

LABOUR



REPORT



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QUARTER 2 OF 2017

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"One Transnet" will not benefit all

Transnet has stepped up its efforts to achieve the goal of becoming "One Transnet" this year by attempting to combine a wide range of employment conditions of UNTU members to the detriment of most of them.

The year started off with robust negotiations at the Transnet Bargaining Council between Labour and Transnet, which was ranked as one of the top employers in South Africa last year. First on the agenda was the signing of a new recognition agreement between Transnet and Labour.

Steve Harris, General Secretary of UNTU, says the Union represents 50,6% of Transnet's employees and signed the new recognition threshold of 25% throughout Transnet. In return UNTU gained more Full-time Trade Union Representatives who are released from their normal Transnet duties to represent the Union to the best interest of its members.

The recognition agreement was the only issue on which the parties could agree by the time *Labour Report* went to print.

Transnet gave UNTU notice that all its incentive agreements and schemes across five different business units will be terminated on 30 June 2017. The company is implementing a new incentive scheme effective from



1 July 2017 for all bargaining unit employees.

Harris says UNTU refused to sign any agreement on Transnet's proposed new incentive scheme as it would not be in the interest of its members.

Unfortunately incentive bonuses are the prerogative of the employer and not a right that Transnet needs to negotiate and reach an agreement with Labour.

The parties are currently locked in negotiations on Transnet's proposed changes to unify various other employment conditions that differ between the various business units. Transnet wants to vary the working time arrangements of employees throughout the state-owned enterprise to enable operational flexibility and synchronicity

in operations without compromising the health and safety of employees.

According to Transnet, the standardisation of shift patterns will require the standard and consistent application of work time arrangements, including working hours per week, meal intervals, hours of duty, allowances and payment rates for increased equitability. The company argues that the current working time dispensation is complex, difficult to govern and inconsistent, resulting in various disparities across the business units. Transnet strives to drive an integrated, efficient and reliable logistics company.

According to Tumelo Mokwena, acting General Manager of Transnet Freight Rail, the current economic decline in the

country and the effects thereof on Transnet made it necessary for these issues to be dealt with speedily. Harris disagrees and says Transnet was to blame for the delays in constructive negotiations so far.

"UNTU is of the view that the proposed changes would have severe negative financial implications for employees in some of Transnet's divisions while employees in other divisions would benefit. The Union supports Transnet's goals, but only if what they implement is to assist the company in achieving success to the benefit of our members and without taking away the current benefits they enjoy," says Harris.

According to Harris the current hours of duty at the various operational divisions were negotiated at a time when decentralised bargaining took place, which was prior to 2008. Back then Labour had to sacrifice certain benefits to obtain the reduction in hours during the negotiations. "We cannot expect our members to continue to make sacrifices," he says.

Harris refers to section 199 of the Labour Relations Act which clearly states that contracts of employment may not be disregarded or waived in a collective agreement or arbitration awards.

UNTU will keep its members abreast with the latest developments. ▼

Dream of Cape Town office for UNTU finally came true

After decades of UNTU members pleading for their own regional office in Cape Town, this dream finally came true when the Union bought a house in Parow for R2,6 million last year.

Since then, George le Roux, UNTU National Organiser in Cape Town, has assisted Head Office in overseeing the renovation project of about R700 000 that started a year ago, to modernise and revamp the house in order to meet all the Union's needs.

"I am so proud to be afforded the honour to officially open this office. For very long this has been a dream of our Union and now it has come true," said Hendrik Fourie, Vice-president of UNTU, at the opening ceremony in March.

Hendrik was standing in for UNTU President Wyndham Evans, who was abroad at the time visiting several countries

as part of a task team to investigate shift work best practices in view of Transnet's proposed shift alignment.

Hendrik was joined by Hugo van Dyk, Honorary Life Member and retired President who served the Union from 1987 to 1990, and Dave Oosthuizen, Honorary Life Member and retired President who served UNTU from 1990 to 2000.

Hendrik said the opening of the office marks the growth of UNTU not only in the Western Cape, but as the majority Union in Transnet, Prasa and Bombela.

Steve Harris, General Secretary of UNTU, said the house was bought and renovated out of the Union's running costs without using a cent of its investments.

Steve thanked Chris (Manne) de Vos, Deputy General Secretary of UNTU responsible for finance, for implementing a strict financial policy so that the Union



Hendrik Fourie, Vice-president of UNTU, and Honorary Life Members and retired Presidents Hugo van Dyk and Dave Oosthuizen at the opening of UNTU's office in Parow.

has funds to use in the best interest of its members, unlike many of its rival unions.

According to Steve, George walked the extra mile by working many hours overtime and spending weekends to ensure that the renovations were done on time.

The leadership of the Union decided

to establish the office near the railway line to offer members easy access if they need assistance.

It also has a large conference room for meetings of the UNTU Executive Council, Area Committee Meetings and for training of Trade Union Representatives. ▼



Transnet: Get house in order before expanding

As the General Secretary of UNTU, the majority Union in Transnet that represents 28 000 of its employees, I have always believed that we have a good relationship and treat each other with mutual respect because we share a common goal: the best interest of our members, their employees.

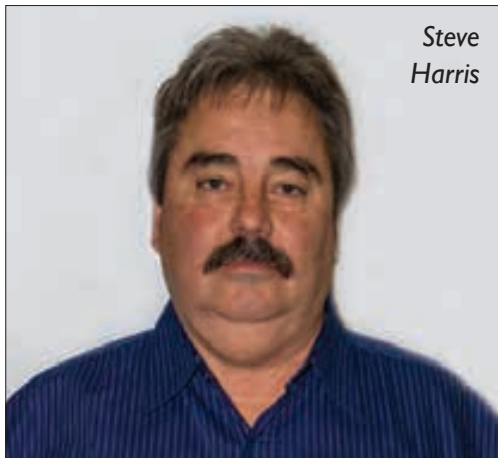
However, Transnet's sudden decision in March to extend voluntary severance packages (VSPs) to Transnet Bargaining Council employees has made me realise that the leader in Africa's rail industry has resorted to unethical behaviour and even lies.

Siyabonga Gama has informed UNTU via his management team that Transnet needs to save R4 billion on its wage bill over the next few years. This means roughly 9 000 Transnet employees will be without jobs. But instead of embarking on this process with the necessary caution and care to ensure that as few employees as possible are affected by the impact of the global decline in the demand for Transnet's services, Transnet has seemingly not lifted a finger yet.

UNTU had to point out to Transnet that it was still working overtime at Transnet Engineering and still filling non-critical vacancies in contradiction to the Labour Relations Act, which places an obligation on the employer to implement appropriate measures to avoid dismissals, such as stopping overtime and increasing productivity.

According to Gama, Transnet has to streamline its business to ensure long-term sustainability. The company cannot implement forced retrenchments in the current financial year due to its collective agreement with UNTU. Gama warns that if the situation does not improve drastically, forced retrenchments might be on the cards next year.

Unfortunately, it seems as if Gama is



Steve Harris

talking out of both sides of his mouth.

While some of his employees were still waiting for their VSPs to be paid out due to tax issues, it was announced that Transnet would be expanding its operations to eight more countries, namely Senegal, Liberia, Nigeria, Ghana, Togo, Benin, the Democratic Republic of Congo and Kenya.

According to Public Enterprises Minister Lynne Brown, this decision is based on Transnet's need to diversify revenue sources in response to the economic slowdown in the country and worldwide. She believes other state entities must also adopt this approach, as well as the private sector.

According to her, Transnet can contribute to changing the quality of life of all Africans if the company can address Africa's logistics infrastructure deficit, as Africa is the key to the under-developed market.

I fully agree, but I do not believe in putting the cart before the horse. UNTU would like to see Transnet getting its house in order, making a profit, saving the jobs of our members, and growing to become the strong and financially sustainable company that it once was, before it tries to expand to other countries. As all other South Africans we believe our social responsibility begins at home. 🇿🇦

Exco members on the move



UNTU Prasa Negotiating Team addressing members at the Nelspruit Train Station in Mpumalanga on the company's final wage offer of an 8% salary increase. The team comprises UNTU Exco members and Full-time Trade Union Representatives Brian Davids, Rodney Blom and Casper Botha, as well as Deputy General Secretary Neels Haasbroek. Vice-president Hendrik Fourie and Exco member Wielligh Meyer supported the team on their way to assist an UNTU member at the Transnet Diesel Depot in Nelspruit.



Members of UNTU's Exco, Dan Khumalo and Wielligh Meyer, as well as UNTU Vice-president Hendrik Fourie visited the Transnet Makhado Infra Depot where Musina Branch Chairman Stephen Matlala is stationed, to meet members.



UNTU Vice-president Hendrik Fourie as well as Exco members and Full-time Trade Union Representatives Dan Khumalo and Wielligh Meyer attended the Branch Meeting of the UNTU Branch in Musina, Limpopo.



Shift alignment to reach One Transnet very difficult task

Transnet recently embarked on a global tour to find an equivalent market leader that can provide it with guidelines on best international practices for implementing shift alignment.

But the Task Team, which consisted of representatives from Transnet and Labour, of which I formed part of the UNTU delegation, could not find a similar fit to the operations of Transnet globally. There simply is no other company in the world like Transnet. All the other international companies with similar operations to those of Transnet utilise a few companies to perform the different functions.

It is clear that the functioning of Transnet is unique in the world. Transnet is without a doubt a global market leader

who sets the trend for other companies. But at the same time, it makes the task at hand, namely Transnet's proposed shift alignment to reach its goal of One Transnet, even more difficult to accomplish.

In a company with business operations and requirements as vast and diverse as Transnet there can never be one size that fits all. For instance, the Transnet Engineering (TE) Koedoespoort Depot in Pretoria currently consists of Locomotives, Wheel Shops, Coaches, Power Electronics, Foundry, Diesel Depot, Rotating Machines, Rolling Stock Equipment and Mini Overall Programme (Mop), and the employees at most of these units work shifts that vary.

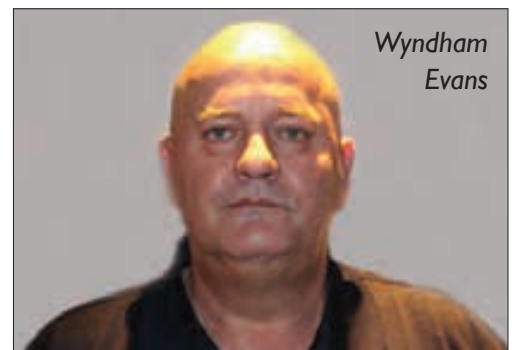
Transnet wants to align the shifts and hours of duty across all its operating

business units without compensating the affected employees accordingly.

UNTU would like to reassure members that the Union has not signed any agreement changing the shifts and/or working hours. UNTU representatives are currently busy obtaining mandates from our members across the country to indicate if they agree with the suggestions of the employer.

In terms of section 49 of the Basic Conditions of Employment Act 75 of 1997, Transnet must negotiate and reach an agreement with Labour to amend any conditions of employment of employees that falls under the scope of the Transnet Bargaining Council. This includes working time arrangements.

UNTU is of the view that Labour made



Wyndham Evans

certain sacrifices prior to 2008 to enjoy the current hours of duty in the various operational units, and it will therefore not reduce members' current employment benefits without a majority mandate.

The Union remains committed to keeping our members informed of any meaningful developments affecting them. 🇿🇦

Izak Brink
and his son,
Ruvan



Loftus dream came true

A dream came true for Izak Brink (40) recently, when he had the opportunity to referee a “bulletjie” rugby match at Loftus Versfeld, the holy ground of his favourite rugby team, the Blue Bulls. What made the event even more special for the UNTU Branch Chairman of Transnet Engineering at the Koedoespoort Depot in Pretoria is that his seven-year-old son Ruvan, a learner at the Laerskool Totiusdal, played in the same tournament.

Ruvan, a keen Sharks supporter, dreams of becoming a professional rugby player one day, but not for the Blue Bulls.

“It was a very special occasion for me. I have been involved in coaching and refereeing bulletjie rugby games for the past six years, ever since my eldest son Zak (10) started to participate. Nothing gives me greater pleasure than to see the joy on a child’s face when he scores his first try.”

Seeing the difference that his efforts make in the lives of the children who participate is what keeps him motivated to continue giving up his spare time to assist

in developing the sport.

Before he may referee official games, Izak has to successfully complete an exam each year. The rules of bulletjie rugby differ from that of a normal rugby game, as the little ones are not yet allowed to tackle each other. Every child who shows up gets an opportunity to play in a bulletjie rugby game. At the end of the day, none of the children can complain that they did not have a chance to develop and enhance their skills.

This toolmaker has been a member of the Union for the past 18 years. “I have seen very positive changes in our Union under the current leadership over the past two years. I saw our previous leadership only twice and each time it was just before an election. I love the fact that the current leadership promises visible changes, such as a drastic improvement in the Union’s communications strategy. We at the branches can already see the advantages of these changes in the frequent updates we receive and in the new benefits that are being introduced to our members,” Izak says. 🍀

Brothers hit the road to relax and have fun

There is no need to start playing golf if you want to meet interesting people, relax and have fun. Simply take up running as a hobby. That is what Mphele Innocent Maroka (27), UNTU Trade Union Representative (TUR) at Transnet Wagons and Maintenance in Polokwane, did after his brother Percy, a soldier, convinced him to join him in participating in the annual Wally Haywood Marathon in Centurion, Pretoria, last year.

Since then, Innocent, Percy and their elder brother, Thabang, have competed in four marathons together.

“I love it. I compete against myself, I get a medal for participating and I can rest when I want to. It is not like soccer where an entire team depends on you.

“And I get the opportunity to meet businessmen who would otherwise only play golf. It is fun to run to relax.”

Innocent is an active social media user who believes UNTU is the best in the world in keeping its members up to date with the latest developments on the various social media platforms. “My personal favourite is Twitter. I love getting the latest developments quickly and receiving an immediate response.”

Innocent says the stories published in the *Labour Report* and on social media by fellow unionists across the country inspire him. “They serve as role models for goals that I would like to achieve.”

He used to work at his uncle’s coffee shop before he joined Transnet in 2012 and since then he has completed his training as a maintenance assistant. He is currently study-

Innocent
Maroka



ing to become an examiner and repairer.

Innocent loves serving the Union and says that being a TUR is a big responsibility. “You can never give up and you must always strive to assist members to the best of your ability, even if they can be very ungrateful at times.” 🍀

Math teacher side-tracked to become unionist

To most UNTU members Sonnyboy Mosebedi (48), Branch Chairman of Polokwane, is a father figure and a loyal unionist who has served the Union in various structures for the past 22 years.

But this friendly Full-time Trade Union Representative (TUR), who serves UNTU on Fedusa’s Provincial Executive Committee, used to be a politician as well as a mathematics and physics teacher at the Mokopane College of Education, when Transnet Freight Rail recruited him.

“Transnet was paying more money so I started training to become a track welder,” Sonnyboy explains.

Back then, the South African Railways and Harbours Union (SARWHU) was the only union Sonnyboy could join. Soon he was told that he would not be promoted to the position of track welder because he was black.

“That is when I decided I wanted to help other disadvantaged people like me fight injustice in the workplace and I became a TUR in 2000,” says Sonnyboy.

He was SARWHU’s Deputy Regional Chairman and Regional Secretary

when the union merged with the United Transport and Allied Trade Union (Utatu) which later became UNTU.

Sonnyboy achieved a certificate in Labour Relations and several other related courses, but decided to enrol for a degree in Labour Relations Management at Unisa this year. His motivation to further his studies comes from his wife, Lorraine, who registered Sonnyboy on his behalf. “She supports me 100%. She wants me to get recognition for my hard work. She knows I love my job and this is my calling, my passion.

“There is nothing I love more than saving someone’s job. That is why it is so important for a unionist to always have a good professional working relationship with his or her employer. Most of the disputes in the workplace can be sorted out at a pre-hearing and the behaviour can be corrected to benefit both parties. I always try to find solutions instead of creating problems,” says Sonnyboy.

UNTU Exco member and Full-time TUR Dan Khumalo is his inspiration and his role model. Sonnyboy says he used to watch Dan in action many times in order



Dan Khumalo, Exco member and Full-time Trade Union Representative, with Sonnyboy Mosebedi, UNTU Branch Chairman in Polokwane.

to learn how to handle difficult situations.

“I have also learnt how to handle managers, how to remain calm if someone is angry and how to take control. I have learnt how to convince others to put their differences aside from UNTU Vice-president Hendrik Fourie, Exco member and Full-time TUR Scott de Koker, and from Deputy General Secretary

John Pereira,” says Sonnyboy.

He dreams of opening his own labour relations practice one day to assist people in need in his community. “But that is my retirement dream. For now I am ready to grow within my Union’s structures,” he says.

Sonnyboy’s son, Katlego, was so inspired by his father’s passion for labour law that he has decided to study family law. 🍀



Durban: South Africa's premier multi-cargo port

The Port of Durban is South Africa's premier multi-cargo port and ranks amongst the busiest ports in Africa, handling over 80 million tonnes of cargo per annum.

According to Transnet, this harbour is the leading port in the SADC region and it is strategically positioned on the world's shipping routes. It is one of the few ports in the world located close to the central business district.

More than 60% of all South Africa's imports and exports pass through the port, thus it assumes a leading role in facilitating

economic growth in the country.

The distance across the port is 21 km, railway tracks total 302 km and the port has 58 berths – each 148 m to 350 m long and up to 12,2 m deep – serviced by more than 20 terminal operators.

The quay features more than 8 ha of storage facilities, road and rail access, inspection facilities, an administration block, a state-of-the-art cargo-tracking system, CCTV surveillance monitoring and floodlit security fencing. The strategic points in the port include Pier No 1, Pier No 2, Point, T-Jetty, Cross Berth, Island View, Bluff, Bayhead and Maydon Wharf.

The idea of establishing a port at Durban dates back to 1824 when the first European settlers made a landing there with the intention of setting up a trading post. The Bay of Natal (Durban Bay) was one of the few natural harbours available along the east coast of southern Africa between Algoa Bay and Delagoa Bay (now Maputo Bay).

Vasco da Gama is said to have sighted the Bay on Christmas Day in 1497, when he hove to off the Bluff with his three small ships San Gabriel, San Raphael and Berrio, before naming the land Natal as a mark of respect for the Nativity.



01 The Port Control of the Durban Harbour, Africa's busiest port, is housed in the landmark Millennium Tower on the Bluff. It has 360° views of the port and outer anchorages. The tower features a huge rotating cowl of 37 m high and a wind vane that reflects wind direction, as well as a spire of 50 m high that indicates tidal movement. The Port of Durban Port Control and the Signal Station are manned 24 hours a day, seven days a week. Navigation into the harbour is facilitated by a vessel-tracking service system controlled from the tower to monitor all ships moving in South African waters in the Indian Ocean and all shipping movements inside the harbour.

02 Transnet National Port Authority's Durban and Richards Bay ports were amongst the first ports in the world to start utilising helicopters for the transfer of marine pilots 24 hours per day. This was implemented to improve the operating efficiency at the ports and to provide a faster means of getting marine pilots on and off ships. The turnaround time of transferring a marine pilot by helicopter is within ten minutes, often less.

03 A crane is used to transfer heavy objects from the vessel to the land in the Port of Durban.

04 Marine pilots steer ships through dangerous or congested waters, such as harbours or ports. They are highly experienced ship handlers who possess detailed knowledge of the waterway to manoeuvre the ship. Transnet invested R300 million in a project that was completed in 2010 to widen and deepen the entrance to Durban's harbour, so that it could receive bigger vessels.

05 A marine pilot is picked up by helicopter after he steered a vessel out of the Port of Durban.

06 The helicopter dropped the pilot on another ship in the deep sea so that he could steer it into the harbour.



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Raw deal for UNTU's Prasa Team

The UNTU Prasa Negotiating Team has been getting a raw deal since the start of salary negotiations at the Prasa Bargaining Forum which ended when an agreement for an 8% salary increase and no retrenchments was reached in May.

“They have been taking the punches on behalf of UNTU’s members at Prasa. They have worked hard and sacrificed long hours away from home and from their loved ones to get the best possible deal for UNTU members at the negotiation table in extremely strained global circumstances,” said UNTU Vice-president Hendrik Fourie.

Hendrik joined the UNTU Prasa Negotiating Team to support them in their feedback on Prasa’s final offer and thanked the Team for their commitment and



dedication. He told Prasa members at the Nelspruit Station not to be blinded by the fact that they did not receive the double-digit salary increase they had initially requested.

“As a responsible Trade Union, UNTU can never think of just one member or the needs of individuals. Many of our members are sole providers who have extended families that depend on them.

“At first, Prasa offered a 7% increase coupled with job losses. UNTU declined the offer. When Prasa offered 8% and a no retrenchment clause for another year, UNTU had to listen. The harsh reality is that with the continued decline in the South African economy, the likelihood of finding another job soon if you are retrenched becomes more remote,” said Hendrik.

According to him, Prasa members shouldn’t be fooled by rival unions into believing they are worse off than Autopax bus drivers who received an 8,5% increase in their basic salary after they embarked on a protected strike just before the Easter weekend.

“Prasa employees got an 8% salary increase on members’ total guaranteed packages, not just their basic salaries. There will also be no retrenchments in the next

financial year and members will be able to save money by using medical brokers to assist them in choosing a medical aid best suited to their needs. Other unions in the Public Service congratulated the UNTU Team, saying they doubt if they were going to get a 5% increase,” Hendrik said.

Prasa started this financial year with a R1,8 billion deficit. Mainline Passenger Services (MLPS), better known as Shosholoz Meyl to commuters, poses a huge threat to Prasa’s financial security, as the state-owned enterprise has to pay R400 million per annum in “rent” to Transnet for using its rail network.

Hendrik said the income that Prasa generates from ticket sales for the Shosholoz Meyl is not enough to cover even the salaries of its employees, let alone the cost of renting the railway network.

Beware of scams with your voluntary severance package money

Employees of Transnet who have successfully applied for Transnet’s voluntary severance package (VSP) will be soft targets for crime syndicates and might easily fall prey to fraudulent money schemes.

Despite various campaigns by the South African Reserve Bank (SARB) warning South Africans against these schemes, people still believe in get rich quick schemes and continue to lose their hard-earned savings this way.

The SARB’s most recent campaign against this escalating commercial crime is known as “Easy come, Easy go” and aims to increase awareness about the most common tricks, including Ponzi and pyramid schemes that require deposits.

Whether you deposit your money into a Ponzi or a pyramid scheme, both are unsustainable and will eventually collapse. “When in doubt, don’t,” Benjamin Franklin said.

Other schemes known as “advance fee” or “419 scams” have been in existence for two decades and promise victims significant amounts of money through loans at low interest rates. Victims are however required to make upfront payments to release the loan and then never see a cent afterwards.

Scammers often use authority figures such as religious leaders to punt their scams. It is also becoming common for scammers to use well-known brands and financial institutions as a front for their schemes.

Look out for so-called investment clubs online that claim not to require any deposits but still ask you to transfer money to an account, or schemes that require you to recruit people in order to be paid a profit on your “investment”. SMSs claiming that you have won a competition you have not entered and chain emails are also scams to be aware of.



Tips to spot fraudulent money schemes

01

Member recruitment – the classical pyramid scheme where you must recruit other members in order to make a profit.

02

High returns on investments, much higher than those offered by any commercial bank. These institutions are contravening the Banks Act by taking deposits from the public without being registered to do so.

03

You are invited to exclusive events where you are pressurised into signing documents that commit you financially.

04

You are guaranteed to get your money back within a week and to make a huge profit. Remember: When something sounds too good to be true, it usually is.

Getting to know our leaders



NEELS HAASBROEK

When and where did your career start?

I started my career in 1979 in Lydenburg as a learner conductor. I transferred to Pretoria in 1988 as a senior conductor and in 1995 I became Vice-president for the former union WUSA.

When and how did you become involved with UNTU?

I was appointed at UNTU in June 2000 as Deputy General Secretary. Whilst on a flight from Cape Town in 2000, Christo van Heerden requested me to join the then APF, and I did so in 2000.

Why should members choose and remain with UNTU?

Professional service and good benefits. UNTU offers professional assistance at hearings and arbitrations, as well as trained TURs to assist our members. In my opinion, the best benefit is the Discretionary Fund, as you get almost all the premiums back which you paid over the years when you retire.

What would you like to see the Union improve on?

Our visibility. We need to visit more depots. We should mix with the workers at their workplace and should not only be in the boardrooms.

What is your favourite food?

I am currently on a diet so at this stage I eat oats. I went from a size 44 pants to a size 38. It is a change of lifestyle for me.

Which team(s) do you support?

That's easy: the Bulls and Mamelodi Sundowns of course, because both are Pretoria-based teams.

What makes you happy?

To see a smile on the face of the member I have assisted. Also, my wife Rina and I have been married for almost 37 years. We enjoy singing together and making people laugh, and we sing every weekend. She stands by me and never sees any challenge we face as too difficult. I also love riding my bike, it destresses me.

What makes you angry?

Arrogant people and bad attitudes.



COSMOS DONCABE

When and where did your career start?

I started working on a fixed-term contract for a company called Calm, then I moved on to Coca-Cola and from there to Fidelity Guards. That is when I applied at the former Spoomet for a general worker position. I worked my way up as a trade hand whilst studying labour law. The Union then asked me to help out at its offices for six months.

When and how did you become involved with UNTU?

I joined the Union in 1998. I never had the passion to serve others, but after I was elected as a Trade Union Representative I realised that I loved debating, socialising and meeting new people.

Why should members choose and remain with UNTU?

Members know that they can rely on their Union. We always represent their interest to the best of our ability. UNTU also has more benefits than any other union in South Africa.

What would you like to see the Union improve on?

I would love to see our Exco and Head Office improve their visibility in KwaZulu-Natal. Members like to know who the people at the top are.

Which team(s) do you support?

I am a proud Sharks and Kaizer Chiefs supporter.

What makes you happy?

Spending time with my wife and family, laughing and joking.

What makes you angry?

I don't get angry for no reason, but if I do, I prefer to excuse myself from the situation to calm down and then resolve the conflict in a productive manner.

What do you do to relax?

I have a small business selling chickens that keeps me occupied in my spare time.



NKOSINATHI BENCE

When and where did your career start?

I started working at UNTU on 1 November 2016 as a Senior Organiser for the Western Cape Region.

When and how did you become involved with UNTU?

I became involved with UNTU after serving as a Trade Union Representative since 2006. I was the Secretary for the Tafelberg Branch while I was a train driver at Metrorail.

Why should members choose and remain with UNTU?

The more years of membership you have the more you benefit. Keeping your membership is vital, as UNTU is the only union that will take your issues as far as the labour courts.

What would you like to see the Union improve on?

We need to improve on empowering our TURs so that they are strong and able to take on any challenges, especially confronting management on matters relating to unfair labour issues. We must also train them to be more visible in assisting our members.

What is your favourite food?

Any food that my wife cooks is my favourite. I have a very beautiful wife who is not lazy and she cooks food which is healthy for us.

Which team do you support?

I love Kaizer Chiefs – it is in my veins. I grew up during the time of Doctor Khumalo when he was a magic man in the team. I just love soccer.

What makes you happy?

To be with members of the church worshipping and praising God, and to minister the word of God is what I enjoy most in life. I am a pastor by calling and I enjoy doing the work of God. I go to the gym to exercise and take away all the stress by getting a good workout. I also like to read, especially religious books.

What makes you angry?

Honestly, anything bad which is substituted for goodness makes me angry. If there was no negativity in the world I would not have known anger, but since we cannot get rid of negativity we should use it to make us strong.



DAN KHUMALO

When and where did your career start?

I realised how workers were being exploited when I worked as a security guard. Before long, I was elected as a shop steward. After a while I took up employment as an organiser for the United Private Sector Workers Union (UPSWU). I then joined the Security Civil Rights and Allied Workers Union (SOCRAWU) as an organiser. In 2005, I applied to Transnet to become a train assistant without even knowing what a train assistant was.

When and how did you become involved with UNTU?

I was elected as a leader of the South African Railway Harbour Union and was later elected as the Deputy President before we merged and became UNTU. I have been an elected leader of UNTU since.

Why should members choose and remain with UNTU?

We are a non-political Union. UNTU puts issues affecting its members before anything else.

What would you like to see the Union improve on?

We need to transform our leadership. We need to fast track this because rival unions use this against us.

What is your favourite food?

The African dish pap and magodo (also known as tripe).

Which team do you support?

I am an Orlando Pirates supporter. I was born to support my team.

What do you do to relax?

I love to play pool to relax. I am also the owner of Danzo Masters, a masters soccer team named after me. We compete in the Tshwane North Rand Region Masters League. I am also the Chairman of the League. I enjoy doing fun runs and I aim to compete in and complete my first Comrades Marathon next year. 🏃

“ I hope my story will make men think twice before they make **false allegations** against women. I love my husband and miss him terribly. ”

UNTU wants to assist victims

UNTU established a Women, Gender and Youth Committee because the Union realised there was a need within its own structures to assist victims like Pam. The main aim of this Committee is to involve all the branches of the Union in strengthening and enhancing the excellent work being done by similar committees within Transnet, Prasa and Bombela, where UNTU is the majority Union.

UNTU wants to align the work of its Committee with the work of our affiliate federation, Fedusa, who takes up these issues on our behalf at Nedlac and assists disadvantaged communities.

Sonja Carstens, Media, Liaison and Communication Officer, says although the Union will always fight for its members when they are charged by the employer, even if the charges are sexual abuse of a colleague or insubordination, the Union also has an obligation to members who fall victim to abuse.

“Sexual abuse, also referred to as molestation, is defined as undesired sexual behaviour by one person toward another. Sexual harassment at work is unwelcome sexual behaviour which could be expected to make a person feel offended, humiliated or intimidated. It can be physical, verbal or written. It is prohibited under the labour laws of South Africa,” says Sonja.

- **Give your inputs to the UNTU Women, Gender and Youth Committee by sending an e-mail to enquiries@untu.co.za.**

One lie ruined marriage

When her acting supervisor phoned her one night, Pam*, a Transnet employee and member of UNTU, never expected that he would accuse her of having an affair with a colleague and participating in a sex video.

Pam was lying in bed next to her husband and put her cell phone on speaker phone so that he could hear the conversation. She was highly upset and demanded that her line manager should prove his allegations. He promised that he would. But when he had to produce the alleged sex video a few days later, he quickly backtracked and said that he had only “heard rumours” about her and a male colleague supposedly featuring in such a video.

This was more than two years ago and to this day no one has seen the video. Pam says it is because no such video exists. She was falsely accused by her line

manager for reasons on which she can only speculate. His actions have however ruined Pam’s marriage and robbed her and her children of a provider. One lie has had a devastating effect on her self-esteem and how her colleagues viewed her at work.

Pam’s husband refused to believe his wife’s innocence unless it was put in writing and he left her and their three children. “It was terrible. I was so traumatised by the events and having people at work whispering behind my back,” she says.

She laid a complaint in accordance with the terms of Transnet’s Anti-Harassment, Discrimination and Workplace Bullying Policy. Pending the outcome of the hearing, Pam however had to continue working for the culprit.

In November last year, he was found guilty of breaching Transnet’s Code of Ethics because of his “unbecoming behaviour” towards her. His actions were also considered to be a transgression of

Transnet’s Culture Charter as he did not treat her with dignity and respect. Instead of being dismissed as was proposed, her line manager was only demoted for nine months.

According to Pam, this sanction is not justice and does not even begin to compensate for the hell she and her children are still going through because of the man’s conduct. She is about to lose her house because she is unable to pay the monthly bond and keep three children at school. Her husband, an accountant, has left his former employer and Pam is unable to contact him.

Transnet has refused to give Pam a copy of the outcome of the internal hearing, saying it would breach the rights of the offender. She got the proof after UNTU intervened.

“I hope my story will make men think twice before they make false allegations against women. I love my husband and we miss him terribly,” she says.

* **The victim’s real name is withheld to protect her identity.** ❖

Lorraine a loyal unionist for more than 42 years

Lorraine Wentzel (59) has been a loyal trade unionist for more than 42 years, serving in various positions in different unions. She started working for Transnet 42 years ago as a clerk. She then joined the former Salstaff and became a Trade Union Representative (TUR) after she was unfairly treated in the workplace. Her former employer held a promotion back for a friend while knowing that Lorraine was the best candidate for the job.

Later in her career, Satawu recruited Lorraine to focus on Transnet Port Terminals in KwaZulu-Natal. She was the Full-time TUR and the Chairman of the Maritime Sector in Durban for seven years before the new Satawu leadership alienated her and other loyal leaders due to their infighting.

“I was deeply hurt by the treatment I got from Satawu after my loyal service. My members supported me and gave me a mandate to find a new home for us.”



Lorraine’s younger brother, UNTU Exco member Rodney Blom, told her to give UNTU a chance. “I have never regretted my decision. There is no other union which communicates with its members as UNTU does. At Satawu, we were lucky if we got a letter once a year.”

Lorraine believes that the biggest benefit of any union lies in its service to its members. That is why the training of TURs is of utmost importance to her. She loves the fact that UNTU’s Exco takes the time to visit depots to meet members on ground level. “This is the Union with the best benefits in the country,” she says. ❖

Feedback empowers Thina

Thina (Hendrina) Meth (46) feels empowered in her workplace thanks to the constant feedback on ongoing developments which she receives from UNTU.

This former Satawu member decided it was time for a change after Lorraine Wentzel joined UNTU. “I joined UNTU more than a year ago and I have been very happy about my decision since.”

Thina works as Chief Administrator in the Human Resources Division at the Head Office of Transnet Port Terminals. As a Satawu member, she was unable to advise her colleagues on who they should contact if they experienced a problem at work.

“The infighting within the leadership structures of Satawu and their lack of visibility took its toll on members,” she says.

“I love the fact that I am now kept abreast of all developments. It helps to keep me informed of my rights. I fight for consistency in applying rules and practices

Thina Meth



in the workplace. We don’t want to be treated differently just because we work for the big bosses at Head Office.”

Thina dislikes having decisions forced upon her or being dragged into time-consuming staff meetings.

“I don’t want the employer to call me to a meeting – they must call my Union. I consider my representative from UNTU as the mediator between me and management. I don’t want empty promises. I want to see action.” ❖



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	Coetzee	Marcel	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@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	Ndaba	Joseph	074 793 1422	035 905 3130	–	Joseph.Ndaba@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	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	Wheeler	Phillip	083 409 8689	051 653 9219	051 653 9205	Jacobus.vanzyl@transnet.net
	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	Greyvenstein	Christian	083 558 4430	043 700 4371	043 700 4344	christian.greyvenstein@transnet.net
	Secretary	Pautz	Clive	078 802 5566	043 700 4317	043 700 4207	clive.pautz@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	–	veneciajulie@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 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	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	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	Assegai	Michelle	073 208 4644	021 449 6320	021 449 6425	michelle.assegai@transnet.net
	Secretary	Coetzee	Chantal	076 083 1930	021 449 4285	–	chantal.coetzee2@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	estherlivhuvani35@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	081 338 4003	021 449 2104	mmatsepe@metrorail.co.za
Metro Disa	Chairman	Hartogh	Priscilla	072 374 9673	021 940 3310	–	priscilla.hartogh@gmail.com
	Secretary	Rhelegushie	Simphiwe	063 443 1782/079 930 9275	021 940 3316	–	srelegusme@prasa.com
Metro Liesbeeck	Chairman	Fourie	Barbara	072 114 4095	021 507 2248	021 507 2248	bfourie@metrorail.co.za
	Secretary	VACANT	–	–	–	–	–
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 Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Myburgh	Andries	083 652 7580	022 703 3242	022 715 1951	andreuntu05@telkomsa.net
TRE Cape Town	Chairman	Mongo	Andile	073 750 6125	021 507 2642	–	andilemongo91@gmail.com
	Secretary	Van Rensburg	Helman	076 750 9768	021 507 2039	–	UNTUSaltRiver@transnet.net
Vredendal	Chairman	Engelbrecht	Willem	083 440 9816	022 703 3552	022 703 3556	willem.engelbrecht@transnet.net
	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	VACANT	–	–	–	–	–

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	Scholtz	Martin	083 656 3065	–	–	Martin.Scholtz@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	Meiring	Minette	073 579 6713	051 408 2188	–	minette.meiring@transnet.net
	Secretary	Scholtz	Martin	083 656 3065	051 408 4011	086 584 6357	Martin.Scholtz@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	Ntuli	Mphonyana	079 172 0104	011 773 3696	–	mntuli@prasa.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	Gwebu	Sipho	083 925 2406	016 340 7227	016 340 7223	sipho.gwebu2@transnet.net
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	Xaba	Samuel	073 457 7247	011 356 2703	011 356 2709	Samuel.Xaba@transnet.net
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
Sentrarand	Chairman	Mulaudzi	Vhulahani	082 973 8120	011 960 2011	–	Mulaudzi777@gmail.com
	Secretary	Njoro	Botshelo	083 648 4774/071 960 2068	011 960 2316	–	botshelo.njoro@transnet.net
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	Mthembu	Sibusiso	083 748 3616	083 709 1495	–	sbusisomthembu54@gmail.com
	Secretary	Mathibedi	Lebogang	072 931 6297	–	–	LebzaLebza@yahoo.com
TRE Germiston	Chairman	Shabangu	Phindile	071 134 3906/076 540 0458	011 820 2716	–	Audrey.Mudau@transnet.net
	Secretary	Boshoff	Morne	076 167 8986	011 820 2716	–	Morne.Boshoff@transnet.net
TRE Sentrarand	Chairman	Tsekedi	Mey	061 146 7583	011 960 2123	–	meytsekedi@gmail.com
	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	VACANT	–	–	–	–	–
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 6474	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	VACANT	–	–	–	–	–
	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	Msibi	Winnie	060 559 7207	084 433 2112	018 406 2004	nkguttiseng.winnie@gmail.com
Postmasburg	Chairman	Moruri	Kagisho	076 795 6795	053 313 7210	053 313 7206	kpmoruri@webmail.co.za
	Secretary	VACANT	–	–	–	–	–
Sishen	Chairman	Mocumi	Letlhogonolo	083 492 5752	053 723 9231	053 723 9239	Letlhogonolo.mocumi@transnet.net
	Secretary	Rametsi	Brian	082 301 6606	053 723 9201	–	khanyisorametsi@yahoo.com
Warrenton	Chairman	Soza	Jonathan	060 396 6979	053 494 3232	–	untuwarrenton@transnet.net
	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	Phillips	Margorie	082 821 7535	054 338 3437	054 338 3340	margorie.phillips068@gmail.com

AREA 7 – GAUTENG NORTH

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Leshabana	Steven	083 559 9419	–	–	steven.leshabana@transnet.net
	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	VACANT	–	–	–	–	–
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	Phiri	Bongani	072 340 8940	015 781 9042	–	bonganimasuku5@gmail.com
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	Luus	Nicolaas	083 286 1948	012 842 6014	012 842 6016	nicolaas.luus@transnet.net
	Secretary	Molapo	Thabang	084 592 3248	–	–	thabang.molapo@transnet.net
Metro Pretoria	Chairman	Flavell	Eddie	083 554 8015	–	–	eflavell@prasa.com
	Secretary	Mashige	Michael	079 963 5454	–	–	michaelmashige@gmail.com
Pyramid	Chairman	Tajane	Gabaikannngwe	073 405 2108	012 521 9415	012 521 9497	Gabaikannngwe.Tajane@transnet.net
	Secretary	Mhlongo	Charles	071 869 9229	012 521 9573	012 521 9526	charles.mhlongo@transnet.net
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	–	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	014 590 2226	–	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	–	Hlayiseka.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	–	t.mahlauli@gmail.com
TE Pretoria	Chairman	Nel	Alwyn	082 371 0419	012 521 9580	–	alwyn.nel@transnet.net
	Secretary	Montse	Dimakatso	082 308 3726	012 842 5006	–	dimakatso.montse@transnet.net
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	–	haizelmmola@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	Leshabana	Steven	083 559 9419	–	–	steven.leshabana@transnet.net

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

“UNTU the family I want to belong to” – Sipho

Sipho Maphike (30) joined Transnet in 2010, ready to make his contribution to the South African economy and to be part of the change being made countrywide. Growing up in Mafikeng, Sipho was always curious about the work done by Transnet, the rail expert of Africa. He researched the state-owned enterprise on the internet and found that it was the largest and most crucial part of the freight logistics chain delivering goods to all South Africans.

“I applied for a job at Transnet. When I was in college, Satawu recruited me and some of my fellow students. I soon realised that Satawu was too busy with politics to serve my best interests,” says Sipho. He decided to move to UNTU because he loved the way UNTU cares about its members and the benefits the Union provides by putting money back into the pockets of members. While he was at Satawu he never saw or



met the leaders of the union. The leadership of UNTU, however, often visits his depot. He is the Secretary at the Lichtenburg Branch in the North West. “This is the family I want to belong to,” says Sipho. He loves being able to make a difference in someone’s life. “I wanted to see change. Now I am part of the change.” His wife, Khumo, doesn’t mind if Sipho has to work long hours to assist members.

She reminds him that what he is doing is what leadership is all about. Sipho’s motto is to stay positive, no matter how big or difficult the problem is. Sipho wants to grow within the Union’s structures and dreams of a future where he is elected as an Exco member. He is also passionate about photography and follows in the footsteps of his father. In Lichtenburg, he is known as the local photographer taking wedding photos on weekends. He also loves spending time with his children.



UNTU STOP ORDER

Please complete all fields in clear print!

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

ADDRESS: _____ POSTAL CODE: _____

EMPLOYEE / SAP NO: _____ GOLF SHIRT SIZE (S – 5XL): _____

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

CELL: _____ E-MAIL ADDRESS: _____

CENTRE / DEPOT: _____ JOB TITLE: _____

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R46,00 and a maximum of R81,00), effective from 1 April 2017.
- 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.

WHERE ARE YOU EMPLOYED? (Please mark with X)

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 8257/8
Internal Fax: 011 773 7920 • E-mail: headoffice@untu.co.za

AWARDS & GRADUATION



Salie receives diploma
Abdul-Garnied Salie, UNTU Trade Union Representative at Transnet Engineering in Salt River, Cape Town, received his National Diploma in Operations Management at the Cape Peninsula University of Technology (CPUT) in Bellville. With him is his wife, Zeenat.



Degree, diploma for Banzi
Noluthando Banzi, UNTU member at Transnet Engineering in Salt River, Cape Town, graduated with a B.Tech. degree in Human Resource Development. She also obtained a Diploma in Human Resource Management. Congratulations, Noluthando!



M. Tech. degree for Lauren
Dr Lauren Bezuidenhout, daughter of Hennie Bezuidenhout, UNTU Branch Chairman of Transnet Engineering in Durban, completed the M.Tech. degree in Chiropractic and opened her very own Kinetic Health Centre. It’s been a long journey and a huge risk, but it has paid off. Congratulations, Lauren.



William Mabapa and his wife, Thelma, got married in December 2016.

Former police constable passionate about labour law

William Mabapa (37) has never regretted his decision to leave the South African Police Service (SAPS) to join the National Mobile Train Unit in Bombela, the operator of the Gautrain in Gauteng.

For William, the SAPS has lost its dignity and criminals enjoy more protection under the Constitution than ordinary citizens. "The hands of police officials are often tied when they try to uphold the law, and companies have no alternative but to hire private security companies."

William was working for the SAPS Railway Unit when he heard Bombela was recruiting. As much as 80% of the unit's employees joined William at the Gautrain.

"That was five years ago. I have not looked back since," says William, who got married to Thelma in December last year.

Coming from a law enforcement background, William never thought he would be interested in labour law and representing employees. He was overwhelmed when he was elected as a Trade Union Representative (TUR).

"I was reluctant at first. I was very vocal in my fight for what is right and wrong, but I knew this was going to be a difficult battle. Although I knew nothing about labour law I realised that I was elected as a leader and I had a job to do. I was expected to be an

expert on labour law and to be informed on the latest developments. It meant I had to read any labour related material I could get my hands on," says William.

Nowadays William enjoys labour relations so much that he wants to register for a seminar in the field.

He does not believe in using the Union's excellent benefits as a selling point when recruiting new members, because to him the added benefits should not be the reason why members decide to which union they should belong.

"I believe a union should show me what it has achieved and what it is fighting for. The work that UNTU does, sells itself. We need to earn a living wage. We need a safe working environment.

"We are looking at the representation of women in the transport industry. I am willing to give up my position to get a woman in a leadership position," says William. In Bombela, all the UNTU TURs are men.

William describes himself as a "hard-core Christian" who is involved with a centre that aids a food scheme to help child-headed families in Soshanguve, north of Pretoria in Gauteng.

He is also a keen cyclist and is actively involved in various other educational upliftment projects for the youth.

Sales consultant to train driver to accountant

This is the dream of Themba Mashele (36), UNTU Branch Secretary at Bombela, operator of the Gautrain in Gauteng.

Themba, a father of three children, completed his B.Com. degree in Accounting and then worked as a service consultant and later as a sales consultant for First National Bank (FNB).

In 2010, he heard through the grapevine that Bombela was employing and he submitted his CV without applying for a specific job. After he underwent an assessment test, he was appointed as a train driver.

"At FNB I used to love working with customers. As a train driver, I still have that opportunity to meet interesting people from different cultures every day. It is also great to know that the service we are providing is one of a kind on the African continent."

According to Themba, service delivery to commuters is of utmost importance to Bombela. The company applies a zero tolerance policy on being late.

The Gautrain is also considered the safest train service in the country and has

rarely had any incidents on its routes.

Themba is very excited about all the new routes the Gautrain will be developing over the next few years.

Although he is very happy with his job, this Kaizer Chiefs supporter spends his free time at an accounting firm to keep up to date with the latest developments and legislation. He also applies for accounting jobs whenever a position is advertised at Bombela.

"That is my passion and that is what I would like to do," he says.

Themba joined UNTU and was elected as a Trade Union Representative after employees received a meagre salary increase of only R75 in 2011. "I can't tolerate such injustices. I love my position as Branch Secretary because it gives me the opportunity to communicate with all employees, to keep them informed, clarify issues for them and build relationships throughout the company," he says.

Thanks to the TURs presence at Bombela, the Union's membership has grown from below the threshold of 50% to 62%. As a result, there is no room left for any rival unions.



Themba Mashele

Madelein UNTU's most promising Trade Union Representative

Madelein Khan (42), an UNTU Trade Union Representative (TUR) at the Prasa Tafelberg Branch in Cape Town, was awarded the Eddie de Klerk Floating Trophy for the Most Promising Trade Union Representative of the Union.

"This is a great honour for me. I knew that my Branch nominated me for the award, but I never thought that I would win it. It is very satisfying if those around you and your peers acknowledge your dedication and commitment," says Madelein.

This cheerful mother of three children says she believes she is a natural born

leader. Madelein, a metro guard who has been a loyal member of UNTU for the past 19 years, was elected as a TUR four years ago. She loves to assist and to serve UNTU members.

Eddie de Klerk, Acting General Secretary of UNTU who donated the trophy, says it has always been a dream of his to give credit to the highly motivated and driven TURs to ensure that the Union maintains its goal: to grow and remain the strongest Union in the Transport Sector.

"TURs represent workers in their grievance and disciplinary hearings, monitor employers' compliance with the Labour

Relations Act and collective agreements and represent UNTU because they have a passion for fair working conditions.

"They don't get paid and put in long hours away from their own families because they care for this Union and its members," says Eddie.

Madelein says she was devastated a year ago when a Commissioner dismissed her member. "But I learned my lesson. The second time my member was dismissed, I managed to get him reinstated," she says.

Her husband, Armien, is her greatest supporter. "He is my rock, but also my shop steward at home," she says.



Eddie presenting the trophy to Madelein.



Use of dagga is still illegal

UNTU members are warned that it is still illegal to use dagga or cannabis oil in South Africa and if they do, they may be fired and end up in jail.

Recently, UNTU members were confused about whether or not they were free to use dagga following the landmark judgement by the Western Cape High Court in March.

The Court ruled that it was legal to possess and use dagga in the privacy of one's home and that using dagga should be decriminalised.

Judge Dennis Davis also ruled that Parliament must amend sections of the Drugs and Drug Trafficking Act, as well as the Medicines Control Act prohibiting the use of dagga. It has 24 months to do so.

But the State appealed against this judgement to the Supreme Court of Appeal in Bloemfontein.

Delia de Vries, an attorney, says when an appeal is lodged against a court ruling, the ruling is suspended in totality pending the outcome of the appeal.

JJ van Zyl, another attorney, agrees. According to him the use of dagga remains illegal in all provinces until the

Constitutional Court decriminalises the use thereof for whatever purpose it may decide.

"One must always remember that just because something is declared valid in the High Court division of a province, it does not mean that the judges of the High Court division of another province will agree and implement the same legal principles. That is because judgements affecting Constitutional principles must be confirmed by the majority of the judges of the Constitutional Court," Van Zyl says.

According to Werner Kruger, an attorney who specialises in Labour Law, there are many cancer patients who illegally use cannabis oil. Cannabis oil is fast gaining popularity due to its effective holistic medicinal properties when used for multiple illnesses, including cancer.

"Although terminally ill patients might have a strong case as to why they need to use cannabis oil as a last resort, it remains unlawful. At employers like Transnet, Prasa and Bombela who have a zero-tolerance policy on the use of substances such as alcohol, you are looking for trouble if you use cannabis oil without the written permission of your top management," says Kruger.

Possible side effects of cannabis oil

- 01 It decreases concentration, memory, and the ability to learn and think.
- 02 It causes drowsiness and fatigue when cannabis oil is mixed with other medications, such as antidepressants, anxiety medications, pain relievers, seizure medications and muscle relaxers.
- 03 It can be harmful to a foetus.
- 04 It puts breastfeeding babies at risk.



Fear takes its toll on morale of train drivers

Living in constant fear of their lives at work is taking its toll on the morale of Metrorail's train drivers.

"I love my job, especially when I am working on the coastal route. I see the most beautiful scenery while I am working. Every day I have the opportunity to meet interesting people from diverse cultures," says Vikash Monsaor (36), Secretary of UNTU's Passenger Rail Agency of South Africa (Prasa) Branch in KwaZulu-Natal.

"But unfortunately, because the service provided by Prasa has deteriorated due to its dire financial situation, commuters who are left stranded and frustrated blame Prasa's employees and target us instead of realising we are in fact worse off than they are," says Vikash.

He joined Prasa in 2003 as an administrative contractor and worked his way up to become a train driver in 2009.

Vikash remembers the good old days when Prasa had 57 sets of trains running. Due to the torching and stoning of trains



Vikash Monsaor

by furious commuters there are currently fewer than 40 sets available for use.

"With fewer trains running, overcrowding becomes even worse. Prasa is struggling to do maintenance on its trains, as replacing wheels and brakes are expensive. The result is that when a set needs to undergo a service, it is taken out of operation for a

lengthy time, which only contributes to the problem," he explains.

Vikash used to belong to Satavu for six months. The infighting within Satavu however convinced him that the union did not have his best interests at heart.

He decided to join UNTU because the Union was known for its expertise in the transport industry and its excellent assistance to its diverse membership.

Vikash was elected a Trade Union Representative because he will not tolerate any injustice in the workplace.

When he is not working or busy doing the business of the Union, Vikash loves fishing and spending time with his two girls.



This is how recruitment is done!

An UNTU recruitment team busy recruiting new members for the Union at Transnet Engineering in Koedoespoort, Pretoria. Vice-president Hendrik Fourie was responsible for the braai and the boerewors while Exco members and Full-time Trade Union Representatives (TURs) Dan Khumalo and Joe Mashamaite, Labour Report Editor Sonja Carstens, National Organisers Maria Chonco and Tembile Mqgqolozana and UNTU Driver Godfrey Babeka were doing the recruitment with the help of all the local TURs.



Activist for kids, victims of crime

Her job is to keep you informed 24/7 about the most recent developments within the various structures of UNTU affecting you. But when Sonja Carstens, UNTU's Media Liaison and Communication Officer, drives home from UNTU House in Houghton, Johannesburg to the north of Pretoria where she grew up, she is the spokesperson, media adviser, social media content manager and a director of the Sinoville Crisis Centre (SCC).

According to Sonja, SCC is a non-profit organisation which was established 17 years ago by Dr Pixie du Toit, a

forensic criminologist, who had a dream of providing a free 24-hour trauma and counselling service to victims of crime, accidents and domestic violence.

Over the years, SCC has assisted an estimated 50 000 victims either at the centre's premises next to the Sinoville Police Station or at crime scenes in the community when requested to do so by the South African Police Service.

Sonja says SCC has also assisted in establishing two similar independent centres in Kameeldrift and in Pretoria North by providing the training, skills, support and infrastructure for their counsellors to get going.

SCC is now in the process of establishing a similar centre in Eersterust,

a Coloured community in the east of Pretoria.

"I believe that we can only make a difference in the future of our children by getting involved in community work. No matter how insignificant your contribution might be, it will make a difference and improve the life of someone else," says Sonja.

According to Sonja, drug abuse and human trafficking are getting out of hand at high schools in her community and parents are ill-informed. SCC decided to host a free Parent Information Seminar where former sex slave Grizelda Grootboom told parents her horrific

story of human trafficking and drug abuse.

Grizelda, who was raised in an orphanage, was just 18 years old when she was lured to Johannesburg by a friend with the promise of finding work.

On arriving there, she was drugged and beaten by Nigerians who forced her to work for them as a prostitute. She craved drugs. After she refused to service yet another client a month later, she was beaten so severely that she ended up in the Charlotte Maxeke Johannesburg Academic Hospital.

Grizelda escaped the human trafficking trap six years later after she was forced to have an abortion. Today, she works for Embrace Dignity, which helps the victims of trafficking.



UNTU's guardian angel

UNTU Organiser, evangelist, priest, chairman, brother of the Chief and guardian angel. These are the roles that Alfred Mthethwa, UNTU's Organiser in Richards Bay, plays in the KwaMthethwa chieftaincy near Mpangeni.

There, he is known for his compassion for the poor, his ability to assist people with whatever their needs may be, and his passion for children. "I am known as Alfred, but my name is Thulasizwe, which means 'keep quiet and listen'. I believe that God gave me my name because He knew I was a natural leader and He has a greater purpose for me to win more souls for Him."

This Sunday school teacher became an evangelist, received his diploma in Bible Studies and became a priest in 1981. Today, Alfred, the brother of Chief Mthethwa, is the Chairman of Mthethwa Ministries.

"Gods wants me to work with people and to touch their lives. I want to bring as many new souls as possible into the church, His house."

Alfred grew up in poverty. "I never had school shoes or a proper school uniform. When I was 15 years old I had to leave school to go and work as a domestic

worker, to assist my mother in providing for our family."

That is why he decided to provide 30 children from three primary schools in his area with school uniforms and shoes this year. He approached the teachers of the schools to identify children who needed it the most.

"I wanted to give something back to my community and it was a wonderful feeling to be able to help the children. I love children. I have six children, seven grandchildren and two great grandchildren. The children in my community who do not have something to eat at home, know they can come to Baba Mthethwa's house for food every day.

"I loved winning the recruitment competitions that the Union used to run. I resigned and started working for UNTU full-time in recruiting new members many years ago."

Alfred was a forklift driver for Transnet and he was the first winner of UNTU's Organiser of the Month trophy.

He is dedicated to seeing the Union grow from strength to strength. "My work will only be done if UNTU is the only Union left in the transport sector."



Alfred with some of the children he provided with shoes.

Paid by Transnet while fishing for two years

Retiring with 44 years of service, of which two years were spent fishing, Chris Greyvenstein (62) has proved that knowing the ins and outs of the Labour Relations Act can help you keep your job during a forced retrenchment.

Chris, Chairman of the East London branch, started his apprenticeship as a welder at Transnet in 1973, left to complete the then compulsory two years' military service, and returned to Transnet as an artisan in 1978.

"I am still a welder today. I never had erudition as I left school in Grade 8 to start working, but I believe that one is never too old to learn. When I was treated unfairly in the workplace, I realised it won't help me to get angry. I had to get the facts and know my rights to fight back. I made it my mission to take every opportunity UNTU provided to learn as much as I could about labour relations," says Chris.

In 2004, Maria Ramos, the former Chief Executive Officer of Transnet, launched a massive nationwide retrenchment process. During her term, Transnet went from a R6,3 billion loss in 2004 to a profit of R4,3 billion in March 2008, but thousands of employees lost their jobs as a result.

Chris was declared redundant after the workshop where he worked, closed down. He was one of two candidates who applied for another welder position and he got the job thanks to his years of service. His colleague however applied after six months and Chris was removed from his new post.

"With the help of Steve Harris, General Secretary of UNTU, we found a loophole in the Labour Relations Act and UNTU applied to the Labour Court in Johannesburg to review my case, arguing that it was an unfair dismissal," says Chris.

While waiting for a court date from the Labour Court, Chris, who received his

provincial colours in rock and surf fishing in 1980, spent his days on the beach fishing and relaxing.

Shortly before the court date, Chris asked another welder if he wanted to apply for the retrenchment package. He agreed and they swapped jobs. The man received a retrenchment package of two weeks for each year of service.

Since then, Chris has continued the fight against any form of injustice and unfair treatment of workers.

Chris believes that UNTU will keep on going from strength to strength in future. "This Union has merged with several others over the years because it does not care what your race, age or gender is, but simply whether you adhere to its values to protect the rights of all workers.

"I believe the fact that UNTU is a non-political Union helps it to focus solely on the interest of workers, even if they step on some toes in the process."



Chris Greyvenstein

Chris looks forward to going fishing and working in his garden after his retirement. He will also still work as an assessor for the Compensation Fund of the Department of Labour.

Unfailing assistance spanning 35 years

For the past 35 years Steve Harris, General Secretary of UNTU, has assisted Samuel Mashimbye with whatever problem he has brought to the attention of the Union's Head Office.

The 62-year-old Mashimbye, a Senior Security Officer at Transnet in Musina, first met Harris after he joined the then Technical Workers Union in 1982.

"I was a general worker for Transnet and had lots of questions about my employer. But I learned to listen first and to know my rights. Steve and Christo van Heerden told me straight when I was wrong and guided me to improve myself as a worker for Transnet. I became friends with my managers and with the leadership of the Union and I was a good worker," Samuel recalls.

When this father of three children had financial problems he asked Steve to help him in applying for a bursary. "I remember that every time I went to Head Office Steve would make me some coffee, invite me to sit down, and listen to my problem. He filled in various application forms for bursaries.

"Steve was always willing to help me, even if he was the boss of the Union and I was just a normal worker."

After Samuel's son, Donald, graduated from the University of Limpopo with a degree in Labour Relations he struggled to get work. All the companies where he applied wanted practical experience before they would employ him.

"Once again I went to Steve because I knew he would be able to help me. I asked Steve if Donald could work for the Union for free. The Union only had to confirm in writing that Donald had gained experienced.



Samuel Mashimbye

"But Steve said the Union was looking to appoint someone and that Donald should come for an interview. Donald got the job," says Samuel.

His son was appointed in 1999 and worked his way up the ranks to become the first black Deputy General Secretary of the Union.

According to Donald he left the Union in 2006 for a better career opportunity. He is currently the National Human Resource Manager of Almar Investments. His two sisters, Chyntia and Florence, are both UNTU members working for Transnet.

Although his son worked for the Union, Samuel continued to turn to Steve when he needed help. "When I wanted to be transferred from Johannesburg back to Polokwane, it was Steve who arranged it for me," he says.

"I will forever be grateful for all that my Union has done for me. I will be retiring in October this year and I look forward to spending more time at home with my wife, Margaret (59). She also loves this Union of ours," he says.



Vincent Nemanashe

Employees demoralised after VSPs

Transnet's intention to save R4 billion on its wage bill by offering its employees voluntary severance packages (VSPs) had a very demoralising effect on employees on ground level who experience the global decline in the demand for their services daily.

"It is tough for the employees who did not get VSPs. They see no future for them at Transnet and they are afraid. It is very difficult to remain positive under these trying circumstances," says Vincent Nemanashe (29), UNTU Trade Union Representative (TUR) at the Transnet Engineering Diesel Depot in Nelspruit, Mpumalanga.

Before the VSP process started, Transnet informed all the affected employees of the procedure that would be followed, but it did not transpire as was promised.

"People applied with high hopes. They thought they would get enough money to take early retirement. Now they must stay on at Transnet, knowing the state in which the company is.

"If only they had the opportunity to be heard and to speak out so that their

proposal can be implemented. They know where the problems are. There are more managers than employees in Transnet. Some of them must go."

Vincent started working for Transnet as a technical worker nine years ago. He is now a trainee artisan who wants to qualify as a diesel fitter.

Vincent was elected to represent UNTU's members because he is not afraid to stand up for what is right and he loves to serve other people.

"When employees are happy, the Depot benefits and becomes productive. We all have an important role to play and we need one another."

He hopes to undergo his training as a TUR soon so that he can represent UNTU members at hearings.

Vincent, the father of a beautiful six-year-old girl, loves playing soccer and travelling when he is not at work.

"Mpumalanga is surely the most beautiful province. In the area surrounding Nelspruit there are so many places to see and things to do. I love exploring them in my free time," he says.



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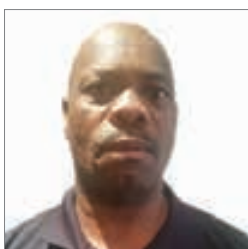
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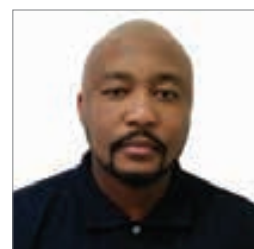
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Discounted rates at 13 additional resorts across South Africa

More holiday destinations for members

Besides Voetplaatpark, UNTU's own coastal holiday resort at Sunwich Port, just 110 km south of Durban and 10 km north of Port Shepstone, UNTU members can now enjoy discounted rates at an additional 13 holiday resorts across the country. This follows UNTU's agreement with TradeUnipoint.com, a website offering superb self-catering holiday accommodation on a rental basis. TradeUnipoint.com is ready to share its slogan, "Make Holiday Memories", with UNTU members at discounted rates,

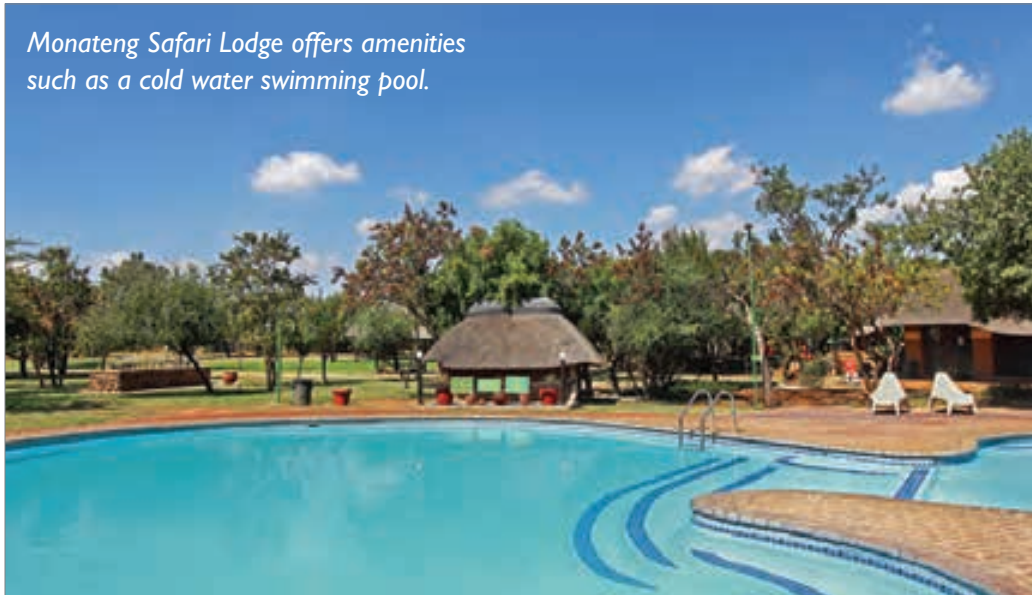
depending on availability. The terms and conditions of TradeUnipoint.com and the specific rules of each resort also apply to all UNTU members. The discounted tariffs for UNTU members furthermore exclude all privately owned timeshare weeks. The resorts are:

- **Monateng Safari Lodge** in Wallmansthal, Pretoria, Gauteng;
- **Manzi Monate Resort** near the Roodeplaat Dam, Pretoria, Gauteng;
- **Little Eden Resort** in Cullinan, a mere 40-minute drive from Pretoria, Gauteng;
- **Mabalingwe Nature Reserve** near Bela-Bela in Limpopo;

- **Ekuthuleni Resort**, about 26 km from Hoedspruit, Limpopo;
- **Crystal Springs Mountain Lodge** near Pilgrim's Rest, Mpumalanga;
- **Sudwala Lodge**, located below the Sudwala Caves near Nelspruit, Mpumalanga;
- **Uvongo River Resort** in Margate on the South Coast of KwaZulu-Natal;
- **Caribbean Estates** in Port Edward on the South Coast of KwaZulu-Natal;
- **Durban Spa**, located on Durban's popular Golden Mile, KwaZulu-Natal;
- **Mount Amanzi** at the Hartbeespoort Dam near Brits in the North West;

- **Baywater Village** on the shores of the Swartvlei Lake in Sedgefield in the Western Cape; and
- **GRC - The Island** in Sedgefield.

Most UNTU members have already received their unique login details from TradeUnipoint.com. Please use this when making a booking. If you do not have access to e-mail, TradeUnipoint.com has assigned **Janeke Agra** as the Administrator to assist UNTU members. Her e-mail address is janeke@tradeunipoint.com or phone **012 996 5120**. Simply state that you are an UNTU member and she will help you book a well-deserved holiday. 🐾



Monateng Safari Lodge offers amenities such as a cold water swimming pool.

Relax at Monateng Safari Lodge

UNTU members enjoy discounted rates at the lush bushveld estate Monateng Safari Lodge, just a 30-minute drive from Pretoria. This RCI Gold Crown Resort boasts an abundance of birdlife and game and is the ideal venue to relax and unwind. Monateng is a Sesotho word meaning "Place of Joy". The lodge covers 100 hectares and the game farm 1 000 hectares. Game such as impala, giraffe, buffalo, hippo and sable can be found on the game farm. The game farm is also home to more than 18 000 crocodiles that visitors can view during a very interesting Croc View every Wednesday and Saturday morning. This privately owned game farm offers three unique game drives per day accompanied by game rangers. The resort also offers amenities such as a cold water swimming pool, outdoor chess, a putt-putt course, a volleyball and tennis court, and a play-

ground for children. Other services include a games room, library and a super tube at the caravan park. These recreational and leisure activities will ensure that all guests have a fun-filled, activity packed holiday. The buildings blend in well with the surrounding bushveld, but the interior of the chalets is luxurious and cool, with large windows and exclusive decor. The units range from a simple four-sleeper with one bedroom and a sleeper couch to a full-size eight-sleeper unit with three spacious bedrooms and a sleeper couch. Monateng Caravan Park is one of the finest 4-star caravan parks in Gauteng, as graded by the Tourism Grading Council of South Africa. The caravan park offers a choice of 50 grassed normal sites or 24 exclusive/luxury sites. Prices are highly competitive and provision is made for family packages, children under 12 years of age and pensioners. 🐾

Voetplaatpark: Your coastal family holiday resort of choice

UNTU members, did you know that you are co-owners of a coastal family holiday resort? Back in the 90s, UNTU acquired Voetplaatpark with its beautiful view of the KwaZulu-Natal South Coast at Sunwich Port, just 100 km south of Durban and 10 km from Port Shepstone, for members to use as part of their benefits. Although private holidaymakers can also book their holidays at Voetplaatpark, UNTU members get 40% discount on mid-week bookings and 30% off on weekend holidays.

The Executive Council of the Union have recently also decided to upgrade and modernise the chalets and the cabanas at Voetplaatpark. Renovations are set to commence soon. There are a number of **activities** to enjoy at Voetplaatpark:

- A swimming pool, a games room with pool tables, table tennis, soccer table and a dartboard;
- A lapa and restaurant with take-away facilities;
- A tidal pool at the beach with excellent rock fishing; and
- A communal braai area at the lapa.

Other attractions include the following:

- **The Aliwal Shoal and Protea Banks** – two popular deep-sea diving haunts frequented by large shark populations, with the latter being ranked as one of the top shark diving sites in the world.

- **Oribi Gorge** for adrenaline junkies. This gorge is 27 km long and 400 m deep. It cuts its way through 365-year-old rock and is pure heaven for thrill-seekers. The world's highest bungee swing is located here – a heart-stopping, 33-storey jump from the top of Lehr's Falls into the gorge. You can also do the world's highest natural commercial abseil at Oribi, take the Wild Slide across the gorge, white-water raft or hike to the edge of the gorge or the area at the foot of the falls below.
- For golfers there are **eight golf courses** in the area, of which San Lameer rates among South Africa's top 30 courses.
- The South Coast with its subtropical vegetation sustains an abundance of birdlife; more than 400 bird species have been recorded along the coast. Visitors can enjoy the **birdlife and the floral diversity** of the area at numerous small reserves, including Oribi Gorge, Umtamvuna, Mpenjati and the Vernon Crookes reserve.
- There are two big **shopping malls** along the South Coast: Galleria in Amanzimtoti and Shelly Centre in Shelly Beach. Both have movie theatres and Galleria has an ice rink.

• **For bookings, phone Voetplaatpark at 039 681 3325 or send e-mail to voetplaatpark@telkomsa.net.** 🐾