



# BENEFITS

## JOIN UTATU SARWHU

### Primary Benefits

#### COLLECTIVE BARGAINING



The Union is registered at the Department of Labour as a Trade Union in accordance with the Labour Relations Act 66 of 1995 as amended in 2002. All negotiations and agreements concerning service conditions and salaries are undertaken at the Transnet Bargaining Council, PRASA, Autopax, Bombela and Mega Express.

#### DISCIPLINARY ASSISTANCE

At the discretion of the UTATU SARWHU Management Committee, members who have been dismissed or charged with disciplinary breaches whilst on duty become eligible for the assistance of the Union's highly trained and experienced representatives.

#### LEGAL ASSISTANCE



Members who during the execution of their duties are criminally charged, receive legal assistance at the discretion of the Management Committee. The Union utilises the services of the best Advocates and Attorneys.

#### PROFESSIONAL SERVICE

In addition to caring for its members day-to-day needs, UTATU SARWHU represents their interest on various statutory bodies i.e. Pension Fund, Medical Fund and UIF board etc. The Union is also affiliated to FEDUSA that represents its affiliates at national and international level.

#### WORKMAN'S COMPENSATION AND UNEMPLOYMENT INSURANCE FUND

To enable members to obtain optimum benefit from these funds, UTATU SARWHU provides members advice, assistance and representation at tribunal hearings.

### Leisure Benefits



#### HOLIDAY RESORT:

##### **Voetplaatpark**

Members are entitled to a 30% discount at UTATU SARWHU own spacious coastal resort. Voetplaatpark offers the following: - Chalets, Cabanas and luxury Caravan stands, including amenities such as children's play area, swimming pool, convenience store, bar, restaurant.

### Financial Benefits

#### MODEST MEMBERSHIP FEES



A monthly contribution for membership of the Union is 1% of a member's basic salary and recovered from his/her salary per stop order (**minimum of R35, 00** per month and **maximum of R65, 00** per month).

#### CANVASSING REWARDS

A canvassing fee of **R50, 00** is paid for every new member enrolled. An additional **R25, 00 bonus** is paid for every ten (10) new members enrolled. Application forms for membership are freely available from Branch Secretaries, Trade Union Representatives and Head Office - all that remains is for members to approach non-members to enrol.

#### MATERNITY BENEFIT

R1500, 00 for female members with at least twelve (12) months membership with UTATU SARWHU – **one confinement only**.

#### UNIQUE DISCRETIONARY FUND

**This benefit is only payable on:** - Statutory Retirement and Medical Board (Transnet Pension Fund).

**Retirement Funds: - at 63 years of age. N.B:** To qualify for the above benefit a member must have at least five (5) years continuous membership with UTATU SARWHU.

#### EDUCATION BURSARIES



Bursaries are available for children of members at the following Universities: Pretoria, Port Elizabeth, Free State, Stellenbosch, Johannesburg, KwaZulu-Natal and Potchefstroom – **allocated by Universities on merit**.

An addition five (5) bursaries are annually allocated to children of members – **on merit**. The application forms are available on request from Head Office.

#### FUNERAL ASSISTANCE BENEFIT

All members are entitled to the funeral assistance benefit of an amount of **between R1000,00 and R10, 000.00** (depending on year's membership) which is immediately paid to his/her nominee, spouse or estate.

#### SARWHU GROUP FUNERAL SCHEME

This scheme will continue. We are in the process of negotiations to possibly extend this benefit to all UTATU SARWHU members in future.

### Secondary Benefits

#### GROUP SCHEMES

Expert advice on Group Insurance Schemes specifically designed by **Old Mutual (Group Schemes), Sanlam, ABSA, Chartist Assupol, Momentum and Metropolitan** to meet members needs.

#### PREFERENTIAL SHORT TERM INSURANCE SCHEME

Members receive preferential treatment and pay substantive lower premiums for their short term insurance at our brokers, **Indwe Risk Services (Prestasi)**.

### Communication Benefits

UTATU SARWHU regards two way communications with its members on all of the issues affecting them as a key function. This is achieved via:



**Labour Report** – quarterly news paper which is provided to members free of charge.

**Web Page** – which provides news and background information. It can be accessed at [www.utatusarwhu.co.za](http://www.utatusarwhu.co.za).

**Regular News Letters** - on the latest developments to members via use of e-mail, sms and winfax.

**Depot/Workplace Visits** - on regular basis by officials.

### Other

#### UTATU SARWHU PROMOTIONAL ITEMS

A wide range of UTATU SARWHU inscribed Clothing, Pens, Bags and other items are available at low cost on request.



#### HEAD OFFICE CONTACT DETAILS

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Affiliated to FEDUSA

USBC001E

**The Union with the best benefits and most efficient representation in the Labour Movement ...**