



UNTU LABOUR REPORT

UNITED NATIONAL TRANSPORT UNION

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PAGE 2

UNTU supports International's stance on container safety

PAGE 3

All eyes on leave issue as UNTU presents strong employee case

PAGE 7

Clearing confusion on retirement fund death benefits

PAGE 16

Voetplaatpark - the affordable holiday of your choice

COMPENSATION

UNTU to the rescue



Above: Wielligh Meyer (UNTU Exco member), Mr Bezuidenhout and Eddie de Klerk (UNTU deputy general secretary).

Thanks to UNTU, a matter that had been dragging on for two-and-a-half years was settled in almost as many days.

In 2013, Mr Bezuidenhout, an Artisan Sheet Metal Worker at the Transnet Engineering Koedoespoort plant, injured his hand whilst working on a Rolling Machine rolling a plate. Two fingers got jammed in the machine, and he lost the tips of them. The matter was reported as an Injury on Duty (IOD) and the Compensation Commissioner accepted liability for the Injury on Duty. Months and years rolled by with no sign of the promised compensation.

In January 2016 Mr Bezuidenhout referred the matter to Untu via Exco member Wielligh Meyer. The office of the general secretary immediately asked Shadrack Motloutse, the FEDUSA Representative on the Compensation Commission, to take up Mr Bezuidenhout's case.

Shadrack took the matter up with the Compensation Commission on 16 February 2016 and he received his payment on 19 February.

A relieved Mr Bezuidenhout has expressed his gratitude to Wielligh Meyer, UNTU and FEDUSA. ■

TRANSPARENCY

Members respond enthusiastically to UNTU's heightened transparency



UNTU president, Wyndham Evans and vice-president, Pote Fourie visited branches all over the country. Here they are at Newcastle (top) and Empangeni (bottom). In both photographs Wyndham is sitting second from right, and Pote is far-right in the top photo and far-left in the bottom.

When Wyndham Evans became UNTU's new president last November, his first pledge was to make the union's leadership more visible to its members. He has wasted no time in implementing that pledge.

Only weeks after the Christmas break, he and vice-president, Pote Fourie, had visited branches in Cape Town, Belville, Saldhana, Worcester, Bloemfontein and Kroonstad.

Furthermore, Wyndham had instituted plans that will:

- Double the number of regional council meetings each year.
- Improve the interaction

between the leadership and branch officials.

- Intensify the training of the union's TURs to make them even better able to represent their members

"It is going to take Wyndham and me until June to get to every branch. When we have done that we will start again with another round of consultations,"

Pote Fourie told Labour Report. "We've experienced a wonderful reception everywhere we've been. Our members appreciate being consulted and are responding by enrolling even more non-members on a daily basis. They are very worried about the Transnet situation. Our message to them is: 'Concentrate on your specific jobs and divisions. It is the best way of keeping the company afloat.'"

continued on page 6

Comment



Steve Harris

Most of us know the good feeling that goes with acquiring a new car: the reassuring sound of an efficiently purring engine; the knowledge that with proper care it will serve us well for many years to come.

That's pretty much the way newly-constituted UNTU is right now. Having elected their leaders

for the next four years and given them their mandate, our members are rallying behind their union to make it the most efficient and effective unit in the labour world.

It is that spirit of unity that makes UNTU so exciting. Unlike so many other trade unions (or those self-serving empires that call themselves unions), UNTU puts service to members first and stretches its services to every corner of Transport it hears every voice, tries to alleviate every problem—no matter how small. UNTU does more than that. It gives every member the opportunity to participate in, and contribute to, the labour struggle and to benefit from the training that goes with UNTU activism.

Given this efficiency—and the model levels of racial unity that we have achieved (we can point to no matching example within or outside the labour movement)—it is little wonder that our members are so united and enthusiastically supportive.

Given this efficiency—by far the best value for subscription money—and the many benefits that go with being an UNTU member, it is little wonder that new members are joining daily.

We are going to need all our commitment and unity in the year ahead. Some of the companies we serve are wobbling economically, and so is our country. There are many issues demanding our attention:

- Inefficient management
- Corrupt management
- Bad planning
- Rail violence
- Inadequate attention to employee safety
- Managerial arrogance
- Inadequate communication
- Employee exploitation
- Payment and leave violations
- Dishonoured agreements
- Cable theft
- Pension and health care issues

Added to these must be the input we need to make towards shaping the country's social reforms; the strain on our professional and private lives being imposed by the way we are taxed; the drought, economic downturns and other extraneous factors. Close reading of Labour Report will show that either directly or via Fedusa, our labour federation, UNTU is actively serving its members' interests in all of these areas.

How should worried workers react under such circumstances?

The best advice comes from our president and vice-president, Wyndham Evans and Pote Fourie. On their branch visits presently under way they are telling members: "Keep working to the best of your ability. That is the best way of protecting your company and your job."

To that I can add, avoid unnecessary expenses and debts. In times like these it pays to run a tight ship.

I assure you that our secretariat will continue to pull out all stops to keep giving you the best possible service. ■

COPPER THEFT

At last - heavy sentences for copper theft

The promulgation of new legislation called 'The Criminal Amendment ACT 18 of 2015' is achieving the levels of punishment for copper theft that UNTU has been calling for these past many years.

Five people convicted of cable theft have been collectively sentenced to 140 years behind bars. The group was sentenced in the High Court, sitting in Kroonstad, for thefts which occurred mainly in the Free State and Mpumalanga provinces affecting Eskom, Transnet, Telkom and local municipalities.

The suspects - Americo Njango, Thabo Mandlas, Orlando Mathebula, Themba Masiya and James Malope - were arrested on 4 June, 2014 following a tip-off to the police. They were found in possession of 10 span overhead catenaries which had been stolen in the Bosrand area in the Free State. Njango, who was believed to be the syndicate's leader, was sentenced to 48 years behind bars after being found guilty of eight counts of theft and one for organized crime. Mandlas was handed a 44-year term of imprisonment on five counts of theft and one for organized crime, while Mathebula was given 15 years for his single count of theft. Masiya was handed 16 years for theft and Malope was given 17 years, also for a single count of theft. ■



Help to report copper theft

Transnet has issued the following appeal: 'In order to assist us in saving our business from copper theft, we ask all colleagues to assist in reporting copper theft to:

Security Nerve Centre:

011 773 7721

There are dedicated personnel available to assist you in recording these incidents and in alerting security so that they can take the necessary action.' ■



CONTAINER SAFETY

UNTU supports International's stance on container safety

UNTU welcomes the action being taken by the International Transport Federation to improve container safety. "It is good to see this problem being made a global issue. The likely outcome will be improved standards and greater safety for all," says UNTU general secretary, Steve Harris.

"We agree that container safety is an issue for port workers, seafarers, truck drivers and railway workers - the workers in direct contact with the containers along the transport chain. And that it is also a serious concern for managers, schedulers and warehouse operators, who form part of the chain of responsibility.

"As the ITF says, accidents can be fatal. They can happen at any stage of the transport chain - and it's not just transport workers who are at risk of injury; members of the public can be hurt, too."

The ITF's road transport, railway, dockers and seafarers sections are running a cross-sectional campaign on container cargo safety from 2014 to 2018. Its primary aim is for safety and responsibility along the transport chain. We are concerned with:

- The misdeclaration of contents, including dangerous goods and container weights.
- Improper packing.
- Fumigation and toxic gases in containers.

The International Maritime Organization (IMO), International Labour Organization (ILO) and the United Nations Economic

Commission for Europe (UNECE) have prepared a draft code of practice on the 'safe packing of cargo transport units.' This was endorsed by their governing bodies in 2014 - a process which involved the ITF.

At the IMO, tentative measures have been taken to check container weight declarations through the SOLAS (safety of life at sea) amendment.

In its media statement on the issue of container safety, the ITF said that union members can play a key role in the campaign for better container safety. This includes the industry, the general public and the political decision-makers on a national basis.

They can do this by:

- Speaking up about cases of dangerous practices and sharing the evidence.
- Lobbying governments to implement global standards on container safety.
- Getting governments to adopt those standards into legislation.
- Teaming up with unions in other sectors to run joint activities and raise awareness of the issue.
- Campaigning for responsibility along the transport chain. ■



Steve Harris

Steve on CCMA board

Fedusa, the union federation UNTU is affiliated with, has nominated Steve Harris, UNTU general secretary, to sit on the CCMA board. This is significant, as the CCMA is the main body for labour arbitration and consolation.

According to legislation this is the body that has to take responsibility for what happens in the CCMA and for setting rules and regulations.

"To be nominated in this capacity is a huge honour," says Steve. "I will do my best to represent our federation especially as I have huge shoes to fill – the late Leon Grobler from UASA." ■

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Louis Brockett

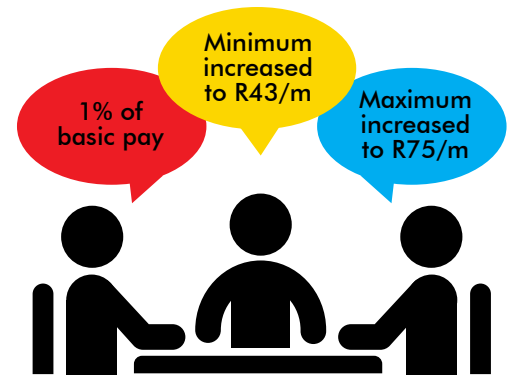
Steve gets a new right hand man

Louis Brockett is UNTU's new senior deputy general secretary and the general secretary's right hand man.

In future all deputy general secretaries will report to Louis. He will also be responsible for general operational issues. This will free up Steve to more strategic issues especially on the Labour front and even in state organisations where

he will have direct access and influence on the legislation that affects us all.

"I am very excited and honoured to develop this new role," Louis told Labour Report. "I am close to retirement, so I will set it up and sort out the nitty-gritty so that my successor will know exactly what will be expected of him." ■



Still best value for money

UNTU has been able to keep its membership fees unchanged for the last three years.

"Due to the rising costs in different commodities, the Executive Council had to adjust the fees for 2016," explains Steve Harris, UNTU general secretary.

From 1 April the new fee structure is as follows:

- 1% of basic pay – remains basis as is
- Minimum increased from R40 per month to R43 per month
- Maximum increased from R70 per month to R75 per month

The fees will still be deducted from members' salaries at the end of each month.

"UNTU still is the Trade Union in the Transport Sector with the lowest membership contribution and the best benefits and service," Steve assures members. ■

LEAVE ISSUE

All eyes on leave issue as UNTU presents strong employee case

As this issue went to press UNTU was pressing for an early arbitration to hear its case against Transnet's unilateral rape of established leave benefits - and Transnet was stalling. The reason: Transnet knows that UNTU has a strong case. One that could cost it plenty.

The matter dates back to December 2015 when, finding itself faced with an accumulated leave bill of some two billion rand, Transnet unilaterally and unscrupulously invoked heartless 'take your leave now or lose it' changes to the collective agreement that forced employees to take leave between 17 December and 3 January.

"It was a one-sided decision that paid no regard to the inconvenience being forced on its employees who were unable to make satisfactory arrangements at such short notice," says UNTU general secretary, Steve Harris.

"Some employees found themselves trapped between the Human Resource department's threat to deprive them of their leave and their department head's refusal to allow them to take leave because their skills were needed. Every operational and technical department should have a leave roster. Management - not the employees - must bear the consequences of the failure to establish such rosters.

"UNTU immediately applied for an interdict to halt Transnet's arbitrary action. At the preliminary hearing Transnet's lawyers managed to convince an acting judge that an interdict was not necessary because an arbitrator would have the power to reinstate the status quo if the presiding officer felt that measure was justified. Having won a short-term victory, the Transnet team left the court smiling. If we have our way - and we have a very strong case to present - they won't be smiling for long," says Steve.

"The conflict is one of Transnet's own making. At its behest labour agreed to a three-year pay deal to minimize industrial unrest. It is Transnet - not labour - that is now employing rogue tactics."

The issue goes far further than the enforced December leave, Steve explains. The company has since made enforced changes to the time-honoured system of taking and encashing leave, all of which is to the employee's disadvantage. UNTU says that it is a barren argument to point to the R2-billion leave debt as an excuse. Transnet would have been aware

of that accumulating debt many months earlier.

"Had Transnet acted honourably and sought to negotiate changes to its leave system in good faith, the company would have found UNTU co-operative. But they did not. Therefore Transnet - and not its employees - must bear the cost of the consequences.

"What makes the Transnet managers' unscrupulous behaviour more galling to employees is their suspicion that, with its eye on this year's incentive bonuses (the latest figures show that Transnet's profits are on the up-and-up), the managers are cooking the books

for personal gain. Sure, employees also benefit from the incentive bonus. But their return can be one-thousandth of what a senior manager might be paid."

The penalties imposed on employees by Transnet's leave changes are unfeeling says Steve. The company must surely know that its employees have long been using their entrenched leave encashment benefits to:

- Subsidize the cost of their holidays
- Pay their children's school and university fees
- Settle debts

When the matter goes to

arbitration UNTU will demand a return to the status quo that will require Transnet to reinstate the leave that it forced its employees to take. Having to do that will prove costly to Transnet. In UNTU's view it will be an appropriate penalty for the company's unprincipled action and a reminder that honesty is the best policy.

"We are hoping that the arbitrator will rule in UNTU's favour," says Steve. "Is there an alternative? Ruling in favour of management must surely make a mockery of the LRA and established collective agreements."

PRASA

UNTU is also engaged in a leave dispute with Prasa. "The situation there is different. Prasa has got itself into a financial mess that is now boiling over," Steve explains.

"Finding itself without the funds to pay for leave in March, without first consulting UNTU - as it should have - Prasa wrote to its employees telling them that they could not take leave that month.

"UNTU is engaging the company on the issue. In the interests of our Prasa members we will be doing our best to help the company survive. Simultaneously, however, we will not tolerate unfair solutions that raid our Prasa members' pockets."

Steve concludes: "We can gladly report this matter has subsequently been resolved through positive negotiations." ■



Wielligh Meyer



Zonke Cebekhulu



Maria Chonco



John Pereira

INTRODUCING OUR NEW EXECUTIVE COMMITTEE (EXCO)

Getting to know our leaders

To promote better understanding, Labour Report has asked each member of our new Executive Committee (Exco) to introduce himself or herself to the members. We will also be introducing the staff members at head office. Starting the feature, which will run over several issues, are Wielligh Meyer and Zonke Cebekhulu from Exco, and Maria Chonco and John Pereira from UNTU’s head office.

► **Wielligh Meyer**

Nickname: Arend

Career in Transnet: I started my career in Transnet September 1999 as a Process Worker in the Foundry business. I worked myself up and became an artisan Turner & Machinist. Shortly before I was permanently appointed I was elected as a TUR and then, after a few years, I was elected as Branch Secretary in Koedoespoort. Today I have the great honour of serving as an Executive Council Member of UNTU.

How long have you been with UNTU and why did you join? I have been a proud member of UNTU for sixteen years. The reason why I joined UNTU is because I saw that UNTU has the best interests of their members at heart; they had - and still have - the best negotiation skills. No concern or problem from their members is ever too big or too small for them and they tackle each concern with great expertise and always give a speedy response to their members.

And in a leadership position? I have been a Branch Secretary for six years and was elected as Executive Council Member last year. However, a leadership position doesn’t start when you are an office bearer; it starts the day you are elected as a TUR. You need to accept the nomination and, if you do, that is when your role starts. The members who elected you put their trust in you to represent them.

What do you want to accomplish in this role? I want to make all the members proud and I want them to believe in their union in order for us to take this union to even greater heights. Together we can achieve great things; we can grow this organization to be the only recognized union within Transnet.

What does UNTU mean to you? In short: UNTU is my life. I have a GREAT passion for helping people, being their voice,

representing them, fighting for them and making sure that they are fairly treated.

Any funny story/case/incident that you had to deal with or that you will not forget? It was my first day at work when my supervisor told me to go and get a long weight at the store. Not knowing better and ever so young, I went to the store and asked the storeman for a long weight. He said okay, just stand there and wait. After standing there for a while and seeing that the storeman was not bringing me a weight, I approached the TUR and told him that nobody wants to help me and I am afraid that the supervisor will get mad at me. The TUR laughed when I told him what I was supposed to get and he explained to me that I already received the ‘long wait.’

Plans for the future? For now, I will focus all my energy in achieving UNTU’s vision. I will enrol in the new training plan created by head office to ensure that our members get the best representation that they can possibly get and never stop serving our members. I am in it for the long run.

Message for membership: Firstly, thank you, each and every one of you, for being part of this union. I promise you all that we will never stop working to retain your trust, we will never stop negotiating for the best conditions and we will always put your interests first. We are growing stronger and stronger each day and this is thanks to all of you, our faithful members and for that I thank you all. Viva UNTU, Viva!!! ■

► **Zonke Cebekhulu**

Nickname: ‘Zec’ or ‘Choclady’

Career in Transnet: I started at Transnet in 2001 as a maintenance assistant at Carbon Quay (then South Dunes) Wagons Department in Richards Bay Transnet Engineering (then Coalink). In 2003 I was promoted

to Examiner & Repairer in the same depot. In 2007 I joined the SOC team as the Senior Planner (now Senior Officer) at Malahle House Empangeni until March 2016. I have studied Electronic Engineering N3; Programme in Logistics Management; Diploma in Management Development Programme; Programme in Industrial & Organizational Psychology and am currently studying Programme in Labour Relations Management.

How long have you been with UNTU and why did you join? I have been with UNTU since 2001. It was the only strong union in our depot.

And in a leadership position? In 2006 I was elected as the shop steward and as the branch secretary. In the same year I was elected as the EXCO member representing Transnet Engineering, Eastern Region. In 2016 they appointed me as the National Fulltime Representative. As an EXCO member I represent the union in the TETA Rail Chamber Committee, as well as in the FEDUSA Social Justice Committee.

What do you want to accomplish in this role? As a National Fulltime Representative I would like to reach everywhere I can to deliver an excellent service to our members and keep the flag of our union flying high.

What does UNTU mean to you? UNTU to me means UNITY IRRESPECTIVE OF COLOUR, AGE AND GENDER.

Any funny story/case/incident that you will not forget? In 2010 when there was a wage strike at Transnet, and I was supposed to tell the striking members to go back to work according to the mandate received from our head office. Unfortunately I had a toothache on that day. My cheek was so swollen, I couldn’t speak properly. Strange as my words must have sounded, I managed to get our members back to work.

Your future priorities? I am very much concerned about the well-being of each and every UNTU member. I particularly wish to grow the Gender Equity Forum and HIV & Aids Forum in our union in order to support the victims of gender based challenges.

Your message to members? My message to our membership is: Let us unite and respect one another and work together to take this union to the next level. Let us fight

against discrimination and racism in our organization. ■

► **Maria Chonco**

Nickname: Mother of the Nation

Career in labour: UNTU’s National Organiser

How long have you been with UNTU? Since 1992 while the name of the Union was Artisan Staff Association, changed to Technical Workers Union, merged with Footplaat Staff Association, came the new born child with the name of UTATU simunye we are one merged with SARWHU rainbow nation only one union with a name and a surname UTATUSARWHU, now known as UNTU.

What do you want to accomplish in this role? To recruit as many members as possible, give them the best service and retain them.

What does UNTU mean to you? It is the union of choice. It looks after its members’ interests. Not being influenced by politics, UNTU’s bread and butter is its members’ challenges.

Any funny story/case/incident that you had to deal with or that you will not forget? Where the comrades have done something wrong and deny it until the last moment when things end up not going according plan. In short, Comrades have to tell the truth for us to prepare ourselves to defend them.

Plans for the future? To able to establish the platform for Young Workers where they will feel free to raise their challenges/concerns without fear!

Message for membership: It has come to our attention that some members are easily misled and only ask for assistance when it is late. My message to our Comrades is to please give HQ a call whenever there is any doubt with regard to issues.

COMRADES DON’T BE MISLED!! ■

► **John Pereira**

Nickname: Pora

Career in labour: I started off as a shop steward in Wolmerton in 2007 and became the Chairperson of the Pretoria branch in 2010. I attended numerous labour law courses and was appointed as a Deputy General secretary on 1 April 2011.

How long have you been with UNTU? Ever since I joined Transnet in 1989 as a Train Assistant in Beaufort West.

What do you want to accomplish in this role? Serve the members to the best of my ability and negotiate the best possible agreements for them.

What does UNTU mean to you? UNTU is the mouth-piece of its members. I am proud to be able to represent them on the various committees and task teams.

Any funny story/case/incident that you had to deal with or that you will not forget? There are always interesting moments in a union; every single day is interesting - some just more than others. Things that always light up one’s day is when we achieve agreements that we know are for the members’ best interest.

Plans for the future? Promote UNTU to be the only transport union.

Message for membership: I assure members that they belong to the best union. Being the progresive UNION we are, they can rest assured that their interests will always be our first priority. Our head office is always available to assist members and they should not hesitate to contact us. We are here for you - after all, this is YOUR UNION. ■

Deaths

- December 2015**
ENGELBRECHT W Spouse /Cape Town
NGUBANE TA Child /Durban
FISH NG Spouse/Bloemfontein
MPISONE SB Member/Durban
VAN SKALKWYK CJ Member/Witbank
HARMZEN RL Member/East London
MAGAGELA IJ Member/Ermelo
MOGOMOTSI TP Member/Lichtenburg
VAN DEN BERGH JH Member/Koedoespoort
MOYANA JB Spouse/Ogies
MAKOTA Child/Polokwane
MASHABA S Member/Polokwane
PLAATJIES AL Spouse/Port Elizabeth
SIBOIBOI TS Spouse/Pretoria
SITHOLE M Member/Nseleni
RADEBE P Member/Durban
SITHOLE FF Member/Johannesburg
TAYLOR MJ Member/Cape Town
MATUMBA K Spouse/Steelpoort
KHUZWAYO T Member/East London
GOVENDER E Member/Durban

- January 2016**
MODAU MM Spouse/Pretoria
KOSIE J Member/Cape Town
GOEIMAN GR Member/Kimberley
ROBERTSE RGF Spouse/Durban
DE JAGER AT Member/Sishen
DHILAKPAL D Spouse/Durban
MINNIE IE Member/East London
MBOKAZI GN Member/Johannesburg
KEYTER A Spouse/Koedoespoort
GEZA LA Spouse/East London
SWART JJ Member/Ermelo
MLOTSHWA R Member/Richards Bay
SHANGE TO Spouse/Danskraal
LOEST E Member/Johannesburg
STRYDOM SP Member/Johannesburg
MAIWASHE TG Child/Nelspruit

- February 2016**
KNOETZE JM Member/Kings Rest
MASINDI TS Member/Germiston
MITHALA HM Member/Capital Park
HILLS JR Spouse/Richards Bay
MBAMBO K Spouse/Mafikeng
MAHOBE R Spouse/Ermelo
YACOOB Y Member/Richards Bay
FOURIE G Member/Port Elizabeth
MYBURGH G Member/Cape Town
FOURIE JM Member/Pretoria
KLEINSMITH K Member/Sishen
STEYN BS Spouse/Warrenton
MACHOLO TG Member/De Aar
MHLONGO XS Spouse/Richards Bay
ALEXANDER CS Member/Cape Town
MANDERS W Member/Johannesburg
FOURIE MC Member/Sasolburg
BOSMAN K Spouse/Noupoort
O NEIL FJ Spouse/Pretoria

PRASA

Prasa employees can breathe again - their errant bosses have been brought to heel

Prasa employees can breathe again. Their errant bosses have been brought to heel.

Under pressure from rail union, UNTU and SATAWU, both of whom had been granted permission to strike, and from labour federation, FEDUSA, who pointed to the social and economic chaos that a rail strike would cause, Labour Minister, Dipuo Peters, and acting Prasa Chairman, Willem Steenkamp, acted quickly and decisively to bring Prasa's managers to the bargaining table.

After being locked into a Johannesburg hotel with labour for more than 50 hours of intensive negotiating over four consecutive days, Prasa's managers agreed to implement improvements to 19 irksome employment issues within strict time schedules. The improvements cover: working hours, payment, leave, health care, work performance, promotional opportunities, transport and safety issues.

UNTU general secretary, Steve Harris, has described the unions' achievement as: "The most comprehensive and far-reaching labour victory of my 30 years as a trade unionist."

He adds: "If Prasa sticks to its negotiated deals and deadlines, Prasa's employees can look forward to fairer, safer and more remunerative all-round treatment than they have yet experienced."

Briefly summarised, the areas in which improvements were negotiated are: RK1 concessions, X99 issues, 45 hours' weekly payment averaging, Prasa's non-compliance with areas of the disciplinary code, recruitment and selection, the encashment of leave, transport for nightshift employees, the full-time employment of FTCWs, clearer performance management, clothing and overtime issues, the re-deployment of staff at Main Line Passenger Services, the alignment of salaries which should see many employees' salaries raised to the levels of new recruits who have been offered more money for doing the same work, immediate implementation of the acting policy and a possible wider range of health care choices.

"Broadly speaking, these achievements will, inter alia:

- Give employees more clearly identified career paths
- Initiate payments of earned overtime and leave benefits
- Eliminate the anomalies in monthly pay packages caused by administrative inefficiencies
- Correct payment disparities for doing the same work
- Prasa will review the position taken on providing RK 1 tickets on the Metro Plus
- Provide transport assistance to those working late hours
- Accord some 1 000 part-time workers full-time employment with full benefits
- Clear the way to better deals for Main Line Passenger Service workers.

"An encouraging by-product of our negotiations has been the consensus reached with the Minister of Transport on the future of the country's main line passenger services," says Steve. "The Minister agrees with UNTU that the country needs an efficient inter-city rail service and that too little budget is being allocated to that purpose. She went a step further by urging UNTU to use its influence to pressure the Treasury into providing the additional budget needed.

"Rail safety for employees and commuters was not a subject of these negotiations. The question of armed protection on trains travelling the most vulnerable lines is the subject of a different set of negotiations. Some progress - though not yet enough - is being made at those negotiations. We will keep members informed as to their progress as they unfold." ■

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Dennis George
Photo by C Nieuwenhuizen / Netwerk24.com



'Eskom price hike perpetuating indebtedness and poverty' - Fedusa

The 9.4% tariff increase accorded Eskom is an outrage, says labour federation, Fedusa. The majority of consumers are already having a hard time. Many owe significant portions of their monthly pay cheques to creditors. The increased electricity tariff will inflate their indebtedness and perpetuate their poverty.

"The increased electricity prices will have a proportional impact on the price of other goods and services. Consumers - particularly the poor - will not be able to afford this," says Fedusa general secretary, Dennis George.

Fedusa has commended the decision by Nersa, the energy regulator, to give Eskom only half the tariff increase it sought. Responding to the statement by Eskom CEO, Brian Molefe, that Nersa's decision 'will have consequences' - a clear hint of load-shedding to come - the federation insists that Eskom review its governance and management operations. It wants Eskom's costs to be contained and controlled through effective planning and non-corrupt mechanisms.

"It is simply inappropriate for Eskom to reclaim the cost of their past inefficiencies from consumers," says Dennis.

Looking at the long-term picture, Fedusa says that the South African economy reflects a very high-energy intensity use in the production process, especially in sectors like mining and quarrying which has been the bedrock of our economy over the past century. This, together with the growing level of urbanization, increases the demand for adequate, affordable and accessible electricity.

"The provision of sustainable and affordable energy is crucial to the developmental needs of the country," said Dennis. ■

SLIPPERY SLOPE

Prasa on a slippery slope

There is no truth in the rumour that if Nero - the emperor who famously fiddled while Rome burned - were to come to South Africa, he would be appointed to head Prasa. But to Prasa's worried workers it certainly seems that way.

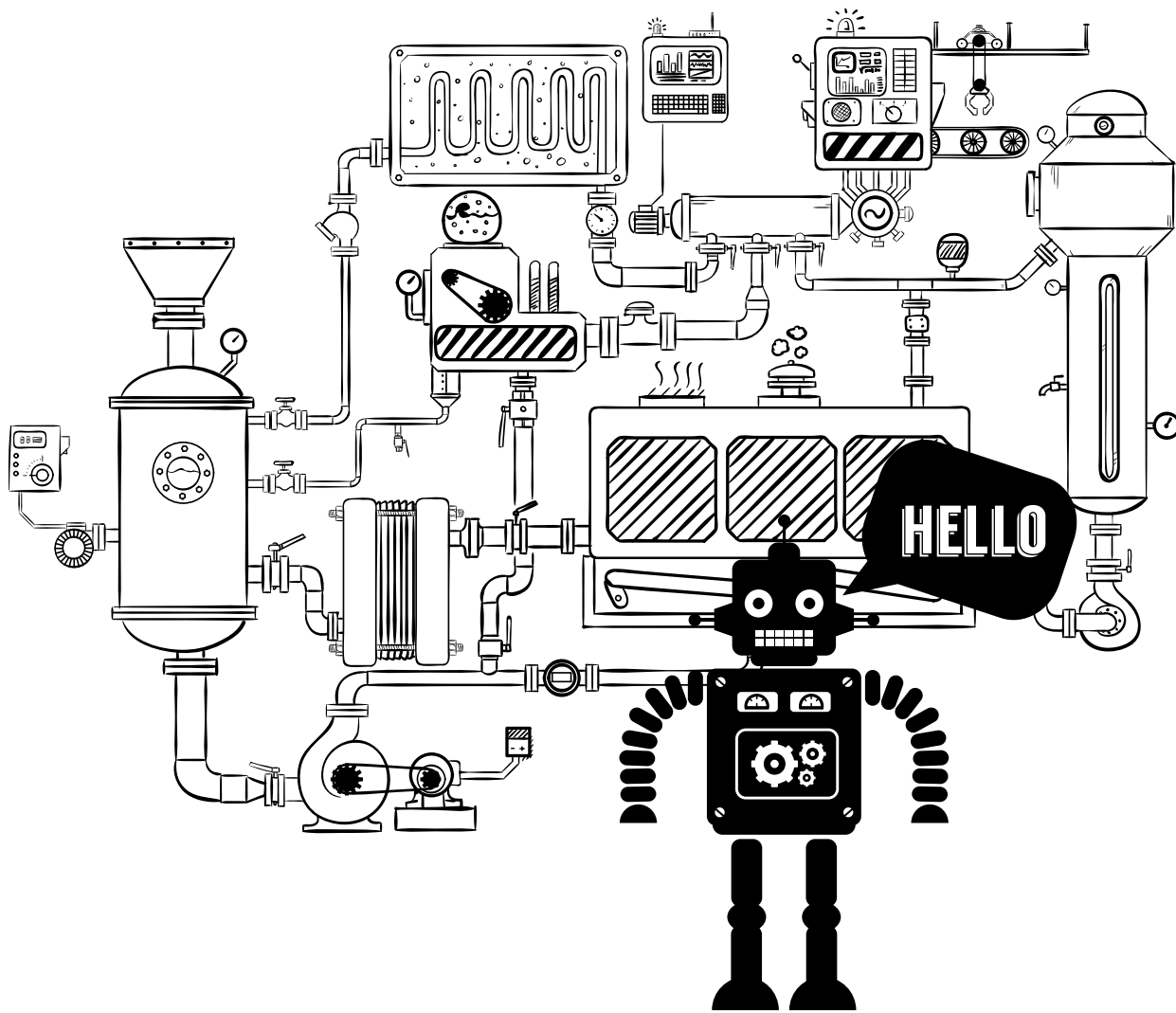
"Prasa is on a slippery slope. Everywhere we look we experience evasion and obfuscation. It is as though the corporation has committed itself to becoming the next Eskom or SAA," says UNTU general secretary, Steve Harris. "It is all very well to appoint acting GCEO. But the main concern of acting GCEO is to keep their noses clean until they are

hopefully appointed. Despite their vocal commitment to good communication and worker welfare, we have not been able to get Prasa's Nathi Khena to meet with labour on pressing issues. "From where we stand, Nathi is literally fiddling while his trains burn and his workers' lives are being threatened. And why was he so silent about his absentee

financial CEO? "Much the same can be said of Shosholoz Meyl's Swartz. In his employees' eyes he is a ghost leader. Inter-city trains are being cancelled, workers are standing idle, but no one at Shosholoz Meyl is being told what is going to happen next. "We blame government for the mess. It is they who divided

control of the country's vital rail networks between separate—and possibly competing—cabinet portfolios. Therefore it is they who must shoulder the blame for the delays, the duplication and the enormous wastages of time and money taking place. In Prasa Engineering they have a proven facility capable of providing the country with the locomotives and

rail coaches it needs. Yet they have chosen to leave TE near idle by opting for their grandiose Gigaba scheme that remains years away from reality. "Why is TE standing idle? Is it because we can't afford to pay bribes?" one of its workers asked recently. He might have a point. ■



ROBOTICS

Is a robot coming for your job?

Read this article. It appeared on the BBC website of 26 February under the above heading and has a direct bearing on all of our future careers.

You've read the stories and heard the news: the robots are coming to replace you at work.

But how soon might this happen? And is the threat real for your position? Several **LinkedIn Influencers** weighed in on the subject this week. Here's what two of them had to say about the jobs at risk, the timeline for the machine revolution and what you can do to prepare for the inevitable changes:

Heather Hiles, Chief Executive Officer and founder at Pathbrite:

"Recently, researchers at Oxford University did an extensive study examining how susceptible different jobs would be to computerization, and they found that 47% of US jobs 'were classified high risk for replacement with computerization or automation, and another 19% of jobs at medium risk,'" wrote Hiles in her post **Could a Robot do Your Job?** "The workplace of the not-so-distant future will be far different from its current state."

What does that mean for you? "Whether or not your job can be completely computerized, the professional landscape is shifting dramatically and almost every role in every industry will be affected."

Hiles offers five ways to future-proof - and maybe robot-proof - your career. Among them:

"Learn on the fly. There is only so much that can be experienced in a classroom and the experiential learning opportunities that appear at work will be directly beneficial to your professional skill set."

"Be open. Heads-down focus is useful in many situations, but don't silo yourself away from co-workers, or you might miss out on potential opportunities to grow your skillset. Be open to participating in various projects and you might find an opportunity to learn something new."

"Bounce forward. We've all heard of bouncing back from setbacks... [but] we shouldn't just focus on recovering only to end up where we were before. We also need to

bounce forward toward our career aspirations, learning from our failures and grittily persevering through barriers and blunders."

Bernard Marr, Chief Executive Officer at Advanced Performance Institute:

"Machine learning is a sub-set of artificial intelligence where computer algorithms are used to autonomously learn from data and information . . . computers don't have to be explicitly programmed but can change and improve their algorithms by themselves," Marr wrote in his post **Machine Learning: What Milestones Everyone Should Know.**

"Machine learning will severely impact most industries and the jobs within them, which is why

every manager should have at least some grasp of what [it] is and how it is evolving."

Marr wrote that the rise of the machine has been a long process but its pace has accelerated. He offered a quick look at the origins of machine learning and the recent milestones that might impact your work and future career path. Among them:

1950 — Alan Turing creates the 'Turing Test' to determine if a computer has real intelligence. To pass the test, a computer must be able to fool a human into believing it is also human.

1952 — Arthur Samuel wrote the first computer learning programme. The programme was the game of checkers, and the IBM computer improved at the game the more it played, studying which moves made up winning strategies and incorporating those moves into its programme.

1990s — Work on machine learning shifts from a knowledge-driven approach to a data-driven approach. Scientists begin creating programmes for computers to analyse large amounts of data and draw conclusions—or 'learn'—from the results.

1997 — IBM's Deep Blue beats the world champion at chess.

2010 — The Microsoft Kinect can track 20 human features at a rate of 30 times per second, allowing people to interact with the computer via movements and gestures.

2012 — Google's X Lab develops a machine learning algorithm that is able to autonomously browse YouTube videos to identify the videos that contain cats.

2014 — Facebook develops DeepFace, a software algorithm that is able to recognise or verify individuals on photos to the same level as humans can.

2015 — Over 3,000 AI (artificial intelligence) and Robotics researchers, endorsed by Stephen Hawking, Elon Musk and Steve Wozniak (among many others), sign an open letter warning of the danger of autonomous weapons which select and engage targets without human intervention.

2016 — Google's artificial intelligence algorithm beats a professional player at the Chinese board game Go, which is considered the world's most complex board game and is many times harder than chess. The AlphaGo algorithm developed by Google DeepMind managed to win five games out of five in the Go competition.

If a computer can 'think' will we get to a point where it can do our jobs as well as we can with our human brains? Marr contends that it doesn't matter. "Computers' abilities to see, understand, and interact with the world around them is growing at a remarkable rate," he wrote. "Science fact has evolved to a point where it's beginning to coincide with science fiction. No, we don't have autonomous androids struggling with existential crises – yet – but we are getting ever closer to what people tend to call artificial intelligence." ■

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continued on page 1

TRANSPARENCY

Members respond enthusiastically to UNTU's heightened transparency

Pote says that the feedback from the coalface indicates that employees are showing little interest in the new unions courting them. "They prefer UNTU's backbone to the wishbone of our opponents. Employees have been had too often to want to continue paying higher subscriptions to unions that have little to back their promises—no infrastructure, transparency, legal representation, negotiating skills or benefits worth talking about."

Pote described the charges of racism being levelled at UNTU by its opponents as a laughable sign of the losers' weakness. "They're opting for name-calling because they have nothing else to offer. Employees are wise to that. They want value for money, and UNTU is the only union that can offer that."

"UNTU has achieved transformation better than most. Around 70% of the members attending our recent meetings were people of colour. Race was never once raised. We were too busy talking about the issues that improve our members' circumstances and job security." ■

LABOUR REPORT

is the official organ of UNTU

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DEATH BENEFITS AND ADVICE FOR YOUR BENEFICIARIES

Clearing confusion on retirement fund death benefits

The aim of this article is to clear the confusion that exists on the payment of retirement fund benefits in the event of the death of a member.

When a member of a retirement fund passes away, the trustees of that fund are responsible for the equitable distribution of the pension benefit to the dependants and nominees (the beneficiaries) of the member.

In the case of a will or testamentary document, the executor must carry out the instructions in exactly the way the member intended. However, in the case of a retirement fund, the wishes of the member are simply considered a 'preferential nomination' and the trustees must determine the most appropriate allocation of the benefits taking cognisance of the dependants of the deceased member and their degree of dependency.

The trustees have a duty to search – over a period of up to 12 months, if necessary – for all the deceased member's dependants and, on locating them, to equitably distribute among dependant/s and nominee/s, in a fair manner.

As noted by Maya Fisher-French, well-known financial guru and owner of Mayaonmoney.co.za: "If you've nominated someone other than a dependant as the beneficiary of your retirement fund, your wishes might not be honoured when you die, even if you've made that person the sole beneficiary of your estate."

The reason for this is because pension fund legislation favours dependants above all other claimants, and these are defined as

"your spouse, children (biological, adopted or step) or anyone proven to be financially dependent on you."

Proper procedure

In brief, the procedure by the next of kin of the deceased member is as follows:

- The employer's HR department is notified of the member's death.
- The HR department obtains certified copies of the following (preferably from dependants): death certificate, spouse ID document, marriage and birth certificates, affidavits from third party (e.g. family minister) indicating the dependants of the deceased, etc.
- The HR department completes a Benefit Claim form as notification of death and submits this together with the member's nomination form and the documents described above to the Fund Administrator.
- Consultants from the Fund Administrator obtain a letter from the executor of the deceased member's estate indicating the financial position of the estate and whether the estate is solvent or not.
- The Administration Committee meets to review each case, determine the potential beneficiaries and

their level of dependency on the member and to allocate the benefit between the beneficiaries.

- The Administration Committee establishes who the legal guardian of all minors and incapacitated beneficiaries is.
- Electronic copies of all documents are retained for reference purposes.

Benefit pay-outs to minor children

A child under the age of 18 (a minor) is likely to have their benefit paid into a beneficiary fund. The beneficiary fund will then pay a monthly amount to the guardian or custodian of the child for the benefit of the child until the child reaches age 18, at which point any remaining balance in the beneficiary fund is paid out to the child.

The benefits allocated to adults who are unable to make their own financial decisions (because they are legally or otherwise incapacitated) are likely to be paid into a beneficiary fund.

Need for financial advice

Given the benefit is paid as a lump sum to the beneficiaries (other than for amounts paid to a beneficiary fund for minors), the beneficiaries need to determine how best to invest the amount received and to use the amount to provide an on-going income.



If the beneficiaries do not have the financial skills or experience to do this, they should consider consulting a financial advisor.

Advisors

According to the experts at Forbes.com, a good place to start in your search for a top-notch financial advisor is by asking people close to you for referrals, especially those whose financial circumstances mirror your own.

Before meeting with an advisor, you may like to ask for a sample financial plan via email, as well as their typical investment approach for someone in your position and life stage. This correspondence should reflect how they will be

looking out for your interests at every turn and how they will be using your money to match your values and what you wish to achieve.

You should also request the financial advisor to provide written confirmation that they are properly qualified and registered, and that they will disclose all fees and commissions in writing to you. If you are unhappy with the advice you receive, trust your instincts and consult a second financial advisor.

The Transnet Retirement Fund (TRF) also has selected advisors who you may contact if you wish to do so. ■

TRANSNET RETIREMENT FUND

Frequently asked questions about Transnet's retirement funds

Does the Transnet Retirement Fund (TRF) provide loans?

No, it does not provide loans and it does not provide guarantees for loans against the member's share of funds.

How do I report fraud?

Members of the fund can report suspected fraud anonymously through the Transnet Fraud Hotline. The toll-free number is 0800 003 056 or send an email to transnet@tipoffs.com. Members can also contact the office of the Principal Officer or the Administrator.

What disability cover do I have?

If your disability claim is approved, the income will be equal to 90% of your monthly pensionable salary. With effect from 1 April 2015 the maximum monthly income for a disability benefit is R250 000. If evidence of health has not been provided, the monthly benefit is capped at R150 000.

What is the role of the Asset Manager?

Asset management is a systematic process of deploying, operating, maintaining, upgrading and disposing of assets cost-effectively.

The term is most commonly used in the financial world to describe people and companies that manage investments on behalf of others.

How can I track my return on investment?

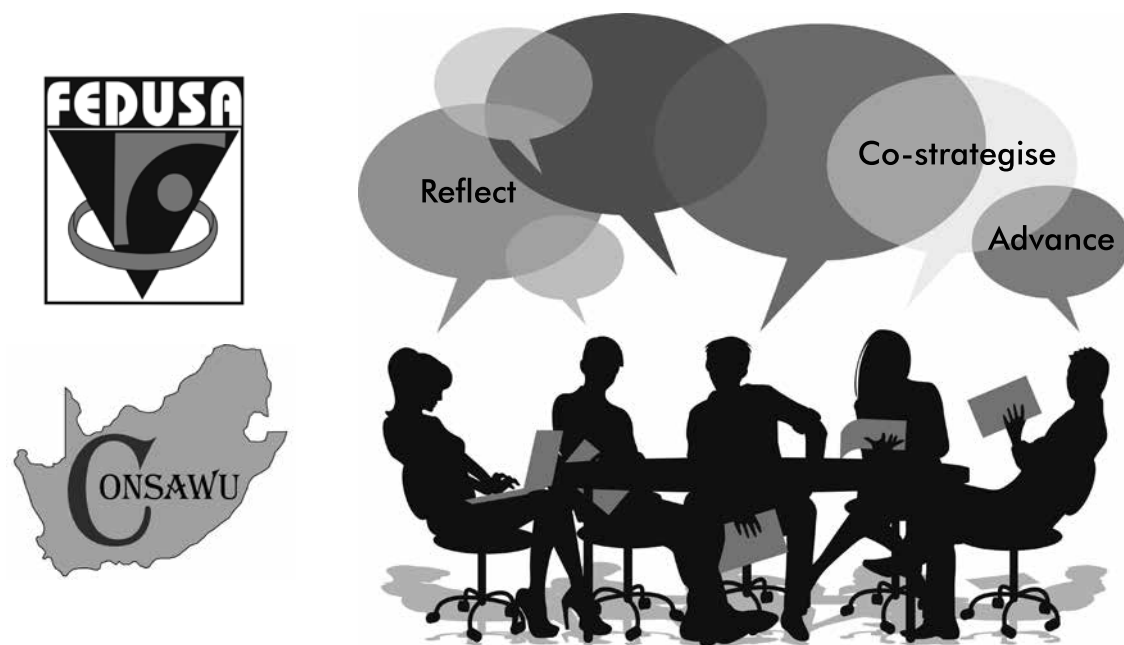
The TRF web page has a section where members can track their investments on a daily basis. It also has monthly updates on the performance of the Fund's investment portfolios. ■

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The year of the member



UNTU members celebrate their union's motto for 2016: **The year of the member**



FEDUSA COLLECTIVE BARGAINING CONFERENCE DECLARATION

Fedusa and Consawu unions pave way for more effective collective bargaining

Decisions taken at the 16 to 19 February Collective Bargaining Conference held by the trade unions forming FEDUSA and CONSAWU have gone a long way towards fending off the Free Market Foundation's legal attack on stabled labour conventions and to showing the way to a fairer and more effective collective bargaining system.

The principal aims of the conference were to:

- Reflect on the current state of collective bargaining and the state of the economy.
- Co-strategise new approaches and policy positions relative to innovative collective bargaining.
- Advance the principles of Decent Work and Decent Life for All.

UNTU was represented at the Conference by its president and vice-president, Wyndham Evans and Pote Fourie, and by Steve Harris, its general secretary. Eddie Klerk was also present in his capacities as FEDUSA's Vice President Training and Education and as the programme director for the workshop.

Presentations were made by the Director General of the Department of Labour, Thobile Lamati, Deputy Governor of

the South African Reserve Bank, Kuben Naidoo, Professor Raymond Parsons from the North West University, Professor Eddie Webster, University of the Witwatersrand (WITS), negotiators, and key institutions like the International Labour Organization (ILO), represented by Mohammed Mwamadzingo and Brend Mueller and the National Economic Development and Labour Council (NEDLAC) Acting CEO, Ian Maccun.

Unanimous in asserting that the landscape of collective bargaining has changed in the light of current developments and the formation of new groupings, the FEDUSA/CONSAWU delegates issued the following statement: "We do not work well together as South Africans. The world of work has changed. Employees have to work smarter not harder. Change is a continuous process that requires technology and materials to

gradually improve matters at enterprise level. All social partners need to be constructive and contribute positively. It remains important for us to nurture the often difficult labour relations by developing our own unique brand of solutions and improving the volume of communication within our workplaces."

The Conference expressed its concern at the ongoing attacks on collective bargaining systems that threaten to untangle labour stability. It singled out the onslaught by the Free Market Foundation as a particular threat.

Policy positions

The Conference adopted the following policy positions on a range of issues:

- Strong alliances are necessary for the advancement of worker rights. Collective bargaining must be utilized extensively, to afford a better life to workers.

- Conference salutes certain progressive policy developments in advancing the pertinent issues of paid maternity and paternity leave, which remains critical for incorporation as part of the gender agenda, in the UNTU case in particular, where this proactive approach certainly sets the tone for the advancement and integration of gender issues.
- FEDUSA/CONSAWU therefore endorses a framework that would focus on training and development of trade union officials in conjunction with the Institute of International Workers Education (IIWE).
- FEDUSA/CONSAWU also acknowledges that a support programme for young workers should be established, with the intention of strengthening emotional and intellectual development of these workers.
- Conference further notes that productivity and remuneration cannot be separated or implemented without incentive schemes.
- FEDUSA/CONSAWU commits to disseminating the ILO Manual on Productivity Improvements and the Role of Trade Unions.

Other matters

The Department of Labour (DOL) briefly touched on the aspects of the National Minimum Wage (NMW), but highlighted that the current NEDLAC processes were underway, which constrained the DOL from expanding on the topic. FEDUSA / CONSAWU therefore agree that trade unions should be focusing on directing efforts to upskilling of workers, job creation for youth, etc. to ensure that this is happening and that they will run with this.

Other matters

Conference agreed that more robust engagements should be dedicated to collective bargaining processes, for adequate preparation. Education and training on collective bargaining processes within industries in particular remains critical.

Conference noted the precarious situations that are faced from time to time. Multi-wage agreements must take into account undue variables such as the recent # fees must fall campaign, where these risks are factored into bargaining processes to ensure a soft landing in dire situations.

Conference unanimously agreed and remained steadfast in their assertion and calls on all political party leaders that Parliament should grant a 0% increase in this financial year. This gesture would be indicative of Government's seriousness in stimulating the country's economy.

FEDUSA/CONSAWU acknowledged that as social partners, they must prioritise NEDLAC as the premier forum for social dialogue processes, and not bypass it. However, Conference reiterated that while NEDLAC should strive for consensus, it should not be NEDLAC's only goal. A focused agenda may be an alternate initiative to restore NEDLAC's positioning as a forum and an instrument for social change and policy formulation.

NEDLAC provides society with a platform, and the strategic positioning of the federation with its party politically independent ideology proves to be an advantage, whilst other social partners allow their differences to cloud the institution's effectiveness.

Conference duly noted the assertion by Professor Eddie Webster that NEDLAC should revisit the 2006 proposal to appoint a NEDLAC Parliamentary representative based in Cape Town to ensure that all of the relevant legislation and policy comes to NEDLAC and to coordinate NEDLAC processes with Parliament.

Conference duly noted and acknowledged that the federations' brand should be marketed with more vigor, in light of the advancement of many fronts to promote decent work and decent life. FEDUSA/CONSAWU therefore reaffirmed the notion that Leaders are not made in times of crisis, they are in essence revealed during these times. ■

185

International body foresees a challenging 2016 for transport workers

In its New Year message to members, the International Transport Federation has warned of the challenges facing transport workers. It said, inter alia:

The political and economic landscape continues to veer towards the right with dangerous precedents set for anti-worker legislation and activity in many countries. The structure of transport

employment has changed and will change further. Increasingly we are seeing workers pitted against one another as casualisation and deregulation continue to gather pace in our work places. Trade union rights are under attack in many countries and workplaces and many workers are bearing the brunt of discrimination and harassment from the type of employer determined to gain commercial advantage by

attacking labour standards.

ITUC Response to Paris Climate Summit conclusions

The global climate deal concluded in Paris on 12 December recognises the reality of the climate threat, but only takes us part of the way, says the International Trade Union Confederation (ITUC). Climate change is already destroying lives and livelihoods with more

than 2.6 million people displaced by extreme weather events and changing seasons. This will only get worse.

The Paris decisions acknowledge the challenges and move global action forward, but while the Summit conclusions refer to the target of a 1.5-degree limit, the capacity to leverage ambition on the scale required to stabilise the planet is still a question for the future.

90% of the world's people want action on climate. Unions, civil society, responsible business and investors stood together asking for an ambitious long-term goal of limiting temperature rises to 1.5 degrees, with a strong review mechanism to make it possible.

Developing economies asked for the promised finance to assist with mitigation and adaptation. All governments were asked to respect human rights and a just transition for working people and their communities.

The Paris scorecard is compromised by countries which put the protection of their immediate national interests ahead of a sustainable planet and a common future.

The ITUC laid down 3 top lines for the Summit:

1. To raise ambition and realize the job potential of climate action
- While governments committed to stay well below a 2 degree trajectory and referenced 1.5

degrees as an ideal pathway, the realization of that commitment requires greater ambition before 2020 and a review of each national target (and not just a collective assessment) before the agreement comes into force in 2020 - MISSING

2. To deliver on climate finance and support the most vulnerable

\$100 billion a year is on the table, with a commitment within that to balance adaptation and emission reductions but out of the Paris Agreement. This is a small price to pay for saving the human race - WEAK

3. To commit to securing a just transition for workers and their communities

We face the biggest and most rapid industrial transformation in history. While a just transition for workers and the respect of human rights have been included in the preamble, too many Governments refused to commit to it in the operational sections - A FIRST STEP ON WHICH WE WILL BUILD

Sharan Burrow says: "The race to stabilise the climate has begun but, tragically, too many governments still lack ambition for the survival of their people."

Migration as old as humanity

Migration is as old as humanity itself, yet the current scale of migration is unprecedented. Millions of people are seeking the economic and social opportunities denied to them due to poverty and lack of development, with women migrating in equal numbers to men in search of work. Millions more are fleeing war, political repression and the accelerating impacts of climate change. Women and children make up three-quarters of the global refugee population.

On International Migrants Day 2015, we celebrate the anniversaries of two key human rights instruments: 25 years of the UN Convention on the Protection of Migrant Workers and and 40 years of the ILO Migrant Workers Convention 143.

These instruments provide a broad framework in international law for the protection of the human and labour rights of migrant workers and provide guidance to States on how to respect the rights of migrants while developing and implementing labour migration policies.

This celebration is, however, tempered by hostility towards refugees, asylum seekers and migrants. While many governments fail the test of humanity and solidarity, and xenophobia is prevalent in many places, ordinary people are opening their homes to refugees, providing food,

shelter and clothing to the dispossessed, and joining public protests against the intolerance of some politicians and sections of the media.

Trade unions are at the forefront of this solidarity, calling for the right to work and social protection for refugees, equal treatment for migrant workers, opening up of regular migration channels, an end to abusive recruitment practices, fair representation of the multiple dimensions of migration in the media and denouncing expressions of racism, xenophobia and intolerance.

In the year that we celebrate these two instruments, we're calling for real leadership from our politicians:

- Stop anti-immigration and xenophobic rhetoric and highlight benefits of migration.
- Recognise the essential role that migrants play in today's globalised economy.
- Ensure the right to work and social protection for refugees.
- Integrate migrant workers and refugees in national labour markets, through active labour market policies.
- Respect, protect and fulfil the rights of all workers, including migrant workers, as laid out in international labour and human rights treaties.
- Ratify and implement the 1990 UN Convention and the ILO Convention 143.

Aussie transport union wins 14 percent wage increase

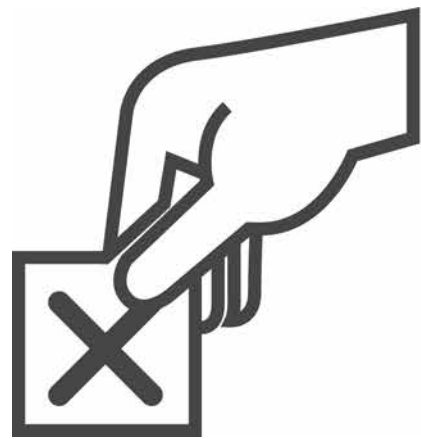
The Victoria branch of the Rail, Tram and Bus Union (RTBU), Australia, has won at 14 per cent wage increase from Metro Trains Melbourne and Yarra Trams after determined industrial action in August and September.

The new four-year Enterprise Agreement (EA) also includes a one-off 3 per cent payment for the delivery of all-night public transport from 2016, improved dispute resolution clauses and job security provisions.

Luba Grigorovitch, RTBU Victoria branch secretary, said: "All in all the new EA will deliver fairer conditions and a vastly improved work-life balance for Metro's workers."

Ninety eight per cent of RTBU members voted to take action for the first time in 18 years after negotiations with Metro and Yarra broke down.

Melbourne's public transport system was shut down by four-hour work stoppages, followed by partial work bans. On 4 September hundreds of RTBU members marched through Melbourne and the companies' approach to bargaining changed for the better. ■



MUNICIPAL ELECTIONS 2016

MUNICIPAL ELECTIONS

Your municipal vote is important

During the recent State of the Nation Address, the announcement was made that the elections would be held three months after 18 May, the date of the previous local elections – therefore in August. The day is yet to be announced.

Municipal elections come around every five years and give you a chance to have a say in who will govern your municipality for the next five years.

Your vote is important because Municipal Councils are responsible for the services that impact on your daily life, such as water, electricity, refuse removal and sanitation.

Local government in South Africa is made up of municipalities which are run by councils. The largest metropolitan areas are governed by metropolitan municipalities, and the rest of the country is divided into district municipalities, each of which consists of several local municipalities.

The voting process

- If you don't live in one of the larger metropolitan areas, at your local government or municipal election you receive three ballot papers - one to vote for a candidate for ward councillor, one to vote for a party for the council of your local municipality and one to vote for a party for the council of the district municipality.
- If you live in one of the larger metropolitan areas you will receive two ballot papers - one for your ward councillor and one for a party for the metro council.

The councils of metropolitan and local municipalities are elected by a system of proportional representation and the councils of district municipalities are elected partly by proportional representation and partly by the councils of the constituent local municipalities.

Who can register

To register to vote in the 2016 municipal elections, you need to be a South African citizen, at least 16 years old (you can only vote from age 18, though) and have a green, bar-coded ID book, a

smartcard ID or a valid temporary identity certificate. You must have your original ID with you when you register.

If you can't register during a voter registration weekend (the first one was 5-6 March) you can register at your local Independent Electoral Commission (IEC) office, but you must call first to make an appointment.

You must vote at the voting station where you are registered and you must register in the district where you live most of the time.

Must I re-register?

You only have to register once, unless you have moved to a different voting district or your voting district's boundaries have changed.

To find out if you are registered:

- Send an sms with your ID number to 32810;
- Download the IEC's mobile app and enter your ID number;
- Check your registration details online at <https://www.elections.org.za/content/For-voters/My-voter-registration-details/>;
- Check at your voting station during a registration weekend, or
- Check at your local IEC office during office hours.

Where can I find out more?

If you would like to stay up to date and you use social media, you can click on the IEC on Facebook (IECSouthAfrica) or follow the IEC on Twitter (@IECSouthAfrica). ■

UNTU DIRECTORY

AREA 1 - KWAZULU NATAL							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
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	Secretary	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
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Metro Durban	Chairman	Tikum	Hardhaw	083 756 4484	031 813 0226		htikum@gmail.com
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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		christinevertuin@yahoo.com
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
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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	Ndwandwe	Mandla	083 710 4031	034 989 9376		alexander.ndwandwe@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	TELEPHONE NO	FAX NO	E-MAIL
	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	TELEPHONE NO	FAX NO	E-MAIL
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	Hart	Bill	083 287 4234	043 700 2237		bill.hart@transnet.net
	Secretary	Emery	Douglas	082 315 9826	043 700 2410		douglas.emery@transnet.net
Maritime Port Elizabeth	Chairman	Galvin	Roan	084 504 0562	041 507 1589	086 648 7131	galvin.roan@transnet.net
	Secretary	Nibe	Thandiswa	083 574 5861	041 507 1559		thandiswa.nibe@transnet.net
Maritime Nqgura	Chairman	Damons	Careston	084 589 2698	081 722 3011		careston.damons@transnet.net
	Secretary	Julie	Vanencia	073 535 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	Shube	Anele	076 698 3605	043 700 2706		mangaliso.losi@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160		Kholelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barnard	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	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	084 461 7765	045 808 2040		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	Telephone no	Fax no	E-mail
	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	Telephone no	Fax no	E-mail
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	English	Munifa	073 633 2610	021 449 2787	021 449 2561	mufina.english@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	Mgqolozana	Tembile	082 751 2165	021 507 2039	021 507 2049	tembile.mgqolozana@gmail.com
	Secretary	Salie	Gamied	073 281 7639	021 507 2388		gamiedsalie@gmail.com
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	Telephone no	Fax no	E-mail
	Chairman	Veitch	Russel	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	VACANT					
Branch	Position	Surname	First name	Cell Phone	Telephone no	Fax no	E-mail
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	Russel	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	VACANT					

Kroonstad	Chairman Secretary	Dreyer Kruger	Douw Andries	082 920 9450 083 451 7751	011 978 2737 056 268 4141	011 978 2737	douw@untu.co.za dries.kruger@transnet.net
TRE Bloemfontein	Chairman Secretary	Reynecke VACANT	Sakkie	082 341 0049	051 408 2416	051 408 2125	sakkie.reynecke@transnet.net

AREA 5- GAUTENG CENTRAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	De Koker Mashamaite	Scott Chuene	082 046 6815 083 583 7527	016 420 6250 016 420 6250	016 789 3535	scott@untu.co.za chuenemash11@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Braamfontein	Chairman Secretary	Stoltz Ntuli	Henning Mphonyana	083 709 1480 079 172 0104	011 773 4734 011 773 3696		Hstoltz@prasa.com mphonyanantuli@prasa.com
Bombela	Chairman Secretary	Makwela Mashele	Thabiso Themba	073 688 9073 071 533 1500	011 253 3019 011 253 0068		thabiso.makwela@bombelaop.co.za Themba.mashele@bombelaops.co.za
Esselenpark	Chairman Secretary	Van Rooyen Maphunye	Johan Chris	060 539 6644 083 476 2375	082 469 2390 011 929 1112	011 774 9017	andre.vanrooyen2@transnet.net chris.maphunye@transnet.net
Germiston	Chairman Secretary	Motau Nxumalo	Thabo Tiyiselani	083 880 2778 083 282 0623	011 820 2622 011 820 2455	011 820 2380	thabo.motau@transnet.net Tiyiselani.nxumalo@transnet.net
Heidelberg	Chairman Secretary	Njowa Gwebu	Peter Sipho	083 399 9626 083 925 2406	016 340 7227		peter.njowa@transnet.net sipho.gwebu2@transnet.net
Isando	Chairman Secretary	Mathebula Mtshweni	Andreas Wenzile	071 827 3298 074 028 8561	011 570 7030		andreas.mathebula@transnet.net bwmtshweni1@gmail.com
Kaserne	Chairman Secretary	Mathekga De Koker	Noah Scott	072 799 7297 082 046 6815	011 330 6061 082 324 9169		noahmathekga@gmail.com scott@untu.co.za
Krugersdorp	Chairman Secretary	Van Zyl Xaba	Abraham Samuel	084 802 7459 073 457 7247	011 950 1251 011 356 2703	011 356 2709	Riekievz.vz@gmail.com Samuel.Xaba@transnet.net
Leeuhof	Chairman Secretary	Rossouw Mashamaite	Morne Chuene	084 504 0407 083 583 7527	016 420 6246 016 420 6250	016 420 6352 016 789 3535	morne.rossouw@yahoo.com chuenemash11@gmail.com
Metro - Central	Chairman Secretary	Swart Botha	Blackie Casper	071 462 2307 083 276 8662	011 773 8112 011 773 8112	086 562 9828	peet@untu.co.za cbotha@prasa.com
Metro - East	Chairman Secretary	Grobler Van Zyl	Frederick Andries	083 276 8715 083 276 8783			Fgrobler@prasa.com yzf1000.yama@gmail.com
Metro - West	Chairman Secretary	Hagemann Smit	Ockert Albertus	083 275 9991 083 459 9733	011 278 2304 016 420 6204		utaturfr@prasa.com smit.albertus.j@gmail.com
Parktown	Chairman Secretary	VACANT VACANT					
Sentrarand	Chairman Secretary	Mulaulzi Ramphabana	Vhulahani Mashudu	082 973 8120 084 877 2704	011 960 2011 011 960 2018	011 960 2068	Mulaulzi777@gmail.com Mashuduramphabana23@gmail.com
Springs	Chairman Secretary	Monama Grimsell	Lever Kenneth	072 536 8366 079 809 6086	011 365 7361		monam.lev@gmail.com kgrimsell@gmail.com
Standerton	Chairman Secretary	Mthembu Mathibedi	Sibusiso Lebogang	083 748 3616 072 931 6297	083 709 1495 017 727 8275		Sbusisomthembu54@gmail.com lebzalebza@yahoo.com
TRE Germiston	Chairman Secretary	Boshoff Shabongu	Morne Audrey	076 167 8986 071 134 3906	011 820 2716 011 820 2303		Morne.Boshoff@transnet.net audrey.shabongu@transnet.net
TRE Sentrarand	Chairman Secretary	Tsekedi Dube	Mey Vusi	061 146 7583 072 130 4290	011 960 2123 011 960 2405		meytsekedi@gmail.com vusi.dube@transnet.net

AREA 6 - NORTHERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	Menziwa Sekao	Yandiswa Pule	083 480 1613 078 760 3479	053 632 8303 053 838 2013		Ymenziwa.yaya@gmail.com Pule.sekao@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Lichtenburg	Chairman Secretary	Tokwe Maphike	Oneilwe Sipho	078 970 6035 082 574 3249	018 632 0274 018 632 1729		Oneilwe.tokwe@transnet.net sipho.maphike@transnet.net
De Aar	Chairman Secretary	Pheiffer Menziwa	Ethen Yandiswa	074 031 0065 083 480 1613	053 632 8262 053 632 8303		Ymenziwa.yaya@gmail.com
Kimberley	Chairman Secretary	VACANT Sekao		Pule	078 760 3479	053 838 2013	Pule.sekao@transnet.net
Mafikeng	Chairman Secretary	VACANT Manca		Collin	078 267 6257	018 381 9271	018 381 9201 collenmanca@gmail.com
North West (Klerksdorp)	Chairman Secretary	Cimela Msibi	Abram Winnie	071 586 4664 060 559 7207	018 406 2206 018 406 2115/3	018 406 2030 018 406 2004	cimelaba@gmail.com Nkgutliseng.winnie.nw@gmail.com
Postmasburg	Chairman Secretary	Moruri Molifi	Kagisho Lebogang	076 795 6795 082 310 8015	053 313 7210 053 313 7219	053 313 7206 053 313 7206	kpmoruri@webmail.co.za stephen.molifi@yahoo.com
Sishen	Chairman Secretary	Mocumi Rametsi	Letlhogonolo Brian	083 492 5752 082 301 6606	053 723 9231 053 723 9201	053 723 9239	Letlhogonolo.mocumi@transnet.net khanyisorametsi@yahoo.com
Warrenton	Chairman Secretary	Soza Mgwevu	Jonathan Ndumiso	060 396 6979 074 844 2482	053 494 3232 053 494 3236		UNTUwarrenton@transnet.net untuwarrenton@transnet.net
Upington	Chairman Secretary	Van der Merwe Phillips	Petrus Margorie	083 504 9205 082 821 7535	054 338 6699 054 338 3437	054 338 0185 054 338 3340	caartie@telkomsa.net margorie.phillips068@gmail.com

AREA 7 - GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	Leshabana Tshotheli	Steven Regina	083 559 9419 076 476 0172	015 534 7209	015 534 7222	steven.leshabana@transnet.net Regina.Tshotheli@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Komatipoort	Chairman Secretary	Nkambule Mbuyane	Winnie Mandla	078 605 9939 082 745 7847	013 793 9930 013 793 9986	013 793 9929	winiza2015@gmail.com sollymandla66@gmail.com
Lydenburg	Chairman Secretary	Mkonto Chiloane	Defference Godwin	072 094 0352 081 049 8502	013 235 8243 013 238 8243		mkonto.dp@gmail.com chileeg@live.com
Musina	Chairman Secretary	Matlala VACANT	Stephen	072 532 6699	015 519 4245	015 519 4248	Willem.vermaak@transnet.net
Nelspruit	Chairman Secretary	Kolokoto Ngomane	Sello Thulane	072 249 0340 078 204 2403	013 752 9310 013 751 9233		kolokotosello@gmail.com ikemshika@gmail.com
Phalaborwa	Chairman Secretary	Muleya Phiri	Alfred Bongani	074 676 2136 072 340 8940	015 781 9035 015 781 9042		alfredmuleya47@gmail.com bonganimasuku5@gmail.com
Polokwane	Chairman Secretary	Mosebedi Pheta	Sonnyboy Modjadji	079 502 4142 083 261 2026	015 299 6487 015 299 6485	011 774 9440	Sonnyboy.mosebedi@transnet.net modjadji.pheta@transnet.net
Pretoria	Chairman Secretary	Luus Molapo	Nicolaas Thabang	083 286 1948 084 592 3248	012 842 6050	012 842 6016	Niekie.Luus@transnet.net thabang.molapo@transnet.net
Metro Pretoria	Chairman Secretary	Flavell Davidson	Eddie Colin	083 554 8015 084 405 0584	012 752 4256 012 753 8103	012 333 9082	eflavell@prasa.com colind2@telkomsa.net
Pyramid	Chairman Secretary	Tajane Mabasa	Gabaikanngwe Jabulani	073 405 2108 082 056 8393	012 521 9452 012 521 9583	012 521 9497 012 521 9526	Gabaikanngwe.Tajane@transnet.net jblnmabasa@yahoo.com
Rustenburg	Chairman Secretary	Motlhabi Mothibe	Tebogo Elias	073 974 7074 071 926 1779	014 590 2004	014 590 2064 014 590 2226	utatu.rustenburg@transnet.net elias.mothibe@transnet.net
Thabazimbi	Chairman Secretary	Mathebula Mahlaudi	Hlayisela Julius	073 854 5673 072 759 6031	014 590 2206 014 590 2223		Hlayiseka.matheb@gmail.com t.mahlauli@gmail.com
TRE Pretoria	Chairman Secretary	Fourie Horn	Hendrik (Pote) Hendrik	083 283 7482 082 308 3726	012 842 5090 012 842 5006		Hendrik.Fourie2@transnet.net Hendrik.Horn@transnet.net
TRE Koedoespoort	Chairman Secretary	Slabbert Meyer	Adam Arend	083 651 0017 071 233 9060	012 842 5273		Adam@untu.co.za Arend.Meyer@transnet.net
Waterval-Boven	Chairman Secretary	Mmola Mhlongo	Evance Oupa	079 602 8585 073 420 7505	013 257 5028 013 257 5024	013 257 5032	haizelmmla@gmail.com doctoroupa@gmail.com
Witbank	Chairman Secretary	Mudalahothe Leshabana	Obert Steven	076 262 0674 083 559 9419	013 658 2266		avhatakali26@gmail.com steven.leshabana@transnet.net



STOP ORDER

[Please complete all fields in clear print]

TITLE: INITIALS: SURNAME:
FIRST NAMES: I.D. NUMBER
EMPLOYEE / SAP NO: GOLF SHIRT SIZE (S - 5XL):
TEL (H): (W) (FAX)
(CELL) (EMAIL)
CENTRE/DEPOT: JOB TITLE:

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R43.00 and maximum of R75.00)
- 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)

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

THIS STOP ORDER CANCELS THE MEMBERSHIOP 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.

SIGANTURE: DATE:

ENROLLED BY: INITIALS: SURNAME: EMPLOYEE NO.
BANKING DETAILS: BANK: BRANCH: BRANCH CODE:
ACCOUNT NO.: TYPE ACCOUNT:

FOR OFFICE USE	ENROLLER’S SIGNATURE:			
RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

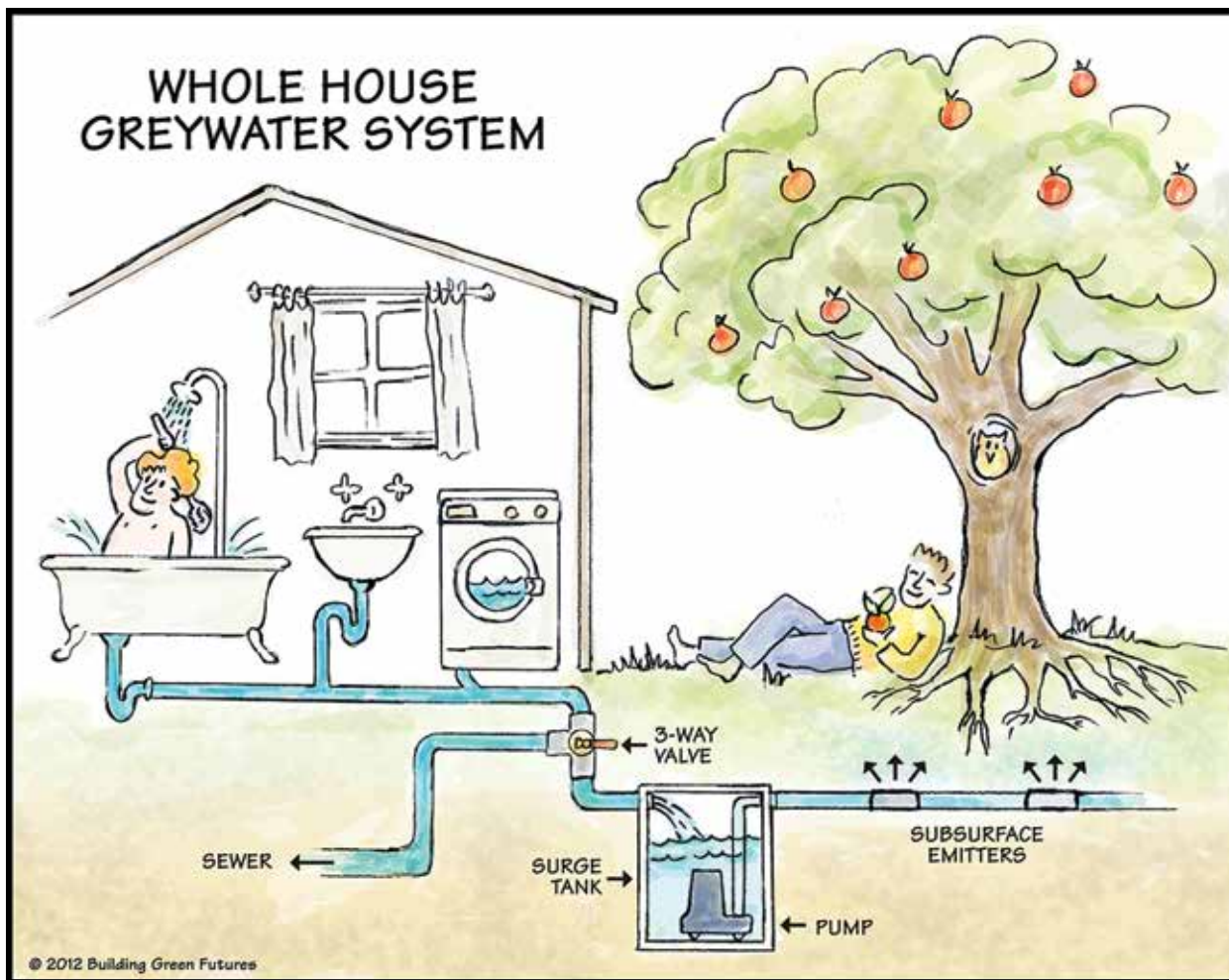
SUBMIT COMPLETED FORM TO:
The General Secretary, P.O. Box 31100, Braamfontein, 2017; Fax 011 728 8257/8 or Internal Fax: 011 773 7920; Email: headoffice@untu.co.za
USO/5

Phone numbers to know

Voetplaatpark – Tel 039 681 3325
Transmed Call Centre: 0800 450 010
Housing: FNB Home Loans – 0860 33 44 55
FNB Smart Bond – 0860 644 644
Transnet Pension/Retirement Fund (Metropolitan Life) 011 774 5444
Call Centres for:
Transnet Second Defined Benefit Fund - 011 587 8000 (select option 1)
Transnet Retirement Fund – 011 587 8000 (select option 2)
Transnet Pension Fund – 011 587 8000 (select option 3)
Aon Consulting – Tel: Jhb 011 944 7000 / website: www.aon.co.za

Hidden name competition

In every issue of Labour Report , UNTU publishes the latest SAP/employee numbers of ten members from the membership lists – drawn at random.
Each latest SAP/employee number appears somewhere in the newspaper. If yours is one of the lucky latest SAP/- employee numbers published and you can find it, claimyour prize by writing to:
UNTU Hidden Name
Competition
PO Box 31100, Braamfontein, 2017
Give your name, latest SAP/-employee number and address and you will be sent R100.



GREY WATER

Save water – go grey

Although greywater can also be filtered and treated to use in some applications inside your house, it is easier to use it to water your garden.

Greywater - the water from your shower, bath, basin and washing machine – can be a safe source of moisture for your garden. It can even be good for it, because it contains nutrients.

The secret to success is to avoid using cleaning products that contain bleaches, bath salts, artificial dyes, chlorine-based cleansers, strong acids or alkalis, solvents, or boron, which is toxic to plants at high levels.

Most cleaning agents contain sodium salts, which can make soil very alkaline and inhibit seed germination. They also destroy the structure of soils. However, you can use gypsum (calcium sulfate) to reduce the pH of soil that is watered with greywater.

Cleaning products containing ammonia are plant-friendly, because plants can use ammonia to obtain nitrogen.

You can use greywater for food plants, as long as it never touches the edible part of the plant. Don't use it for root crops.

Here are a few tips:

1. To avoid bad smells caused by the nutrients in your greywater breaking down, don't store the water for more than 24 hours.
2. Just in case there are germs in your greywater, avoid contact with it and don't keep it where people or animals may drink it.
3. Infiltrate greywater into the ground; don't allow it to pool up or run off. You can do this by installing a drip line on top of the soil, installing a drip line under mulch or using mulch-filled trenches.
4. Keep your greywater system simple, avoiding pumps and filters as far as possible.

This will reduce the need for maintenance and for electricity to run the system. It is usually easier to water large plants, like trees and shrubs, with a simple greywater system.

5. Install a three-way valve so that you can switch between sending your grey water to your system or sending it down the sewer.
6. In any greywater system, it is important to avoid toxic materials mentioned in paragraph three.

A 2010 study of greywater irrigation found no major health effects on plants.

Sources: greywateraction.org; Wikipedia

Did you know?

The South African Weather Service has announced that 2015 was the driest year on record. Records date back to 1904.

30 ways to save water

You can save water every day:

1. Shower instead of bathing.
2. Install a low-flow showerhead.
3. Stand a bucket in the shower to catch stray drops that you can use to wash your hands, wash dishes, water plants or flush the toilet.
4. If you bath, don't fill the bath.
5. If you bath, make sure more than one person uses the bath water.
6. Install aerators and flow-reducing valves on all your taps.
7. Use the shortest possible cycle on your washing machine and dishwasher.
8. Don't run your washing machine or dishwasher unless it is full.
9. Use a plugged sink or a bowl to hand-wash dishes.
10. Cover your swimming pool to limit evaporation.
11. Water your garden sparingly and preferably in the early morning or late afternoon.
12. If you have to use a sprinkler, make sure all the water is falling on the plants, and not on the paving.
13. Plant indigenous, drought resistant plants.
14. Cluster plants with similar water needs together in the garden and water areas according to their needs.
15. Use mulch around your plants to reduce evaporation and keep the roots cool.
16. Install drip irrigation to combat evaporation.
17. Sweep paved areas instead of hosing them down.
18. Turn off the tap while you soap yourself in the shower, lather your hair, brush your teeth and shave.
19. Fix dripping taps.
20. Check for leaking pipes by seeing if your water meter is running when no water is being used. If there are leaks, get them fixed promptly.
21. Gather the water from your gutters to use in the garden.
22. Install a greywater system.
23. Use eco-friendly cleaning materials so that the buckets of water from floor and other cleaning can be emptied in your garden.
24. Install a cistern with a half and a full flush.
25. Flush the toilet only when really necessary.
26. Wash your car with a bucket and sponge.
27. Install an instant water heater so that you don't run the tap to get hot water.
28. Keep a jug of water in the fridge so that you don't run the tap to get cold water.
29. Defrost food in the fridge, not under a running tap.
30. Water plants with the leftovers from your pets' water bowls.

Save at source

18451

Remember that preserving our water sources is critical, so don't dispose of toxic substances like paint, oil, solvents or chemicals down the drain or with your normal rubbish. Take them to your nearest hazardous waste site instead. ■

HEALTHY LIFESTYLES

Thebemed's good advice did not go far enough

In keeping with February's Health Awareness Month, Thebemed rightly pointed to the high level of absenteeism that is draining R12- to R16-billion from the South African economy each year. The medical facility has offered workers good advice on how to reduce their stress levels. Even though:

- Statistics South Africa has identified stress as one of the primary causes of this epidemic of ill health, and
- South Africa is the world's second-most stressed country.

However, the medical facility stopped short of criticising the employers' contribution to these high levels of stress and absenteeism.

"Thebemed rightly points out that the dynamics of mental health are complex. And that workplace stress, burn-out and high anxiety levels can impact our ability to work, and thus harm our careers and add to the burdens of our colleagues," says UNTU general secretary, Steve Harris. "But it failed to point its finger at one of the main causes of the stress and

absenteeism—the pressures being applied by exploitative employers. We are going to need more balanced thinking than that before we'll be able to get to grips with the problem."

Good advice

Thebemed's five steps to better mental health are:

- Get good nutrition. "You are what your food you eat.

Understand the food groups and how to combine them properly. Your body and mind are closely linked.

- Exercise regularly. Exercise keeps the body limber, but it also helps to promote well-being and reduce stress. It doesn't mean joining an expensive gym, either—a brisk 30-minute walk five times a

week will get the blood flowing and clear the mind, especially if done in the company of a family member or friend.

- Get enough sleep. The more stressed we are, the more sleep we need—and don't get. "Stress and the always-on digital lifestyle overstimulate us, making it hard to sleep, but seven or eight hours is

continued on page 14

continued from page 13

Thebemed's good advice did not go far enough

necessary. There are certain techniques to promote sleep, and your medical aid can help you find them out."

- Take "me time". Low self-esteem and job insecurity can mean that people take on too much at work or home. It's important to set some time aside to do things that you enjoy, and just to be quiet and connect with yourself. Holidays are also important for mental health, and thus the finding by Ipsos Global and Reuters that more than half (53 per cent) of the South African working population does not take its annual leave is concerning.
- Talk about it, and ask for help if necessary. If you do feel you are not coping, talk about how you are feeling to a trusted friend, colleague or family member. "Remember, too, that employers and medical aids are very aware of the problem, and will have programmes on offer to help. Use them. They are totally confidential, so you won't run the risk of your boss finding out!" ■

TRAINING

14176

Exciting training opportunities to come

An external training partner will be tasked to help with the training sessions in UNTU.

"We feel that training is a very important aspect in order to equip our people for excellent service to our members. In this regard we presented a new in-depth training proposal to the Executive Council at their strategic meeting in February," explains Eddie de Klerk, deputy general secretary. "The new training programme will be in line with the principles of the National Qualifications framework and will include accredited training for TURs, union leadership, and head office staff.

The training strategy was approved in principle. Once all information has been gathered in respect of training modules and cost of the training, a budget and roll-out program will be developed.

It was also agreed that Basic TUR Training for newly elected TURs will be rolled out once the training strategy has been approved. ■

LETTER

I have a job today thanks to John

On 15 July 2015 I was charged with assault against a co-worker. I ended up getting suspended so I knew I was in serious trouble. I contacted my UNTU rep, John, who agreed without hesitation to represent me.

There was going to be a hearing so John started to build a case of mitigating circumstances and building on character and my service. The hearing arrived on 14 September. John presented a well prepared case on my behalf but to no avail.

The outcome was that my service be terminated.

John was visibly shocked and upset at the outcome and immediately declared a dispute.

The case ended up going to arbitration. The Commissioner set up dates for the relevant documents to be sent to her and John painstakingly prepared my defence.

The ruling was submitted on 15 December and I was awarded reinstatement.

The main focus of this letter is to highlight the work John and UNTU did for me. I strongly feel that if they weren't in my corner, I

would not have got my job back.

I cannot express enough the gratitude and respect I have for John. He worked tirelessly even in his own time, with one focus; to get me reinstated. If it was not for his total dedication and professionalism, I would not have a job today.

The loyalty and honesty that John showed towards me was amazing. John never lied or softened the facts; he told it exactly as it was.

At times I felt like giving up, but because of his positive attitude I continued.

My family and I are deeply indebted to John. UNTU has a valuable asset in him and I pray that he continues this marvellous work

John has restored my faith in UNTU and unions.

BA Thompson ■

EDDIE'S US TRIP

African delegates shocked by US labour bigotry



Eddie de Klerk with fellow labour leaders at a conference in the United States.

UNTU's Eddie de Klerk was one of six African labour leaders invited to the 10-day November/December conference organised by the United States' National Labour Leadership Initiative (NLLI).

The purpose of the symposium was to assist labour leaders to:

- Create a community of leaders dedicated to their individual and mutual learning and development.
- Strengthen the transformation of the organisations they lead.
- Build a broad progressive movement that empowers working people in a rapidly changing world.

"It was an exceptionally well-organised symposium that exposed us to a range of excellent speakers, took us to four American states—North and South Carolina, Mississippi and Washington DC—and gave us clear insights into several important work situations. My overview of labour and the anti-apartheid

movement was well received.

"Seeing the way that the American economy and its workers are being dominated by uncompromising capitalists was a real eye-opener," Eddie told Labour Report on his return. "The power house of the world economy has some serious internal problems of which the world is not fully aware of these problems that would not be allowed on the African continent.

"The African delegation's straight-shooting evaluation of its exposure to the US situation shocked the symposium. On the positive side, we applauded the manner in which the clergy and civic organisations are working with the unions to assist them in trying to obtain union rights in the Southern States.

"On the negative side we expressed our dismay that:

- From State to State governors have the power to introduce the rule of the right to work or the right not to work.
- The States that have the right to work impacts on the fundamental rights of the labour unions to organise in companies. An example of this is the Nissan Plant in Jackson and the fight has lasted for eleven years with no success in the union been granted their fundamental rights to organise workers in the Nissan Plant.
- The States that have the right not to work again impacts on the individual's rights to the freedom of association as they are forced to belong to a trade union or they are not employed.
- Farm workers are excluded from any labour rights as set down by the Federal Government.

- Farm workers in Northern Carolina are working for slave wages.
- There are forms of child labour on the farms where farm workers are employed.
- From State to State the minimum wage ranges from \$7.25 to \$15.00 per hour.
- America as one of the founding nations of the ILO failure to ratify the core labour standard conventions.

"Follow-up seminars based in the US model will take place in South Africa in 2016. The four participating African countries will each be allowed to bring six leaders from their respective organisations. As one of the leaders that attended the first phase, I will have a big role in this." ■

BM00045

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Voetplaatpark

- the affordable family holiday of your choice

Visit the jewel of the KwaZulu-Natal South Coast – and the best part is:

as UNTU member you get 30% discount over weekends and 40% for mid-weeks.

Voetplaatpark is on the lower South Coast of KwaZulu-Natal at Sunwich Port; 100 km south of Durban and 10 km north of Port Shepstone.

It consists of cabanas, chalets and a caravan park.

Facilities

The resort has a freshwater swimming pool, a games room with pool tables, table tennis, soccer table and dartboard, an air-conditioned conference hall, lapa and restaurant with take-away facilities.

The beach boasts a tidal pool and offers excellent rock fishing of avid fishermen.

Chalets

There are 12 fully furnished and equipped chalets with lounge/dining room, two bedrooms, bathroom with bath and shower and private braai on the veranda. Undercover parking available.

Cabanas

The 12 duplex sea-facing cabanas are fully furnished and equipped with two bedrooms, bathroom with bath and shower, lounge/dining room, kitchen and extra guest toilet. Combined braai area under the lapa. Undercover parking available.

Caravan park

There are 32 caravan sites, each with bathroom and kitchen. There are also 18 standard camping sites with communal ablution. All sites are paved.

Security

The resort has excellent security with concrete walls and electric gates and security guards patrolling the premises by night.

UNITS CHALETS/CABANAS	PERSONS				
	2	4	6	7	8
OUT OF SEASON MONTH	R450.00	R715.00	R895.00	R1 090.00	R1 270.00
MID SEASON MONTH (School Holidays) June/July & September/October	R655.00	R935.00	R1 300.00	R1 510.00	R1 730.00
HIGH SEASON (School Holidays) December/January & March/April	Not Applicable	R1 495.00	R1 625.00	R1 940.00	R2 170.00

CARAVAN SITES	Super Luxury	Luxury	Regular	Extra Adult	Extra Children
OUT OF SEASON	R365.00	R290.00	Not Applicable	R130.00	R110.00
MID SEASON (School Holidays) June/July & September/October	R560.00	R475.00	R425.00	R145.00	R120.00
HIGH SEASON (School Holidays) December/January & March/April	R715.00	R665.00	R560.00	R175.00	R130.00
LONG WEEKEND OUT OF SEASON	R485.00	R410.00	Not Applicable	R130.00	R110.00

Very Important : These tariffs are applicable for four persons (2 Adults/2 Children) per night

Weekend/Long weekend Out of Season Chalets and Cabanas			7th Person	8 th Person
Weekend for two(2) Persons	Weekend : Arrive - Friday Depart - Sunday	R1 010.00		
Weekend for four(4) Persons		R1 780.00		
Weekend for six(6) Persons		R2 025.00	R2 390.00	R2 750.00
Long Weekend out of Season	Tariff for Six (6) Persons per night	R1 055.00	R1 250.00	R1 450.00

Deposits are payable within 30 days after reservation has been made. If we do not receive a fax of your deposit slip as confirmation of your payment on or before the due date, your booking will be cancelled without further notice. **IMPORTANT :** All charges are subject to change without notice.

DISCOUNT – VERY IMPORTANT: All UNTU members qualify for 30% discount over weekends and 40% mid-week (Monday to Friday) in respect of accommodation in and out of season.
PLEASE NOTE : This discount is for UNTU (United National Transport Union) Members ONLY, and only for the unit he/she occupy, the Member MUST BE PRESENT for the duration of the booking in order to qualify for the discount. **RESERVATIONS :** Bookings for December open on 2 April 2016. Cancellation of booking.