

LABOUR



REPORT



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QUARTER 3 OF 2019



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Ramaphosa has left a trail of broken promises and no action since election campaign

President failing rail transport

President Cyril Ramaphosa has left a trail of broken promises and no action behind since he said in his election campaign "we are going to make sure our trains run on time".

This promise was made on the 18th of March 2019 when Ramaphosa was stuck for three hours on a Metrorail train travelling from the Mabopane to the Bosman Station in Pretoria. The media was informed that the journey "usually" takes 45 minutes.

Steve Harris, General Secretary of UNTU, says it's been years since this journey took only 45 minutes.

Three weeks before Ramaphosa decided to catch a train on this route, UNTU warned the President, the former Minister of Transport Dr Blade Nzimande, and the Railway Safety Regulator (RSR) that a journey on this route takes between three to five hours.

This creates a life-threatening situation for Prasa employees of whom UNTU represents the majority. Commuters attack innocent UNTU members out of anger for the constant unreliability of the trains causing them to lose their jobs due to frequent delays.

On 10 April 2019, a month prior to the general elections, Ramaphosa was



President Cyril Ramaphosa

rolling out even bigger promises by telling rail commuters in Cape Town that Government is improving rail transportation by making it safer and more efficient.

"We're going to make sure that our trains arrive on time, are not crowded and more importantly that they are safe," Ramaphosa said.

But in September 2019, a month after the new Transport Minister, Fikile Mbalula, launched the Ministerial "war room" to improve the daily train services, there has

been zero improvement on ground level.

Prasa train drivers don't even have a telephone number of the "war room(s)" where they can report problems occurring on their routes. For them the situation is getting worse with every passing day.

"Abnormal working of the trains continues with thousands of manual authorisations issued per month nationwide. Train drivers throughout the country, also those working for Transnet Freight Rail, daily report the theft of overhead cables," says Harris.

The derailment of trains of both Prasa and Transnet Freight Rail is no longer the exception but has become the norm.

When *Labour Report* went to print, neither the President nor his new Minister responded to the list of seven demands UNTU and its affiliated federation, Fedusa, submitted to the Presidency at the Union Buildings in Pretoria and to Government officials during our national protest marches on the 26th of July 2019.

"Until they do, Government's dream of transporting more goods and commodities via rail and converting commuters from road to rail will not materialise," says Harris.

"The harsh reality is that Prasa, with its so-called war rooms, and the RSR are both merely trying to comply with the extended court order of the Gauteng North High Court granting Prasa a conditional safety operating permit.

"The order is an extension on the first order granted by Judge Cassim Sardiwalla on 12 October 2018. Prasa was unable to comply with the first order.

"Prasa must continue to submit a detailed monthly report on the implementation of the Compliance Action Plan to the Court. A final Compliance Assessment Conference will be held before Judge Sardiwalla on 26 February 2020," Harris said. 🐘

Former city councillor now UNTU's President

Hendrik (Pote) Fourie, the former Vice President of UNTU who has served not only Union members but also the community and residents of Pretoria for 28 years, is now leading the most progressive Union in the transport industry. His aim is simple. "I want UNTU to return to the basics. All our branches must be functioning properly having regular branch meetings, our Trade Union Representatives (TUR's) must provide members with regular feedback at general meetings and must use the training we provide them to assist our members in the workplace."

To Fourie, the service delivery of the Union's officials and elected leaders to its

38 000 members comes first.

For this unionist who started serving employees at the Transnet Engineering Koedoespoort Diesel Depot in 1981, there is no excuse for poor representation, service or a lack of feedback.

"It is my job to ensure that UNTU, the majority union in Transnet and Prasa, grows even stronger. The heavier the weights you lift, the bigger your muscles grow."

He was the Vice President of the former Technical Workers Union that merged with other unions to eventually become UNTU.

Although he was serving as a TUR, he was also a city councillor because he had a passion to fight for proper services.

In 1996 he was elected as the Deputy Mayor of Pretoria and decided to focus on his political career. After serving the residents of Pretoria, he was re-elected as the Vice President of the Union at UNTU's Congress in 2015.

"It was time for change, and I knew that my experience could help our members."

He became UNTU's President in August this year.



UNTU President Hendrik (Pote) Fourie is the biggest Bulls supporter of them all. He met former Springbok Bryan Habana when he was attending a meeting in Pretoria.

"I will do everything within my means to serve UNTU's members to the best of my ability until our next Congress which will be held in November next year." 🐘

New leadership, better service to our loyal members

UNTU members take note: There are winds of change in the leadership of UNTU. There will be no more excuses for not providing members with frequent feedback.

Before the end of November 2019, your custodian Executive Council Member will visit your branch.

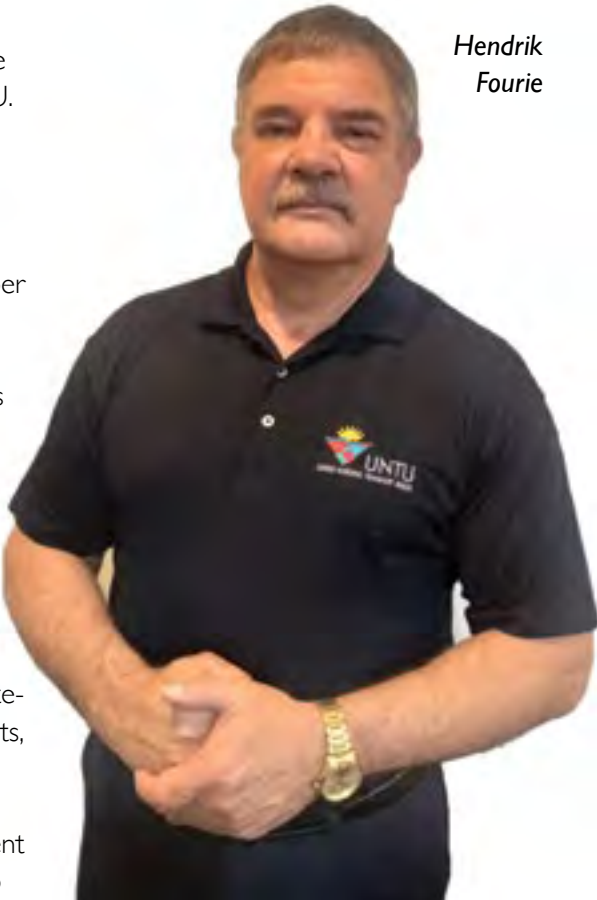
For the first time, UNTU will be sending out a team of leaders to address our members at general meetings in as many of the official languages as possible to ensure that each of our members are equipped for our upcoming Congress in 2020.

I am proud to say that despite the consistent attempts from rival unions to get recognition within the various state-owned enterprises that UNTU represents, our Union continues to grow from strength to strength.

We endured many challenges in recent months from disgruntled individuals who tried to influence our members with malicious lies. They had forgotten that the proof is in the pudding. We won't waste our energy on them.

The Union is faced with grave challenges after it inherited the damages caused in our state-owned enterprises after eight years of state capture during which billions of Rands went into the pockets of corrupt individuals to the detriment of our members.

Workers at the state-owned enterprises are continually being stretched beyond their means because critical vacancies are not being filled. Procurement is a nightmare because it takes six months or more to



Hendrik Fourie

complete the comprehensive tender requirements that must be adhered to. We were all shocked by the evidence given in front of the Zondo Commission of Inquiry into state capture in recent months. For me as your President it is very disturbing that we have yet to see corrupt individuals implicated being arrested by the South African Police Service and prosecuted by the National Prosecution Authority. UNTU wants to see that those responsible are held accountable. Justice must be done.

Leaders needed that will serve without fear or favour

UNTU's Head Office is in full swing in preparation for the UNTU Congress which will be held from the 24th to the 26th of November 2020 at the Birchwood Conference Centre in Boksburg with more than two hundred delegates attending. The leadership of UNTU just completed its last round of national Area Committee meetings with UNTU's branch leadership for 2019. Over the next few months UNTU Deputy General Secretary Dan Khumalo will be training all our Trade Union Representatives (TUR's) in how the elections must be conducted. From 13 January 2020 to 28 February 2020 the election of UNTU's TUR's at the various branches will be held nationwide.

UNTU members, please ensure that you elect strong leaders that are prepared to serve you without fear or favour. Each candidate who wants to stand for a position, must realise that being a TUR is a calling. You must have a passion to assist our members and a drive to ensure that you serve your members by providing them with frequent feedback. The newly elected TUR's will elect the branch leadership from March 2020 to April 2020. During May 2020 and June 2020, the branch leaders will elect their respective Area Committee leaders. After this the nomination process will take place for the UNTU Executive Council, President and Vice President, who will steer the Union over the next four years.

Your Union on the move



UNTU President Hendrik Fourie with the UNTU Super Team who will be addressing members in the Phambili Drive nationwide before the end of 2019.



UNTU President Hendrik Fourie attending the UNTU Area Committee meeting in Durban.



Sonja Carstens, UNTU Deputy General Secretary, and Alfred Mthethwa, UNTU Organiser, visiting UNTU members in Richards Bay.



Steve Harris

Speaking out of my own experience over the past 38 years, I want to appeal to each of our members to participate in this process knowing that at the end of the day whoever is elected are there to serve you, UNTU's most important asset. Without members we won't have a Union. To those who will be standing for positions, know that workers are faced with more challenges today in the workplace than ever before. With South Africa's current unemployment rate at 29%, the highest in three years, the preservation of jobs and the creation of new job opportunities will remain our core function as a Union to ensure a prosperous future for generations to come.

Changes in UNTU's Exco and staff



Hendrik Fourie became President of UNTU in August 2019.



Trevor Wasserfall was elected as the Vice President of UNTU on 5 August 2019.



Careston Damons replaced Trevor Wasserfall as the Maritime Western Zone Exco member.



Lutwena Saul replaced Russel Veitch as Exco member. Russel retired on 31 August 2019.



Maria Chonco runs the social justice and youth programmes of Fedusa, on behalf of UNTU.



Cando Tloane is the friendly lady that you will find at UNTU's reception at UNTU House.



Nakita Sequeira is the right hand of our communication office and the UNTU Organisers.



Natasha Gordon assists Trevor Wasserfall, the finance office and the membership office.

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Transnet leads Africa in developing technology

Transnet is using the best engineers to develop technology for rail systems, to provide freight rail solutions for South Africa's transport demands and to ensure that the country develops the capacity to manufacture more and more rail related equipment locally.

Transnet Engineering's Research and Development of Electrical Systems team on the premises of the CSIR in Pretoria has 108 mechanical, methodological, electrical, electronical and computer science engineers that assist the business to develop purpose specific technology.

Konrad Boshoff, the acting Executive Manager, says they develop technology to reduce cost and enhance efficiency for the company, get patents to ensure Transnet is the owner of its new intellectual property, develop technology to make the company more competitive and build capacity in areas where there are none.

"Transnet Engineering has the best electrical systems and control systems for locomotives in the country as certified by the Railway Safety Regulator (RSR). We have the skills to solve any rail related problems," he says.

This division patented a kinetic energy recovery system that helps locomotives to save energy by fitting solar panels. This



was done by combining technologies.

They have developed the hardware and the software to access and remotely monitor the rail operator over hundreds of signals all over the country. This allows them to access real time data and react on it. This reduces the cost of scheduled maintenance and increases the production of the company. The data allows them to predict in advance what maintenance is needed.

Another major achievement was being part of the team who developed the high value systems of the Trans-Africa locomotive, the first locomotive to be designed,

engineered and manufactured in Africa.

"We are now investing in hybrid power to make diesel locomotives more fuel efficient," says Boshoff.

He believes that South Africa is behind when compared to the capability and expertise of the international community because the country started too late developing it.

"I wish our politicians had more faith in our country and invested in our engineering community. South African engineers are being head-hunted all over the world and those who are here, believe in our country and want to make a difference," he says.



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Maria restores girls' dignity

"Lifelong education, not a rich man, is the key to any girl's future"

Lifelong education, not a rich man, is the key to any girl's future. That is why UNTU member Maria Segodi, a Train Control Officer at Transnet Pyramid South in Pretoria, decided to make her sanitary towels donation project even bigger this year.

"My message to young girls is to focus on their studies. Don't search for rich guys and drop out of school. Believe in yourself so that you can achieve your own dreams one day and be your own person," says this mother of two boys.

Labour Report reported about Maria's project last year when #UNTUCares contributed to her project to donate hundreds of packets of sanitary towels to teenage girls at the Kabela High School in a remote rural area in Limpopo. This is her former high school.

"This year I started early, and the donations just kept on coming in, so I decided to add a second school, the Agishanang Higher Primary School in the same area. I am overwhelmed by the support I am getting from loved ones, my community, colleagues and strangers.

"It is something so small, but my

reward is to see how grateful these girls are. The campaign creates awareness with the girls who are not yet getting their periods.

"In our culture mothers, especially in the rural areas, have a tendency not to talk about these things. They would tell you if you sleep with a boy you will become pregnant, but they won't explain the physical changes in a girl's body. So, when it happens, girls tend to hide it and think they did something wrong," says Maria.

She believes Government should provide all schoolgirls with free sanitary towels. Until then, Maria wants to continue with her project and intends to focus on two more schools in the same area next year.

Friends suggested that Maria register her project as a non-profit organisation, but she does not want to do that.

"I like giving and don't want to complicate it. If people give me money, I go and buy the sanitary towels, take a photo of the slip with the date and send it to them. This is simply goodwill."

Her reward is the happy faces of the girls when she does the handout on 19 September every year. 🌟



"It is something so small, but my reward is to see how grateful these girls are."

~ Maria Segodi ~

#UNTUCares

BCEA threshold not covering the average South African

The Basic Conditions of Employment Act (BCEA) no longer covers the average South African as their annual income exceeds the threshold of the Act which has not been increased for the past five years.

According to Stats SA's employment report for the first quarter of 2019, the average income in South Africa is R20 855 per month. It was already above the BCEA threshold of R17 252 per month in February 2016. This threshold has been stagnant for the past five years. It has not been increased since 1 July 2014.

"By not increasing the threshold for five years, Government allows employers to abuse vulnerable employees who is not being protected by the Act when it comes to overtime work," says Steve Harris, General Secretary of UNTU.

The Union has written several letters to the Minister of Employment and Labour, Thulas Nxesi, to review the threshold.

Currently less and less workers enjoy basic rights to have fair labour practices that the BCEA affords them.

The BCEA governs respectively:



- Limiting ordinary hours of work to 45 hours per week;
- Payment for any overtime worked in excess of 45 hours;
- Limitations on a compressed work week;
- Provisions which allow for the averaging of a work week;
- Mandatory provision of a meal interval of no less than 30 minutes for employees who work for longer than 5 hours;
- Provisions which allow for certain mandatory minimum daily and weekly rest periods;
- An employee is entitled to increased pay for work on Sundays;
- Payment of a mandatory allowance for employees who engage in night work;
- Increased pay for employees who work on public holidays. 🌟

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UNTU makes protest action history



JOHANNESBURG

UNTU made international headlines and generated R12,6 million in publicity in print, on television and radio and online in six weeks to make the world aware of how unsafe our Prasa commuter trains are.

This is the first time in the history of the Union that it generated so much publicity about an issue.

Although Prasa managers did their utmost best to intimidate UNTU members and Transport Minister, Fikile Mbalula, helped to create massive confusion about whether or not Prasa employees were allowed to strike or participate in UNTU and its affiliated federation Fedusa's four protest marches in Pretoria, Johannesburg, Durban and Cape Town, the message was brought across very clear.

"Prasa is unable to provide safe working conditions for its employees as it is obliged to do in terms of the Occupational Health and Safety Act. Prasa, whether it is the urban commuter trains Metrorail or the long-distance commuter trains Shozoloz Meyl (known as Mainline Passenger Services (MLPS)), is unable to provide commuters with a safe and reliable train service.

"The Rapid Rail Policing Unit of the South African Police Service (SAPS) exists only in name. This unit that replaced the former railway police unit, is so badly understaffed that it doesn't even attempt to protect commuters or train crews from attacks on the platforms of train stations," says Steve Harris, General Secretary of UNTU.

Although UNTU got the attention of all South Africans and the international

community, our own President Cyril Ramaphosa has ignored the Union's repeated pleas. His Minister of Transport, Fikile Mbalula, announced the implementation of so-called "war rooms".

To date it had zero impact to the fate of our members and commuters.

"Our members are attacked daily by commuters and trains are currently derailling weekly. Although Prasa's Safety Permit is regulated by an order of the Gauteng North High Court, the Railway Safety Regulator (RSR) has yet to approach the court to indicate the current life-threatening state of Prasa.

"The reality is that nothing will change until the RSR does not adhere to its mandate: to oversee and enforce safety performance by all railway operators using South Africa's railway lines," Harris said.

UNTU'S DEMANDS

- Deploy members of the South African Defence Force (SANDF) to patrol and safeguard the rail network.
- Force the South African National Police Commissioner to adhere to its Constitutional Mandate: to prevent, combat and investigate crime, maintain public order, protect and secure the citizens of the Republic of South Africa and their property and uphold and enforce the law, similarly when it comes to Prasa.
- Integrate Prasa and Transnet as they were prior to 2006.
- Prasa must comply with the provisions of the Occupational Health and Safety Act, which gives all human beings a right to a safe and healthy working environment.
- The provisions of the Criminal Matters Amendment Act 18 of 2015 must be implemented for Prasa-related crimes. The Act states that any person who unlawfully and intentionally tampers with, damages or destroys essential infrastructure, must be sent to jail for 30 years.
- The Railway Safety Regulator and Prasa must report to two separate Ministers and not the same one as is currently the case.
- The National Department of Human Settlement, Provincial Governments and the various municipalities must urgently find alternative housing and relocate the thousands of squatters living as close as half a meter from railway lines.



DURBAN



CAPE TOWN



PRETORIA



"I love my job, but every morning when I leave home I don't know if I will see my loved ones again."

Unsafe working conditions

Employers can be held liable for mental and physical health issues

Employers like Prasa can be held liable for the mental and physical health issues that its employees develop due to its failure to provide a safe working environment.

The employee will be entitled to compensation by the employer if he or she is able to prove that the medical condition is related to the employer's failure to provide the employee with a safe working environment, says senior attorney Jaco du Plessis.

According to a recent Labour Court ruling there is an even bigger liability on the employer if the employer is aware that the employee is suffering from a medical condition, like depression or post-traumatic stress disorder. In cases like these the Court ruled that there is a "reasonable duty" on the employer to accommodate the employee.

In the case of most of Prasa's employees who have sought assistance from their Employee Assistance

Programme (EAP) after they have been attacked by mobs of furious commuters, they merely got a single debriefing session and were sent back to work.

One of them is UNTU train driver Lerato Mmothlana (46) working for Metrorail at the Braamfontein Depot in Johannesburg. She was injured when a mob of commuters attacked her train cabin on Sunday 8 September at the Olifantsfontein Station.

Lerato had to wait for more than two hours for two other trains, a commuter train and a Transnet Freight Rail train carrying goods, before she was authorised to continue on the route. There was no security on the station platform, and nobody announced the reason for the delay to the commuters.

She feared that she would be burnt alive when commuters threatened to torch the train. She repeatedly begged the Train Control Office (TCO) to send Prasa Protection Officers to assist her, but nobody came. It was only after she

reached the Pretoria Station that she got a call from the TCO to say that the Prasa Protection Officers wanted to know where she was.

According to Lerato she did not even bother to make use of the EAP. "They debrief you and send you back to endure more of the same the next day. Something must be done before we die," she says.

Dr Diana Zoccola, a clinical psychologist, says victims like Lerato who is not taken out of the traumatic situation, but are repeatedly exposed to the same trauma, develop complex post-traumatic stress disorder (C-PTSD) in response to prolonged, repeated experience of interpersonal trauma in a context in which the individual has little or no chance of escape.

"In most of these cases, the employee loves his or her job, but search for alternative employment simply to escape. The consistent trauma causes a host of mental health and physical health complications," says Diana.

Lerato says she wishes she could go back to school and study to rather become a teacher. "I love my job, but every morning when I leave home I don't know if I will see my loved ones again," she says.

Her sentiments were shared by UNTU members all over the country faced with the same daily dose of trauma.

According to a 2016 study conducted by the South African Depression and Anxiety Group (SADAG), one in four employees has been diagnosed with depression. A report of the World Health Organisation indicated that depression is the leading cause of ill-health and disability in the workplace.

SADAG's research indicates that employees are taking more than 18 days off work due to depression but are reluctant to disclose depression as a reason for sick leave due to the stigma associated with the condition. Such absenteeism has a direct financial impact on an employer. ❖

Prasa employees need to unite and demand safety

Urgent Ngobeni dreams of restoring his employer to its former glory so that employees can once again be proud of working for Prasa and so that he can leave a legacy for his three children.

That was why he took the bold step to read out UNTU's memorandum of demands to the Presidency at the Union Buildings in Pretoria in front of his fellow protesters, the media, the police and officials of the Presidency.

"I used to be so proud to work for Prasa. But the past few years have been very difficult. When any of us knock-off, we have to wear a jacket to hide our Prasa uniforms. People don't realise that there is nothing we can do, we are as much of a victim as they are," says Urgent (41).

He was born in Tzaneen and grew up with the dream of becoming a prosecutor one day because he could not stand wrongdoing. After school he did not have the funds to study. His uncle brought him to Pretoria to search for a job and he started working as a security officer.

Today Urgent is a protection officer at Prasa. He joined UNTU in 2009 when he started at the company and was elected as a Trade Union Representative (TUR) soon afterwards.

"We never know if we will get home alive. I want my children to see what I have been working for. I want to see that all corruption is eliminated, that cable theft and crime are combatted and that we start building on the Prasa of the future.

"I was very proud to participate in the march, but at the same time disappointed to see that our employer managed to intimidate the majority of our members to such an extent that they were too afraid to participate. We need to stand up and fight to save our jobs. If Prasa goes down, we will be left without employment. That is why we must unite and stand together and feel the pain to achieve change in our organisation."

As a TUR he believes that he must set an example for members to follow at all times. He would like to see the Union making more of an effort to educate its members on the seriousness of ensuring that your job remains secure.

In his free time, he loves keeping abreast of the latest developments in the news. ❖





UNTU DIRECTORY



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TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103	–	UtataTRE.PortEg@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
Piet Retief	Chairman	Nxumalo	IBM	083 341 4228	–	–	IBMNxumalo@gmail.com
	Secretary	Mazibuko	Siphamandla	079 650 2892	–	–	Siphamandla.Mazibuko@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 Nqgura	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	VACANT	–	–	–	–	–
	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	Van Rooy	Olivia	082 322 5898	021 449 3045	–	Olivia.Vanrooy@transnet.net
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	Malek	Calvin	081 036 0072	–	–	Calvin.Malek42@gmail.com
	Secretary	Matsepe	Moitheri	081 562 6650	–	–	mmatsepe@metrorail.co.za
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	Van Rooyen	Pieter	079 526 9228	051 408 2663	–	pieter4901@gmail.com
	Secretary	VACANT	–	–	–	–	–
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	Nkotwe	Martin	081 036 0098	-	-	martin.nkotwe.martin@gmail.com
	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	Gwebu	Sipho	083 925 2406	-	-	sipho.gwebu@transnet.net
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	Keleboile	072 307 2529	011 950 1271	-	Keleboile.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	-	smitt.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	VACANT	-	-	-	-	-
	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	-	Ymenziwayaya@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	Manziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwayaya@gmail.com
	Secretary	Oliphant	Lesley	074 226 5676	053 632 8231	-	Lesley.oliphant@transnet.net
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	Mdiniso	Nandipha	081 003 2311	-	-	Olwethu.Mdiniso@gmail.com
	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	Schamboua	Julius	083 938 5694	054 338 3408	054 338 3440	jjschamboua@gmail.com

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	Molaisana	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

Rudolph Sambo driven to never stop learning

Everyone should have a passion to continue learning to remain relevant and to ensure that you will never be left behind. This is why Rudolph Sambo (41), Chairperson of the UNTU Komatipoort Branch in Mpumalanga, is now in his second year studying for his LLB degree at Unisa.

He started out in the IT industry and was doing his BSc in Computer Science when he decided to quit his studies and look for a job. After starting a computer company with a friend, he went to work for Standard Bank as

a teller. The Department of Basic Education employed him as a clerk, and he became the deputy chairperson of the local Nehawu branch. In 2007 he moved to Transnet to become a train assistant at Komatipoort and later Welgedacht. In 2010 he was a train driver in Ogies and was elected as a Trade Union Representative (TUR) for UNTU.

"My home is 45 km from Komatipoort. My wife suffers from asthma and could not adjust to all the dust in Ogies. I had to return home. Soon I was elected the Chairperson

of the Branch. Under my leadership I can see change and progress. We are improving their conditions of service. In Komatipoort our members never had transport when they had to work shifts. We fixed that."

For Rudolph challenging the wrong, changing it to right and improving the lives of ordinary members, are what drives him.

Rudolph is the father of four and loves spending time with his family. He ensures that he knows what is going on in the news on a national and international level. 🇿🇦



Rudolph Sambo



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



Anton van Wyk and his daughter, Shevan Labuschagne.

Shevan a fully qualified teacher

Shevan Labuschagne, daughter of Anton van Wyk, UNTU Trade Union Representative at Prasa Braamfontein, Johannesburg, and his wife, Estelle, started her career at Jim Fouche Primary in Crosby as a normal parent just helping out at the school. The school saw her potential and encouraged her to go and study to become a teacher. On Friday, the 6th of September 2019, she graduated at the North-West University and obtained her National Professional Diploma in Education (Foundation Phase) to become a fully qualified teacher. Congratulations, Shevan. Thank you for setting an example to always follow your dreams. 🇿🇦

Loyal member for fourteen years

Emmanuel Ndwandwe (40) has been a loyal UNTU member for the past fourteen years, serving UNTU members where he works as a Transnet Infra Assistant at the Ulundi Electrical Depot in KwaZulu-Natal. He ensures that he has a good relationship with all UNTU members. "I don't like it if employees are treated badly. I know that I can tell our members with confidence that UNTU has got more than a century of experience. Our Union has the best of the best and we are not shy to use it to the benefit of all our members. We are not only giving them assistance in the workplace, we also provide them with excellent benefits. I love my Union," says Emmanuel. 🇿🇦



Emmanuel Ndwandwe

Overturning wrong decisions his calling

Aiden Machaba (31) hates it when workers are treated unfairly in the workplace and loves it when he can assist them and make a difference.

He has been an UNTU Trade Union Representative (TUR) for the past two years where he works for Dual Party RME in the Port of Port Elizabeth.

He became frustrated because for a long time this depot never had a TUR before their contracts ended.

"When I got permanent employment, I decided to stand for TUR elections to ensure that our workers get consistency and that I gain experience in handling cases."

Growing up Aiden wanted to become a doctor, but never had the finances to do so. He started his career at the tyre company Goodyear before he managed to get an internship at Transnet.

Aiden says he is rooted where he is and wants to develop himself into the management of the company.

"I can only thank UNTU for the fact that the Union never backs down. If we bite, we are like a bulldog. We hold onto you. That is the quality of my Union that must remain non-negotiable. It is the only way Untu will assist its members to achieve their dreams.

When Aiden is not at work or assisting members, this father of two loves to spend time with his very supportive family. 🌟



Aiden Machaba

Tall man, big heart

The tall man with the big heart who is always ready to assist any UNTU member, loves to empower the younger generation with his knowledge. This is why UNTU train control officer (TCO) Pieter van Rooyen (47) is also the Chairperson of the UNTU Area Committee in the Free State.

Pieter grew up between Colesberg and Bloemfontein. As far back as he can remember, he always wanted to be a TCO. "My grandfather, my father, my uncle, my cousins, all of us worked for Transnet. It is in my blood. I was only 13 years old when I helped to change the signals. I loved every moment of it although I was not actually allowed to help. I started working for Transnet on the 29th of November 1990," he says.

To him every day presents a new challenge, especially under abnormal working conditions. He loves doing on-the-job training. "I have trained all our TCO's and I am very proud of the quality of their work."

Pieter has always loved working with people and finding solutions to whatever problems or concerns they might have. "The Union helps me to give back the knowledge and expertise I have gathered over the years and to



Pieter van Rooyen

share it with other people. I believe our future lies in the empowerment of the youth. Knowledge is power and we can't share enough of that.

"When I became a TUR, I followed in the footsteps of my father, Dirk van Rooyen, who was also a TUR for UNTU. He always managed to get employees off the hook, not by fighting, but with finding solutions.

"To me it has always been a privilege to serve Transnet. When I walk out of a hearing, I want to feel that I made a difference in someone's life. I have a passion to assist those who are not able to help themselves," says Pieter.

His daughter is the apple of his eye. When he is not working, he loves to do woodwork and feed wild birds. 🌟

Job security is key for Karin

For the past 30 years Karin Munro (48) has been a jack of all trades assisting wherever she can at Transnet Properties.

She started working for Transnet as a data typist just after she finished school and joined UNTU at the same time.

"I grew up in Kimberley and wanted to work with animals, but then we moved to Port Elizabeth. My colleagues in Port Elizabeth were wonderful. So friendly. They immediately helped me to adjust."

Since then, she has become the friendly personal assistant always ready to solve a problem or to assist.

"There is always a solution for any problem. I put the interest of the company first. At the end of the day, all of us are responsible to ensure that Transnet is prospering so that we can have job security."

Although this results in her getting more and more responsibilities without being compensated for it, she believes that Transnet realises that she is walking the extra mile. "I love my work."

She met her husband, Daniel, 24 years ago. He is working as a carpenter for Transnet. "At first I wanted nothing to do with him and it took him months to take me on our first date." They have a 21-year-old son whom they adore.

In her spare time Karin loves sewing,



Karin Munro

knitting and just being at home. Her priority is spending time with her family.

Karin's motto in life is to remain positive irrespective of the challenges you might face.

"We must avoid conflict and rather seek solutions to challenges. When we are at work, we must work as a team and carry each other through difficult times," she says. 🌟

Shocking working conditions for women

In August South Africa commemorated the decades of sacrifices of hardworking women in the country, but some ladies working for Transnet are still struggling to enjoy access to a secured toilet for females on a working site, a simple necessity.

The state-owned enterprise that was awarded the Top Employers South Africa Certification for two consecutive years, is not consistently implementing gender equality in its various divisions – one of the basic rights guaranteed under our Constitution.

One of these affected ladies is Andisiwe Nongcula, an UNTU member working for RME Deal Party in the Port of Port Elizabeth. She and her female colleague share a toilet with 70 men.

These employees only have one temporary toilet to share, irrespective whether they are working on a site or are in their depot.

Andisiwe says she would love to have the privacy of a female toilet, but she is very grateful for the contract employment that Transnet provides her. She does not want to complain out of fear that her contract might not be renewed.



UNTU member Andisiwe Nongcula shares a toilet with 70 men.

Hendrik Fourie, President of UNTU, discovered Andisiwe's predicament when he led a delegation who visited these members for the first time after UNTU Organiser Liam MacKay recruited them.

"I am shocked and saddened to find that ladies working for Transnet are still exposed to this inhumane, undignified and unacceptable practise in this day and age. I believe Transnet should set the example

of an employer who achieve gender equality in the workplace, irrespective of the division of the company or the grade of the employee," Fourie said.

According to him Transnet is always striving to optimise its employment practices and to develop its employees in its efforts to become a world class organisation. "Stories like Andisiwe's fate contradicts the hard work of building the company's brand," says Fourie.

RME is the arm of Transnet Freight Rail that employs infra workers on contracts for specified infrastructure, construction and rehabilitation works.

Elsewhere in the same port, Nicolene Human is also employed as an RME contract worker. She is the only female in her division, but her supervisor ensured that she has her own toilet all to herself.

"All my male colleagues treat me with the utmost respect and dignity, and I can only commend them for that. I might be working in a man's world, but they don't treat me as one of the men," says Nicolene.

- **Transnet was given the opportunity to respond, but no response was received by the time Labour Report went to print.** 🐼

Transnet Properties failing the poorest of the poor

More than a decade after Transnet announced its intention to sell the houses it leased to its poorest employees, no one has bought the poorly maintained houses.

But instead of utilising it as a benefit for its struggling employees, these houses are now being leased by private individuals. Allegations of money changing hands and unethical deals are rife and despite UNTU escalating this matter to the highest authority, there seems to be no light at the end of the tunnel.

Lungile Thibane (50), an infra assistant working for Transnet at the Noupoot Depot in the Eastern Cape, is one of the affected employees.

This father of three children dreams of one day owning his own Transnet house. "We currently receive no assistance from Transnet management. They don't invest in the houses, but also do not want to sell them to us.

"I am working towards becoming a supervisor. I have a goal. But I need to know my children has a roof over their heads."

Ettienne Blaaw, also an infra worker at Noupoot, has been on a waiting list for a Transnet house since 2015. "We only get promises, but our employer is not taking us serious." 🐼



Lungile Thibane



Ettienne Blaaw

Enough with gender-based violence

Nicolene Human (33), a general worker at the Port of Port Elizabeth, does not want to be belittled, screamed at or treated like a child at work. She gets treated with respect, love and dignity at home. As the only female in her department she is respected by her co-workers. But the same cannot be said about all the managers that have crossed her path.

"I don't like overbearing supervision; I don't like it when other people laugh at my suggestions. I want people to treat me like I treat them. No one is too important not to have manners. We are all equal."

Nicolene believes managers should stop generalising when addressing poor performance but should address the specific employee who is in the wrong.

Nicolene is one of the thousands of UNTU members, men and women from all races, who had enough of the spree of gender-based violence that has become a cancer in our country.

During Women's Month South Africa experienced yet another surge of gender-based violence which resulted in an outcry from all South Africans.

This outcry was confirmed when the



Nicolene Human

Minister of Police announced the annual crime statistics.

The number of reported rapes increased with 3,9% to 41 583 in the year through March, the highest in four years.

The police have logged 443 387 rapes

over the past decade, yet the problem may be understated because such crimes are frequently not reported. A total of 2 771 women were murdered in the 12-month period.

Violent crime in South Africa is fuelled

by high levels of alcohol and drug abuse, and the fact that victims are often abused and killed by people they know, makes it difficult to control, Minister Bheki Cele said.

The crisis prompted President Cyril Ramaphosa to call an urgent sitting of both houses of Parliament to discuss gender-based violence and femicide. He stressed that we all have a responsibility to ensure that these events become a turning point in our fight to end gender-based violence.

The President called for the tightening of existing laws to deal with gender violence, like doing away with parole for perpetrators and the overhauling of the register for sex offenders.

According to the most recent data from 2017/18, a woman is murdered every three hours in South Africa. This is the fourth highest murder rate against women in the world.

Out of these, 12.5 women in every 100 are killed by a loved one, someone with whom they had a personal relationship. This is 4,8 times higher than the global average according to the World Health Organisation (WHO).

As UNTU we are saying we will not be next. Enough. Take a stand and set the example. 🌱

"Thank you UNTU for serving me"

Yondela Nameke (33), an infra assistant in Colesberg in the Eastern Cape, believes in his Union and that it will assist him to one day achieve his dreams.

"At this remote depot, we got service from UNTU Senior Organiser Nkosinathi Bence and Russel Veitch, who has just retired as an UNTU Executive Council Member. This depot used to be very dirty, we did not even have the basics. But thanks to them, it is better now."

Born in East London, Yondela wanted to become a police official. He liked protecting and serving other people.

After school he was first employed in the security industry. "Later I got a job at RME and today I am working towards becoming a track master for Transnet Freight Rail."

He is very disappointed about all the corruption in the state-owned enterprise that was revealed in evidence in front of the Zondo Commission of Inquiry into state capture. "It is traumatising to hear how others looked after their own pockets while so many workers like myself were suffering. We want to see a prosperous, corruption-free country," he says.

His depot still doesn't have a computer or a photocopier. This creates a logistical nightmare for them if employees need to submit administrative documentation like leave forms.

"The corruption is killing us all and totally demoralising to employees like myself who work hard to achieve the goals of our company." 🌱



Yondela Nameke



Labour Report: Post or e-mail?

UNTU has noticed an increasing number of the *Labour Report* being returned to our Head Office in Johannesburg because the postal addresses are no longer in use or the newspaper is not collected.

UNTU would like to hear from you, our valued member; how you would like to receive your newspaper every quarter:

1. Electronically (please provide us with your correct e-mail address)
2. In the post (please send us your updated postal address)

Please co-operate and send an e-mail to enquiries@untu.co.za with your choice. Please include your SAP number in the e-mail. This is part of our renewed quest to continue improving our services to our members. 🌱

Transnet pensioner survives on a mere R4 000 with the grace of God

It is a blessing from God that Gert Petrus van der Westhuizen (80), manages to run his own pub and make enough money to survive to this day. "I am one of the youngest surviving Transnet pensioners who are expected to live from a mere R4 000 after giving a lifetime of work to the state-owned enterprise. Many of the others have already passed away since it emerged that our pension money was plundered.

"I don't know how I would have survived if God did not help me to buy my favourite pub, Old Uncle Charlies in Bloemfontein."

Oom Gert, also fondly known as Nic, used to work as a fireman (stoker) on steam trains.

"Back then I struggled to survive on my pension money. I saw that the pub was for sale. I sold my car for R12 000 and borrowed another R3 000 to be able to buy stock. My wife, Fransie, used a bakkie from her office to bring the stock to the pub during her lunchtime.

"I had to work hard, but we survived with the grace of God."

He knew many of the other pensioners who struggled to survive. "They gave their lives for Transnet and trusted that their employer will one day look after them. It is a devastating situation."

It is alleged that Regiments Capital was used to plunder a Transnet pension fund. The financial services company has agreed

to an astounding R500 million settlement with the Transnet Second Defined Benefit Fund (TSDBF). Regiments scored hundreds of millions of Rand in business from Transnet with a leg-up from the Guptas and their associates.

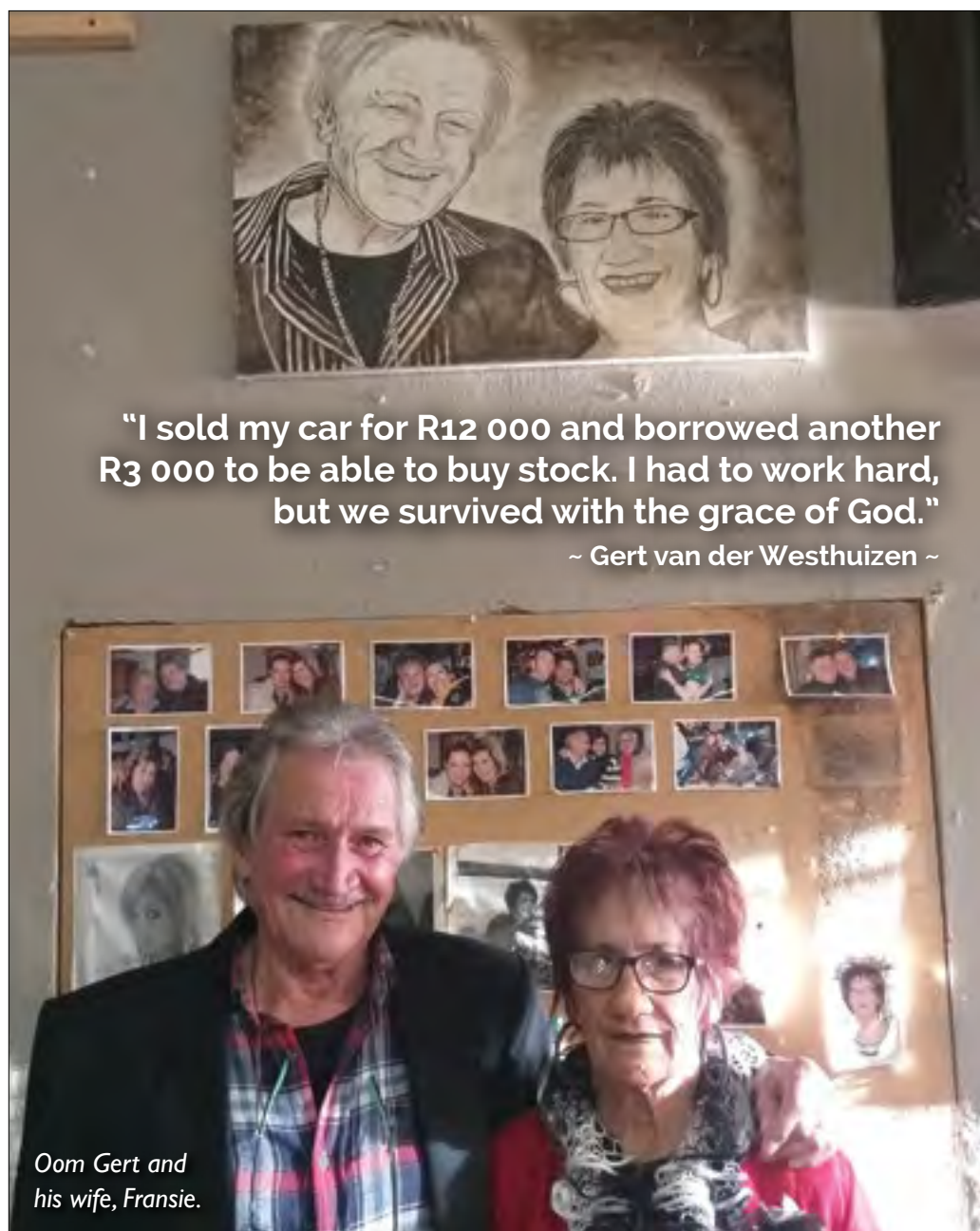
The settlement follows the revelation of a previously unknown stratagem Regiments allegedly used to suck R349 million from the pension fund in a mere four days during late 2015 and early 2016. TSDBF launched a R230 million claim against Regiments in the Johannesburg High Court two years ago, charging that the firm had irregularly scored that amount in fees from dubious interest rate swap transactions concluded as part of Transnet's tainted locomotive purchase spree.

The fund amended its claim a month ago, alleging that an audacious set of "bond chum" transactions were used to siphon off an additional R349 million.

The deals stem from Regiments' appointment to manage Transnet pension money – a process the amended claim alleges was achieved with the help of Gupta influence on the TSDBF board, *Fin24* reports.

But the settlement was brought to a halt with one of the former Regiments directors challenging the decision to settle.

According to Oom Gert this will result in even more pensioners passing on before they get their hard-earned pension money. ▼



UNTU members now receive excellent discount

UNTU members enjoy excellent discount on tyres, batteries, shocks, exhausts and brakes thanks to an agreement the Union entered into with TTE Mobility from the 1st of August 2019. TTE Mobility's call centre will take the hassle out of UNTU members' days by not only finding you the best price for your needs, but also pre-ordering and making all the arrangements to save you time.

TTE Mobility has an existing arrangement with Bridgestone, the owner of the Supa Quick outlets nationwide, that allows them to provide UNTU members with discount. UNTU and TTE Mobility share the same goal: service delivery to UNTU members comes first.

That is why TTE Mobility will ensure that UNTU members receive a quote for whatever they require to guarantee that they get the correct price and discount. Should the store be running an "in-store" or national special that is more favourable, the UNTU member will benefit from the more attractive deal.

All TTE Mobility's services, including all services and accessories charges like wheel alignment, tyre rotation, shiming,

slotting, bending, rim repairs and call-out fees, are subjected to the UNTU member first obtaining a quotation from the call centre.

The TTE Mobility call centre will liaise with the chosen Supa Quick and give

feedback to the UNTU member.

This new benefit is in line with the leadership of UNTU's quest to continue to bring our members added value for their monthly membership contributions.

The TTE Mobility call centre can be

e-mailed at orders@ttemobility.co.za or phone 087 222 6999.

TTE Mobility will verify with UNTU's membership office if you are a paid-up UNTU member to ensure that you qualify for the discounted rates. ▼





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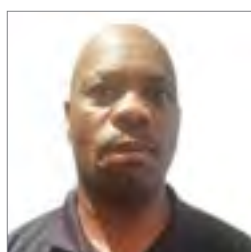
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Accommodation

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
Cabanass	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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