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Bombela's union-busting defeated and replaced by healthy wage agreement

Sour' would be the best way of describing UTATU SARWHU's 2014 wage negotiations with Bombela. There were sharp divisions over what constituted a fair wage adjustment; an attempt by Bombela to enforce its will on its workers by bypassing the union; a threatened strike; mediation and, eventually, a settlement that matched UTATU SARWHU's original mandate.

"Relations with some Bombela managers are still strained, but we are working on that and are confident that the company is beginning to appreciate the value of having a responsible and experienced trade union on board," says Louis Brockett, who led the union's negotiating effort. "Our aim is to avoid a repeat of this year's conflict and confusion by starting the 2015 negotiations at an earlier stage."

"This year's wage negotiations began in April. They kicked off on the wrong foot when Bombela offered a 3% salary increase against UTATU SARWHU's 9% demand. Management's opening offer was ludicrous. But they wouldn't budge and the parties drifted further and further apart."

"Eventually Bombela upped their game and offered 8%. We could not

accept that offer. Our mandate from our Bombela members was 9%,"

"In a blatant attempt at union bashing, management then gave the 8% increase to their non-unionised employees and urged our members to resign from their union to share in the increase."

"UTATU SARWHU declared a dispute. After the conciliation process the parties were still in a deadlock. A notice of a strike was issued."

"It was then that Bombela's shareholders intervened. A Human Resources executive from Murray and Roberts joined the negotiations. On the Saturday 16 August before the Monday 18 August when the strike was planned to commence, the parties came together again and by the late afternoon, finally came to an agreement."

"Determined that our members were not going to be penalised by Bombela's tactic, only when management agreed to extend the 8% increase to unionised members from 1 July did UTATU SARWHU agree to sign a deal that has brought our members higher increases (the full 9% increase in many cases)."

"The union reconfirmed its mandate on the Sunday morning and signed the agreement on the afternoon of Sunday 17 August, thereby

averting the need for the strike action on Monday 18 August."

The final settlement therefore came down to the following:

- 8% increase to basic salary of all employees as from 1 July 2014
- Housing subsidy increased from R300 to R400
- Night Shift Allowance increased by 8%
- Night Work Travel Allowance increased by 8%

From 1 August 2014 the following applied:

- Employees earning R13 000 and below receive a R1 000 increase on basic salary
- Employees earning R13 000 and above receive 9%
- Housing Allowance increase to R450 per month
- Night Shift Allowance increased to R19 per hour
- Night Work Travel Subsidy increased to R25
- Paid Maternity Leave is increased to three months spread over four months ■

The wage negotiation team that stuck to their guns against Bombela



Way cleared for constructive 2015 election

The Planning Committee commissioned earlier this year to clear the way to Congress 2015 by re-aligning the union's various branches and committees and informing members how to interact with them has now completed its work. The Committee's recommendations have been presented to Exco and have been approved by it. No other trade union is known to have worked so thoroughly and transparently at informing its members about its electoral structures and procedures and at achieving their understanding thereof.

UTATU SARWHU joint presidents, Goimotso Moses Pholo and

George Strauss, have issued this joint statement on the Committee's work:

We congratulate our Planning Committee on a job well done. They have cleared the way for constructive and well-informed 2015 elections. At that stage it will be up to the members to elect the best people to represent them at every level of UTATU SARWHU activity.

Going forward, in aiming to achieve the appropriate levels of representation members will need to bear in mind such vital issues as race, gender, experience, ability and dedication. Equally important will be to elect individuals who:

Understand the issues affecting

their well-being

Have the knowledge and experience needed to deal with them

Have the courage to stand up to management . . .

. . . and to their union when the need arises

Have the dedication to place service to those who elected them ahead of their own ambitions.

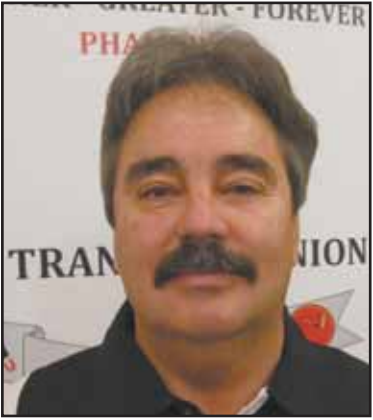
If our members can get all these things right we will emerge from Congress 2015 with an appropriately balanced leadership team. One capable of:

Guiding UTATU SARWHU's financial and negotiating affairs effectively

Continued on page 3

COMMENT

NEWS



Steve Harris

We are ending a quarter that has tested the depths and strengths of our skills to the full. Thankfully we've had the people and the principles needed to meet our challenges. The best way of describing UTATU SARWHU's progress is 'an efficient

trade union fighting - and mostly winning - on many fronts.'

A dark cloud on our horizon is Transnet's continuing evasion of the issues still outstanding from the 2013 salary settlement. To counter those evasions, your union is exploring every avenue of peaceful negotiation possible to it. If Transnet continues to ignore the outstanding issues our only remaining weapon will be industrial action.

If that has to happen it will be Transnet - and not this trade union - that has caused the costly disruption to the national economy.

With South Africa's economy and international reputation already so badly damaged by strikes, it is a mystery why a government-owned and -managed company would want to flirt with industrial action. But what can we workers do but

continue to try to peacefully seek honest answers to our mutually acknowledged problems in the hope that Transnet will eventually recognise that ethical dialogue is the most efficient and economic way of solving employment problems.

Other dark clouds threatening our industry (and sometimes our personal safety) are the unemployment and social problems arising from crime, corruption and inefficiencies. Our country desperately needs stronger and clearer leadership and greater resolve in solving its electricity, water, cable theft and unemployment problems. Shortcomings in those areas cause added suffering to our already impoverished millions who too often take their anger out on our trains. More positive action urgently needs to be taken - and be seen being taken - to solve these problems.

With billions of rands of new rolling stock about to reach our rails, our country also desperately needs leaders who can develop a culture of pride and shared ownership . . . who can deliver the message that we cannot build the country we want by breaking things every time we become angry or frustrated.

Another point of concern is the one we have addressed on this page of this issue: the fear amongst public servants that the government is about to steal or freeze their pensions. For your own sakes, please believe us when we tell you that that is not going to happen. Being in the forefront of the debate on pension reforms, UTATU SARWHU will (a) guard against negative changes and (b) be in a position to give its members long-range warning of any negative changes,

should they happen - which is unlikely.

On the positive side, as this issue of Labour Report reveals, good things have been happening. Boosted by the Agency Shop Agreement at Prasa, your union is becoming bigger and stronger, ever more skilled and united. The rail system that feeds us and offers us the potential for bigger and better jobs is growing. Equally importantly, it is creating jobs for the previously dispossessed.

We thank all of our members for the loyalty and support and healthy levels of activism they are displaying. Keep looking after your union the way you are and it will be able to continue developing your best interests and further its reputation as the best - the only worthwhile - trade union. ■

All correspondence must be addressed to the General Secretary at headoffice@utatusarwhu.com

Your pensions are not threatened: The 'shoot yourself in the foot' syndrome is accelerating worker suffering

For the sake of those older members who might be considering opting for early retirement because they feel that their pensions might be frozen or otherwise disadvantaged by the government's proposed pension reforms, we repeat these cast iron assurances:

Your pensions are not under threat.

The SA Government has no intention of blocking pension savings or of meddling with established pensions or pension funds in any other way.

Conversely, Government's reforms are aimed at reforming the industry in ways that will curb profiteering and improve workers' pension benefits.

UTATU SARWHU has a prominent role in planning through our Federation Fedusa the proposed pension reforms.

Your union would be the first to warn you of any proposed reforms that might disadvantage you.

"Members have my personal assurance and the assurance of the Minister of Finance, Nhlanhla Nene, on all of the above points," says UTATU SARWHU president, George Strauss. "Even if you discount the Minister's assurance because politicians have been known to break their promises, you still have me to reckon with:

As a dedicated and experienced trade unionist, as your pensions custodian and as a forthcoming Transnet pensioner myself, I am passionate about our pension reforms.

Having represented members' pension interests for almost 30 years I know something about the business.

Furthermore, with your and my interests in the foreground of my mind all of the time, I am a member

of the think-thank working to reshape our pension industry.

"If the foregoing is not enough to reassure you, how about this: reforming South Africa's pension structure is a detailed and democratic process involving labour, business and government.

"Changes to the way the pension industry functions would have to be publicised and tortuously debated at Nedlac and in other arenas over a long period before going to parliament.

"At the slightest hint of any negative changes (which are not going to happen) I would be the first to warn you.

"To refresh members' memories on government's pension reform intentions, here is Minister Nene's recent statement:

We would like to assure citizens that Government has no intention to nationalise people's pension/provident funds or prevent them from accessing their money.

"Instead, Government is proposing important measures to lower charges on the pension funds of workers, to ensure that they maximise their pensions. Government wants to encourage workers to keep their savings until they retire and to convert some of their retirement savings into income at retirement. Currently, only an estimated six per cent (6) of South Africans are able to maintain their lifestyle and replace their income fully at retirement.

"These proposals have not been put into law. National Treasury is currently consulting widely on these proposals through several forums, including with labour unions, industry and engagements with the general public. It will take government at least two years before the proposals

are made into law.

"UTATU SARWHU backed those assurances because we know them to be true."

Key reasons for the reforms

South Africa has too many pension schemes. The result is that unnecessarily high amounts of workers' savings are being diverted to admin costs and fund-owners.

The current system makes it too easy for workers to cash out their retirement savings when they leave their employer or change jobs. The Old Mutual states that 93.15% of members who were paid withdrawal benefits in 2013 opted to take cash rather than preserve their benefits.

Individuals are ending up not having enough money for their retirement.

The National Treasury's media release states: "This means that individuals end up not having enough money for their retirement because the money is not given sufficient time to grow. Government's proposals seek to encourage pension fund members to preserve their money in their own funds (with old or new employer), or with a financial institution when they change jobs, and also to allow some access to the funds.

"The reforms will encourage some degree of pension retention when people lose or change jobs because people are living far longer than they used to when the current pension legislation was planned.

"But those reforms must not and will not apply to older workers who are on the brink of retiring. All involved in the process of shaping the reforms - business, government and labour - are agreed on that.

"I hope that members will accept these assurances. It is the saddest sight

to see workers with slender assurances shooting themselves in the foot by retiring earlier than they should and dooming themselves to incomes that will not sustain them through their vulnerable years."

Don't be like Harry Dean

Harry Dean, who had been a tail gunner with the South African Airforce, was the saddest war veteran you'd ever meet.

Being a tail gunner in a bomber was a lousy job. You had to lie on your belly at the back of the plane unaware what was happening up front. And when your plane was strafed, you were often the first to cop it.

One day, while on a sortie over Italy Harry's plane come under attack. The plane shuddered sickeningly as it was hit by enemy fire. Looking over his shoulder all Harry could see was the plane's interior filled with smoke.

"What's going on chaps, what's going on?" he yelled over the intercom.

There was no reply.

Panic-stricken, Harry slid backwards, righted himself and then jumped out of the plane's open hatchway.

For a few moments as he hurtled towards the earth he thought that he was going to die. Then his parachute opened and he was floating on a cloud.

Looking upwards he saw his bullet-scarred plane turning and heading for home. It was then that the terrifying realisation struck him. He had bailed too soon. He was now a coward and a deserter.

To make matters worse, as Harry neared the ground a German soldier took a pot shot at him and shot him

through the foot. Harry was taken prisoner. The wound in his foot healed. But the injury left him with a permanent limp.

Back at base Harry's panicky action became the joke told over drinks. The joke spread to other squadrons - indeed, throughout the whole SAAF.

After the war Harry was not court-martialled. But the joke lived on. So much so that Harry spent the rest of his life—and most of his money—trying to prove that he was not a coward. He took up sky-diving and motor-racing. He even went searching for buried treasure off the Transkei coast.

But none of that worked. He was always broke and a bit of a joke—the man who had bailed out too soon.

Speak to your kids before you take the leap

Those whose fears are pushing them towards early retirement are urged to first discuss their plan with their adult children before taking that dramatic leap.

Why? Because the most usual result of a premature retirement is an impoverished old age. And that means those pensioners' children having to forego their own chances of decent lifestyles and retirements in order to prop up their parents' incomes.

It is therefore only fair to involve your adult children in your decision before taking that move.

Together, you might well decide that the fairest remedy for everyone is for you to continue working for a few more years. ■

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Tiekie de Jager, Vice President, obituary

When people die it is quite usual to refer to them as having been hard working, warm-hearted, loving, caring, generous folk. Those sentiments have seldom been more appropriate than they are for Tiekie de Jager, the UTATU SARWHU leader and hero who passed away on Thursday, 4 September.

How else can one explain a man who looked and behaved like Father Christmas 365 days a year; a man who could never do enough for the thousands of workers he represented; a man who was a loyal and loving husband to Annemarie, his wife of 36 years; a devoted father to his daughters, Adele and Madeleine, to his son, Johan, and an adored grandfather to Danika, Leah, Marissa and Ruben. If that were not enough, Tiekie loving-

ly cared for both sets of parents in their old ages.

To say that Tiekie will be missed by all who knew him and who interacted with him will be the understatement of all time.

Tiekie, who was born in Pietermaritzburg 59 years ago, nearly became the UTATU SARWHU hero who wasn't.

Having started his career with the railways in 1971 as an apprentice carpenter at Mason's Mill, he gave it up (before qualifying) to become a car salesman in Port Elizabeth. It was our good fortune that he rejoined the railways in 1974, returning to Mason's Mill as a train driver's assistant. In 1980, he was promoted to Senior Train Driver's Assistant in Germiston. A year later he was back in Durban as a train driver.

Tiekie became a union man early in his career and it was not long before his commitment and ability had him serving his fellow workers. Back in the old Voetplaat or SAFSA days he was secretary of the busy Umbilo Branch. Thereafter, as our country, its railway system and union representation adapted to the new era, he became the Kwa-Zulu Natal Regional Representative for first SAFSA, then UTATU and, more recently, as National Representative and Vice-President for UTATU SARWHU.

Latterly, few trade unionists or transport executives had as thorough a grasp of the key HR issues as Tiekie did. Over the past 12 years he served on all National Bargaining Forums, Transnet's Bargaining Council and all six Transnet Freight

Rail Business Units.

As accomplished as he was on the bigger stages, Tiekie was always happiest doing what he did best: serving his members collectively and individually at hearings, arbitrations and negotiations on wages and service conditions.

In the 1920s there was a hit song with the involved - but wise - title I Want to be Happy, But I Can't be Happy, Till I Make you Happy Too. That song might have been the hymn that guided Tiekie de Jager's approach to life.

What made Tiekie happy other than witnessing the well-being of the family, friends and members he served? Good performances by his beloved Sharks rugby team, of course.

Rest well, Tiekie. You really will be



missed by so many.

Take note of the new Vice President elected in Tiekie's place - Windum Evans. In the next issue of Labour Report we will report more on him, his passion for the union and his thoughts on his new position. ■

Way cleared for constructive 2015 election

Continued from page 1

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Keeping us the biggest, most effective, united and affordable trade union for at least four more years

Earning members better wages and greater job security

If we fail to achieve these goals we will risk the kind of costly chaos that so many other trade unions are currently experiencing at the expense of their members.

The way forward

Intensive and regular training has always been the foundation of UTATU SARWHU's strength.

The union's 2014 TUR training programme is already well underway. As we went to press more than half of the trade union representatives (TURs) had received training.

The election of new TURs will take place from 12 January, 2015. A suitable election process will be arranged with the manager of each relevant workshop, office or depot.

Where shift workers who cannot all be present at the same time are involved, the election process will be more complicated. Nomination boxes will be prominently placed at each place of work for seven days. If more nominations are received than positions available an election will follow on a similar basis, i.e. ballot boxes will be strategically placed over a seven-day period.

The election of branch office bearers, e.g. Branch Chairman, Vice Chairman, Secretary and Gender co-

ordinator will take place from 1 March to 30 April.

During March and April the branch committees will elect their chairpersons, vice-chairs, secretaries and gender co-ordinator.

Those elections will be followed in May and June by the seven Area Committee elections. Both union presidents and the general secretary have arranged to be present at those meetings/elections to deliver their feedback reports.

Thereafter, the general secretary will request nominations for Executive Councillors from members on each of the industries represented on Exco.

The Executive Committee (Exco) to lead UTATU SARWHU until its next Congress in 2019 will be elected at Congress 2015 which will be held on the 24, 25 and 26 of November at the Birchwood Hotel in Boksburg

Follow Government's lead

The example to follow in the election of our office-bearers is the one that has been set by the ANC Government.

Key managers of South Africa's economic fortune and stability since 1994 have been its Finance Ministers, Reserve Bank Governors and Receivers of Revenue.

In each case, government has put emotional and sectional interests aside in favour of appointing the best

Labour Report ranked country's 5th best corporate newspaper

In the annual competition for corporate publications annually held by the South African Publication Forum, Labour Report not only was named one of the finalists in the category Best Newspaper (and walked away with the 5th place), it also received a certificate of merit for Excellence in Design.

Publications are judged in three different categories: Writing, Communication and Design. Some of the comments received by the judges include the following:

The publication's content corresponds with its objectives.

The newspaper carries a variety of articles that are informative and keep

the reader up to date with company matters.

The general style and design is simple, quite formal, yet strong in visual appearance with quite a modern feel to it.

Colour, where used is vibrant and effective. These parts appear lively and interesting.

The reader can follow the stories easily and relevant information is given.

The identity and style suit the target audience. Articles reflect the news and issues of importance to the target audience. ■



men and women to those jobs. Consequently, we have seen them being filled by Black people, White People, Indians and a Coloured - in each instance with outstanding results.

If UTATU SARWHU members can emulate that level of objectivity they will have an outstanding union and a better future. ■

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

Postal Address: PO Box 31100, Braamfontein, 2017

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

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

Website: www.utatusarwhu.co.za

Durban Office

UTATU SARWHU House
206 Che Guavara (Moore) Road, Durban
PO Box 61267, Bishopgate, 4008
Tel: (031) 823 5927, 082 922 3960
E-mail: utatudbn@utatusarwhu.com

Cape Town Office

Paul Sauer Building, Room 316, 3rd Floor, Cape Town
Tel: (021) 449 5879

Kimberley Office

5th Floor, Plims Building, 32 Chapel Street,
Kimberley, 8301
PO Box 2999, Kimberley, 8300
Tel: (053) 832 1500 Fax: (053) 832 1501

Bloemfontein Office

Room 206/207 Second Floor, Handisa Building
39 Blignaut Street, Hilton, Bloemfontein
Tel: (051) 447 9158 Fax: (051) 447 9207

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High praise for Zonke's role in debating the challenges faced by women in SA rail

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UTATU SARWHU's Zonke Cebekhulu photographed at the Women in Rail in Africa conference with Mr L Lochman, Executive Director of the Community of European and Infrastructure Companies.

UTATU SARWHU's Zonke Cebekhulu earned high praise for her address on the challenges women are facing in rail that she presented to the recent 'Women in Rail' conference organised by Amabhusesi Training and Conferencing.

Conference organiser, Pasi Mubaiwa, speaking for himself and fellow executives at Amabhusesi, wrote: 'Your skill in chairing the event was very much appreciated by those representing various rail companies. As a result we have received numerous requests for the paper you were supposed to deliver.' He went on to say that there would likely be a repeat of the conference next year and that he looked forward to Zonke's further participation in it. The frank and revealing slide presentation that Zonke presented to the conference read:

Back in the old bad days, the workplace was a battle ground, where sexist jokes and assumptions were norm.

Women were shut off from promotion by an old boys' network that favoured its own. All that has changed in the last two decades - except where it has not. In the world of engineering and technology as well as in the rail sector, it seems that the past is still very much present. Discrimination is a core word that is ruling in the sector.

Looking back, celebrating 20 Years of Freedom

In 1994 we witnessed a lot of changes in our country, South Africa. The past struggle brought us freedom. With the new democratic government we managed to benefit in policies such as the Affirmative Action and Employment Equity policies which brought the balance of the gender and race in the workplace.

I am a product of such benefits. We were five ladies to be employed in the so-called 'male dominated workplace.' We were so excited to get a job in one of the biggest companies in the country. However, the treatment we received on our arrival... we didn't see it coming!

Discrimination

Some of our fellow male colleagues were so bitter about our arrival - mostly the old guys. They had a mentality that we were there to take their jobs and that we are not suitable for the jobs we were doing, hence it was men's jobs. At some stage they would refuse to teach us the techniques of work. They would probably say we are well educated so why did we fail to perform our duties.

Lack of facilities

Lack of facilities in the workplace became problematic when women started to invade male-dominated places. In export trains still there is a challenge of toilets. When nature calls, women tend to experience problems hence there are no toilets and 'she

bins' in the locomotives.

There was a project of installing toilets in the 19E locomotives. However, there are some challenges that hinder that process to be completed.

I was the first lady in my depot to work in the yard as an Examiner & Repairer. The first challenge I encountered was the ladies' ablution which was not supplied. I was forced to wait for the guys to finish bathing and changing clothes before I could use their ablution. One day they said I must go there first - they would bath after. Unfortunately when I went inside there, there was a guy who was already taking a bath. To my surprise and embarrassment I met him by the change rooms, naked!

Ill-treatment towards women

One of the ladies who is a train assistant complained about her white male colleague who used to ill-treat her. It was always at his mercy to allow her to jump off the train when nature called. Sometimes he would make her examine the load while there was nothing wrong with it.

The other lady got a promotion. She received bad treatment - they disobeyed her. Even old men would say she was not even in the age group of their first born daughters, so they saw no need to respect her.

Nevertheless such cases were reported and resolved.

Sexual Harassment

Many cases were reported where women were the victims of sexual harassment in the railway sector. In most cases it occurs during their train trips where a man is the train driver and a woman is an assistant. Sometimes in the depot workshops during the maintenance activities, women receive verbal sexual harassments, e.g. when a lady is busy on repairs (wagon), maybe underneath the wagon, man will pass sexual remarks. Some men would exchange sex for favours.

Recruitment and Promotions

It still happens that women are discriminated against when it comes to promotion. There is still that mentality of taking women as a weak object who cannot stand the heat. However, in most instances the Employment Equity policy plays its part but there are still those divisions within the sector which don't comply with the Act.

At management level, women also experience the challenge of their senior male colleagues who don't like to capacitate women with the fear of losing their precious jobs

Woman to woman

Since our policies allow women opportunities in big positions, here comes the Pull Her Down Syndrome coupled to it. Women in high position in this sector tend to close doors to those who are behind them.

It has been said that those who



achieve success and status perceive that others are jealous of them. Young and upcoming women in the organisation feel that the more senior ones have pulled up the ladder behind them and are doing little or nothing to ease the way for those at lower levels. Women are self-prejudiced and perceive men as more knowledgeable and adequate than their female counterparts and may even vote a man into a position rather than a woman.

Women need support

Women are on the verge of making their largest and most magnificent contribution to the world at large, and

specifically to the world of work.

One of the challenges faced within the country and the continent as a whole is that we don't always inspire innovations amongst women. It's about time that we built up the expertise and participation and profiles of professionals and moved away from selfish leadership to producing a generation of leaders who have the interest of their organisations. This is because the key to empowerment really is to have a culture where business leaders are held accountable for the contributions they are making towards grooming the next generation of business leaders and successful

women in the workplace. [Liepollo Pheko - President of the Businesswomen's Association of SA].

Women in the Rail sector need to think beyond today and enter new paths that they have never entered before, building a group or a forum where they can support each other and share their goals. Women need to create meaningful conversations about what it means to be a woman in rail business or the workplace and help enable a future generation of women leaders and women in rail business by exciting the next generation through the works of today's women. ■

NEWS

UTATU SARWHU gaining new members through its lone fight for a fairer Variation Agreement

UTATU SARWHU's single-handed fight for fairer application of TFR's Variation Agreement has shown little progress in recent months principally because Transnet Freight Rail has managed to bend another union its way. But the good news is that workers are seeing where their future lies. In one depot alone 70 workers recently crossed over in a single day to join UTATU SARWHU.

"As regards the Variation Agreement with TFR, there was still two burning issues at stake as far as our union is concerned: the weekly rest periods and the calculation of time off for those absent on leave or through ill-health when working a compressed work week," says U/S's deputy general secretary, Louis Brockett. "We want more weekly rest periods that give our members more family life. TFR's negotiator's appear to be uninterested in that and are sticking to a cycle that gives their workers two successive 48-hour mid-week rest periods and followed by a combined rest period every 3rd and 4th (Friday/Saturday or Sunday/Monday.) when they can have some quality time with their wives and kids.

"An unacceptable aspect of our negotiations has been TFR's refusal to examine fairer alternatives. We have offered to take their negotia-

tors to depots where we can demonstrate how the more reasonable roster which our union wants can be applied without any loss in productivity. But they have refused to take part in such an investigation. It won't end there. UTATU SARWHU will continue pursuing the issue until a fairer deal is achieved.

"The Variation Agreement with Transnet Freight Rail exists because, without it, it would be impossible to run the rail system ruled by the Basic Conditions of Employment Agreement which covers working conditions at most other enterprises," Louis explains. "Mindful of this fact, employees have gone out of their way to make concessions that accommodate their employer. Instead of appreciating that co-operation, TFR are choosing to play hard ball and to squeeze more out of their workers regardless of the consequences to their health and family life. UTATU SARWHU is not prepared to allow that.

After several rounds of intense and robust sessions of negotiations, UTATU SARWHU proposed that we join the back to back rest periods on a 3rd and 4th period with a 2nd and 3rd period that are still preceded by the 48 hour midweek rest period.

Eventually sanity prevailed and the other parties understood that utilizing this method would result



Deputy General Secretary, Louis Brockett

in more frequent rest periods over week-ends for staff to enjoy with their families.

Currently Task Teams comprising of Management and Labour are visiting depots across the country to explain the proposed New Variation Agreement and to re-affirm UTATU SARWHU'S mandate regarding the weekly rest period issues as well as the issues regarding weeks.

Once the mandates are re-affirmed by our members the agreement will be signed that will be closely monitored that it is interpreted and applied as, by Line Managers and Supervisors. ■

Transnet's treacherous trail continues... 39343

In the previous issue of Labour Report we reported that Transnet management still refuses to negotiate on outstanding issues as agreed at the 2013 wage agreement.

"Subsequent to that article we have seen some movement. Three meetings were held with regard to the new reward model and Labour put a proposal on the table," reports Steve Harris, UTATU SARWHU'S general secretary. "But there is still little sign of serious intent on Transnet's part.

"Should we not make sufficient progress it will leave us no alternative but to follow the route as stipulated in the Labour Relations Act (LRA), that is to launch a legal strike once the dispute process has been invoked and concluded and a certificate has been issued for a legal strike.

"UTATU SARWHU will continue to do all in its power to avoid a damaging conflict. But that will become this union's only option if Transnet continues to dodge serious engagement that can deliver solutions that serve all parties.

"Be assured that your union has tried on numerous occasions to engage with the Group CEO, Brain Molefe, but without success.

"We were afforded a meeting with the Chairman of the Board of Transnet, Mafika Mkwana, but left that meeting unconvinced that it would bear any positive fruit for our constituents.

"Your union has subsequently written to the Minister of Public Enterprises, Lynn Brown, requesting an urgent meeting through our federation, Fedusa, with a view to Ms Brown using her authority to put an

end to Transnet's manipulative ways.

"Given Transnet's track record to date we are not optimistic of a successful - or even conciliatory - solution.

"I assure members that their union will not give up. We will continue to use every means at our disposal to achieve fair results to the outstanding issues which - to put it bluntly - are nothing more than a raid on employees' pockets." ■

Update on Fixed Term Contractors

UTATU SARWHU'S negotiations with Transnet for a better deal for Fixed Term Contractors (FTCs) are ongoing. "Currently we are working on standardising payment, leave, maternity and 13th cheques for the different categories of FTC," says Louis Brockett, UTATU SARWHU deputy general secretary.

"We are encouraged by the fact that more FTCs are being appointed

permanently, but the entry levels must be finalised in all of Transnet's Operational divisions," says Louis.

"A problem we are encountering is that FTCs are sometimes worse off when they are permanently employed as the company has to deduct their contributions to such benefits such as pension and medical aid.

"We are still looking achieving a solution that will be fair to everyone." ■

TRAVERSER SNIPPETS

Focus on Enterprising UTATU SARWHU member

Petite and pretty UTATU SARWHU member, Bertha Manaka, who has become Transnet's first female metal smith, is the focus of a prominent feature in the Transnet magazine Traverser.

It is an inspiring story of a spunky and determined young mother who overcame numerous obstacles to succeed in a profession normally associated with burly men.

We recommend that you read the article. Bertha's achievements as a trend-setter make entertaining and impressive reading and are likely to inspire Transnetters of both sexes.

New life for De Aar

The Karoo town of De Aar, once a vital hub of the South African rail system, has been an impoverished ghost town in recent years. Now, thanks to the decision of Transnet Freight Rail and Transnet Engineering to open a wagon refurbishment facility there, the town is experiencing new life and hope.

The cover story in the 06/2014 edition of Traverser describes the official opening of the new facility by Public Enterprises Minister, Lynne Brown, and details the role that the new facility is likely to play in addressing local poverty as well as in advancing the efficiency of the national rail system.

Germiston tankers for the DRC

The advances being made possible by our Transnet Engineering members were again prominent in Traverser in a report featuring the achievements of Transnet Engineering's Germiston team in designing, manufacturing, overhauling, upgrading and maintaining railway rolling stock in service in Africa. As a result, Service des Entreprises Pétrolières (SEP) Congo, which is the backbone of fuels supply and distribution in the Democratic Republic of the Congo (DRC), has placed an order for the manufacturing of tanker wagons.

As Traverser says: 'The TE team involved deserves the accolades it receives.' ■

Magazine snippet titled 'The heat is on' featuring Bertha Manaka, a female metal smith. The text describes her journey from a young mother to a professional metal smith, highlighting her determination and the challenges she overcame. It also mentions her role as a trend-setter and her achievements in a profession normally associated with burly men.

Magazine snippet titled 'The Bertha Manaka Story' featuring a portrait of Bertha Manaka. The text describes her journey from a young mother to a professional metal smith, highlighting her determination and the challenges she overcame. It also mentions her role as a trend-setter and her achievements in a profession normally associated with burly men.

Magazine snippet titled 'Germiston Tankers for the DRC' and 'New Life Flowing in De Aar'. The text describes the achievements of Transnet Engineering members in designing, manufacturing, overhauling, upgrading and maintaining railway rolling stock in service in Africa. It also mentions the decision of Transnet Freight Rail and Transnet Engineering to open a wagon refurbishment facility in De Aar, which is experiencing new life and hope.

Be prepared

A wise old man once told a much younger man: "I must go soon, but you could too at any time!"

Even though nobody likes to talk about the subject, it is better to be prepared for the inevitable than to be hanging out in the cold. After a death, the family of the deceased face a huge task to get all the affairs in order. It will be a huge relief to those left behind if these affairs are as in order as possible.

Be sure to keep your will updated

Dying without a will leaves your estate in the 'hands' of the state. All close family members are entitled to their share, even those you didn't like at all!

Creating a will is not as complicated as one may believe. You can write a will on a cocktail napkin as long as it is signed by yourself and two witnesses. (Well, almost!) If you don't have a will, it is time to think about it.

Ask a financial institution, broker, lawyer or accountant to assist you with the will. They usually offer to act as executor of the estate. The executor is entitled to 3.5% (VAT excluded) of the value of the estate. Having someone professional in charge can give you great peace of mind. It must however be someone you trust, because they will be in charge of your affairs or those of a loved one for quite a while.

You may name your own executor in your will. If you decide on this, make sure it is a person that can keep a cool head, have patience and a little time. And make sure all your affairs are in order and available.

Do not over-complicate your will. Keep it simple and easily executed. It is no time to be dramatic!

When leaving sums of money to loved ones, ensure that it will be available and they won't have to sell valuable property or assets to cover your promises.

If possible, cover your debts.

If you have a large estate, it is always good to get professional advice. An estate planner can help you to structure your assets in such a way to avoid unnecessary estate taxes or pitfalls.

Put a file together

Even when you want to talk about important issues, your loved ones may not be ready to listen.

Compile a file with all the relevant information to make life a lot easier on them in their time of loss and grief.

Last writes

If you have any special requests, write it down. You definitely do not have to have a Hollywood show piece. But knowing what your wishes were, can be of great assistance in a time when there are a million decisions to be made.

Find a funeral home and contact them to assure yourself of procedures, services, etc. Add the details.

If you have any funeral cover, add the policy to your file.

Will it be a cremation or funeral? Name special requests for the service.

List of documents:

Add the following either with the originals or verified copies. If copies are enclosed, note where the originals are to be found

- Name and nr of funeral home
- Funeral wishes
- Funeral policy or cover (Company, policy nr or broker)
- IDcopy
- Marriage license, - contract,

divorce papers, etc.

- The original will
- Title deeds of any properties, or their whereabouts
- Registration of all vehicles
- Policy documents, share certificates, etc.
- Income tax number
- Details of short term insurance
- Details of pension fund
- Details of salary, contact person.
- Details of medical aid and contact nrs
- Assets & Liabilities

(Some of these documents will already be part of the file. Just make sure it is summarised here as well.)

A short summary of these assets can serve as an asset register.

- Asset list:
- Fixed assets
- Include properties, time share, etc.
- Moving assets:
- List of all vehicles
- Fire arm licenses
- An estimated value of furniture. Note this is not replacement value, but the value of your furniture as is.
- Other valuables such as jewels, etc.
- 'Points' or membership in a holiday club.

Financial assets:

It is very important that this is noted accurately and kept up to date. , unless you have Sherlock Holmes as a close relative!

- Bank accounts (bank, type of account, account number)
- Fixed deposits or other investments
- Shares
- Insurance policies
- Annuities
- List of liabilities (From this list you can also

compose a creditor's list.)

Make sure have a list of all your liabilities, documents that include all contracts of leases, financing, loans, etc.

Who do you pay each month by debit order/ self-payment? This may include companies like the local municipality, Telkom, DStv, etc.

What do you pay on an annual basis, such as levies, post box, etc.

In case you are the one left behind or have to assist a parent, friend or sibling, keep cool.

What to do in case of a death in the family

Call the funeral home (they usually help organise the death certificate, take care of the body and help with the registration of death at home affairs.)

Hopefully you will know where The File is, get it now.

Make enough copies of the ID of the deceased, death certificate, spouses ID and marriage certificate if married in communion of property.

A bank letter with the details of the surviving spouse may be needed to switch debit orders, change banking details for pension, medical aid, short term insurance, etc.

Inform the executor

Discuss funeral arrangements with the funeral director

Ask a friend or relative to inform other relatives and friends

If possible, assign someone to telephone duty and keep a list of calls to shield the widow or widower/parents.

If the deceased was the breadwinner, make sure that enough funds will be available for the near future, for the funeral, day-to-day expenses. When a couple has a joint account, this might also be

frozen.

Inform the employer/pensionfund, medical aid, financial broker.

Check the list of creditors and make sure debit orders of essential things can go through by switching them to an unaffected account.

With the death certificate and ID, inform the bank. This means all accounts will be frozen, ensuring that nothing is withdrawn. Money can still be deposited.

Check all insurance policies, such as the funeral plan and life cover. Forms will have to be completed.

If the deceased was the main member of the medical aid, had a vehicle registered, telephone or municipal services, etc. a change has to be made.

Every case is unique and there are sure to be much more to be done. By being prepared, you can take out some of the fear and chaos. Try to remain calm. Very few things have to be done immediately. Take things form a side, keep control or notes and ask for help. ■

26951



Troubled Transnet Engineering's unanswered questions

Transnet Engineering is in financial trouble.

Why? We, the voice of its workers, do not know the real answers to that question because TE has opted for secrecy.

Instead of addressing the company's problems openly, in his foreword to its annual report CEO, Richard Vallihu, rambled on for 18 lines about what a great man Madiba was (something the world already knew ten times over) before attending to the job he's paid to do. If he was trying to give the impression of a frightened little boy hiding behind daddy he could not have done it better.

When he finally did get around to business he said this:

The year was also characterised by a sharp decline in the order book of our most valuable external customer, Prasa, as a result of their planned fleet renewal programme, literally forcing them to reduce the GO upgrade programme significantly. It must be said that this turn of events had a significant impact on the Coach Business and TE external revenue as a whole.

We have however, as part of our revenue diversification programme, continued to entrench ourselves in the African market to ensure that we become a big player in the rising opportunities in the Continent. For this purpose, TE has a comprehensive Africa Strategy that is currently being implemented. This year we were awarded a sub-contractor stake in the country's massive and locomotive new build programme worth about R50 billion. The programme is part of the Transnet long term Market Demand Strategy geared towards investment in capital

infrastructure to increase volumes and reduce the cost of doing business. The contract was awarded to 4 OEMs to build 1 064 Diesel and Electric locomotives to be introduced into the existing TFR fleet.

And that's all, folks.

Plainly satisfied with his work as a reporter, Richard Vallihu offered not a single word that could be remotely associated with leadership or managerial vision.

At least Chief Financial Officer, Deon Struwig, got straight to the point. He told us that although a number of Corporate Key Performance Indicators had been achieved, the financial indicators were missed.

In our book that showed excellent worker productivity failing to meet targets that had been set too high.

Will he argue with that?

He went on to provide a string of other statistics of growth achieved, negating them because they did not match the targets set.

He was particularly outspoken on labour costs, citing the workers' 8.5% salary increase as a reason for the company's failure to achieve its growth targets. Did he and his fellow executives put their money where their mouths are by requesting lower salary adjustments than their blue-collared colleagues were receiving?

Deon Struwig ended his report with this statement:

We have challenging targets for 2014/15 which require enhanced focus on our revenue generation and cost containment activities. Revenue is expected to increase to R13.8 billion and EBITDA to R1.8 billion. These are challenging but achievable results. Transnet

Engineering has established a number of MDS III work streams that are tasked to ensure various Corporate Plan targets will be achieved. The participation and support of all employees in TE will be required to ensure that these activities will succeed.

UTATU SARWHU, the trade union that represents the majority of TE workers, agrees with that statement; more particularly with the final sentence which we have highlighted. All well-managed companies know that the way to success is with a complete, informed and motivated workforce on their side.

In his report Chief Operations Officer, Frederik 'Pottie' Potgieter, got closest to the true TE picture when he spoke of:

Operational efficiencies achieved
Quality products delivered

A production target achieved one month ahead of schedule

TE helping to significantly reduce TFR train cancellations

Operational challenges that impacted on profitability

If any of the above worker/UTATU SARWHU perceptions are off-target TE has only itself to blame. It is they who opted to evade communicating with their key partner, the workforce that has to produce the goods.

There are other questions that need answering, viz:

Why is TE not getting its fair share of Prasa and TRF business?

Having built TE into a world-class retail engineering company, is government going to oversee its decline?

Are palms being greased for pushing business in another direction? ■

Prasa's Agency Shop an incentive to join UTATU SARWHU

Prasa has introduced an Agency Shop agreement that requires all employees to contribute to the cost of the company's industrial relations. Labour legislation makes provision for non-unionised members to pay a fee equivalent to the payment made by the union that charges the highest subscription to share in the spoils of labour's negotiations. This will be implemented at Prasa from 1 November 2014.

"The Agency Shop is good news for UTATU SARWHU," says deputy general secretary Louis Brockett. "It is both fair and necessary because if you do not belong to a trade union, you still reap the awards of their negotiations."

"The big question now for those

employees who did not previously belong to a union becomes why pay an Agency Shop Fee when you don't have any say and do not share in the other union benefits?

"The clear solution to that dilemma for non-union members is to join UTATU SARWHU. Its monthly subscriptions are lower than the agency fee about to be deducted from their salaries. And it is the trade union that offers the best benefits, negotiating skills and legal support."

"My message to all UTATU SARWHU members is: Spread the word; help your union, the non-member and yourself by recruiting them into the union that offers the most. ■

Transmed taking the strain out of health care

Health care is stressful, confusing and costly enough at the best of times. But when you don't know what's going on – or what you're entitled to – it becomes hellish. Transmed is helping to ease those strains with good communication via its Transmed Express newsletter.

To further simplify its communications the Fund is preparing a 2015 benefit guide which it hopes to be able to distribute soon. Members will be informed of its availability by sms.

"Our aim with each edition of Transmed Express is to provide you with health care-related topics and information that will assist you to

understand your Fund better," says Principal Officer, Petrus Wasserman, in his latest bulletin. He went on to express his appreciation to the union's representatives for the support they are providing.

The most recent issue of Transmed Express discusses the conditions that result in co-payments by members and the significance of designated service providers (DSPs).

Those wishing to submit queries and suggestions to the Fund can do so via suggestions@transmed.co.za or Suggestions, PO Box 32931, Braamfontein 2017. ■

14705

Minister Nel raises war on copper theft a notch – but it is not enough

Deputy Co-operative Governance Minister, Andries Nel, told the Association of Municipal Electricity Utilities conference in Midrand on Monday 6 October that the criminal justice system does not deal effectively with cable theft and theft of public infrastructure.

"There are weaknesses in our criminal justice system where these matters often get treated as petty crimes," he said, according to an Engineering News report.

The problem of cable theft was evident through the recent theft of parts of power pylons and the theft of railway tracks.

"There is a huge impact on the broader provision of basic services

where electricity supply is interrupted, that can also lead to the interruption in the supply of water such as we have seen in Gauteng recently."

The theft of non-ferrous metals could also impact social stability.

"Many of the protest actions that we see as service delivery protests, once you investigate more closely often come back to interruptions of services which, in turn, are occasioned by the theft of public infrastructure."

He said government had established a working group, consisting of the ministers of co-operative governance, police, justice, state security and public enterprises, to deal with the problem.

"What we want to do in the

short-term is ensure that there is better information and intelligence shared among law enforcement, municipalities and industry.

"We are looking at a range of proposals, both in operation and in terms of policy – looking at possible amendments to legislation."

Nel said there was a proposal to amend the Precious Metals Act to include copper, which would assist police and the prosecution and would mean heavier sentences.

There was also another proposal to make the theft of electricity a crime and another of placing the onus on someone who had a certain amount of copper or other metals in his/her possession to explain why.

Joining the debate, Colonel

Gerhard Pretorius, who is in charge of the South African Police Service's team looking into the theft of non-ferrous metals, said the main problem preventing crimes like cable theft was the type of perpetrator.

"Our most common theft of copper cables is by opportunistic or petty thieves. It is very difficult to determine where they are going to strike next," he said. "So we cannot plan for a person who tonight needs drugs and steals a copper cable. How do you plan for that?"

He said this was in contrast to syndicates which stole cables. The Hawks and the organised crime unit had systems in place to deal with syndicates.

"In terms of petty theft, we are not getting enough information in order to plan properly."

UTATU SARWHU comment: Are the police not on the wrong track? Instead of trying to find the criminals, should they not be focusing on the fences who are encouraging cable theft and making fortunes from it? This union has long been pressing for a police audit of scrap metal merchants that will show them that they are under scrutiny. That alone should help to curb the thefts. To our knowledge no such pro-active action has yet been taken. ■

Fedusa calls for banning of transfer pricing in the MTBPS



19905



Fedusa general secretary
Dennis George.

Fedusa calls upon the Minister of Finance, Nhlanhla Nene, to consider the recommendations of the tax review committee headed by Judge Dennis Davis – to ban transfer pricing, through the introduction of dedicated legislation in the Medium Term Budget Policy Statement (MTBPS) as a measure to protect the South African tax base.

The research of the OECD shows that multinationals transfer billions of Rands from high-tax to low-tax jurisdictions to avoid paying their fair share of taxes. National Treasury was shocked to discover that corporate tax revenue in South Africa has declined from 7.2% of GDP in 2008/9 to 5.5% in 2009/10 and 4.9% in 2010/11.

This decline in corporate tax revenue was a major concern for government. This ratio recovered marginally in 2011/12 to 5.1%, but may deteriorate again to 4.9% in 2012/13.

Furthermore, the National Treasury claims that corporate tax revenues fell suddenly from an average of 23.4% in the 1980s to 14% between 1990/91 and 1999/2000.

Transfer pricing occurs when it is used as a tax-avoidance measure to shift profits offshore to tax havens with low-tax jurisdictions, therefore South Africa is estimated to lose tens of billions of rand annually from the abuse of transfer pricing by multinational groups.

It is therefore imperative for government to introduce new legislation and to collaborate with the OECD as mandated by the G20 to ensure that this evil practice is eradicated from the international

tax jurisprudence in order to bring about international social justice.

Transfer pricing is open for abuse by local companies who sell their goods or services within a multinational group to an offshore associate in a low-tax jurisdiction, or sells them at a marked discount.

The South African economy has faced serious headwinds of low economic growth, high unemployment, unstable labour relations, inflationary pressures and deteriorating fiscal and current account deficits said Fedusa general secretary Dennis George.

Fedusa calls on the Minister of Finance to use the MTBPS as a real opportunity to present government's plans to restore our national finances to sound health over the next three years. It is therefore critical for the Minister to shape his approach on problem solving tactics as presented by President Zuma to build a sustainable mining sector, as well as the work of the Deputy President Cyril Ramaphosa in Nedlac as they are working towards establishing a deeper social partner agreement with organised labour and business.

Fedusa is of the view that Minister Nene is knowledgeable and should build on the post 1994 experience where the budget deficit of 4.8% of GDP in 1994 to 0.5% in 2005 and the surplus on the budget that followed provided fiscal space to increase expenditure without having to increase borrowing. It is however essential for government to use social dialogue as a method to achieve social and economic goals as well as listen to the voice of the social partners in societies and workplaces to accomplish inclusive economic growth for all, indicated Dennis.

Fedusa supported the counter-cyclical stance of government to invest in infrastructure, education and health, combined with growing local procurement as critical drivers to stimulate inclusive economic growth to bring about more equitable outcomes. The counter-cyclical stance involves wisely increasing spending in times of economic contradiction in order to support growth and employment creation, and to avoid unwise massive spending increases while the economy is expanding.

Fedusa wants to impress upon all South Africans to realise that deep inequalities and unemployment remain from apartheid and it is only through addressing the structural realities in the economy and that it is possible to create a more communally comprehensive society. The federation is not too concerned about the higher budget deficit since the 2008 global economic financial crisis, as the current debt levels remain sustainable with on-going measures to ensure that the dept-to-GDP ratio of the country remains economically stable, argues Dennis.

Fair compensation for public servants is imperative to support inclusive economic growth. However, it is critical to maintain a realistic and sustainable balance concerning the percentage of non-interest expenditure as it could result in a reduction of scarce financial resources available for social spending, infrastructure and other important priorities of the country to restore higher inclusive economic growth.

Fedusa is of the view that it is important to conclude a realistic and practical wage agreement with trade unions in the public service that could translate into a sustainable approach over the medium to long term – without having to reduce essential spending on the core and critical needs for quality public service delivery, postulated Dennis.

Pertaining to monetary policy, it is critical to follow a flexible approach to maintain price stability to ultimately ensure balanced and sustainable inclusive economic growth. It is equally important for the Monetary Policy Committee (MPC) to consider the origins of oil and food price increase as well as the administrative prices to keep inflation as public enemy number in place.

The Rand exchange rate is a further risk to the economy and government should address structural inefficiencies, while the MPC should follow a more accommodative and flexible approach that takes into consideration that inflation could be imported and beyond control of policy instruments, maintained Dennis. ■

Make sure your grievance is heard

Majority of employers has implemented a policy to ensure that employees have an opportunity to raise any grievance they might have to the highest possible level of management. This is a positive move because it is the opposite of the normal communication channel where management speak down from the top.

"We welcome this policy and urge employees to make use of it whenever they believe they are aggrieved in terms of the stipulations of the policy," says Steve Harris, UTATU SAR-WHU general secretary.

Steve emphasises that employees must understand that before any dispute in terms of the LRA can be considered, it is of the utmost importance that the correct procedure has been followed. "On numerous occa-

sions labour has found itself before an arbitrator who had no other option but to rule that a dispute is null and void as the employee did not follow the internal grievance procedure."

Steve says it is also important that you have proper proof of everything and that you keep all documents so that you can establish a paper trail relating to the grievance. Employees should ensure that they are familiar with the policy as pertaining to their particular divisions.

"We understand that sometimes employees feel frustrated as managers in certain instances do not even have the courtesy to acknowledge or respond to particular grievances. It is, however, an employee's right to escalate a grievance to the next level if no response has been received." ■

Amendments to Gain Share

At last a positive change for employees working within the support structures of Transnet Engineering:

The Gain Share committee took a decision to revise the Gain Share calculation for the Support Service businesses and such amendment has been made and effected. This is largely due to the shortcomings within the previous gain share calculation.

The Support Services Gain Share calculation will be based on the following:

- Money (payments for operational businesses) that is moving out of the Gain Share fund;
- Only positive operational Gain Share payments will be considered;
- This 'positive' Gain Share will be summarised per centre;
- A weighted average method based on production hours will then be used to calculate the Support Service Gain Share;
- A safety and customer survey modifier will apply to the output; and
- No accumulation of Gain Share

funds for support services will be allowed.

The calculation of Support Services Gain Share is therefore:
SS PC Gain = (PC hours/Centre SS hours x Centre SS Gain) x Survey Modifier

Where:

- SS = Support Services
- PC = Profit Centre
- Centre SS Gain = A - (A x (0.5 - Safety Modifier))
- A = SS hours/Total Centre Hours x Positive OPS Gain in centre

The effect of applying the above model to prior year financial information is as follows:

Simulation for 2013/14 Financial Year

The simulation below is just to illustrate how the new system would have worked if it was applied in the previous financial year. It is also to illustrate that, with good performance where support and operational businesses exceed the targets, all can be fairly rewarded for their performance. It should be noted that the figures below are just for illustration. ■

Centre	Q1	Q2	Q3	Q4
KLP	0.38	0.31	0.30	0.38
SRX	0.14	0.14	0.13	0.17
UTH	0.19	0.20	0.22	0.25
BFX	0.17	0.15	0.08	0.10
DBN	0.09	0.39	0.17	0.31
GMX	0.11	0.08	0.24	0.17
KDS	0.34	0.34	0.27	0.24
	1.14	1.60	1.40	1.62

Don't miss the next issue of Labour Report. Your union's new identity will be revealed.

Fedusa calls for more stable electricity tariffs



Slamming the additional 4% increase in Eskom electricity tariff proposed for Eskom's 2015/6 financial year, Fedusa says that the resultant 12.69% increase (which is much higher than the inflation rate) would have negative effects on workers, business and the national economy.

Calling for a more stable approach to electricity price increases, Fedusa president, Koos Bezuidenhout, said:

"It is imperative to stabilise electricity production and supply as it remains a critical driver of economic growth which, if not responsibly managed, could lead to disinvestment in - and ultimately to the contraction of - the South African economy and concomitant job losses.

"It is important to recognise that society is already paying an extraordinarily high price for the lack of proper co-ordination and planning

on the side of government who failed to provide responsible leadership concerning infrastructure investment and proper implementation," Bezuidenhout concluded. ■

Take care of short-term demands while saving for long-term goals

Hard-pressed breadwinners often feel caught between competing needs: save money for emergencies and unexpected expenses, but also save for long-term goals like retirement and education.

Research has found that 83% of working South Africans want flexible savings plans to help them to save while disposable incomes are under pressure.

When living costs outstrip salary increases and interest rate hikes loom, many breadwinners feel something has to give. How can one possibly be expected to put aside money for unexpected expenses like a new washing machine, as well as longer-term, bigger expenses like a wedding, or the deposit on a car or a home?

Save first and spend the rest
Saving what you have left over at the end of the month won't work for breadwinners who are struggling to make ends meet every month. A debit order is the most efficient way to stay disciplined with savings. Unless you're incredibly self-disciplined, the only way to build your wealth is to 'save first and spend the rest' rather than 'spend first and save the rest'.

Reducing your expenses is easier said than done, of course, especially for those who are now spending around a third of their salaries on commuting to and from work. Under those circumstances, getting out of debt, never mind saving, can seem impossible.

Yet many people find ways to do so.

7 ways to stretch your money so you can get serious about saving:

Beware of credit. The interest rates on short-term debts are the enemy of long-term wealth. Each time you leave your store card or credit card at home you reduce the urge to splurge.

Shop around. If you are not a dedicated fashionista and well-known brand names are not top of mind, then try shop around at retail chains for the best deals.

Don't be seduced by bargains. Just because an item is marked down doesn't mean you can't live without it. Be guided by how necessary it is rather than whether it's on sale.

Plan ahead. Buying food in bulk, cooking for the week and taking your own meals to work will cost you a fraction of buying food or takeaways each day.

Go second-hand: Used products are often cheaper, whether they're school uniforms, kitchen appliances or tools.

Resist pressure. A matric-dance dress can be a very expensive affair, and expectations tend to run high. Start planning early and find an affordable outfit. Don't be coerced into making a rushed and expensive choice at the last minute.

Think investment, not celebration. Rewarding your child with singing lessons or a course in animation is a far better investment than a visit to a day spa. ■

53245

Deaths

June	Nkosi T Member Vryheid
Ngobeni DP Member Johannesburg	Tarr EA Member Pretoria
Elliott JG Member Port Elizabeth	Mostert WC Member Beaufort West
Van der Merwe JW Member Pretoria	Magolego BE Spouse Pretoria
Masobe MM Member Johannesburg	Xaba KM Member Johannesburg
Wegner CF Member Richards Bay	Ramaru IJ Member Makhado
Fourie Member Durban	Mahlatsi MM Child Johannesburg
Ngcobo BT Child Durban	De Bruin CF Member Durban
Visagie MM Member Kimberley	Dean TD Member Cape Town
Ngema TM Member Richards Bay	Shaw R Member Cape Town
Nortje MJ Member Pretoria	Mfakanya BE Child Cape Town
Visagie CJ Member Ermelo	Mampuru SA Member Johannesburg
Botes WJ Spouse Johannesburg	Ndabeni S Spouse Cape Town
Govender J Spouse Durban	Zunga ES Member Durban
Duma AM Member Witbank	Mabasa RE Member Johannesburg
Dilaza K Child East London	Mpahleni M Member Cape Town
Van Rensburg MB Member Cradock	Zulu DS Child Newcastle
Mthembu S Member Richards Bay	Du Toit J Spouse Krugersdorp
Nomandla SX Spouse Bloemfontein	Stephen TC Member Sannieshof
Gertse P Spouse Cape Town	Ntombela M Member Richards Bay
Erasmus BJ Spouse Port Elizabeth	
Maimela SH Member Ermelo	
July	
Oberholzer J Member Johannesburg	

GLOBAL

Global transport Round-up

Scottish fury at lost rail opportunity

Scots and British rail professionals and trade unions have reacted angrily to the decision to award the contract to run Scottish rail for a decade from 15 April, 2015 to Abellio, an offshoot of the Dutch railways.

Rail union, RMT, reacted furiously, saying it represented a missed opportunity to bring the franchise back into public ownership. Union bosses described it as a 'disgraceful and shameful betrayal of the Scottish people.'

RMT general secretary, Mick Cash, said: "It is scandalous that just a few weeks after the referendum, and promises from all quarters that the Scottish people would have an increased say in every aspect of their lives, that the continued privatisation of Scotland's railways has been bulldozed through with the SNP colluding with the political elite in Westminster to deny the opportunity for this franchise to be brought back into public ownership.

"There is no question that this whole franchising process could and should have been halted, pending the ratification of the post-referendum devolution settlement, instead of rushing headlong into a deal that will deny the Scottish people ownership and control of their railways for many years to come.

"Scotland could have taken control of its own railways, instead they have opted to go Dutch, meaning that profits will be sucked out of the system to underpin investment and fares in Holland."

ITF's week of transport action

During the week 6 to 12 October, ITF-affiliated road transport and railway unions took action to highlight issues of local and national concern, such as deregulation, outsourcing, promotion of public transport, decent working conditions, safety issues, HIV/Aids, driver fatigue, enforcement of labour laws.

This year workers in those sectors were joined by their docker and seafarer colleagues on 9 October in a day dedicated to the safety of containers, which are handled and transported by drivers, dockers, train staff and seafarers. The week also included activities around the World Day for Decent Work.

Among the countries involved were: Australia, Barbados, Belgium, Benin, Botswana, Burkina Faso, Cameroon, Canada, Colombia, Congo, Costa Rica, Democratic Republic of the Congo, Egypt, Georgia, Germany, Ghana, Guinea Conakry, India, Ivory Coast, Japan, Kenya, Korea, Lithuania, Luxembourg (where a demonstration will be held on 8 October organised by the European Transport Workers' Federation), Malaysia, Mexico, Niger, Nigeria, Philippines, Russia, Rwanda, Senegal, Spain, Tanzania, Togo, Thailand, the Netherlands, Turkey,

Uganda, UK, USA and Zimbabwe. Mac Urata, ITF inland transport section secretary, commented: "Our action week allowed transport workers and their national unions to focus on the areas most important to them while speaking with one united, global voice."

Container safety

The International Maritime Organisation (IMO), International Labour Organisation (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.'

UTATU SARWHU has welcomed the intensified focus on container safety. As the ITF points out on its website, 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. But it's also a serious concern for managers, schedulers and warehouse operators, who form part of the chain of responsibility.

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 from injury. Members of the public can be hurt, too.

Major concerns are:

- The misdeclaration of contents, including dangerous goods and container weights
- Improper packing
- The fumigation of containers
- At the IMO, tentative measures have been taken to check container weight declarations through the SOLAS (safety of life at sea) amendment.

Lagarde sends out the right economic message

Speaking in Washington on Thursday 2 October International Monetary Fund MD, Christine Lagarde, delivered the message that the finance world needs to hear. After warning that the global economy risked having mediocre growth for some time to come, to boost growth she urged action that would include an easing of austerity, job creation programmes and higher spending on infrastructure.

"Our main job now is to help the global economy shift gears and overcome what has been so far a disappointing recovery: one that is brittle, uneven, and beset by risks," said Lagarde.

Monetary policy - interest rates and money creation through quantitative easing programmes - would not be enough on its own. Lagarde urged that the pace of consolidation and composition of fiscal measures - tax and public spending should support economic activity to the extent possible, lower payroll taxes to encourage firms to hire and higher public investment.

UTATU SARWHU DIRECTORY

Area 1 – Kwazulu-Natal

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	John Short	031 361 6164	071 481 6975	031 361 4870	john@utatu.com	
Vice-Chairman	Rodney Blom	031 361 8189	082 893 1224	086 543 7660	Rodney@utatusarwhu.com	
Secretary	Jabulile Madonsela	035 905 3807	083 365 4621	035 905 3181	Jabulile.Madonsela@transnet.net	
Chairman	F.E Mabaso	–	078 738 7296	036 271 2332	sarwhuncs@transnet.net	
Deputy Chairman	SM Mazibuko	036 271 2111	076 467 9121	–	–	
Secretary	TA Jwara	031 361 5300	083 426 0684	031 361 5184	tammijwara@transnet.net	
Treasurer	S Nsibandwe	–	–	–	–	
Gender Coordinator	NL Thwala	034 328 7235	072 536 5798	–	thembeka.thwala@transnet.net	
Durban	Chairman	W.T Bophela	–	–	–	083 457 0972
	Secretary	NC Ngcobo	–	–	–	073 176 0763
Durban Infra	Chairman	Linda Biljoen	031 361 4318	031 361 4107	Linda.Biljoen@transnet.net	071 322 7439
	Secretary	Raymond Johns	031 361 5730	031 361 4731	Pieter.Johns@transnet.net	083 468 6010
Empangeni	Chairman	MC Sibiya	035 905 3779	–	nkosinathi.sibiya@transnet.net	083 772 0013
	Secretary	BH Mtshali	–	–	–	083 358 1766
Ermelo	Chairman	Egbert Olivier	017 801 2266	–	egbertolivier@vodamail.co.za	082 612 8519
	Secretary	Rinus Jansen van Rensburg	017 801 2217	017 801 2000	Danie.terblanche2@transnet.net	082 373 2521
Ladysmith	Chairman	Bob Corringham	036 271 2036	036 271 2298	Bob.Corryingham@transnet.net	083 387 8914
	Secretary	John Bain	036 271 2467	031 361 2298	John.bain@transnet.net	083 787 4207
Ladysmith	Chairman	SD Zwane	036 271 2093	036 271 2332	–	082 723 4106
	Secretary	BB Mtshali	–	–	–	–
PRASA Durban	Chairman	Rodney Blom	031 361 8189	086 543 7660	Rodney@utatusarwhu.com	082 893 1224
	Secretary	D Brand	031 361 7587	031 361 7798	mbrand@metrorail.co.za	083 501 2006
Newcastle	Chairman	NW Kubheka	–	–	thembeka.thwala@transnet.net	079 418 3260
	Secretary	MS Nxumalo	–	–	thwala.thembeka@gmail.com	–
Newcastle	Chairman	VACANT	–	–	–	–
	Secretary	Thembeka Thwala	034 312 1537	086 218 9144	Thembeka.Thwala@transnet.net	072 536 5798
Pietermaritzburg	Chairman	VACANT	–	–	–	–
	Secretary	CL Holtzhausen	033 897 2460	033 897 2460	Charlesh@vodamail.co.za	082 336 2708
Pietermaritzburg	Chairman	S Ndlovu	033 897 2723	033 897 2743	sibusiso.ndlovu@transnet.net	071 730 0558
	Secretary	M.P Zulu	–	033 897 2003	–	083 795 7446
Maritime Durban	Chairman	Steven Marais	031 361 3029	031 361 3028	Steven.marais@transnet.net	083 382 2083
	Secretary	Jane Amos	031 361 3722	031 361 3864	Jane.amos@transnet.net	083 378 6814
Maritime Richards Bay	Chairman	Frans Potgieter	035 905 3398	035 905 3180	Frans.Potgieter@transnet.net	083 284 1649
	Secretary	Jabulile Madonsela	035 905 3807	035 905 3181	Jabulile.Madonsela@transnet.net	083 365 4621
Richards Bay	Chairman	C Shongwe	035 905 3685	035 905 3509	dement.shongwe@transnet.net	078 672 5266
	Secretary	A Nzungana	–	–	–	073 132 8952
Richards Bay	Chairman	VACANT	–	–	–	–
	Secretary	Walter Hattingh	–	–	Walter.Hattingh@transnet.net	083 547 3059
TRE Durban	Chairman	WS Mgobhozi	–	–	–	083 534 1855
	Secretary	J Padoa	–	–	–	072 409 5156
TRE Traction Durban	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–
TRE Richards Bay	Chairman	Zonke Cebekhulu	035 906 7372	035 906 7015	zonke@utatusarwhu.com	082 567 6637
	Secretary	BA Msweli	–	–	–	082 588 5565
TRE Richards Bay	Chairman	BM Mdlaka	–	–	–	–
	Secretary	MT Simelane	–	–	–	–
Umbilo	Chairman	Chris Kotze	031 361 7894	086 513 2098	Chris.kotze@telkomsa.net	083 439 7078
	Secretary	Andre Smit	031 361 4033	031 361 4033	–	–
Vryheid	Chairman	TF Malumane	–	–	thulane@gmail.com	083 308 8416
	Secretary	O Nkopane	–	–	nkopane@yahoo.com	083 623 4405
Vryheid	Chairman	VACANT	–	–	–	–
	Secretary	AM Ndwandwe	034 989 9376	034 989 9349	Alexander.Ndwandwe@transnet.net	083 710 4031
Wentworth	Chairman	Reagan Govender	031 361 5346	031 361 4330	reagangovender13@gmail.com	072 690 0706
	Secretary	Shaun Balmogin	031 361 5346	031 361 4330	sbalmogin@gmail.com	081 462 8344

Area 2 – East London – Port Elizabeth

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	VACANT	–	–	–	–	–
Deputy Chairman	TA Visani	–	073 396 7473	–	albert.visani@transnet.net	–
Secretary	T Xotyeni	041 507 5167	071 180 8333	051 407 5006	thoba.xotyeni@transnet.net	–
Treasurer	Luyanda Jacobs	–	–	–	–	–
Gender Coordinator	JN Njokweni	041 507 2034	076 335 3689	041 507 2014	noncedo.njokweni@transnet.net	–
Chairman	Chris Greyvenstein	043 700 4317	083 558 4430	043 700 4216	Christian.greyvenstein@transnet.net	–
Vice-Chairman	VACANT	–	–	–	–	–
Secretary	Rob Lottering	043 700 4233	083 409 8688	043 700 4575	bugle@mweb.co.za	–
Burgersdorp	Chairman	VACANT	–	–	–	083 409 8689
	Secretary	PH Wheeler	051 653 9219	051 653 9205	–	–
Cradock	Chairman	JR Erasmus	049 802 8224	049 842 1426	Basie.Pain@transnet.net	082 591 9326
	Secretary	ND du Preez	–	048 801 8227	–	083 295 0307
East London	Chairman	Chris Greyvenstein	043 700 4371	043 700 4344	Christian.greyvenstein@transnet.net	083 558 4430
	Secretary	Rob Lottering	043 700 4233	043 700 4575	bugle@mweb.co.za	083 409 8688
East London	Chairman	VACANT	–	–	–	–
	Secretary	T Slatsha	043 700 4573	043 700 4329	–	083 500 5317
Mid Karoo	Chairman	B Faltein	–	–	–	073 374 5041
Mossel Bay	Chairman	Marius Prinsloo	044 604 6236	044 604 6209	BepVoor@transnet.net	084 582 5932
	Secretary	VACANT	–	–	–	–
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–	078 605 3617
	Secretary	D Vinqji	041 507 2643	041 507 2645	–	082 950 6821
Port Elizabeth	Chairman	Wynand van Tonder	041 507 5204	041 368 2793	Wynand.vantonder@transnet.net	071 671 3523
	Secretary	Edwin Godfrey	041 507 5167	041 507 5006	Edwin.godfrey@transnet.net	084 807 9351
Maritime East London	Chairman	Bill Hart	043 700 2237	086 630 7920	Bill.Hart@transnet.net	083 287 4234
	Secretary	Douglas Emery	043 700 2410	–	Douglas.emery@transnet.net	082 315 9826
Maritime Nqgura	Chairman	C Damons	–	–	Careston.damons@transnet.net	084 289 2698
	Secretary	Venecia Julie	–	–	–	073 230 8024
Maritime Port Elizabeth	Chairman	Albert Visani	–	–	–	073 396 7473
	Secretary	Thandiswa Nibe	041 507 1559	041 507 1561	Thandiswa.Nibe@transnet.net	083 574 5861
PRASA East London	Chairman	M Losi	–	–	mangoliso.losi@prasa.com	083 315 7601
	Secretary	Kholelwaka Nkumanda	043 700 2353	–	kholelwak@yahoo.com	083 670 0013
TRE Swartkops	Chairman	JL Cyster	041 507 5191	041 507 5189	Julius.Cyster@transnet.net	083 565 2957
	Secretary	Adriaan Grobler	041 507 5194	041 507 5224	Grobler9@yahoo.com	084 236 1902
TRE Uitenhage	Chairman	Clayton du Plessis	041 994 2288	041 994 2412	Clayton.duplessis@transnet.net	078 212 6211
	Secretary	Malcolm Bubb	041 994 2341	041 994 2412	Malcolm.Bubb@transnet.net	083 952 4967
Queenstown	Chairman	Brian Hayes	045 808 2074	045 808 2003	–	084 406 9544
	Secretary	Leon van Heerden	045 808 2022	045 808 2150	–	083 944 9385

Area 3 – Western Cape

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	C Vermaak	021 507 2509	084 600 3304	–	Vermaak007@telkomsa.net	–
Vice-Chairman	H Smith	023 348 4262	071 363 3938	023 348 4260	Henk@breede.co.za	–
Secretary	L Saul	022 703 2229	079 225 9168	–	Lutwena.Saul@transnet.net	–
Chairman	M Lamani	021 940 2036	083 897 4756	021 940 2899	sectionmanagersbellville@transnet.net	–
Deputy Chairman	L Bamba	–	082 708 6264	–	–	–
Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899	–	–
Treasurer	L Gova	021 449 4288	078 556 1432	–	–	–
Gender Coordinator	K Mpote	–	079 061 1627	–	–	–
Beaufort West	Chairman	Sakkie Janse van Vuuren	–	023 449 2177	Jacques.JansevanVuuren@transnet.net	082 355 1166
	Secretary	Lillian van Niekerk	–	023 449 2402	Lillian.vanniekerk@gmail.com	082 870 3067
Cape Town	Chairman	Danie Groenewald	021 940 2114	021 919 4211	djgroenewald@gmail.com	083 458 3726
	Secretary	George Warrington	021 940 2160	–	George.warrington@transnet.net	083 411 4962
Lions Head	Chairman	William Cook	021 449 3781	021 449 5524	wcook@metrorail.co.za	072 910 3913
	Secretary	Fabian Jooste	021 449 534	021 449 2104	fjooste@metrorail.co.za	074 835 4271
PRASA Disa	Chairman	VACANT	–	–	–	–
	Secretary	Simphele Rhelegushe	021 940 3316	–	srelegushe@gmail.com	071 006 6135
PRASA Liesbeeck	Chairman	B Fourie	021 507 2269	021 507 2224	bFourie@metrorail.co.za	–
	Secretary	VACANT	–	–	–	–
PRASA Tafelberg	Chairman	Owen Hudson	021 449 5532	021 449 2236	Utatu_to@metrorail.co.za	083 490 4049
	Secretary	John Scheepers	021 449 5879	–	jscheepers@metrorail.co.za	072 923 1883
Maritime Cape Town	Chairman	Trevor Wasserfall	021 449 2148	086 631 0348	Trevor.wasserfall@transnet.net	071 362 6219
	Secretary	Gwyn du Plessis	021 449 3657	021 449 6172	Gwyn.duplessis@transnet.net	071 861 9822
Maritime Saldanha	Chairman	David van der Merwe	022 703 4312	022 703 4360	David.vandermere@transnet.net	072 841 1522
	Secretary	Sibongile Mbonzana	022 703 5447	–	Sibongile.mbonzana@transnet.net	083 451 7253
Saldanha Ores	Chairman	Walter Smith	022 703 3467	–	Walter.smith@transnet.net	074 143 4301
	Secretary	Lutwena Saul	022 703 2229	–	Lutwena.Saul@transnet.net	079 225 9168
TRE Cape Town	Chairman	Heinrich Laubscher	–	021 507 2966	utatusrx@transnet.net	071 565 0303
	Secretary	TJ Capes	–	–	utatusrx@transnet.net	072 064 1046
Worcester	Chairman	Henk Smith	023 348 4262	023 348 4260	Henk@breede.co.za	071 363 3938
	Secretary	Leon Steyn	023 348 4218	023 348 4304	steyn@cwnet.co.za	083 293 7523

Area 4 – Free State

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	CELL
Chairman	D Motshoeneng	051 408 2910	078 119 2650	051 408 2106	–	–
Secretary	T Mkhali	051 408 3173	073 553 9081	051 408 2121	–	–
Deputy Chairman	K Ramonnye	051 408 2823	083 240 2678	051 408 2823	kgosi.ramonnye@transnet.net	–
Treasurer	D Sethare	056 268 2239	076 556 8796	056 268 2227	David.Sethare@gmail.com	–
Gender Coordinator	D Morake	056 268 2239	084 624 3271	056 268 2227	dugsonm@yahoo.com	–
Chairman	VACANT	–	–	–	–	–
Vice-Chairman	Russell Veitch	051 408 2653	079 495 7203	–	Russell.Veitch@transnet.net	–
Secretary	Marius Viljoen	051 408 3543	073 199 6363	–	Marius.Viljoen@transnet.net	–
Bethlehem	Chairman	Ally Nhlapo	058 302 2033	058 302 2085	ally.nhlapo@transnet.net	072 763 1459
	Secretary	Thabo Taaso	058 302 2160	058 302 2081	–	083 409 6572
Bloemfontein	Chairman	Russell Veitch	051 408 2653	–	Russell.Veitch@transnet.net	079 495 7203
	Secretary	Dennis Hiten	051 408 3615	–	Dennis.Hiten@transnet.net	–

UTATU SARWU DIRECTORY

Area 5 – Gauteng Central (Johannesburg)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Hennie Stoltz	011 773 4900	083 709 1480	011 773 4744	hstoltz@prasa.com
Vice-Chairman					
Secretary	PA Swart	011 773 4790	082 898 2440	011 902 8375	paswart@telkomsa.net
Chairman	Francis CL		073 062 5288		connors.francis@transnet.net
Deputy Chairperson	R Ndlovu		083 463 7680		sibongiseni.ndlovu2@transnet.net
Secretary	Vacant				
Treasurer	CJ Mashamaite	016 420 6278	083 583 7527		valozone303@mail.com
Gender Coordinator	M Digopoleng		071 383 6917	016 420 6986	macdonald.digopoleng@transnet.net
POSITION	NAME	TEL	CELL	FAX	E-MAIL
Autopax	Chairman Secretary	TN Dvanyti Eric Thibela			malandelwa@gmail.com 072 261 0859 072 554 8354
Bombela	Chairman Secretary	Bennie Edwards Gaetshetse Gaitsiwe			Bennie.edwards@bombela.co.za 079 564 5252 Gaetshetse.gaitsiwe@bombela.co.za 073 164 3109
Braamfontein	Chairman Secretary	Hennie Stoltz RS Ratshibaya	011 773 4900 011 773 3370	011 773 4744	hstoltz@prasa.com 083 709 1480 suzan.radzilani@gmail.com 082 927 5657
Esselenpark	Chairman Secretary	Andre van Rooyen Annalien Venter	011 929 2317 011 929 1349	011 929 1275 011 929 1618	andre.vanrooyen2@transnet.net 082 469 2390 Annalien.venter@transnet.net 083 550 0084
Germiston	Chairman Secretary	M Mabase ES Tshofela			
Germiston	Chairman Secretary	Ruphus Machoga TV Nxumalo	011 820 2400 011 820 2045		Utatu.WheelsGermiston@transnet.net 072 818 5217 zenzin@iburst.co.za 083 282 0623
Heidelberg	Chairman Secretary	PC Njowa Willem Swarts	016 340 7227 016 340 7212	011 820 2289 016 340 7213	Peter.Njowa@transnet.net 083 399 9626 willem.swarts2@transnet.net 083 708 1051
Isando	Chairman Secretary	VACANT Desmond Nkhame			Utatulsando/Elandsfontein@transnet.net 073 366 3382
Kaseme	Chairman Secretary	MN Mathekga FJ de Koker	011 330 6061 011 330 6061	011 330 6920 011 330 6771	
Krugersdorp	Chairman Secretary	RH Tjale NI Mintambo			scott.dekoker@transnet.net 082 324 9169 cedric.modingoane@transnet.net 071 777 4497 mntamboni@gmail.com 083 736 9761
Krugersdorp	Chairman Secretary	VACANT Steven Coetzee		011 950 1271	
Leeuhof	Chairman Secretary	Morne Rossouw CJ Mashamaite	016 420 6246 016 420 6278	016 420 6352 016 789 3535	Morne.Rossouw@yahoo.com 084 504 0407 nalozone@gmail.com 083 583 7527
Leeuhof	Chairman	MP Marageni	016 420 6246		
PRASA Central	Chairman Secretary	PA Swart CL Botha	011 773 4790 011 773 4790	011 902 8375 086 562 9828	paswart@prasa.com 082 898 2440 cbotha@prasa.com 083 276 8662
PRASA East	Chairman Secretary	Freddie Grobler Freek Oberholster	011 570 7011 011 365 7479	011 570 7011 011 365 7434	fgrobler@prasa.com 083 276 8715 freek.ober@gmail.com 083 276 8653
PRASA West	Chairman Secretary	OJ Hagemann VACANT	011 278 2346		utaturfr@metrorail.co.za 082 560 2130
Mega Express	Chairman Secretary	P Mbombi D Mokasi			
Parktown	Chairman Secretary	Gladson Mkhabela Kamo Kumalo	011 584 0965 011 584 1120		denzomokazi@gmail.com 083 743 0982 073 340 5191 gladson.mkhabela@transnet.net 079 081 7767 Dikamohele.Kumalo@transnet.net 076 977 7178
Sasolburg	Chairman Secretary	MD Letojane DP Mkhize	016 970 5237	016 970 5288	molif.letojane@transnet.net 074 793 0569 molif.letojane@transnet.net
Sentrand	Chairman Secretary	ZC Khoza VACANT	011 960 2197	011 960 2068	zelda.khoza@transnet.net 076 265 1869
Springs	Chairman Secretary	Patience Begwa VACANT	011 365 7558	011 365 7544	p.begwa@yahoo.com 083 517 3097
Standerton	Chairman Secretary	Geert Buter VACANT	017 712 2831	017 712 1512	
TRE Germiston	Chairman Secretary	Bossie Boshoff Morne Boshoff	011 820 2716		Bossie.Boshoff3@transnet.net 084 785 2827 Morne.boshoff@transnet.net 076 167 8986
TRE Sentrand	Chairman Secretary	Willem de Kock VACANT	011 960 2475	011 960 2475	Willem.dekock2@transnet.net 084 621 3947
Welgedacht	Chairman Secretary	R Dhlamini BJ Nala			
					bongani.aka.nala@gmail.com 083 744 2124 073 635 8269
Area 6 – Northern Cape					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Thomas L	053 7239234	076 6099110	022 7033424	lebogang.thomas@transnet.net
Deputy Chairman	P Sekao	053 8382324	078 7603479	053 838244	pulesekao@transnet.net
Secretary	S Xesi	053 838 3277/3013	082 7850782	053 8383251	yardmaster@beaconsfield
Treasurer	T Maranda	053 838 3170	073 613 6946	053 838 3160	theresia.maranda@transnet.net
Gender Coordinator	Leeuw M	053 838 3277		053 838 3251	
Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223	
Vice-Secretary	M Gouws	053 838 3140		053 838 3245	
POSITION	NAME	TEL	CELL	FAX	E-MAIL
De Aar	Chairman Secretary	P van der Westhuizen JL van Zyl	053 632 8308 053 632 8239	053 632 8216 053 632 8237	
Coligny	Chairman Secretary	VACANT VACANT			
Kimberley	Chairman Secretary	Kobus Zara JP Maree	053 838 3381 053 838 3288	053 838 3363 053 838 3237	Jacobus.Zara@transnet.net 082 655 9058 083 284 5804
Kimberley	Chairman Secretary	AB Content VACANT	053 838 3170	053-838 3169	abraham.content@transnet.net 073 4830034
Klerksdorp	Chairman Secretary	N Gcabashe T Machewane	018 293 7652	018 293 7669	nhlanhla.gcabashe@transnet.net 083 389 3638 073 3660251
Mafikeng	Chairman Secretary	M Mokoena M Leburu		018 381 9295 018 381 9295	
Mafikeng	Chairman Secretary	Collin Manca Tumelo Motsepe	018 381 9250	018 381 9258	Mtp2my@gmail.com 073 513 5905 072 754 7547
Northern Cape	Chairman Secretary	Lebogang Thomas Songezo Joseph Xesi	022 703 3424 053 838 3013	022 703 3422 053 838 3251	Yardmasterkimberley@transnet.net 076 609 9110 082 785 0782
North West (Klerksdorp)	Chairman Secretary	AT Greeff HA Schoeman	018 406 2047 018 406 2047	018 462 1171	
Postmasburg	Chairman Secretary	JA Mostert DCR Swart	053 313 7241 053 313 7262	053 313 7214 053 313 7206	Johannes.Mostert@transnet.net 083 388 1569 083 383 8379
Sishen	Chairman Secretary	K Gaetsewe D Seetelo	053 313 7210 022 703 3425	053 313 7206 022 703 2350	
Sishen	Chairman Secretary	PJ Mostert AT de Jager	053 723 9201 053 723 9218		Sonmos@absamail.co.za 073 149 2224 073 619 5021
Upington	Chairman Secretary	VACANT M. Phillips	054 338 3437	054 338 3340	Margorie.phillips068@gmail.com 082 821 7535
Warrenton	Chairman Secretary	FF van der Merwe JF van der Merwe	053 494 3236 053 494 3236	053 494 3223 053 494 3223	fdvmerwe@vodamail.co.za 083 791 2563 083 378 8208
Warrenton	Chairman Secretary	M Kwenampe K Lithebe	053 494 3236 053 838 2225	053 494 3223 053 838 2248	molehabangwe.kwenampe@transnet.net 083 9478470 073 268 6393
Area 7 – Gauteng North (Pretoria)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Pote Fourie	012 842 5090	083 283 7482	012 800 3678	Hendrik.fourie2@transnet.net
Vice-Chairman	Owen Jones	012 842 5006	072 216 1490	012 842 5841	
Secretary	VACANT				
Limpopo Regional Office Bearers					
Chairman	S Matlala		072 532 6699		
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Gender Coordinator	Shabangu MS		072 025 5148		mxolisi.shabangu@webmail.co.za
Regional Office Bearers					
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Deputy Chairman	L Morebudi	012 842 5490	072 717 9359	012 842 5553	leatlle.morebudi@transnet.net
Secretary	J S Seathlolo	012 315 8237	078 442 4581	012 315 8279	s.seathlolo@yahoo.com
Treasurer	F Mmeme		073 142 3687		fhulummege@webmail.co.za
Gender Coordinator	KNP Cwaba		073 969 8285		kaydeecwaba@rocketmail.com
POSITION	NAME	TEL	CELL	FAX	E-MAIL
Koedoespoort	Chairman Secretary	L Morebudi C Moremi	012 842 5490 012 842 5441	012 842 5553	leatlle.morebudi@transnet.net 072 717 9359 constance.moremi@transnet.net 083 241 2713
Komatipoort	Chairman Secretary	VACANT JM Swartz		013 793 9979	
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Mpumalanga	Chairman Secretary	Steven Leshabane Vukosi Khosa	013 655 7823 013 752 9236	013 655 7849 013 752 9416	Steven.Leshabana@transnet.net 083 559 9419 vukosi.khoza@transnet.net 072 376 8574
Musina	Chairman Secretary	Wikus du Toit HP Janse van Vuuren	015 534 7214 015 534 7209	015 534 7245	Jan.DuToit@transnet.net 083 380 9809 078 796 4660
Nelspruit	Chairman Secretary	VACANT Kallie Steenkamp	013 752 9481	013 752 9283	Kallie.Steenkamp@transnet.net 083 461 2969
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Pietersburg	Chairman Secretary	AW Badenhorst ME Pheta	015 781 9042 015 299 6232		
Pretoria	Chairman Secretary	VACANT Niekie Luus	012 842 6050	012 842 6016	Albert.Badenhorst@transnet.net Modjadjl.pheta@transnet.net Niekie.Luus@transnet.net 083 282 0776
Pyramid	Chairman Secretary	Ore van den Bergh JC Rossouw	012 521 6255 012 521 9452		
				012 521 6297	27712107101@vodamail.co.za 082 779 0475

UTATU SARWHU INFO GUIDE



STOP ORDER

Please print clearly

Complete all fields

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

• FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of R40.00 and maximum of R70.00)

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

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail	<input type="checkbox"/>	TPT	<input type="checkbox"/>	Transnet Freight Rail	<input type="checkbox"/>	Bombela	<input type="checkbox"/>
PRASA - Autopax	<input type="checkbox"/>	TNPA	<input type="checkbox"/>	Transnet Properties	<input type="checkbox"/>	Bombardier	<input type="checkbox"/>
PRASA - Shosholoza Meyl	<input type="checkbox"/>	Transnet Capital Projects	<input type="checkbox"/>	Transnet Corporate	<input type="checkbox"/>	Mega Express	<input type="checkbox"/>
PRASA - CRES	<input type="checkbox"/>	Transnet Engineering	<input type="checkbox"/>	Transnet Pipelines	<input type="checkbox"/>	Risk Pool	<input type="checkbox"/>

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

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

NOMINEE FOR DEATH BENEFIT

I, the undersigned, hereby nominate and appoint:

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

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

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL:
 BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE
 ENROLLER'S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

Hidden name competition

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

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

UTATU SARWHU Hidden Name Competition
 PO Box 31100,
 Braamfontein, 2017

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

Phone numbers to know

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

Area 7 – Gauteng North (Pretoria) <small>continued</small>						
	POSITION	NAME	TEL	FAX	E-MAIL	CELL
Pyramid	Chairman	JJ Mabasa	012 521 9583	086 729 3039	jblnmabasa@yahoo.com	082 056 8393
	Secretary	T.J.D. Tajane	–	–	gaba.tajane@ovi.com	073 405 2108
Rustenburg	Chairman	T. Mtshabi	014 590 2214	014 590 2216	utatusarwhurustenburg@transnet.net	082 450 5108
	Secretary	BA Chabalala	014 590 2215	014 590 2064	utatusarwhurustenburg@transnet.net	082 920 8288
Thabazimbi	Chairman	Riaan Bisschoff	–	–	riaanbiss@gmail.com	082873 8307
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Thabazimbi	Chairman	C.M. Mogatwe	–	–	thabo.ntuku@yahoo.com	072 427 7862
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TRE Pretoria	Chairman	Pote Fourie	012 842 5090	012 842 5841	Hendrik.fourie2@transnet.net	083 283 7482
	Secretary	Owen Jones	012 842 5006	012 842 5841	Owen.Jones@transnet.net	072 216 1490
TRE Koedoespoort	Chairman	Adam Slabbert	012 842 5273	012 842 5589	Adam.Slabbert@transnet.net	083 651 0017
	Secretary	Wieligh Meyer	–	–	Arend.Meyer@transnet.net	071 233 9060
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	Secretary	Paul Stemmet	013 257 0507	–	paul.stemmet@transnet.net	082 622 9641
Witbank	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–

From train driver to MasterChef

The third season of MasterChef South Africa is currently being broadcast on DSTV. One of the top 12 contestants is Roxi Wardman – a former train driver assistant and member of UTATU SARWHU.

The series was recorded earlier this year. Although Roxi resigned from Transnet and UTATU SARWHU in June, as a former member of our family we are still backing her all the way and expecting big things from her. Here are the questions we put to her and her answers:

How long were you in Transnet's employ?

Almost four years.

For how long were you a member of UTATU SARWHU?

For almost the same period as I worked for Transnet.

Why did you become a train driver?

I actually applied for a job at Transnet but I did not know what it was for. I just saw the name Transnet and thought I need to get into this fantastic company. So I applied for the job and got the call back. When I was told what I would be doing, I thought, mmmmm, okay, let's do it!

Did you like your job at Transnet?

I did enjoy working as a train driver assistant but at times I was a little unprepared, especially when it came to some of the physical aspects of the job.

Have you ever made use of your union's services?

No. I fortunately never needed to.

How do you feel about UTATU SARWHU?

It is a very good union that comes with a lot of benefits, especially for the long run.

Cooking and train driving are miles apart. Which one reflects your true personality?

Cooking definitely reflects my true personality; it allows me to be myself and to be truly creative.

What did you learn from your job at Transnet that has helped you in the competition?

I learned that I shouldn't let emotion overtake me as it can ruin my mental state. I learnt how to stay focused.

What is your message to your old colleagues at Transnet?

No matter how old you are, you are

never too old to follow your dreams. You got to risk it for the biscuit!

Are we going to see a lot more of you in the kitchen from now on?

I have a lot of things in the pipeline and it all definitely has to do with food. So keep your eyes peeled.

I would like to take this opportunity

to thank Transnet for giving me the opportunity to work for them and always being so understanding with me. Working for Transnet taught me so much and I really grew as a person during my time there.

Remember to watch my MasterChef journey every Thursday at 19:30 on M-Net channel 101 DSTV! ■



Apply for your bursary now

UTATU SARWHU's bursary scheme provides financial assistance to ten candidates based on merit. You can now apply for these bursaries.


First you have to complete the application form with all necessary attachments accompanying it. When it reaches our offices, the membership department will confirm your membership. You qualify to apply for a bursary if you have been a member for at least five years.

All applications are acknowledged upon receipt. Once the Executive Council Members sit and reach a decision, all applicants are notified.

The closing date for both is 28 November 2014 at 16:00.

If you are unclear about any of the above, please contact UTATU SARWHU's head office and speak to Natalie Zacharias-Sahib.

118903



UTATU SARWHU

BURSARY APPLICATION
FINANCIAL ASSISTANCE

Full name of applicant:

Address:

Name of Parent/Guardian:

Employee No: Grade: Stationed at:

Number of dependent children in family: Ages:

Details of any other dependants:

Field of Study:

Name Institution
(College/University & University of Technology):

Current Qualification:

(Scholastic or Academic – most recent certificate of symbols must be attached)

Obtained at:

Are you already in receipt of a bursary **or** have you applied for any other form of bursary **if yes** from whom:

Please attach any other additional supporting documentation

Signature of Parent or Guardian

Applicants Signature

Date/Datum

Non-profit Organisation – Ref: Number 036-913
UTATU House, 182 Louis Botha Ave, Houghton Estate 2198; P.O. Box 31100, Braamfontein, 2017; Tel: 011 728 0120;
Fax: 011 728 8257/8; Internal Fax: 011 773 7920; E-mail: headoffice@utatusarwhu.com; Website: www.utatusarwhu.co.za
Affiliated to FEDUSA

USBURS001E

MEMBERS

Happy Zonke



Executive Committee member, Zonke, is no more Ms Cele. On 6 July she said 'I do' to her fiancé, Thulani, and became Mrs Cebekhulu. "My 'I do' was the happiest moment of my life," Zonke told us. All at UTATU SARWHU wish Thulani and Zonke a long and happy life together.

1718



Our former GS now starring behind the lens

Chris de Vos, the former general secretary of UTATU SARWHU who retired in 2012, now uses his time to find the finer things in life – through the lens of his camera. His photographic abilities recently won him the Jeffery's Bay Winter Fest competition for the best picture. For his troubles he received R15 000. Chris has also become a frequent contributor to Die Burger's letters column on a wide range of subjects. Well done, Chris.

MEMBERS



Beautiful noise

George Warrington, UTATU SARWHUTUR of Cape Town, is the proud father of a son with a golden voice. Johannes Slabbert was the overall winner of ATKV's National Classical Singing Competition. Called ATKV-Muziqanto, it is the biggest classical singing contest in the country. Johannes' prize was R38 000. He

wants to use the money to further his studies. He is currently a final year student at the music college of the University of Cape Town. Shortly after the competition Johannes was chosen to perform in the Rossini opera, *Il viaggio a Reims*, at the Baxter Theatre in Cape Town.

Kaapse sanger stof ander uit

KAAPSTAD. – 'n Plaaslike bariton is dié naweek aangewys as die algehele winner van die nasionale klassiekiesangkompetisie ATKV-Muziqanto. Johannes Slabbert (21) is Saterdagmiddag op 'n geleentheid in die Hugo Lambrechts-musieksentrum gekroon. Hy het as algehele winner R38 000 ontvang. "Dit is 'n groot eer. Dit is die grootste klassiekiesangkompetisie in die land en die ATKV maak vir my as jong kunstenaar baie deure oop en skep baie moontlikhede om my loopbaan te bevorder." Hy gaan die prysgeld gebruik vir verdere studie en vir oudisies en kompetisies in Europa volgende jaar.

Slabbert is in sy finale jaar van studie aan die musiekkollege van die Universiteit van Kaapstad. Hy is 'n student van George Stevens. Die tenor Levy Sekgapanne het die algehele tweede plek en daarmee saam R18 000 verower, lui 'n nuusverklaring. Die mezzosopraan Thembsile Twala het die derde plek verower en R10 000 ontvang. 'n Prys van R4 000 is ook aan haar toegeken vir die beste vertolking van 'n Suid-Afrikaanse werk ten tyde van die tweede ronde van die kompetisie. Sy het hierdie prys ontvang



Johannes Slabbert

vir haar vertolking van "Ujehova Ungunlohlozi" uit *Princess Magogo* gekomposeer deur Mzikazi Khumalo. Vyf finaliste is aan die einde van die tweede ronde gekies om in die eindronde saam met die Kaapstadse Filharmoniese Orkes onder leiding van maestro Graham Scott op te tree. Prysgeld van altesaam R70 000 is uitgelooft. Die beoordelaars was Lize Thomas van Kaapstad Opera (sameroeper); die sopraan Carla Pohl en die basbariton Abel Moeng. – Willem de Vries

ROSSINI-OPERA VANDEESWEEK Sanger se 'Reis na Reims'

Die bariton Johannes Slabbert, wenner van die nasionale sangkompetisie ATKV-Muziqanto, is eersdags in die Baxter in die Rossini-opera *Il viaggio a Reims*. Hy het aan Willem de Vries vertel van sy rolle en planne.

Die bariton Johannes Slabbert, wenner van die ATKV-Muziqanto-kompetisie, vertel van sy rolle en planne.

Die bariton Johannes Slabbert, wenner van die ATKV-Muziqanto-kompetisie, vertel van sy rolle en planne.



Die bariton Johannes Slabbert, wenner van die ATKV-Muziqanto-kompetisie, vertel van sy rolle en planne.

Die bariton Johannes Slabbert, wenner van die ATKV-Muziqanto-kompetisie, vertel van sy rolle en planne.

UTATU SARWHU EXECUTIVE COUNCIL



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



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



VICE-PRESIDENT
WL Evans
Cell: 082 566 5518
wyndham@utatusarwhu.com



1ST DEPUTY PRESIDENT
TD Khumalo
Cell: 072 558 1460
Cell: 082 685 2799
dan@utatusarwhu.com



2ND DEPUTY PRESIDENT
E Diteho
Tel: (053) 838 2083
Cell: 073 734 6569/
Cell: 072 868 5160
enock@utatusarwhu.com



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



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



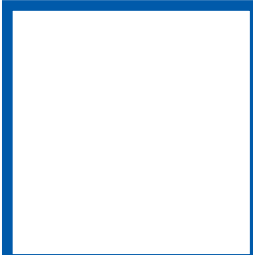
Rail Freight (TFR) Central Zone
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Fax: (011) 330 6920
Cell: 082 046 6815
scott@utatusarwhu.com



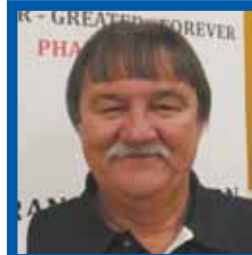
Rail Freight (TFR) Central Zone
L Mdyogolo
Tel: (w) (011) 584 0574
Fax: (011) 774 9909
Cell: 071 363 6988
luyuyo@utatusarwhu.com



Rail Freight (TFR) Central Zone
MN Mosolloane
Cell: 073 461 8189
Cell: 082 383 5300
martha@utatusarwhu.com



Rail Freight (TFR) Central Zone
FE Mabaso
Cell: 078 738 7296
fisani@utatusarwhu.com



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



Rail Freight (TFR) Western Zone
HWJ Smith
Tel: (w) (023) 348 4262,
Fax: (023) 348 4260
Cell: 071 363 3938
Cell: 078 478 3501
henk@utatusarwhu.com



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



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



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



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



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



Prasa Central Zone
PA Swart
Tel: (w) (011) 773 4790
Fax: 086 563 0655
Cell: 071 462 2307
peet@utatusarwhu.com
paswart@prasa.com



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



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

SECRETARIAT



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



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



Deputy General Secretary
E Dano
Cell: 071 589 5382
eric@utatusarwhu.com



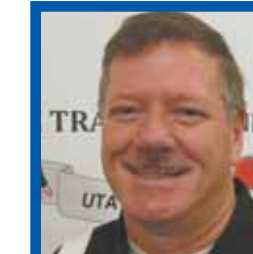
Deputy General Secretary
E de Klerk
Cell: 082 567 6638
eddie@utatusarwhu.com



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



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



Deputy General Secretary
P Greyling
Cell: 076 084 7131
pieter@utatusarwhu.com



Deputy General Secretary
M Moseki
Cell: 084 919 0244
Cell: 079 903 3684
moseki@utatusarwhu.com



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



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



National Organiser
Ishmael Louw
Tel: (053) 832 1500
Cell: 083 929 7828
ishmael@utatusarwhu.com



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