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Affiliated to FEDUSA

Our president reports UNTU elections

We seem headed for a vital and successful Congress in November. UNTU's year of elections and policy-making kicked off in January with the nationwide election of shop stewards. Although not yet completed, at mid-March the elections appeared to be progressing satisfactorily. Those divisions experiencing difficulties in concluding their elections are being assisted by Exco and head office.

For their own benefit, members are reminded of the need to elect the right people into all key positions – people who understand the issues, have the skill to put the workers' case and the courage and dedication to serve their colleagues.

Recruitment

I personally thank all our members for the way in which they are helping to advance their union's cause. Thanks largely to their efforts in spreading the word that UNTU is the one that offers workers the best returns on their hard-earned subscriptions – UNTU's membership is growing each week.

Tough times ahead for rail and harbour workers

Several factors – some external and others arising from managerial weaknesses – are combining to create serious obstacles to decent pay adjustments, bonuses and job security.

The principal external factor is the downturn in Chinese demand that is causing a marked drop in coal and iron ore exports. It goes without saying that the reduced export demand for those commodities will seriously dent rail and harbour activity and Transnet's income, thereby impacting negatively on employee earnings and job security. We have

to hope for a speedy turnaround and for Transnet to find alternative markets for those commodities.

The second – and even more disturbing – factor is the way that Transnet is being managed. Worse still, because the GCEO is not consultative, he sets unreal targets and has an elitist approach that is flooding Transnet with an over-supply of managers, many of whom are incompetent. It is not their fault that they are being given status and fat salaries, with little training or guidance to go with them.

When he was devising Transnet's Market Demand Strategy (MDS), Brian Molefe ignored UNTU's caution that he was setting its goals too high. Now two years into its implementation, despite the fact that the workforce has displayed remarkable dedication in meeting most of its targets, the MDS is already 45% behind schedule. I have no doubt that Transnet will use that deficiency as an excuse for short-changing his workers at the bargaining table.

Last year this union took him to task for his failure to consult his workforce via their trade unions (surely a core duty of any responsible business leader) and for his pointed exclusion of labour from the function to announce Transnet's financial results. At the 11th hour his Human Resources Manager intervened to arrange a meeting with Mr Molefe and to spare him the embarrassing disclosures about to be made in Labour Report. At that meeting Mr Molefe was apologetic and undertook to engage with UNTU's leaders on a quarterly basis and to arrange for a workshop to review the Transnet structure / operation. That has not happened.



UNTU president George Strauss

More chiefs than Indians

A further disturbing feature of Mr Molefe's approach is his arbitrary appointment of managers. As the people who have been around and who understand the issues, UNTU can soon tell if a manager can handle his job or not. Imagine our frustration when we find nine managers – each with a different mindset and set of rules – performing the duties that could be effectively handled by one.

Until he can look UNTU (and his shareholder) in the eyes and explain why this is the most effective and economic way forward for Transnet, Mr Molefe must excuse us for regarding him as incompetent and shifty on this issue. Worse still, his aloofness is becoming a massive turn-off – an unforgivable sin for the person whose principal duty is to inspire his workforce. Elsewhere in this issue we have quoted the worker who said: "For more than a century our country's railways and harbours have recognised their workers as vital contributors to their progress and have treated them with courtesy and respect. What right does the present Transnet regime have to be so dismissive of its workers?"

It is our hope that Transnet will answer that question.

Social security debate

At the time of writing this report (mid-March) the Nedlac debate on South Africa's social security future was still stalled. One of the reasons for the standstill was the differing ideologies of the country's two main labour federations.

Fedusa tells Govt to sort out Eskom's management problems



Dennis George

When Fedusa and other organisations met with Cyril Ramaphosa early in April to discuss efforts to ensure a secure electricity supply, Koos Bezuidenhout, the president of the Federation of Unions of South

Africa (Fedusa), told the deputy president that his government's priority must be to sort out Eskom's management issues.

"We need proper management installed at Eskom – people in charge who can ensure that the country has a reliable power supply," he said. The suspension of members of the Eskom board sounded nice and was politically fine but did nothing to "bring home the bacon" by dealing with the backlog in the maintenance of power stations. Due to the unreliable power supply, companies were shedding jobs, putting workers on short time or going into liquidation. Wage increases would in no way cover the 25% tariff hikes that Eskom was seeking.

"We're in trouble and we need to fix it. Let's be positive," said Bezuidenhout. ■

Cosatu is pushing for the implementation of an all-embracing social security plan along the lines of those that exist in the developed northern economies.

While supporting such a plan in principle, Fedusa wants the country's social plan to be launched one step at a time, beginning with its much-needed pension reforms. In Fedusa's view, launching a comprehensive social plan before the country has either the money or the depth of managerial expertise to manage it would be a recipe for disaster. The costly woes we are witnessing at Eskom, SAA and Aurora – not to mention the country's many dysfunctional municipalities – provide further grounds for a more cautious and measured approach.

UNTU has asked Fedusa to use its influence to get the debate back on track before 2015 slips away from us and before the government is given the license to make arbitrary decisions.

The real reason for pension resignations

Regular readers of Labour Report will be aware of UNTU's repeated appeals to members not to allow their apprehensions about the pro-

posed pension reforms to persuade them to resign. The assurances that their pension investments are safe, which UNTU as well as the Minister of Finance and the Deputy President have repeatedly given workers, still stand. There is absolutely no risk of workers' pension contributions being frozen or interfered with in any way.

Although most Transnet employees have accepted these assurances, avoidable resignations continue at a disturbing rate. Why is this happening? Sadly, it is because individuals are so hard-pressed financially that they need to get at their one remaining source of income, regardless of the future suffering that their action might cause them. This is something our employers will have to deal with.

Housing hardships

A further reflection on Transnet's new approach to human resource management (an approach that shuns the guidance, care and benevolence of the practice of personnel management it has replaced) are the hardships being experienced by those being encouraged to buy their Transnet homes.

Continued on page 5

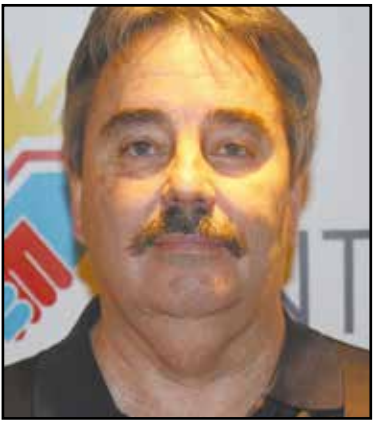
Attention: to get speedy answers ...

Members should please note that in order to get speedy replies to their communications with their union they should address their correspondence with UNTU or its general secretary to headoffice@untu.co.za.

This standard procedure avoids unnecessary delays. Incoming emails are attended to on a daily basis whereas an individual may be away from the office for any one of various reasons.

COMMENT

NEWS



Steve Harris

The true voice of industrial relations

South Africa is bleeding. It is losing social and economic power as a result of its erratic leadership, inefficient power supply, indebted and increasingly dysfunctional municipalities and frustrated and volatile workforce which too often vents their angers on their employers rather than on the real causes of their misery.

Against this backdrop, UNTU is proud to be an affiliate of – and influential force within – Fedusa. If one examines the meaning of

industrial relations – the relationship between employers and employees aimed at achieving the fairest and best possible results for management and labour – no other SA labour federation comes close to Fedusa's pragmatic and productive approach.

Unhampered by unworkable economic theories, political relationships, individual grandstanding and internal divisions, Fedusa has become the body that best directs its efforts towards achieving the stable, influential and productive worker voice that South Africa so urgently needs.

Fedusa's bread-and-butter ap-

proach might deny it media limelight. Increasingly, however, it is gaining the respect and attention of those who really matter: government's planners, the captains of commerce and industry and the workers.

Fedusa unions strike when managements leave them no other alternative. For the most part, however, they achieve better than average results through their sensible strategies and skilled negotiating – in other words, by doing the job that their members pay them to do.

That is an approach that far outguns its alternative: persuading your

members to do your job for you by launching avoidable strikes that use up their time, money, personal safety and job security and weaken the industries they serve. How often have thoughtless, prolonged strikes not eaten up the participating workers' gains before they get them? And how often have they not set the industry back far enough to ensure another austere year ahead?

For all of these reasons, for those workers who place analytical thought and practical strategies ahead of their emotions, Fedusa has become the place to be. ■

All correspondence must be addressed to the General Secretary at headoffice@untu.co.za

The track masters keep our railways safe

Few people realise the importance of Transnet Freight Rail's Infra team. They are the people who have to monitor the country's thousands of kilometres of railway track to make sure that they are safe. Major track faults can affect safety. Relatively minor faults can affect the train's speed and cause delays and congestion because they force train drivers to reduce speed.

Maintaining the country's rail tracks is hard physical work that involves coping with rain and floods and working in excessive heat. This article titled The Track Masters published in Transnet's internal magazine One gives a clearer picture of the Infra team's role. We publish an excerpt:

An innovative system developed by colleagues at Transnet Freight Rail's Bloemfontein Infra Depot has earned them the prestigious Team

Innovator award and dramatically changed the face of our rail network operations.

Railway terrain and operations were very different to what they are today. Technology not being as widely incorporated into the business during the early years, this meant that colleagues working in the Rail Network Department often had to exert more muscle power. This increased the risk of accidents.

Colleagues at TFR's Rail Network Department are responsible for transporting and laying rails on both new and old lines. Back in the day there was a cable attached to a locomotive, which would drag the rails on the tracks. Workers then needed to physically lift the heavy rails off and on to the trucks and tracks.

There also weren't two-way radios, which meant that they could

communicate only with hand signals. If the train driver didn't decode the signals correctly, it could lead to inaction and the cable dragging the rails could snap, which was very risky. The track worker's job was very hands-on, which meant that they were often in harms way.

The new system, which is attached to a rail truck and comprises a giant steel bullet, has given TFR colleagues more flexibility during rail manoeuvres. It has also saved the company millions of rand in hiring fees for a 'via car,' which is used to transport rail to remote parts of the country where new tracks are laid or old tracks need repair.

Up until a few years ago, TFR spent some R400 000 a year on renting via cars from an outside contractor. They used scrap material from old trucks, wagons and machinery to build the new system.

The R47 000 cost to company was one-off.

They can now transport 6 km of rail at a time, while a rented via car can handle only up to 3 km. To date, they have transported 80 km of rail with the new winch system.

While the winch system originated with colleagues at TFR's Bloemfontein Depot, it has been put to good use elsewhere in the country. It was used to lay 8 km of rail on

the Douglas line near Kimberley and 20 km of rail on the Orkney line. It was also used in Krugersdorp and Bothasdrorp. ■



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The New Afro4000 locos are going great



The Afro4002's forerunner, the Afro4001.



When the first batch of the Afro4000 locos arrived in Cape Town harbour in January, Transport Minister, Eliza-

beth Dipuo Peters, walked up to it and kissed it. It was an appropriate gesture for the 70 Afro4000 locos due to go into

service during 2015 and are going to change the face of PRASA and SA commuter rail.

As the minister explained to the watching media, the new locos are going to go a long way towards reducing travel times, providing comfort and reliability and improving efficiency.

UNTU member train drivers who are presently testing the new locos confirm that statement. "The locos

are a pleasure to control and they are going to make our work a lot easier," they told Labour Report.

All in all, 70 high-tech locomotives are expected to be delivered over the next few months, and they will be made up of 50 Euro Dual electro-diesel and

20 Euro 4000 diesel locomotives. As they arrive, PRASA will take them to the track to test them until March, and thereafter, the locos will start operating from April this year.

The locomotives are highly powered and are designed for multipurpose use and can pull freight and passenger coaches. The trains will run along six long-distance corridors, including the Johannesburg to Cape Town route. ■

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New stations are impressive

“In a country where many old station buildings are being neglected and abandoned, it is pleasing to see what Prasa is doing with its stations in the urban areas,” says Pieter Greyling, UNTU deputy general secretary.

Pieter says that the Johannesburg station is an example of Prasa's good business sense. The company has renovated the old station buildings to incorporate businesses, more especially fast food outlets.

“These are outlets that the

commuters support on a daily basis. Prasa has made great strides in investing in and attracting franchises. There is everything from a Spar to a Dischem and even a sport shop.

“I hope that Prasa will continue this innovative project.” ■



Clouds gather over evasive Bombela

Because Bombela persistently refuses to play its human resource management by the book, several areas of its activities remain cloudy. “The company's heel-dragging on some issues are becoming serious sources of employee discontent,” says UNTU's Neels Haasbroek.

“Currently heading Bombela's list of evasions is its disinterest in completing the revision of the Recognition Agreement clause by the end of June, which means no back-payment.

“Both parties were under pressure to begin the process early. But we are still waiting for them to come up with a date to meet.”

Another ongoing issue is our dispute regarding working hours. Currently, Bombela's work roster is compiled for six days and its workers do not get paid extra for their overtime. UNTU's argument is that if the first five working days amount to a 40-hour week, payment for the sixth day must be at overtime rates.

“We await a court date.”

Pension fund chaos

“There are some serious questions regarding the company's pension

fund. On 21 January the pension fund was switched to Old Mutual from unknown administrators.

“Members have had no say in the fund's matters so far. There is no committee looking after the pension fund members' interests. Pension fund members have no idea how much money was transferred or whether or not they are receiving their due. Therefore UNTU is insisting on a full forensic audit.

“If money has disappeared there will be claims against the company. Pension funds are funded by members' money. They have the right to be involved in the management of the fund. We have asked numerous times for feedback and establish a committee with representatives from the member corps. We are still waiting for that feedback.

“There are also questions about money that has been paid out already to disability claims and people who have resigned. Were they paid their fair share?

“Bombela must surely be aware that evasiveness on money matters raises serious questions about the company's integrity. Our hope is that Bombela will grasp this message and act quickly and correctly. ■

Good news from Bombardier

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The ray of light is Bombardier – Bombela's technical division,” says Neels. “This division is operating well and it is a pleasure to work with them, especially Christo Els from their HR department.”

Neels lists the following positives:

- Bombardier has awarded a contract for locomotives to Transnet.
- There are promising expansion

possibilities.

- The night shift allowance is now for all employees and was paid out in December.
- The company has an open-door policy.
- New contracts invite artisans to send in their CVs and 150 electronic and technical apprentices have been employed to be trained on the job. ■

LABOUR REPORT

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You're not just a number

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The right insurance partner will not only provide cost-effective solutions, but will also ensure that the solutions are tailored to your specific risk-related needs. Indwe Risk Services will design a personalised insurance profile, and

provide specific products suited to your individual needs, as well as a team of experts that will advise and handle your claims efficiently.

Each person's situation and needs are different. You want an insurer who understands that and provides you with services and support that are specific to your needs. That's why Untu chooses Indwe.

What Untu's people have to say about Indwe:

I have been a member of Indwe since 1972 and am still happy with their products and service. I can recommend Indwe to all our Untu Members!

- G H Strauss (President UNTU)

I joined Prestasi when they were founded in 1972 and I remain a very loyal member to what it is now called Indwe. I will continue to be insured

with Indwe because of their excellent friendly service and the competitive rates I have been paying over the years.

- Louis Brockett (Deputy General Secretary UNTU)

Indwe's monthly premiums are the best! I have recommend them to many of my friends, who were with other insurance companies and they have switched to Indwe. I recently had a house insurance claim with a well-known insurance company, but their service was truly disappointing.

I contacted Indwe and was surprised to realise their premium was 60% cheaper! I changed my property insurance to Indwe immediately. I recommend Indwe to anyone.

- Frans Crause (Executive Councillor UNTU)



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Breakthroughs for contract workers

We have good news at last for contract workers," says UNTU deputy general secretary, Louis Brockett, who has been leading the campaign for a better deal for this employment category. "Many of them are finally going to receive some of the benefits accorded to their workmates and we are expecting further breakthroughs."

Immediate to the conditions for contract workers include 13th cheques and discounted rates for those travelling to and from work on Metrorail.

"We have further negotiated guaranteed employment for 300 Transnet Port Terminals workers and 1 000 Transnet Freight Rail workers," says Louis. "Our cam-



Louis Brockett

paigning for better deals for contract workers will continue throughout the year." ■

Are we looking at another arms deal?

Why has a healthy slice of Prasa's R172-billion contract for new locos and rolling stock not been awarded to Transnet Engineering?" asks UNTU's Eddie de Klerk.

"TE has a proven ability to build excellent locomotives and wagons and its prices are competitive. Yet the Department of Transport has awarded a two billion rand contract to Alstom's workshop in Nigel. Don't the ministers of Transport and Public Enterprises talk to one another?"

"We are very worried. Look at Alstom's track record. They are currently in court on fraud charges.

How could the Department of Transport have awarded them these contracts? Are we looking at another arms deal?"

"One would think that a government which claims to be interested in job retention and creation would make sure that its own enterprises with the right abilities and track records would be the first to be awarded lucrative contracts.

"If TE does not get its rightful share of State contracts, many jobs and families are going to be negatively affected. TE already has 2 800 workers too many under present circumstances.

"We hope that our government



Eddie de Klerk

will come to its senses and put its own companies and people first." ■

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Fedusa (18) recommits to serving SA workers

Fedusa values its reputation as the country's most focused and proficient labour federation. As we celebrate our 18th anniversary we remain as deeply committed to serving workers and campaigning for decent work as we have always been," said Koos Bezuidenhout, president of the Federation of Unions of South Africa (Fedusa).

Federation of Organisations Representing Civil Employees (Force), Fedusa was formed to meet the growing demand for a politically independent labour body focused exclusively on improving the circumstances of working people.

UNTU is proud of its association with Fedusa and wishes them all the best for the future. ■



Koos Bezuidenhout

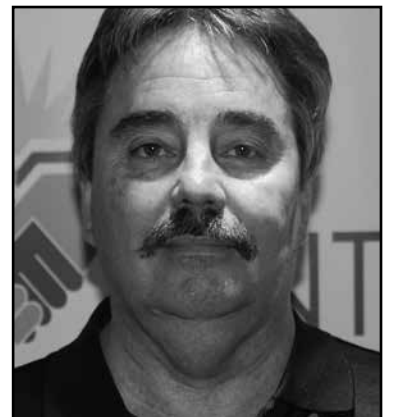
The result of the 1997 merging of the Federation of South African Labour Unions (Fedsal) and the

Progression to the new reward system

The new reward system agreed in 2012 introduced entry levels at a salary of 25th percentile of the general market from March to October 2012. Maximum salary levels and how to progress towards them have yet to be established.

"Since 2012 UNTU has been trying to negotiate the maximum for each grade along with the standards employees have to achieve to progress from the entry level to the maximum.

"The negotiations have been difficult and tedious. History has



Steve Harris

proven the need to find a system that is not subjected to the whims and frailties of the line managers who are frequently inexperienced and even biased," explains Steve Harris, UNTU's general secretary.

"However, we do have a draft agreement that is currently in the process of being mandated. The draft agreement includes a performance-based progression policy which bases 50% of its criteria on assessment marks. Employees will, therefore, be able to influence their own outcomes by improving their productivity and safety records and avoiding absenteeism. All of our FTURs are fully briefed on the new deal and will be able to give members any guidance they might need.

"UNTU is satisfied as no one will be off worse than before. One of the points that we are particularly proud of is that labour has managed to negotiate for employees above the maximum to still be included in the annual increases. They will also be allowed to participate in the reward programmes." ■

Our president reports UNTU elections

Continued from page 1

The principle of home ownership is an excellent one. But it becomes less than excellent when the homeowner is not paid enough to obtain – or afford – a regular housing loan.

In order to comply with Transnet's pressure to purchase their homes, many Transnetters are being forced to seek loans in the informal financial market – loans that are offered at far higher interest rates; loans that they will be unable to pay; debts that could cost them their homes and their financial security.

It is distressing that a company like Transnet is prepared to put its people on the streets in that manner.

Minister Nene's judgement error

A worrying feature of the budget of Finance Minister, Nhlanhla Nene, was his decision to reduce

the threshold for UIF contributions (by which employers and employees each contributed one per cent of their income) from R14 500 per annum to only R1 000.

His aims, no doubt, were to generate personal popularity and to place more disposable income in the hands of employees and their employers. Nevertheless, it was a flawed decision that needs to be corrected in his next budget. Here's why. His action has slashed the UIF's annual income from R1.5 billion to only R400 000. On that basis, for how long will the UIF be able to cover monthly claims of around R2.5 million?

UNTU has asked Fedusa to bring the long-term consequences of his action to Minister Nene's attention. Fortunately, there is no immediate risk to workers as the UIF has a R92-billion reserve. ■

Prasa positives: long-term agreement proving its worth

We are currently in the second year of the three-year wage agreement that labour negotiated with Prasa. "If you look at the current economic situation you can see that the 8,5% increases we agreed for three years was a good settlement," reports UNTU deputy general secretary, Pieter Greyling.

Pieter says the fact that the absence of salary negotiating pressures this year has freed the union to concentrate on other issues. "A notable example is the performance management system. Our negotiations in this regard are progressing well. The results will be announced in the near future." ■



Pieter Greyling

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Understanding the economy and coping with it

The global financial crisis is still hitting the working South African hard. The companies for whom we work are also suffering the effects of reduced Global economic activity. To help us to better understand and survive the financial pressures, we are experiencing UNTU general secretary, Steve Harris, offers these guidelines.

Our daily lives are impacted by the prices of fuel, electricity and the inevitable increase in food prices. It feels as if the harder we work the poorer we get. This hardship is forcing workers to take out loans with unethical loan companies that are not known as 'sharks' for nothing. They prey on the desperate and needy by charging unrealistically high interest that make it all-but impossible for those who are already in debt to repay. They force our people into ever-rising debt. They become caught in the quick sand, sinking lower and lower in the rising debt. If you are trying to keep your head above the muck, how can you save? It is impossible. This means that you are forced to borrow from Peter to pay Paul.

UNTU is deeply concerned about the loan-shark menace. We are calling on the government to regulate their practices and to hunt down the worst of them.

The high cost of foodstuffs is another concern. Understandably, increased fuel costs and road levies push up the price of foods. But after fuel prices are cut, those prices never drop! There must be some mechanism by which government to control these fluctuations.

South African workers face many other unfair economic challenges. Crime, corruption and labour brokers are just a few of them.

Background to the international financial crisis

In 1999 the Clinton administration in the United States (US) placed political pressures on lending institutions to start lending to low- and moderate-income households. The objective was to expand access to housing for poor households. This implied that financial institutions would assume greater levels of risk.

In good times, all was well. But in hard times, 'Bear markets,' risks rise significantly. This means that a house is worth less than the outstanding loan, with poorer households having trouble sustaining debt repayments, thus losing their houses. In the following scurrying for survival, financial institutions got into deep trouble.

During 2004-2006 US interest rates rose from 1% to 5.35%. Soon people lost their houses and banks lost their footing. Credit markets froze, making banks reluctant to lend to each other. This led to a domino effect that spiralled out of control to the rest of the world.

The approximate Gross Domestic Product (GDP) of both the European Union and the US had been wiped out in one year and

consumers in these key markets had run for cover, according to Roger Baxter, leading to the highest loss in US jobs since World War II.

While ranked under the top 20 economies by size, the South African economy is relatively small and accounts for less than one per cent of global GDP. For a small open economy such as South Africa, which is dependent on foreign trade and attracting foreign savings to prop up domestic investments, the country was not immune to the impact of global financial crisis and huge economic slowdown.

Slower economic growth and recessions in key export markets, combined with lower commodity prices and a slowdown in capital flows to developing countries, impacted on the SA economy. The automotive, mining and retail sectors were hit first. The SA economy weathered the global storm relatively well, but seems to be slow in recovering, undergoing a 'second recession.'

South Africans must tighten their belts, but we must also be allowed to breathe.

Nene's 2015 budget

Many economists, such as Momentum Finance, believe that Finance Minister Nene produced a practical 2015 budget. His challenge wasn't an easy one. He had to contain government spending to protect the sovereign's credit status while confronted with a weak revenue base resulting from a frail growth outlook. This means the government must spend less, as consumers have less to spend. At the same time, however, the less that is spent, the less the economy can grow. It is definitely a case of bad news, good news. Growth as well as inflation seems to be lower than expected.

Key budgetary features to be noted

Global growth is slow. SA's added higher electricity costs prompted National Treasury to lower its 2015 growth expectation from 2.5% to 2% - a figure more in line with the SA Reserve Bank's forecast. The economy growing more slowly than the inflation rate means that we wage-earners will be buying us less and less.

The National Treasury cut the forecast for inflation after the 30% decrease in oil prices from 5.9% to 4.3% for this year. For 2016 inflation is expected at 5.6%. This means that inflation is still twice as high as growth, eating up our hard earned growth cash.

The government's consolidated budget deficit (that which they budgeted, but don't have) will hopefully decrease from 3.9% in this year and taper to 2.5% by 2017 and 2018. In real Rand terms our government will owe R0.5 billion or 6.4% more than this year.

We workers are expected to stay within our budgets. Unfortunately we do not have taxpayers to help us

with our deficit.

Negative implications of Minister Nene's 2015 budget are:

The deficit remains the same, even though taxes are higher by 0.6%. We are thus paying more and not getting anywhere.

The government is effectively removing our spending power and thus stunting growth. This means that we will all be suffering for longer. Workers who work hard for their money and are active contributors to the economy, will pay more cents of every rand earned, leaving less to spend and to stimulate and grow the economy.

With increases in the general fuel tax levy, as well as personal income tax a staggering R16.8 billion will be taken out of the taxpayers pockets. Personal tax has been raised for all taxpayers earning more than R181 900. This means that if you earn more than R15 150 per month, you will be paying an extra R150 per month.

Those who can afford medical schemes get a little more back in

the form of tax rebates for these contributions. This gives a little relief for people earning less than R37 500 per month. People who are earning more, will be paying more.

The increase in the general fuel levy and Road Accident Fund is an indirect tax that will hit each and every South African. We will all pay more. The general fuel levy was increased by 30.5 cents/litre and the Road Accident Fund was increased by 50 cents/litre. This cancels out the drop in our fuel prices, putting us back where we were before the decline in international fuel prices. It is worrying that increases in the fuel price, of 80.5 cents/litre, will push up the prices of consumer goods yet again.

Good news for the poorest

Growth in social grants is expected to outstrip inflation over the medium term. Child support grants are likely to increase by over 2% per year in real terms over the next three years, while old age grants

could increase by close to 3.0% per year. This means that even though there won't be a lot more money in their pockets, at least they will receive more or less the same. Unfortunately, though, everything will be more expensive.

To sum up, the budget gives with one hand, in decreased taxes for the majority of the working class, but takes with much higher indirect taxes such as fuel levies for instance. This will impact on every part of the economy, leaving the average South African with an even bigger hole in his or her pocket.

Add to this the impact of corruption and miss-appropriation and the degeneration of our infrastructure and services, and we are paying more and more for less, leaving the man on the street even poorer than before.

The South African economy needs a boost—someone who knows how to get the bottom-line going. We workers who are working hard to build a brighter future for our country need a little help. ■

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Get out of the debt mess! The Right Track® Financial Wellness Programme

- Are you certain that you are not being **overcharged** on the loan you are paying off monthly?
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- If your salary is not enough to cover your living expenses and your debt commitments, do you know how you can **reverse the shortfall**?
- Do you know what your **credit score** is, and what it means, and how to improve it?
- In the unfortunate event that you pass away, have you been able to register your last wishes in a **will**? Who's going to be the beneficiary of your pension money, your house?
- Are you certain that you are not a victim of **reckless** lending?
- Have you ever done a **Financial Health Assessment**?
- If you are looking for a personal loan or consolidation loan, do you have a skilled professional who can do the **shopping around for you** and advice you on the best deal?
- Are you sure the Bank Account Package you are on is the right one for **YOU**, and not a package that meant more commission for the bank consultant who assisted you when you opened the bank account?
- Do you have a budgeting tool that you use and one that's helping you to manage your spend on a **daily basis**?
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If you answered NO to any of the above questions, for only R89 pm, find out how you can be assisted with Empowerfin's **Right Track Financial® Wellness Programme (Endorsed by UNTU)**, then:

Call: **011 027 9099**

Send Pls Call Me: **083 473 3323**

E-Mail: **info@empowerfs.co.za**

Empower Financial Service (Empowerfin) is an Authorised Financial Services Provider and Registered Credit Provider



Nene’s RAF shock: He couldn’t have been less creative or concerned if he tried

South Africa’s abysmal road safety record has drained the resources of the Road Accident Fund (RAF). There is no surprise in that. So what does our Minister of Finance do? Instead of applying his mind to the problem—and apparently unaware of that ongoing cancer called toll-roads—he adds a whopping 50 cents a litre (R25 an average tankful) into the laps of the country’s already hard-pressed motorists.

Wake up, Mr Nene. You are addressing the result of the country’s road safety problem, not its cause. The RAF will always be bankrupt while our roads are unsafe and overpopulated by un-road-worthy vehicles and unskilled and irresponsible drivers.

Do you believe that your ‘why-be-bothered-let’s-take-the-easy-way-out’ solution is a responsible approach for a Finance Minister to adopt, Mr Nene? If you want South Africa to prosper you should be directing the country’s resources in pro-active, not re-active directions. Seeing that you seem to be unaware of what needs to be done to make our roads safer and to reduce the load on the RAF, Mr Nene, we’ll tell you:

Remembering that it was your government that hastened the deterioration of the country’s road system by promoting road traffic ahead of rail, you and your colleagues need to accelerate the swing back to rail from road transport.

You represent a government which claims to be interested in job creation, therefore instead of digging into the motorists’ pockets each time our roads need repair, you need to devote a larger portion of the national budget towards road renewal. Tens of thousands of jobs could be created in that way.

Why is there such a shortage of traffic officials to police our roads? That is another area of job creation requiring your attention.

Why, too, are there insufficient officials to monitor and improve the efficiency of those staff who are issuing road permits and driving licences?

Why are those breaking the road safety rules being allowed to walk away with little more than slaps on their wrists?

Only when you address these issues, Mr Nene, can South Africans hope to have less plundered pockets and a safer and more affordable road system. ■

UNTU introduces The Voluntary Extended Family Funeral Plan

Now a UNTU Funeral Scheme member may cover his/her Extended Family Members who depends on him/her for funeral cover. The following extended family members may be covered under the Funeral Plan: own parents, parents-in-law, uncles, aunts, brothers, sisters, nephews, nieces, own children (those that are not covered under the Group Family Funeral Scheme) and grand-

Rates payable:

Extended family members age groups	R5 000	R10 000	R15 000	R20 000
From 18 to 64 yrs	R19.55	R39.05	R58.60	R78.10
Between ages 65 and 74 years	R49.70	R99.45	R149.15	R198.85
Between ages 75 and 84 years	R71.00	R142.00		
Between ages 85 and 94 years	R94.00	R189.35		

* The above premium rates include Admin and Broker’s Fees.

On the death of a participant the cash sum as set out in the table below would be paid out.

Participants	Cash amounts payable
Scheme Member	R20 000
Spouse*	R15 000
Children between 21 and 14 years*.	R10 000
Children between 13 and 6 years*.	R5 000
Children between 5 years and 1 year	R3 000
Children younger than 1 year (including stillborn babies)*	R2 000

The policy is arranged and administered by Cape Funeral Solutions an Authorised Financial Services Provider. For more information, the terms and conditions and the application forms, contact UNTU’s head office. ■

When lightning strikes

Six employees from Transnet Freight Rail were mortally wounded while off duty on 18 March 2015 following a lightning strike in Bloemfontein. They are Ntsokolo Andrew Zweni, Matlokotsi Haarmans Nyabanyaba, Sello Jonas Manko, Maphoto Ishmael Majake, Molantoa Johan Kolobe, and Tsietsi Ishmael Ramokoena. Alarmed by the tragedy, TFR sent out this Newsflash to warn employees and teach them more about lightning and the dangers it poses.

According to the SA Weather Services, more than 260 people are killed by lightning in South Africa each year.

What is lightning?

Cloud-to-ground lightning bolts are a common phenomenon. About 100 lightning bolts strike the earth’s surface every single second – yet their power is extraordinary. Each bolt can contain up to one billion volts of electricity.

This enormous electrical discharge is caused by an imbalance between positive and negative charges. During a storm colliding particles of rain, ice, or snow increase this imbalance and often negatively charge the lower storm clouds.

Objects on the ground like steeples, trees, and the earth itself, become positively charged –creating an imbalance that nature seeks to remedy by passing current between the two charges. Lightning will usually go from the clouds to the earth through the highest object.

Lightning is extremely hot – a flash can heat the air around it to temperatures five times hotter than the sun’s surface. This heat causes surrounding air to rapidly expand and vibrate, which creates the pealing thunder we hear a short time after seeing a lightning flash.

Lightning is not only spectacular, it is dangerous. About 2 000 people are killed worldwide by lightning each year. Hundreds more survive strikes but suffer from a variety of lasting symptoms, including memory loss, dizziness, weakness, numbness and other life-altering ailments.

Ways to protect ourselves

The US National Lightning Safety Institute advises American citizens to have a plan for their safety when a thunderstorm occurs and to commence it as soon as the first lightning or thunder is observed.

This is important as lightning can

strike without rain actually falling. If thunder can be heard at all, then there is a risk of lightning. The safest place is inside a building or a vehicle. The best place to be during a thunderstorm is inside a formal structure with solid walls and roof – tents will offer no protection, and car ports, open garages, covered patios, sheds and greenhouses aren’t sufficiently safe either.

Risk remains for up to 30 minutes after the last observed lightning or thunder. Sometimes even the best planning can still leave you stuck in a dangerous situation. If that happens, there are ways to minimise your risks. The first thing you should do is get away from anything that can easily draw a lightning strike. Trees, poles, anything that stands tall and is a good conductor of electricity can be struck. Even using an umbrella can give you a measurable increased risk.

If you are near a tall object that gets hit, when the charge moves into the ground you could end up shocked, injured or killed. If you are in a wooded area, avoid the tallest trees as they are the ones most likely to be struck.

When lightning strikes directly, the electrical current will typically travel through the wiring and/or plumbing, and then into the ground (through the earthing). This is why you should avoid anything in the building connected to the plumbing system (e.g. sinks, baths) or electric system (e.g. plug sockets, corded telephones, electrical appliances).

Any metal conductor exposed to the outside could become a lightning conduit and therefore must not be touched.

Once you find an area spaced away from tall objects, you should crouch down. Avoid touching the ground with bare hands or feet. The lower you are to the ground, the less likely you are to be hit. However, you want to stay on the balls of your feet and not lie down. You need to cover as little ground as possible to avoid the ground current if something nearby is struck.

Don’t watch lightning from open windows or doorways. Stay away from the windows and make sure that you take cover inside the proper structure.

Vehicles and lightning

If there’s no safe building to take shelter in, second-best option is an enclosed, metal-sided and metal-

Continued on page 8

Transnet appointments

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Thamasanga Jiyane has been appointed chief executive of Transnet Engineering. He was formerly Transnet Freight Rail’s Chief Procurement Officer (CPO).

Yogan Naidoo, who has been involved with the company’s supply chain for the past seven years, became TFR’s acting CPO as from 1 April. ■

NEWS

NEWS

Saving for retirement – is starting at 40 too late?

This article was published in the 19 February 2015 edition of Finweek and was written by Justine Olivier. It is reprinted with their permission.

We all know the benefits of starting to save early on in your career, especially with regard to retirement. Having a long-term savings horizon, combined with the benefits of compound interest, will ensure that you have a comfortable retirement. Compound interest over a long term has a profound effect on our finances and ensures that when the time comes to retire we have a large sum at our disposal.

Unfortunately, come retirement, many find that their savings are far from sufficient to see them through their golden years. According to Sanlam, only 30% of retirees believe that they will have sufficient capital for the rest of their lives, more than one-third have already depleted their lump sum (with lump sum depletion usually happening within two years of retirement on average), and nearly a quarter of retired people have financial dependants.

With these shocking statistics, how can you ensure that you are well-prepared for the inevitable retirement, especially if you are in your forties or fifties and have only just begun to think about retirement savings?

Says Anele Mbuya, senior marketing actuary at Old Mutual: “After realising that it is critical to save for retirement, the next thing to do is to contact a financial adviser. Financial advisers will advise you on which savings vehicles or products you can use in order to save for retirement; in addition your adviser will determine the monthly premiums you would have to save in order to better your savings situation.”

Karin Muller, head of Growth Market Solutions at Sanlam Personal Finances, reiterates the importance of speaking to a financial adviser. “Start with a financial plan. As part of your financial plan there are a couple of decisions that you can

take to help your retirement position – such as possibly retiring later. Not only does this allow you a longer time to save, but it also provides a longer period for your money to grow. Delayed retirement is likely to impact your retirement plan.”

If they have the option, many opt for staying in their current jobs longer, while others choose to slow down their pace and choose a lower paying, part-time job.

“If people cannot delay retirement, they can still defer using their retirement income by finding an alternative income source. This is a trend that we are seeing in other places in the world where people change careers at retirement – some work shorter hours or start working for businesses like NGOs,” she says.

But can you enjoy the same level of financial freedom during your retirement years as your working years? Jeanette Marais, director of distribution and client services at Allan Gray, says that “to achieve the same level of income [if you’ve start saving at 40], 70% of final salary, you need to save approximately 23% of your salary or achieve an investment return of 11.5% above inflation. Both seem daunting, but if you can achieve an investment return of 7.5% above inflation, you’ll have to save 17.5% of your salary.”

While it may sound terribly confusing, the added benefit of a financial planner will ensure that you have a clear understanding of the path you need to take in order for you to retire comfortably.

According to Muller, “A staggering 28.5% only seek advice when they are about to enter retirement.”

Even if you find yourself in your forties or fifties without an adequate plan for retirement, it is not too late to seek advice – don’t wait until you are in your sixties before speaking to someone. Equip yourself with the right knowledge and plan today, to ensure that your retirement years are just as good, if not better, than your working years. ■

Fedusa’s positive study reveals SA’s real progress



Depressing load-shedding, ongoing evidence of top-level corruption, shameful shenanigans in parliament, road carnage, crime, costly strikes and urban unrest paint a picture of South Africa as a failed State. But what is the real picture? Fedusa’s evaluation of SA’s progress in the 21 years since the advent of democracy tells a different story.

Here are some of the highlights:

Within the past two decades the South African economy has been transferred into a leading emerging market as demonstrated by its becoming a part of the G20 as well as a BRIC nation.

The country’s gross domestic product (GDP) has almost tripled, creating a much greater tax base and a black middle class.

The General Household Survey provides an excellent picture of the broad improvements for poorer communities.

The poor have benefited from cash and non-cash state transfers in the form of public sector goods and services.

Functional literacy has improved. Fifty-seven per cent of learners have benefitted from the ‘no fee’ system as opposed to the mere one per cent in 2002.

Ninety-three per cent of South Africans can now read and write and 29% of people over age 20 have Grade 12 vs the 22% in 2002.

Access to electricity has increased from 58% to 85% while access to water and sanitation facilities have reached an additional 13% of the population.

Social welfare monthly cash grants are now afforded to 16 million people in need – a figure that corresponds with the number

of people living below the \$2 a day poverty line.

Thanks to SARS efficient tax administration, the country’s number of taxpayers has grown from 1.7-million in 1994 to 15.3-million.

Fedusa’s concerns

These achievements notwithstanding, South Africa still has many structural problems to solve, says Fedusa. The federation singles out the high level of unemployment, the country’s severe socio-economic inequalities, poor labour relations and slow improvements in education as principle barriers to progress.

Another negative is the falling share of wages as a contributor to national income (down from 50% to 45% between 1994 and 2009). Fedusa believes it is imperative to recognise that the apartheid system was designed to marginalise the majority of South Africans and that it is essential to introduce new wage policies which will eliminate that scar on our society.

The Federation is concerned about the wage gaps between men and women, as well as between nationals and migrants.

Fedusa believes it is vital for the social partners to encourage all South Africans to increase the low rate of savings and to address the country’s chronic consumer indebtedness. It believes that the labour intensive manufacturing and mining industries can lead the way to job creation and fairer remuneration.

Pointing to the risk of foreign investors withdrawing their SA investments, the Federation believes that the social partners need to develop a national framework that will improve the image of the country as a preferred emerging market. It identifies the modernising of labour and reducing the cost of doing busi-

ness as key goals in this regard.

The way forward

Fedusa sees a dynamic focus on the country’s education, energy, transport and roads as key contributors to a successful future for the country.

On the education front, the Federation supports the National Curriculum and Assess Policy Statement (NCAPS) that defines what teachers should teach and assess, how plans should be prepared and how teaching should take place.

Shortcomings in the Further Education Training (FET) sector can be overcome by improving the administration as well as the quality of staff at FET colleges. Fedusa supports the ambitious target of achieving 5 000 doctoral graduates per year by 2030 to enhance science and knowledge production.

Fedusa stresses the need for infrastructural improvements as an essential precursor to the desired levels of economic growth. In this regard it has pinpointed the need for:

Reliable energy generation in the form of electricity, liquid fuels, coal and gases.

The maintenance, strategic expansion, operational efficiency, capacity and competitiveness of the country’s logistics, i.e. ports, roads, rail, and public transport systems.

Development of the country’s bulk water resources.

Expansion and modernisation of SA’s digital infrastructure.

Fedusa commends NEDLAC’s contribution to bringing about a participatory democracy. As an extension of that achievement it wants all South Africans to pull together during 2015 to actively contribute towards social progress. ■

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When lightning strikes

Continued from page 7

roofed vehicle. (Open vehicles like a convertible or the back of a bakkie and cars with fibreglass or plastic shells, won’t provide sufficient protection.)

Once inside, as with a building, avoid contact with conductors to the outside. Close the windows, lean away from the door, and don’t touch the steering wheel, ignition, gear stick or radio. If you’re driving when a thunderstorm hits, stop and pull over if you can, or at least slow down. Stay in the vehicle and observe the 30-minute rule.

When you can’t get indoors

If you get caught outside, take action to reduce the risk of being struck:

Lightning tends to strike the highest object in the area, so stay away

from isolated trees and telephone poles. A high percentage of lightning fatalities are caused by people trying to shelter from the storm under a tree. If you’re in a forest, stay near a lower stand of trees. For example, if lightning strikes a tree in a parking area, someone standing nearby could be harmed. Avoid wide-open exposed areas, hilltops and rocky outcrops; get down to a lower elevation if you can.

Stay away from water, wet items and metal objects like wire fences, as these are excellent conductors of electricity.

Make yourself the smallest, lowest possible target. This is best done by assuming the ‘lightning position’: squat with your feet together, tuck in your head and cover your ears.

Don’t huddle in a group – keep

a couple of body lengths between people. That way, if one person gets hit, there is a less chance of the charge spreading to the others.

When someone is struck by lightning

Call for emergency medical help. Being struck by lightning can have a devastating effect on the body, including major burns, nervous system damage, loss of hearing and eyesight, and broken bones.

Do CPR if the person has stopped breathing. Unlike someone electrocuted by a continuous current, someone who has been struck by lightning carries no electrical charge and can be touched.

As indicated above, South Africa experiences a lot of lightning strikes. It is therefore crucial to

always be alert. Always check the weather forecast before planning your outdoor activity. Don’t hesitate and wonder when to make a move. If you see lightning, hear thunder or even see dark storm clouds overhead, that’s the time to get to safety.

Some weather experts recommend the following test: if the time between a lightning flash and corresponding thunder clap is

less than 30 seconds, the storm is dangerously close. But rather don’t stand around counting – get inside.

TFR shall continue to enquire about this spectacular and yet dangerous phenomenon so that we can put adequate and effective measures in place to educate and protect our employees when lightning strikes. ■

Be part of your newspaper

This is a reminder to UNTU members that Labour Report is your newspaper. We welcome your contributions. They could be stories about branch activities, noteworthy UNTU characters, railway and harbour reminiscences. Or they could be about retirements, weddings, children or grandchildren that have made you proud. Photographs are welcome. You can submit your contributions via your TUR or send them direct to to UNTU’s head office.

We await for your news!

NEWS

Highlights from Transmed’s latest newsletter

Transmed has extended the contracts with all our existing network providers. The relationships with these providers have been beneficial to the Fund and our members. Transmed remains a strong competitor in the health care industry. In December 2014, we launched the Transmed mobile app, which allows members to access their benefit information while on the move, using their smart phones or feature phones.

Transmed’s mobile app launch

In December 2014, Transmed launched a mobile app for members. The purpose of this app is to provide our members with access to their medical aid information 24 hours a day. A notification about the availability of the app was sent to members via SMS, including instructions on how to download it. The mobile app can be downloaded to a smart phone or feature phone by logging on to www.transmed.co.za.

- Great features are available through the Transmed app. Members can:
- Access their latest claims
 - Search for specific claims from the past

- Access their benefit information
- View hospital authorisations
- View chronic medicine authorisations
- Provide feedback.

The launch of additional features is planned for the near future. Members who have difficulty with downloading the mobile app can call the Customer Service Department on 0800 450 010.

Trustee elections for 2015

Members will soon have to elect member Trustees to the Transmed Board of Trustees. Transmed Medical Fund is governed by a Board of Trustees, half of whom are elected by the principal members of the Fund.

The five-year term of the current member Trustees, who were elected in August 2010, will expire at the end of August 2015 and the process of electing new Trustees has begun.

Trustees are entrusted with the responsibility of looking after the medical benefits of members and ensuring that the Fund is administered in an economically and administratively sound manner. Taking part in the election means your having a say in the management of the Fund.

The process of electing member Trustees is regulated by the Transmed rules. The Fund has commenced with the pre-nomination phase. The pre-nomination phase will be followed by a:

- Nomination phase
- Voting phase and
- Results phase

To understand the election process, its importance and the procedures to be followed, please take some time to read through the Trustee election information at www.transmed.co.za.

To ensure a free and fair election, an independent electoral body called the Electoral Institute for Sustainable Democracy in Africa (EISA) will conduct and manage the election process.

Please direct all election-related queries to EISA’s offices for the attention of Mr Ntokozo Ngidi, EISA Chief Electoral Officer, on the toll free number 0800 114 373 between 08:30 and 16:30 on weekdays only. You can also send your queries via e-mail to transmed@eisa.org.za or by post to PO Box 740, Auckland Park 2006. ■

How far can you stretch your Rand?

Consumers need to save money. There are clever ways to cut the monthly costs without breaking the budget. Here are some handy hints:

The big picture

Where does your money go? Make a rough list of your expenses. They can be categorized into the following in necessities, must-haves and nice-to-haves. Figure out which expense fits into which category and pay them according to importance.

- Try to think clearly about where your expenses fit in. You might be surprised at where the bulk of your money is spent. A lot of money is spent on paying interest on loans that are really not essential. If possible, combine loans. Start by paying off those with the highest interest rate. Pay debts first!

Stay away from loan sharks! Cut on the nice-to-have, even if it is just until you are out of trouble.

Tips to save money around the house Garden

- Do not run the pool pump all the time. Rather put it on a timer.
- Make your own compost from kitchen leftovers, grass cuttings and leaves..

- Plant indigenous and non-invasive plants (the more adapted plants are, the less water they will need).
- Keep your own herb or vegetable garden. Crop rotation improves the soil.
- Plant the right plants for the right areas.

House

- Mix concentrates to fill the bottle. You don’t always use less, just because it is a concentrate. Buy refills where possible.
- Check your fridge and freezer for expiry dates and the freshness of frozen foods. Cutting out waste, saves a lot of money.

The shopping cart

- Never go shopping without a proper list. Keep one on the fridge to add items as they are needed. Compulsive buying eats a hole in your wallet.
- Remember, you pay for packaging and every bit of value added services, such as cutting, dicing, etc.

Proteins

- Use cheaper proteins such as

eggs or lentils.

- Compare supermarkets and butchery prices. Ask for cheaper cuts, for example mince is cheaper. Rather buy per kilogram and package and freeze the meat yourself at home.
- Buy shop brands that are mostly cheaper.

Veggies and fruit

- Take the fruit at the back. Shops put older produce in the front to sell first.
- Invest in a vegetable chopper and freeze if you buy bulk.
- Readily prepared food (peeled, cubed, grated, cooked) are more expensive. Do it yourself at home. ■

If you have any good ideas on how to stretch your Rand even further, you are more than welcome to share it with us.

GLOBAL

Global transport Round-up

Mass rejection of Uber women ‘jobs’ plan

A coalition of concerned organisations led by global unions including the ITF (International Transport Workers’ Federation), has formed to express its shock over a ‘strategic partnership’ between UN Women and Uber, the ‘ride booking’ app provider. The coalition took the message to the floor of the 59th session of the UN Commission on the Status of Women (UNCSW59) today, after Uber used the event to announce a plan to supposedly create a million jobs for women drivers.

Speaking from UNSCW59 on 12 March, Brigitta Paas, TF vice president, commented: “As unions and NGOs we find it astonishing that UN Women is linking to this organisation, based on a promise of a million jobs that we know are likely to be insecure, ill paid, and potentially unsafe.

“Uber says it operates in 55 countries around the world, but according to our research almost 40 per cent of national or local governments in those countries have said ‘no’ to Uber one way or another.

There is not a day that passes without a news story on Uber, but many of those stories are scandalous and disturbing. They include reports of assaults, surge pricing, and breaches of privacy. There have even been cases of Uber ignoring rulings to shut down its service and indicating to drivers that it will pay the fines and cost of any appeals if drivers are penalised for continuing to use its app to pick up passengers.”

How trade union members can help to boost container safety

The International Maritime Organisation (IMO), International Labour Organisation (ILO) and the United Nations Economic Commission for Europe (UNECE) have prepared a draft code of practice on the ‘safe packing of cargo transport units.’ At the IMO, tentative measures have been taken to check container weight declarations through the SOLAS (safety of life at sea) amendment.

Union members can play a key role in the campaign for better container safety. This includes the industry, the general public and the political decision-makers on a national basis.

- You can do this by:
- Sharing information on successful campaigns.
 - Speaking up about cases of dangerous practices and share the evidence.
 - Lobbying governments to implement global standards on container safety.
 - Getting governments to adopt those standards into legislation.
 - Teaming up with unions in other sectors to run joint activities and raise awareness of the issue.

- Campaigning for responsibility along the transport chain. Employer groups trying to undermine the right to strike

While inequality is rising, employers’ groups around the world are trying to undermine the right to strike at national and international levels. These attacks come at a time when employers and governments implement austerity measures, the growth of precarious jobs is rampant and social protests are criminalised, with the intent to silence workers and their demands for decent jobs and social protection. Without the right to strike, collective bargaining is nothing more than begging.

Since June 2012, employers have been challenging the existence of an international right to strike and the authority of the ILO and its supervisory mechanism. The increasing use of ILO jurisprudence at national and regional level, as well as in codes of conduct on business and human rights, shows the relevance and importance of ILO standards and the need for an effective ILO supervisory mechanism. This crisis is also intended to prevent national and regional courts from deriving a right to strike from international law.

“The right to strike, to withdraw one’s labour in protection of economic and industrial access and respect in the workplace, is essential to decent and sustainable lives of all workers,” says ITF president, Paddy Crumlin. “It is one of our most basic labour rights, underpinned by fundamental civil and human rights. The working women and men that rely on this freedom will fight with determination and persistence against the denial of this access to equity and justice through their trade unions and with the wider support of genuinely democratic and supportive political, community, economic and socially progressive organisations and individuals.”

New York Bike workers demand raise

About 200 Citi Bike workers in New York are looking for a raise in their first contract as members of a union. The workforce which affiliated to the US Transport Workers Union in 2014 includes bicycle mechanics, dispatchers and customer service representatives.

Citi Bike workers earn between \$14 and \$18 dollar an hour. They want \$1.50 an hour more. A spokesman for Motivate, which owns the operation, said that the company is very committed to the collective bargaining process.


UNTU DIRECTORY

Area 1 – Kwazulu-Natal						
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Vice-Chairman	Rodney Blom	031 361 8189	082 893 1224	086 543 7660	Rodney@untu.co.za	
Secretary	Jabulile Madonsela	035 905 3807	083 365 4621	035 905 3181	Jabulile.Madonsela@transnet.net	
Chairman	F.E Mabaso	–	078 738 7296	036 271 2332	sarwhuncs@transnet.net	
Deputy Chairman	SM Mazibuko	036 271 2111	076 467 9121	–		
Secretary	VACANT					
Treasurer	S Nsibande	–	–	–		
Gender Coordinator	NL Thwala	034 328 7235	072 536 5798	–	thembeka.thwala@transnet.net	
POSITION	NAME	TEL		FAX	E-MAIL	CELL
Durban	Chairman	W/T Bophela	–	–	–	083 457 0972
	Secretary	NC Ngcobo	–	–	–	073 176 0763
Durban Infra	Chairman	Linda Bilioen	031 361 4318	031 361 4107	Linda.Bilioen@transnet.net	071 322 7439
	Secretary	Raymond Johns	031 361 5730	031 361 4731	Pieter.Johns@transnet.net	083 468 6010
Empangeni	Chairman	MC Sibiya	035 905 3779	–	nkosinathi.sibiya@transnet.net	083 772 0013
	Secretary	BH Mtshali	–	–	–	083 358 1766
Ermelo	Chairman	Egbert Olivier	017 801 2266	–	egbertolivier@vodamail.co.za	082 612 8519
	Secretary	Rinus Jansen van Rensburg	017 801 2217	017 801 2000	Danie.terblanche2@transnet.net	083 444 0529
Ladysmith	Chairman	Bob Corringham	036 271 2036	036 271 2298	Bob.Corryingham@transnet.net	083 387 8914
	Secretary	John Bain	036 271 2467	031 361 2298	John.bain@transnet.net	083 787 4207
Ladysmith	Chairman	SD Zwane	036 271 2093	036 271 2332	–	082 723 4106
	Secretary	BB Mtshali	–	–	–	–
PRASA Durban	Chairman	D Brand	031 361 7587	031 361 7798	mbrand@metrorail.co.za	083 501 2006
	Secretary	Hardhaw Tikum	031 813 0226	–	–	083 756 4484
Newcastle	Chairman	NW Kubheka	–	–	thembeka.thwala@transnet.net	079 418 3260
	Secretary	MS Nxumalo	–	–	thwala.thembeka@gmail.com	–
Newcastle	Chairman	VACANT				
	Secretary	Thembeka Thwala	034 312 1537	086 218 9144	Thembeka.Thwala@transnet.net	072 536 5798
Pietermaritzburg	Chairman	VACANT				
	Secretary	CL Holtzhausen	033 897 2460	033 897 2460	Charlesh@vodamail.co.za	082 336 2708
Pietermaritzburg	Chairman	S Ndlovu	033 897 2723	033 897 2743	sibusiso.ndlovu@transnet.net	071 730 0558
	Secretary	M.P Zulu	–	033 897 2003	–	083 795 7446
Maritime Durban	Chairman	Steven Marais	031 361 3029	031 361 3028	Steven.marais@transnet.net	083 382 2083
	Secretary	Jane Amos	031 361 3722	031 361 3864	Jane.amos@transnet.net	083 378 6814
Maritime Richards Bay	Chairman	Frans Potgieter	035 905 3398	035 905 3180	Frans.Potgieter@transnet.net	083 284 1649
	Secretary	Jabulile Madonsela	035 905 3807	035 905 3181	Jabulile.Madonsela@transnet.net	083 365 4621
Richardsbay	Chairman	C Shongwe	035 905 3685	035 905 3509	clement.shongwe@transnet.net	078 672 5266
	Secretary	A Nzungana	–	–	–	073 132 8952
Richards Bay	Chairman	Walter Hattingh	–	–	Walter.Hattingh@transnet.net	083 547 3059
	Secretary	Binky Mjadu	–	–	utatuempangeni@transnet.net	083 444 0378
TRE Durban	Chairman	WS Mgobhozi	–	–	–	083 533 1855
	Secretary	J Padua	–	–	–	072 409 5156
TRE Traction Durban	Chairman	VACANT				
	Secretary	VACANT				
TRE Richards Bay	Chairman	Zonke Cebekehulu	035 906 7372	035 906 7015	zonke@untu.co.za	082 567 6637
	Secretary	BA Msweli	035 905 4178	–	–	082 588 5565
Umbilo	Chairman	Chris Kotze	031 361 7894	086 513 2098	Chris.kotze@telkomsa.net	–
	Secretary	Andre Smit	031 361 4033	031 361 4033	–	083 439 7078
Vryheid	Chairman	T.F. Malumane	–	–	thulanef@gmail.com	083 308 8416
	Secretary	O Nkopane	–	–	nkopanej@yahoo.com	083 623 4405
Vryheid	Chairman	VACANT				
	Secretary	AM Ndwandwe	034 989 9376	034 989 9349	Alexander.Ndwandwe@transnet.net	083 710 4031
Wentworth	Chairman	Reagan Govender	031 361 5346	031 361 4330	reagangovender13@gmail.com	072 690 0706
	Secretary	Shaun Balmogin	031 361 5346	031 361 4330	sbalmogin@gmail.com	081 462 8344
Area 2 – East London – Port Elizabeth						
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	
Chairman	VACANT					
Deputy Chairman	VACANT					
Secretary	T Xotyeni	041 507 5167	071 180 8333	051 407 5006	thoba.xotyeni@transnet.net	
Treasurer	Luyanda Jacobs	–	–	–		
Gender Coordinator	JN Njokweni	041 507 2034	076 335 3689	041 507 2014	noncedo.njokweni@transnet.net	
Chairman	Chris Greyvenstein	043 700 4317	083 558 4430	043 700 4216	Christian.greyvenstein@transnet.net	
Vice-Chairman	VACANT					
Secretary	Rob Lottering	043 700 4233	083 409 8688	043 700 4575	bugle@mweb.co.za	
POSITION	NAME	TEL		FAX	E-MAIL	CELL
Burgersdorp	Chairman	VACANT			–	
	Secretary	PH Wheeler	051 653 9219	051 653 9205	–	083 409 8689
Cradock	Chairman	VACANT				
	Secretary	Basie Pain	–	–	Basie.Pain@transnet.net	
East London	Chairman	Chris Greyvenstein	043 700 4371	043 700 4344	Christian.greyvenstein@transnet.net	083 558 4430
	Secretary	Rob Lottering	043 700 4233	043 700 4575	bugle@mweb.co.za	083 409 8688
East London	Chairman	VACANT				
	Secretary	T Slatsha	043 700 4573	043 700 4329	–	083 500 5317
Mid Karoo	Chairman	B Faltein	–	–	–	073 374 5041
Mossel Bay	Chairman	Marius Prinsloo	044 604 6236	044 604 6209	BepVoor@transnet.net	084 582 5932
	Secretary	VACANT				
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–	078 605 3617
	Secretary	D Vindqi	041 507 2643	041 507 2645	–	082 950 6821
Port Elizabeth	Chairman	Wynand van Tonder	041 507 5204	041 368 2793	Wynand.vantonder@transnet.net	071 671 3523
	Secretary	Edwin Godfrey	041 507 5167	041 507 5006	Edwin.godfrey@transnet.net	084 807 9351
Maritime East London	Chairman	Bill Hart	043 700 2237	086 630 7920	Bill.Hart@transnet.net	083 287 4234
	Secretary	Douglas Emery	043 700 2410	–	Douglas.emery@transnet.net	082 315 9826
Maritime Nqgura	Chairman	C Damons	–	–	Careston.damons@transnet.net	084 289 2698
	Secretary	Venecia Julie	–	–	venecia.julie@transnet.net	073 535 3221
Maritime Port Elizabeth	Chairman	VACANT				
	Secretary	Thandiswa Nibe	041 507 1559	041 507 1561	Thandiswa.Nibe@transnet.net	083 574 5861
PRASA East London	Chairman	M Losi	–	–	mangoliso.losi@prasa.com	083 315 7601
	Secretary	Kholelwa Nkumanda	043 700 2353	–	kholelwak@yahoo.com	083 670 0013
TRE Swartkops	Chairman	JL Cyster	041 507 5191	041 507 5189	Julius.Cyster@transnet.net	083 565 2957
	Secretary	Adriaan Grobler	041 507 5194	041 507 5224	Grobler9@yahoo.com	084 236 1902
TRE Uitenhage	Chairman	Clayten du Plessis	041 994 2288	041 994 2412	Clayten.duplessis@transnet.net	078 212 6211
	Secretary	Malcolm Bubb	041 994 2341	041 994 2412	Malcolm.Bubb@transnet.net	083 952 4967
Queenstown	Chairman	VACANT				
	Secretary	Leon van Heerden	045 808 2022	045 808 2150	–	083 944 9385
Area 3 – Western Cape						
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	
Chairman	VACANT					
Vice-Chairman	H Smith	023 348 4262	071 363 3938	023 348 4260	Henk@breede.co.za	
Secretary	L Saul	022 703 2229	079 225 9168	–	Lutwena.Saul@transnet.net	
Chairman	M Lamani	021 940 2036	083 897 4756	021 940 2899	sectionmanagersbellville@transnet.net	
Deputy Chairman	L Bamba	–	082 708 6264	–		
Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899		
Treasurer	L Gova	021 449 4288	078 556 1432	–		
Gender Coordinator	K Mpote	–	079 061 1627	–		
POSITION	NAME	TEL		FAX	E-MAIL	CELL
Beaufort West	Chairman	Sakkie Janse van Vuuren	–	023 449 2177	Jacques.JansevanVuuren@transnet.net	082 355 1166
	Secretary	Lillian van Niekerk	–	023 449 2402	Lillianvanniekerk@gmail.com	083 870 3067
Cape Town	Chairman	Danie Groenewald	021 940 2114	021 919 4211	djgroenewald@gmail.com	083 458 3726
	Secretary	George Warrington	021 940 2160	–	George.warrington@transnet.net	083 411 4962
Lions Head	Chairman	William Cook	021 449 3781	021 449 5524	wcook@metrorail.co.za	072 910 3913
	Secretary	Fabian Jooste	021 449 534	021 449 2104	fjooste@metrorail.co.za	074 835 4271
PRASA Disa	Chairman	VACANT				
	Secretary	Simphiwe Rhelegushe	021 940 3316	–	srelegushe@gmail.com	071 006 6135
PRASA Liesbeeck	Chairman	B Fourie	021 507 2269	021 507 2224	bFourie@metrorail.co.za	–
	Secretary	VACANT				
PRASA Tafelberg	Chairman	Owen Hudson	021 449 5532	021 449 2236	Utatu_to@metrorail.co.za	083 490 4049
	Secretary	John Scheepers	021 449 5879	–	jscheepers@metrorail.co.za	072 923 1883
Maritime Cape Town	Chairman	Trevor Wasserfall	021 449 2148	086 631 0348	Trevor.wasserfall@transnet.net	071 362 6219
	Secretary	Gwyn du Plessis	021 449 3657	021 449 6172	Gwyn.duplessis@transnet.net	071 861 9822
Maritime Saldanha	Chairman	Ply Weyers	022 703 4831	022 703 4952	Ply.Weyers@transnet.net	073 397 3179
	Secretary	Sibongile Mbonyana	022 703 5447	–	Sibongile.mbonyana@transnet.net	083 451 7253
Saldanha Orex	Chairman	Lutwena Saul	022 703 2229	–	Lutwena.Saul@transnet.net	079 225 9168
	Secretary	Andre Myburgh	022 703 3242	022 715 1951	email.andremyb@telkomsa.net	083 652 7580
TRE Cape Town	Chairman	Heinrich Laubscher	–	021 507 2966	utatusaltriver@transnet.net	071 565 0303
	Secretary	TJ Capes	–	–	utatusaltriver@transnet.net	072 064 1046
Worcester	Chairman	Henk Smith	023 348 4262	023 348 4260	henk@untu.co.za	071 363 3938
	Secretary	Leon Steyn	023 348 4218	023 348 4304	steyn@cwnet.co.za	083 293 7523
Area 4– Free State						
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	
Chairman	D Motshoeneng	051 408 2910	078 119 2650	051 408 2106		
Secretary	T Mkhaliipi	051 408 3173	073 553 9081	051 408 2121		
Deputy Chairman	K Ramonnye	051 408 2823	083 240 2678	051 408 2823	kgosi.ramonnye@transnet.net	
Treasurer	D Setlhare	056 268 2239	076 556 8796	056 268 2227	david.setlhare@gmail.com	
Gender Coordinator	D Morake	056 268 2239	084 624 3271	056 268 2227	dugsonm@yahoo.com	
Chairman	VACANT					
Vice-Chairman	Russell Veitch	051 408 2653	079 495 7203	–	Russell.Veitch@transnet.net	
Secretary	VACANT					
POSITION	NAME	TEL		FAX	E-MAIL	CELL
Bethlehem	Chairman	Ally Nhlapo	058 302 2033	058 302 2085	ally.nhlapo@transnet.net	072 763 1459
	Secretary	Thabo Taaso	058 302 2160	058 302 2081	–	083 409 6572
Bloemfontein	Chairman	Russell Veitch	051 408 2653	–	Russell.Veitch@transnet.net	079 495 7203
	Secretary	Dennis Hiten	051 408 3615	–	Dennis.Hiten@transnet.net	–
Free State	Chairman	Errol van Aardt	051 408 2269	086 647 5395	Errol.vanaardt@transnet.net	078 658 7199
	Secretary	Diamond Letlojane	016 970 5237	016 970 5288	Molefe.Letlojane@transnet.net	074 793 0569
Kroonstad	Chairman	Douw Dreyer	011 978 2737	–	douw@utatu.com	082 378 3130
	Secretary	Andries Kruger	056 268 2342	056 268 2145	–	083 451 7351
TRE Bloemfontein	Chairman	E van Aardt	051 408 2269	–	errol.vanaardt@transnet.net	079 072 2564
	Secretary	LM Mokone	051 408 2058	051 408 2576	lefu.mokone@transnet.net	084 404 2401
TRE Bloemfontein	Chairman	Sakkie Reynecke	–	–	Sakkie.reynecke@transnet.net	–
	Secretary	David Motshoeneng	051 408 2910	051 408 2106	David.motshoeneng@transnet.net	078 119 2650

UNTU DIRECTORY

Area 5 – Gauteng Central (Johannesburg)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Hennie Stoltz	011 773 4900	083 709 1480	011 773 4744	hstoltz@prasa.com
Vice-Chairman	–	–	–	–	–
Secretary	PA Swart	011 773 4790	082 898 2440	011 902 8375	paswart@telkomsa.net
Chairman	Francis C.L	–	073 062 5288	–	connors.francis@transnet.net
Deputy Chairperson	R Ndlovu	–	083 463 7680	–	sibongiseni.ndlovu2@transnet.net
Secretary	Vacant	–	–	–	–
Treasurer	CJ Mashamaite	016 420 6278	083 583 7527	–	valozone303@mail.com
Gender Coordinator	M Digopoleng	–	071 383 6917	016 420 6986	macdonald.digopoleng@transnet.net
POSITION	NAME	TEL	FAX	E-MAIL	CELL
Autopax	Chairman	VACANT	–	–	–
	Secretary	VACANT	–	–	–
Bombela	Chairman	Bennie Edwards	–	–	Bennie.edwards@bombela.co.za
	Secretary	VACANT	–	–	–
Braamfontein	Chairman	Hennie Stoltz	011 773 4900	011 773 4744	hstoltz@prasa.com
	Secretary	RS Ratshibaya	011 773 3370	–	radzilanisuzan6@gmail.com
Esselenpark	Chairman	Andre van Rooyen	011 929 2317	011 929 1225	andre.vanrooyen2@transnet.net
	Secretary	VACANT	–	–	–
Germiston	Chairman	M Mabaso	–	–	–
	Secretary	ES Ishofela	–	–	079 681 2601
Germiston	Chairman	Ruphus Machoga	011 820 2400	–	073 093 1116
	Secretary	TV Nxumalo	011 820 2045	–	Utatu.WheelsGermiston@transnet.net
Heidelberg	Chairman	PC Njowa	016 340 7227	011 820 2289	zenzin@iburst.co.za
	Secretary	Willem Swarts	016 340 7212	016 340 7213	083 282 0623
Isando	Chairman	VACANT	–	–	Peter.Njowa@transnet.net
	Secretary	Desmond Nkhame	011 570 7170	–	083 399 9626
Kaserne	Chairman	MN Mathekga	011 330 6061	011 330 6920	073 366 3382
	Secretary	FJ de Koker	011 330 6061	011 330 6771	072 799 7297
Krugersdop	Chairman	RH Tjale	–	–	scott.dekoker@transnet.net
	Secretary	NI Mntambo	–	–	082 324 9169
Krugersdorp	Chairman	VACANT	–	–	cedric.modingoane@transnet.net
	Secretary	Steven Coetzee	011 950 1271	–	071 777 4497
Leeuhof	Chairman	Morne Rossouw	016 420 6246	011 950 1261	mntambo@gmail.com
	Secretary	CJ Mashamalte	016 420 6278	016 420 6352	–
Leeuhof	Chairman	MP Marageni	016 420 6246	016 789 3535	Morne.Rossouw@yahoo.com
				–	084 504 0407
				–	083 583 7527
				–	078 465 5880
PRASA Central	Chairman	PA Swart	011 773 4790	011 902 8375	paswart@prasa.com
	Secretary	CL Botha	011 773 4790	086 562 9828	082 898 2440
PRASA East	Chairman	Freddie Grobler	011 570 7011	011 570 8715	cbatha@prasa.com
	Secretary	Freek Oberholster	011 365 7479	011 365 7434	083 276 8662
PRASA West	Chairman	OJ Hagemann	011 278 2346	–	fgrobler@prasa.com
	Secretary	VACANT	–	–	083 276 8715
Mega Express	Chairman	VACANT	–	–	ifreek.ober@gmail.com
	Secretary	VACANT	–	–	082 560 2130
Parktown	Chairman	Gladson Mkhabela	011 584 0965	–	utaturfr@metrorail.co.za
	Secretary	Kamo Kumalo	011 584 1120	–	gladson.mkhabela@transnet.net
Sasolburg	Chairman	MD Letlojane	016 970 5237	016 970 5288	079 081 7767
	Secretary	DP Mkhize	–	–	Dikamohelo.Kumalo@transnet.net
Sentrand	Chairman	ZC Khoza	011 960 2197	011 960 2068	076 977 7178
	Secretary	VACANT	–	–	molifi.letlojane@transnet.net
Springs	Chairman	Patience Begwa	011 365 7558	011 365 7544	074 793 0569
	Secretary	VACANT	–	–	molifi.letlojane@transnet.net
Standerton	Chairman	Geert Buter	017 712 2831	017 712 1512	zelda.khoza@transnet.net
	Secretary	VACANT	–	–	–
TRE Germiston	Chairman	Bossie Boshoff	011 820 2716	–	p.begwa@yahoo.com
	Secretary	Morne Boshoff	–	–	083 517 3097
TRE Sentrand	Chairman	Willem de Kock	011 960 2475	011 960 2475	–
	Secretary	VACANT	–	–	072 299 6682
Welgedacht	Chairman	R Dhlamini	–	–	Bossie.Boshoff3@transnet.net
	Secretary	BJ Nala	–	–	084 785 2827
				–	Morne.boshoff@transnet.net
				–	076 167 8986
				–	084 621 3947
				–	083 744 2124
				–	073 635 8269
Area 6 – Northern Cape					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Thomas L	053 7239234	076 6099110	022 7033424	lebogang.thomas@transnet.net
Deputy Chairman	P Sekao	053 8382324	078 7603479	053 838244	pulesekao@transnet.net
Secretary	S. Xesi	053 838 3277 / 3013	082 7850782	053 8383251	yardmaster@beaconsfield
Treasurer	T Maranda	053 838 3170	073 613 6946	053 838 3160	theresia.maranda@transnet.net
Gender Coordinator	Leeuw M.	053 838 3277	–	053 838 3251	–
Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223	–
Vice-Secretary	VACANT	–	–	–	–
POSITION	NAME	TEL	FAX	E-MAIL	CELL
De Aar	Chairman	P van der Westhuizen	053 632 8308	053 632 8216	petrusdanielvanderwesthuizen@gmail.com
	Secretary	JIL van Zyl	053 632 8239	053 632 8237	073 317 6659
Coligny	Chairman	VACANT	–	–	073 626 1072
	Secretary	VACANT	–	–	–
Kimberley	Chairman	Kobus Zara	053 838 3381	053 838 3363	Jacobus.Zara@transnet.net
	Secretary	JP Maree	053 838 3288	053 838 3237	082 655 9058
Kimberley	Chairman	AB Content	053 838 3170	053-838 3169	083 284 5804
	Secretary	VACANT	–	–	073 4830034
Klerksdorp	Chairman	N Gcabashe	018 293 7652	018 293 7669	nhlanhla.gcabashe@transnet.net
	Secretary	T Machewane	–	–	083 389 3638
Mafikeng	Chairman	M Mkoena	–	018 381 9295	073 3660251
	Secretary	M Leburu	–	018 381 9295	–
Mafikeng	Chairman	Collin Manca	–	–	079 984 6081
Northern Cape	Chairman	Lebogang Thomas	022 703 3424	022 703 3422	073 513 5905
	Secretary	Songezo Joseph Xesi	053 838 3013	053 838 3251	076 609 9110
North West (Klerksdorp)	Chairman	AT Creel	018 406 2047	018 462 1171	Yardmasterkimberley@transnet.net
	Secretary	HA Schoeman	053 313 7241	053 313 7214	082 785 0782
Postmasburg	Chairman	JA Mostert	018 406 2047	053 313 7206	082 854 9606
	Secretary	DCR Swart	053 313 7262	053 313 7206	082 790 6477
Sishen	Chairman	K Gaetsewe	053 313 7210	053 313 7206	083 388 1569
	Secretary	D Seetelo	022 703 3425	022 703 2350	083 383 8379
Sishen	Chairman	PFJ Mostert	053 723 9201	–	082 040 9903
	Secretary	AT de Jager	053 723 9218	–	damielseetelo@gmail.com
Upington	Chairman	C van der Merwe	054 338 6699	054 338 0185	Sonmos@absamail.co.za
	Secretary	M. Phillips	054 338 3437	054 338 3340	073 149 2224
Warrenton	Chairman	FP van der Merwe	053 494 3236	053 494 3223	caartie@telkomsa.net
	Secretary	JF van der Merwe	053 494 3236	053 494 3223	083 504 9205
Warrenton	Chairman	M Kwenampe	053 494 3236	053 494 3223	Margorie.phillips068@gmail.com
	Secretary	K Lithebe	053 838 2225	053 838 2248	083 791 2563
				–	083 378 8206
				–	083 9478470
				–	lithebeklaas@gmail.com
				–	073 268 6393
Area 7 – Gauteng North (Pretoria)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Pote Fourie	012 842 5090	083 283 7482	012 800 3678	Hendrik.fourie2@transnet.net
Vice-Chairman	Owen Jones	012 842 5006	072 216 1490	012 842 5841	–
Secretary	VACANT	–	–	–	–
Limpopo Regional Office Bearers					
Chairman	S Matlala	–	072 532 6699	–	–
Deputy Chairman	TP Morotola	015 299 6371	073 953 9329	–	–
Secretary	MS Mosebedi	015 299 6487	084 845 8919	011 774 9462	sonnyboy.mosebedi@transnet.net
Treasurer	MJ Mabitsela	014 718 8214	081 032 2930	014 718 8219	judith.mabitsela@transnet.net
Gender Coordinator	D Ledwaba	014 718 8222	072 461 1240	–	–
Mpumalanga Regional Office Bearers					
Chairman	S Leshabana	013 655 7823	083 559 9419	013 655 7849	steven.leshabana@transnet.net
Deputy Chairman	Musa Msibi	013 752 9307	072 672 5933	–	–
Secretary	Khoza Vukosi	013 752 9236	072 376 8574	013 752 9416	vukosi.khoza@transnet.net
Treasurer	P.C Semata	–	076 275 1464	–	pc.semata@yahoo.com
Gender Coordinator	Shabangu MS	–	072 025 5148	–	mxolisi.shabangu@webmail.co.za
Regional Office Bearers					
Chairman	M.W Mogamisi	012 521 9452	082 569 8315	012 521 9497	mogamisi@webmail.co.za
Deputy Chairman	VACANT	–	–	–	–
Secretary	J S Seathlolo	012 315 8237	078 442 4581	012 315 8279	s.seathlolo@yahoo.com
Treasurer	F Mmeme	–	073 142 3687	–	fhlummege@webmail.co.za
Gender Coordinator	KNP Cwaba	–	073 969 8285	–	kaydeecwaba@rocketmail.com
POSITION	NAME	TEL	FAX	E-MAIL	CELL
Koedoespoort	Chairman	VACANT	–	–	–
	Secretary	C Moremi	012 842 5441	–	constance.moremi@transnet.net
Komatipoort	Chairman	VACANT	–	–	083 241 2713
	Secretary	JM Swartz	013 793 9979	013 793 8364	–
Limpopo Central	Chairman	MM Moshomane	015 299 6360	015 299 6363	076 632 8955
	Secretary	MM Mamabolo	015 299 6274	–	083 269 7326
				–	073 113 4262
Limpopo East	Secretary	D Mushuana	015 308 8544	015 308 8271	–
Limpopo North	Chairman	NS Matlala	–	015 519 4248	072 762 8338
	Secretary	SD Makhubele	015 299 6329	–	072 532 6699
Limpopo South	Chairman	NJ Kekana	–	–	073 276 1341
	Secretary	SR Molekane	–	–	072 199 9446
Lydenburg	Chairman	VACANT	–	–	083 2580859
	Secretary	VACANT	–	–	–
PRASA Pretoria	Chairman	Eddie Flavell	012 521 6232	012 521 6206	Utatu@prasa.com
	Secretary	Colin Davidson	084 405 0584	–	083 554 8015
Mpumalanga	Chairman	Steven Leshabane	013 655 7823	013 655 7849	utatuscheiding@prasa.com
	Secretary	Vukosi Khosa	013 752 9236	013 752 9416	Steven.Leshabana@transnet.net
Musina	Chairman	Wikus du Toit	015 534 7214	015 534 7245	083 559 9419
	Secretary	HP Janse van Vuuren	015 534 7209	–	072 376 8574
Nelspruit	Chairman	VACANT	–	–	Jan.DuToit@transnet.net
	Secretary	Kallie Steenkamp	013 752 9481	013 752 9283	–
Phalaborwa	Chairman	VACANT	–	–	078 796 4660
	Secretary	CAA Jansen	015 781 9042	–	Kalie.Steenkamp@transnet.net
Pietersburg	Chairman	AW Badenhorst	015 299 6232	015 299 6246	083 461 2969
	Secretary	ME Pheta	–	–	–
Pretoria	Chairman	VACANT	–	–	072 822 7628
	Secretary	Niekie Luus	012 842 6050	012 842 6016	Albert.Badenhorst@transnet.net
Pyramid	Chairman	Ore van den Bergh	012 521 6255	–	Modjadji.pheta@transnet.net
	Secretary	JC Rossouw	012 521 9452	012 521 6297	–
				–	Niekie.Luus@@transnet.net
				–	083 282 0776
				–	076 792 0492
				–	27712107101@vodamail.co.za
				–	082 779 0475

UNTU INFO GUIDE



STOP ORDER

[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]

TITLE: _____ INITIALS: _____ SURNAME: _____

FIRST NAMES: _____ I.D. NUMBER: _____

EMPLOYEE / SAP NO: _____ OLD PENSION NO: _____

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

(CELL) _____ (E-MAIL) _____

POSTAL ADDRESS _____ POSTAL CODE: _____

CENTRE/ DEPOT: _____ JOB TITLE: _____

• FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of R40.00 and maximum of R70.00)

• I, THE UNDERSIGNED, HEREBY AUTHORIZE 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)		Bombela	
PRASA - MLPS		Transnet National Ports Authority (TNPA)		Transnet Properties		Bombardier	
PRASA - CRES		Transnet Capital Projects (TCP)		Transnet Corporate		Mega Express	
PRASA – Technical		Transnet Engineering (TE)		Transnet Pipelines (TPL)		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 one 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 direct to my nominee.

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL:

BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE

ENROLLER’S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein, 2017; Fax: 011 728 8257/8 or Internal Fax: 011 773-7920; E-mail: headoffice@untu.co.za

USO/2

Hidden name competition

In every issue of *Labour Report* , UNTU publishes the latest SAP/employee numbers of ten members from the membership lists – drawn at random.

Each latest SAP/employee number appears somewhere in the newspaper. If yours is one of the lucky latest SAP/-employee numbers published and you can find it, claim your prize by writing to:

UNTU Hidden Name Competition
PO Box 31100,
Braamfontein, 2017

Give your name, latest SAP/-employee number and address and you will be sent R100.

Phone numbers to know

Voetplaatpark –
Tel 039 681 3325
Transmed Call Centre:
0800 450 010
Housing: FNB Home Loans –
0860 33 44 55
FNB Smart Bond –
0860 644 644
Transnet Pension/Retirement Fund (Metropolitan Life)
011 774 5444
Call Centres for:
Transnet Second Defined Benefit Fund - 011 587 8000 (select option 1)
Transnet Retirement Fund – 011 587 8000 (select option 2)
Transnet Pension Fund – 011 587 8000 (select option 3)
Aon Consulting – Tel: Jhb 011 944 7000 website: www.aon.co.za

Area 7 – Gauteng North (Pretoria) Continued						
	POSITION	NAME	TEL	FAX	E-MAIL	CELL
Pyramid	Chairman	J.J. Mabasa	012 521 9583	086 729 3039	jblnmabasa@yahoo.com	082 056 8393
	Secretary	T.J.D. Tajane	–	–	gaba.tajane@ovi.com	073 405 2108
Rustenburg	Chairman	T. Motlhabi	014 590 2214	014 590 2216	utatusarwhurustenburg@transnet.net	082 450 5108
	Secretary	BA Chabalala	014 590 2215	014 590 2064	utatusarwhurustenburg@transnet.net	082 920 8288
Thabazimbi	Chairman	Riaan Bisschoff	–	–	riaanbiss@gmail.com	082873 8307
	Secretary	VACANT	–	–	–	–
Thabazimbi	Chairman	CM Mogatwe	–	–	–	–
	Secretary	T.T. Ntuku	–	–	thabo.ntuku@yahoo.com	072 427 7862
TRE Pretoria	Chairman	Pote Fourie	012 842 5090	012 842 5841	Hendrikfourie2@transnet.net	072 635 0986
	Secretary	Owen Jones	012 842 5006	012 842 5841	Owen.Jones@transnet.net	083 283 7482
TRE Koedoespoort	Chairman	Adam Slabbert	012 842 5273	012 842 5589	Adam.Slabbert@transnet.net	072 216 1490
	Secretary	Wieligh Meyer	–	–	Arend.Meyer@transnet.net	083 651 0017
Tshwane	Chairman	William Mogamisi	012 521 9452	012 521 9497	mogamisi@webmail.co.za	071 233 9060
	Treasurer	Suping Seatholo	012 315 8237	012 315 8279	s.seatholo@yahoo.com	082 569 8315
Waterval-Boven	Chairman	VACANT	–	–	–	–
	Secretary	Paul Stemmet	013 257 0507	–	paul.stemmet@transnet.net	078 442 4581
Witbank	Chairman	VACANT	–	–	–	–
	Secretary	VACANT	–	–	–	–

MEMBERS

MEMBERS

Deaths

DECEMBER

Canhenga AED Child
Postmasburg
Maluleke WR Spouse City
Deep
Mamphodo NW Spouse
Johannesburg
Masondo NP Member Durban
Namba N Spouse
Johannesburg
Verster IC Spouse Kimberley
Manqeke JJ Member
Ladysmith
Khuzwayo TP Child Durban
Nefdt AG Member Port
Elizabeth

JANUARY

Mathebula AB Member
Germiston
Radebe MR Member
Pietermaritzburg
Mthembu MM Member
Pietermaritzburg
Hlophe ZR Member Durban
Motswadi L Member Durban
Nel OJ Member Ermelo
Handford JJ Spouse Coligny
Daniels DAF Child Beaufort
West
Dlamini G Member Cape
Town
Makhada FS Member
Johannesburg
Mlungu TJ Member Durban
Nkhato MP Member Pretoria
Apie MI Member Kimberley
Van Vuuren JJ Member
Germiston
Fourie AJ Member Port
Elizabeth
White DD Spouse Cape Town
Khumalo V Member
Johannesburg
Ngema VV Member Durban
Lands IB Member Ermelo
Fakude Member Richards Bay
Mathoma MC Member
Bloemfontein

FEBRUARY

Miya T Child Ulundi
Claassen W Member Cape
Town
Du Preez A Member Port
Elizabeth
Crous AW Member East
London
Mashaba SN Member
Makhado
Kilian AJ Member De Aar
Manders WJ Member Pretoria
Lubbe DL Member Kroonstad
Nell SN Spouse Bloemfontein
De Wet GF Spouse Pretoria
Shomojakgosi AJ Member
Kimberley
Jozi MM Member Durban
Esau MTJ Member Cape Town
Kruger TC Member Cape
Town
Phalafala MP Member Pretoria
Macaulay RI Member Durban
Khumalo TD Spouse Pyramid
Huisamen CFJ Member Klawer
Myeza C Member Richards
Bay
Aucamp CA Child
Johannesburg
Sithole MC Spouse Tongaat
Van der Boon CA Spouse
Koedoespoort
Mthiyane T Member
Empangeni

UNTU – the one and only

UNTU is the only transport workers' union to offer its members any benefits.
And it has the lowest membership fees to boot.
The benefits include:



UNITED NATIONAL TRANSPORT UNION

BENEFITS
join UNTU today!PRIMARY
BENEFITS

COLLECTIVE BARGAINING

The Union is registered at the Department of Labour as a Trade Union in accordance with the Labour Relations Act 66 of 1995 as amended in 2002. All negotiations and agreements concerning service conditions and salaries are undertaken at the Transnet Bargaining Council, PRASA, Bombela and Mega Express.

DISCIPLINARY ASSISTANCE

At the discretion of the UNTU Management Committee, members who have been dismissed or charged with disciplinary breaches whilst on duty become eligible for the assistance of the Union's highly trained and experienced representatives.

LEGAL ASSISTANCE

Members who during the execution of their duties are criminally charged, receive legal assistance at the discretion of the Management Committee. The Union utilises the services of the best Advocates and Attorneys.

PROFESSIONAL SERVICE

In addition to caring for its members day-to-day needs, UNTU represents their interest on various statutory bodies i.e. Pension Fund, Medical Fund and UIF board etc. The Union is also affiliated to FEDUSA that represents its affiliates at national and international level.

WORKMAN'S COMPENSATION AND
UNEMPLOYMENT INSURANCE FUND

To enable members to obtain optimum benefit from these funds, UNTU provides members advice, assistance and representation at tribunal hearings.

LEISURE
BENEFITS

HOLIDAY RESORT

Voetplaatpark Members are entitled to a 30% discount at UNTU's own spacious coastal resort. Voetplaatpark offers the following: Chalets, Cabanas and luxury Caravan stands, including amenities such as children's play area, swimming pool, convenience store, bar, restaurant.

FINANCIAL
BENEFITS

MODEST MEMBERSHIP FEES

A monthly contribution for membership of the Union is 1% of a member's basic salary and recovered from his/her salary per stop order

CANVASSING REWARDS

A canvassing fee is paid for every new member enrolled. An additional **bonus** is paid for every ten (10) new members enrolled. Application forms for membership are freely available from Branch Secretaries, Trade Union Representatives and Head Office – all that remains is for members to approach non-members to enroll.

MATERNITY BENEFIT

For female members with at least twelve (12) months membership with UNTU – **one confinement only**.

UNIQUE DISCRETIONARY FUND

This benefit is **only payable on:**
- Statutory Retirement and Medical Board

Retirement Funds: - at 63 years of age.

N.B: To qualify for the above benefit a member must have at least five (5) years continuous membership with UNTU.

EDUCATION BURSARIES

Ten (10) Bursaries are annually available to the Children of Members and UNTU Staff.

Allocation is done on merit by the Bursary Committee. Applications are obtainable in the Spring Edition of the Labour Report.

Closing date: 15 November- no late applications will be accepted.

FUNERAL ASSISTANCE BENEFIT

All members are entitled to the funeral assistance benefit of an amount of **between R1000,00 and R10, 000,00** (depending on year's membership) which is immediately paid to his/her nominee, spouse or estate.

UNTU GROUP FUNERAL SCHEME

(Ex-defunct SARWHU Scheme) This is an additional option and is available to existing and new members. An application form may be obtained from head office.

SECONDARY
BENEFITS

GROUP SCHEMES

Expert advice on Group Insurance Schemes specifically designed by **Old Mutual (Group Schemes), Sanlam, ABSA, Chartis Assupol, Momentum and Metropolitan** to meet members needs.

PREFERENTIAL SHORT TERM
INSURANCE SCHEME

Members receive preferential treatment for their short term insurance at our brokers, **Indwe Risk Services (Prestasi)**.

COMMUNICATION
BENEFITS

UNTU regards two-way communications with its members on all of the issues affecting them as a key function. This is achieved via:

Labour Report – quarterly newspaper which is provided to members free of charge.

Web Page – which provides news and background information. It can be accessed at www.untu.co.za

Regular News Letters – on the latest developments to members via use of e-mail, sms and winfax.

Depot/Workplace Visits – on regular basis by officials.

OTHER

UNTU PROMOTIONAL ITEMS

A wide range of UNTU inscribed Clothing, Pens, Bags and other items are available at low cost on request.

CLAIMS - All Claims must be submitted within twelve (12) months after becoming eligible for payment

The amounts paid out or made available will be determined by the Executive Council from time to time.

Terms & Conditions Apply

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UBC/2

The Union with the best benefits and most efficient representation in the Labour Movement.

MEMBERS



Go well, Roy

Roy Thesner is taking early retirement after almost forty years in Transnet. Roy was an employee at Transnet Wagons, Transnet Engineering in New Brighton when he retired. He will move to Christiana in the Free State to enjoy his extended holiday.



Happy couple

29762

Our congratulations go to Manette Keyter, personal assistant to UNTU president, George Strauss, who exchanged vows with Eugene Havenga on 31 January 2015. Manette, your many friends at UNTU wish you and Eugene a long and happy marriage.



Good luck, Jane

Jane Mandeau, an administrative assistant at RME Perway, Transnet Freight Rail in Bellville, has been selected to represent Western Province Sports Association for the Physically and Visually Impaired at the 2015 National Championships for the Physically Disabled. The events in which she will take part will be discus and shot-put. She is also a three times Paralympion. With her is George le Roux from UNTU's Cape Town office.

Rest in peace

Nico Duvenhage, TUR at Liesbeeck branch in Salt River, sent the following message on behalf of everyone who knew Kieth Smith.

We want to express our condolences to Caren Smith with the death of her husband, Kieth on 22 March 2015. Kieth was an ex-colleague and was a stock controller in the warehouse in Salt River, Cape Town. He was a loyal member of UNTU. Although he was ill, we are all shocked with his sudden departure. Rest in peace, colleague.

MEMBERS



Toitjie groet!

Moelik om te glo, maar my pensioendag het op 31 Desember 2014 aangebreek.

Ek wil vir Steve Harris, hoofsekretaris van UNTU, groet deur dankie te sê vir die geleenthede waarin ek kon deel gedurende my 43 diensjare. Daar was baie mylpale en hoogtepunte, waarvan baie deur die vakbond bewerkstellig was.

Dankie vir alle kongresse en werksinkels wat kon bywoon. Sedert 1977, toe ek die eerste keer as 'shop steward' gekies was, het ek gevorder tot Takvoorsitter van

Kaapstad Vervoertak en ook daarna Sekretaris van die Uitvoerende Komitee van die Wes-Kaap.

Tot en met my aftrede het ek as TUR gedien in die Lions Head Tak. Dit was 'n groot eer en voorreg om 'n lid te kon wees en in die organisasie te kon dien.

Ek wil jou gelukwens met die wyse waarop jy die voortou neem en wens jou baie sukses toe. Mag die organisasie van krag tot krag gaan.

Vriendelike UNTU-groete
Toitjie (Koos du Toit)

Queen Zonke



Zonke Cebekhulu, member of UNTU's Exco, was the 2nd Runner Up for Mrs Queen: Face of KwaZulu-Natal 2015 that was organised by Trelique Models Modelling and Promotions Agency.













45994

Happy couple

Bill Hart, chairman of Maritime East London got married to Gretha on 18 April.

UNTU EXECUTIVE COUNCIL

					
PRESIDENT GH Strauss Tel: (011) 728 0120 Fax: (011) 728 8257/58 Cell: 083 303 7346 george@untu.co.za	VICE-PRESIDENT WL Evans Cell: 082 566 5518 wyndham@untu.co.za	1ST DEPUTY PRESIDENT TD Khumalo Cell: 072 558 1460 Cell: 082 685 2799 dan@untu.co.za	Support Services DG Dreyer Tel/Fax: (w) (011) 978 2737 (h) (056) 213 1479 Cell: 082 920 9450 douw@untu.co.za	Rail Freight (TFR) Central Zone L Biljoen Tel: (w) (031) 361 4318 Fax: (086) 726 0711 Cell: 082 852 9478 linda@untu.co.za	Rail Freight (TFR) Central Zone FJ de Koker Tel: (w) (011) 330 6061 Fax: (011) 330 6920 Cell: 082 046 6815 scott@untu.co.za
					
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Engineering Western Zone – TRE B Jonker Tel/Fax: (w) (041) 994 2390 Cell: 083 303 7347 ben@untu.co.za	Engineering Central Zone – TRE JW Short Tel: (031) 361 6164 Cell: 071 481 6975 John@untu.co.za	Maritime Western Zone TA Wasserfall Tel: (w) (021) 449 2148 Fax: 086 631 0348 Cell: 071 362 6219 trevor@untu.co.za	Prasa Central Zone PA Swart Tel: (w) (011) 773 4790 Fax: 086 563 0655 Cell: 071 462 2307 peet@untu.co.za paswart@prasa.com	Prasa Eastern Zone RC Blom Tel: (w) (031) 361 7741 Fax: 086 543 7660 Cell: 082 893 1224 rodney@untu.co.za	Prasa Western Zone BJ Davids Tel: (w) (021) 449 5879 Fax: (021) 449 2236 Cell: 082 043 0515 brian@untu.co.za

SECRETARIAT

					
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Deputy General Secretary P Greyling Cell: 076 084 7131 pieter@untu.co.za	Deputy General Secretary J Pereira Cell: 079 501 6883 johnp@untu.co.za	National Organiser P Chonco Cell: 082 920 5305 maria@untu.co.za			



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