

LABOUR REPORT

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QUARTER 4 OF 2019



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TEN REASONS WHY YOU SHOULD JOIN UNTU

UNTU continues to grow after 115 years of serving and protecting our members

Full speed ahead in 2020!

Wherever you are and whatever official language you speak, UNTU will continue to give meaning to our slogan, "Pride, Unity and Trust", by striving to improve on our service delivery to our valued members and protecting their jobs. That is the guarantee of the UNTU Executive Council, Full-time Trade Union Representatives, Secretariat and staff, as the Union enters its 115th year of existence in the transport industry dating as far back as 1905.

"As we are heading for our National Congress in November 2020, I can assure you that UNTU will remain the most progressive Union in the transport industry for the next 115 years thanks to our knowledge, expertise and the excellent training we provide to our Trade Union Representatives," says Steve Harris, General Secretary.

The preparations for our Congress are in full swing. Our members have been notified of the elections of UNTU Trade Union Representatives (TUR's) that will take place during January and February 2020.

Dan Khumalo, UNTU Deputy General Secretary responsible for training, is overseeing that the Union's TUR's all over the country are trained on the Constitution of UNTU and how to conduct the elections in accordance with the Constitution.

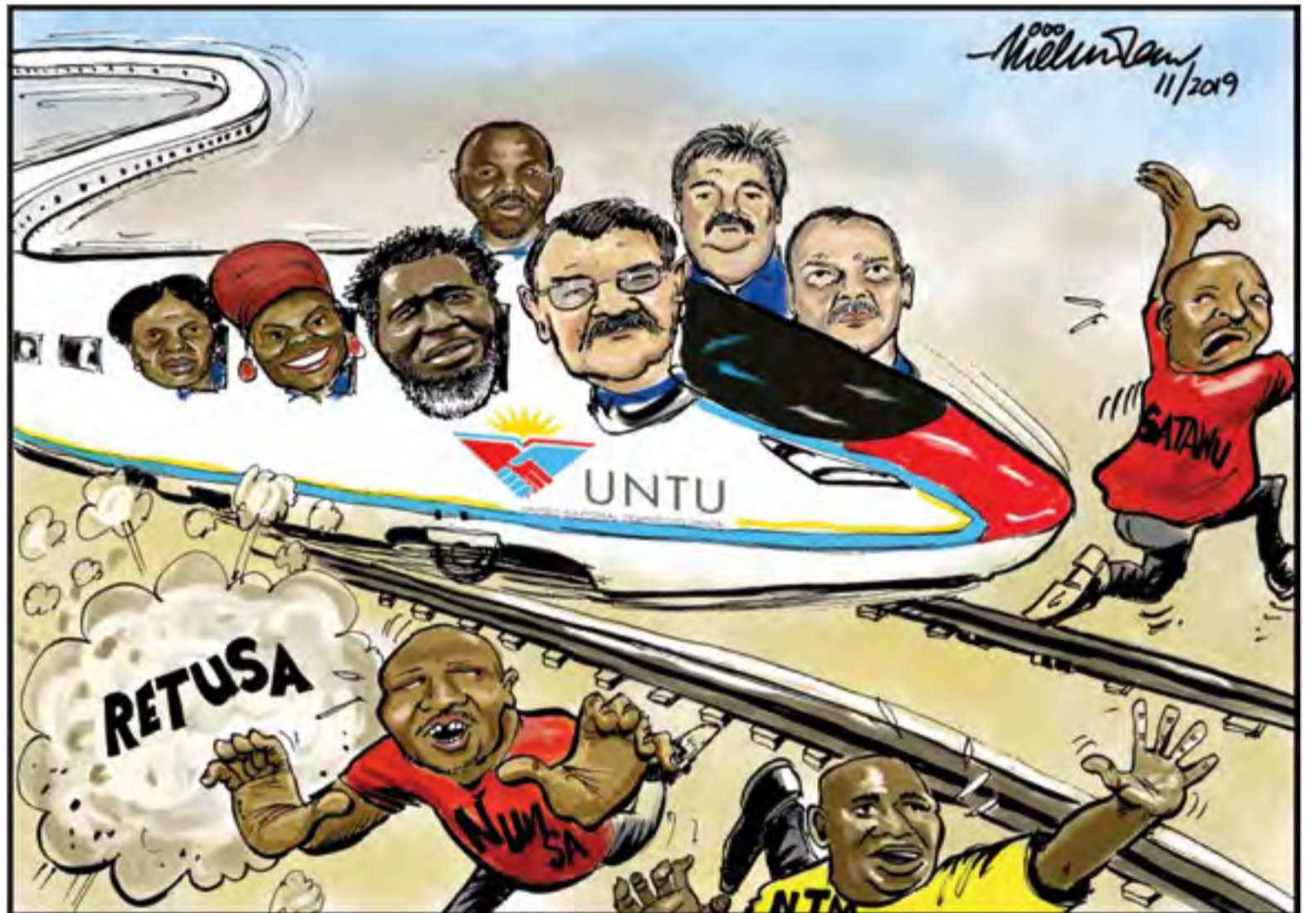
Steve assures members that the preparations won't distract UNTU from its core responsibility: to protect our members in the workplace.

UNTU is awaiting the Labour Court in Johannesburg to provide the Union with the date when its application to set aside Transnet's decision to no longer provide transport to and from work to our members at the Transnet Sentrarrand Depot, will be heard.

John Pereira, Deputy General Secretary of UNTU who is handling this case, says

"UNTU means business. We will continue to show our members that action speak louder than words. Phambili!"

~ Steve Harris ~



the judgement in this case is crucial as it will be ground-breaking case law on the employer's obligation towards its employees. UNTU also declared a dispute about this

issue at the Transnet Bargaining Council.

The Union is in the process to be joined as a friend of the Gauteng North High Court in the application between Prasa and the Railway Safety Regulator (RSR). Judge Cassim Sardiwalla granted Prasa an interim

safety operating permit on 12 October 2018 after the RSR refused to grant it. Since then the judge had to issue a second court order to hold Prasa accountable to adhere to

deadlines for the conditions he set out to improve the safety and reliability of the service. The parties are due back in court on 28 February 2020.

Sonja Carstens, UNTU Deputy General Secretary handling this case, says that the Union believes that Prasa and the RSR provided the judge with the misleading information they were provided with, without establishing the facts from employees on ground level who do not know if they will see their families again if they leave their homes to go to work. At the same time Neels Haasbroek, UNTU Deputy General Secretary, has obtained mandates from UNTU members to start with the annual wage negotiations at the Prasa Bargaining Forum.

Steve says the Union realises how important it is to be visible to members

and to provide members with the opportunity to meet its leadership.

To ensure that UNTU delivers, the Union held its first round of its popular Phambili Drives to embrace and enhance the Union's diverse membership. The UNTU Super Team visited Komatipoort, Kaapmuiden, Nelspruit, Polokwane, Kimberley, Durban, Bloemfontein, Pretoria, Johannesburg, East London, Saldanha, Port Elizabeth, Queenstown, Richards Bay, Cape Town and Johannesburg. During these drives, hundreds of new members joined UNTU's winning team.

"UNTU means business. We are tired of being called the sweethearts when it is far from the truth. We will continue to show our members that action speak louder than words. Phambili!" says Steve. ♡

UNTU wishes all its members a Merry Christmas and all the best for 2020. Thank you for your loyal support!

Criminals exploit ailing infrastructure

Taxpayers and employees of state-owned enterprises like Transnet and the Passenger Rail Agency of South Africa (Prasa) are only now starting to feel the devastating consequences of state capture over the past eight years. The extent of the corruption committed was so enormous that it left the state-owned enterprises crippled. This weakness was quickly exploited by criminals who have increased their opportunistic attacks on the ailing railway infrastructure in recent months.



Hendrik Fourie

From the first week of November the crisis was aggravated when the contracts of twenty private security companies at Prasa came to an end nationwide. The Auditor-General found that these contracts were awarded illegally and the Board of Prasa notified the companies that their contracts would be coming to an end in April 2020.

UNTU supports the Board of Prasa's continued efforts to root out any form of corruption. The Board assured me and a delegation of the leadership of the Union that it had an agreement in place with the Rapid Rail Police Unit of the South African Police Service (SAPS) to deploy 3 100 police officials nationwide as an interim measure to replace the security companies.

But when the vandalism increased, the SAPS were nowhere to be seen and we received reports of theft of various items and overhead cables all over the country.

This comes against the background of Transnet confirming that it had spent R40 billion on upgrading the rail infrastructure over the past five years, yet the infrastructure is in its worst state ever. Transnet reported irregular spending of R49 billion in the previous financial year. Mohamed Mohamedy, Acting Group Chief Executive of Transnet, confirmed to UNTU that Transnet

re-entered into an agreement with SA Express to repay the R222 million loaned to the bankrupt airline in December 2017.

The chances are slim of Transnet getting the money back after the Auditor-General slapped SA Express with a disclaimer audit opinion after the airline was unable to provide evidence for its financial state as reflected in the financial statements. SA Express reported a net loss of R590 million in the financial year ended in March 2019.

The Board of Prasa confirmed to UNTU that the reason why Mainline Passenger Services (also known as Shosholoz Meyl) was in a dire state and unable to provide a service on various of its former routes, was because of the contract that was irregularly awarded to the black empowerment company Swifambo Rail Leasing.

The Constitutional Court confirmed the Gauteng North High Court's decision to set aside Prasa's contract with Swifambo to buy 70 locomotives from the Spain-based international rail technology company, Vossloh, in 2013. It means Prasa must procure new locomotives.

However, to date there have been no prosecutions in any of the matters above, while UNTU members continues to bear the brunt.

Your Union on the move



Dan Khumalo, Deputy General Secretary of UNTU, trained UNTU Trade Union Representatives (TUR's) at UNTU House in Houghton, Johannesburg, on the Union's Constitution and the process of electing new TUR's which will commence in January 2020.



UNTU President Hendrik Fourie and Exco Member Wielligh Meyer attended the UNTU Super Team Phambili Drive held at Transnet Engineering Koedoespoort in Pretoria. UNTU Super Team Members and full-time TUR's Sonnyboy Mosebedi, Luvuyo Mdyogolo and Obert Mudalahothe also attended the drive.



UNTU Deputy General Secretary Sonja Carstens and UNTU Super Team Members Luvuyo Mdyogolo and Sonnyboy Mosebedi addressed employees of Prasa Mainline Passenger Services (Shosoloz Meyl) in Komatipoort, Mpumalanga, as part of the Phambili Drive.

Still no change to long overdue overtime threshold

UNTU members must brace themselves to wait another few months for any news on the long overdue increase of the overtime threshold in the Basic Conditions of Employment Act (BCEA). Employment and Labour Minister Thulas Nxesi decided to task the newly established National Minimum Wage Commission with determining if the threshold which has been stagnant for the past five years, should be increased or not.

The Minister doesn't agree with UNTU that the threshold of R205 433,30 per year no longer covers vulnerable workers. According to the Ministry, research done by the Development Policy Research Unit of the University of Cape Town suggested there is no consistent evidence to motivate a change

in the level of the BCEA earning threshold due to the following reasons:

- There is little evidence that workers above or below the threshold differ from each other;
- There is evidence that the threshold is sufficient to identify and support the vulnerable;
- There is little evidence that the BCEA has any impact on employment or any evidence of structural breaks.

The findings of the research did not recommend a change in the threshold in either direction. The reality however is that the threshold only covers employees earning up to R17 119 per month.

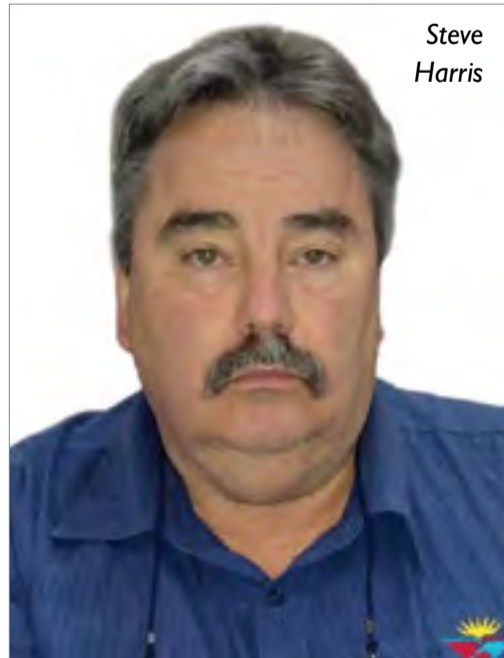
According to Stats SA's Employment Report for the first quarter of 2019, the

average income is R20 855 per month.

UNTU realises that the Minister is very cautious of the impact an increase of the threshold will have on employment in a rapidly changing South African labour market. The fact that the unemployment rate in the country is at 29,1%, the highest in eleven years, is aggravating the dilemma.

Currently UNTU members working for Transnet and the Passenger Rail Agency of South Africa (Prasa) earn more per hour for a normal day's work than what they earn per hour when they must work overtime.

Due to the excessive high levels of vacancies in both state-owned enterprises they are forced to work overtime to get the workloads done, despite earning far less than they should.



Steve Harris

'I will be World Champion one day' – Melikaya

UNTU member Melikaya Nonyukela did it again! This shore crane operator at Transnet's Port of Ngqura secured the fourth position in the World Draughts Championship held in Barbados this year.



World Checkers Draughts Federation to come and participate in the World Qualifiers. I did not have the time to apply for sponsorships and used my own money to go and represent our country."

Last year Melikaya thanked UNTU who assisted him to get Transnet to sponsor his flights and accommodation to attend the World Championships in the United States.

"We played eight rounds. I was leading from round 4 but in round 6 I lost to Italian Michele Borghetti," says Melikaya. Michele successfully defended his title as World Champion for the eighth time.

Melikaya obtained a fifth position last year and ended third in 2017.

This year he almost did not participate due to the lack of support and funding for the sport. He was unable to defend his title as the Eastern Cape Draughts Champion as the province was unable to host a championship. "Our association was without officials as some of them resigned due to the lack of sponsorship and the lack of support for the sport.

"I got a personal invitation from the

Melikaya's uncle and grandfather taught him how to play Draughts when he was a little boy, growing up in the small town of Peddie in the Eastern Cape.

Besides playing, Melikaya also loves teaching his colleagues how to play Draughts during his breaks.

Draughts or Checkers is a strategy board game for two players, which involves diagonal moves of uniform game pieces and mandatory captures by jumping over opponents' pieces.

"I won't give up on my dream. I will be the World Champion one day." ♡

Jaydin has his eyes set on becoming Protea cricketer

Jaydin Damos (13), from Moregrove Primary School in Port Elizabeth, dreams of one day representing South Africa in the Protea Cricket Team.

Jaydin has just been included in the South African u/14 indoor cricket team. He and his brother, Jordan (11), are also both included in the Eastern Province indoor and outdoor cricket teams.

"I started playing cricket when I was six years old and I loved the sport. It is an opportunity to make new friends and to learn more about different cultures."

During one of his matches he was scouted by an indoor cricket team coach. He worked very hard to achieve his goal by practising extra hard during weekends and school holidays.

In the meantime, he had to maintain his good academic results. He averages 80% overall and disciplines himself by first completing his homework before he goes to practise.

Careston, Jaydin's father and UNTU Exco Member, says he was very excited when Jaydin was included in the team because he worked so hard to achieve his goal.

Sport runs in this family's blood. Careston used to play rugby for Eastern



Careston is very proud of his son, Jaydin.

Province while his wife, Shireen, achieved provincial colours in volleyball. ♡



Health problems prompted drastic lifestyle changes

Exercise and follow a healthy diet. That was the advice doctors gave to UNTU Executive Council Member Steven Leshabana and Manette Havenga, personal assistant to UNTU President Hendrik Fourie, after they both had serious health scares recently.

The result is that they have both completed the Kaapsehoop Uniwisp Marathon held in November in Mpumalanga. Steven completed the 21 km marathon and Manette the 10 km run.

Steven (40), a father of three children, was diagnosed with high cholesterol last year and was warned that his condition was so severe that he ran the risk of having a heart attack or stroke at any time.

He either had to use chronic medication for the rest of his life or adjust his lifestyle. "I don't want to be on chronic medication, so I decided to hit the gym. It went well, but earlier this year I was admitted in hospital with chest pain.

"That is when I decided to start running as a stress reliever. If I run, I forget about all my problems. I also adjusted my diet. I try to stay away from carbs and thanks to my religion I don't smoke or use any alcohol," he says.

His first race was 32 km. "I thought I was committing suicide, but I survived. Now I am training to compete in the Hartbeespoort Ultra Marathon in the North West next year and before I turn 45, I want to complete my first Comrades marathon."

Steven also started a team of runners in Witbank where he is stationed, called Mgijima. They are seven colleagues employed by Transnet who train together.

Manette (51), grandmother of a two-year-old girl, used to run, but after two knee replacements years ago she decided to stick to walking and support her husband, Eugene, who has completed his 22nd Comrades Marathon this year.

Last year doctors discovered a tumour in her pancreas by chance and it had to be removed along with her spleen. Although it was not cancer, Manette was classified as pre-diabetic because 80% of her pancreas had been removed.

Manette decided to keep diabetics in a reverse state by not using medicine, but rather adjusting her diet and taking up running again. She has since lost 23 kilograms.

"I feel fantastic. I have energy and feel like a new person. I don't use any sugar and follow a low carb diet," says Manette.

As part of their lifestyle adjustments, both Manette and Steven realised that they had green fingers and are now enjoying gardening in their respective free time instead of sitting in front of the television.

They both recommend running to UNTU members who suffer from health-related problems. "It keeps the blood flowing, it is a stress reliever and you lose weight," says Steven. ♡



115 years of rail history

UNTU's very own museum full of preserved rail treasures

UNTU houses its own museum containing rail treasures that have been preserved over the past 115 years. Steve Harris, General Secretary of UNTU, says the Union dates back to LEMAS, which was established in 1905, and merged over the years with various other unions to become the diverse and multiracial, most progressive Union in the transport industry that it is today.

There used to be fourteen trade unions in the industry, but due to privatisation and modernisation there are only two recognised unions left today in the Transnet Bargaining Council and in the Prasa Bargaining Forum.

"The idea of the museum is to preserve the railway history for the next generation as modernisation continues to change the industry, and systems and instruments that the industry used to have, are forgotten.

"That is why the Union asked members to donate whatever they wanted. The museum also contains the books in which the minutes of Union meetings were handwritten in the handwriting of the different leaders over time," says Steve.

The Union has one of the testing boards that were used to indicate to workers how a steam train works and various other tools that played a vital role in developing their skills. It also contains the various memorabilia of the different merger unions that formed UNTU.



Steve Harris in UNTU's museum housing several rail treasures that have been preserved over the past 115 years. Members are welcome to visit the museum by appointment.

Steve says UNTU believes that it is important for future generations to realise why there are trade unions in the industry. It is thanks to trade unions that basic conditions of employment were established which improved the working conditions of employees.

"Back in the days there was no collective bargaining. It used to be called collective begging. The Union would meet with

the Minister to put the demands of the workers to him, but the Minister would simply inform the Union what the Government decided to give to them."

The museum at UNTU's Head Office in Houghton, Johannesburg, can be viewed by members by appointment.

Steve says members are also invited to make any donation to the museum to preserve the rail legacy for their children. ♡



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Agreement Dlamini

'We work just as hard as men'

Agreement encourages more women to join UNTU leadership

It is tough to be an Infra worker in Transnet Freight Rail, but even more so if you are a woman. "It is hard work. Infra workers are exposed to the sun and the weather wherever they are. There are no toilets where we work along the railway line. You are forced to go into the bush which is not safe."

"Female employees also struggle with infections due to these working conditions and the employer should look for a viable solution to provide facilities for RME and Infra workers."

"But despite all the challenges, women working for the Infra services work just as hard as men," says Agreement Dlamini (35), UNTU Trade Union Representative (TUR) for Infra workers in Hazyview in Mpumalanga.

Her goal is to be appointed as a train driver in the next five years. She started working for Transnet as an RME worker in 2014.

This mother of three boys decided to stand to be elected as a TUR so that she can be a voice for women.

"Ladies are afraid to stand as TUR's. They are afraid to talk even though they have lots of issues in the workplace. We work as hard as men, but they are always telling us that we don't have any power."

Agreement takes her responsibility to escalate issues and to provide members with feedback, very seriously. "Whatever you improve on today, will ensure that your members remain loyal to you tomorrow."

She is grateful for the training UNTU provided to assist members and would like to encourage more women to follow in her footsteps to join the leadership of UNTU.

When she is not working, Agreement is actively involved in her church, loves watching television and enjoys spending time with her boys. 🍷

Pieter driving trains for 32 years with a clean record

Keep to the rules, pay attention to your surroundings and don't let your concentration slip. That is the advice of Pieter Quinn (51), a train driver for the past 32 years and an UNTU Trade Union Representative at the Wolmerton Depot in Pretoria.

Pieter is one of four children who was born in Durban in KwaZulu-Natal and grew up on a farm in Hopetown. He wanted to be a farmer, but his life led him on a different path.

His grandfather was Johnny de Bruyn, the then Chief Examination Official for the former Spoomet in Johannesburg.

"He advised me to apply to become a train assistant in Germiston. It was the best job ever."

Pieter has worked all over Gauteng and is a familiar face with commuters.

Although he used to love his job, the state of the rail infrastructure, the lack of signals and the consistent abnormal working conditions having to use manual authorisation, make it very difficult for train drivers.

"It has become a challenge just to stay alive daily and I pray that I will return safely to my family. I come to work with fear in my heart. Every day I bear witness to how the infrastructure is being stripped and vandalised."

"With the speed restriction of 30 km



Pieter Quinn

per hour imposed by the Railway Safety Regulator (RSR), commuters believe that train drivers are on a go slow. They get frustrated when they lose their jobs due to constant late-coming because the trains are unreliable," says Pieter.

According to Pieter there is a big difference to implementing the theory of the RSR's safety restrictions and the practice of what is expected of train drivers. "Trains must run at all cost."

When he is not working, this father of two children loves restoring old cars and enjoys having a braai with friends. 🍷



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16 BILLION

litres of liquid fuel and more than 450 million cubic metres of gases are handled by Transnet Pipelines annually.

Transnet Pipelines targeted by thieves

Thieves are targeting Transnet Pipelines, which are used for transporting petroleum and gas products over varying distances, to steal fuel.

Mohammed Mohamedy, Transnet Acting Chief Executive Officer, says Transnet Pipelines lost millions to theft of fuel in seven incidents that were reported in the previous financial year.

The Bomb Disposal Unit had to be called in after two bodies were found in the fuel bunker on the R103 in Frere in KwaZulu-Natal (KZN).

Thembeke Mbele, spokesperson of the police in KZN, said it was suspected that the men tried to steal fuel from the underground fuel pipe, but died from

fumes in the bunker.

According to Transnet's website, Pipelines handle an annual average throughput of some 16 billion litres of liquid fuel and more than 450 million cubic metres of gases. The liquid products include crude oil as well as diesel, leaded and unleaded petrol and aviation turbine fuel.

South Africa's pipeline infrastructure is declared national key points as they are related to national security and are of strategic importance.

Atmos International, global specialists in leak detection, states on its website that pipeline theft and vandalism can lead to the loss of millions of dollars in revenue each year, loss of lives due to safety breaches such as explosions, environmental damage

if the product is spilled and left undetected, and reputational damage, which can take years to recover from.

"Pipeline thieves are often experienced and use sophisticated equipment and methods to avoid being identified. The size and duration of each theft is usually kept below the flow meter detection limit, making it extremely difficult for flow balance-based methods to detect the theft.

"It's now more important than ever for pipeline operators across all industries to use reliable and sensitive theft detection in order to minimize product loss and limit the potential damages," states Atmos.

In Nigeria, Africa's largest oil producer, the theft of oil is described as epidemic. The petroleum sector accounts for

approximately 51% of the federal government's income and more than 90% in export earnings.

At least 73 people were killed in Tlahuelilpan, Mexico in January this year due to an explosion at a gasoline pipeline. Fuel thieves punctured the Tula-Tuxpan pipeline a few miles from one of Mexico's main refineries and approximately 800 people flocked to fill plastic containers from the 7 meter gasoline geyser. A couple of hours later, it exploded.

- **If you have information about theft or any other illegal activities in Transnet, please phone 0800 003 056 to report it to the anonymous toll-free fraud and theft hotline.** 📞

175% increase in incidents a gross underestimation

Transnet and the Passenger Rail Agency of South Africa (Prasa) reported a drastic increase in vandalism and theft of the railway infrastructure nationwide over the past four months. The severity thereof was worsened after the contract of twenty security companies were terminated by Prasa on 31 October 2019.

According to the *State of Rail Safety Report* of the Railway Safety Regulator (RSR) for the past financial year, security-related incidents per million train km increased dramatically with 175% over the past six years.

UNTU challenged the statistics and believe it can be even double the recorded figure due to the underreporting of railway-related crime by employees of Prasa as well as commuters.

"Officials of the South African Police Service (SAPS) are not trained on how to handle rail-related crime. Even though a docket for any crime committed anywhere can

be opened at your nearest police station, SAPS officials send commuters and Prasa employees from pillar to post.

"The reason for this is that they get confused about the jurisdiction of the police station that needs to investigate the complaint because the train leaves point A and arrives at point B and the crime happened on the route," Steve Harris, General Secretary of



UNTU, explains.

The RSR states that 13 767 negative events were reported to the regulator: Safety-related occurrences: 3 990; Security-related incidents:

9 268; and Uncategorized events including bodies dumped on the rail reserve: 509.

The 9 268 security-related incidents increased from 7 737 in 2017/18, largely due to a 26% increase in theft.

During the same period, Transnet Freight Rail Reported a 55% increase in cable theft. The RSR's figures also reflects a 5% increase in malicious damage

(vandalism), but no train kidnappings or hijackings. Crowd-related occurrences increased with 63%, instances related to industrial action increased with 29%, the lack of personal safety on trains increased with 14%, the lack of personal safety on stations increased with 7% and the lack of personal safety outside station platform areas increased with 12%.

Steve says the Union receives weekly reports about commuters who hijack trains. "We realise that the RSR does not classify it as such because there is no criminal offence in the Criminal Justice Act called train-jacking. It boils down to robbery with aggravating circumstances and kidnapping, and should be reported as such." 📞

Shosholoza Meyl's derailment

Why MLPS struggles to provide commuters with a decent service

Corruption with a locomotive tender contract is the sole reason why Mainline Passenger Services (MLPS), also known as Shosholoza Meyl, had to cancel several of its long-distance trips over the past few years and struggles to provide commuters with a decent service on existing routes.

After a lengthy court battle over the past six years about a controversial locomotive contract, the Board of the Passenger Rail Agency of South Africa (Prasa), says it is "concerned" about the MLPS and wants to address it as a priority. But asked what it plans to do, the Board is still unsure. Prasa will have to start the procurement of locomotives to drive the coaches of Shosholoza Meyl afresh. This is a process that might take years to complete.

In the meantime, Prasa's only alternative is to lease locomotives from private companies or Transnet Freight Rail.

"The MLPS has a good turnaround strategy to implement a turnaround plan with good ideas," says Dr Nkosinathi Sishi, acting Group Chief Executive Officer of Prasa. He did not elaborate on the plan.

In the long term, the development of the MLPS could create jobs as the demand for cheap long-distance passenger rail services increases. But that is the dream and not the reality for now, says Steve Harris, General Secretary of UNTU.



In May 2019 the Constitutional Court brought the ongoing legal battle over the controversial locomotives procured from Swifambo Rail Leasing to an end by dismissing its application for leave to appeal.

Swifambo was the black empowerment company with which former Chief Executive Officer of Prasa, Lucky Montana, signed a contract to buy 70 locomotives from the

Spain-based international rail technology company, Vossloh, for €3 657 052 in 2013.

After the first twenty locomotives arrived in South Africa, Media24 revealed they were too tall and incompatible with the local rail infrastructure.

In her report titled *Derailed* (published in 2015), former Public Protector Adv Thuli Madonsela found that, between roughly

2008 to 2013, Prasa had a culture of "systemic failure" to comply with its own supply-chain policy.

Madonsela also concluded that Montana acted improperly regarding the awarding of service contracts and treatment of some employees. The Directorate for Priority Crime Investigations (the Hawks), within the South African Police Service (SAPS), has been investigating several allegations against Montana since then. When *Labour Report* went to print, Montana has still not been arrested or prosecuted on any charges.

In 2017 Prasa asked the High Court in Johannesburg to cancel the contract because the "bidding process included irrational specifications" whose sole purpose was to rig the outcome. The Court granted the application by setting aside the R3,5 billion contract.

Now that the legal battle is over, it is back to square one while the MLPS employees on several of the former routes are frustrated and left with no work to do for years.

Khanyisile Kweyana, Chairperson of the Board of Prasa, assured the leadership of UNTU that the MLPS should by no means be the "stepchild" of Prasa.

"As with all the other promises Prasa makes, the proof will be in the pudding. The harsh reality is that more than 400 employees of the MLPS are suffering due to the decisions made by individuals over which they had no control," says Steve.

Zero tolerance for racial slurs on social media

The message is clear: Racial slurs will not be tolerated on social media, no matter what disclaimers you might have. This was the latest ruling of the Labour Court in Johannesburg in the case of an Edcon employee who published a racial slur which indirectly referred to a decision taken by former president Jacob Zuma. She indicated that her opinions on social media were her own and did not reflect the views of her employer.

Like most South Africans, the employee was upset about the decision of the former president in December 2015 to appoint Des van Rooyen as the Minister of Finance in the place of Nhlanhla Nene. The Rand reacted very negatively to the cabinet reshuffle.

While on annual leave, the Edcon employee posted the following message on her personal Facebook account: "Watching *Carte Blanche* and listening to these f***** stupid monkeys running our country and how everyone makes excuses for that stupid man we have to call a president. President my f***** ass!!! #zumamustfall. This makes me crazy ass mad."

Edcon received a complaint about the post. The Facebook profile of the employee



indicated that she worked at Edcon. After a disciplinary hearing, the employee was found guilty of bringing the company into disrepute and she was dismissed.

She approached the Labour Court saying that her conduct was not work-related and occurred after hours while she was away from the workplace.

The Court, citing previous case law, indicated that whether the employee was

at work or on leave, the employer can still discipline an employee if there is a link between the employee's conduct and the employer's business.

The only reference to the employee-employers relationship was the profile of the employee in which she indicated that she worked at Edcon. The court found that her profile indicated that she was connected to Edcon.

The Court also dismissed her defence that the use of the monkey slur was a reference to the government and not targeted at specific individuals. The Court found that this was a racial slur directed at black people in government.

The Court concluded that this was a highly offensive remark that would put the name of Edcon into disrepute for tolerating racism. The dismissal was upheld.



UNTU DIRECTORY



AREA 1 – KWAZULU-NATAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Short	John	071 481 6975	031 361 6164	-	john.short@transnet.net
	Secretary	Heijmans	Jacobus	078 282 3237	-	-	-
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Durban Infra	Chairman	Biljoen	Linda	082 852 9478	031 361 4318	086 726 0711	linda.biljoen@transnet.net
	Secretary	VACANT	-	-	-	-	-
Ermelo	Chairman	Msweli	Mthokozisi	083 346 0206	017 801 2206	-	IM.Msweli@gmail.com
	Secretary	Mpofu	Kuhle	073 474 8728	017 801 2286	-	kuhle.mpofu@yahoo.com
Ladysmith	Chairman	Mazibuko	Sipho	073 288 3574	-	-	Sipho.Mazibuko@transnet.net
	Secretary	De Bruin	Ernst	084 506 3709	036 271 2001	-	tingeling@telkomsa.net
Maritime Durban	Chairman	Phethwa	Wiseman	083 721 2250	031 361 8377	086 677 6040	wiseman.phethwa@transnet.net
	Secretary	Govender	Seelan	084 309 4287	031 361 6610	-	seelan.govender@transnet.net
Maritime Richards Bay	Chairman	Dunn	Ashmerelda	083 273 0985	035 905 3807	035 905 3189	ashmerelda.dunn@transnet.net
	Secretary	Dunn	Daryll	082 262 4360	035 905 3160	035 905 3189	daryll.dunn@transnet.net
Newcastle	Chairman	Van Der Hyde	Willem	083 308 5375	034 328 7202	-	Willemdude49@gmail.com
	Secretary	Potgieter	Reginald	078 076 5595	-	-	reginald.potgieter@transnet.net
Pietermaritzburg	Chairman	Thwala	Thembeka	072 536 5798	-	-	Thembeka.Thwala@transnet.net
	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Luthuli	Bhekinkosi	084 256 1146	061 563 6128	-	Bhekinkosi.Luthuli@prasa.com
	Secretary	Roopnarain	Shireen	072 018 8064	031 813 0277	-	SRoopnarain@metrorail.co.za
Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	-	walter.hattingh@transnet.net
	Secretary	Lutchiparsad	Niresh	083 980 0143	035 905 4314	-	Niresh.Lutchiparsad@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1566	031 361 5103	-	UtataTRE.PortEg@transnet.net/Krishnanaidoo@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 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	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	barend.verwey@transnet.net
	Secretary	Dickson	Michael	072 827 8461	-	-	dicksonmichaeljames@yahoo.com
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	Meintjies	Reginald	078 907 2184	023 449 2140	023 449 2177	reginald.meintjies@transnet.net
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	-	chantel.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	Rhelegushhe	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 Ores	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	VACANT	-	-	-	-	-
TRE Cape Town	Chairman	Slabber	Shawn	082 723 3490	021 507 2388	-	Shawnslabbera99@gmail.com
	Secretary	Xolani	Mbolekwa	079 394 3907	021 507 2039	-	mbolekwa1@gmail.com
Vredendal	Chairman	Moolman	Ettienne	-	-	-	ettienemoolman@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	-	faroleandre@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	Bezuidenhout	Kobus	071 268 6100	-	-	kobus.bezuidenhout@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	Ratshibaya	Suzan	065 875 8843	-	-	radzilianisuzan6@gmail.com
	Secretary	Grimsell	Kenneth	083 675 7619	011 365 7361	-	kgrimsell@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	-	-	radzilianisuzan6@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	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	Mathume	Ratau	073 843 0813	016 420 6278	-	mrsatau@webmail.co.za
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	-	smialbertusj@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
Sentrtrand	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	Mareedi	Mareedi	064 940 2217	076 279 9170	-	letsoalo727@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 Sentrtrand	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	-	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	Manziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@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	Gabaikangwe	073 405 2108	012 521 9415	012 521 9497	Gabaikangwe.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	-	Hlayisela.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	-	t.mahlaudi@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	Evanca	079 602 8585	013 257 5028	-	haizelmola@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

Are you ready to serve UNTU as a Trade Union Representative?

Are you ready to serve UNTU, the most progressive Union in the Transport Industry, as a Trade Union Representative (TUR)?

In terms of clause 16 of the UNTU Constitution the elections of TUR's will take place from January to 28 February 2020, as the UNTU National Congress is scheduled for November 2020.

Your TUR representative should not be the one in the workplace who makes the most noise, but rather be the one who is

prepared to make the most personal sacrifices to serve your best interest at work.

Being a TUR is an ungrateful job for a passionate and hardworking person who only has the best interests of UNTU members at heart – to protect their jobs and to improve working conditions of employees.

- **For more information about the UNTU election process in 2020, send an e-mail to enquiries@untu.co.za.**



UNTU STOP ORDER

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 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**



Recruit new members and earn cash!

Want to increase your income? Earn a R100 recruiting fee for every employee of the Passenger Rail

Agency of South Africa (Prasa), Bombela Operating Company (BOC), the Railway Safety Regulator (RSR) and Transnet (excluding RME Workers) that you recruit to join UNTU.

All you need to do, is to convince one of your colleagues to join UNTU and then to complete your own particulars at the bottom of the Stop Order where it states "Enrolled by". If you recruited yourself, fill in your own detail and R100 will be paid back into your bank account by the Union.

This canvassing fee is an incentive to members who inform their colleagues about the difference UNTU, the Union with the best benefits, has made.

Before you submit the Stop Order form, ensure that it is clearly and correctly completed with all the requested detail.

If you recruit RME employees (fixed-term contract workers for Transnet), you will be paid a canvassing fee of R50 per new UNTU member.

Breakthrough for disabled workers

Seven days disability leave negotiated for Transnet Freight Rail employees

The UNTU negotiating team who negotiated the new Transnet Freight Rail (TFR) Variation Agreement made a breakthrough for disabled employees which is not even covered by the current legislation in the Basic Conditions of Employment Act (BCEA) or the

Labour Relations Act (LRA). They managed to negotiate that disabled employees of TFR get additional leave to prevent them from having to use their sick leave when they have check-up visits at the doctor with regards to their disability.

Employees who have a disability, confirmed by a Transnet appointed medical

practitioner, will qualify for seven days disability leave per three-year sick leave cycle.

This means that people with disabilities will now, as from the 1st of November 2019, have seven days more sick leave to assist with check-ups.

This is ground-breaking work to further the rights of workers with disabilities

by UNTU's negotiating team that will set the trend in South Africa for other employers to follow.

A big congratulations to UNTU's negotiating team on a job exceptionally well done. But how do workers with disabilities in TFR feel about this breakthrough? *Labour Report* found out.



Moosa Thabangu

Disability leave a step in the right direction

Moosa Thabangu (39), a paraplegic working as the Chief Administrative and Finance Officer for Transnet Freight Rail in Nelspruit, Mpumalanga, is grateful for the seven days disability leave in a three-year cycle that UNTU has negotiated for disabled employees.

"However, it is not enough. A person with disabilities needs more. But it is leave that the Basic Conditions of Employment Act (BCEA) does not make provision for and it is a breakthrough for Transnet employees," says Moosa.

He has been an UNTU member since he started working for Transnet in 2013. Moosa was working as a machine operator before he got injured as a passenger in a car accident in 2007.

"I felt very sorry for myself. It was a big change and I had to adopt. On the fateful day I got a lift to an ATM. I was one of five people travelling in the car. I regret my decision."

But Moosa decided to go back to school to finish the subjects he dropped out on earlier.

"I completed a diploma in Human Resource Management, obtained my Honours Degree in Business Management and I am currently busy with my Diploma in Railway Management. Studying empowers me."

This divorced father is still happy that he decided to choose UNTU, the most progressive union in the transport industry.

He would like the leadership of the Union to be more visible at ground level and to visit administrative offices which he feels is often forgotten when leadership visits.

The accessibility of Transnet's offices remains his biggest challenge. Although renovations have been done to accommodate him in his office, the rest of the building is not accessible to him.

"The provisions in the new variation agreement is an improvement. Employees with disabilities had nothing. But it is still not enough. Depending on your disability you might need to visit your doctor once a month and will end up using all your sick leave and annual leave in the process. At least we are starting to create awareness on the challenges faced by the disabled."

Moosa describes himself as a very social person who loves sport, especially soccer.

He sees himself growing into a management position.

"My motto is that disability is not the end of the road. It merely broadens your scope and allow you to challenge yourself even more." ❖

Insult to disabled people

Rachel Matlhaba (55) describes herself as an advocate for Transnet's employees with disabilities. According to her, the new variation agreement which gives employees with disabilities seven days disability leave within a three-year cycle, is like a slap in the face.

"Employees with disabilities require so much more. Currently we are tolerated, tokens to ensure that the company adhere to employment equity targets. Employees with disabilities are worth so much more, although we cannot compare physically to other employees."

Rachel is a post poliomyelitis survivor. She has a physical disability and uses crutches to get along.

To her, being disabled was not an adjustment, but the life that she grew up to know. She was born and raised on a farm in the district of Barkley West in the Eastern Cape where a disabled child brought shame upon a family.

She was very young when she was sent off to attend boarding school, only to be allowed to see her siblings twice a year.

"Back then a disability was seen as a social illness to be hidden from the rest of the world."

But Rachel made the most of her fate

and became the only one in her family to obtain a post matric qualification – a diploma as a teacher.

In 1991 she had a disturbing interview at Eskom in Kimberley where she was bluntly informed that the state-owned enterprise could not employ a cripple person.

"I went to the toilet and I just cried. I can't describe the humiliation I endured. I felt like an object. I applied for a disability grant, but I promised myself that I would make something of my life. I wanted to be independent."

In 1993 she got her own Reconstruction and Development Programme (RDP) house and started working as a Trade Union Representative for one of the public servant's trade unions.

By July 2015 Transnet had to employ people with disabilities and Rachel was appointed as a senior administrative official. Soon she was elected as an UNTU Trade Union Representative.

"My goal is to ensure that Transnet takes legislation aimed at employees with disabilities very seriously. Basic needs like toilets need to be accessible. People with disabilities are not to be employed for the sake of it, but for their worth," she says. ❖



Rachel Matlhaba

UNTU's Facebook page is simply the best

UNTU Trade Union Representative (TUR) Miyelani (Renny) Pandeka (37) of Prasa Perway at the Wolmerton Depot in Pretoria, loves the Union's Facebook page and is often one of the first people to like a post.

"I love the fact that UNTU shares information with its members throughout the day. We know where our Union is at work to fight for our rights and that keeps us motivated," says Renny, a father of three boys.

After completing his matric, Renny went on to study environmental science at university, but had to drop out after eighteen months due to a lack of funds. Growing up in Limpopo his dream was to become a civil engineer.

"My mother was a single parent who worked on a farm. She struggled to make ends meet and it was very hard on her. Sometimes we did not have money for food. That is why I decided to quit my studies and get a job."

Soon after he was employed by Prasa, Renny joined UNTU. His colleagues elected him as their TUR because of his ability to lead and to remain calm in difficult situations, always setting an example for others to follow.



"UNTU is, was and always will be the Union with the best benefits. For me it is an honour to be an UNTU TUR. I get the opportunity to learn a lot and to be exposed far beyond my own business division. UNTU ensures that its members understand where they fit in in the bigger picture."

If Renny feels that his members are being neglected, he phones UNTU Head Office to ensure that they receive the attention they deserve.

"I believe the leadership of the Union should be more visible so that they remain

in touch with the realities faced by their members."

In his spare time, Renny is a keen boxer who practises at a club in Johannesburg. "I might be a bit old, but I believe I might just achieve something in the sport."

He also enjoys playing soccer, travelling and spending time with his family.

Renny would like to grow in Prasa and be part of finding a sustainable solution for the disarray of the passenger rail services of South Africa. 🇿🇦



Renny Pandeka



Johan Kok



Obert Mudalahothe

Obert's representation saved supervisor's job

Johan Kok (47), supervisor of Locomotive Maintenance at Transnet Engineering (TE) in Nelspruit, was very sceptical when he heard that Obert Mudalahothe (46), UNTU Full-time Trade Union Representative of Transnet Freight Rail (TFR), would be representing him in a disciplinary hearing.

Johan was charged with refusing a lawful instruction and Transnet asked the chairperson to dismiss him if he was found guilty.

"I was afraid. I feared the worst. In my mind there is a big difference between TE and TFR. But UNTU's President Hendrik Fourie recommended Obert to me and that gave me comfort.

"After I discussed my case with Obert, he assured me that I had nothing to worry about as the company made several mistakes in the handling of the case."

Johan was charged after he left an audit briefing to go and fix a locomotive. He was under pressure to do the repair. His super-

visor argued that this was disrespectful.

"He already had a strained relationship with his supervisor and had submitted a grievance against him before," says Obert. "This was the supervisor's way to get even. Unfortunately, the company did not follow the right procedures. Attending the audit was also not part of his job. He never disputed that he left the meeting, but he left to ensure that he completed his job on time."

The presiding officer dismissed the case.

"He was crying for joy. He was so relieved, and his family was very grateful. He said I saved him. I said no, UNTU saved him, because the Union provided me with excellent training to be able to represent him. His case was a Sunday stroll to me," Obert added.

According to Johan, Obert prepared himself for the case very well. "I can only say God is great and a big thank you to Obert and UNTU." 🇿🇦

Great exposure for TUR's

Sifiso Tsela (32), a former SATAWU member, joined UNTU with the hope of getting more exposure to the labour movement.

He is eager to learn and to serve his constituents but did not get the opportunity within SATAWU as there were never any branch meetings to attend.

"My colleagues recruited me to UNTU and said I would feel at home. Where I felt neglected as a Trade Union Representative (TUR) in SATAWU, UNTU ensures that I am included in the Union family. I have already attended my first training course.

"It is also exciting to see the efforts of the Union to include more benefits that enhance the value of your monthly contribution as a member. With UNTU you don't only get assistance in the workplace and legal protection when the need arises, but you get so much more added value in the additional benefits you enjoy as a member of the Union."

Sifiso was born in Bushbuckridge in Mpumalanga and dreamt of becoming a lawyer as he hated it when people were being taken advantage of.

"I am an orphan. My uncle raised me. Soon after I completed matric, I started working as an RME employee for Transnet and was appointed as an infra worker a few years later.

"I believe people should not judge you by your grade in the company, but rather for your ability to contribute to



Sifiso Tsela

the constructive debate and to lead your members. I don't tolerate bullying or intimidation of employees. UNTU members must feel free to speak their minds."

Sifiso, a family man, is the father of twin girls. He is currently repeating his matric science and mathematics to improve his marks so that he can further his studies and develop his skills to its full potential. 🇿🇦



Charlotte Mzizi

Praying for viable future at Prasa

“I grew up with passenger trains and I believe that if we all stand together, we can fix Prasa and allow it to grow to its former glory.”

This is the wish of Charlotte Mzizi (51), Prasa assistant protection services manager who has been working in the Shosholozza Meyl building in Braamfontein, Johannesburg, for the past 22 years.

“UNTU was my first choice when I started working. I was introduced by Jimmy Sales who informed me that the Union will assist me with providing job security and has excellent benefits.

“Within a month after I joined my husband passed away and UNTU paid out the death benefit to me. That was just proof to me that I made the right decision and UNTU will remain my home forever.”

When other Prasa employees ask her which Union they should join, she tells them about her experience.

“If I need assistance, I always phone Bertus Smit, the Branch Secretary of Metro West. He always helps me with whatever challenges I am struggling with.”

To Charlotte, the ongoing critical situation in which Prasa finds itself is very demoralising. She is one of the employees who works very hard to help to turn the situation around to ensure that Prasa can grow into a viable state-owned enterprise.

She grew up in Jagersfontein in the Free State and came to Johannesburg after matric to get a job. Charlotte wanted to become a soldier as the military was always attractive to her, but she is happy to be working at Prasa.

As a manager she is aware of the challenges that Trade Union Representatives (TUR's) face when they must represent rude employees while leaving their emotions out of the case to represent the member to the best of their ability.

“I always respect the fact that UNTU's TUR's take time to educate their members to ensure that they correct behaviour in future and to help them to stay out of trouble.

“I am proud to say I belong to the Union who has left no stone unturned in its efforts to turn Prasa around and to create awareness on all its issues,” Charlotte added. ❖

‘I am not fine after being attacked by commuters’

UNTU train driver Virginia Mahleka (51) has just returned to work after being booked off for six weeks on the Prasa's employee assistance programme (EAP). But this single mother of four boys is still not okay. She is stressed, afraid to come to work and worried what will happen to her children if she is killed on duty.

“I love my work, but I want to be protected. We are not safe.”

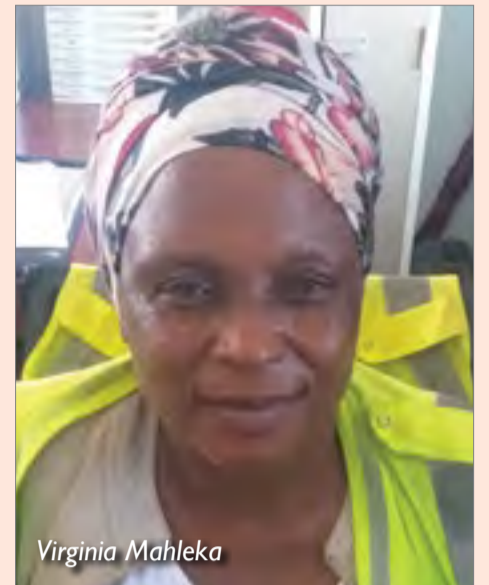
Labour Report had this interview with Virginia even before the Board of Prasa decided to cancel the contracts of twenty private security companies on 31 October 2019 without informing its employees prior to the implementation of the decision.

Although the Board assured the leadership of UNTU that the Rapid Railway Police Unit of the South African Police Service (SAPS) will replace the security companies with immediate effect as an interim measure, these officials remained nowhere to be found on the platforms of stations visited by the Union.

The SAPS, who has a Constitutional mandate to protect all South Africans and the assets of Government, has once again not adhered to the call for action. It continues to be allowed to fail Prasa, a state-owned enterprise funded with taxpayers' money to provide “safe and reliable public transport” to the poorest of the poor.

But all this politics had zero impact on Virginia when her train was hijacked on 28 July 2019 at Residentia Station and she was kept hostage by furious commuters who wanted her to take them to Vereeniging.

There were no Prasa security



Virginia Mahleka

officers on the platform and no police officials to come to her assistance.

She had to hide in her cabin listening to rocks falling next to her for hours before she was brought to safety.

Although the Criminal Justice Act does not describe the term “hijacking” for cars or trains, the offence is supposed to be reported by the SAPS as robbery with aggravating circumstances. According to the latest *State of Rail Safety Report* issued by the Railway Safety Regulator (RSR), none of these incidents have been reported in the previous financial year.

Steve Harris, General Secretary of UNTU, says the Union has on numerous occasions pointed out to the RSR that the information they rely on, is wrong, due to the poor reporting of incidents by commuters and Prasa employees as a result of incompetent police officials who refuse to open the case.

“We are caught up in a sick circle with nowhere to escape,” says Steve. ❖



Our condolences to families

It has been a very difficult fourth term for UNTU members and their loved ones who lost several colleagues. As UNTU family we would like to extend our sincerest condolences to all affected. May you be comforted in your grief and know that you will remain in our thoughts.

■ UNTU member **Gavin van Staden**, train driver for Transnet Freight Rail, passed on in a collision on the Thabazimbi mainline.

■ UNTU member **Desmond**

Andrew van Boven, a wagon fitter at Wagons Manufacturing in Saldanha, passed on.

■ **Paul Koekemoer**, honorary life UNTU member who joined the South African Railways as an apprentice patternmaker in January 1948, passed on. After his retirement he kept contact with and interest in the Union.

■ **Makhosazana Simelane Mudalahothe**, the wife of UNTU Full-time Trade Union Representative, Obert Mudalahothe, passed on. ❖

TEN REASONS TO JOIN UNTU

01

COLLECTIVE BARGAINING

Representation in collective bargaining, disciplinary proceedings & legal representation as determined by the Management Committee.



02

DISCOUNTS ON HOLIDAYS

Discounted rates at UNTU Palms, our own holiday resort in KZN, plus 15 other resorts nationwide.



03

SAVE ON A NEW CAR

Save between R5 000 and R50 000 if you buy a new Ford or Hyundai from specified dealerships.



04

DEBT ASSISTANCE

Credit Rescue assists UNTU members who are indebted with a holistic debt management service.



05

EXCELLENT DISCOUNT

TTE Mobility provides UNTU members with excellent discount on tyres, batteries, shocks, exhausts and brakes.



06

DISCOUNT ON INSURANCE

Discount on short term insurance through Indwe and discount on life insurance through Old Mutual, Metropolitan and Sanlam.



07

TERTIARY EDUCATION ASSISTANCE

Education assistance based on merit available for members' children for studies at tertiary institutions.



08

MATERNITY BENEFIT

Female members receive R1 750 for one confinement (after 12 months' membership).



09

DISCRETIONARY FUND

This fund pays out R6 000 to members who go on statutory retirement (after 5 years' membership).



10

DEATH BENEFIT

Between R1 000 and R10 000 are paid to nominee depending on member's years of membership.



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PALMS
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.

Rates 2020

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

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.

CARAVAN & CAMPING SITES		SUPER LUXURY	LUXURY	REGULAR	PER EXTRA GUEST
OUT OF SEASON	UNTU members*	R310,00	R250,00	R230,00	R80,00
	Public	R430,00	R370,00	R280,00	R90,00
HIGH SEASON March, December & Long weekends	UNTU members*	R650,00	R580,00	R520,00	R80,00
	Public	R780,00	R710,00	R650,00	R90,00
LOW SEASON June/July & September	UNTU members*	R440,00	R380,00	R310,00	R80,00
	Public	R500,00	R440,00	R380,00	R90,00

These rates are for the first four (4) people. Each site takes a maximum of eight (8) people. Only one (1) vehicle allowed per camping site.

RENT-A-TENT		PER NIGHT	MONTHLY	PER EXTRA GUEST
ALL SEASONS Tent only	UNTU members*	R160,00	R550,00	R80,00
	Public	R180,00	R600,00	R90,00

These rates are for the first two (2) people. Each site takes a maximum of four (4) people. Only one (1) vehicle allowed per camping site.

CABANAS & CHALETs		CABANAS	CHALETs	PER EXTRA GUEST
OUT OF SEASON	UNTU members*	R484,00	R544,00	R80,00
	Public	R605,00	R726,00	R90,00
HIGH SEASON March, December & Long weekends	UNTU members*	R970,00	R1 030,00	R80,00
	Public	R1 100,00	R1 230,00	R90,00
LOW SEASON June/July & September	UNTU members*	R665,00	R726,00	R80,00
	Public	R786,00	R907,00	R90,00
Weekend Rate Only valid out of season	UNTU members*	R575,00	R635,00	R80,00
	Public	R696,00	R816,00	R90,00

These rates are for a maximum of four (4) people per night. Only two (2) vehicles allowed per unit. Cabanas sleep a maximum of six (6) people including children of all ages. Chalets sleep a maximum of eight (8) people including children of all ages.

SEMI-PERMANENT RESIDENCY	RATE PER MONTH
Chalets	R11 000,00
Cabanas	R9 900,00
Super luxury campsite	R4 400,00
Luxury campsite	R4 180,00

These rates are for a maximum of four (4) people.
Only one (1) vehicle allowed.

PENSIONER MONTHLY RATE	RATE PER MONTH
Chalets & Cabanas	R7 320,00
Super luxury campsite	R3 267,00
Luxury campsite	R3 025,00
Regular campsite	R2 662,00

These rates are for a maximum of two (2) people.
Only one (1) vehicle allowed.

Something for everyone

UNTU Palms is well-known for its **tidal pool** at the beach which is ideal for families with little ones. It is also very popular for **surfing**, **diving** and **rock-fishing**.

The resort has ample **playground for children**, a volleyball court, a swimming pool, a putt-putt course and a games room.

On the premises is **Aunty Betty's Café**, known for its UK style fried fish, and the popular **Orca's Pub and Restaurant** with its 180-degree sunset view of the Indian Ocean.

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