

LABOUR



REPORT



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AT UNTU PALMS RESORT

Get ready! 4IR is changing and reshaping practically everything that human beings do

Fourth Industrial Revolution

Imagine a world of automated trains being used to transport goods and commuters and drones and robots used to do engineering work and to inspect thousands of kilometres of railway infrastructure. This is the reality of the Fourth Industrial Revolution (4IR) workers globally are faced with where robots can move faster and with greater precision than its human counterparts, making it a low-risk investment for employers.

More than 1.4 million industrial robots are already in use in industries around the world according to the International Federation of Robotics (IFR).

It is believed that the 4IR will result in technological, economic, social, political, business, moral and aesthetic disruption. South African's future development will therefore depend on how fast it masters the technologies of the 4IR.

President Cyril Ramaphosa said countries that do not anticipate and adapt to the changes of the 4IR will be left behind and find themselves less competitive as the 4IR is changing and reshaping practically everything that human beings do.

"It is changing the way we live, the way we interface with each other, the way we make things, the way we use the resources in the world, the way we communicate,



the way we learn, the way we work and it is also having an impact on the way we govern and the way we do business," he said.

According to him South Africa needs to move with greater focus and urgency to develop the skills, human capital, institutions and strategies that are required to seize the advantages of this technological change.

The National Economic Development

and Labour Council (Nedlac) released a report titled *Futures of work in South Africa* in March in which it considered the 4IR's impact on poverty, unemployment and inequality in South Africa.

According to the report life-long learning is key to your survival in any workplace. Currently less than 0.5% of the world's adult population controls some

40% of the world's wealth.

The impact of global climate change is increasingly being felt in South Africa with the destabilising effects of higher surface temperatures, crop losses, drought, demographic shifts and hunger.

The International Labour Organisation (ILO) identified unique challenges for South Africa considering that the country remains one of the most unequal societies in the world. Much of this inequality is structural and is perpetuated due to wage differentials with unacceptably high levels of unemployment which burdens especially the youth.

On the other hand, the country ranks among the best in the world when it comes to scientific research and innovation. There is no reason why the country can't take the lead in innovation and producing new technologies for the 4IR.

According to the ILO, South Africa needs all hands on the deck – Government, private sector, labour, civil society, religious society and other formations not to miss out on the new 4IR opportunities.

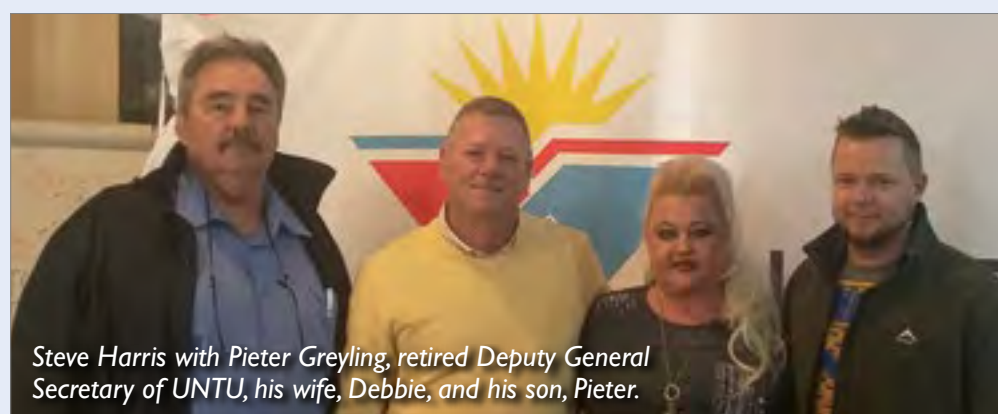
As Labour we will need new skills, new curriculums and a new mind shift to grab on to the future of work. Currently the bulk of people of working age in our country have completed less than 12 years of schooling. 🌟

Goodbye to a dear UNTU colleague and friend

It is with a sad heart that the employees and members of UNTU had to say goodbye to Deputy General Secretary Pieter Greyling (65) who retired at the end of May after serving the Union for twelve years.

According to Steve Harris, General Secretary of UNTU, the Union realises that the time has come for Pieter to spend time with his wife, Debbie, and children and to enjoy his many hobbies without worrying about the interest of the UNTU members and its staff first.

"We will miss your wisdom, knowledgeable approach, kindness and expertise dearly, not only to our



Steve Harris with Pieter Greyling, retired Deputy General Secretary of UNTU, his wife, Debbie, and his son, Pieter.

membership but also to the staff of the Union who you represented as their shop steward for several years.

"It is never easy to say goodbye. But

we know at UNTU you will always be just a phone call away, prepared to share your wise words with us when we need them," Harris said.

Various staff members said they will remember Pieter for his exceptional ability to remain calm and focussed even faced with the most difficult of challenges, never losing his temper and never complaining about whatever tough situations life threw at him.

"I leave UNTU after a combined service period with Transnet/SAA of 47 years and six months and with no regrets. I look back over a career of working in the Human Resources Department to the position of Deputy General Secretary at UNTU with fond memories during hard times that were fortunately largely overshadowed by good times," he said. 🌟

Service delivery will remain our focus; we will not be distracted

UNTU members, it is with great appreciation and respect for your loyalty that I would like to thank each of you from the bottom of my heart.

As your President I am humbled by the trust given and confidence shown in my leadership of the most progressive Union in the transport sector.

It has been a rough few months at the steer of our multi-racial, diverse and non-political affiliated Union.

On the one hand our membership office had to do monthly verification of membership exercises with Numsa refusing to accept that with a membership of less than 2% they don't have sufficient representation in Transnet or in Prasa to be recognised.

At the same time individual opportunists at our rival union, SATAWU, decided to target the colour of the skin of some of our Executive Council members to save their own union from losing its recognition in the Transnet Bargaining Council due to its ailing membership.

In one incident photographs were taken from a laptop screen of a letter I wrote to the members of the Exco and our Full-time Trade Union Representatives to remind them not to be distracted, but to stay focused on our core responsibility: service delivery to 37 000 members at several entities.

These photographs where shared on the extremely popular Transnet employees' Facebook group, Mjanji, with populist comments being made that UNTU is afraid.

The same individuals spreading the



rumours about UNTU did not even bother to mention that SATAWU was allegedly used to launder R65 million in pensions that was allegedly plundered from impoverished orphans of deceased mine workers.

On top of this, UNTU had to approach the Registrar of Labour to postpone our Congress with a year due to several non-functional branches. The culprits did not take the news well. Excellent service delivery to our members are non-negotiable.

All of this created a perfect storm to be used against your proud Union.

With some members they succeeded. We don't mind. UNTU will welcome them back after they have been disillusioned.

For the rest of our loyal members, I thank you. I have the privilege to continue serving you.

Exco members on the move



UNTU President Wyndham Evans and Wielligh Meyer, Executive Council Member, visited UNTU members in Tzaneen.



Wyndham Evans, President of UNTU, and Executive Council Members Fasani Mabaso and Wielligh Meyer, visited UNTU members in Danskraal.



National Organiser Maria Chonco and Obert Mudalahothe joined forces with representatives from TransAfrica to recruit new members in Ogies and Witbank.

Let's stand together to bring the President to the table

UNTU is calling on all South Africans to participate in the planned national strike on 26 July to bring the country to a standstill.

It is time for all South Africans to take a stand and embark on a protected strike action to demand that Government provide workers with a safe and reliable passenger rail service.

Only when all workers can depend on passenger trains to travel to and from work, will South Africa make strides in alleviating the country's unemployment rate that has increased with 0.5% to 27,6% in the first three months of this year.

Over the past three years UNTU has exhausted all other possible avenues to try and address the crisis the Passenger Rail

Agency of South Africa (Prasa) is faced with in addressing the challenges experienced by its employees, our members, daily.

The facts presented to the National Economic Development and Labour Council (Nedlac) by the various stakeholders on behalf of Government, indicated that we are fighting a losing battle if President Cyril Ramaphosa himself does not come to the table to find a sustainable solution.

The turnaround strategies presented by the Department of Transport and Prasa with the guidance from the Railway Safety Regulator (RSR) will be meaningless if the President does not instruct the South African Police Service (SAPS) to protect

the railway infrastructure. It is after all funded with taxpayer's money.

Currently the SAPS ignore the pleas of the poorest of the poor, saying they are not security guards. The SAPS have forgotten their constitutional mandate: to prevent, combat and investigate crime, maintain public order, protect and secure the inhabitants of the Republic and their property, and uphold the Constitution and enforce the law.

Only the President can deploy the South African National Defence Force (SANDF) to step up and safeguard this critical national asset where the police have failed us.

Let's stand together to bring the President to the table.



Zonke receives Top Achiever Award

It's been a long road for UNTU Executive Council Member Zonke Cebekhulu (43) since she started working for Transnet Engineering as a maintenance assistant 18 years ago. This wife and mother of three children who also provides for her extended family members, has just received the Top Achiever Award when she completed her Labour Studies. But this motivational speaker who represents UNTU on the Social Justice Committee of the Federation of Trade Unions of South Africa (Fedusa), did not stop there. She is currently busy with a Certificate in Business Administration which includes modules on Labour Law, Financial Management, Economics and Human Resources. Riefdah Ajam, Acting General Secretary of Fedusa, thanked Zonke for keeping the name of women in the Federation flying high by setting an example of being a full-time trade union activist on a national level, being a wife, being a mother and still managing to make time to equip herself better for the challenges that the Fourth Industrial Revolution will present. Zonke says she believes that her position as an Executive Council Member

of UNTU requires her to engage with people globally and locally on all levels and on all subjects. "You need to be sharp and have a broad understanding of what is trending all over the world." Her golden rule for staying on top of her game is to sleep eight hours per night, irrespective of where she is and what she must do. "I realise that in order to maintain my diary, I must allow my body time to recover and to rest. "I have a mentor who teaches me how to do my diary planning to ensure that I make time for everything that is important to me. Routine is key. When I need to work, I work. When I get home, my family comes first." Zonke is very proud of all her achievements and continues to play a vital role in her community in projects to uplift the youth and women in general. Her only regret is that she did not start with this earlier in her life as she would have been much further in her efforts to make a difference. Her message to UNTU's female members is to support and carry each other as women. "In whatever we do, always remember we are not alone. We must support each other to ensure that we achieve more."



Zonke Cebekhulu

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Transnet & Gupta links

Shocking revelations presented to Zondo Commission

Transnet and its links with the Gupta family resulted in the loss of millions for blatantly disregarding its own processes and procedures.

This was just some of the shocking revelations of the derailment of the State-Owned Enterprise (SOE) and the extent of how the Guptas milked the parastatal for money that was presented in evidence to Deputy Chief Justice Raymond Zondo at the Zondo Commission of Inquiry into Allegations of State Capture.

"It appears there was [a] blatant disregard of procedures and processes which are put in place to minimise chances for abuse for corruption and of minimising losses at Transnet and unless somebody comes up with a sound explanation... it appears to be a blatant disregard of processes," Judge Zondo said.

The Commission received 17 reports to provide an overview of the fraud and corruption at Transnet.

Chinese North Rail Consortium

Judge Zondo immediately referred the "R647 million adjustment to a Transnet deal" to the Hawks, the Directorate for Priority Crime Investigation at the South African Police Service (SAPS). The Commission heard that a case was opened with the Hawks in 2017, but there was no progress in the investigation.

Roberto Gonsalves, whose company was part of the Chinese North Rail (CNR) Consortium that entered into an agreement with Transnet for the supply of 232 of the 465 diesel locomotives, at a contract price of R42 million per locomotive, testified that the total cost was R9.7 billion.

Gonsalves told the Commission Transnet requested that the project be moved from Pretoria to Durban 10 days before the consortium submitted its final tender documents. According to him, the minority shareholders were then approached by CNR majority shareholders and asked to sign an agreement which would appoint a

company called Bex as an agent to negotiate with Transnet over the relocation bill.

Gonsalves said they protested over the agreement and Bex's involvement because the company seemed to be a shelf company with one director. Gonsalves said the majority shareholders went ahead with appointing Bex regardless of the objections and the cost ballooned to R647 million. Bex received R67 million of the payment.

Chinese South Rail

Retired Transnet electrical engineer Francis Callard testified how Transnet bent its procurement rules to favour the Gupta-linked China South Rail (CSR). He recommended the Japanese railway freight vehicles and locomotives company Mitsui. Callard worked for Transnet for 45 years.

Callard said he prepared a memorandum for approval by former Transnet Chief Group Executive Officer (CEO) Siyabonga Gama. He alleged that Transnet's suspended Supply Chain Manager, Lindiwe Mdletshe, removed the benefit of the standardisation of the locomotives, which had two elements, namely operational and maintenance standardisation.

The whole section was deleted and replaced with a claim that CSR has been adjudicated to be the best bidder.

According to him CSR did not meet the requirements when it was awarded the contract.

Regiments Capital

Transnet former finance boss Anoj Singh "had no authority" to appoint the Gupta-linked firm, Regiments Capital, as a transaction adviser for the controversial multibillion-rand procurement of 1 064 locomotives.

MNS Attorneys boss Tshiamo Sedumedi testified that they were one of the companies appointed by Transnet's new board in 2018 to investigate various contracts awarded during previous administrations led by former bosses Brian Molefe and Gama.

According to Sedumedi their investi-

gation found that in May 2012, Transnet issued a request for proposal (RFP) for transaction advisers – one of the criteria for a successful bid being that a company should submit audited financial statements for three years. Although McKinsey did not do so, a consortium of companies that it led was eventually appointed.

Later that year, in August, Singh compiled a memorandum and forwarded it to Molefe. It detailed a conflict of interest between two companies in McKinsey's consortium, Letsema and Barloworld, and advised that Letsema be replaced by another entity. This was before the contract was awarded to McKinsey's consortium. Then, in December 2012, Transnet concluded a letter of intent (LOI) appointing the McKinsey consortium as a transaction adviser. Letsema had by this time been replaced by Regiments Capital, a company run by Gupta family associate Niven Pillay.

Homix

Gupta-linked letterbox company Homix received R25 million to seal a deal between Transnet and Neotel. Former Transnet employee Gerhard van der Westhuizen testified before the Commission that Transnet was a "captive client" and had no choice but to contract Neotel in 2014 to buy back assets the state-owned company sold off five years prior.

The Commission referred to a letter from Homix in 2014 that was forwarded to Neotel. The letter details an agreement detailing how the communications company would pay Homix up to R25 million to assist it with closing a R1.8 billion deal with Transnet.

Transnet, at the time, withdrew from negotiations with Neotel without giving reasons. Just a day after Neotel signed with Homix, Transnet returned to the negotiating table and Neotel got the contract.

Neotel scored a R4.9 billion contract from Transnet to upgrade CCTV systems at the country's ports without a competitive bidding process being finalised. ❖



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Determination defeats disability

Para-power lifter Peter has his eyes set on Paralympic Games in Japan

Peter Moagi (46), a para-power lifter and senior administrator at Transnet Pyramid South, is determined to represent South Africa at the 2020 Paralympic Games in Tokyo, Japan.

He is currently lifting 120 kg, but he is training very hard to achieve his personal goal to lift 160 kg.

"The golden rule is to stay mentally focussed. When I train, I use my headphones so that I am not distracted. I practise my technique to ensure that I lift the weight in perfect balance.

"I am also working hard to lose more weight. I have already lost 9 kg by eating healthy, drinking lots of water and ensuring that I get enough sleep. It is hard work, but I am determined to inspire other disabled people by achieving my dream," he says.

Peter's right leg was amputated after a car accident on his 21st birthday in 1993. He struggled to cope with the reality of this life-changing experience.

His dream of becoming a weatherman

was shattered.

"I isolated myself and was very depressed. It took me about two years to accept my condition and to move on with my life.

"I heard about the Filadelfia Secondary School for the physically disabled. I went there to get in contact with other disabled people. It completely changed my outlook on life. Suddenly I realised that I have so much to be grateful for. There are others who suffer from severe disability and I am much more fortunate than them. It lifted my spirit."

It was at the school where Peter met his best friend and now wife, Jackie Mmasithi, whose left leg was amputated after an accident.

"Jackie encouraged me to go back to school and finish my matric. I did so, a decade later. Afterward I managed to get a job at Transnet," says Peter.

He joined UNTU when he started working for Transnet in 2012 and he is very happy with the Union. 🇿🇦

Peter Moage



Eugene Havenga

22 Comrades Marathons and counting for Eugene

Eugene Havenga did it again. He completed his 22nd Comrades Marathon this year from Durban to Pietermaritzburg. Although this 56-year-old husband of Manette Havenga makes the marathon look easy, this endurance race is much more than just another marathon.

"Endurance and mental focus are key. You have to have the strength, stamina and courage to continue even if you are experiencing pain to be able to complete the marathon," Eugene says.

This year 20 000 runners participated in the 87 km journey from Durban to Pietermaritzburg. Next year their son, Ian, plans to join the family of Comrades runners and join his dad in the race.

Father and son already train together. "It is very special to have my son following in my footsteps. I am very proud of him," says Eugene, a design technician.

Eugene learnt the hard way that training for the Comrades Marathon is not something to take lightly. In 1985 when he did his first Comrades, he realised that he will not be able to complete the race in time and gave up. He had an hour left to complete 10 km.

"The following year I went back after training more than 1 200 km."

Eugene's family supports him all the way. This year Manette had "Comrades Supporter" T-shirts made for them.

When Eugene is not training, he likes watching rugby. He is a Lions supporter. 🇿🇦

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Port Elizabeth Railway Station is a pigsty

The once proud 144-year-old Port Elizabeth Railway Station is an operational smelling dump, that poses a life-threatening risk to those who utilise it daily.

In August 2019, it will be eight years after a gas pipe explosion caused extensive damage to part of the building, making it completely unsafe for humans to occupy. To date this part of the building is supported with steel construction stands that prevent the building from collapsing.

These stands are situated in front of the building where commuters and employees of the Passenger Rail Agency of South Africa (Prasa) must pass to get to and from the entrance of the station.

UNTU President, Wyndham Evans, sent a delegation of the Executive Council and the Secretariat to the station to investigate the working conditions of

UNTU members after UNTU's Vice-President, Hendrik Fourie, brought complaints to his attention.

According to Wyndham, he is shocked at the feedback he received from his team. "UNTU cannot and will not allow its members to continue to work in these appalling conditions. Just looking at the photos taken of the building, you can see that there are contraventions of the Health and Safety Act," says Wyndham.

In some of the offices where Prasa employees are expected to work, pieces of the roof shatter onto their desks from time to time. On the stairs there is debris that has fallen from the ceiling.

The building most likely had a coat of paint back in August 1985 when the former South African Transport Services renovated and re-opened the station.

Sections of the roof have holes and

several windows within the building are broken. It is also clear that the plumbing has not been attended to in recent years.

"It is so humiliating and demoralising coming to work and having to tell people that you have to work in a place that looks like a pigsty. We are falling ill because of these unhygienic working conditions," an UNTU member explained.

"Over the years, several of the employees have laid anonymous complaints with the Department of Labour about the health hazards within the building but the inspectors of Labour have not taken any action against Prasa management," the member added.

The station was designed by a resident engineer, James Bisset. The station became operational in 1875 when the first railway line was constructed to Uitenhage about 40 km away.

No word from Prasa

UNTU President Wyndham Evans wrote to Dr Nkosi-nathi Sishi, Acting Group Chief Executive Officer of Prasa, on 15 May. Dr Sishi did not respond. The leadership of UNTU brought the matter and Dr Sishi's lack of response to the serious safety concerns raised by Wyndham, to the attention of the Board of Prasa. The Board has also not taken action yet.

The station is situated right next to the world-famous historic Campanile tower that was erected to commemorate the landing of the 1820 Settlers. The Campanile tower is a popular tourist attraction.



Speak up against any abuse, harassment

Women must speak up against abuse of any kind, harassment of any kind and bullying irrespective of where they experience it. This is the message from Tumelo (Tumi) Mokoena, UNTU Trade Union Representative (TUR) and assistant train driver at Transnet Freight Rail in Ogies, Mpumalanga.

“The biggest changes in life come from someone who had the courage to take a stand. That is what more women should do,” says the 28-year-old autistic guitar player who started performing in church when she was 14 years old.

Tumi wanted to become a musician but ended up working for Transnet after she applied with an SMS message.

She joined UNTU and decided to stand as a TUR because she believed she has a gift of standing up and fighting for people. “I genuinely care about the welfare of each member. My biggest highlight was having gotten a dismissed employee reinstated.”

“The biggest changes in life come from someone who had the courage to take a stand.”

~ Tumi Mokoena ~



Tumi would like to have UNTU Executive Council Members visit members at the more remote depots like Ogies more often and attend their branch meeting to listen to the issues they

experience on ground level.

“We want to feel that the highest leadership understands the challenges we are faced with and knows who we are. Sometimes it feels that our concerns are

falling on deaf ears,” says Tumi.

This was brought to the attention of Wyndham Evans, President of UNTU, who arranged to visit the depot at his earliest convenience.

According to Tumi nothing beats UNTU’s excellent communication strategy to keep members informed of developments on national level.

She is also very grateful to the Union for the excellent training she received as a TUR from Dan Khumalo, Deputy General Secretary. “I am confident when I represent a member. We have good employees in Ogies and don’t have a lot of cases. But when we do need to represent members, our track record speaks for itself,” she says.

Tumi is aiming to become a train control officer. She is intrigued by the mysterious surroundings in which they work and believe it is an excellent skill to further her career.

When Tumi is not at work, she visits her family and like to go on picnics often. “I also go to the movies once a week.”

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Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	–	walter.hattingh@transnet.net
	Secretary	Lutchiparsad	Nires	083 980 0143	035 905 4314	–	Nires. Lutchiparsad@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103	–	UtataTREPortEg@transnet.net/ Krishnannaidoo@gmail.com
	Secretary	Rampersad	Sanjay	082 721 7833	031 361 5694	086 573 2747	Sanjay.Rampersad@transnet.net
TRE Traction Durban	Chairman	Bezuidenhout	Hendrik	083 412 3174	031 361 5963	–	Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson	Michael	083 661 3528	031 361 5354	–	Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Msweli	Bonginkosi	082 588 5565	035 905 4178	–	bonginkosi.msweli@transnet.net
	Secretary	Mathiso	Cynthia	078 479 1492	–	–	cynthia.mathiso@transnet.net
Umbilo	Chairman	Rankin	Rodney	082 874 7797	031 361 5205	–	rodney.rankin@transnet.net
	Secretary	Heijmans	Jakobus	078 282 3237	031 361 4033	–	remon@iburst.co.za/remonheijmans@gmail.com
Vryheid	Chairman	Ndwandwe	Mandla	071 618 5320	034 989 9310	–	alexander.ndwandwe@transnet.net
	Secretary	Malinga	Nkosinathi	083 444 0386	034 989 9430	–	Nkosinathi.Malinga2@transnet.net
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 4079	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4330	untuwddtfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	–	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Burgersdorp	Chairman	VACANT	–	–	–	–	–
	Secretary	VACANT	–	–	–	–	–
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224	–	Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227	–	basie.pain@transnet.net
East London	Chairman	Pautz	Clive	078 802 5566	042 700 4317	042 700 4207	clive.pautz@transnet.net
	Secretary	Groves	Clayton	076 098 3309	043 700 4341	043 700 4546	clayton.groves@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410	–	douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	071 688 2883	043 700 2130	–	kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	VACANT	–	–	–	–	–
	Secretary	VACANT	–	–	–	–	–
Maritime Ngqura	Chairman	Venter	Anton	082 465 6686	041 507 8326	041 507 8328	anton.venter@transnet.net
	Secretary	Simayile	Nonkosazana	078 311 6613	041 507 6015	–	Simayilesn@gmail.com
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	–	untuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160	–	kolelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Smith	Donavin	072 446 0200	–	–	donavin.smith@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080	–	petrus.barnardo@transnet.net
	Secretary	VACANT	–	–	–	–	–

AREA 3 – WESTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
	Secretary	VACANT	–	–	–	–	–
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Beaufort West	Chairman	Janse van Vuuren	Jacques	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net
	Secretary	VACANT	–	–	–	–	–
Cape Town	Chairman	Davies	Peter	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net
	Secretary	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
Maritime Cape Town	Chairman	Coetzee	Chantal	076 083 1930	021 449 4285	–	chantal.coetzee2@transnet.net
	Secretary	Van Rooy	Olivia	082 322 5898	021 449 3045	021 449 4175	olivia.vanrooy@transnet.net
Maritime Saldanha	Chairman	Wevers	Ply	073 397 3179	022 703 4831	022 703 4952	ply.wewers@transnet.net
	Secretary	Soobramoney	Chantal	072 220 2882	–	–	chantal.soobramoney@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970/079 761 1421	021 449 5349	021 449 2104	esther.ramuhovhi@prasa.com
	Secretary	Jooste	Fabian	083 954 3805	021 449 5349	–	Fjooste@gmail.com
Metro Disa	Chairman	Cupido	André	083 429 0161	–	–	Andrecupido@gmail.com
	Secretary	Rhelegushe	Simphiwe	063 443 1782/079 930 9275	021 940 3316	–	srelegusme@prasa.com
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532	–	lqoyi@prasa.com
	Secretary	Booyesen	Danfred	083 327 9624	021 449 2924	–	DanfredB@prasa.com
Saldanha Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Myburgh	André	083 652 7580	022 703 3242	–	andreuntu05@telkomsa.net
TRE Cape Town	Chairman	Slabber	Shawn	082 723 3490	021 507 2388	–	Shawnslabbera99@gmail.com
	Secretary	Xolani	Mbolekwa	079 394 3907	021 507 2039	–	mbolekwax1@gmail.com
Vredendal	Chairman	Moolman	Ettienne	–	–	–	ettiennemoolman@gmail.com
	Secretary	Brand	Neil	078 445 6422	022 703 3515	022 703 3552	neilbrand8@gmail.com
Worcester	Chairman	Steyn	Leon	083 293 7523	023 348 4218	023 348 4306	leonsteyn1961@gmail.com
	Secretary	Miller	Leandre	060 996 6046	023 348 4262	–	farooleandre@gmail.com

AREA 4 – FREE STATE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Bezuidenhoudt	Kobus	071 268 6100	–	–	Kobus.Bezuidenhoudt@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Bethlehem	Chairman	Nhlapo	Ally	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taaso	Thabo	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	Van Rooyen	Pieter	079 526 9228	051 408 2663	–	pieter4901@gmail.com
	Secretary	Swanepoel	Corné	060 564 4995	051 408 3302	–	corne.swanie@gmail.com

BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Kroonstad	Chairman	Dreyer	Douw	082 920 9450	011 978 2737	011 978 2737	douw@untu.co.za
	Secretary	Kruger	Andries	083 451 7351	056 268 2106/2141	056 268 2146	dries.kruger@transnet.net
TRE Bloemfontein	Chairman	Bezuidenhoudt	Kobus	071 268 6100	-	-	Kobus.Bezuidenhoudt@transnet.net
	Secretary	Meiring	Minette	065 393 6505	051 408 2543	-	minette.meiring@transnet.net

AREA 5 – GAUTENG CENTRAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Grimsell	Kenneth	083 675 7619	011 365 7361	-	kgrimsell@gmail.com
	Secretary	Ratshibaya	Suzan	065 875 8843	-	-	radzilanisuzan6@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Braamfontein	Chairman	VACANT	-	-	-	-	-
	Secretary	Ratshibaya	Suzan	065 875 8843	-	-	radzilanisuzan6@gmail.com
Esselenpark	Chairman	Van Rooyen	Johan	060 539 6644	082 469 2390	-	andre.vanrooyen2@transnet.net
	Secretary	Maphunye	Chris	082 767 1076/083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet.net
Germiston	Chairman	Motau	Thabo	083 880 2778	011 820 2622	011 820 2318	thabo.motau@transnet.net
	Secretary	Mathivha	Rendani	066 043 6574	-	-	Rendani.Mathivha@transnet.net
Heidelberg	Chairman	Njowa	Peter	083 399 9626	016 340 7227	-	peter.njowa@transnet.net
	Secretary	VACANT	-	-	-	-	-
Isando	Chairman	VACANT	-	-	-	-	-
	Secretary	Mtshweni	Wenzile	074 028 8561/076 950 4934	011 570 7030	-	bwmtshweni1@gmail.com
Kaserne	Chairman	Mathekga	Noah	072 799 7297	011 330 6061	-	noahmathekga@gmail.com
	Secretary	De Koker	Scott	082 046 6815	082 324 9169	-	scott@untu.co.za
Krugersdorp	Chairman	Kalimashe	Ronald	083 574 6766	011 950 1238	-	Ronald.Kalimashe@transnet.net
	Secretary	Ramalete	Kelebouile	072 307 2529	011 950 1271	-	Kelebouile.Ramalete@transnet.net
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	VACANT	-	-	-	-	-
Metro – Central	Chairman	Swart	Peet	071 462 2307	-	-	peet@untu.co.za/paswart@prasa.com
	Secretary	Matshidze	Thabelo	081 715 2205	-	-	blecngtm@gmail.com
Metro – East	Chairman	Grobler	Frederick	083 276 8715	-	-	Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783	-	-	yzf1000.yama@gmail.com
Metro – West	Chairman	Hagemann	Ockert	083 275 9991	011 278 2304	-	ockert.hagemann@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204	-	smit.albertus.j@gmail.com
Parktown	Chairman	Mdyogolo	Luvuyo	071 363 6988	011 584 0574	011 774 9909	luvuyo.mdyogolo@transnet.net
	Secretary	Groenewald	Sannie	073 660 3605	011 584 0996	-	sannie.groenewald@transnet.net
Sentrarand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	-	Mulaudzi777@gmail.com
	Secretary	Phoshane	Thabiso	071 248 6355	011 960 2197	-	Thabiso.Phoshane@gmail.com
Springs	Chairman	Malahlela	Sphiwe	078 180 2519	011 365 7361	-	sphiwekga@gmail.com
	Secretary	Grimsell	Kenneth	083 675 7619	011 365 7361	-	kgrimsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	072 117 0882	083 748 3616	-	sbusisomthembu54@gmail.com
	Secretary	Letsoalo	Maredi	078 014 6871	053 723 9204	-	leslieoliphant01@gmail.com
TRE Germiston	Chairman	Mudau	Phindile	071 134 3906/076 540 0458	011 820 2716	-	Audrey.Mudau@transnet.net
	Secretary	Mudau	Shelton	072 228 8469	-	-	Shelton.Mudau@transnet.net
TRE Sentrarand	Chairman	Tsekedi	May	061 146 7583	011 960 2123	-	May.Tsekedi@transnet.net
	Secretary	Dube	Vusi	072 130 4290	011 960 2405	-	vusi.dube@transnet.net

AREA 6 – NORTHERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
	Secretary	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Lichtenburg	Chairman	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
	Secretary	Jass	Mbulelo	072 454 8350	018 632 0274	-	Mbulelojass1@gmail.com
De Aar	Chairman	VACANT	-	-	-	-	-
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Shezi	Siphosenkosi	083 239 8979	053 838 2215	-	siphosenkosi.shezi@transnet.net
	Secretary	Visagie	Lincoln	063 296 7281	073 381 7190	-	Lincoln.Visagie@transnet.net
Mafikeng	Chairman	Malisha	Gundo	076 186 8304	018 381 9250	-	gundo.malisha@transnet.net
	Secretary	Manca	Collin	078 267 6257	018 381 9271	018 381 7201	Use Fax
North West (Klerksdorp)	Chairman	Cimela	Abram	071 586 4664	018 406 2206	018 406 2030	cimelaba@gmail.com
	Secretary	Mooketsi	Constance	073 647 2278	018 283 7617	-	Malebogomooketsi58@gmail.com
Postmasburg	Chairman	VACANT	-	-	-	-	-
	Secretary	Botha	Sobuza	083 678 7317	053 313 7210	-	GRP-TFR-UNTUPostmasburg@transnet.net
Sishen	Chairman	Goosen	Sharon	073 258 5810	053 723 9207	-	Sharon.Goosen@transnet.net
	Secretary	Oliphant	Lesley	078 014 6871	053 723 9204	-	leslieoliphant01@gmail.com
Warrenton	Chairman	VACANT	-	-	-	-	-
	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236	-	untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	VACANT	-	-	-	-	-

AREA 7 – GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Muleya	Alfred	074 676 2136/078 261 6594	015 781 9035	-	alfredmuleya47@gmail.com
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Komatipoort	Chairman	Sambo	Rudolph	076 840 9392	-	-	RZSambo@gmail.com
	Secretary	Mbuyane	Mandla	082 745 7847	013 793 9986	-	Mandla.Mbuyane@transnet.net
Lydenburg	Chairman	VACANT	-	-	-	-	-
	Secretary	Khoza	Khodani	076 954 1181	011 774 2015	-	kodimotumba.kk@gmail.com
Musina	Chairman	Matlala	Stephen	072 532 6699	015 519 4245	015 519 4248	Willem.vermaak@transnet.net
	Secretary	Tshotheli	Regina	076 476 0172	015 534 7209	015 534 7222	Regina.Tshotheli@gmail.com
Nelspruit	Chairman	Khoza	Menzi	073 311 3420	013 752 9236	-	Khovane@gmail.com
	Secretary	Ngomane	Thulane	078 204 2403	013 751 9233	-	ikemshika@gmail.com
Phalaborwa	Chairman	Muleya	Alfred	074 676 2136/078 261 6594	015 781 9035	-	alfredmuleya47@gmail.com
	Secretary	Mashinya	Loyce	082 216 9251	015 781 9035	-	Loyce.Mashinya@transnet.net
Polokwane	Chairman	Mosebedi	Sonnyboy	079 502 4142	015 299 6487	-	sonnyboy.mosebedi@transnet.net
	Secretary	Pheta	Modjadji	083 380 4775	015 299 6485	011 774 9440	modjadji.pheta@transnet.net
Pretoria	Chairman	Khotle	SK	072 805 2067	012 315 8409	-	GRP-TFR-UNTUPRETORIA@transnet.net
	Secretary	Seattholo	Shuping	078 442 4581	012 315 8237	-	GRP-TFR-UNTUPRETORIA@transnet.net
Metro Pretoria	Chairman	VACANT	-	-	-	-	-
	Secretary	Mashige	Michael	079 963 5454	-	-	michaelmashige@gmail.com
Pyramid	Chairman	Tajane	Gabaikannngwe	073 405 2108	012 521 9415	012 521 9497	Gabaikannngwe.Tajane@transnet.net
	Secretary	Mhlongo	Charles	071 869 9229	012 521 9573	012 521 9526	charles.mhlongo@transnet.net
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	-	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	014 590 2226	-	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	-	Hlayiseka.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	-	t.mahlauli@gmail.com
TRE Pretoria	Chairman	Nkambule	Lynette	072 368 5222	-	-	Lynette.Nkambule@transnet.net
	Secretary	Moloisana	Edward	071 533 9371	-	-	edwardmoloisana@gmail.com
TRE Koedoespoort	Chairman	Brink	Izak	082 827 9151	012 842 5317	-	izak.brink@transnet.net
	Secretary	Oosthuizen	Hannes	079 081 0907	012 842 5273	-	Johannes.Oosthuizen@transnet.net
Waterval-Boven	Chairman	Mmola	Evince	079 602 8585	013 257 5028	-	haizelmmla@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024	-	doctoroupa@gmail.com
Witbank	Chairman	Mudalahothe	Obert	076 262 0674	-	-	avhatakali26@gmail.com
	Secretary	Mnguni	Jappie	082 213 9952	-	-	jappie.mnguni@transnet.net

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

From teaching dolls to making a difference

When she was a little girl, Chantelle Swart used to pack all her teddies and dolls in the passage and walk up and down to teach to them.

Now Chantelle Swart (23), the daughter of Peet Swart, Executive Council Member, teaches Gr. 2 learners at a private school in Alberton on the East Rand.

She graduated from the University of the Witwatersrand (Wits) in March.

"I have a passion for children and for teaching. I wanted to become a teacher

since I was nine years old. For me, this is a dream come true," she says.

Chantelle prefers the little ones where she can still help to shape them. "I feel that I can make a difference in their lives."

Mathematics was her favourite subject growing up and it is also her favourite subject to teach today. Her golden rule is to ensure that she is well prepared for each day.

"The lessons that I teach are worked out and scheduled a term in advance. That does not mean that I can sit back and enjoy the

day. I need to prepare the raw material in advance and research the subject well. Children can ask the most awkward questions at the most inappropriate time. You need to prepare for a vast variety in order to avoid standing in front of them with a red face."

She also coaches netball after school. Chantelle says she never participated in the sport. "I played hockey when I was at school. The school where I am employed, does not have hockey teams so I had to learn netball instead."



Chantelle and Peet Swart



UNTU STOP ORDER

Please complete all fields in clear print!

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

ADDRESS: _____ POSTAL CODE: _____

EMPLOYEE / SAP NO: _____ SHIRT RECEIVED: YES ☐ NO ☐ SIZE (S – 5XL): _____ SIGNATURE: _____

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

CELL: _____ E-MAIL ADDRESS: _____

CENTRE / DEPOT: _____ JOB TITLE: _____

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R48,00 and a maximum of R83,00).
- I, the undersigned, hereby authorise the relevant company as indicated in the table below to monthly deduct the amount as calculated per the above formula from my salary, and to pay this amount to UNTU.

(Please mark with X) **CONTRACT WORKER:** YES ☐ NO ☐ **WHERE ARE YOU EMPLOYED?**

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

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

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

NOMINEE FOR DEATH BENEFIT: I, the undersigned, hereby nominate and appoint:

(1): _____ Relationship: _____ I.D. NO: _____

(2): _____ Relationship: _____ I.D. NO: _____

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

SIGNATURE: _____ DATE: _____

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

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

ACCOUNT NUMBER: _____ TYPE OF ACCOUNT: _____

ENROLLER'S SIGNATURE: _____

FOR OFFICE USE

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein, 2017 • Fax: 011 728 8258
Internal Fax: 011 773 7920 • E-mail: headoffice@untu.co.za



Caston Michael

Caston set on playing for the Springbok rugby team

Caston Michael (17) is set on running out for the Springbok rugby team one day and becoming a professional rugby player.

He has just been selected to participate in the annual Craven Week rugby tournament organised for schoolboys.

"I love rugby. That is all I do and all I want to do. I work very hard to achieve my dream. I practise for hours after school," he says. He is a wing.

According to his mother, UNTU planning official for Transnet Port Terminals in Cape Town, Natasha Michael, Caston started playing rugby when he was 11 years old. Before his fourteenth birthday he was selected to play in the Under-13 Craven Week rugby tournament.

Caston also participates in the 100 m athletics.

After school he is planning on studying sport science.

Limited progress for women in workplace

South Africa has not made significant strides to ensure that women are represented in senior positions. Year after year, research shows that most senior executives in South Africa are men. In July last year, only one of the Johannesburg Stock Exchange Top 40 companies had a female chief executive.

As many as 20% of South African companies have no women in senior roles. Although women represent more than half of the country's population, women executives are underrepresented and underpaid.

The situation in our country is not unique. According to research published by McKinsey in the USA, the number of women in management will increase by only 1% over the next decade if companies continue to hire and promote women at current rates.

The World Economic Forum's (WEF) 2017 Global Gender Report findings revealed that gender parity is more than 200 years away. South Africa is ranked



19th in the global index report on gender inequality, with men still earning 2% more than women.

According to another study conducted at the University of Johannesburg, the South African gender pay gap is estimated,

on average, to be between 15% and 17%. One of the implications in this regard is that a South African woman would have to work two months more than a man to earn the equivalent salary he would earn in a year.

This is also a global phenomenon. Norway is the country with the least gender inequality while Saudi Arabia is the worst followed by Indonesia.

Sexual harassment also continues to pervade the workplace globally. While it is true that most companies have policies that make it clear sexual harassment won't be tolerated, many employees think their companies are not sufficiently putting policies into practice.

According to a recent publication by the International Labour Organisation (ILO) titled *Ending violence and harassment in the world of work* it should be rare for a woman to be the only person at their managerial level.

Employers must ensure that hiring and promotions are fair and don't make assumptions about what women with families want or don't want.

This can be achieved by offering employees flexibility and considering creative ways to bring women who have taken a break in their career back into the workplace. 🌱

DOMESTIC VIOLENCE: A GROWING EPIDEMIC

Domestic violence is a growing and widespread epidemic common in South Africa. The country has one of the highest incidences of domestic violence in the world.

On average, one in five South African women older than 18 has experienced physical violence, but the picture of gender-based attacks varies according to marital status and wealth. Four in 10 divorced or separated women reported physical violence, as has one in three women in the poorest households.

This complex picture not only challenges societal attitudes of patriarchy and chauvinism, but also the effectiveness of government programmes and interventions.

It is reasoned that this is because most women had no other alternative than to remain or return to the care of their abuser.

This tendency was highlighted in the recent domestic violence incident where artist Bongekile “Babes Wodumo” were assaulted by her boyfriend, Mandla “Mampintsha” Maphumulo during her live social media broadcast.

Several ministers and celebrities pleaded with Babes Wodumo not to return to Mampintsha. He alleged that she came home drunk and hit him first. Later he apologised to her and the South African public for hitting her and promised to seek professional help. She stated that she lost a friend in 2017 because of abuse and started using the hashtag #I'mwalkingaway.

Weeks after the much-publicised incident, the couple released a new song titled *Khona lyngane Lay'Ndlini* (meaning “There are children in the house”). This caused outrage on social media and



Babes Wodumo was heavily criticised for returning to her boyfriend and agreeing to be featured in the song.

According to Lisa Vetten, researcher and a Mellon Doctoral Candidate based at the Wits City Institute of the University of the Witwatersrand, government is not doing enough to ensure adequate provision of shelters for abused women in South Africa.

According to the findings of a research project of the National Shelter Movement of South Africa (NSM) and the Heinrich Boell Foundation's (HBF) there is not enough political will to prioritise the protection of vulnerable women in the country.

Vetten says gender-based violence (GBV) shelters are underfunded, especially in Limpopo, North West and the Free State. The Department of Social Development currently funds 140 shelters for gender-based violence, but research shows that only half of these shelters accommodate women escaping domestic violence.

As we commemorate Women's Month in August as a tribute to the more than 20 000 women who marched to the Union Buildings on 9 August 1956 in protest of the extension of Pass Laws to women, think about the victims of domestic violence whose pain is met with silence. 🌱

ABUSED? GET HELP!

People Opposed to Woman Abuse (Powa)

Powa provides counselling, both telephonically and in person, temporary shelter for and legal help to women who have experienced violence.

■ Phone 011 642 434/6

Stop Gender Violence

Run by LifeLine Southern Africa, Stop Gender Violence offers crisis counselling for women who have been raped or abused. It also gives advice and support to people who wish to help women who are in need of help, and provides legal and other available options.

■ Phone 0800 150 150

Childline South Africa

This non-profit organisation helps abused children and their families. It deals with issues such as physical and sexual abuse, substance abuse, behavioural problems and trafficking, and gives legal advice.

■ Phone 0800 055 555

Family and Marriage Association of SA (Famsa)

Famsa provides counselling and education to help improve marriages and families. It helps in cases of domestic violence and trauma, divorces and mediation. There are 27 offices across the country.

■ Phone 011 975 7106/7



Historic strike for rail safety

History will be made on 26 July when all South Africans can take hands and join UNTU, with the support of our affiliated federation, Fedusa, to bring the country to a complete standstill to force government to provide a safe and reliable passenger rail service.

This historic moment will cut across all walks of life, age, race, political and union orientation with one common goal: to provide all South Africans with a world-class passenger rail system that remains the safest and cheapest form of public transport.

During this strike action, all those participating will contribute to alleviate poverty and the unacceptable high levels of inequality in our country by making it possible for more South Africans to get and retain decent jobs.

The Section 77 certificate has been granted on the specific merits of an economic impact and implication. It therefor protects all South Africans to embark on a protected strike and protest campaign due to the direct impact of the poor service of Prasa.

Thembinkosi Mkhali, Chief Director at the Department of Labour, stated on behalf of the Steering Committee that Nedlac agrees that the state of rail safety is a very important and a very serious issue which can only be addressed by the President himself.

Culture of “making do” undermines safety

The culture in the train operations of the Passenger Rail Agency of South Africa (Prasa) to “work around” manual authorisation and “making do” with what is needed to maintain a passenger rail service, undermines safety standards.

This is consistent with the management of Prasa who puts pressure on the operational teams to sustain the levels of service and complicates fault reporting.

These findings were made in a recently published international study of Chris W Johnson and Christine Shea on the role of degraded modes of operation in the causes of accidents in rail and air traffic management.

According to the abstract, degraded

modes of operations occur when technological systems fail to meet the levels of service that are expected by staff and managers.

“Over time, operators develop ‘work arounds’ that help them to cope with these degraded modes. This had led to a culture of ‘making do’ where co-workers try their best to maintain service provision despite system failures.”

The “making do” and “work arounds” undermine safety because services continue to be operated without key elements of the supporting infrastructure.

According to the study, organisations such as Prasa, place undue emphasis on operational priorities that persuade staff to continue service provision even when

safety is jeopardised.

“Degraded modes of operation accidents are more likely to occur particularly if employees acting under the imperative of on-time running are trying to have the infrastructure perform more efficiently than it is capable of doing.”

Furthermore, it can be difficult for operational staff and maintenance teams to accurately convey their tasks and priorities to co-workers who have little experience or understanding.

It was found that abnormal or increased loadings can be tolerated for short periods provided that potential hazards have been identified and appropriate mitigations have been introduced. 🌱

“All workers, whether or not they are commuters or employees of Prasa, should feel safe when they are travelling on trains. Even if only one person dies, it is one too many,” Mkhali said.

According to him, Nedlac is not of the opinion that a strike or any type of protest action will solve this crisis, and that a solution will only be obtained if all parties commit to finding it.

However, Nedlac has reached the end of the road because the Steering Committee

does not have the power to force the Presidency, the South African Police Service (SAPS) or the South African National Defence Force (SANDF) to participate in its process. Prasa is a state-owned enterprise funded with taxpayer’s money.

The ongoing efforts of the SAPS and Prasa has no impact on ground level. The situation has deteriorated to such an extent that the President was asked to call out a National State of Emergency. Despite his personal promise to UNTU

to consider the demands, President Ramaphosa never responded to it. Fedusa also called for the SANDF to be deployed to safeguard platforms for commuters which could have led to an increase to Prasa’s rapidly declining revenue which is now a third less than three years ago.

Fedusa also called for the SANDF to be deployed to safeguard state infrastructure while the police should be forced to prioritise rail safety. 🌱

UNTU offers the protection you need

In UNTU I have a big brother protecting me at work.” This is according to Lungile Mdluli (30), an administrative official in the safety department of Transnet Freight Rail (TFR) in Witbank.

“UNTU’s Trade Union Representatives can make things happen. I love the unity in the Union. I never get into trouble, but it is nice to know my back is covered.”

She wanted to become a traffic official when she grew up in Barberton in Mpumalanga. After school Lungile studied information technology and obtained a certificate.

“I wanted to further my studies, but my mother could no longer afford it. I had to start working and I got a job as a train assistant at Transnet.”

SATAWU was first to recruit Lungile and her colleagues. “Soon I realised my mistake. I had the flu and I drank cough syrup with alcohol in it during the night. The next morning I had to do the routine breathalyser. I blew red.

“I was in shock. I could not believe it. My then SATAWU representative said there was nothing he could do for me. According to him I knew what I did and was guilty as charged. It was a dismissible offence and I had to defend myself in my disciplinary hearing.

“Back then I did not understand the

policy to a zero-tolerance for alcohol. I knew that you were not allowed to be drunk at work, but I was not drunk and only used the syrup. I did not eat at all that day.”

Lungile managed to defend herself successfully. She was offered a twelve-month final written warning. “I was so relieved that I was off the hook, that I saw to it that I never make another mistake again. I resigned at SATAWU with immediate effect and joined UNTU.”

A few years later Lungile shamed SATAWU when she discovered that deductions were being made unlawfully on their behalf. After a thorough investigation by Transnet, it emerged that she had uncovered a fraudulent SATAWU Trade Union Representative.

Lungile believes more should be done to develop women and the youth both in Transnet and in UNTU.

“Our future depends on constant learning and developing ourselves to our full potential. All of us need to develop a diverse set of skills to equip us in the workplace.”

Lungile obtained a certificate in risk management through Unisa last year and sees herself growing into the risk management department.

She is a single mother to a seven-year-old son. 🌟



“Our future depends on constant learning and developing ourselves to our full potential.”

~ Lungile Mdluli ~

Educating communities about safety

Tebogo Maloba, a specialist train control officer at Transnet Freight Rail Pyramid South, is not your normal 21-year-old.

She has a passion to ensure that safety comes first, at work and in her community in Theresapark, Pretoria.

Tebogo obtained her national diploma in safety management in March this year and is currently busy with her BTech degree.

“I realise one of our biggest drawbacks is that we don’t have a culture of safety. We don’t realise that by littering we are putting our safety in danger. There are too many gaps in the training provided on safety by the employer and employees are not educated well enough on the importance of putting safety first.

“By putting safety first, we enhance the productivity of the company, we improve our personal well-being and it is conducive to the environment.”

She decided to make a difference by offering her service to educate communities about safety at various non-profit organisations.

“I want to leave a legacy for my four-year-old son. I want to teach him that education is his key to open doors, to be independent, to remain humble and to have principles and beliefs. He must do all of this while always putting safety first,” she says.



Tebogo Maloba

Juggling between being a single mother, work, studies and volunteer work is not a big challenge for Tebogo.

“It is all about making sacrifices and planning your time very well. I plan a week in advance and stick to my schedule. I have time for my son, I have time to

jog twice a day, I eat healthy and I drink lots of water.”

Tebogo sees herself growing into a training and mentoring position in Transnet.

When she is not working, she loves cooking, reading and going to church. 🌟



Former Springbok visits UNTU Palms

Former Springbok lock, Rudi “Vleis” Visagie, was a guest at UNTU Palms earlier this year. He is considered as one of the greatest South African rugby players of all time. Cobus van Aswegen, maintenance manager of UNTU Palms, is a huge fan and made him feel right at home.

TUR Reuben is no ordinary young man

Reuben Maseko, UNTU Trade Union Representative (TUR) in Witbank in Mpumalanga, is no ordinary young man. He is very disciplined and does not believe in short cuts. He works hard to reach the top.

Reuben (28) is the chief shed man at the Witbank Depot. Growing up he dreamt of becoming a boilermaker as he was surrounded by boilermakers.

After completing his matric, Reuben started working as a quality controller. He had a hunger to further his studies and to achieve more.

"Six months later I got a job at Transnet as a train assistant and worked hard for my promotion to chief shed man."

He is a very dedicated and loyal UNTU member.

"I can see that my Union goes to quite an extent to train its TURs so that we are able to enhance the service and assistance we provide to our members. This enables TURs like me to assist members to overcome obstacles they might face in the workplace."

Reuben loves assisting his fellow employees. "There is no greater reward than seeing people go home at the end of

the day, having gotten what they wanted."

He believes UNTU is way ahead in the game when it comes to transparency with its finances and mandating process. "I can see my vote counts."

Reuben would like the Union to do more to specifically develop youth and to assist young employees to develop within the Union structures.

He is not a pastor, but his community and his fellow colleagues think he is.

"That is because I am different from the average young men of my age. I go to church.

"I am the secretary of a non-profit organisation, New Way Youth, that assist young people to find employment, to stay away from drugs and to fight against any form of abuse. We also assist young people in townships around Witbank with career guidance. Young people don't know what they want to become," he says.

Reuben is married and is the father of two boys aged 5 and 7.

When he is not working, he loves to work with wood in his garage.

"I can sit there the whole day, making furniture. It is very creative and relaxing. I also enjoy going fishing from time to time," he says. 🐟



Reuben Maseko

Not just another number at UNTU

UNTU is Thabang Thabete's (33) Union of choice because it takes excellent care of and listens to its membership on ground level.

"I was one of the UNTU members who complained about the quality of the golf shirt that was given to members. UNTU leadership took note of the members' complaints and improved the quality of the T-shirt given to new members.

"That is what I love about my Union. I have a voice. My voice counts. I am not just another number when it comes to my Union."

Thabang also learned not to be misled by the lies spread by rival unions about UNTU to try and get members to join them.

"In 2010 after the strike at Transnet, members of SATAWU convinced me that UNTU sold us out and that we would get a 15% wage increase if we continue with the strike. I resigned and joined SATAWU. But I realised my mistake four days later and returned to my home before SATAWU could even make the first deduction," says Thabang.

Thabang grew up in Dennilton in Limpopo and wanted to become an electrical engineer. He got a bursary through Transnet and is currently working as a Yard Official.

He feels that Transnet does not recognise him. He trained new recruits, but they were promoted instead of him. This discouraged him.

Thabang has now decided to use a



Thabang Thabete

Transnet bursary to qualify himself in another field.

He would like to get visits from the leadership of the Union during wage negotiations to ensure members have a realistic view of what to expect.

According to Thabang there is no

comparison in the treatment UNTU Trade Union Representatives receive from their members compared to rival unions. "Our Union takes great care of us."

When this father of three girls is not working, he loves to watch cricket or go fishing at the Witbank dam. 🐟



Win one of three CD's!

Three lucky UNTU members stand a chance to win the latest CD of Tsonga traditional artist, Captain Gacheni.

Duncan Matje (29) aka Captain Gacheni will gift the CD's to the first three UNTU members who send an e-mail to enquiries@untu.co.za with the title of his new CD.

The title was revealed on the front page of UNTU's previous *Labour Report*.

Duncan is a track worker at Prasa Perway in Pretoria West and is a hard-working UNTU Trade Union Representative (TUR). 🐟



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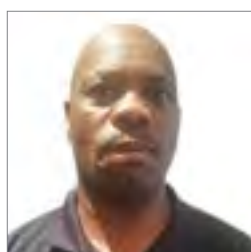
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JEWEL OF THE SOUTH COAST

Sun, sea & serenity

Listen to the sound of waves crashing down in the peaceful and tranquil surroundings of UNTU Palms, a family holiday resort situated just 120 km from Durban in Sunwich Port.

Accommodation

Visitors can choose between renting the six-sleeper **cabanas**, eight-sleeper **chalets** or four-sleeper **tents** or bring their own **caravans** and camping gear to the 54-stand caravan park and enjoy the South Coast with its all-year-round brilliant sunshine, blue Indian Ocean, sub-tropical forests and stunning birdlife.



Rates 2019



Members of SATU and SAPTU enjoy the same discounted rates as UNTU members! Pensioners of these unions also qualify for discounts.

CARAVAN & CAMPING SITES		SUPER LUXURY	LUXURY	REGULAR	RENT A TENT STAND**	PER EXTRA GUEST (MAX 4 PEOPLE)
OUT OF SEASON	UNTU members*	R275,00	R220,00	R200,00	R275,00	R55,00
	Public	R385,00	R330,00	R250,00	R385,00	R70,00
IN SEASON April, Dec & Long weekends	UNTU members*	R550,00	R495,00	R440,00	R550,00	R55,00
	Public	R660,00	R605,00	R550,00	R660,00	R70,00
School holiday special June/July & Sept/Oct	UNTU members*	R385,00	R330,00	R275,00	R385,00	R55,00
	Public	R440,00	R385,00	R330,00	R440,00	R70,00

** The Rent a Tent prices are for two people sharing with the option to extend to a maximum of 4 people. All other camping sites are for a maximum of six people. See prices for extra guests. Only one vehicle is allowed per camping site.

CABANAS & CHALETs		CABANAS	CHALETs	PER EXTRA GUEST
OUT OF SEASON	UNTU members*	R440,00	R495,00	R55,00
	Public	R550,00	R660,00	R70,00
IN SEASON April, Dec & Long weekends	UNTU members*	R825,00	R880,00	R55,00
	Public	R935,00	R1045,00	R70,00
School holiday special June/July & Sept/Oct	UNTU members*	R605,00	R660,00	R55,00
	Public	R715,00	R825,00	R70,00

These rates are for a maximum of four people per night. Only two vehicles allowed per unit.

SEMI-PERMANENT RESIDENCY	RATE PER MONTH	PENSIONER MONTHLY RATE	RATE PER MONTH
Chalets	R11 000,00	Chalets & Cabanas	R6 655,00
Cabanas	R9 900,00	Super luxury campsite	R2 970,00
Super luxury campsite	R4 400,00	Luxury campsite	R2 750,00
Luxury campsite	R4 180,00	Regular campsite	R2 420,00

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