

LABOUR



REPORT



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QUARTER 1 OF 2019



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South Africans bearing the brunt for the billions wasted by State-owned Enterprises

The huge cost of state capture

South Africans are bearing the brunt for the hundreds of billions wasted by State-owned Enterprises (SOE's) during the years of state capture – a sophisticated scheme of the worst forms of recklessness and corruption.

Minister of Public Enterprises, Pravin Gordhan, said although nobody is talking about the cost of state capture, "the corruption is a cancer eating the South African society".

State capture has left our SOE's stripped of its assets, expertise and cash flow.

"Over the next 15 months a number of our SOE's will not have enough money to pay the salaries of their employees," Gordhan told delegates of South African's three labour federations at the Nedlac Organised Labour School.

At Transnet, Tau Morwe, the acting Chief Group Executive, is trying to figure out how the R42 billion was utilised that the company spent on the rail network infrastructure over the past ten years.

"The question is where did the R42 billion go to. Our rail network is worse off now than it ever was. Transnet is not delivering to its clients what we said we would deliver," said Morwe.



During this period 89 forensic reports was done on Transnet, but none of their recommendations were implemented. These reports implicate more than 300 employees of Transnet across the business.

According to Gordhan the corruption at Transnet was done "masterfully".

Transnet was the first SOE which was used as a pilot project for state capture by moving as much capital as possible in expenditure and into the pockets of individuals.

Steve Harris, General Secretary of UNTU, said that the Union is also very concerned about the state of the

Passenger Rail Agency of South Africa (Prasa) and has been trying in vain over the past year to meet with Gordhan and Dr Blade Nzimande, Minister of Transport, to discuss its views.

UNTU wants Government, who dismantled Prasa from Transnet in 2006, to merge the two SOE's again. "Passenger rail in South Africa went to ruins since Prasa was left to its own devices. It is in the interest of the South African public and the economy to merge them," said Harris.

Over the past two years, UNTU has repeatedly called on Government to have Prasa and Transnet reporting to the same minister.

Morwe agreed that both SOE's will have to look at a holistic approach to the rail network.

Transnet is operating on parts of the rail network under the control of Prasa and Prasa is operating on parts of the rail network that is controlled by Transnet.

President Cyril Ramaphosa said in his State of the Nation Address that he will set up a Presidential Council to overview how SOE's are functioning and how they can operate better.

"Tough decisions have to be made to close our fiscal gap, stabilise our debt and restore our SOE's to health." ❖

Making music and serving the nation

The Tsonga traditional artist Captain Gaceni is about to release his third album with the Afrikaans title, "Los die mense se goeters" (Leave people's stuff alone). Captain Gaceni's first two albums titled *Huwa* and *Wo-Gaceni* were both a big success.

This is a huge achievement for the 29-year-old. He started performing as part of a group of dancers at weddings and parties when he was a child and went on to work with big names like DJ Tshineta, Kenny Bevhula, Magadafi and

Prince Rhangani. But very few people know that Captain Gaceni's real name is Duncan Matje, a track worker at Prasa Perway in Pretoria West. He was elected as an UNTU Trade Union Representative (TUR) last year.

Duncan grew up in Malamulele in Limpopo from where he could walk the 46,4 km distance to the Kruger National Park if he wanted to. He dreamt of becoming a police officer because he believes that his calling is to serve the nation. But fate took him in a different direction.

Duncan relocated to Gauteng in 2004 where he met up with other artists. In Gauteng he applied for a job at Metrorail and was appointed as a track worker.

"I always wanted to serve the nation through my music and through my work, now I am doing it by working for Perway. I know that I am assisting commuters with their public transport. I love my job."

Duncan joined UNTU after he was betrayed by a rival union three years ago.

"I don't regret my decision. I don't think I ever will. UNTU is a very honest

Duncan
Matje

and transparent Union. When I ask for help, I get help. I am a happy and loyal member," he says. ❖

Act now or dream of employment will never become reality

Unable to pay the interest on its R420 billion of debt. Unable to pay its day-to-day expenses. Unable to provide sustainable electricity.

This has become the new norm for the State-owned Enterprise (SOE) Eskom, after eight years of state capture has left the power utility bankrupt, unable to maintain its 47-year-old power stations and unable to complete the two new power stations.

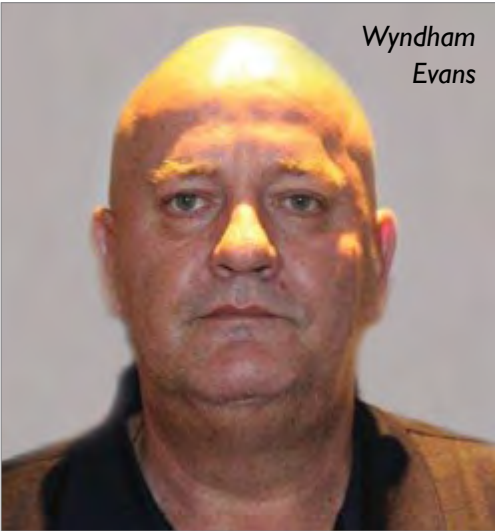
As each South African is faced with the devastating consequences of load-shedding throughout the country, we also have to listen to how deep the roots of corruption is vested in our Rainbow Nation.

Over the past two decades, Eskom has not performed any major services on its ageing power stations – a direct result of state capture, according to Minister of Public Enterprises, Pravin Gordhan.

All our hopes were fixed on the Medupi and Kusile power stations. Both would have cost the South African taxpayer R25 billion each. According to Gordhan South Africans have paid R135 billion on the construction of each of these power stations, each six times more than the amount that was initially budgeted for. And still their flaws and poor performance is the reason why Eskom cannot meet the country's energy demands.

Gordhan vowed that we will see arrests and prosecutions soon. "They will be walking around in orange uniforms," he stated with reference to the uniforms of prisoners of the Department of Correctional Services.

But at what price? Every day Eskom needs to implement load-shedding, another small business must close its doors permanently. For most it is simply not viable and too expensive to buy generators. Small businesses



like bakeries and butcheries employ young unskilled people.

According to a report by The Economist's *Pocket World in Figures*, South Africa has the highest youth unemployment rate in the world at 57%. Our overall unemployment rate is 27,1% with only 16,4 million South Africans employed.

The situation at Eskom is not unique. According to Gordhan state capture was "masterfully" implemented at Transnet.

At the Passenger Rail Agency of South Africa (Prasa), R168 million was spent on audits to take former Public Protector Adv. Thuli Madonsela's 32 findings of irregularities in her report, *Derailed*, further, but we have seen no arrests or convictions.

Gordhan says this was because the South African Police Service (SAPS), especially the Hawks and Crime Intelligence, was also captured by the state.

One can only hope and pray that this corruption will stop and those responsible, will be held accountable. If we don't act now, the dream of a decent employment for all, will never become a reality.

Exco members on the move



John Pereira, UNTU Deputy General Secretary, visiting UNTU members at Transnet Engineering at Sentrarend, Johannesburg.



Zonke Cebekhulu, UNTU Executive Council Member, visiting UNTU members of Transnet Engineering in Ermelo, Mpumalanga.



Wielligh Meyer, UNTU Executive Council Member, and Hendrik Fourie, UNTU Vice-President, visiting UNTU members at Transnet Engineering Capital Park Joint Venture Motor Division.

Government still doing nothing to save sinking Prasa ship

For the past three years UNTU has left no stone unturned in our continued efforts to rescue the little that is left of the once proud Passenger Rail Service of South Africa (Prasa). Unfortunately, this Union is now at the end of the road and seriously questions the political will to comply with Prasa's constitutional mandate to supply a safe and reliable passenger commuter service to all South Africans.

Although there have been various allegations as to who might be benefiting if the cheapest form of public transport is unable to provide a service to the poor, nothing has been forthcoming to indicate a serious effort from Government to save this sinking ship.

While Government remains committed to the noble idea of shifting its primary form

of transport from road to rail to address the high fatality figures on our roads, it seems to remain lip service.

In January 2019, I wrote a letter to President Cyril Ramaphosa to inform him that he is partly to blame for the ruin of Prasa. I asked him to intervene to protect this crucial national asset. His diary was too full.

On 28 February 2018 I requested Blade Nzimande, Minister of Transport, to urgently meet with UNTU. I wanted to discuss the violent attacks on our members, amidst Prasa's inability to render a reliable service with him. This request has been repeated several times to the minister in person and in writing. To date, no meeting has been forthcoming.

We have seen numerous deadly collisions of Prasa trains just in Gauteng over the last

two years that left hundreds injured. Why? Because manual authorisations have become the norm making operational incidents 40 times more likely to happen when the risk of human error increases. Prasa ignored a court order, ordering it to ensure that a section manager oversees every manual authorisation of a train control officer.

The railway watchdog and the Railway Safety Regulator (RSR), failed to act against Prasa after the latest collision, fearing that it will be in the black book of Nzimande, to whom both report to.

UNTU will soon launch a Section 77 process at Nedlac. If granted, it will allow the Union to use force, like strike action, to force Prasa and the Minister to find solutions in the interest of the South African public and the



employees of this State-owned Enterprise. This is our last resort. UNTU cannot sit back and watch how lives are being lost.

Female fiercely fighting fires

Being a female firefighter for Transnet is hard work that requires physical and mental strength and fitness. “You have to be a strong woman to do the job. You must hold the hose like a man does, even if your body is small. You get exposed to various different challenges and you have to stand your ground.”

So says Dipuo Kalokoto (37), a firefighter at the Sentrarend Depot in the East Rand.

Growing up, Dipuo wanted to become a social worker. She liked to help people, but after her mother passed on, there was no money for Dipuo to further her studies. She did however get the opportunity to qualify as a paramedic. “I loved the job. I was able to save the lives of others.”

She saw Transnet advertising for firefighters and decided to give it a go.

“When I applied, I had no idea how vast Transnet was. I love every moment. Yes, it is hard work, but I train very hard to keep fit.”

Dipuo explains the protective clothing the firefighters have to wear, is very hot. “You can collapse of overheating if you don’t drink enough water. Safety and fitness come first. As part of that, you must ensure that you are mentally prepared for the task at hand.”

She joined UNTU to be able to claim her maternity benefit after she had completed one year of membership. “UNTU is a good trade union. My Union walks the extra mile to assist its members. UNTU is honest with its members and transparent.”

Dipuo is married with two children. When she is not working, she likes swimming with them, going to the park or taking them to the movies. She is also busy completing a certificate in Safety Management.



Dipuo Kalokoto



Sonja Carstens, Deputy General Secretary and Media, Liaison and Communication Officer of UNTU, signed the recognition agreement with the RSR on behalf of the Union. With her is Lebogang Saku, one of UNTU’s new members at the RSR; Regardt Gouws, Chief Financial Officer of the RSR, and Khaya KaMadlwabinga, acting General Manager: Human Resources of the RSR.

UNTU recognised by Safety Regulator

UNTU signed an agreement with the Railway Safety Regulator (RSR) and will now exercise our organisational rights and represent our newly recruited members at the railway watchdog.

“It is an honour for UNTU, as the majority Union in Transnet and the Passenger Rail Agency of South Africa (Prasa), to now also represent the interest of our members at the RSR. The RSR oversees and enforces rail safety in South Africa,” says Steve Harris, General Secretary of UNTU.

UNTU has 114 years of experience in the rail industry with the establishment of one of its five merger unions dating back to 1905. “We are the Union of choice in the transport sector due to the excellent service we provide to our thousands of members and the variety of benefits they enjoy as part of their monthly contributions. It is of utmost importance to the Exco and Secretariat of UNTU to give meaning to our slogan ‘Pride – Unity – Trust,’” says Harris.

UNTU believes that the Union has a social responsibility to create decent work in the fight against poverty in South Africa.

“It’s UNTU’s core responsibility to look after the interests of our members, whether it is through negotiating collective agreements on service conditions and salaries or if you need assistance with retrenchments, job grading and evaluation or having representation at disciplinary hearings by the Union’s trained representatives,” says Harris.



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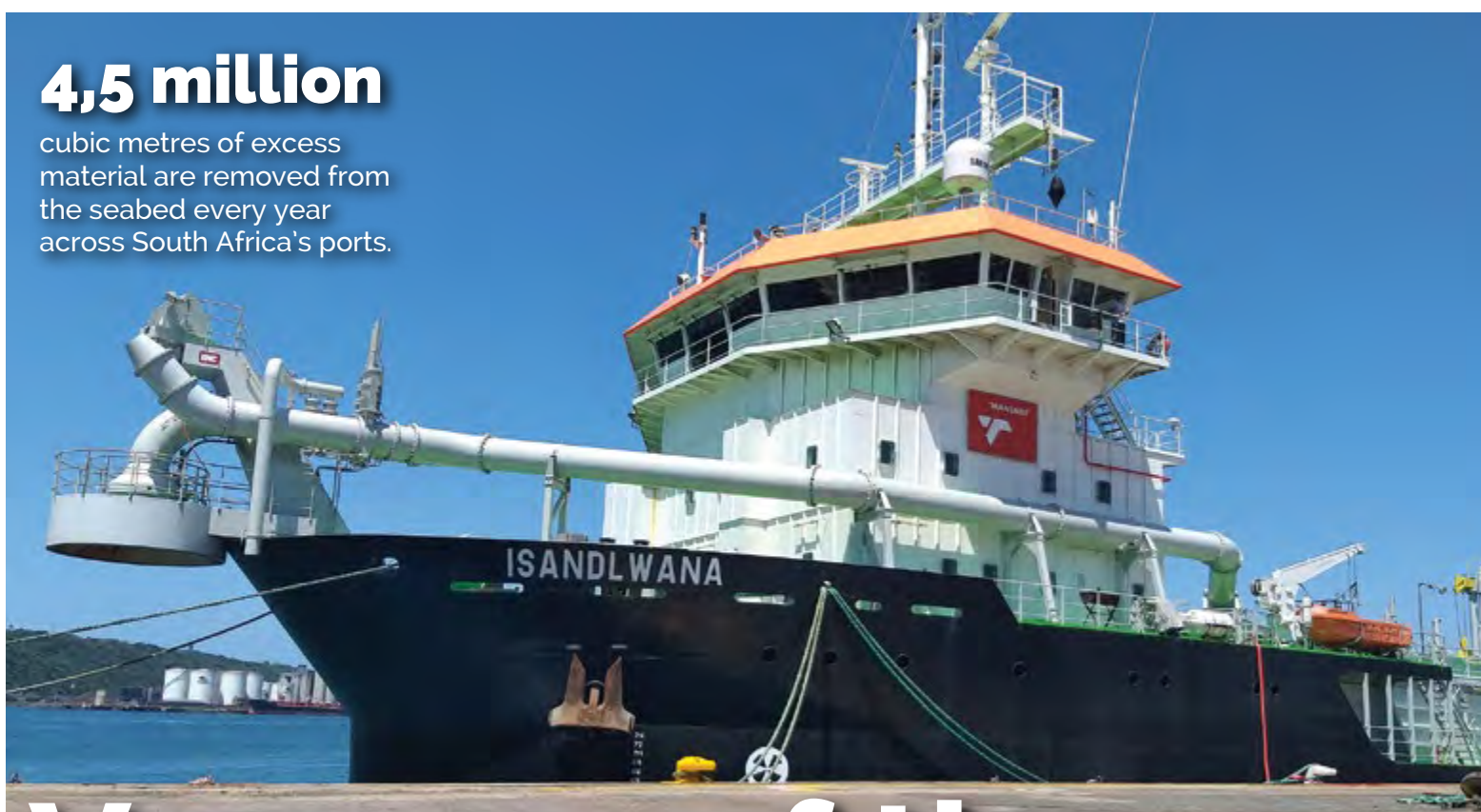
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4,5 million

cubic metres of excess material are removed from the seabed every year across South Africa's ports.



Vacuum of the sea

Dredging service the unsung hero of successful ports

The Dredging Service of Transnet National Ports Authority (TNPA) is the heartbeat of any South African port. Without this vital unique service, fondly referred to as the vacuum of the port, no vessel will be able to enter or exit the ports. It is therefore considered to be the unsung hero of every successful port. It is the foundation of almost all maritime infrastructure projects and addresses a broad range of society's economic, social and environmental needs.

Since Africa is experiencing a significant increase in trade, with growing volumes of cargo at all African ports, dredging services allow port authorities and operators to increase capacity and employ measures to deliver world-class service, facilities and efficiencies and to allow bigger ships into their ports. With the help of dredging

services, the layout of ports can be reconfigured and berths at existing ports can be increased.

Dredging services assist with the removal of about 4,5 million cubic metres of excess material from the seabed every year across South Africa's ports.

Dredging dates back to 1867 when suction dredgers were used in the construction of the Suez Canal. The service was founded in 1988 in South Africa.

The Dredging Services of TNPA are currently operated by teams of highly specialised employees. In 2015 TNPA launched Africa's first dredging simulator – a computerised training cockpit for aspirant dredger operators located at Durban's Maritime School of Excellence.

Last year the TNPA Dredging School, another first of its kind in Africa, was launched. The school supply Africa's

dredging market not only with dredging crews, but also with project managers, harbour masters and port engineers.

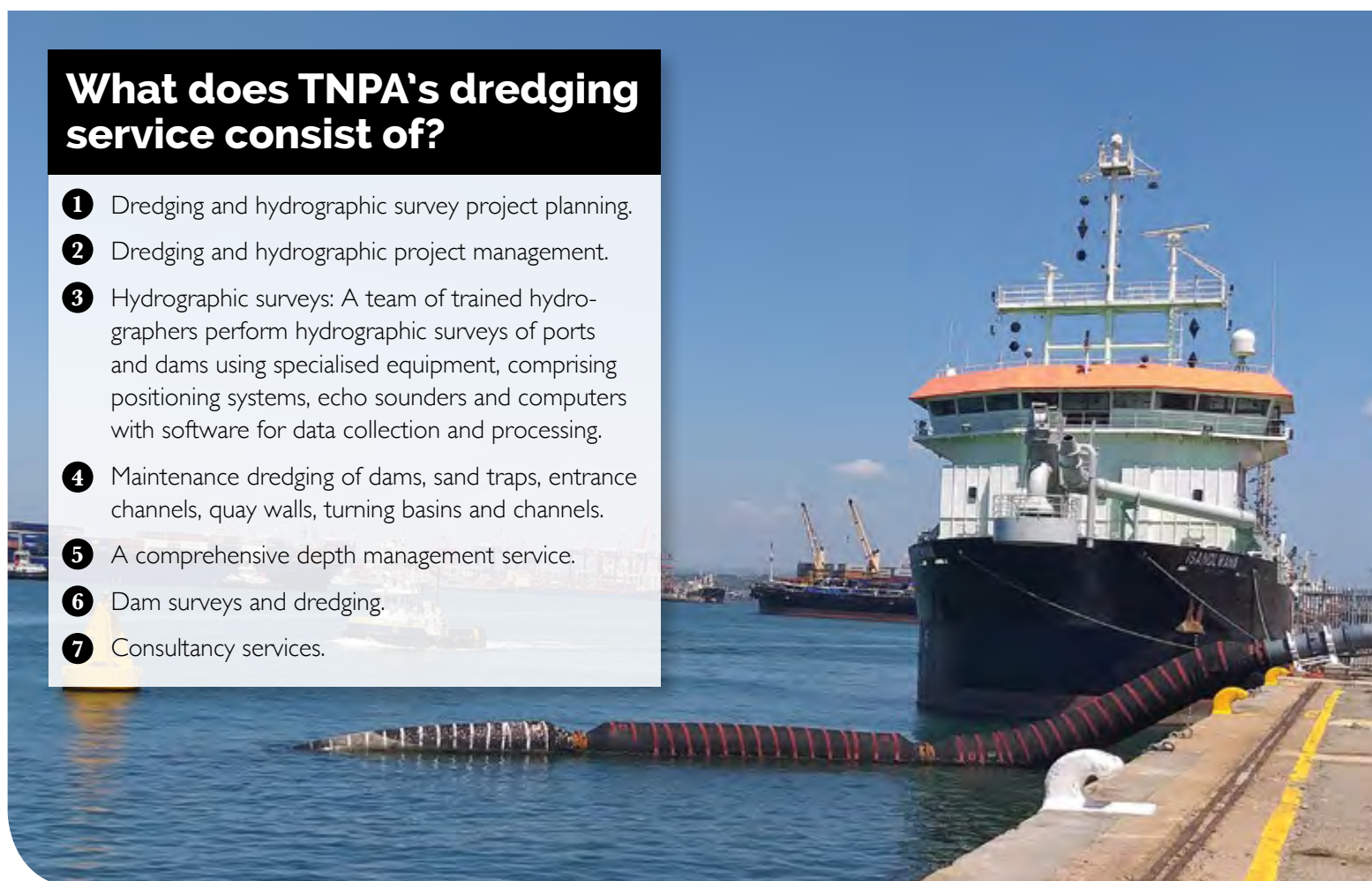
TNPA is leading the continent in providing world-class training on this scarce skill. Plans to expand various ports in South Africa will include major dredging projects done by highly skilled employees.

Wiseman Phethwa, UNTU Full-time Trade Union Representative who used to work in the Dredging Service, says the employees on one of the dredging vessels work in shifts of two weeks. While on duty, they are divided into shifts to operate a 24/7 service.

"They stay on the dredger which include a canteen where they eat meals prepared for them and sleeping quarters. Safety comes first and therefore all employees must be physically fit and mental wellness is crucial," he says.

What does TNPA's dredging service consist of?

- 1 Dredging and hydrographic survey project planning.
- 2 Dredging and hydrographic project management.
- 3 Hydrographic surveys: A team of trained hydrographers perform hydrographic surveys of ports and dams using specialised equipment, comprising positioning systems, echo sounders and computers with software for data collection and processing.
- 4 Maintenance dredging of dams, sand traps, entrance channels, quay walls, turning basins and channels.
- 5 A comprehensive depth management service.
- 6 Dam surveys and dredging.
- 7 Consultancy services.



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Love at first sight for Luvuyo & Cynthia

Wanted to cry when he saw his bride in her white wedding dress

Luvuyo Mdyogolo's (47) heart went "BOOM" when he met his current wife, Cynthia (32), at Transnet Freight Rail in Parktown, Johannesburg, for the first time six years ago.

"It was love at first sight for me," says the UNTU Full-time Trade Union Representative.

The happy couple got married over the festive season. Cynthia is four months pregnant with their second child and they also have a five-year-old son. She is also the mother to Luvuyo's two teenagers with his late wife.

According to Luvuyo, he wanted to cry when he saw Cynthia walking down the aisle towards him in her white wedding gown. "She was so beautiful. She looked like an angel. I am a very lucky man."

Cynthia says her husband is her best friend. "He is very loving and caring; however, he can have strong views."

She describes their wedding as "perfect". Everything from her dress, to the décor and the photographer worked out just how they had imagined it.

Luvuyo says his wife is a real go-getter. "What she wants, she gets. She is a very honest and passionate person and she looks after herself very well. I can make her very angry when I lie, especially when I am late, and she hates it when I throw my



Luvuyo and Cynthia Mdyogolo on their wedding day.

clothes on the floor and don't tidy up after myself. She keeps me on my toes."

Cynthia, a personal assistant to an area manager in Transnet, just laughs at her romantic husbands' comments and says that

she cannot go through a day remaining angry at him. "I just hope that the baby will be a girl. I already have three men in the house!"

The couple loves spending time together and experiencing new adventures.



Justice Lieta

Justice Lieta loves working with people

Justice Lieta (41), a father of four children, has never been in trouble at work and he does not intend to. This Chief Administrative Official of Human Capital at Transnet Freight Rail in Isando, Johannesburg, believes that through interaction with people and assistance, you will find solutions.

Justice grew up in Ficksburg in the Free State and wanted to become a soldier. He saw himself as a patriot for the country.

After school he studied Human Resources and fell in love with the career. He became a financial advisor for Old Mutual before he was appointed at

Transnet seven years ago.

The most difficult part of his job is when he must inform someone that their application was not successful.

Justice is a proud UNTU member. He loves the fact that the Union is multi-racial and believes no other Union can compare with UNTU's benefits that is included in his monthly membership fee.

"I believe that UNTU should work on its visibility and face-to-face interaction with members."

When he is not working, he loves swimming, meeting new people and spending time with his children at the park.

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Criminals target Transnet Pyramid South

The Transnet Pyramid South Depot north of Pretoria has been targeted by criminals in recent months who must have obtained inside information as to the lack of proper security on this remote and vast property.

A female yard official was attacked and almost raped when she went to admit a train to the yard at night. The Depot operates in two shifts 24/7. This serious incident prompted Transnet to deploy private security guards to escort them.

“We appreciate the gesture, but it is of no use. It is female security guards armed with batons that have been deployed. They can’t protect us against armed robbers,” says one of the yard officials.

UNTU President Wyndham Evans asked an independent security specialist to assess the security at the Depot after three vehicles were recently stolen in broad daylight.

Thieves also attempted to steal radios out of two other vehicles.

“The lives and safety of UNTU members are of utmost importance to the Union,” Wyndham said.

According to the assessment there is no access control on the premises. There are only two security officers at the one entrance which provides access to the restrooms of the train drivers and to the Transnet Engineering Depot.

There is no security deployed on the other side of the road which gives access to the Infra Depot, Train Control Offices, Signalling, Yards and Wagons.

The Depot has another entrance a few hundred meters from the bridge of the N1 highway to Polokwane.

While UNTU was taking photos at this entrance where the gates are left open, three off-road bikes that were trespassing on Transnet’s premises, passed by.

A worn notice board on the gate warns in three languages: “Private Property. Trespassers will be prosecuted.”

“The area is ideal for criminals. The fences are rusty and have holes which are not being repaired. The gates have been broken and there is no attempt to close them. There is not enough light to serve as a deterrent at night. The grass is too long and the trees are not cut, which provide the ideal hiding place for criminals,” the assessor said.

According to UNTU members they can’t even lock the toilets while they are using them. “None of us feel safe anymore. We have continuously raised our concern with management, but nothing improves,” an UNTU Trade Union Representative said.

Transnet responds:

Ravi Nair, Chief Executive Officer of Transnet Freight Rail (TFR), responded:

Thanks for bringing the concerns of our colleagues working at Pyramid South to my attention. I wish to assure you that the safety of all our Transnet colleagues is of paramount importance to all of us. We endeavour to provide a healthy and safe working environment to all our colleagues at depots, yards and corporate offices. However, we may miss some blind spots as we steadfastly focus on delivering targeted volumes safely.

An inspection took place at Pyramid South and security risks and weaknesses were identified. The analysis recommended short and long-term actions to enhance the safety levels of our colleagues at Pyramid South:

- The security guards have been using cones to control access to the yard. On 16 February 2019 an aluminium gate was installed. The gate will limit access to the yard and enhance access control.
- The vegetation management programme is in full swing. The vegetation has been attended to at Pyramid South and the team will ensure that it is prioritised continuously because of the associated security risks.
- Transnet Real Estate has installed new lever locksets on seven doors, including toilet doors, to enable our colleagues to lock the doors when they are in use at Pyramid South.
- Lastly, TFR has approved the request to employ an additional nine security guards who will provide the required visibility at strategic points of the yard and deter potential offenders. These additional security personnel will control access, escort all personnel to ensure they are able to safely fulfil their duties in the yard and monitor the car parking. TFR aims to have procured and deployed the additional security guards by March 2019.

These measures will improve the security of our colleagues and property. The fence will be addressed as part of the comprehensive security and threat analysis. Lastly, I have requested all managers in our different yards to be sensitive and responsive to the needs of our colleagues. If they are unable to respond, they must escalate it to ensure it receives urgent attention.



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

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03

SAVE ON A NEW CAR

Save between R5 000 and R50 000 if you buy a new Ford, Audi or Hyundai from specified dealerships. R5 000 mahala if you buy a second hand vehicle from a specified dealership.



04

DEBT ASSISTANCE

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



05

EXCELLENT COMMUNICATION

Regular news on our website, www.untu.co.za, and our social media pages, Press Statements and Circular Letters. Members also get a free quarterly newspaper, *Labour Report*.



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.



For more information:
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	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Munsaur	Vikash	082 309 8937	031 361 7821	–	Vikash.Munsaur@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	Nires	083 980 0143	035 905 4314	–	Nires. Lutchiparsad@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103	–	UtataTRE.PortEg@transnet.net/ Krishnannaaidoo@gmail.com
	Secretary	Rampersad	Sanjay	082 721 7833	031 361 5694	086 573 2747	Sanjay.Rampersad@transnet.net
TRE Traction Durban	Chairman	Bezuidenhout	Hendrik	083 412 3174	031 361 5963	–	Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson	Michael	083 661 3528	031 361 5354	–	Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Msweli	Bonginkosi	082 588 5565	035 905 4178	–	bonginkosi.msweli@transnet.net
	Secretary	Mathiso	Cynthia	078 479 1492	–	–	cynthia.mathiso@transnet.net
Umbilo	Chairman	Rankin	Rodney	082 874 7797	031 361 5205	–	rodney.rankin@transnet.net
	Secretary	Heijmans	Jakobus	078 282 3237	031 361 4033	–	remon@iburst.co.za/ remonheijmans@gmail.com
Vryheid	Chairman	Ndwandwe	Mandla	071 618 5320	034 989 9310	–	alexander.ndwandwe@transnet.net
	Secretary	Malinga	Nkosinathi	083 444 0386	034 989 9430	–	Nkosinathi.Malinga2@transnet.net
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 4079	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4330	untuwddtfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	–	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Burgersdorp	Chairman	VACANT	–	–	–	–	–
	Secretary	VACANT	–	–	–	–	–
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224	–	Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227	–	basie.pain@transnet.net
East London	Chairman	Pautz	Clive	078 802 5566	042 700 4317	042 700 4207	clive.pautz@transnet.net
	Secretary	Groves	Clayton	076 098 3309	043 700 4341	043 700 4546	clayton.groves@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410	–	douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	071 688 2883	043 700 2130	–	kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	VACANT	–	–	–	–	–
	Secretary	VACANT	–	–	–	–	–
Maritime Ngqura	Chairman	Venter	Anton	082 465 6686	041 507 8326	041 507 8328	anton.venter@transnet.net
	Secretary	Simayile	Nonkosazana	078 311 6613	041 507 6015	–	Simayilesn@gmail.com
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	–	untuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160	–	kolelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Smith	Donavin	072 446 0200	–	–	donavin.smith@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080	–	petrus.barnardo@transnet.net
	Secretary	Van Heerden	Leon	083 944 9385	045 808 2022	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	Van Niekerk	Lillian	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
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	Soobramoney	Chantal	072 220 2882	–	–	chantal.soobramoney@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970/079 761 1421	021 449 5349	021 449 2104	esther.ramuhovhi@prasa.com
	Secretary	Jooste	Fabian	083 954 3805	021 449 5349	–	Fjooste@gmail.com
Metro Disa	Chairman	Cupido	André	083 429 0161	–	–	Andrecupido@gmail.com
	Secretary	Rhelegushe	Simphiwe	063 443 1782/079 930 9275	021 940 3316	–	srelegusme@prasa.com
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532	–	lqoyi@prasa.com
	Secretary	Booyesen	Danfred	083 327 9624	021 449 2924	–	DanfredB@prasa.com
Saldanha Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Myburgh	André	083 652 7580	022 703 3242	–	andreuntu05@telkomsa.net
TRE Cape Town	Chairman	Slabber	Shawn	082 723 3490	021 507 2388	–	shawn.slabberg9@gmail.com
	Secretary	Pugh	Shane	063 696 8694	021 507 2039	021 507 2049	UNTUSaltRiver@transnet.net
Vredendal	Chairman	Moolman	Ettienne	–	–	–	ettiennemoolman@gmail.com
	Secretary	Brand	Neil	078 445 6422	022 703 3515	022 703 3552	neilbrand8@gmail.com
Worcester	Chairman	Steyn	Leon	083 293 7523	023 348 4218	023 348 4306	leonsteyn1961@gmail.com
	Secretary	Miller	Leandre	060 996 6046	023 348 4262	–	farooleandre@gmail.com

AREA 4 – FREE STATE

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

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

AREA 5 – GAUTENG CENTRAL

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Grimsell	Kenneth	083 675 7619	011 365 7361	-	kgrimsell@gmail.com
	Secretary	Ratshibaya	Suzan	065 875 8843	-	-	radzilanisuzan6@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Braamfontein	Chairman	VACANT	-	-	-	-	-
	Secretary	Ratshibaya	Suzan	065 875 8843	-	-	radzilanisuzan6@gmail.com
Bombela	Chairman	VACANT	-	-	-	-	-
	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	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	Mathebula	Andreas	071 827 3298	-	-	andreas.mathebula@transnet.net
	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	VACANT	-	-	-	-	-
	Secretary	Ramalete	Kelebouile	072 307 2529	011 950 1271	-	Kelebouile.Ramalete@transnet.net
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	VACANT	-	-	-	-	-
Metro – Central	Chairman	Baloyi	Masenyani	076 777 8548	-	-	masenyani.baloyi@prasa.com
	Secretary	Matshidze	Thabelo	081 715 2205	-	-	blecngtm@gmail.com
Metro – East	Chairman	Grobler	Frederick	083 276 8715	-	-	Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783	-	-	yzf1000.yama@gmail.com
Metro – West	Chairman	Hagemann	Ockert	083 275 9991	011 278 2304	-	ockert.hagemann@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204	-	smit.albertus.j@gmail.com
Parktown	Chairman	Mdyogolo	Luvuyo	071 363 6988	011 584 0574	011 774 9909	luvuyo.mdyogolo@transnet.net
	Secretary	Groenewald	Sannie	073 660 3605	011 584 0996	-	sannie.groenewald@transnet.net
Sentrarand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	-	Mulaudzi777@gmail.com
	Secretary	Phoshane	Thabiso	071 248 6355	011 960 2197	-	Thabiso.Phoshane@gmail.com
Springs	Chairman	Malahlela	Sphiwe	078 180 2519	011 365 7361	-	sphiwekga@gmail.com
	Secretary	Grimsell	Kenneth	083 675 7619	011 365 7361	-	kgrimsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	072 117 0882	083 748 3616	-	sbusisomthembu54@gmail.com
	Secretary	Letsoalo	Maredi	078 014 6871	053 723 9204	-	leslieoliphant01@gmail.com
TRE Germiston	Chairman	Mudau	Phindile	071 134 3906/076 540 0458	011 820 2716	-	Audrey.Mudau@transnet.net
	Secretary	Mudau	Shelton	072 228 8469	-	-	Shelton.Mudau@transnet.net
TRE Sentrarand	Chairman	Tsekedi	May	061 146 7583	011 960 2123	-	May.Tsekedi@transnet.net
	Secretary	Dube	Vusi	072 130 4290	011 960 2405	-	vusi.dube@transnet.net

AREA 6 – NORTHERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
	Secretary	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Lichtenburg	Chairman	Maphike	Sipho	073 842 6747	018 632 0894	-	sipho.maphike@transnet.net
	Secretary	Jass	Mbulelo	072 454 8350	018 632 0274	-	Mbulelojass1@gmail.com
De Aar	Chairman	VACANT	-	-	-	-	-
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303	-	Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Shezi	Siphosenkosi	083 239 8979	053 838 2215	-	siphosenkosi.shezi@transnet.net
	Secretary	Visagie	Lincoln	063 296 7281	073 381 7190	-	Lincoln.Visagie@transnet.net
Mafikeng	Chairman	Malisha	Gundo	076 186 8304	018 381 9250	-	gundo.malisha@transnet.net
	Secretary	Manca	Collin	078 267 6257	018 381 9271	018 381 7201	Use Fax
North West (Klerksdorp)	Chairman	Cimela	Abram	071 586 4664	018 406 2206	018 406 2030	cimelaba@gmail.com
	Secretary	Mooketsi	Constance	073 647 2278	018 283 7617	-	Malebogomooketsi58@gmail.com
Postmasburg	Chairman	VACANT	-	-	-	-	-
	Secretary	Botha	Sobuza	083 678 7317	053 313 7210	-	GRP-TFR-UNTUPostmasburg@transnet.net
Sishen	Chairman	Goosen	Sharon	073 258 5810	053 723 9207	-	Sharon.Goosen@transnet.net
	Secretary	Oliphant	Lesley	078 014 6871	053 723 9204	-	leslieoliphant01@gmail.com
Warrenton	Chairman	VACANT	-	-	-	-	-
	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236	-	untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	Kastoor	Bradley	073 230 3387	-	-	Bradleykastoor@yahoo.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	Gabaikanngwe	073 405 2108	012 521 9415	012 521 9497	Gabaikanngwe.Tajane@transnet.net
	Secretary	Mhlongo	Charles	071 869 9229	012 521 9573	012 521 9526	charles.mhlongo@transnet.net
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	-	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	014 590 2226	-	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	-	Hlayiseka.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	-	t.mahlauli@gmail.com
TRE Pretoria	Chairman	Nkambule	Lynette	072 368 5222	-	-	Lynette.Nkambule@transnet.net
	Secretary	Horn	Hendrik	082 308 3726	-	-	Hendrik.Horn@transnet.net
TRE Koedoespoort	Chairman	Brink	Izak	082 827 9151	012 842 5317	-	izak.brink@transnet.net
	Secretary	Oosthuizen	Hannes	079 081 0907	012 842 5273	-	Johannes.Oosthuizen@transnet.net
Waterval-Boven	Chairman	Mmola	Evince	079 602 8585	013 257 5028	-	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

Warehouse supervisor and caterer of note

Warehouse supervisor with a B-Tech degree in Transport Management during the week, and caterer and decorator of events over weekends. Mmaketi Matlala (44) is no ordinary wife and mother of three children. She is currently busy with her master's degree in Transport Management and aims to be promoted to the head of a department soon.

"I work hard to achieve my dreams. I love working with people, irrespective if it is contractors, service providers or commuters.

In recent years I, as well as many other Prasa employees, have become demoralised. We know that we are failing commuters and communities and know what we will be able to achieve if we are empowered," she says.

She realised very early that she needed a second income to support her family.

In 1999 she started her catering and decorating business and is very busy over weekends. "I am a very creative person and love to make parties and weddings a special event. I am known for the excel-

lent pap and traditional malamogo (tripe) that I prepare," she says.

She used to belong to SATAWU, but joined UNTU in 2006 and is a loyal member. "I feel at home in UNTU. I trust my Union. It has always been honest with me. It promised me a maternity benefit and I got my maternity benefit. It gives me discount on cars and I want to buy a car.

"I love to travel, and I am planning on going to UNTU Palms one of these days," she says.



Mmaketi Matlala



UNTU STOP ORDER

Please complete all fields in clear print!

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

ADDRESS: _____ POSTAL CODE: _____

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

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

CELL: _____ E-MAIL ADDRESS: _____

CENTRE / DEPOT: _____ JOB TITLE: _____

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

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

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

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

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

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

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

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

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

SIGNATURE: _____ DATE: _____

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

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

ACCOUNT NUMBER: _____ TYPE OF ACCOUNT: _____

ENROLLER'S SIGNATURE: _____

FOR OFFICE USE

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

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

New Minimum Wage Act: Pile of complaints

The implementation of the Minimum Wage Act on 1 January 2019 was long overdue, but still Government failed to provide the much-needed resources for the implementation thereof.

Within weeks after the implementation of the Act, inspectors from the Department of Labour were flooded with complaints from workers saying their employers refuse to adhere to the national minimum wage of R20 per hour or R3 500 per month.

The Commission for Conciliation, Arbitration and Mediation (CCMA) had received 350 new disputes for alleged non-compliance with the Act nationwide by 15 January 2019 and predicted that the figure would have doubled by the end of the month.

Adv. Cameron Morajane, Director of the CCMA, pleaded with the three organised labour federations at the annual Nedlac School of Organised Labour, to support him in his quest to have the Act amended so that an award issued by the CCMA in this regard, cannot be taken on review.

Morajane warned that the Labour Court did not have enough court rooms nor judges to review all the appeals that will arise out of the CCMA rulings in terms of the Act.

According to Mildred Oliphant, Minister of Labour, South Africa does not have nearly enough labour inspectors for the task at hand. "We don't have the budget to employ more labour inspectors, but the Department is ready to deal with the magnitude of the task to enforce the Act. We will deal with any hitches as they arise," Oliphant said.

Morajane wants the minimum wage to be made immune against reviews and appeals as it would only worsen the backlog of the Labour Court in Johannesburg.

"A minimum wage award issued by the CCMA must not be subjected to review by a court. If it is, the cases will run for years. Workers will die waiting for their money. The time that it takes for existing orders to be executed is part of the social justice problem we are faced with.

"There is currently a two-year waiting period in the Labour Court for a normal review. If a matter is set down today, it will only be heard in 2021. With the implementation of the minimum wage on 1 January 2019 the numbers will accumulate even further."

UNTU reaches out to haven for teens

The staff, Secretariat and Executive Council of UNTU donated money and liaised with non-profit organisations to refurbish the lounge of Teens Haven, a foster home in Florida, Johannesburg, that houses children who have been removed out of the care of their parents and children who need to be safeguarded for a night or two.

Manette Havenga, private secretary of Wyndham Evans, President of UNTU, heard about this foster home from church and decided to present it as the Union's annual outreach project.

UNTU staff and Secretariat hosted a Christmas party for them. Thanks to the contributions UNTU collected, the children had a proper Christmas lunch with gammon on the menu, and each received a Christmas present from the Union. Thanks to a generous contribution from the Sinoville Crisis Centre, a non-profit organisation in Pretoria, UNTU was able to refurbish the living room of the



Steve Harris presenting gifts to the children.

foster home with a lounge suite, a coffee table and several small tables.

Steve Harris, General Secretary of



Tina and Steve Welman

UNTU who handled the handover, says the experience was very humbling. "All of us often don't appreciate the fact that we

have decent jobs, earn enough to care for our children, and have food to eat at the end of a long day.

"For 27,1% of South Africa, this is only a dream as they remain unemployed in the troubled South African economy."

Tina Welman, who runs the Haven with the help of her husband, Steve, was overwhelmed with joy when the Union informed her that it managed to obtain a lounge suite for Teens Haven. The lounge suite was delivered to the home by Cash Converters Montana.

Tina says they were overwhelmed with joy. Their house has been a haven to 64 children over the past eight years. They currently have eight children between the ages of 14 months and 17 years.

They only receive a grant of R950 per month for three of their children. Teens Haven relies on the salary of Tina, who is a home-schooling tutor, Steve's earnings and donations from the community and churches to provide for the children's needs. 🙏

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UNTU will always be Tsekedi's home

Honesty, service delivery and visibility are of utmost importance to Tsekedi May, UNTU Branch Chairman and yard official at Transnet Sentrarrand.

"I want to see UNTU grow and I want to be a part of it in whatever capacity I can be."

Tsekedi grew up in Kroonstad in the Free State and dreamt of becoming a soldier.

Unfortunately, his application was declined by the South African Defence Force because he was too short.

"I started working as a porter at the Boitumelo Regional Hospital in Kroonstad. In 1988 I started at the then Spoomet in Bloemfontein as a financial clerk and moved through the ranks to become a train driver. After I had a derailment, I was moved to the position of yard official.

"I joined UNTU in 1989. I believe UNTU has always been true to its word, irrespective of whether the news is good or bad. The

Union addresses the day-to-day frustrations workers are faced with.

"I would like to see more growth opportunities for unionists like myself within our Union. I believe in progression," says Tsekedi.

As a Branch Chairman his spare time is very limited. He gets phone calls from members day and night and over weekends. But he does not mind helping.

"I am very dedicated to serving the interest of our members to the best of my ability."

His family is very supportive of his union work although they still live in Kroonstad in the Free State while he works in Gauteng.

"My wife knows I hate cooking. When I go home, she spoils me by making my favourite food," says the father of five children and two grandchildren.

If he is not working, he loves to listen to music, especially Jazz and Gospel. 🍷



Tsekedi May

Take a stand against bullying in workplace

Human Resources Administrator Mmasethiba Moagi won't allow anyone to bully her. She recently submitted a formal grievance against a manager at Pyramid South for bullying her in the workplace.

"I won't be victimized, and I won't back down. I believe in setting an example for other employees to speak up. That is the only way that you won't allow yourself to be the victim."

During the grievance meeting Mmasethiba stood her ground. The manager acknowledged that she shouts when she gets frustrated, gets harsh and blames the wrong people. She also does not follow protocol when she wants to address issues. She had to apologise to Mmasethiba.

"I realised that I was not the only employee who suffered, but the others were afraid to speak up. To me it is important that bullying in the workplace is addressed. If not, the victim will take it home with him or her and might start bullying loved ones because of the frustration that the bullying is creating within them."

Mmasethiba is used to being teased. She was five years old when her left leg was amputated above her knee after she got injured in a bus accident. She has been walking with an artificial leg since 1980.

After school she started her career at the Gautrain and went on to work for Tiger Brands before she was employed by Transnet. Last year arthritis was diagnosed in her hip and she had to start using crutches to walk.

"I have always stood up for myself, even when other kids were being mean to me. I believe in myself and in my abilities. According to me everyone is



the captain of his or her own ship. You determine your course."

Mmasethiba is currently studying industrial psychology through Unisa. Her husband and seven-year-old boy supports her.

"I am very good at working with people and can motivate them to be the best they can be. I will always encourage people to see the good in a situation

rather than the bad."

According to her she is a proud UNTU member and is very impressed with the way the trade union representatives of the Union conduct themselves. "They are not afraid to address issues, but they are also honest with employees irrespective if it will cost them members. If you are right, you are right, but if you are wrong, you are wrong." 🍷



Mmasethiba Moagi

Bullying at work: WARNING SIGNS

- Constant criticism
- Removal of duties without reason
- Overbearing supervision or monitoring
- Threats, aggression, and shouting
- Being put down, picked on, and belittled or made jokes of in front of others
- Being excluded and ignored
- Having malicious rumours spread or gossiping
- Unwelcome sexual advances
- Misusing a position of power to belittle, demean, or intimidate
- Refusing reasonable requests
- Unfounded threats and comments about job security
- Blocking promotion, progress, or training opportunities.

Boxer's eyes set on the 2020 Olympics

Female boxer Phathiswa Thingwana (28) has her eyes fixed on qualifying to participate in the Olympic Games to be held in Tokyo from 20 July 2020.

This will be the first ever Olympic Games where female boxers will be allowed to participate and therefore the perfect place for Phathiswa, a welder and loyal UNTU member at Transnet Engineering Koedoespoort, to make her comeback.

Phathiswa was the first South African female boxer to represent the country at the Commonwealth Games held in Glasgow in 2014. Unfortunately, she dislocated a shoulder in the last round of the second quarter final.

"I had to take a break. Back then I was doing my apprenticeship with Transnet for welding and did not have a medical aid. Boxing South Africa was not able to assist me with the medical expenses of a shoulder operation."

But this year Johan Prinsloo, former coach of the South African Boxing Olympic Team, under whom Phathiswa used to train, convinced her to start training at the Transnet Engineering Boxing Academy again. "I think that my shoulder has recovered over time. I train hard and I

don't have any pain. I am praying that I will be able to do my best," she says.

Phathiswa was born in the Eastern Cape. After her mother passed away, she had to go and live with her aunt in Rustenburg in the North West. This is where a coach saw that she had talent and invited her to train with the boxing team.

"I was only fifteen years old. My aunt refused to allow me to go to the gym. I was not allowed to leave the house."

Phathiswa's grandfather decided that she should rather stay with him in Empangeni in KwaZulu-Natal where she had the opportunity to train and to develop her talent. She was chosen for the South African Development Boxing Team that was to participate in China. This is when she met Johan and relocated to Transnet Engineering Koedoespoort.

"I love the discipline of boxing as a sport. It is hard work, but it is very rewarding."

In 2017 Transnet appointed her as a welder. "I love the variety of my job. Every day presents a new challenge."

Phathiswa joined UNTU after she saw how the Trade Union Representatives fight for the rights of their members in the workplace. "I want a Union that will stand by me if I get into trouble. I am a very loyal UNTU member." ❖



From orphan to senior technician

The words "I can't" does not exist in Fred Granger's (58) vocabulary. He learned this lesson while he was growing up in an orphanage in Lynnhurst in Johannesburg after his father passed away when he was only nine years old.

Growing up he wanted to become a pathologist. The orphanage assisted him to qualify as a paramedic. "But the risks associated with being a paramedic became too big for me. I got the opportunity to take up an apprenticeship in communication and radios at Transnet and grabbed it," he says.

According to Fred he did not have a lot of confidence and did not believe in his abilities at first. However, his job over the past 40 years at Transnet gave him self-worth because he was able to perform and excel in his career.

"I love solving problems. No day is the same and every day presents a new challenge. I enjoy teaching young colleagues the knowledge and expertise that I have learnt over the years. I have trained 48 potential candidates to take over from me, but as soon as they are qualified, they are in high demand in the private sector and get jobs that pay them a lot more. Unfortunately, one cannot replace experience that someone gathered over the years."

Fred is also an UNTU Trade Union Representative. He believes the Union gains the trust of its members because it is visible and makes a difference. "We stand for what is right and fight against the wrong."



When he is not working, he loves to spend time with his family. He has two children and one grandson. Fred enjoys farming with vegetables and poultry in his spare time. He also loves to rescue and rehabilitate birds. He used to give his veg-

etables away to the needy, but recently decided to sell his small-holding.

"I bought a townhouse for my retirement. I want to travel through South Africa and experience more of our beautiful country when I retire." ❖



It's a boy!

UNTU would like to congratulate Nakita Sequeira and her partner, Adam Moses, on the birth of their baby, Aaron. This little guy decided to surprise his parents a month prior to his due date. He only weighed 2,4 kg at birth. Our wish is that he brings his parents plenty of blessings and joy. ❖



FULL-TIME TRADE UNION REPRESENTATIVES

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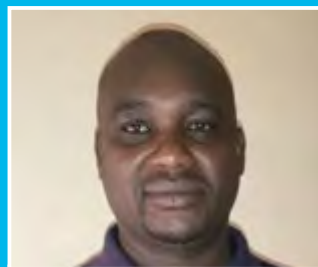
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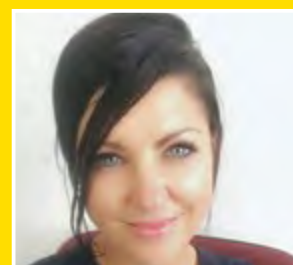
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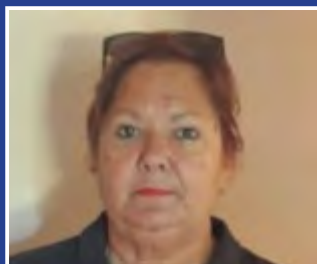
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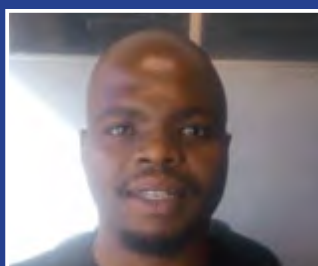
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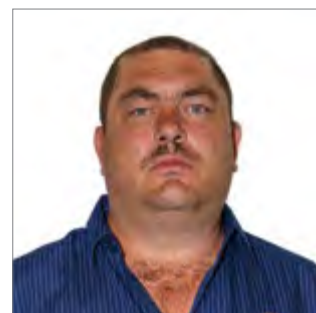
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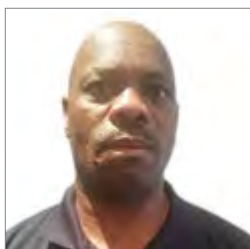
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Experience the seashore at the Jewel of the South Coast

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

Accommodation

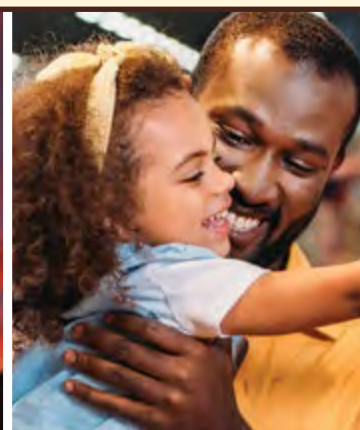
Visitors can choose between renting the six-sleeper **cabanas**, eight-sleeper **chalets** or four-sleeper **tents** or bring their own **caravans** and camping gear to the 54-stand caravan park and enjoy the South Coast with its all-year-round brilliant sunshine, blue Indian Ocean, sub-tropical forests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

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.



Make time to enjoy:

- » The Aliwal Shoal and Protea Banks – two popular **deep-sea diving** haunts. Both are frequented by large shark populations, with the latter being ranked as one of the top shark diving sites in the world.
- » Oribi Gorge for the **adrenaline junkie**. This is a 27 km long, 400 m deep gorge that cuts its way through 365 million year old rock and is a haven for thrill-seekers. The world's highest bungee swing of its kind is located here – a heart-stopping, 55-storey jump (165 m) from the top. You can also do the world's highest natural commercial abseil at Oribi, white-water raft or hike the edge of the gorge or the area at the foot of the falls below.
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- » The **Riverbend Crocodile Farm** in Southbroom or **Crocworld** in Scottburgh.
- » **Eight golf courses** in the area, one of which, San Lameer, is rated among South Africa's top 30 courses.
- » More than **400 bird species** that have been recorded along the South Coast. Birds, as well as the floral diversity of the area, can be enjoyed at numerous small reserves including Umtamvuna, Mpenjati and Vernon Crookes Nature Reserve.
- » On the commercial side, apart from many smaller centres, there are two massive **shopping malls** along the South Coast: The Galleria in Amanzimtoti and the Shelly Centre in Shelly Beach. Both have movie theatres and the Galleria has an ice rink.

Don't miss out on this opportunity for a dream holiday and make your booking at UNTU Palms today.
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