

LABOUR REPORT


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QUARTER 3 OF 2017



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**MEMBERSHIP BENEFITS:
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Chaos & controversy at Transnet

The bleak global economy and the pressure from the National Treasury that state-owned enterprises (SOE) like Transnet must become profitable, is causing chaos in Transnet.

To add insult to injury, Transnet lost more than R1 billion in the current financial year due to cable theft – a major problem in the country, resulting in the loss of millions of rands for several SOEs every year.

To make matters worse, the leaked Gupta e-mails revealed how the controversial family allegedly entered into various kickback agreements with individuals to secure tenders from Transnet. The allegations in the e-mails resulted in a preliminary investigation by the Public Protector against Transnet, Prasa and Eskom. Transnet undertook to have its own independent investigation done, but Steve Harris, General Secretary of UNTU, doubt if the outcome thereof will ever be known.

Against this background Transnet continues trying to steamroller the company's goal of creating "One Transnet" throughout its current five operating divisions. Harris says the result is a personnel corps that is totally demoralised and a complete breakdown in the trust relationship between the employer and its employees.

"Transnet's management continues to


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financial year.**

ignore UNTU's warnings that their attitude and approach towards these highly sensitive issues that cut to the core of UNTU members' finances and precious family time, will cost them dearly if members decide to embark on industrial action like they did in 2006 and 2010, when they brought the company to a standstill for two weeks and cost the country millions in lost revenue," says Harris.

The issues between UNTU and Transnet that might lead to the derailment of this fragile process, include:

- **Shift alignment:** Transnet wants to implement a controversial shift alignment for key shift workers by forcing some of them to work longer hours without any compensation for it. UNTU is not convinced that the

proposed shift alignment is suited for Transnet's unique operational needs. The Union also believes that the proposals do not allow our members sufficient rest periods between shifts. The majority of UNTU's members voted against the shift alignment proposals.

- Transnet wants to change its **payment system** from the current day to day payment to averaging. This will impact on the overtime paid to members. Harris says this proposal will only benefit the employer. The current system came into effect in the 1990s, after Labour fought for it for years.
- Transnet gave Labour notice that the company is withdrawing from all its agreements on **incentive bonuses** and has decided to unilaterally implement a new

incentive scheme after it could not reach an agreement with Labour through consultation. Harris says this incentive scheme will have a very negative impact on a substantial group of UNTU members. "One would have expected the company to have a more humane approach when dealing with money its employees are depending upon," says Harris.

- Transnet persists in misleading employees and keeps on trying to force them to take **leave** over the Festive Season, despite a Labour Court Judgement in favour of UNTU. The Court ruled that Transnet cannot unilaterally force employees in low operational divisions to take leave over the Festive Season, but Transnet managers persist in misleading our members on this issue.

- Harris says the last straw for him was Transnet's recently proposed **time and attendance policy**, to which it now wants Labour to agree. According to the policy, "any absence from work in time and attendance that is not captured will result in the automatic deduction of an employee's salary". Harris says he saw red when he read these words in the presentation and told Transnet in no uncertain terms that this sort of attitude drives Labour and management even further apart. Transnet need to seriously rethink these proposals. ▼

UNTU's loss is South African Typographical Union's gain

Trade union stalwart Eddie de Klerk has left his position as Deputy General Secretary at UNTU after 18 years to become the General Secretary of the South African Typographical Union (SATU), recognised by the Department of Labour as the oldest Trade Union in South Africa.

Eddie took over on 1 September in the footsteps of veteran trade unionist and one of the founding members of Fedusa, Martin Deyssel, who lost his battle against pancreatic cancer on 7 July. Deyssel was the father of the editor of UNTU's *Labour Report*, Sonja Carstens.

"It was not easy to say goodbye to my trusted colleagues whom I have worked with and all the loyal members of UNTU whom I have served for so many

years. I am sad, but at the same time very excited about the new opportunities awaiting me," says Eddie.

SATU, a Fedusa-affiliated union like UNTU, has approximately 10 000 members. Eddie aims to start off by focussing on the transformation of the union and the recruitment of new members, especially in the editorial divisions of online publications.

Eddie started his career as a unionist in 1979 when he became a shop steward. At UNTU, he was amongst others responsible for the excellent training of the Union's Trade Union Representatives and for several years served as Fedusa's vice-president responsible for training, until he decided to resign this year.

Earlier this year Eddie became the


**Eddie
de Klerk**

only South African to complete the Africa Labour Leadership Initiative. He was one of six trade union leaders in Africa who were selected on merit to participate.

Eddie is currently completing a postgraduate degree, Masters of Science in the Management of Technology and Innovation, at the Da Vinci Institute for

Technology Management. The topic of his studies is *Exploring a Co-determination Consulting Framework in the South African Context: A qualitative conversation*.

Steve Harris, General Secretary of UNTU, says he will miss Eddie's expertise, vast knowledge and hands-on approach in the office.

"His resignation is a massive blow to UNTU, but I believe that everyone should grab every opportunity they can to grow to their own benefit and to the benefit of workers. I know that Eddie will be able to play a significant role in leading SATU's members into the digital era in which they are now operating," says Steve.

On behalf of UNTU he wishes Eddie and his wife, Laura, all the best on their new journey. ▼

Win-win situation for all needed at Transnet

Over the past two months I have witnessed how UNTU members throughout the country reacted with disappointment, negativity and even fury at their employer's shift alignment proposal to establish an ultimate goal, the so-called "One Transnet".

The reaction of UNTU members came as no surprise to me as General Secretary of this Union who has been part of years of blood, sweat and robust negotiations to establish these working conditions throughout the various divisions of Transnet, which the employer now simply wants us to give up.

In its continued strive to reposition Transnet to be efficient and effective, productive, sustainable, diverse, but also to grow in the global market as a reliable logistics company integrated in "One Transnet" culture and way of working, this rail leader in Africa has forgotten about a crucial factor: its workforce.

Without a loyal and committed workforce, Siyabonga Gama can forget about his dreams. Without workers, no nation can build its civilization and progress.

Transnet alleges that the misalignment of shift patterns results in production time losses in continuous operations, for example 12 hours vs 8 hours shift changes.

But the shifts itself is not the only problem. Transnet also has difficulty with, amongst others, the different weekly working hours, different hourly rates of pay, different hourly overtime rates or Sunday rates, different calculation of leave pay provision, inconsistent meal interval dispensation, inconsistent practices for Sunday rate payment and inconsistent public holiday payment dispensation.

The working conditions enjoyed by Transnet employees in the various



Steve Harris

divisions today, did not come cheap.

This is why I expected the reaction of UNTU members after management embarked on roadshows to inform them about the proposed shift alignment.

Like me, UNTU members can't see themselves benefiting from the proposals by management. At the end of the day it just widened the cliff between Transnet management and its loyal workers on ground level.

If Transnet chooses not to listen to its workers, it can choose to give UNTU notice that it withdraws from all current collective agreements regulating the above. If the company does that, the terms and conditions of the Basic Conditions of Employment Act will come into play – an Act Transnet already admitted it cannot comply to.

At the same time Transnet could have a mass strike action on its hands, worse than the 2010 strike action when 30 000 workers took to the streets.

With no light at the end of this tunnel, it is my opinion that Transnet should return to the drawing board and negotiate a win-win situation which will suit all.

Exco members on the move



UNTU Executive Council Member Joe Mashamaite in Roodepoort, Johannesburg, busy getting nominations for Trade Union Representatives from UNTU members at Transnet Freight Rail.



UNTU full-time Trade Union Representative Fisani Mabaso attending the Transnet Freight Rail Containers & Automotive Business General Managers Awards in Durban with UNTU Executive Council Members Linda Biljoen and Scott de Koker.



Another victory on unfair dismissal for UNTU members Nico Saunders and John Hendricks. They were represented at the CCMA by Rodney Blom, UNTU Executive Council Member, and Tikum Hardhaw, UNTU Chairperson of Prasa in KwaZulu-Natal. Congratulations on your winning streak, Rodney and Tikum.

Political power play an obstacle for Prasa's turnaround

Prasa can only be saved from a total collapse of its services if Transport Minister Joe Maswangany stop his childish political power play, which has now become an obstacle in the way of the cheapest form of public transport to the poorest of the poor.

In the most recent turn of events the board accused Maswangany of sabotage for failing to appoint additional members to its board, which meant it did not have a quorum to make decisions.

UNTU is well aware that the lack of proper governance, political leadership, expertise and oversight have resulted in a situation where South Africa's public passenger rail service is being described as "experiencing an unprecedented and

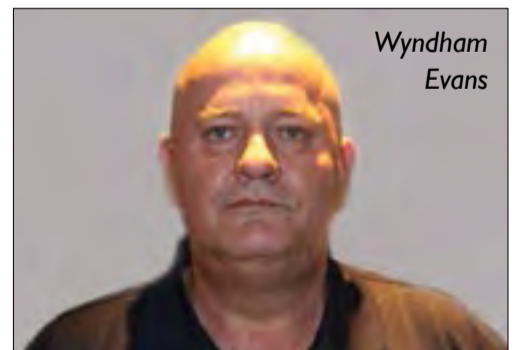
existential crisis". Not only did Prasa start the current financial year with a R1,8 billion deficit, but only 13 of the 216 Prasa contracts that were investigated, were found to be in order. Against this grim background, Acting Prasa Group Chief Executive Officer Lindikhaya Zide, an attorney admitted to the Law Society of the Northern Provinces, did his utmost to lead his management team in presenting a promising turnaround plan for labour issues at the Prasa Bargaining Forum.

Zide's plan is aimed at improving the effectiveness of Prasa over 36 months, amongst others by addressing the fact that 46% of the fleet is out of service and taking action against vandalism by placing armed guards on trains.

By the time *Labour Report* went to print, train drivers on the notorious Central line between Cape Town and Khayelitsha in the Western Cape were already escorted by armed guards in their cabins when they were working on this route. This complied with the requirement by UNTU in our urgent court application in the Western Cape High Court against Prasa to protect our members working in these life-threatening situations. UNTU will, however, continue with our application.

Although Zide has proven himself to be a man of his word, he has not been permanently appointed; and there are no indications of whether he will be or be replaced by yet another political appointment.

What will then happen in terms of the



Wyndham Evans

goals of his turnaround strategy? UNTU believes it is in the best interest of Prasa, its employees, commuters and the South African taxpayer, that Zide is appointed permanently in his acting position as soon as possible, so that Prasa can be stabilised once and for all. Government must call Maswangany to action.



A few questions to ask about your retirement.

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1 Am I financially ready to retire?

Asking the right questions when planning for retirement.
Preparing for your retirement is an essential part of any life-long financial plan but few people know how to go about it. Where do I begin? How much will I need to put aside? How can I prepare for a future that is undefined? It's no wonder that so many people struggle to retire well.

But, retirement planning doesn't have to be intimidating, you simply have to ask yourself the right questions.

3 How will my expenses change in the future?

Knowing what your expenses are at this moment in time is a great start. But your needs and expenses will change over time.

Keeping a budget will also help you determine how your spending might change after you retire, as a number of your expenses may fall away. Changes in spending could include:

- You will no longer be paying a portion of your income into a retirement fund.
- If you have an income protection policy covering you in the case of disability, you will no longer need to pay those premiums.
- Your travel expenses may also be reduced, since you won't need to get to and from work every day.
- Your medical costs may increase.

Look at the life you lead today and calculate how it will change in the future.

In order to realistically estimate how much you will need month to month when you retire, you will need to look at what is going to happen to your expenses on a yearly basis. This means considering inflation, prices of things go up every year and what you can buy for R10 today will not be the same as what you can buy in 10 or 20 years' time.

2 What is my financial target?

When people ask themselves, "Do I have enough to retire?" they look at the money that they have set aside, as well as their assets and work out their total wealth position. However, the process should really begin by analysing how much you have, but how much you are going to need.

Ask yourself this simple question, "How much do I spend today?" you need to know what your budget is so that you have a number in mind as a target. If you don't have a target you will never know if you're ready.

Once you know what you need to cover your bills every month, you can know how much you need to put away. Write up your budget and include everything you have to spend money regularly - food, accommodation, school for kids, transport, phone, etc. If you don't know where and how you are spending your money you can't begin to calculate what your retirement plan should look like.

4 What happens if something goes wrong?

Life rarely goes according to plan. Which is why you need to not only plan for an ideal world but also for if things go wrong.

The markets could fall, making the investments you have suddenly worth less than they were before. Or you could fall ill and your expenses could go up. You need to consider all those different scenarios.

"You are not just deciding whether you're ready to retire if everything goes according to plan and you only live for 15 years after stopping work," says Lapedus. "You need to ask whether you're ready to retire if you live another 30 years and face a number of costly problems along the way."

An important part of this is being able to put some money away that is separate from the money you will need to live on every day. You need to have some form of buffer so that when things go wrong you have more money to draw on. If you are only putting enough away or investing enough to only pay your exact expenses, you are not actually financially ready to retire.

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World class technology light in the Prasa tunnel

State of the art technology at Prasa's Gauteng Nerve Centre located in Kaalfontein, Johannesburg, will enable the struggling passenger rail agency to overcome its challenges with the current poor management and unsafe execution of the manual authorisation process once it is fully functional.

The centre is designed to be able to monitor up to 600 trains per day.

It will incorporate the eight existing passenger train control rooms in the province into a single, high-tech "super" control centre that will act as Gauteng's passenger signalling hub. With the new technology comes the resignalling of subprojects, automatic train routing, train tracking and routing, event logging, closed-circuit television access at stations, as well as an error detection and notification system.

If this new system had already been fully functional, it would not have been necessary for the Railway Safety Regulator (RSR) to issue Prasa with a Prohibition Directive in terms of Section 36 of the National Railway Safety Regulator Act No 16 2002 in Gauteng for abnormal working conditions.

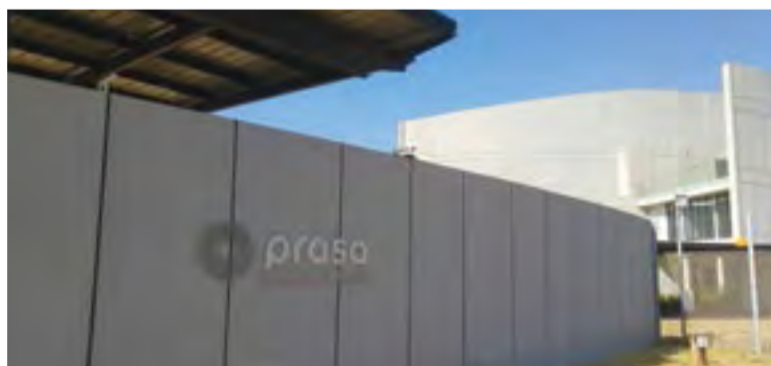
The RSR issued the directive after investigations indicated that the current manually authorising train movements in Gauteng was the cause of the Elandsfontein train collision on 1 June 2017, where a passenger died and more than 100 passengers were injured.

The RSR's preliminary investigation into this occurrence revealed that cables were stolen the night before, which affected the track circuits and signals in the section between Isando and Elandsfontein. This necessitated abnormal working conditions.

The preliminary investigation further revealed that two trains were authorised into a section at the same time, thus indicating poor management and unsafe execution of the manual authorisation process.

Prasa hopes that the new centre will assist in tackling the challenges of the province's rail infrastructure, much of which had reached the end of its design lifespan and was beset with low levels of reliability and predictability, and high maintenance costs, rendering it unable to support the province's overall transformation, modernisation and reindustrialisation agenda.

Although final preparations and training of employees on the systems of the new centre are ongoing, there is no final date when it will finally be fully functional. The project was supposed to have been completed by the beginning of last year.



Prasa's Gauteng Nerve Centre, the high-tech "super" control centre which will monitor train traffic in the province. The centre is situated in Tembisa near the Kaalfontein Station. Labour Report was informed that it is considered to be a National Key Point and no photos could be taken inside.



Above: The inside of the Train Control Room at the Elandsfontein Station in Gauteng, where one can get a bird's eye view of the Prasa railway route with all its railway stations from Pretoria to Johannesburg on the control panel. This is one of eight existing passenger train control rooms that will be consolidated into the single, high-tech super control centre at Kaalfontein. Middle: UNTU member Kabomo Mpho Lamola announces the trains on the intercom in the Elandsfontein Signal Cabin in Gauteng. As soon as the Gauteng Nerve Centre is fully functional, Kabomo will work from the Nerve Centre and will no longer be stationed at the Elandsfontein Station. Above right: Commuters waiting for a train to Pretoria to arrive at the Elandsfontein Station. Delays are on average up to 30 minutes due to the shortage of trains.



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UNTU – HEAD OFFICE

Street Address:
UNTU House,
182 Louis Botha Avenue,
Houghton Estate
Postal Address:
P.O. Box 31100, Braamfontein, 2017
Telephone:
011 728 0120
Fax: 011 728 8258

DURBAN OFFICE

Street Address:
206 Che Guavara (Moore) Road,
Durban
Telephone:
011 728 0120
E-mail: untudbn@untu.co.za

CAPE TOWN OFFICE

Street Address:
12 Scharmberg Street, Parow,
Cape Town
Telephone:
011 728 0120

BLOEMFONTEIN OFFICE

Street Address:
Room 206/207, Second Floor,
Handisa Building
39 Blignaut Street, Hilton,
Bloemfontein
Telephone: 011 728 0120

EDITORIAL QUERIES

Editor: Sonja Carstens
E-mail: enquiries@untu.co.za
Tel: 011 728 0120
Cell: 082 463 6806



LAYOUT, DESIGN & PRINTING

Aksent Media
Telephone:
082 445 4513
E-mail:
aksentmedia@vodamail.co.za



Numbers to know

- Voetplaatpark – Tel: 039 681 3325
- Transmed Call Centre – Tel: 0800 450 010
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Junior dreams of Springbok jersey

Watch out for your position as hooker in the Springbok team, Malcolm Marx, as the 16-year old Junior Swanepoel is hot on your heels.

Junior, a Grade 11 learner at the Hoër Tegniese Skool John Vorster in Pretoria, got provincial colours in rugby last year. This year the son of UNTU Trade Union Representative William Swanepoel, is playing for the first rugby team of his school.

"Rugby is my life. I dream of one day playing for the Bulls and for the Springboks," says Junior.

He describes his dad, a master welder at the Koedoespoort Depot of Transnet Engineering, as his biggest supporter.

"He is always beside the rugby field when I am playing, to support me. He is the dad that shouts the loudest," says Junior.

He started playing rugby when he was 8 years old, following in the footsteps of his dad (41) who used to play club rugby for various clubs in Pretoria until a few years ago.

Since then, Junior has kept on climbing the rugby ladder and was invited to special rugby camps each year so that he could enhance his skills. He used to play scrumhalf, but his coach decided to play him on hooker this year.

Achieving his goals does not come



Junior with his dad, William Swanepoel

without a price. Junior needs to train up to two hours per day to stay fit. When he is not playing rugby, he also participates in

cricket and shot put. Junior also loves to go ice-skating and socialising with friends. William says he is very proud of his

only son's achievements. "I know he is very committed to his dream and I support him all the way," he says.

Technician of many talents completes 20th Comrades

Eugene Havenga completed his twentieth grilling Comrades Marathon this year and is proud to say it was the 21st time he participated in the world's largest and oldest ultramarathon race.

The 54-year old design technician is married to Manette Havenga, the Personal Assistant of UNTU President Wyndham Evans and of Vice President Hendrik Fourie.

He describes his emotions whilst crossing the finishing line as being tired and relieved, but also very proud knowing that not anybody is able to complete the annual 90 km race between Durban and Pietermaritzburg in KwaZulu-Natal.

"I learned my lesson the hard way. In 1985, I did my first Comrades without any prior training. I only did time trials. After 78 km, I realised that I will not be able to finish in time. I had just one hour left and another 10 km to go so I had to give up. The next year I was back after training for more than 1 200 km," he says.

He has continued participating annually since 1998. His goal is not to complete the race within a specific time, but just to complete it.

Eugene starts his training in July each year for the Comrades of the next year. In December, he takes a bit of a break, but in January he gets his training up to speed again and works up his training programme to its highest level of 300 km per month in



Eugene Havenga on his way to complete his 20th Comrades Marathon

the two months prior to the Comrades.

"I love the sportsmanship amongst all the athletes during the Comrades. Everybody encourages and motivates each other and the crowd is so supportive. It is an unbelievable feeling of ubuntu."

Eugene did cycling at school, but switched to running after he was involved in a serious accident. Although he has competed in the annual 94.7 Cycle Challenge, the world's second-largest timed cycle race, he decided to give up cycling because it has become too dangerous on the roads for him to exercise.

"There are times when motorists are deliberately out to run me down when I am running in the service lane next to the road."

When he is not training, Eugene enjoys watching his favourite rugby team, the Lions. He also plays the organ.

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Financial Planner
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Getting to know our leaders



PIETER GREYLING

When and where did your career start?

I started my career in 1971 as a clerk at the South African Rail & Harbour. I was 18 years old. In 1982 I became the chief clerk of the South African Airways and later the assistant superintendent of personnel. This is where I developed an understanding of trade unions and I was elected as chairperson of the Airways Division of the former SALSTAFF. In 1993 I decided to take up a position as a unionist.

When and how did you become involved with UNTU?

On 1 May 2007 I left the employment of UASA to join UNTU as a Deputy General Secretary. I have been with the Union for the past ten years.

Why should members choose and remain with UNTU?

UNTU simply has the leading edge over other unions. We provide members with great service and benefits. There is no other union in South Africa with benefits that can compare with ours.

What would you like to see the Union improve on?

Visibility. Our members love to see their leaders amongst them. Service delivery and visibility remain key to the success of our Union.

What is your favourite food?

Steak and chips.

Which team do you support?

I am a very dedicated Lions supporter. It is a very proud and dynamic rugby team.

What makes you happy?

Spending time with my grandchildren. I have six of them.

What are your hobbies?

I love to do woodwork. I make anything from tables to chairs and couches. Mostly I give the furniture that I make to my children, but I do sell items from time to time as people hear about my work through word of mouth. I use the money to buy more wood as it has become a very expensive hobby.

ALFRED MTHETHWA

When and where did your career start?

I started my career as a domestic worker cleaning houses and working as a garden boy. In 1975, I was employed by Transnet as a general worker in Empangeni. Soon thereafter I started doing office work.

When and how did you become involved with UNTU?

I joined the then staff association, which cost me 50c per month to be represented. I became very interested in Union matters and was a loyal Trade Union Representative. In 2009, I resigned from Transnet to become an Organiser for UNTU, recruiting new members for the Union.

Why should members choose and remain with UNTU?

UNTU provides great benefits, without getting involved in politics. Irrespective of your political view, the Union fights for the rights of workers. It is truly a rainbow union where all races are welcome, and that is what I love about it.

What would you like to see the Union improve on?

We need to continue to listen to the needs of our members on the ground and to make time to serve them and respect them.

What is your favourite food?

Meat and pap.

Which team do you support?

AmaZulu FC. I used to play for them.

What makes you happy?

Being active in the Church and spreading the word of God.

What makes you angry?

People who are disrespectful.

What do you do to relax?

I love reading the Bible and newspapers. I am also fond of soapies and other TV shows.

FRED VAN WYK

When and where did your career start?

I started working for Transnet at Pyramid South as a train assistant in 2002. At the time, I was studying labour law, but I lost both my parents and I had to stop my studies to provide for my younger siblings – three sisters and a brother.

When and how did you become involved with UNTU?

My father, Edward van Wyk, was very active in the Union; so I grew up in a Union house. I started serving in the structures of SARWHU before the merger with UTATU. After I lost my parents, I had to relocate to Kimberley in the Northern Cape and that is how I ended up at Beaconsfield.

Why should members choose and remain with UNTU?

UNTU provide members with excellent representation by well-trained Trade Union Representatives and Executive Council Members. I love a challenge, especially the cases involving sexual harassment and unfair dismissal.

What would you like to see the Union improve on?

UNTU needs to transform its leadership. We are a Union that represents more than 80% non-white members, but that fact is not reflected in our leadership on the Executive Council.

What is your favourite food?

Lamb curry.

Which team do you support?

I am a very loyal Kaiser Chiefs fan, even though my team sometimes disappoints me.

What makes you happy?

Spending time with my family. I am 38 years old and not married.

What makes you angry?

The driving skills of some motorists who do not take others into consideration.

What do you do to relax?

I play base guitar and keyboard. I used to play in a band, but with my involvement in the Union I don't have time for that anymore.

JOE MASHEMAITE

When and where did your career start?

I started my career at Sentra Rand as a train assistant on 27 June 2003. I was doing a diploma in internal auditing when I experienced financial difficulty to continue my studies. I had to look for a job. Back then I joined Satawu.

When and how did you become involved with UNTU?

In 2009, I was due to go for training to become a train driver. My name disappeared from the list. That is when I went to SARHU, now part of UNTU, to assist me with my problem. I resigned from Satawu.

Why should members choose and remain with UNTU?

UNTU is an open-minded organisation that gives its members a platform where they can make suggestions to improve the Union. Very few trade unions in South Africa and even around the world are as well administrated as UNTU. Thanks to this, this Union can continue to offer its members multiple benefits, including the payback of membership fees after retirement.

What would you like to see the Union improve on?

Improved communication between the branches, Trade Union Representatives, our members and all the way up to our Executive Council. We are 90% there, but there is always room for improvement.

What is your favourite food?

Seafood. My wife, Itumeleng, introduced me to it while we were still dating.

Which team do you support?

Mamelodi Sundowns, because their football shows teamwork and true commitment.

What makes you happy?

When what I do, brings about changes for the better in other people's lives. 🙏



Nokuthula (middle) with Andries van Zyl and Freddie Grobler, who represented her.

Reinstated, promoted after UNTU wins case

Nokuthula Majudelela was reinstated as a ticket official at Prasa and promoted to a metro guard after UNTU won her case at the Commission for Conciliation, Mediation and Arbitration (CCMA), for unfair dismissal after defending herself against a male colleague.

"Although I am grateful that I can put the ordeal behind me, I can safely say it was the worst time of my life. I will never defend myself again in similar circumstances. I have learned my lesson. Next time I would rather just walk away and report the incident," says Nokuthula (45).

Her ordeal started on 18 January 2016 when she and a member from a rival union had an argument in an office. The man threw a cell phone at Nokuthula, which broke her teeth. She retaliated by throwing an ashtray at him in self-defence.

Although Prasa initially suspended both employees, only Nokuthula was dismissed while the colleague got a final written

warning applicable for 12 months. UNTU declared a dispute for an unfair dismissal on Nokuthula's behalf.

The Commissioner agreed with UNTU and ruled that Nokuthula had to be reinstated and must receive back-pay.



According to the mother of three, the year she spent at home was very stressful. Her siblings had to provide for her and her children.

She has been a loyal UNTU member for the past seven years. Nokuthula believes she was victimised and targeted because she was an elected UNTU Trade Union Representative at the Benoni Station who stood her ground.

"I was so stressed out, but I never stopped believing in the team who represented me. I had faith in them that they would see to it that justice is done," she says.

Andries van Zyl, Secretary of the Prasa East Branch in Gauteng, and Freddie Grobler, Chairperson of the Branch, represented her. ❖

Melikaya third at World Champs

Melikaya Nonyukela, a proud UNTU member who represented South Africa at the World Draughts Championship in the United States, made us proud by ending in third place in the tournament.

With this excellent achievement Melikaya qualified to participate in the next World Draughts Championships in 2019.

Melikaya says he would have loved to have won, but he knew it was his first time participating on an international level and he is very proud of his achievement.

Melikaya (43) is a shore crane operator at Transnet's Port of Ngqura,



20 km north-east of Port Elizabeth.

Draughts or checkers is a strategy board game for two players, which involve diagonal moves of uniform game pieces and mandatory captures by jumping over the opponent's pieces.

His uncle and grandfather taught him how to play draughts when he was a little boy, growing up in the small town of Peddie in the Eastern Cape, situated 55 km south-west of King William's Town.

"UNTU supported Melikaya throughout the championship and is very proud of him. We know that he will bring the trophy back to South Africa in 2019," says Steve Harris, General Secretary of UNTU. ❖

DETAWU gets egg on its face

If you're gonna run with the big dogs, you can't pee like a puppy. This is the lesson the Commission for Conciliation, Mediation and Arbitration (CCMA) taught DETAWU when it refused to grant it organisational rights in Prasa.

The CCMA said that DETAWU cannot consider itself to be sufficiently representative in Prasa with its 336 members, opposed to UNTU's 6 526 members.

The threshold for organisational rights in Prasa is 20% plus 1. UNTU represents 47% and DETAWU less than 3%.

With this finding in favour of UNTU, DETAWU joins the likes of the National Union of Metal Workers of South Africa (NUMSA) who got mud on its face at the CCMA when it was refused organisational rights in Transnet because its 4% membership did not meet the threshold of 25% for recognition in the Transnet Bargaining Council. UNTU represents 51% of

employees in Transnet.

Soon after this humiliation, NUMSA withdrew a similar application at the CCMA for recognition in Prasa.

But even the recent DETAWU blow does not stop wannabe unions in the transport industry, like NUMSA and the Revolutionary Transport Union of South Africa (RETUSA), from being opportunistic again and again.

Both unions again applied for recognition in Transnet at the CCMA. NUMSA alleges that the union now represent a fraction more than 4% and RETUSA alleges that they are representing a full 2% of employees in the Durban area.

Steve Harris, General Secretary of UNTU, says the harsh reality is that without recognition, the unions mean nothing to its members in the various entities, as it cannot participate in collective bargaining on their behalf. ❖



There's something fishy about the election of Sizwe trustees

The Council of Medical Schemes must investigate the regularity of the recent voting process of the trustees of Sizwe Medical Fund, after seven shop stewards of NUMSA made it to the board of eight trustees.

UNTU submitted a complaint and demanded that the Council conduct an investigation as a matter of urgency after it came to light that most of the NUMSA shop stewards also came from the Eastern Cape. UNTU has reason to believe the election was conducted irregularly and unduly.

If so, it will be unfair and unconstitutional because it will limit and compromise the quality of running an objective board, in the best interest of the fund and ultimately in the best interest of its members. The rules of the scheme demand objectivity.

Several other rules of the scheme were also contravened according to UNTU.

Steve Harris, General Secretary of UNTU, says the Union believes the Council should declare the elections null and void. ❖



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	untuwddfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4330	untuwddfr@transnet.net

AREA 2 – EASTERN CAPE

AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	-	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Burgersdorp	Chairman	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	VACANT	-	-	-	-	-
	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	-	venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160	-	untuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160	-	kolelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barend	076 882 4789	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Meyer	Wayne	074 668 4519	-	-	wayne.meyer@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080	-	petrus.barnardo@transnet.net
	Secretary	Van Heerden	Leon	083 944 9385	045 808 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	Coetzee	Chantal	076 083 1930	021 449 4285	-	chantal.coetzee2@transnet.net
	Secretary	Van Rooy	Ouma	082 322 5898	021 449 3045	021 449 4175	olivia.vanrooy@transnet.net
Maritime Saldanha	Chairman	Wevers	Ply	073 397 3179	022 703 4831	022 703 4952	ply.wewers@transnet.net
	Secretary	Mbonyana	Sibongile	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970	021 449 5349	021 449 2104	estherlivhuwani35@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	081 338 4003	021 449 2104	mmatsepe@metrorail.co.za
Metro Disa	Chairman	Cupido	André	083 429 0161	-	-	AndreCupido@gmail.com
	Secretary	Rhelegushe	Simphiwe	063 443 1782/079 930 9275	021 940 3316	-	srelegushe@prasa.com
Metro 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 Ores	Chairman	Saul	Lutwena	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Du Toit	Luzanne	072 245 0949	022 703 3318	022 703 3330	Luzanne.DuToit@transnet.net
TRE Cape Town	Chairman	Mongo	Andile	073 750 6125	021 507 2642	-	andilemongo91@gmail.com
	Secretary	Benayo	Mandlenkosi	073 292 8472	021 507 2281	-	Mandlabenayo@gmail.com
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	VACANT	-	-	-	-	-
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE NO	TELEPHONE NO	FAX NUMBER	E-MAIL ADDRESS
Bethlehem	Chairman	Nhlapo	Ally	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taaso	Thabo	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	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	Bezuidenhoudt	Kobus	071 268 6100	-	-	Kobus.Bezuidenhoudt@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.vanrooyen@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.gwebu@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
Sentrtrand	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	Mudau	Phindile	071 134 3906/076 540 0458	011 820 2716	-	Audrey.Mudau@transnet.net
	Secretary	Mikase	John	011 820 2716	-	-	jrmikase@gmail.com
TRE Sentrtrand	Chairman	Tsekedi	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	nkgutliseng.winnie@gmail.com
Postmasburg	Chairman	Mojaki	Tshepo	078 680 2754	053 838 2712	-	itmojaki@gmail.com
	Secretary	Botha	Sobuza	083 678 7317	053 313 7210	-	itmojaki@gmail.com
Sishen	Chairman	Mocumi	Lethogonolo	083 492 5752	053 723 9231	053 723 9239	Lethogonolo.mocumi@transnet.net
	Secretary	VACANT	-	-	-	-	-
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	Khotle	Sam	073 307 6868	012 315 8409	-	GRP-TFR-UNTUPRETORIA@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	Gabaikangwe	073 405 2108	012 521 9415	012 521 9497	Gabaikangwe.Tajane@transnet.net
	Secretary	Mhlongo	Charles	071 869 9229	012 521 9573	012 521 9526	charles.mhlongo@transnet.net
Rustenburg	Chairman	Motlhabi	Tebogo	073 974 7074	-	014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe	Elias	071 926 1779	014 590 2226	-	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206	-	Hlayisela.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223	-	t.mahlaudi@gmail.com
TE Pretoria	Chairman	Nel	Alwyn	082 371 0419	012 521 9580	-	alwyn.nel@transnet.net
	Secretary	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	Evanca	079 602 8585	013 257 5028	-	haizelmola@gmail.com
	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024	-	doctoroupa@gmail.com
Witbank	Chairman	Mudalalotho	Obert	076 262 0674	-	-	avhatakazi26@gmail.com
	Secretary	Leshabana	Steven	083 559 9419	-	-	steven.leshabana@transnet.net

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

“Thank you for excellent representation at hearing”

Ernest Bell, Commodity Manager Transversal Contracts at Transnet Port Terminals in Durban, writes:

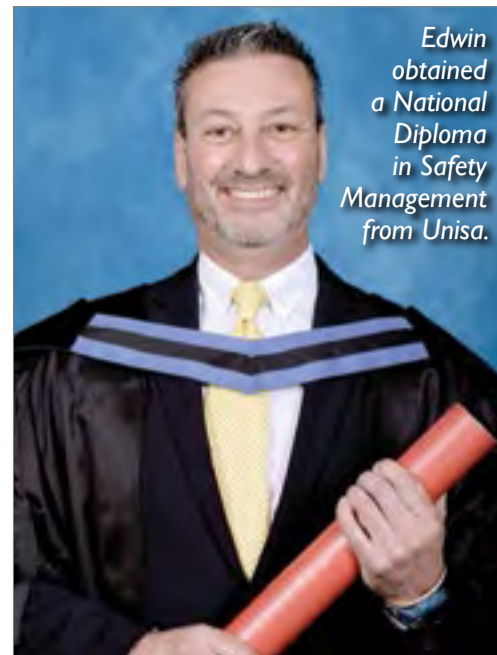
“I want to express my sincere gratitude to UNTU for the excellent representation at my recent hearing. I have been charged with sexual harassment by one of my colleagues.

“I recall the day that I first called UNTU to report that I had been charged and placed on ‘Precautionary Suspension’ pending investigation into the alleged incident.

I still remember Lorraine Wentzell’s first words after thoroughly questioning me. She repeatedly said: ‘Ernest, don’t you lie to me!’

“This first exchange with UNTU will remain with me because I acknowledge that sexual harassment is a sensitive matter and one needs to be sure before any conclusions are drawn. In retrospect, I am glad that Lorraine subjected me to such questioning and grilling because it was through this questioning that I realised that Lorraine believed in my innocence.

“I wanted to ensure that Lorraine’s magnificent concern, service and representation do not go unnoticed and uncelebrated. She was professional, well-versed and meticulous in her cross-examination and interrogation of all the employer’s witnesses. Considering the sequence of events, I am more convinced today that I have won this case because I am an UNTU member and the fact that I was ably represented by Lorraine Wentzell. ♡



Edwin obtained a National Diploma in Safety Management from Unisa.



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**

No complaint too petty for Edwin Godfrey

No complaint of an UNTU member is too petty for Edwin Godfrey (48), UNTU Full-time Trade Union Representative (FTUR) and Secretary of the Port Elizabeth Branch.

“I want to see our members happy. If they come to me, it is something that matters to them, irrespective of how I feel about it,” says Edwin.

Edwin recently obtained a National Diploma in Safety Management, completing 18 subjects and receiving 9 distinctions.

He has been working for Transnet Freight Rail for the past 28 years.

Back then, the unionists in the workplace saw this youngster had leadership qualities and got him to assist them in addressing unfair treatment of colleagues.

“Back then, employees did not know their rights. They only did what they were told to do, until someone started asking questions.”

Edwin, who was employed as a senior administrative official for the Yards, got a position as an FTUR in February last year.

“I grabbed the challenge with both hands and I have enjoyed every minute of it. I love serving our members, being visible and having good relationships with them.

“As soon as members see you in the workplace, they know that they have a voice. We cannot just recruit them and expect them to be happy. We need to check on them.

“It is also important to make time to listen to them, even when you know that you are unable to help them. Sometimes this helps you to get the full picture, so that you can give informed feedback to a member as to why his or her complaint does not have merit.”

Edwin does not believe in promoting certain UNTU benefits above others when he recruits new members. “Word of mouth is the most powerful form of advertisement. Provide good service to our members, and they will talk positively about our Union.”

When he is not assisting members, Edwin has a very busy social life. He loves being outdoors, gardening and being involved with animal welfare projects. ♡

Opening churches instead of casinos

Kgosi Taelle was about to open casinos in countries all over Africa, but God had a different plan for him and now he aims to soon be opening churches in countries all over Africa.

This 33-year old UNTU Trade Union Representative (TUR) at Bombela, the operator of the Gautrain, is a second-year theological student at the South African Theological Seminary, following in the footsteps of his parents who are both pastors.

Growing up in Rustenburg in the North West and not even knowing about the existence of the Gautrain, Kgosi got into the gaming industry because he wanted to travel and see the world.

He was a senior surveillance duty manager working mostly in KwaZulu-Natal when Kgosi was offered a five-year-contract to open new casinos all over Africa.

"I missed my family terribly because I could not visit them often and I wanted to stabilise my life. I knew it was a terrific opportunity, but the downfall was that I had to live out of a suitcase most of the time. So, I decided against it, did not get on the plane and took up the position as assistant station security manager, which I still occupy today," he says.

"Yes, sometimes I have regrets, especially about seeing Africa, but I realise that God is preparing me for a much greater calling and I need to answer God's call."

His dream is to finish his studies so that he can become a full-time minister and spend his time travelling and preaching in Africa. In the meantime, Kgosi enjoys being only less than two hours' drive from his Rustenburg family home so that he can go and visit as often as he wants.

He was elected as a TUR because his colleagues noticed his natural



Kgosi Taelle

leadership abilities. "I have always had a passion for people and am committed to serving them."

When he is not at work, Kgosi assists the Acts of Love Charity in various community projects like soup kitchens, planting sustainable community vegetable gardens, winter blanket drives, medical outreach programmes and upgrading school playgrounds.

Kgosi loves reading books on faith and books by local authors, and going to the gym.

He believes that a union should be the vehicle for the changes workers want to see in a workplace: "The proof is in the pudding," he says.

He finds it very unfortunate that most of the Bombela issues are referred to the Labour Court for a ruling, making it very time consuming. Members get impatient when they are not kept abreast of news, even though there are no developments due to the overcrowded court rolls.

"Rival unions just love to try and use this as a stick to beat us, even though we enjoy a majority of 58% representation in Bombela and they don't even have recognition," says Kgosi. ❖

"I love working with people, but don't tolerate any **injustice** and will not allow the **exploitation** of workers of any kind."



Vhahanjwele Ravele

Every employee must take responsibility for their jobs

Vhahanjwele Ravele (27) believes every employee at Bombela, the operator of the Gautrain, must take full responsibility for his or her job and not shift the blame on others.

This strong-minded train conductor was elected as a Trade Union Representative (TUR) without even thinking of getting actively involved in the structures of the Union.

"I love working with people, but I do not tolerate any injustice and will not allow the exploitation of workers of any kind," he explains.

Vhahanjwele was born and raised in Venda in Limpopo but came to Gauteng to study public relations. He started his career as a salesman and a cleaner before he joined Bombela.

He was one of the disgruntled Bombela employees who left UNTU to join AMCU after empty promises of recognition was made. "At that stage, I

was frustrated with my Union. I did not feel that my Union had my best interest at heart and I felt that my TURs failed me due to their bad communication."

When AMCU did not manage to get recognition, Vhahanjwele decided that it was important for him to be heard by a union with a voice.

"When I decided to re-join UNTU, the Union had a new elected leadership. There is still room for improvement. There always will be. That is how we will grow," he says.

Vhahanjwele believes communication is key and would like to see UNTU improving even more on that. He plans to further his studies in Labour Relations next year.

When he is not at work, he likes reading political books on role models like Steve Biko and Nelson Mandela.

Vhahanjwele is a keen Mamelodi Sundowns supporter and the father of a seven-month-old baby boy. ❖

Follow these steps if you require representation or assistance

UNTU members who require representation or assistance from their trained Trade Union Representatives (TURs) must notify them or the Full-time TURs (FTUR) timeously to avoid disappointment.

Members must bear in mind that UNTU TURs and FTURs must also provide service to several other members who rely on them. When a member asks for assistance, they need to set aside time beforehand to ensure availability and proper preparation.

A five-day notice period is adequate notification.

"Your TUR is expected to respond within 12 hours. If you receive no response from your TUR, please inform your Branch Chairperson or your Branch Secretary or even your FTUR. If nobody responds after 24 hours, please phone Sonja Carstens, our Media, Liaison and Communication Officer, at Head Office or e-mail her at enquiries@untu.co.za for immediate assistance," says Wyndham Evans, President of UNTU.

Evans calls on members to respect the Union structures provided to them in the Constitution of UNTU. The structure is as follows:

1. Approach your TUR in your division.
 2. No response, talk to your Branch Secretary or Branch Chairperson for assistance.
 3. If they are not assisting you, phone your FTUR for advice.
 4. If you are still not satisfied, phone or e-mail Sonja Carstens. She will ensure that she or any other member of the Deputy General Secretaries, the Membership Office or the Organisers of UNTU responds.
- **Sonja Carstens can be reached at enquiries@untu.co.za, sonja@untu.co.za, 011 728 0120 or 082 463 6806.** ❖



UNTU's winning streak is selling itself

That is what Tikum Hardhaw (49), UNTU Chairman of Metro Durban, believes after being loyal to the core to the Union since he started his career as a vehicle builder artisan at Transnet years ago.

Tikum was part of the first group of Indian workers who were offered this qualification after the trade as diesel mechanic was not available at the time. He never looked back.

But working in Rolling Stock in Springfield, Tikum realised that there was a lack of firm leadership in his Union to oppose the then strong rival union structures. He realised that if he wanted to see change, it was up to him to be that change.

With the encouragement and support of Executive Council Member Rodney Blom and various others, Tikum became the change he wanted to see in the workplace.

Today UNTU is the majority trade

“Everybody knows if you want to be part of a **non-political, aligned winning team** whose actions speak louder than words, then you join UNTU. We can show our members our results in black and white.”

union in Prasa KwaZulu-Natal, and the Union of choice for workers irrespective of race and gender.

“Everybody knows if you want to be part of a non-political, aligned winning team whose actions speak louder than words, then you join UNTU.”

For Tikum the most important function of a Trade Union Representative (TUR) is the ongoing education of members.



Tikum Hardhaw

“We can show our members our results in black and white. They can see us working for them, not just within the management structures of the company, but within all levels from the CCMA, the High Court, the Labour Court, to the Minister and even Parliament.

“The rest of our benefits are simply added value for money,” says Tikum, who represents UNTU on Fedusa’s Provincial Executive Council.

With the success he has achieved in Prasa KwaZulu-Natal, Tikum sees no reason why he will not be elected to serve on UNTU’s Executive Council at the next Congress. In the meantime, he would like to start with his studies to obtain his LLB-degree.

When he is not at work or busy with Union matters, Tikum loves spending time with his wife, four children and granddaughter. He is a keen supporter of the Manchester United soccer team. ❖

“Members must know the do’s and the don’ts. They must be aware of the basic rules, policies and guidelines of the company so that they can ensure that they keep out of trouble. Prevention is always the safest route,” says Tikum, who has been on a winning streak in the cases he has handled over the past year.

He believes the best benefits of the Union are just that: the results.



Service delivery key to success

Fisani Mabaso, UNTU Full-time Trade Union Representative (FTUR) for Transnet Freight Rail in Ladysmith, is on duty 24/7 to assist members.

He believes service delivery is key. “That is what makes or breaks a union. If a member needs you and you are not available, he or she will badmouth you. But if a member needs you and you are able to assist, you will have a loyal member spreading the good name of the Union for life,” Fisani explains.

Fisani was still busy with his training as a train driver when he got the opportunity to become an FTUR. He immediately grabbed the opportunity, as he has always loved to serve the best interest of members.

“I get upset when employees are denied their rights. I cannot stand any injustice. I believe that a happy employee is a productive employee,” he says.

Fisani had his share of intimidation after he joined the Union in 1988. He used to arrive at work to learn that the police were looking for him, but upon going to the local police station, he had to hear that the police official knew about nothing.

“I am glad I did not give up hope.



Fisani Mabaso

Today I use UNTU’s excellent benefits to recruit new members. UNTU is the only Union that pays back the contributions members made when they retire, to thank them for their years of loyal membership.

“UNTU is also the Union in South Africa with the best added benefits. You will not find any other trade union with the same benefits as ours,” Fisani says.

If he is not assisting members, Fisani likes spending his time at home with his family. He has five children and three grandchildren. According to him, they have always been very supportive of his work although he is often away from home. ❖

To serve and assist others Sharen Goosen's passion

Sharen Goosen has a passion to serve and assist others, whether they are UNTU members, members of her community or parents of the high school where she serves as a member of the Governing Body.

“My husband, Shineal, always jokes and says it looks as though I am getting paid to do this job. That is not the case. I do it because I love it,” Sharen, a mother of two girls and two boys, says.

The fleet officer of Transnet in Sishen joined UNTU eight years ago after nobody at her then union, SATAWU, where able to sort out the problem she had with her incorrect salary.

Chris Pretorius, who participated with her in a managerial course in Saldanha, offered to assist her. He sorted out her problem.

“Immediately I wanted to know to which union he belonged, and I asked him to send me the application form. Up until today he remains my mentor and my inspiration. I phone him for guidance and advice,” says Sharen.

This gender coordinator has never faced disciplinary steps. “The best quality of a Trade Union Representative (TUR) is the ability to always be honest with members. Speak the truth. Tell them what they did was wrong if that is the case, and what should be done to manage the impact thereof. That is the only way employees can correct their behaviour to ensure that they can remain in service for the next 40 years,” says Sharen.

She met her husband, also an UNTU member, when they were both working in Vredenburg. He is an infra-worker and is very supportive of his wife.

“I am not someone who keeps grudges. I believe we are all here for the same purpose, so we should put our differences



Sharen Goosen

aside and work together to achieve our goals,” says Sharen.

To her, UNTU’s funeral benefit is one of the best benefits the Union provides to its members. “The second is our new social media pages. Nobody can complain that they are not informed because if they just follow UNTU on Facebook or Twitter, they will know what is going on throughout the day. I simply love being able to stay informed about the day to day happenings,” says Sharen.

According to her the decision taken by the incoming Executive Council in 2015 to be more visible amongst its members was a huge step in the right direction. At Sishen UNTU members are still talking about UNTU President Wyndham Evans’s first visit to their region and what it meant to them as members of the Union.

When Sharen is not working, she loves playing outside with her children and spending time with her husband. “That is the best stress relief for me,” she says. ❖



#UNTUCares

Maria Chonco, UNTU National Organiser; and Sonja Carstens, Media Liaison and Communication Officer, with UNTU members and ladies from Fedusa visiting the Orlando Children's Home on Madiba Day.

Mama Dube the Mother of Nation

At UNTU our National Organiser Maria Chonco is fondly referred to by our members as the Mother of the Nation – but in Fairland in Johannesburg they call this caring activist for women and children “Mama Dube”.

Maria (55), who has won the trophy for the Union's Organiser of the Month for the past eight consecutive months, recruiting more than 700 new members, became involved in community work soon after she started her career at UNTU as a cleaner in 1994. Within a month she was promoted to the position of the messenger of the Union.

“There were five ladies sleeping in the building in which the Union was located. They did not have proper facilities. I felt sorry for them. Each night they would eat and watch TV with my husband and me before we took them home,” says Maria.

Within a year Maria was promoted to the membership office and in 2005 she became UNTU's first Organiser. Today she is well known, not only in UNTU but also in the structures of Fedusa for the phenomenal role she has played to promote the role of women in a predominantly male industry.

Maria serves on Fedusa's Social Justice Committee, where she fights for

the rights of women from their communities to the workplace. “Women need to be recognised and develop to their full potential,” she says.

But at home Maria is involved in various community projects assisting children, drug addicts and abused men and women, with the support of her husband, Bongani Charles Dube.

“There I am called ‘Mama Dube’. My work starts when I get on my bus home.



Maria Chonco

I assist couples with marriage problems as a mediator, I am the elected Street Captain who organise the street committees that assist the SAPS in our area and I am active in my church structures,” says Maria.

It was through her that UNTU identified the child-headed household in Orlando,

Soweto, where the Union got involved for Madiba Day this year.

Maria heard on a local radio station about the 23-year old mechanic who provides for his five siblings in a squatter camp. Even before she met them, this family had a special place in her heart.

After the Union donated money collected amongst the staff for the family, Maria remained involved with the family, ensuring that the children had bus fair to go to school every day.

“When I see others happy, then I'm happy. I don't expect anything. I just want to reach people's souls,” says Maria.



Orphaned, vulnerable children close to William Mabapa's heart

There is more to William Mabapa, UNTU Trade Union Representative and Assistant Security Manager at Bombela, the operator of the Gautrain, than meets the eye.

In his free time, William dedicates his time to his position as the Executive Deputy Secretary of the Bophelong Drop-in Centre, a non-profit organisation that takes care of more than 600 orphaned and vulnerable children daily in Soshanguve, north of Pretoria.

“The development of the youth and the community has always been a concern of mine. This is who I am. I want to see each child develop to his or her fullest potential. The little that I am able to do for the Bophelong Drop-in Centre goes a long way for those less fortunate children,” says William.

According to Donald Ndou, the centre's Project Manager, they realised in 2005 that many children in their community have lost a parent and were living with single parents, grandparents or siblings who were struggling or illiterate and could not assist them.

The centre stepped into the gap. Children from all ages up to 18 can drop in at the centre before or after school for a meal, help with their school work, support groups and other well-being and health-related social programmes. Aspects that are addressed include substance abuse, HIV/Aids, teenage pregnancies and bullying.

The employees of the centre also pay attention to the children's school uniform, to ensure that they are presentable at school.

The Bophelong Drop-in Centre consists of a main centre at the Father Sman-galislo Mkhathshwa complex in Soshanguve and two satellite centres.

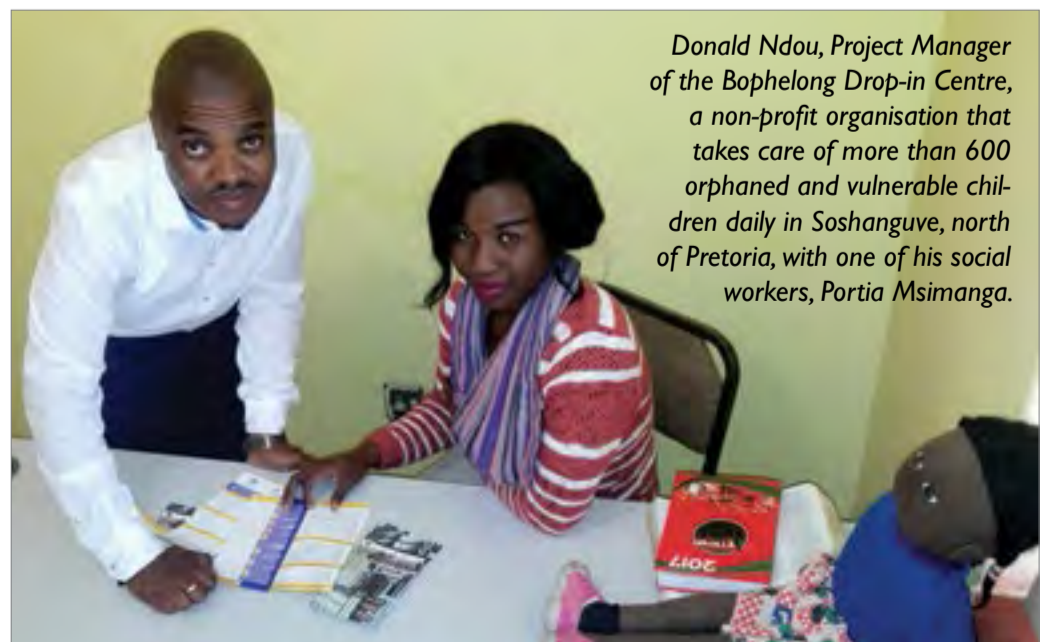
“If we identify that a child is experiencing a problem at home, we have a social worker and a youth worker at hand to immediately react to the needs of the specific case,” says Donald.

This year the centre embarked on an outreach programme in public parks in Soshanguve to reach even more children through educational holiday programmes, because drugs like Nyaope – a cocktail of dagga, heroin, anti-retroviral drugs, rat poison and acid – are becoming a crisis amongst the youth in the township.

“We were able to reach another 876 000 children by being visible in seven parks,” Donald says.

The social development programme of the centre gets limited funding from the Department of Social Development. The rest of its funding comes from donations from within the Soshanguve community and fundraising projects.

• **UNTU members that would like to donate to the Bophelong Drop-in Centre can phone Donald on 083 819 8380, e-mail bdcentre@webmail.co.za or visit www.bophelongcentre.co.za.**



Donald Ndou, Project Manager of the Bophelong Drop-in Centre, a non-profit organisation that takes care of more than 600 orphaned and vulnerable children daily in Soshanguve, north of Pretoria, with one of his social workers, Portia Msimanga.

Brothers leaving Elandsfontein together

On 29 September the Elandsfontein Station in Benoni will lose double the experience (and the trouble) when train driver brothers André (62) and Gert van der Mescht (60) respectively retire and resign due to the dangerous working conditions they are faced with daily.

The brothers agree that they love driving trains, but say that the deterioration of the train network infrastructure due to a lack of proper maintenance by Prasa is increasingly putting their lives at risk. Both have repeatedly been spit at, threatened to be killed and cursed at by furious commuters who do not realise that the driver's hands are tied when there is a faulty train.

"I am tired. I have had the best time of my life at work. But I want to grow old with my wife of 39 years, Almarie, and spend time with my four grandchildren. There are so many places in our beautiful

Gert and André van der Mescht



country that I want to take my wife to.

"I don't want to wait until it is too late, says Gert, a former Trade Union Representative of UNTU. He loves to use his UNTU discount to visit the Union's family holiday resort, Voetplaatpark, on the KwaZulu-Natal South Coast from time to time.

Gert and his elder brother, André, were both born on 29 September although they are two years apart. Gert will

turn 61 whereas André will reach the age of retirement at 63. Both brothers started their careers as prison wardens in Standerton. Their eldest brother, Hennie (65), left school to join the Defence Force.

Back then, employees of the former Spoomet earned more and had more benefits than prison wardens and after a few years the brothers were recruited to the rail service.

According to André, also an UNTU member, he liked working with his younger brother although they had their "ups and downs" at work. "If anyone wanted to take one of us on, we always stood up for each other," he explains.

He has lost his pride in being a train driver. "It is no longer safe to do what I am doing. Nobody respects you anymore. That is why it is time to move on," he says.

André loves fishing and plans to move to Richards Bay after his retirement. "I believe change is as good as a holiday. I was 11 years old when my family moved to the former Transvaal and I have been living here ever since.

Andries van Zyl, Secretary of UNTU Metro East, who is also stationed at Elandsfontein, says all the UNTU members are very fond of the two brothers and they have various nicknames. "We will miss their kindness and their jokes when they are not here," he says.



Zonke completes Unisa programme

UNTU Executive Council Member Zonke Cebebhulu completed the Industrial and Organisational Psychology Programme at the Unisa Centre for Industrial and Organisational Psychology. Congratulations, Zonke!

Reckless members makes Eunice furious

It infuriates the Branch Secretary of Polokwane if UNTU members knowingly act irresponsibly, putting their jobs and the income of their families at risks.

Eunice Pheta (40), a chief admin official at Transnet Freight Rail in Polokwane and a loyal Trade Unionist since 2003, says she does not have patience with members who know they were wrong, but who refuse to admit it.

"But for me enough is never enough. I love assisting members and I see myself growing in the Union structures," says Eunice, who serves UNTU on the Provincial Executive Council of UNTU's affiliated federation, Fedusa.

Eunice has been the Branch Secretary of the Polokwane Branch for the past three years and loves assisting members with claims or whatever other needs they might have. She gets excellent cooperation from all the other role players, especially UNTU Head Office.

"The new improved information sharing and the new benefits, especially the added 13 holiday resorts, have created a situation where employees come to us asking us for stop order forms so that they can join the Union of progress. I am so proud to say this is my Union; this is my home.

"Members want their Union to focus on issues that are imported to them. That is why it is also so important that UNTU is affiliated with a non-politically aligned federation, Fedusa. Fedusa focuses on the development of workers through addressing the shortage of skills in the country and improving working through addressing their rights irrespective of race," says Eunice.

She would like to see UNTU



Eunice Pheta

improving even more on its funeral benefits to keep track with the escalating costs of funerals.

This mother of a 12-year-old boy and a 10-year-old girl loves spending time with her family traveling when she is not at work.

She is also addicted to reading novels.

Eunice says Sonnyboy Mosebedi, Branch Chairperson of Polokwane, is her role model and her mentor. "I have never once seen him angry. He is always positive, no matter what."

Lucas our new Organiser in KZN

Lucas Sabela once had the privilege of being one of the police VIP protection officials escorting King Goodwill Zwelithini, late



former Pres. Nelson Mandela, Prince Mangosuthu Buthelezi and former KwaZulu-Natal Premier Dr Frank Mdlalose.

But from 1 July this former South African Police Service (SAPS) captain's main goal is to ensure that all those UNTU members who left the Union after promises of greener pastures, find their way back to the Union of Choice.

Lucas (51) was appointed as the new Organiser in KwaZulu-Natal, based in our Durban office. He will join forces with Alfred Mthethwa, UNTU's Organiser in Richards Bay, to assist the elected leadership of all the UNTU branches in the province with the latest information and recruitment drives.

Lucas has had a colourful career path. After he left the SAPS, he started his own grocery shop, but that did not work out.

He then joined Transnet Freight Rail as a yard official and was soon elected as a Trade Union Representative.

"I loved investigating all possible avenues on how to best assist my members. The unfortunate result was that I did not get promoted to the next level by my employer," he says.

He then left Transnet to become a councillor for a local political party. The party is no longer in existence.

"Coming back to UNTU after two years I was surprised to see how the Union has grown and transformed. It is an honour to be working for UNTU again," says Lucas.

He has two wives and two children.



UNTU EXECUTIVE COUNCIL



PRESIDENT
Wyndham Evans
Tel: 011 728 0120
Cell: 082 566 5518
wyndham@untu.co.za



VICE-PRESIDENT
Hendrik Fourie
Cell: 083 283 7482
pote@untu.co.za



SUPPORT SERVICES
Douw Dreyer
Tel: 011 978 2737
Cell: 082 920 9540 /
082 378 3130
douw@untu.co.za



MARITIME EASTERN ZONE
Douglas Emery
Tel: 043 700 2410
Cell: 082 315 9826
douglas@untu.co.za



MARITIME WESTERN ZONE
Trevor Wasserfall
Tel: 021 449 2148
Cell: 071 362 6219
trevor@untu.co.za



PRASA CENTRAL ZONE
Casper Botha
Cell: 063 687 4002
cl@untu.co.za



PRASA WESTERN ZONE
Brian Davids
Tel: 021 449 5879
Cell: 082 043 0515
brian@untu.co.za



PRASA EASTERN ZONE
Rodney Blom
Tel: 031 361 7741
Cell: 082 893 1224
rodney@untu.co.za



RAIL FREIGHT EASTERN ZONE
Dan Khumalo
Cell: 072 558 1460 /
082 685 2799
dan@untu.co.za



RAIL FREIGHT CENTRAL ZONE
Joe Mashamaite
Tel: 016 420 6278
Cell: 083 583 7527
chuene@untu.co.za



RAIL FREIGHT CENTRAL ZONE
Linda Biljoen
Tel: 031 361 4318
Cell: 082 852 9478
linda@untu.co.za



RAIL FREIGHT CENTRAL ZONE
Scott de Koker
Tel: 011 330 6061
Cell: 082 324 9169
scott@untu.co.za



RAIL FREIGHT WESTERN ZONE
Fred van Wyk
Cell: 082 787 8844
fred@untu.co.za



RAIL FREIGHT WESTERN ZONE
Henk Smith
Tel: 023 348 4316
Cell: 071 363 3938
henk@untu.co.za



RAIL ENGINEERING CENTRAL ZONE
Wielligh Meyer
Tel: 012 842 6085
Cell: 063 687 3661
wielligh@untu.co.za



RAIL ENGINEERING WESTERN ZONE
Clayten du Plessis
Tel: 041 994 2288
Cell: 078 212 6211
clayten@untu.co.za



RAIL ENGINEERING EASTERN ZONE
Zonke Cebekhulu
Tel: 035 906 7372
Cell: 082 567 6637
zonke@untu.co.za

UNTU SECRETARIAT



GENERAL SECRETARY
Steve Harris
Cell: 082 566 5516
steve@untu.co.za



DEPUTY GENERAL SECRETARY FINANCE & ADMIN
Chris de Vos
Cell: 082 857 7471
finance@untu.co.za



MEDIA LIAISON & COMMUNICATION OFFICER & EDITOR
Sonja Carstens
Cell: 082 463 6806
sonja@untu.co.za



DEPUTY GENERAL SECRETARY
Cosmas Doncabe
Cell: 082 922 3960
cosmas@untu.co.za



DEPUTY GENERAL SECRETARY
Pieter Greyling
Cell: 076 084 7131
pieter@untu.co.za



DEPUTY GENERAL SECRETARY
John Pereira
Cell: 079 501 6883
johnp@untu.co.za



DEPUTY GENERAL SECRETARY
Neels Haasbroek
Cell: 082 904 2215
neels@untu.co.za



ORGANISER DURBAN
Lucas Sabela
Cell: 073 025 0102
lucas@untu.co.za



NATIONAL ORGANISER JOHANNESBURG
Maria Chonco
Cell: 082 920 5305
maria@untu.co.za



NATIONAL ORGANISER BLOEMFONTEIN
Cando Tlhaole
Cell: 072 440 3944
cando@untu.co.za



ORGANISER PORT ELIZABETH
Liam MacKay
Cell: 072 603 9515
liam@untu.co.za



ORGANISER RICHARDS BAY
Alfred Mthethwa
Cell: 079 220 3444
alfred@untu.co.za



NATIONAL ORGANISER CAPE TOWN
George Le Roux
Cell: 079 527 3087
george@untu.co.za



SENIOR ORGANISER CAPE TOWN
Nkosinathi Bence
Cell: 073 649 3006
bence@untu.co.za



ORGANISER CAPE TOWN
Tembile Mggqolozana
Cell: 082 751 2165
tembile@untu.co.za

TEN REASONS TO JOIN UNTU

01

COLLECTIVE BARGAINING

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



02

DISCOUNTS ON HOLIDAYS

Discounted rates at 13 holiday resorts nationwide, including up to 40% discount at Voetplaatpark in KZN.



03

SAVE ON A NEW CAR

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



04

DEBT ASSISTANCE

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



05

DISCOUNT ON TYRES

UNTU members receive discount at Tiger Wheel & Tyres and Tyres & More by showing their membership cards.



06

DISCOUNT ON INSURANCE

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



07

STUDY BURSARIES

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



08

MATERNITY BENEFIT

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



09

DISCRETIONARY FUND

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



10

DEATH BENEFIT

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



For more information:
E-mail: enquiries@untu.co.za
Tel: 011 728 0120