

LABOUR REPORT

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QUARTER 2 OF 2018



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TEN REASONS WHY YOU JUST HAVE TO BE AN UNTU MEMBER

Total collapse of security & basic safety measures on South Africa's railway lines

Prasa is a ticking time bomb

The total collapse of security and basic safety measures at the Passenger Rail Agency of South Africa (Prasa) is a ticking time bomb. South Africa can only try to stabilise the situation on our railway lines by utilising the South African Defence Force.

"The situation at Prasa can be compared to a dog chasing its own tail. Just as it seems that a breakthrough has been made, there are renewed attacks on employees and vandalism of the infrastructure nationwide," says Steve Harris, General Secretary of UNTU.

Nothing came of the promises made by Transport Minister Blade Nzimande to meet with the leadership of UNTU. UNTU has been pleading with the Minister to bring urgent matters to his attention since his appointment in February.

"In the Western Cape High Court, Judge Mark Sher sentenced the two young Dixie Boy gang members – Jathiem Hamid and Dorian Diederick – who murdered UNTU train driver Piet Barend Botha on 11 July 2016 on the platform of the Net-reg Station, to 25 years behind bars.

"Their co-accused, Cedric Andrew, who had the firearm and ammunition in his possession, was sentenced to 12 years imprisonment."

At the same time, Metrorail announced that 90 suspects had been arrested for



rail-related crimes in the Western Cape since the rail operator beefed-up security measures in October 2016.

A week later a metro-guard was assaulted and thrown on the railway line by furious commuters in Pretoria. Harris says these types of serious incidents happen daily throughout the country but is never noted if UNTU does not mention them in press statements.

According to the latest safety report of the Railway Safety Regulator (RSR), Prasa trains remain the most dangerous (although cheapest) form of transport.

Cable theft and damage to signalling equipment are the leading causes of abnormal train operations and reportable operational occurrences, such as train

collisions and derailments.

"While Minister Nzimande assured Parliament in his budget speech that Gauteng's new signalling system will be up and running by the end of this year, UNTU members say as soon as the new system is functional, its detachers are stolen, which breaks it.

The RSR recorded 6 379 security-related incidents, 495 fatalities and 2 079 people were injured. That is an increase of 13% compared to 2015/2016. Of these, the number of deaths directly related to crime rose 14% to 16 deaths, while injuries were up 13% to 466 people.

Harris says UNTU maintains the view that Government, specifically the understaffed Rapid Rail Unit of the South African

Police Service responsible for the Cape Peninsula, and the Crime Intelligence Unit of the SAPS, must be held accountable for their lack of assistance to Prasa, its employees and commuters.

Captain Len Fribus, the Commander of the Crime Information Management Office (SIMO) of Rapid Rail for the Cape Peninsula, testified in court that they only have 89 police officials to combat rail related crime in the whole Cape Peninsula, including the assets belonging to Shosolozza Meyl, the long-distance trains, and Transnet. Hence it is no wonder that there has been a 300% increase in murders from 2016 to date and a 300% increase in sexual assault cases, according to her testimony.

Drastic measures were taken to improve security on the notorious Central Line in January 2018 after an armed guard who escorted a metro-guard was shot dead at the Chris Hani Station.

In May 2018, the City of Cape Town and Prasa signed a safety deal to increase security even more. But a month later, a fourth train was torched in the city.

"Every day has become a safety gamble for operational employees of Prasa nationwide. This has to stop," says Harris.

In June, a train carriage was set alight at the Philippi Station. EWN reports that it was a result of arson by protesting commuters. This suspected arson incident was not the first of its kind in the past few months. ❖

Welder by profession, gospel singer in his heart

Poverty and several setbacks did not get Sbusiso B Mtshali (37) down. This welder from Nongoma, the home of King Goodwill Zwelithini, released his first gospel CD with his hard-earned money.

"Since I started working for Transnet Engineering in Gemiston in 2011, I realised I weld better when I am singing. My colleagues loved it and asked me to sing for them, worshipping God. All of them motivated and inspired me to make my dreams come true," he says.

Sbusiso is one of five siblings of a single mother who had to fend for her children alone after his father passed on when he was younger. "We really struggled. I wanted to become a doctor, but there was no money for further studies."

He was in his primary school's choir when he started getting compliments about his voice. "After school, I joined a group, and I also worked as a backing singer for other artists," he says.

As the praise and worship leader of his church, Sbusiso started doing his own

thing. "I use my voice to bring people closer to God. God gave me a special talent to minister to people."

Sbusiso can also play the piano. He taught himself, but he is unable to read sheet music. While he was busy recording his CD, he wanted to give up.

"My family is very supportive. I taught my children, aged 12 and 5, to play music and to sing."

• **Contact Sbusiso on 065 882 8115 if you want to buy his CD, titled Yebo Ngiyazi, for R70.** ❖



Policing our railways seriously inadequate

The insufficient Rapid Rail Police Unit of the South African Police Service was forced to admit, in testimony in the Western Cape High Court, that they were seriously understaffed.

They simply did not have the means or the workforce to protect vulnerable commuters on overcrowded trains, to do crime prevention or to protect the railway infrastructure of the Passenger Rail Agency of South Africa (Prasa) and Transnet, both state-owned enterprises like Eskom and the South African Airways.

Hence the reason why there has been a 300% increase in murders and a 300% increase in sexual assault incidents just in the Cape Peninsula, where 430 operational police officials need to police the Metrorail, Shosolozha Meyl and Transnet.

Captain Len Fribus, Commander of the Crime Information Management Office (CIMO), testified in the murder case of UNTU train driver Piet Barend Botha that the Rapid Rail Police Unit is supposed to have more than 1 000 operational members.

A recent study, published in the *International Journal of Social Sciences and Humanity Studies*, on re-establishing a railway policing capacity, confirmed UNTU's view that Government needs to bring back the former Railway Police Service that was integrated with the SAPS in 1986.

The study found that "an efficient integrated transport system is a vital component for South Africa as it continues to become increasingly integrated socially, politically and economically. Recognised is the role of provincial and national railways as gateways, both into remote and urban communities and between provinces."

The study found that the Rapid Rail Police Unit is not structured as a specialised unit, there is a need for detective and crime



Steve Harris

intelligence capacity within the Railway Police, and there is a need for the structuring of such a capacity, all aspects UNTU has repeatedly pointed out in recent years.

"A fundamental change in the way the Railway Police functions is needed, as well as effective management and operating from a basis of knowledge of what works and what does not within the railway environment. It was concluded that there is a need for a detective and crime intelligence capacity to guide future strategic decisions by the police top management regarding policing the railway environment," the study found.

Although the former Railway Police was a minor power, they were very disciplined and were respected and enforced respect. Their mobile unit took care of rail trains, while they were a high-quality detective service tracking criminals successfully. Their task force was also well-known for proper training, primarily to defuse potential train hijacking situations.

If this is not rectified and turned around, South African will soon have to do without any train services, as nothing will be left.

Exco members on the move



UNTU Deputy General Secretary Sonja Carstens supporting Tania Botha, widow of murdered UNTU train driver Piet Barend Botha, at the Western Cape High Court. With them are UNTU Organisers Nkosinathi Bence and Tembile Mqgolozana, and other concerned UNTU Trade Union Representatives.



UNTU Deputy General Secretary Pieter Greyling at the start of the Bombela, operator of the Gautrain, wage negotiations with all UNTU's Trade Union Representatives at Bombela. The negotiations ended in a dispute that were referred to the Commission for Conciliation, Mediation and Arbitration.



UNTU President, Wyndham Evans, and Vice-President, Hendrik Fourie, visiting members at the Port of Richards Bay with UNTU Full-time Trade Union Representative Wally Hattingh.

Constant leadership changes at Prasa derails UNTU's Exco

The constant leadership changes at the Passenger Rail Agency of South Africa (Prasa) has now negatively impacted the Executive Council of UNTU.

Prasa decided to suspend three of UNTU's Executive Council members – Brian Davids, Rodney Blom and Casper Botha – pending an investigation into serious allegations. But instead of finalising the investigation and charging them so that they can have the opportunity to defend themselves, Prasa has now outsourced the process to an independent law firm.

This decision was made by Sibusiso Sithole, a former city manager of eThekweni, who has been appointed as the Group CEO of Prasa, but only until the 2019 general election, in case there is a reshuffling of the

Cabinet. Sithole took over from the Acting CEO, Lindikhaya Zide, who decided with Prasa's legal team that they had enough "evidence" to suspend the three men.

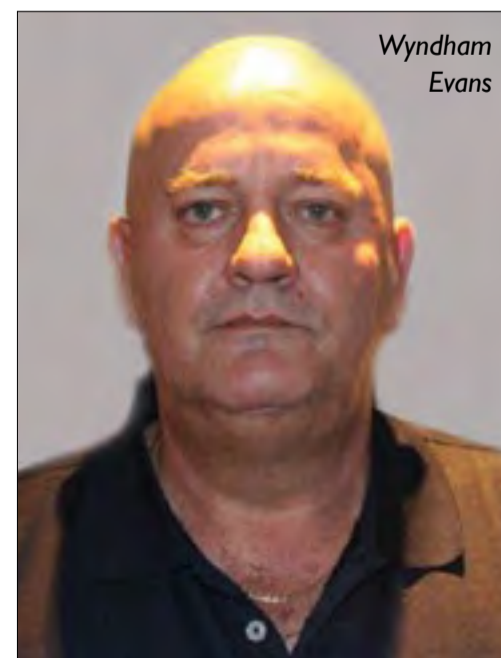
UNTU respected Prasa's process, and I suspended the men from the Executive Council, pending the outcome of the investigation by their employer. Three acting Executive Council Members were elected to ensure that service delivery to UNTU's Prasa membership was not affected. But after a more than a month, no charges have been laid, and no date for a hearing has been set. UNTU has now declared a dispute against Prasa for unfairly suspending the men when it is obvious that it still lacks evidence for its "allegations".

Meanwhile, Richard Walker, Regional

Manager of Prasa in the Western Cape, remains firmly in his position. Nothing came of the 36 charges related to fraud and corruption he was charged with under the leadership of another Acting CEO, Cromet Molepo.

In fact, Walker was also suspended, but the former Prasa Board under adv. Tintswalo Annah Nana Makhubele and members of Parliament Portfolio Committee instructed Molepo to lift Walker's suspension. This is now the subject of an investigation by the Office of the Public Protector after UNTU submitted a complaint.

I request UNTU members to remain patient with the inconsistent decisions of the various leaders of Prasa and allow the process to run its course.



Wyndham Evans

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A vessel being loaded with coal in the Port of Richards Bay.

Port of Richards Bay

From lagoon to Africa's largest coal export terminal

The Port of Richards Bay, one of South Africa's harbours based in a natural bay, used to be a large natural lagoon and home to the exuberant wildlife of the coastal region of Northern KwaZulu-Natal. Today this port boasts the largest coal export terminal in Africa.

The need for the port was established in the early 1950s amidst the industrial expansion in South Africa. The Chamber of Mines claimed that there was vast potential for South Africa's raw materials, provided adequate rail and port facilities capable of accommodating large vessels were available. The port was officially opened in April 1976. The natural lagoon was converted into a thriving 19 m deep man-made port located 160 km North-East of Durban.

The combination of specialised cargo handling facilities, fast vessel turnaround, deep water infrastructure, excellent rail

links to the hinterland and the large green-field development potential, has made the port one of the world's leading bulk ports, handling more than 80 million tonnes annually, representing approximately 60% of South Africa's seaborne cargo.

In March this year, Transnet National Port Authority (TNPA) applied for authorisation to construct supporting marine infrastructure. The TNPA wants to extend and develop the existing repair quay to provide marine infrastructure needed to accommodate a floating dry dock along the repair quay and to provide the required bulk infrastructure for such a facility.

According to a recent report prepared for the TNPA by the SiVEST Environmental Division, the development will include:

- A revetment structure to absorb the energy of the ocean water and scour protection;
- Mooring structures (mooring dolphins) to ensure that the vessels are secured

- as well as an access jetty;
- Landside area facilities; and
- Service connections to the boundary of the area (potable water, sewer, electrical & stormwater).

The uMhlatuze Local Municipality states that harbour development has provided the drive for large-scale industrial growth. The development of the marine infrastructure that will support a floating dry dock will attract ships normally going to Durban for repairs to Richards Bay.

Another goal of the municipality is to have viable economic growth and development, and job creation, and this development is in line with this goal.

The port is expected to expand in future, and the number of vessels calling to the Port of Richards Bay will also increase. If this happens, there will be more vessels requiring maintenance and repairs and the proposed floating dry dock will be utilised for that function.



Aluminium being loaded onto a vessel to be exported.



Empty coal trucks in the yard of the Port of Richards Bay.



The birth where the tugs are kept in the Port of Richards Bay. Tugs are used to dock vessels in the harbour.



Richards Bay Bunker Terminal where fuel is stored to be used to refuel vessels coming in and out of the Port of Richards Bay.



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Rescuing animals train driver's passion

UNTU member Jeff an international hero after saving abandoned dog's life

UNTU train driver Athol (Jeff) Badenhorst (55) has been saving the lives of animals on railway lines for the past 37 years, but recently made international headlines when he saved a dog near Daveyton in Gauteng.

He saw the dog tied to the railway line with a short piece of rope. Upon his return to Springs, Jeff got into his bakkie, drove to the Benoni SPCA and convinced an inspector to follow him to a remote area in the field where the dog was.

"The dog was in a bad state. His ears have been bitten; he was underfed and full of ticks and fleas. His paws were raw as he had been standing on the gravel next to the railway line throughout the night, but we saved him."

The SPCA sent out a media statement and overnight this train driver was commended throughout the world for being a hero.

Growing up, Jeff's father wanted him to become a vet because he was always saving animals in distress. "I knew I would

never be able to put an animal down."

He became a train assistant in Nelspruit in Mpumalanga in 1981 and in 1990 he was promoted to a train driver, stationed in Springs. Jeff loves his work. He does not have to sit in an office and every day presents something new.

"But it really gets to me if I find animals or birds next to the railway line. I can't even remember how many owls I have rescued, taken to the sanctuary and returned to do my work. I have spent thousands on vets to rescue dogs and cats. I once even assisted a cow, but it had to be put down due to a badly broken leg," he explains.

Every morning he comes to work an hour earlier to feed the cats living on the train tracks. At home, Jeff has five dogs waiting for him when he returns.

"I could have retired with all the money I have spent rescuing animals, but I simply can't just leave them when they are in distress."

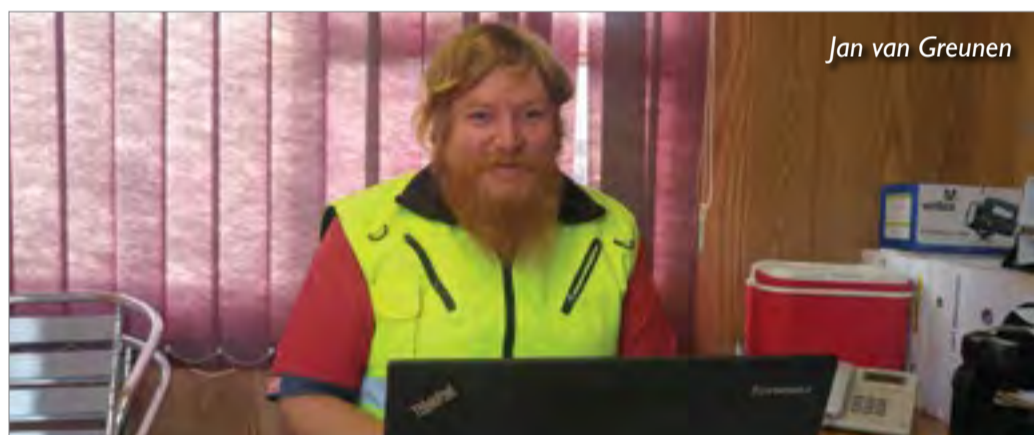
Jeff believes harsh sentences for animal cruelty must be imposed on those found guilty of an offence.



Jeff Badenhorst

8 MILLION

The number of animals that were assisted just in traffic accidents and disasters in 2016/2017 by the NSPCA. You can help! Visit the website www.nspca.co.za



Jan publishes fourth novel

Most Transnet employees who meet Jan van Greunen (54) will summarise him as a type of *Die Hard* character like in an action movie.

But this operations manager at Transnet Freight Rail in Sishen in the Northern Cape is about to publish his fourth inspirational and motivational novel. His novels include *Stofpad*, *Veldblommetjies in die seesand*, *Voetspoor in die Wolke* and *Swerwer*.

"If a person feels loved, they will blossom. But, without love they will fade away," says Jan, who has had a passion for writing since his childhood.

Jan started his career in Transnet on 5 January 1981 at Waterval Boven in Mpumalanga. Growing up, he always wanted to work with trains. "There was a train that passed the farm where I grew up. I remember how it fascinated me every time," he says.

Although he started out doing repair, maintenance and welding work, he was soon promoted to a leadership position in

Komatipoort. He also worked in Saldanha before settling in Sishen.

"I have achieved great heights in my career. If I had to choose all over again, I would make the same choices. I love my job," says Jan, who is active daily on 32 WhatsApp-groups.

To him, every hour presents a new challenge. "I love every minute of it."

Jan has been an UNTU member for the past 38 years. According to him, one of the best benefits of the Union is the discipline of the management. UNTU is financially sound and continues to grow monthly from pillar to post.

Besides writing novels, Jan also likes to paint and draw with any medium.

"Words can either build you up or break you down. Whenever I see a homeless person, I go and buy them something to eat and drink and sit down to ask them what their story is. You will be amazed at how one wrong decision can change one's life forever," Jan says.

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- If you are retiring soon, or are already retired, you need to draw a monthly income from your savings to maintain your lifestyle. You also need to manage your retirement savings to ensure it lasts throughout retirement.

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Kgosi and Zanele Taele

“I married my best friend”

There is one golden rule in the household of the newly-weds Kgosi and Zanele Taele: They don't discuss work at home.

Kgosi (33) is an assistant station security manager and an UNTU Trade Union Representative at Bombela, operator of the Gautrain. Zanele (31) is a senior research analyst for Eskom.

Although both of them have very demanding jobs, they decided not to discuss their work at home.

The couple met each other at church in July 2015 and started dating in September 2015. “Our relationship was based more on prayer. I used to pray for her and send her voice notes of these prayers. Things did not work out, and it ended in 2016.

“In 2017, we started talking as friends every day about church stuff, and we prayed together. I took counsel from my elder in church. I realised that this was the woman with whom I wanted to spend the rest of my life. Before she knew it, we were

a couple. She always says I stole her and did not ask her out properly,” says Kgosi.

On 16 September 2017, Kgosi's proposal caught his bride so off guard, that he had to send her a voice note afterwards just so that she could believe that he really proposed. He proposed in a restaurant. “I am not a romantic guy, so I just popped the question.”

Kgosi paid Lobola to Zanele's family on 3 March 2018. The couple got married in Midrand at the Accolades Boutique Venue on 27 April and their second wedding celebration was the next day at the house of Kgosi's parents in Rustenburg.

Kgosi says he loves his wife's calm nature. “We do everything together. We both love doing charity and community work, as well as working for our church. She is my best friend.”

The couple doesn't have plans to start a family just yet. “We are settling in our marriage, and in the new house we bought.”

UNTU member completes his 9th Comrades Marathon

With his UNTU beanie firmly on his head, UNTU Trade Union Representative (TUR) Percy Nzilane (35) has just completed the Comrades Marathon for the 9th time.

For completing it in 8 hours and 55 minutes, he won a Bill Rowan medal. He decided beforehand that his UNTU beanie would be his trademark.

Percy, a rolling stock electro platter at the Passenger Rail Agency of South Africa (Prasa) in Salt River, wanted to become a doctor when growing up in Mamelodi, Pretoria. “I wanted to save and improve lives.”

But after matric he started doing electrical engineering courses and got a job as an artisan assistant at Aerosuit Aviation in Pretoria. “I fell in love with the job and completed an apprenticeship before getting a job in Cape Town.”

In October last year, his colleagues at

Prasa realised he had leadership skills and elected him as a TUR.

Percy was in primary school when he watched the Comrades on television and told his parents that one day, he would compete. In 2007 Percy did compete and won a bronze medal. “It was very difficult. I did not train hard enough. But I was back the following year, better prepared and managed to improve my time.”

According to him, preparing for the Comrades entails much more than mere training. “You have to be mentally and physically fit, eat healthy and get rid of any extra body weight.”

This father of two boys aged 7 and 2, says he gets ample support from his colleagues.

“One day when my sons are big, I will support and encourage them to follow their dreams. It is very important for a parent to support his or her child,” he says.



Dan and Dineo Khumalo

Love at first sight for Dan Khumalo

It was love at first sight for UNTU Deputy General Secretary Dan Khumalo (40) when he met his wife, Dineo (26), at an UNTU meeting.

The couple met on 15 April 2016, when Dan accompanied UNTU Vice President, Hendrik Fourie, to a meeting with UNTU members in Polokwane. Dineo, working for Transnet Infra, attended the meeting as an UNTU Trade Union Representative from Modimolle.

“In December 2016, I paid Lobola to her family,” says Dan.

In November last year, Dineo gave birth to their son, Dan Khumalo jr.

According to Dan, his wife chose

the colourful theme of their wedding.

The couple got married over the weekend of 26 and 27 May: first at the house of Dineo's parents in Ga-Mashashane Village in Limpopo, before the wedding party moved to the house of Dan's parents in Frankfort in the Free State.

Dan says Dineo keeps him on his toes. “She is knowledgeable, and she challenges me. She likes reasoning with me,” says Dan.

Dineo says her husband is the most loveable, funny, motivational and reasonable man in the world.

She was transferred to Transnet Pyramid South in Pretoria, where she started working on 2 May.

Sky is the limit for disabled Josef

Transnet should do more to develop and promote disabled employees to senior positions, and not just merely appoint them to adhere to the employment equity ratio for disabilities, says Josef Kaise. Josef (44), who is visually impaired, dreams of being appointed to Transnet's Executive Committee one day so that he can represent the disabled and give them the recognition they deserve.

He was appointed at Transnet as a senior administrative official on 1 April 2012 after a few interesting turns in life.

Growing up, Josef wanted to become a doctor but did not have the money to further his studies.

He did a radio production course and also started to learn sign language to become an interpreter. He heard about an advertisement in the newspaper that Transnet was looking for disabled employees and decided to apply.

"I can see enough to help myself." Josef is a widower and raises three teenage daughters by himself. "It is a challenge some days, but I manage. I have to," he says.

Josef joined UNTU when he was appointed and has not regretted his decision. He loves the discount he enjoys



Josef Kaise

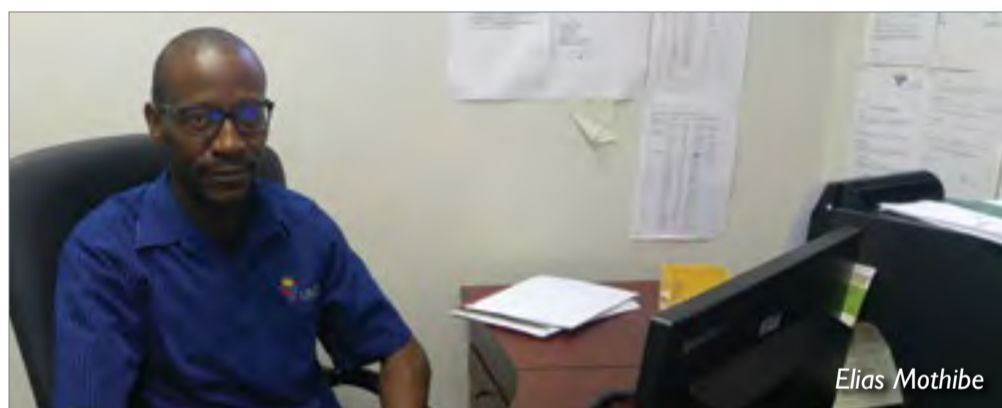
as an UNTU member at seventeen holiday resorts across the country. The best benefit according to him is

his TransAfrica policy where he could also make his sister a beneficiary.

"To me, the sky is the limit. I like

pushing myself to achieve more."

He describes himself as a "die-hard fan of Orlando Pirates" and the Blue Bulls. ❖



Elias Mothibe

"I will always remain loyal to UNTU" – Elias Mothibe

Elias Mothibe (40) will not ditch UNTU for any other trade union, no matter what. "I will remain a loyal UNTU member. You cannot fight with your parents. I don't want a trade union to talk politics to me. There is no room for politics at work," says the Branch Secretary of Rustenburg.

He used to work for a computer company but joined Transnet five years ago for a better career opportunity.

When Elias started working, the protection officials did not have a Trade Union Representative (TUR). They wanted to attend courses but were not allowed. Elias initiated a grievance on their behalf and managed to assist them.

"My colleagues realised I had leadership qualities and elected me as a TUR." In 2015 Elias was elected as the Branch Secretary.

"There has been a tremendous improvement in the training of UNTU TUR's and the availability of UNTU leadership in recent years. John Pereira,

UNTU Deputy General Secretary, is responsible for Transnet Freight Rail and is always there when we need him, ready to assist."

Elias appreciates visits from the UNTU leadership to explain difficult decisions, for example, the signing of the multi-term wage agreement in the Transnet Bargaining Council. He would like to grow into the management and leadership of the Union but believes he still has a lot to learn from his Branch Chairman, Tebogo Motlhabi. "We work very well together as a team," he says.

Elias would like to see more women coming forward to take up positions as TUR's to empower women even more in the workplace.

When Elias is not assisting members, he likes to go hiking, running and reading books. He also enjoys watching food channels. "I can cook. I spoil my two children by going Italian or making them some *potjiekos*." ❖

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*Inclusive in the premium – TransAfrica On-Call, Commuter, family income benefit for Main Member and immediate family, excluding extended family

ADDITIONAL COVER AVAILABLE

Single Catering Plan	Plan C1	Family Catering Plan	Plan C2	Tombstone Plan	Plan D	Beef Plan	Plan E
Single (18 - 64 years)	R10 000	Family (18 - 64 years)	R10 000	Member & spouse	R7 000	Member & spouse	R7 000
Monthly premium	R15,00	Monthly premium	R35,00	Monthly premium	R25,00	Monthly premium	R25,00



Underwritten by SAFRICAN





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	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
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	Homan	Leon	-	031 361 4695	031 361 4713	leon.homan@transnet.net
Ermelo	Chairman	Olivier	Egbert	082 612 8519	-	-	olivieregbert@yahoo.co.za
	Secretary	Shabangu	Mxolisi	072 025 5148	017 801 2052	-	mxolisi.shabangu@transnet.net
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	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
	Secretary	Dunn	Ashmerelda	083 273 0985	035 905 3985	035 905 3189	Ashmerelda.Dunn@transnet.net
Newcastle	Chairman	Van Der Hyde	Willem	083 308 5375	034 328 7202	-	Willemdude49@gmail.com
	Secretary	Thwala	Thembeka	072 536 5798	034 328 7235	086 218 9144	Thembeka.Thwala@transnet.net
Pietermaritzburg	Chairman	Holtshausen	Charles	082 336 2708	033 897 2460	033 897 2460	btholtshausen@gmail.com
	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Tikum	Hardhaw	083 756 4484/061 016 0862	031 813 0226	-	Hardhaw.Tikum@prasa.com/htikum@gmail.com
	Secretary	Munsaur	Vikash	082 309 8937	031 361 7821	-	Vikash.Munsaur@prasa.com
Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	-	walter.hattingh@transnet.net
	Secretary	Verster	Paul	072 233 1525	035 905 2034	035 905 2041	paul.verster@transnet.net
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	083 710 4031	034 989 9310	-	alexander.ndwandwe@transnet.net
	Secretary	Malinga	Nkosinathi	083 444 0386	034 989 9430	-	Nkosinathi.Malinga2@transnet.net
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 4079	031 361 4330	untuwddfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4330	untuwddfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	-	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Burgersdorp	Chairman	VACANT	-	-	-	-	-
	Secretary	VACANT	-	-	-	-	-
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224	-	Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227	-	basie.pain@transnet.net
East London	Chairman	Pautz	Clive	078 802 5566	042 700 4317	042 700 4207	clive.pautz@transnet.net
	Secretary	Groves	Clayton	076 098 3309	043 700 4341	043 700 4546	clayton.groves@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410	-	douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	071 688 2883	043 700 2130	-	kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	Galvin	Roan	084 504 0562	041 507 1589	-	galvin.roan@transnet.net
	Secretary	VACANT	-	-	-	-	-
Maritime Ngqura	Chairman	Venter	Anton	082 465 6686	041 507 8326	041 507 8328	anton.venter@transnet.net
	Secretary	Julie	Venencia	073 535 3221	041 507 8397	-	venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	-	untuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160	-	kolelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Meyer	Wayne	074 668 4519	-	-	wayne.meyer@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	Van Heerden	Leon	083 944 9385	045 808 2222	045 808 2150	Use fax

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	Fourie	Barbara	073 047 9335	021 507 2248	-	bfourie@metrorail.co.za
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	Van Niekerk	Lillian	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
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	Mbonyana	Sibongile	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970	021 449 5349	021 449 2104	estherlivhuwani35@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	081 338 4003	021 449 2104	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	-	srelegushe@prasa.com
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532	-	lqoyi@prasa.com
	Secretary	Kwintshi	Thami	082 737 8922	021 449 6430	-	tkwintshi@prasa.com
Saldanha Ores	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	-	shawn.slabber99@gmail.com
	Secretary	Benayo	Mandlenkosi	073 292 8472	021 507 2281	-	Mandlabenayo@gmail.com
Vredendal	Chairman	VACANT	-	-	-	-	-
	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	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	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	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Swanepoel	Corné	060 654 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	De Koker	Scott	082 046 6815	082 324 9169	-	scott@untu.co.za
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuene@untu.co.za
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Braamfontein	Chairman	Stoltz	Henning	083 709 1480	011 773 4734	-	Hstoltz@prasa.com
	Secretary	Ratshibaya	Suzan	065 875 8843	-	-	radzilanisuzan6@gmail.com
Bombela	Chairman	Makwela	Thabiso	073 688 9073	011 253 3019	-	thabiso.makwela@bombelaop.co.za
	Secretary	Mashele	Themba	071 533 1500	011 253 0068	-	Themba.mashele@bombelaop.co.za
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	078 508 3238/076 156 1415	011 820 2584	-	Rendani.Mathivha@transnet.net
Heidelberg	Chairman	Njowa	Peter	083 399 9626	016 340 7227	-	peter.njowa@transnet.net
	Secretary	VACANT	-	-	-	-	-
Isando	Chairman	Mathebula	Andreas	071 827 3298	-	-	andreas.mathebula@transnet.net
	Secretary	Mtshweni	Wenzile	074 028 8561	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	Van Zyl	Abraham	084 802 7459	011 950 1251	-	Riekievz.vz@gmail.com
	Secretary	VACANT	-	-	-	-	-
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
Metro – Central	Chairman	Swart	Blackie	071 462 2307	011 773 8112	-	peet@untu.co.za
	Secretary	Matshidze	Thabelo	081 715 2205	-	-	blecngtm@gmail.com
Metro – East	Chairman	Grobler	Frederick	083 276 8715	-	-	Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783	-	-	yzf1000.yama@gmail.com
Metro – West	Chairman	Hagemann	Ockert	083 275 9991	011 278 2304	-	ockert.hagemann@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204	-	smit.albertus.j@gmail.com
Parktown	Chairman	Mdyogolo	Luvuyo	071 363 6988	011 584 0574	011 774 9909	luvuyo.mdyogolo@transnet.net
	Secretary	Groenewald	Sannie	073 660 3605	011 584 0996	-	sannie.groenewald@transnet.net
Sentrtrand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	-	Mulaudzi777@gmail.com
	Secretary	VACANT	-	-	-	-	-
Springs	Chairman	Monana	Lever	072 536 8388	011 365 7361	-	monam.lev@gmail.com
	Secretary	Grimsell	Kenneth	073 809 6086	011 365 7361	-	kgrimsell@gmail.com
Standerton	Chairman	VACANT	-	-	-	-	-
	Secretary	VACANT	-	-	-	-	-
TRE Germiston	Chairman	Mudau	Phindile	071 134 3906/076 540 0458	011 820 2716	-	Audrey.Mudau@transnet.net
	Secretary	Mikase	John	011 820 2716	-	-	jrmikase@gmail.com
TRE Sentrtrand	Chairman	Tsekedi	May	061 146 7583	011 960 2123	-	May.Tsekedi@transnet.net
	Secretary	Dube	Vusi	072 130 4290	011 960 2405	-	vusi.dube@transnet.net

AREA 6 – NORTHERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
	Secretary	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Lichtenburg	Chairman	Tokwe	Oneilwe	078 970 6035	018 632 0274	-	Oneilwe.tokwe@transnet.net
	Secretary	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
De Aar	Chairman	VACANT	-	-	-	-	-
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Content	Abraham	073 483 0034	053 838 3414	053 838 3363	Abraham.Content@transnet.net
	Secretary	VACANT	-	-	-	-	-
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	VACANT	-	-	-	-	-
Postmasburg	Chairman	VACANT	-	-	-	-	-
	Secretary	Botha	Sobuza	083 678 7317	053 313 7210	-	itmojaki@gmail.com
Sishen	Chairman	VACANT	-	-	-	-	-
	Secretary	VACANT	-	-	-	-	-
Warrenton	Chairman	VACANT	-	-	-	-	-
	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236	-	untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	VACANT	-	-	-	-	-

AREA 7 – GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	VACANT	-	-	-	-	-
	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	VACANT	-	-	-	-	-
	Secretary	Mbuyane	Mandla	082 745 7847	013 793 9986	-	Mandla.Mbuyane@transnet.net
Lydenburg	Chairman	Mkonto	Defference	072 094 0352	013 235 8243	-	mkonto.dp@gmail.com
	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	Kolokoto	Sello	072 249 0340	013 752 9310	-	kolokotosello@gmail.com
	Secretary	Ngomane	Thulane	078 204 2403	013 751 9233	-	ikemshika@gmail.com
Phalaborwa	Chairman	Muleya	Alfred	074 676 2136	015 781 9035	-	alfredmuleya47@gmail.com
	Secretary	VACANT	-	-	-	-	-
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
TE Pretoria	Chairman	Nel	Alwyn	082 371 0419	012 521 9580	-	alwyn.nel@transnet.net
	Secretary	VACANT	-	-	-	-	-
TE 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	-	haizelmola@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024	-	doctoroupa@gmail.com
Witbank	Chairman	Mudalalotho	Obert	076 262 0674	-	-	avhatakazi26@gmail.com
	Secretary	Mnguni	Jappie	082 213 9952	-	-	jappie.mnguni@transnet.net

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

Bombela ordered to reinstate Itumeleng Lehlokwa after unfair dismissal

The Commission for Conciliation, Mediation and Arbitration (CCMA) ordered Bombela, operator of the Gautrain, to reinstate UNTU train driver Itumeleng Lehlokwa (34) with back pay after he was unfairly dismissed.

Itumeleng, who had been employed by Bombela from 14 March 2011, was dismissed for gross misconduct after the operator alleged that he had falsely misrepresented to them that he had obtained his matric certificate when he

applied for the position.

Although it was recognised that Itumeleng was a hard worker who had grown through the ranks of Bombela, the company felt that their trust relationship had irretrievably broken down.

The CCMA heard Itumeleng did not obtain his matric because he did not pass Afrikaans. However, he had two matric results when he applied at Bombela.

When the human resource department later approached him about the matric

issue, he went to the Department of Education to obtain his certificate for which he had applied. Itumeleng, a father of two daughters, then learned that the curriculum had changed, and he needed to re-enrol for matric with six subjects. He did and is currently awaiting his results.

He testified that he was informed that Afrikaans would be converted to a lower level grade to affect a pass.

Commissioner Maputle Mohlala found that Bombela knew that he did not have

matric when he was employed.

Keith Mabasa, UNTU TUR who represented Itumeleng, also pointed out that Bombela had created precedents by allowing other employees to obtain their matric certificate after being employed.

"I find that the relationship has not irretrievably broken down and the dismissal was substantively unfair," Mohlala ruled.

He ordered Bombela to reinstate Itumeleng without any loss of pay and benefits. ❖



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: _____

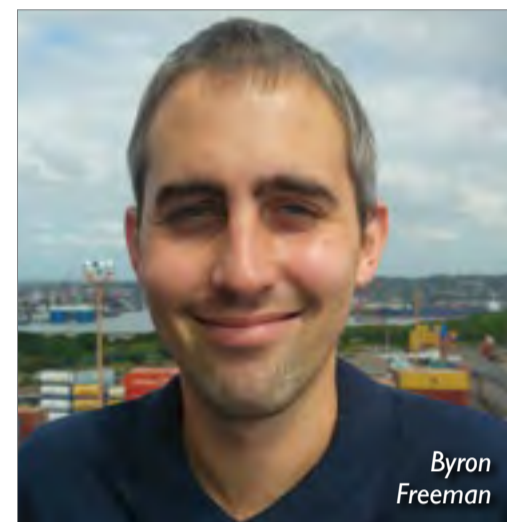
ENROLLED BY: INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____
BANKING DETAILS: BANK: _____ BRANCH: _____ BRANCH CODE: _____
 ACCOUNT NUMBER: _____ TYPE OF ACCOUNT: _____
 ENROLLER'S SIGNATURE: _____

FOR OFFICE USE

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

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 Internal Fax: 011 773 7920 • E-mail: headoffice@untu.co.za



Byron Freeman

"Being a TUR is truly a calling"

Byron Freeman, also known as Mr Ace, always has a card up his sleeve when he is representing UNTU members.

This UNTU Trade Union Representative (TUR) at Durban Container Terminal (DCT) is so passionate to help members that he even sat next to his wife's hospital bed with his notes, labour laws and files to prepare for a big disciplinary enquiry.

"Being a TUR is not for everyone. It is a calling. You have to understand labour law, plan strategically and play management's game. I love every minute of it," says Byron.

Byron got elected as a TUR after Jane Joseph, UNTU Full-time Trade Union Representative, saw an e-mail he wrote to his supervisor regarding a concern he had. He did not have a TUR at the time.

He has just completed his degree in auditing and holds a certificate in forensic investigation and criminal justice.

Byron was contracted at Toyota when a recruitment agency for Transnet convinced him to jump ship six years ago. He was appointed as an operations checker and joined UNTU at the Maritime School of Excellence, even before he met his new management for the first time.

"I had my mind set on the legal side of Transnet, but thanks to UNTU, I realised that I really love the labour side of the business. It almost comes naturally to me."

For Byron, it is very rewarding to save the job of a member who is faced with dismissal. "It is nice to help someone. I can make a difference in people's lives."

When he is not at work, this father of a baby and a toddler loves spending time with his family. ❖



SA STATISTICS

More than 17 million people in South Africa are dealing with anxiety disorders, such as panic disorder and post-traumatic stress disorder, mood disorders, as well as alcohol and drug abuse. Statistics from a global study recently revealed that mental disorders have increased by 22,7%. In South Africa, 30% of people report life-long psychiatric disorders, while 1 in 3 will be affected by a mental illness in their lifetime. According to the World Health Organisation, 25% of the world population suffers from a mental or neurological disorder at some point in their lives.

Mental health at work matters!

If mental health issues of employees are neglected at work, it becomes one of the biggest contributors to unproductivity, absenteeism and sickness.

Dr Eugene Viljoen, a clinical psychologist, says it is not in the best interest of the employer or the employee to be insensitive or to ignore mental health issues.

Employers should assist employees that are affected by traumatic experiences to get professional counselling as soon as possible for at least six sessions. At the same time, employees should make use of the opportunity and not underestimate the effects of trauma.

At Transnet and the Passenger Rail Agency of South Africa (Prasa), employees who have been involved in traumatic events have the opportunity to get assisted via the Employee Assistance Programme (EAP).

However, they often refuse the help because if they go for counselling, they will not be able to work the overtime that they normally do.

Priscilla Nong (39), a train assistant of Transnet Freight Rail, is currently using the Employee Assistance Programme for the second time in her career.

Priscilla was involved in her first derailment due to a technical fault in 2008. "It happened at Danskraal. Nobody got injured, but it was very traumatic. I was on the EAP and managed to return to work after I received counselling."

On 12 January this year, she was the train assistant when her train driver, Daantjie Bosman, had a massive heart attack in the Welgedacht area. She had to step in to prevent the train from derailing and had to apply the emergency procedure to bring it to a standstill.

"It was terrible. I had to wait with him for hours before an ambulance arrived. At first, I did not realise that he had passed on. When I realised there was nothing more I could do but to sit and wait, I felt so helpless. I am extremely traumatised," says Priscilla who is back on the Employee Assistance Programme.

She has asked her employer to

be transferred back to her family in Rustenburg. She wants Transnet to accommodate her in a position that is no longer related to trains.

"I want to live to see my son (6) grow up. It is difficult for me to return to a train cabin. I am no longer the person I used to be. I rarely leave home, and I don't want to be in crowds."

She suffers from nightmares and anxiety attacks since her last ordeal.

Dr Viljoen says after what Priscilla went through, it is normal for her to feel claustrophobic and anxious in a train cabin, as she was faced with an abnormal situation twice which she had to control.

In the last derailment, there was nothing she could do to save the life of her colleague and that contributed to making Priscilla



Priscilla Nong

feel like a failure. "She is showing signs of post-traumatic stress disorder (PTSD) and depression. If this is neglected, it will only become worse. She needs counselling to renew her confidence and to empower her to deal with difficult situations that may cross her path again," says Dr Viljoen.

According to him, employees won't be able to deal with these types of traumatic events without professional help. ❖



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Cancer survivor a keen activist against crime

A keen activist to make South Africa a better place for all is how Lucy Masuge (36), a cervical cancer survivor and leading protection officer of Transnet Freight Rail in Rustenburg, can be described.

Lucy grew up in Rustenburg and joined the South African Police Service (SAPS) because she loved serving other people and would like to see our beautiful country become crime-free.

"I left the SAPS to become a train assistant at Transnet Freight Rail in Pyramid South in Pretoria for a better salary. From there, I joined the Transnet Protection Service Team in Isando, Johannesburg, before I got a transfer back to Rustenburg when my mom was diagnosed with diabetes. I have been around the block," she says.

After Lucy's mom passed away, she

decided to become an activist in the global awareness campaign about the risks of becoming a diabetic.

"Diabetes is the second highest cause of death in South Africa. But we could prevent it if more people support healthy living and adjust their lifestyles with treatment. That is how I have managed to survive cervical cancer. I have been cancer-free for the past two years. One cannot allow any sickness to get the better of you," says Lucy.

She never lost hope and continued to fight. After she beat cancer, Lucy managed to fall pregnant again.

"I called my baby Omolemo. It means 'God is so great'."

Lucy joined UNTU when she had difficulties at work and was very satisfied with the service she got. "UNTU helps us to secure our work."



Lucy Masuge

She sees herself growing into a management position at Transnet.

When she is not working, Lucy loves watching television and travelling through our beautiful country with her children. ♡



Thamie Kwintshi

From marketing to making UNTU members smile

"I was born blessed," says Thamie Kwintshi (37), Secretary of UNTU Prasa Branch Tafelberg in Cape Town and Acting Executive Council Member. Her real name is Nomathamsanqa (Mother of Good Fortune).

Thamie was born in Gugulethu, Cape Town. She dreamt of becoming a microbiologist, but her dream ended when she failed matric. "I had to work in a kitchen of a Catholic Church during the day to earn money, and I had to go to night school to obtain my matric."

She went into marketing in the film industry where she was the third assistant director of a movie. From there she went to Media24, where she did the marketing for three magazines: *National Geographic for Kids*, *Seventeen* and *Real Simple*.

In 2008, she was one of a few hundred Media24 employees who were retrenched.

Soon she was appointed as the public relations manager for the annual Cape Town Jazz Festival.

"I had the privilege to see the world-renowned Hugh Masekela perform at the Jazz Festival in 2009."

In 2010, Thamie was appointed as a personal assistant for a regional manager at Prasa. "Luyanda Qoyi nominated me for his position, as he had a lot of confidence in me."

She sees herself as the first female President of UNTU. "I enjoy every moment of serving on the Executive Council in an acting capacity. It made me realise that this is where I want to be." ♡

No limits for adventurous Kutlo

Mountain climbing, cliff gliding and various other types of adventures. That is what Kutlo Kotlhai (26), a senior administrative official at Transnet Point Zero Yard in Sishen in the Northern Cape, loves to do in her spare time.

Growing up in Kuruman, this young lady wanted to become a doctor but went straight from obtaining matric to a job in Transnet.

She has been working for Transnet for the past seven years and has been married for the last three.

Kutlo loves that she is no longer working shifts since she got married. The couple does not have any children yet.

"I love getting to meet new people on a daily basis within my job. I get to know the functioning of the company,

the budget and developed an understanding of the financial statements. This gives me a broader knowledge of the company and the influence of our business on the broader global economy."

She is studying financial management part-time and sees herself as a financial manager within Transnet one day. For now, she is satisfied with her latest challenge: Operating the Transnet fleet vehicles.

"I love my Union. I am a loyal member, and I am here to stay. I would like to see our leadership focusing more on visiting remote areas like Sishen where we don't have regular opportunity to engage with them," she says.

In her free time, she also enjoys shopping and travelling. "I am afraid of nothing," she says. ♡



Kutlo Kotlhai



A role model for all women

Audrey Mudau (43), UNTU Branch Chairman of Rail Engineering in Germiston, is a very special lady. She was one of the first women to weld in Germiston when she was appointed twenty years ago. Today she holds a diploma in logistics and is a Master Artisan Welder.

"I wanted to become an electrician, but Transnet was not enrolling trainees at the time. Instead, I went into welding. Transnet was trying to empower women in these fields, and I was lucky to be one of the first."

Audrey, who grew up in Soweto, was elected as an UNTU Trade Union Representative (TUR).

"Because I was the only female TUR, I also got elected as the Secretary of the Branch, the one who amongst other things, is responsible for keeping minutes at branch meetings.

"Since then, I have tried to get more women to take up positions as TUR's, but



Audrey Mudau

unfortunately they tend to shy away from it. They are scared of being vocal. They believe men won't listen to them and they will not be taken seriously.

"After twenty years, I still experience

these challenges where I am sometimes not respected because I am a woman, but I tackle them head-on," says Audrey.

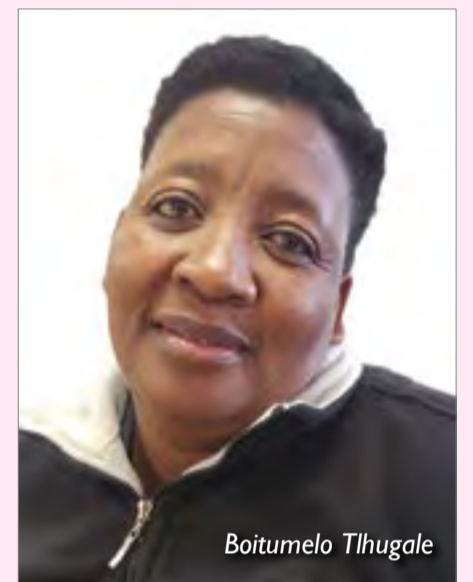
Her rule is to remain consistent in whatever she does, and then men support her.

"Women must learn to stand together as sisters. In Transnet Engineering, I would like to see women being promoted to higher positions on merit, nothing else."

Audrey sees herself growing into the leadership of the Union. Her husband, Robert, is also an UNTU member.

"Sometimes members fight with him because they are angry with me. But he remains my greatest supporter in difficult times when I take my stress back home."

When she is not working, she loves spending time with their four children. Audrey also loves watching television, especially *Law and Order* and investigative series. "I also participate in all the activities of my church. It keeps me grounded." ❖



Boitumelo Tlhugale

Boitumelo loves cooking up a storm

Boitumelo Tlhugale (44) is a lady with very special talents. She has been a general worker for Transnet Freight Rail for the past 11 years and runs her own catering business over weekends to earn extra money to provide for her unemployed sister and her three children.

"I have never been married, and I don't have children of my own. There is no time for romance as I am always working. But I do dream of one day owning a restaurant and being able to create jobs for more people," she says.

Boitumelo started working for Transnet in January 2007 and would like to get a promotion within an administrative position one day.

She joined UNTU when she was appointed and has remained a loyal member of the Union since.

"Whenever I need advice, my Union is there to assist me. If I take a problem to them, they help me. That is very important to me. UNTU also provides me with funeral cover, and I added my family members. I love my Union," she says.

On weekends, her diary is filled with catering for weddings, baby showers and community events or baking birthday and wedding cakes. ❖

Ester believes in chasing her dreams

If you have a dream, chase it. Otherwise, you will never achieve your goals. That is the motto of Livhuwani (Ester) Ramuhonhi (48), UNTU Branch Chairman of Lions Head in the Western Cape.

She was born and grew up in Venda. In 1986, she came to Johannesburg to become a chef and worked as a waitress.

"My dream was to become a politician, but I loved cooking too. My favourite dish is beef stew curry with rice," says the lady who prefers being called Ester because very few people can say her Venda name right.

After she quit her job as a waitress, she managed to get a job at Transnet. In 2007, she moved over to the Mainline Passenger Services (MLPS) to become a chef on the Shosolozha Meyl trains.

"I fell in love with Cape Town, the vibe, the sea, the mountain and Parliament – all in one place. I got a promotion, and I'm now an inspector of trains at the MLPS."

As a Trade Union Representative, Ester questioned the shortlisting for the position of inspector in Tshwane.

"The shortlist consisted of mostly Metrorail employees who did not have knowledge of the MLPS and its operational requirements and were mostly men. UNTU managed to prevent management from employing a candidate in Tshwane without following the correct process."

She applied for a similar position in Cape Town and got the job. "I fell in love with my job because I know the ins and outs of the MLPS and understand what we need to do."

The empowerment of women lies close to Ester's heart. Her eyes are set on becoming an Executive Council Member of the Union.

"There is a tendency of people not believing in the capabilities of women in leadership positions. That is a simple perception. I was the first black woman at the MLPS to become a member of UNTU. For me back then skin colour did not matter, I was looking for a Union that shares my values."

Ester would love to start an advocacy to teach women to support, love and



Ester Ramuhonhi

empower one another.

When she is not at work, this mother of three and grandmother of one, keeps abreast with the latest developments, especially in politics.

"I love watching the news on television and reading books. I believe knowledge is power." ❖



HATE SPEECH

Name-calling will get you fired

In a landmark judgement, the Constitutional Court ruled that a man who referred to a colleague as a “swart man” (“black man”) in an argument over a parking space, was racist and derogatory and his dismissal was fair.

Meyer Bester, a former employee of the Rustenburg Platinum Mine, used the words “swart man” as a way to describe the driver of the other vehicle.

In a unanimous judgement handed down by Judge Leona Theron, the court held the correct test was whether a reasonable, objective and informed person would, on the correct facts, perceive “swart man” to be racist and derogatory.

According to Theron, the Labour Appeal Court failed to recognise the impact of the legacy of apartheid and racial segregation that had left the country with a racially charged present when these facts were considered.

“This starting point carries the danger that the dominant, racist view of the past – of what is neutral, normal and acceptable – may skew an objective enquiry.”

“By ignoring the reality of our past of institutionally entrenched racism, and by beginning the enquiry from a presumption that the context is neutral, the Labour Appeal Court sanitised the context in which the phrase “swart man” was used.”

Theron said that Bester had demonstrated a complete lack of remorse for his actions and made no attempt to apologise. He had not embraced “the new democratic order”.

“By his actions, he has shown that he has not made a break with the apartheid past and embraced the new democratic order where the principles of equality, justice and non-racialism reign supreme.”

This comes after Bester allegedly interrupted a safety meeting in April 2013 and demanded the removal of a car parked next to his. A parking space next to his had been given to colleague Solly Tlhomelang. However, Bester had difficulty parking his vehicle, fearing it might be damaged.

He apparently stormed into the meeting and pointed his finger and said in a loud voice: “Verwyder daardie swart man se voertuig” (“Remove that black man’s car”).

Bester was charged with insubordination for disrupting a safety meeting. He was also charged with making racial remarks for referring to a fellow employee as a “swart man”. ▼

Social media: Ten do’s and don’ts

Many people have fallen into the trap of reacting with anger to social media posts without thinking about the implications of what they write. It is advisable for each company to have a policy on how different social media platforms should be used. The following ten simple do’s and don’ts could go a long way in keeping you out of trouble:

- **DON’T** provide confidential or other proprietary information. If there’s any question in your mind, err on the side of keeping silent.
- **DON’T** refer to your employer or colleagues negatively. Remember whatever you publish on social media becomes public immediately and will remain with you for your entire career.
- **DON’T** assume that posting anonymously will keep your identity secret if you publish inappropriate comments and content.
- **DON’T** use ethnic slurs, personal insults, obscenity, or engage in any online conduct that would not be acceptable at work.
- **DON’T** just like someone’s comment. Read what is said and associate yourself with the words or photo before you like it or retweet it. Even if you retweet something, you are making a public statement – reposting something means that you associate yourself with the content.
- **DO** make certain that your online profiles and related content are consistent with how you wish to present yourself to colleagues and your employer. Model good behaviour.
- **DO** take personal responsibility for the content that you publish on any public forum.
- **DO** be selective. You don’t have to accept every friend request that comes your way. It’s okay to restrict your Facebook friends list to people you know.
- **DO** practice positivity. If you like a post, like it. Got an encouraging word to say? Go ahead and comment. Post a story, video or picture that’s bound to make people smile.
- **DO** make sure that your children are cyber smart and that they are aware of cyber bullies and cyber predators.



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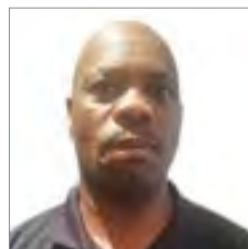
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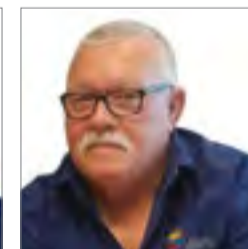
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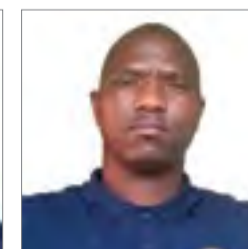
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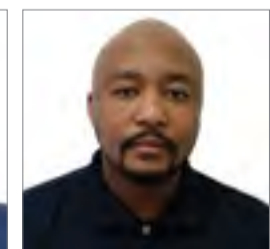
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04

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05

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06

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07

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



08

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09

DISCRETIONARY FUND

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10

DEATH BENEFIT

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



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