some stage I was a Trade Union Representative (TUR), but after a while I decided to make way for a younger generation to grow," he says.

Johan loves the fact that UNTU's well-trained TUR's can give him immediate advice and assistance when needed.

According to him UNTU's funeral assistance benefit, that pay an amount of between R1 000 and R10 000 depending on the amount of years that you have been a member, is one of the best added benefits in return for his monthly contribution to the Union.

Johan Kemp

Keith Mabasa

Keith Mabasa promoted to supervisor at Bombela

An exciting 2017 awaits Keith Mabasa (33), UNTU Trade Union Representative (TUR), after he was promoted to Supervisor of Customer Services at Bombela, operator of the Gautrain in Gauteng.

"My interview was tough after a year of robust salary negotiations. I had to face the same managers in the interview that I had to face across the negotiating table at the Commission for Conciliation, Mediation and Arbitration (CCMA).

"I know that some people fear becoming a TUR as they believe it might be a stumbling block when they apply for a promotion, but this is not the case. During my interview the leadership skills I displayed as a TUR was acknowledged and it counted in my favour," says Keith.

As a Supervisor and a TUR, he maintains a balance between protecting and fighting for the rights of his colleagues and subordinates without compromising the goals and performance targets of the employer.

"Workers sometimes have the wrong idea of what a union does. The union will protect you against any unfair labour practice, but a union cannot protect you when you arrive drunk at your workplace," says Keith

After a career in sales and marketing he started working for Bombela in 2010. He wanted to move from Limpopo to Pretoria to complete his B.Tech degree in International Relations.

Very soon he was elected as a TUR by his colleagues who saw that he was a natural leader. "I had no experience in union matters, but they always believed in me. Thanks to UNTU I had an excellent learning curve and was able to broaden my horizons from the CCMA to the Labour Court in Johannesburg."

He has never belonged to any other union. "UNTU is very well organised, structured and professional. The UNTU team has extensive knowledge about labour legislation, the broader labour movement and the industry.

"No other union is as informed as UNTU. I believe knowledge is power. It is an added advantage that UNTU has the best added benefits of all unions in the country," says Keith.

He wants to continue with his M.Tech degree in International Relations at the Tshwane University of Tegnology (TUT) this year.

Keith would love to use his degree to expand his knowledge within the structures of UNTU's affiliate federation, Fedusa.

He is one of UNTU's Young Lions, a Fedusa initiative aimed at developing the leaders of the future.

"I always want to continue to serve the working class in whatever I do," says Keith.

The public can view a mock-up train at the Pretoria Station on weekdays between 09:00 and 16:00. Entrance is free.

New Prasa trains will operate in 2017

If the planning of Prasa is not derailed by its lack of funds, the new urban commuter train will start carrying passengers on a route by March this year. As soon as these trains, referred to by Prasa as the People's train, are operational on the railway line between Pienaarspoort Station and Pretoria Station, it will bring a little relief for the frustrations commuters in and around Pretoria experience daily due to the shortage and overcrowding of coaches.

Prasa introduced the new trains into Metrorail operations in a three-phased approach which started in December last year. The first trial runs were during off-peak periods travelling between the Pienaarspoort Station (Mamelodi) and the Rissik Street Station (Hatfield). The trains operated without passengers to comply with the pre-operation safety protocols set by the Rail Safety Regulator.

During the second phase passengers travelling from the Mabopane, Saulsville and De Wildt Stations had to change over at the Koedoespoort Station to continue to the Rissik Station where the new train services terminated.

In the meantime, Prasa continued with construction work between Loftus Station and Mears Station as it upgrades the rest of the corridor between Pienaarspoort Station and Pretoria Station.

Prasa said it will continue to modernise the rail infrastructure in tandem with the deployment of the new trains, which may sometimes cause a halt in operations until the modernisation work is complete.

The trains are built with 90% recyclable components and energy-saving features to enable it to easily accommodate mobility challenges. It can travel at a speed of up to 120 km/h unlike the current Metrorail trains that can only travel up to 90 km/h.

The new trains can accommodate up to 1 200 passengers in six coaches. Its spacious interior allows for fluidity of movement of passengers.

The large windows of the trains flood it with natural light to create a welcoming space for passengers. The interior of the train is intended to be reminiscent of the traditional African "veranda" – a gathering place where communities take the time to engage and communicate with one another.

The large entrance doors afford easy access for disabled commuters, the elderly and commuters with prams.

New benefit to assist members who are struggling with debt

UNTU is proud to announce our partnership with Credit Rescue as a new benefit to our members with immediate effect.

Credit Rescue provides a holistic debt management service which will assist UNTU members who are over-indebted and experiencing financial problems.

Jerome Michaels, National Public Relations Manager of Credit Rescue, says the South African economic climate is experiencing an "all-time low" where consumers are over indebted and cannot service their debt. This created an opportunity for Credit Rescue to rehabilitate and educate their clients onto a path of creditworthiness.

"Credit Rescue is South Africa's largest debt rehabilitation company which has been in existence for the past 17 years. We have a national footprint of 75 branches across the country with a branch in every province. Credit Rescue offers a holistic debt rehabilitation program, with our distribution done by a government appointed payment distribution agency," says Michaels.

Their mission is to extend a helping hand to UNTU members in times of financial stress.

Steve Harris, General Secretary of UNTU, says the Union and Credit Rescue share a common purpose. "The financial wellness of our members and their clients are important to us both," he says.

Credit Rescue offers:

1. **Debt restructuring**
   - Debt review services (formal)
   - Debt settlement agreement (informal)
2. **Garnishee order rescissions & recoveries**
3. **Administration order reversals**

Credit Rescue implements a rigid debt management program that includes:

01 The restructuring and repayment of total debt;
02 One convenient payment from the client towards the total debt amount;
03 Signed power of attorney;
04 Stop order deduction with client; and
05 Regular Debt facilitation and training by our team of Debt and Legal Practitioners via one-to-one consultations and debt workshops.

- *For enquiries phone 021 425 7721 or e-mail helpme@credit-rescue.co.za.*

Three of the committee members: Sonja Carstens, Zonke Cebekhulu and Linda Biljoen.

New committee established for women and our youth

UNTU's Executive Council established a Women, Gender and Youth Committee. The aim of this committee is to strengthen and enhance the excellent work being done by similar committees within Transnet, Prasa and Bombela, in which UNTU is the majority Union.

UNTU's committee will also identify issues that our committees at our affiliate federation, Fedusa, can take forward on our behalf at Nedlac.

The committee consist of Sonja Carstens, UNTU's Media, Liaison and Communication Officer; Zonke Cebekhulu and Linda Biljoen, UNTU's Executive Council Members and Full-time Trade Union Representatives; and Maria Chonco, National Organiser: Gauteng.

- *All UNTU members are invited to e-mail any issues or suggestions to the Women, Gender and Youth Committee to enquiries@untu.co.za.*

Ntombifuthi Dludla, Jodine Stoffels and Lorraine Wentzel, UNTU Full-time Trade Union Representative at TPT.

Women make history at TPT

Two young ladies made history at the head office of Transnet Port Terminals (TPT) in Durban by becoming the first Trade Union Representatives (TUR's) ever to be elected at this office in KwaZulu-Natal.

Ntombifuthi Dludla (35) and Jodine Stoffels (34) are both overwhelmed and honoured by their achievement. They promise not to disappoint their colleagues who elected them to be their UNTU representatives.

Ntombifuthi, fondly known as Futhi amongst her peers, used to belong to Satawu for years, but became frustrated because she never received any feedback or information.

"I was just a number, paying membership fees while no one cared about me. In the meantime, there was a lot of things happening. The moral of the employees was very low and there was a need to enhance productivity. I realized that there were many voices not being heard," says the training administrator.

Futhi, a mother of two children, describes herself as someone with a passion to assist others. She prayed for a long time before the election of the TUR's.

"I wanted to know that I will be the right person. My mandate is to do things the right way; not to fight with management, but to ensure that things are done in a fair and transparent way. I want to give everyone a voice," says Futhi.

Jodine, an executive secretary, had a problem with her former line manager and decided to join UNTU.

"It has been a wonderful journey ever since. Employees are not familiar with their rights and the relevant policies applicable to them. They need a union to protect and assist them like the prompt and supportive response I received when I had a problem at work," says Jodine.

Jodine, a mother of three children, is very excited about the opportunity to represent members. "I am not here to be liked. I am here to help others and I believe it can be done if all concerned has mutual respect."

She would like to alleviate wrong perceptions about trade unions amongst her colleagues and grow the Union.

Jodine would also encourage other women to play a more active role in the Union structures. "I believe women tend to shy away from these positions thanks to their history of being overlooked and oppressed and their culture. This needs to change," she says.

Careston Damons, UNTU Full-time Trade Union Representative at Transnet Port Terminals; and Clayten du Plessis, Executive Council Member and Full-time Trade Union Representative at Transnet Engineering, welcomes UNTU's new Organiser in Port Elizabeth, Liam MacKay. With them is Edwin Godfrey, UNTU Full-time Trade Union Representative.

Liam our new Organiser in PE

Liam MacKay (29), UNTU's new Organiser in Port Elizabeth, is no stranger to the Union. He has been working in UNTU House in Houghton, Johannesburg from May 2010 assisting members in the membership office.

When the position of Organiser in Port Elizabeth was advertised, Liam decided that change was as good as a holiday and applied.

"For the past seven years, I had the privilege of assisting and helping our members with whatever they needed. I loved it. Now I will have the opportunity to have face-to-face contact with them and use the knowledge I gained working in the Membership Office to their advantage," says Liam.

He grew up in Port Elizabeth and knew nothing about trade unions until his aunt, Natalie Zacharias-Sahib, a receptionist at UNTU House, alerted him that there was a vacancy in the Membership Office.

Liam got the job and had the opportunity to gain first-hand knowledge of the workings of the Union.

With his girlfriend, Ajhan Laloo, in her final year in Marine Biology at the University of Cape Town, Liam felt that it was time to make a career shift. His grandparents still live in the Eastern Cape.

"I am a Christian and God gave me this vision that people must be able to see His greatness through me. I must strive to live my life as a testimonial for Him. Yes, I will make mistakes, but that is normal as only God himself is perfect," says Liam.

As an Organiser Liam would like to empower the various branches in his province so that they are better informed in assisting members. "If they are functioning at their best, all of us can focus on recruiting new members to continue to grow our Union and taking it to new heights.

"In ten years, I see myself as the next General Secretary of UNTU, a vision Dennis George, General Secretary of our affiliated federation Fedusa, predicted for me years ago. I have lots of ambition to achieve my dreams," says Liam.

When he is not working, he loves to play a game of rugby. Liam had a promising career in this sport, but a knee injury in 2013 ended his hopes of becoming a professional rugby player.

"For now, my goal is to be the best Organiser UNTU ever had," he says.

Recruiting new members at Transnet RME

John Pereira, Deputy General Secretary of UNTU; with Maria Chonco, National Organiser; and Pieter Greyling, Deputy General Secretary of UNTU, recruiting new members at Transnet Rehabilitation, Maintenance and Emergency (RME) in Mamelodi, Pretoria.

Smooth sailing at Container Terminal

UNTU Trade Union Representative Nolwazi Nala with Sonja Carstens, Media, Liaison and Communication Officer; and Jane Joseph, Full-time Trade Union Representative for Transnet Port Terminal, visiting Pier 2 Durban Container Terminal in KwaZulu-Natal.

"We fight for employment equity for all"

For years Jane Joseph (52), Full-time Trade Union Representative at Transnet Port Terminals (TPT), had to convince potential new members of UNTU that the perception that UNTU is a white trade union is wrong, but no more.

"Thanks to our improved communication strategy and our leadership's increased visibility, everyone can see that UNTU is a diverse Union fighting for better benefits and employment equity for all our members and transparency in appointments.

"Now employees come to me and say they want to belong to this Union because UNTU keeps its members informed, irrespective if the news is good or bad," says Jane.

She started her career as a typist at TPT in 1995. Jane joined UNTU nine years ago. After various promotions, she decided that she wanted to devote her time to assisting employees and became a Full-time TUR for UNTU.

"I have a passion to help other people. I know how important it is to keep workers informed about issues affecting them. I don't tell them what they want to hear, but focus on what they should know – even if it is a sensitive issue like shifts," she says.

Recently five UNTU members was amongst the 41 employees dismissed after their participation in an illegal strike. "I have contact with them every week to check if they are ok and to inform them of the progress in their dispute, because I realise they are frustrated and the uncertainty gets to them," says Jane.

She sees herself serving on UNTU's Executive Council in five years time. "I know I can make a difference," she says.

When she is not working, this mother of five children and grandmother love to do sewing.

Jane Joseph

Four decades of hard lessons

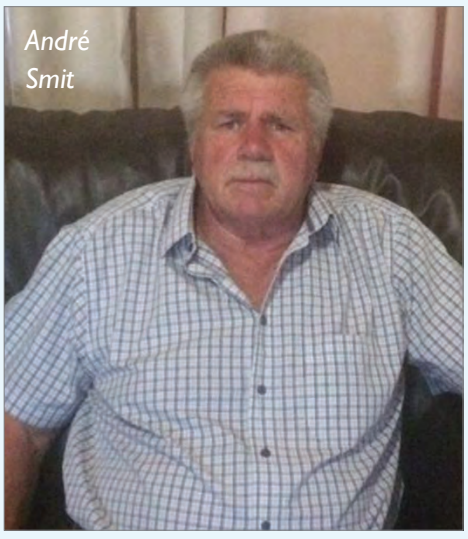
André Smit (63) can't wait to travel the world now that he retired from Prasa after 46 years.

"My wife, Cheryl, to whom I have been married for 40 years, will also retire this year. We then want to travel the world. First on our agenda will be Israel and then Europe," says André.

He started working for Prasa in Cape Town as a learner clerk after he left school. From there his career took him to several offices, but he ended up in the administrative office of Prasa at the Pretoria Station. "I worked in Human Resources but basically I am a Jack of all trades. I loved my job, but the time has come for me to move on and let a new, younger generation take the company forward with fresh ideas," he says.

André needed UNTU's assistance several times in his career and will forever be grateful to the Union's Deputy General Secretaries, Neels Haasbroek and John Pereira, who represented him and helped to save his job.

"I nearly ruined my own career after I told a colleague in the heat of the moment that it is not necessary to throw paper around like a baboon. He laid a complaint against me.


André Smit

"I knew I was wrong. It was the wrong choice of words and I offended him without meaning to. I had a big fright and will never repeat my words. Thanks to UNTU's expertise I managed to keep my job."

André was also charged for allegedly abusing the company's bakkie, but could prove that Prasa mistakenly thought his bakkie was theirs.

"I will recommend UNTU to everyone. You are the best. UNTU works by the book and has well-trained officials to assist when necessary," says André.

He bought himself a house in the Limpopo bushveld and plans to visit there often.

UNTU wins first round in court on overtime payment at Bombela

Four years after UNTU declared a dispute against Bombela about the overtime payment of operational staff at the Gautrain, there is a light at the end of the tunnel.

Judge Robert Lagrange granted UNTU leave to amend its statement of claim in the Labour Court in Johannesburg to include new information and developments that have come to the attention of the Union the past four years. This will include rectifying the wording of the claim which currently only makes provision for train drivers and not the rest of the operational staff.

The ruling comes after Bombela opposed UNTU's request and argued on a technical issue that UNTU's original claim did not amongst other specify that it relied on a contract and/or the existence of an agreement on the overtime issue.

Lagrange ruled that UNTU's original claim did include the content of the Working Hours Policy that was amended by Bombela in an e-mail which reflected changes to the terms and conditions of employment of UNTU members.

UNTU took Bombela to court on 20 March 2014 over its unilateral changes to overtime payment. UNTU's claim is based on its interpretation of the terms of the employment contracts of its operational members and Bombela's operating procedures.

The operational staff at Bombela has a 40-hour working week, but since May 2013 they are only being paid overtime once they had worked more than 48 hours a week.

Steve Harris, General Secretary of UNTU, says the Union is of the view that Bombela's Working Hours Policy entitles operational staff to be paid overtime for work exceeding 40 hours per week.

Lagrange instructed both parties to hold a pre-trial meeting and file the minutes thereof by 14 March before the merits of the claim will be heard. This is done so that the parties can agree on what is and isn't in dispute to speed up the proceedings.

Harris says the Union will apply to the court to allocate an expedited trial date for the hearing of the merits of the case since it has been dragging on since 2014. UNTU would like to see the case finalised in the next few months.

UNTU EXECUTIVE COUNCIL

PRESIDENT
Wyndham Evans
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Voetplaatpark – UNTU's own jewel on the South Coast

Enjoy an affordable holiday at the coast

UNTU's coastal holiday resort, Voetplaatpark, is a jewel family holiday resort with a beautiful view of the KwaZulu-Natal South Coast at Sunwich Port, just 110 km south of Durban and 10 km north of Port Shepstone.

The resort consists of cabanas (double-storey units), chalets and an unique caravan park. Some of the units have sea views, and all of them are situated about 50 m from the beach. We offer options to sleep four, six or eight people. Each unit has a braai area. At our caravan park campers can book the luxury option providing them with a private kitchen and bathroom.

Voetplaatpark also has its own swimming pool, putt-putt, children's play area and a games room with pool tables, table tennis, soccer table and a dart board.

Although Voetplaatpark offers conference facilities for up to 40 people, the resort will be upgrading this to make it even more convenient and to include Wi-Fi.

The beachfront of the resort provides excellent rock fishing for our avid fishermen. And for those who prefer to watch the sunset with a glass of wine, visit Orca's Beach Pub and Grill on the premises where you can enjoy the best eisbein in the district. Orca's also have take-away facilities and cater for functions like weddings on the beach.

The safety of our visitors is our priority. The resort has electronic gates and security guards patrolling it at night seven days a week.

It is our mission to make all our visitors feel at home and enjoy a well-deserved break. Unfortunately, no pets are allowed.

Don't miss these events!

- The annual **sardine run** in May.
- The annual **Ugu Jazz Festival** at the Port Shepstone Sport and Leisure Centre in June.
- **South Coast Lions Show** at Port Shepstone in July.
- **Ski-Boat Festival** at St Michaels on Sea in July.
- **Durban July** on 1 July at Greyville. 56 000 people are expected.

This truly is the best job in the world, says Estelle de Wet

Estelle de Wet, Receptionist and Financial Clerk at Voetplaatpark, believes she has the best job in the world. This mother of three moved from Pretoria to Sunwich Port on the South Coast of KwaZulu-Natal nine years ago to be closer to her elderly mother living in town.

"I have never regretted this move. There is nothing that can compare to the peaceful environment we enjoy, waking up to the most beautiful sunrises and enjoying a sundowner watching a breathtaking sunset. But most of all, my children are very happy to be here," says Estelle.

She loves meeting new holiday makers visiting the resort every day and handling the bookings. Her reward is satisfied customers that compliment the Management of the resort on the clean and neat cabanas, chalets and caravan park that is being maintained very well.

Estelle de Wet

"Yes, we do deal with criticism, mainly from UNTU members who enjoy between 30% and 40% discount at the resort depending on when they make a booking. They demand discount for the rest of their families and refuse to accept that the discount only applies to themselves.

"From time to time we also do get complaints from visitors saying that the time has come for us to modernise Voetplaatpark," she says.

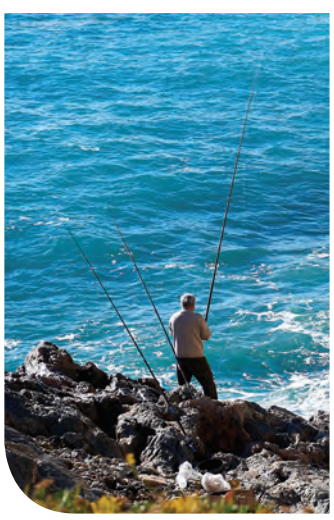
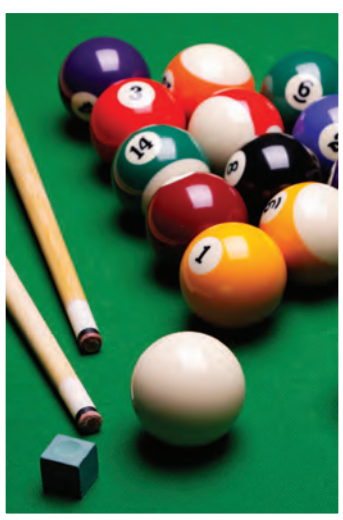
Although Voetplaatpark's finances are so healthy that the resort provides for itself, the Executive Council of UNTU decided to invest in the upgrading of the facilities and accommodation of the resort. This will be done in various phases.

"Like all other resorts in the area, we need to keep up with the changing trends and needs of our visitors. This is an excellent benefit for UNTU members and the Exco would like to see more members making use of it," says Hendrik Fourie, Vice-President of UNTU.

According to Estelle, bookings for the December holidays open on 2 April every year. Pensioners who visit the resort for a month also receive discount.

Jean Minnaar

Serving clients for the past 17 years

Gert Minnaar, the Resort Manager of Voetplaatpark, and his wife, Jean, have been serving clients at the coastal family holiday resort for the past 17 years. They moved to Sunwich Port in 2000 after Gert retired. While he is managing and maintaining the resort, Jean assist with the administrative functions in the office. According to Jean visitors at the resort praise them for creating a "home away from home".

Bookings: Phone 039 681 3325, visit www@voetplaatpark.co.za or e-mail voetplaat@telkomsa.net. Visit our Facebook page @ VoetplaatparkKZN