



Affiliated to FEDUSA

**PAGE 2**

Comment  
President says  
Exco on the move

**PAGE 3**

Obert sells UNTU  
membership like  
hotcakes

**PAGE 7**

Sexual harassment  
in the workplace

**PAGE 9**

Two new trophies  
to honour hard  
work

**PAGE 14**

UNTU Organisers  
at work

PASSENGER RAIL AGENCY OF SOUTH AFRICA (PRASA)

# Train safety is a concern

**Safety in and out of trains are a growing concern.**

The crippled Passenger Rail Agency of South Africa (PRASA) does not even respond to orders from Transport Minister Dipuo Peters to explain what has been done to combat the disturbing raise in violent crimes on railway lines, especially in the Western Cape over the last few months.

Over the past few months three of UNTU's members died at the hands of armed robbers, a result of PRASA's lack of security and possible negligence.

The situation has become so bad that UNTU and its legal team are looking at means to approach the courts to force PRASA to protect its employees.

A delegation of UNTU met with Joe Mojapelo, special advisor to the Minister, and Mkhacani Godfrey Maluleke, chief director: Rail Operations & Oversight, to discuss the union's grave concerns about the deteriorating security.

Mojapelo assured UNTU that the Minister is extremely concerned about the situation. She wrote to PRASA, the Minister of Police and the acting Commissioner of the SAPS earlier asking them to take hands and come up with a dedicated intervention plan

where police reserves are used to enhance safety. There are already 3 500 police officials deployed at railway stations across the country. None of the other role-players responded to the Minister. There is a long term plan in place to secure all railway lines in South Africa similar to the Gautrain's security. Currently there are no incidents at the Gautrain because some of the railway stations and the railway lines are closed off to the public.

Steve Harris, general secretary of UNTU says unfortunately the crime on railway lines has gotten so out of hand that the union can no longer wait for a long term solution with a 20-year deadline. Just last year 20 million tons of goods could not be transported by trains, the cheapest form of transport, because there were no guarantee on delivery due to cable and signal theft.

UNTU demands that PRASA appoints two trained armed guards to accompany metro train drivers on the Central line in Cape Town.

If PRASA cannot secure the railway line with the assistance of the SAPS, to put an end to this



A Metrorail train that derailed at the De Wildt Station en route to Pretoria.

crime spree, then the Central line must be closed.

Steve says PRASA is not fulfilling its constitutional obligation to provide a safe and secure working environment for its employees.

Although UNTU also demanded that the Railway Police must be re-established as it existed prior to 1989 when it was merged with the SAPS, Mojapelo says that will

not be possible. The SAPS has a dedicated railway police unit that should attend to railway related crimes.

"We need a collective process where all role-players take hands and optimise its resources to find solutions to this crisis," says Mojapelo.

On the other hand, Transnet immediately addressed security

concerns about the runaway diesel locomotive that caused the tragic death of train driver Alexander Flemming on his way to Beaconsfield in Kimberley in the Northern Cape. The Board of Enquiry must still investigate the accident and determine if anyone can be held accountable.

"We will keep you up to date on any development," says Steve. ■

## Bombardier is serious about safety at new site



Per Allmer, Bombardier regional president.

Rail technology leader Bombardier Transportation is extremely serious about safety and is putting safety first at its first Propulsion and Control manufacturing facility in Africa, built in Isando, Johannesburg.

"At Bombardier we strive to maintain a zero injury record and we value the safety of all employees," Per Allmer, Bombardier regional president, Western Europe, Middle East and Africa, said at the opening ceremony of the site that was attended by Lynne Brown, Minister of Public Enterprises,

and Siyabonga Gama, Transnet group chief executive officer.

Allmer said the site started as a vision in 2013. In April 2014 Transnet awarded Bombardier a contract for the supply of electric locomotives as part of a R50 billion contract. "At first I had my doubts but the South African team were able to pull through and we have a perfect world class site in the country," Allmer said.

The majority of the locomotives are being built at Transnet Engineering's plants in Koedoespoort, Pretoria and Edwin Swales in Durban. All

bidders committed to stringent localisation requirements, including technology transfer, supplier development and job creation.

Gama said Bombardier's production facility was an integral step in driving localisation, transformation and economic empowerment. The successful partnership with Bombardier serves a crucial purpose in enhancing and embedding Transnet's Market Demand Strategy - and the role Transnet plays in growing the South African economy. ■



# Comment



Steve Harris

My main aim is to up-date you on the contentious frontline issues likely to affect and involve many of you in the weeks ahead. They are:

- Our battle to achieve fair play at PRASA and to avoid having to launch a rail strike.
- The urgent need to improve train security.
- To fight Transnet in court on forcing its employees to take their leave over the Christmas period.

Please be aware that I am describing a fast-changing scenario; much of what I am now writing might be overtaken by events. Nevertheless, it is important that you know the background to each issue, and what your union is doing about them. For a more detailed description of the matters see the articles elsewhere in this issue. Please note that the frontline issues are not the only ones occupying your union's attention. There are numerous other matters that we are busy with. I will list some of them at the end of this Comment.

## PRASA:

What is happening — or rather, not happening — at PRASA defies logic. The company has become a riderless horse. Worse still, it has lost touch with business principles. UNTU is trying to avoid adding to its and the country's woes by striking. But the way things are going a strike might become the only solution. If we have to strike we know that we will be able to rely on the support of our PRASA members.

## Rail safety:

UNTU asked the newly appointed Public Protector, Busisiwe Mkhwebane, to investigate the latest allegations of mismanagement of funds. The Union also appealed to the Hawks and the National Prosecuting Authority to take criminal action against individuals pointed out in the Adv. Thuli Madonsela's report: Derailed.

It seems that UNTU is the only organisation in South Africa that is treating rail safety as a top priority. Your union is not prepared to allow its members to have to function in threatening situations; or for their families to have to worry daily if they will ever see them again.

UNTU demands effective rail policing.

Your union will keep pressing for that until it achieves it, even if it has to close down some rail lines to gain its members the support they deserve and to which they are entitled.

The subject of train burnings also needs more effective attention.

## Transnet leave

Transnet behaved diabolically in December 2015 by forcing many of its members at short notice to take their leave over the Christmas period. UNTU took Transnet to task for that and won its case.

But did we win?

Transnet has now appealed the arbitrator's decision to delay the verdict and perhaps enable it to repeat its infamy this December. UNTU will keep challenging it and naming and shaming it until its dishonesty becomes too costly and painful to repeat.

## The politicians

Rail workers and the hundreds of thousands of rail passengers they serve constitute an enormous voting bloc. More than that, together they form a cornerstone of the national economy. So why have the 12 political parties, represented in parliament, been so silent on rail issues? We will let you know their answers. ■

# Exco on the move



Hendrik Fourie, vice president of UNTU, Wielligh Meyer, executive council member, and Sonnyboy Mosebedi, Polokwane branch chairperson and full-time union representative, visited Traction and Rail Network Depots in Tzaneen.



UNTU executive council member, **Zonke Cebekhulu**, who is also national full time trade union representative, recruited Hloniphile Masina, a SATAWU shop steward, in Vryheid in KwaZulu-Natal.



The national full time-union representative of PRASA had a meeting with branch chairman and secretaries at UNTU Head Office. In front are **Casper Botha**, executive council member and national full-time trade union representative, Thabelo Matshidze, Maponjane Ntuli, Andries van Zyl, Ockert Hagemann and (back) are Eddie Flavell, Michael Mashige, **Wyndham Evans**, president of UNTU, and Frederik Grobler.



UNTU executive council members and full-time trade union representatives, **Scott de Koker** and **Joe Mashamaite**, explained benefits to Transnet Freight Rail Infra employees in Klerksdorp.



UNTU executive council members, **Wielligh Meyer** and **Clayton du Plessis**, attended a Transnet Engineering National Business Committee meeting in Koedoespoort, Pretoria, with full-time trade union representatives, Kobus Zara and John Short. With them is Eddie de Klerk, deputy general secretary of UNTU.



Wyndham Evans

# President says:

When I took up office in November last year as UNTU's new president, I pledged to bring about visible changes to the way things are done, to enhance the service the largest union in the transport sector provides to you, our loyal members collectively and individually.

Almost a year later I can safely say that the leadership of this union did not let you down. I promised that we will be more visible to our members, to improve interaction with branch officers, to improve communication to each member and to intensify

training of UNTU's elected trade union representatives. Unlike the employers you serve, UNTU delivered on each promise.

But that was by far not all changes this union implemented to transform and to modernise itself to remain the union of choice in an industry that continues to grow and change. Unlike other unions UNTU is able to keep up with the changes and plan ahead.

Amongst others, UNTU managed to meet with the special adviser of Transport Minister, Dipuo Peters, to discuss the safety of train crews and commuters, especially on

the Central Line between Cape Town and Khayalitsha, that has developed into a war zone between vulnerable citizens and criminals. Thanks to UNTU's new vigorous communication strategy, this issue was highlighted in the media and other unions called on their members to support us in our efforts. We do understand that this issue cannot be addressed by only one party, therefore we call upon PRASA management/SAPS/ local government and national government to come together in terms of sorting this serious matter out.

At the same time UNTU ensured its future growth by appointing two new full time organisers

in Cape Town to focus on recruitment. Not only do they serve as ambassadors for UNTU, but they know the challenges faced by the members in the demographic area where they are recruiting and have enough knowledge of the structure of the union to direct complaints or enquiries from members through the correct channels.

With strides like these it remains a privilege for me to be your president and to assure you that my vision of face-to-face communication will not fade away as time goes by. ■



## Our Members

# Obert sells UNTU membership like hotcakes



Obert Mudalahothe

Obert Mudalahothe may be known as a Freight Rail train driver from Emalahleni, but to UNTU he is so much more – he is the hero who managed to recruit 45 new members in just two weeks.

Labour Report discovered Obert's secrets for success:

### How many members have you recruited this year?

At the beginning of September it was more than 300. I travel a lot to different depots in my area. I always have the necessary information and forms with me to help me recruit. My area includes Emalahleni (Witbank), Middelburg, Hendrina, Ogies, Lydenburg and Steelpoort.

### What is your secret for recruiting?

My car boot is my office. I am

always prepared with the necessary paperwork at hand. I am patient when I deal with people. I make them understand that UNTU is the only union in Transnet that can take us to the next level and I emphasise that it is not a political party.

### What do you tell them about UNTU?

I always tell the truth. I inform them about the benefits of belonging to UNTU. I tell them that it is the only union that will fight for us. I am a good salesman because I have a good product to sell. I used to be a teacher, so I know how to explain to people so that they understand. And I don't rush. When you rush, you crash!

### How long have you been a member?

I've been a member of UNTU for

three years. Before that I used to be a member of SATAWU. I met Louis Brockett in Braamfontein when I was a train assistant. I saw his passion. He made me see for myself that UNTU was the best.

### Where do you find time for recruiting?

I am the chairperson for my branch. When I get the monthly rosters I check when I have days off and plan where I will visit during that time. I have UNTU in my blood.

### How do you motivate other members to recruit more?

My colleagues must tell workers about the benefits. They must motivate the membership and always tell the truth – no lies. I also think it is important that the representatives must be visible to the members to keep their trust. ■

## Defference wears running shoes

Defference Mkonto, branch chairperson of Lydenburg, has put on his running shoes with good results. Labour Report asked him a few questions:

### How many marathons have you run?

Only one. I ran my first 21 km half-marathon, The Foskop on 17 September in Phalaborwa Namakgale. I managed to finish my race in 1 hour 28 minutes and I received a gold medal.

### How did you get into running?

My job involves hard physical labour and I need more muscle strength to perform my duties. Running is my life, passion and motivation.

### How often do you train?

I train more or less five times a week, I run for 21 km or less.

### How do you train?

I start training after work and sometimes before I go to work

in the morning. Over weekends I ask my brother to escort me with the car. Unfortunately I was in an accident on the day I ran my first race. I am very grateful that I didn't get injured.

### What does running mean to you?

It makes me feel relaxed; I feel healthier. It does wonders for my stress and I can enjoy the outdoors.

### How long have you been a member of UNTU?

Three years now, since I've joined UTATU/SARHWU.

### What does your union mean to you?

I am active in my workplace. My union allows me to have a voice and it's a fantastic opportunity. Without my union we cannot come together as a member body to get things done in our interest.

VIVA, UNTU, VIVA! ■



Defference Mkonto

## Michael tells of his battles with corruption



Michael Mashige is the branch secretary for Pretoria. He is a former SATAWU member who joined UNTU. He recruited 61 new members in September alone.

Labour Report asked him to tell his story:

"I work at PRASA in the Metrorail division. I joined the company in 2001. Currently I am a train driver.

"When I started in Metrorail I was a SATAWU member. I became a shop steward in 2003. I served SATAWU with honesty, loyalty and determination. I was elected regional chairperson in 2009 and I was elected provincial chairperson in 2010.

"I was involved in the fight against corruption in PRASA during 2011-2012.

"I discovered that SATAWU was involved in alleged corrupt tenders in PRASA. Some SATAWU shop stewards were allegedly receiving dirty money from PRASA.

"I was dismissed in 2012 after I refused to take wrong orders. I believed SATAWU was working with some of PRASA's managers to make sure that I be dismissed.

"SATAWU refused to represent me at my hearing, although they were still taking my subscription fee every month until my last working day.

"The presiding officer did not have the guts to dismiss me at the hearing. She decided to call from Cape Town and she said I was dismissed without evidence.

"I won my case in the Labour Court on 14 September 2015 and decided to join UNTU as I will never again trust the SATAWU leadership.

"I love the fact that UNTU is not associating itself with any political organisation. This is a sickness that is destroying labour movement today. When politics get involved in labour there is always conflict of interest. I am proud to be an UNTU member and I am happy to be given a chance to lead as shop steward of the movement.

"For us to be successful as an organisation we need to be open and transparent, to cut corruption and remove all shop stewards and leaders who are not adding value to our organisation.

We need to hold meetings regularly in our depots and tell our members the truth. We must also act on the mandate of workers, as consultation is very important before engaging in any negotiations or declaring any dispute. Let us deploy capable people in the right positions.

"Lack of communication is harming our organisation. Regular general meetings could be a solution." ■



## This is an effective leader

Careston Damon of UNTU FTSS Port Terminals won the effective leadership award for the Eastern Cape.

With him is Siya Bulela, General Manager of the Eastern Cape, and Wyndham Evans, President of UNTU. ■





UNITED NATIONAL TRANSPORT UNION

# UNTU 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 while 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 uses 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 Funds and Medical Funds. The Union is 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 in season and 40% discount for mid week 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 and debit 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 Officers, 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*.

### FUNERAL ASSISTANCE BENEFIT

All members are entitled to the funeral assistance benefit of an amount of **between R1 000 and R10 000** (depending on year's membership) which is immediately paid to his/her nominee, spouse or estate.

### UNTU GROUP FUNERAL SCHEME

This is an additional option and is available to existing and new members. An application form may be obtained from head office.

### UNIQUE DISCRETIONARY FUND

**This benefit is only payable on:**

- Statutory Retirement and Medical Board

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

**CLAIMS:** All claims must be submitted within twelve (12) months after becoming eligible for payment.

### EDUCATION BURSARIES

Eight (8) Bursaries are annually available to the Children of Members.

Allocation is done on merit by the Bursary Committee. Applications are obtainable on [www.untu.co.za](http://www.untu.co.za) and on Facebook.

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



## SECONDARY BENEFITS

### GROUP SCHEMES

Expert advice on Group Schemes specifically designed by Old Mutual (Group Schemes), Sanlam, ABSA, RLR Consultants Assupol, IFG Africa, Momentum, Metropolitan, CAPITEC and CELL C to meet member's needs.

### SHORT TERM INSURANCE SCHEME

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

### SPECIAL BENEFITS AT TIGER WHEEL&TYRE TYRES & MORE:

Discount on all products

All you need to do is to show your UNTU-membership card at the Tiger Wheel & Tyre or Tyres & More® Stores nationwide T & C's applies.

### DISCOUNT AT FORD & HYUNDAI:

UNTU's members get between R10 000 - R50 000 discount if they buy a new Ford or a Hyundai at specific dealers.



## COMMUNICATION BENEFITS



Like the Facebook page, *United National Transport Union*, to keep up to date with UNTU's Press Releases and daily news feeds.



Follow us on @HeadofficeUntu for UNTU and industry related news.

**UNTU regards two-way communications with its members on all of the issues affecting them as a key function:**

**Web Page** – which provides news and background information. It can be accessed at [www.untu.co.za](http://www.untu.co.za)

**Emails** – For enquiries questions or complaints on Union matters send an email to [enquiries@untu.co.za](mailto:enquiries@untu.co.za)

For all other services use [headoffice@untu.co.za](mailto:headoffice@untu.co.za).

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

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

## OTHER

### UNTU PROMOTIONAL ITEMS

A wide range of UNTU promotional items are available for sale on request.

**DEPOT/WORKPLACE VISITS** - on regular basis by officials

The amounts paid out or made available will be determined by the Executive Council from time to time!!!! Terms & Conditions Apply

**THE UNION WITH THE BEST BENEFITS AND MOST EFFICIENT REPRESENTATION IN THE LABOUR MOVEMENT**

UBC/4

## LABOUR REPORT

is the official organ of UNTU

Street Address: UNTU House, 182 Louis Botha Ave, Houghton Estate  
Postal Address: PO Box 31100, Braamfontein, 2017  
Telephone: (011) 728 0120/1/2/3/5/6/7/9  
Fax: (011) 728 8258  
Website: [www.untu.co.za](http://www.untu.co.za)

**DURBAN OFFICE**  
206 Che Guavara (Moore) Road, Durban  
PO Box 61267, Bishopsgate, 40008  
Tel: (011) 728 0120/1/2/3/5/6/7/9  
E-mail: [untudbn@untu.co.za](mailto:untudbn@untu.co.za)

**CAPE TOWN OFFICE**  
12 Scharnberg Street, Parrow, Cape Town  
Tel: (011) 728 0120/1/2/3/5/6/7/9

**BLOEMFONTEIN OFFICE**  
Room 206/207 Second Floor, Handisa Building  
39 Blignaut Street, Hilton, Bloemfontein  
Tel: (051) 447 9158 / Fax: (051) 447 9207

Published by UNTU  
Editorial: Sonja Carsterns  
E-mail: [enquiries@untu.co.za](mailto:enquiries@untu.co.za)  
Cell: 082 463 6806  
ISSN 0004-3869



# PRASA: This is how X99 works

Employees of PRASA asked UNTU to explain how X99 leave works as they are constantly told by management that they are not entitled to take this leave without a doctor's note.

Pieter Greyling, deputy general secretary of UNTU, says that is not true. When you take X99 leave, you are entitled to two days' sick leave without having to obtain a doctor's note.

## What do you need to do?

You need to phone your manager at least two hours before your shift commences to inform him or her that you are sick and you are not going to work. Bear in mind that most of you work on rosters and you need to take your colleagues into account.

If you are still sick the following day, phone your line manager again at least two hours before your shift commences to say that you are still not coming to work. If you are feeling better, phone your line manager to inform him or her that you will be at work that day.

If you are sick for more than two days, you must go to a doctor or registered medical practitioner to diagnose your illness, decide how long you must be off and issue you

with a sick leave note.

## What the Basic Conditions of Employment Act says about Medical certificates?

An employee who is off sick for more than two consecutive days (in other words, three days or more) is required to produce a medical certificate signed by a medical practitioner or any other person who is certified to diagnose and treat patients, and who is registered with a professional council established by an Act of Parliament.

In other words, a medical certificate signed by a clinic sister or traditional healer is not acceptable. If the employee does not produce the required medical certificate as stated above, then the employer is entitled to treat the period of absence as unpaid leave, and the employee is not entitled to request that it be taken as paid annual leave.

It is unlawful for an employer to insist that an employee produce a medical certificate for an absence on a Friday, or on a Monday, or on the Friday and the Monday, or for and absence on the day before or the day after a public holiday.

If an employee is absent on

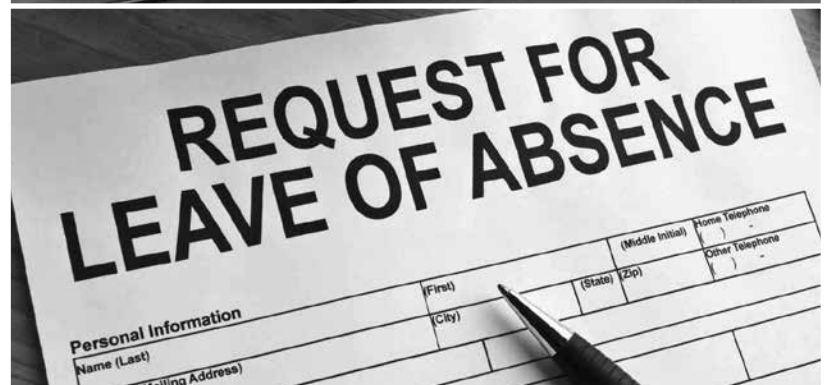
more than two occasions (even if only for one day) during the same eight-week period, then for the further absence, the employer is entitled to insist on a medical certificate and if it is not produced, then the employer is entitled to treat that absence as unpaid leave.

## What not to do?

- You cannot take X99 less than eight weeks apart.
- You should not confuse X99 with family responsibility leave.
- Do not abuse your X99 leave; the company can see the tendency very fast.
- Do not say you are going to the doctor if you are not going to the doctor.
- Don't say outright that you are taking your X99 leave.

## Remember:

- You cannot go from sick leave unto leave. You can go from leave to sick leave.
- You get 36 days' sick leave in a 3-year cycle. ■



## No end in sight for poor Transnet pensioners

There is no light at the end of the tunnel for the poor Transnet pensioners who have hoped to succeed in their estimated R80 billion claim against the company.

Although the pensioners scored a significant victory in May this year when Judge Francis Legodi dismissed the bulk of Transnet's exceptions in the North Gauteng High Court, they had to ask the Chief Justice of the Supreme Court of Appeal for special leave to appeal to some of Legodi's finding.

According to Wynanda Coetzee, the attorney of the pensioners, the application was issued on 5 September and they are awaiting the outcome thereof.

A week later the Transnet Pension Fund and the Transnet Second Defined Benefit Fund filed a conditional application for leave to cross appeal. The parties now have a month to file replying affidavits on both applications.

The pensioners are suing the two funds and have cited Transnet as the third defendant in the case.

Their case rests on three claims – that the funds increase the pension benefits by at least 70 percent of the rate of inflation with effect from 2003; that Transnet pay a R17.1 billion



plus interest "legacy debt" to the funds; and that the court render unlawful and invalid an undertaking by trustees of the Transport Fund to donate 40 percent of its members' surplus to Transnet.

The pensioners alleged that the donation is unlawful and want Transnet to pay R309 million plus interest.

Transnet objected to all the demands, and branded them as "vague and embarrassing".

In May Legodi dismissed the objections to the pensioners' demand that the funds should continue with the practice of increasing pensions by at least 70 percent of inflation, as they had done between 1989 and 2002.

The judge dismissed the objection as "technical and without substance".

The Fund alleged, in their objection, that the pensioners'

claim had no details, including lack of information on who would determine the pension increase; when such a decision would be made; and when the pension increase provision would terminate.

The judge said there was "some merit" in the funds' contention. "Failure to state the period within which the promise will endure is a material omission."

On the legacy debt, the court ruled in favour of the pensioners. "I find that there is no merit to the suggestion that (the pensioners') claim lacks the averment necessary to sustain a cause of action or that it is bad in law," he said.

The judge also dismissed the objection to the pensioners' claim that Transnet should be liable for repayment of the R309 million. The court, however, dismissed the pensioners' claim on unfair labour practice. ■

## Why global transport systems are in crisis

The global transport problem has now reached crisis proportions, say authors, John Whitelegg and Gary Haq, in their recently published study on the subject. They cite these stark reasons for the crisis:

- Encouraging as many people as possible to make as many journeys as possible by car on the assumption that government will always find the cash to build the roads, tunnels, fly-overs and bridges.
- Providing as much government subsidy and encouragement as possible to car-based transport through loans, grants, road building, cheap fuel and every other expenditure that can be diverted into supporting this system (health care, policing, the courts system).
- Ignoring the enormous advantages of walking and cycling for conferring health benefits, achieving accessibility at low cost and enhancing the aesthetics and ethics of the city.
- Trying to ensure that children get as little exercise as possible and therefore become more unhealthy as a result of being driven everywhere in cars.
- Encouraging use of very large cars (ideally up to 2 tonnes in weight) by one person only.
- Encouraging as many cars as possible to fill up the available road space (always in short supply in cities) so that these cars disrupt buses, making them an unattractive option and making life very difficult for pedestrians and cyclists.
- Encouraging as many cars as possible to pollute the air and increase noise levels.
- Donating as much land as possible to keeping this system going, especially if that land is needed for food production.
- Always ensuring that wealthy groups and middle class groups are well looked after, with enough road space, parking and public expenditure.
- And always ensuring that pedestrians are inconvenienced as much as possible when trying to cross roads, making very sure that cars are never delayed by even a couple of seconds in order to give pedestrians easy road crossing possibilities. ■



## INTRODUCING OUR NEW EXECUTIVE COMMITTEE (EXCO)

# Getting to know our leaders



“Being elected to serve UNTU members is a privilege. It is more than work. It is a passion.”

- Henk Smith

## Henk Smith

Hi, my name is Henk Smith. My nickname to all old Touws Rivier rugby players is Zippie. I got the name from a head injury. After the doctor had stitched it up, it looked like a zip.

I began my career in January 1980 as a train assistant at the old SAR&H Touws River depot. In 1987 I attended School of Rail in Esselen Park for my train driver's exams and in 1993 was moved to Worcester due to restructuring and the closing of the Touws River depot.

**For how long have you been a member of UNTU and its predecessors?** I have been a member for 36 years. Originally, I joined the old Voetplaat in 1980. I have been a proud member of our union through all of its name changes because it is the union best equipped to help Transnet employees. No other union has as much knowledge of how Transnet operates or of each job situation.

**What leadership positions have you held?** In 1995, I was elected shop steward in Worcester at a time when we only had seven members. Through commitment and service we increased the branch's membership to 254 members in only three years. At that stage I was elected chairperson of our Worcester branch. In 2010, I was elected to Exco and as FTUR for the region.

**What do you want to accomplish at UNTU?** I want UNTU to remain the biggest union at Transnet. And I want it to go on to become an even bigger union. I want this because it is the best — the only — way of giving Transnet employees the representation they deserve.

**How do you intend achieving that goal?** The answer rests with three key qualities: training, service and communication. Our elected members need to be well trained and informed and they must be armed with the ability to keep their members similarly alert and up-to-date.

**What are your views about serving as an elected officer?** Being elected to serve UNTU members is a privilege. It is more than work. It is a passion. Personally, I have found that my years of service have helped me grow as a person and as a rail professional. Most other office-bearers feel the same.

**Do you have any funny stories to share?** When I was a young shop steward and still very inexperienced, I was in an LBC meeting being chaired by a woman. “In those days we still spoke Afrikaans at meetings.” I was so involved with the question that I wanted to ask about an incident or “voerval” that I made a terrible slip of the tongue . . . needless to say everyone had a good laugh at my expense . . . all the more so when the chairwoman asked me to repeat what I had said and then asked me to leave the meeting.

**What is your immediate objective?** I want to use the knowledge I've gained to empower our shop stewards to make the most of their opportunities.

**What is your message to UNTU's members?** When we have a problem at home we sort it out at home. At Transnet, UNTU is our home. When you have problems of whatever sort at work, UNTU will always be there for you. No other union is as dedicated to serving its members as UNTU.

“I have been a proud member of our union through all of its name changes because it is the union best equipped to help Transnet employees.”

- Henk Smith



“I want to recruit as many new members as I can and to help to create better working conditions and opportunities for all of our members.”

- Cando Tlhaole

## Cando Tlhaole

Greetings, comrades, I am Cando K Tlhaole, also known as Kido. I started my Trade Union career in 2004 as temporary administrator for the former SARWHU. In 2006, I was appointed permanently into the position. Four years later, after the death of Comrade Pienaar Chaka, when SARWHU merged with UTATU to form UTATU SARWHU, I was appointed regional organiser. I have completed the following courses with the University of Free State: Labour Law, Certificate in Labour Law and Alternative Dispute Resolution. In 2017 I plan to do the Postgraduate Diploma in Labour Law.

**How long have you been with UNTU?** I have been with UNTU for as long as it has been UNTU, i.e. since 2004 when the former Sarwhu merged with Utatu to form the union that became UNTU in 2012.

**What do you want to accomplish as an Organiser of UNTU?** I want to recruit as many new members as I can and help to create better working conditions and opportunities for all of our members.

**What does UNTU mean to you?** UNTU is the rainbow union - the union that best cares for and serves its members. I enjoy my every moment with UNTU, especially when that involves

helping its members. UNTU is my second home.

**Are there any strange or funny stories that you will not forget?** In 2013, two workers from different unions were disciplined for the same offence. The circumstances of their cases were identical. One of the members was re-instated, the other was not. Confronting the inconsistencies and unfairness in this regard made the case memorable.

**What are your plans for the future?** I want to play a bigger role in flying UNTU's flag even higher. I want to see UNTU continue to improve its services to members and win a higher number of the cases it takes on behalf of its members. I want to see UNTU recruit even more members.

**What is your message to members?** Together, I want us to put an end to substance abuse, late-coming and disrespect for the work that we do. By working collectively to achieve these goals, we can make UNTU the best union in South Africa and our jobs more secure and rewarding. VIVA UNTU VIVA!



“... an engineer at Transnet did not want to employ me because of my trade union connections. I find that as funny as it was sad.”

- Eddie de Klerk

## Eddie de Klerk

My name is Edward William de Klerk. My nickname is Malume, but I'm better known as Eddie. I am your Deputy General Secretary. I joined Transnet in 1975 as an apprentice vehicle builder in Durban and a member of the then Artisan Staff Association.

**Please summarise your long union career.** I was first elected a shop steward in 1979. I served until 1981. I was re-elected as a shoppie in 1986 and served until 1991. During the same period I was also an assistant branch secretary and a branch secretary. In 1989 I also became the secretary of the Regional Council. From 1991 to 1993 I served as the branch chairman of the Durban Transportation Branch. I was the area executive officer in KwaZulu-Natal for the former Technical Workers Union from 1990 to 1999 when I became a full-time employee of the union.

**Phew! How about some personal details.** I was born on 27 September 1958. I am married to Laura for 35 years. We have a daughter, Megan (33), and a son, Edward (19). I was involved in junior and senior football as a coach, selector and referee for many years. Nowadays, I enjoy social darts, doing woodwork and gardening at home and some community activities.

**Do you have any funny stories?** Yes, an engineer at Transnet did not want to employ me because of my Trade Union connections. I find that as funny as it was sad.

**What are your personal ambitions?** I want to complete my doctorate and leave a worthwhile legacy within the labour movement.

**Your message to our members?** You're never too old to learn.

**What is the next big step?** As the vice president of Fedusa responsible for its Education and Training, I will provide a keynote address to the 7th Annual Shop Steward SA Conference to be held at Fourways, Johannesburg, from 21 to 23 February 2017.

It is an important forum. Over 150 stakeholders attended the 2016 conference. The platform seeks to provide strategies for stronger collaboration between the employer, the employee and the union. Working together, the parties can better achieve their shared goals of improved employer profitability; fair employee remuneration, job security and economic growth.

I will speak, *inter alia*, about:

- Encouraging continuous education.
- The qualifications required to be an effective worker representative.
- Advancing workforce representation.
- Equipping worker reps with the necessary legal knowledge.
- Effectively implementing workplace experience. ■



# Be aware of Sexual harassment in the workplace

A female employee who complained about sexual harassment by a senior manager, alleged that there is a culture in the company where women must sleep with male managers to get promotions. Although vigorously cross examined by the representative from UNTU and from the company, the lady stuck to her guns and was prepared to give several names of colleagues who had to sleep their way to the top. This was the first time UNTU became aware of this disturbing culture in the management cadre. According to the company's Disciplinary Policy employees could be dismissed if found guilty of sexual harassment. The member did not realise at the time that his conduct was classified as sexual harassment.

## Deaths

### JUNE 2016

MARE PA *Member Cape Town*  
NKOSI PG *Spouse Nelspruit*  
NKWE BK *Spouse Johannesburg*  
MAMABOLO N *Member Isando*  
OEOEFSE JA *Member Durban*  
SEPTEMBER K *Spouse Uitenhage*  
HAVENGA JJ *Spouse Johannesburg*  
DU PLESSIS JA *Member Randfontein*  
MATHEBULA M *Spouse Hazyview*  
ELLIS JA *Member Durban*  
PILLAY D *Member Durban*  
MAYFIELD H *Spouse Port Elizabeth*  
AFRIKA MP *Member De Aar*  
DU TOIT JG *Member Cape Town*  
MBANE M *Member Wolsley*  
KHATHI MJK *Child Durban*  
FRITZ NG *Spouse Cape Town*  
MINNIE E *Spouse Uitenhage*  
PHALAFALA MA *Member Makopane*  
SADIKI M *Member Pretoria*  
CELE M *Member Durban*  
GUMEDE Z *Member Ermelo*  
MAGAGULA J *Member Durban*  
DALU R *Member Durban*

### JULY 2016

MARANELE HK *Member Kaserne*  
NEMAKHAVHANI KJ *Member Sentrarand*  
MATHIDI S *Member Kaserne*  
WESTWOOD VM *Member Ladysmith*  
PETZER DJ *Member Mossel Bay*  
ARENDS HQ *Spouse Saldanha*  
BESTER GC *Member Johannesburg*  
MZIMELA LP *Member Johannesburg*  
SHANDU M *Spouse Richards Bay*  
BOSHOFF P *Member Johannesburg*  
BOTH A PB *Member Cape Town*  
SKHOSANA FS *Member Ermelo*  
SANGER G *Member Cape Town*  
O'DONOGHUE DF *Member East London*  
MABASO SM *Spouse Ladysmith*  
AFRIKA PA *Spouse Cape Town*  
LUES RH *Member Isando*

### AUGUST 2016

MASHAVA R *Member Worcester*  
BOLIBE P *Member Durban*  
MASOMDO T *Member Durban*  
BOTES WJ *Hon. Life Member Johannesburg*  
POGGENPOEL KM *Member Saldanha*  
DEYSEL RC *Member Uitenhage*  
GOVENDER Y *Member Danskraal*  
GROOTBOOM G *Spouse Salt River*  
POSTHUMUS WC *Spouse Cape Town*  
MAQUBELA M *Spouse Johannesburg*  
FLEMMING A *Member Beaconsfield*  
KIDD LP *Member Durban*  
NKAMBULE MJ *Member Springs*  
MPEMPE MA *Member Lichtenburg*  
JWILI BE *Member Durban*  
VAN DYK HJ *Spouse Cape Town*

### What is sexual harassment?

Sexual harassment is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. It can be physical, verbal or written. Sexual harassment is covered in the workplace when it happens at work.

According to the CCMA Sexual attention becomes sexual harassment if:

- The behaviour is persisted in, although a single incident of harassment can constitute sexual harassment; and/or;
- The recipient has made it clear that the behaviour is considered offensive; and/or;
- The perpetrator should have known that the behaviour is regarded as unacceptable.

### Forms of sexual harassment

Unwelcome physical, verbal or non-verbal conduct, but is not limited to the examples listed below:

- Physical conduct of a sexual nature includes all unwanted physical contact, ranging from touching to sexual assault and rape, and includes a strip search by or in the presence of the opposite sex.
- Verbal forms of sexual harassment include unwelcome innuendoes, suggestions and hints, sexual advances, comments with sexual overtones, sex-related jokes or insults or unwelcome graphic comments about a person's body made in their presence or directed toward them, unwelcome and inappropriate enquiries about a person's sex life, and unwelcome whistling directed at a person or group of persons.
- Non-verbal forms of sexual harassment include unwelcome gestures, indecent exposure, and the unwelcome display of sexually explicit pictures and objects.
- Quid pro quo harassment occurs where an owner, employer, supervisor, member of management or co-employee, undertakes or attempts to influence the process of employment, promotion, training, discipline, dismissal, salary increment or other benefit of an employee or job applicant, in exchange for sexual favours.
- Sexual favouritism exists where a person who is in a position of authority rewards only those who respond to his/her sexual advances, while other deserving employees who do not submit themselves to any sexual advances are denied promotions, merit rating or salary increases.

The Labour Relations Act is the main act that deals with sexual harassment in the workplace. It has a Code of Good Practice on Sexual Harassment that sets out the best ways to deal with complaints about sexual harassment.

### You have the right to:

- A workplace that is free from sexual harassment.
- Be treated with dignity and respect at work.
- Be treated equally, and not be discriminated against because of race, gender and your HIV status.
- To report sexual harassment without fear of victimisation (ill-treatment).
- Have your complaint treated seriously and confidentially.

### Ways of taking informal action:

- Talk to the abuser and ask him to stop the behaviour that makes you feel uncomfortable.
- If you feel uncomfortable about being alone with the abuser, you can ask someone that you trust to come with you when you talk to the abuser.
- Write to the abuser and tell him that his behaviour makes you uncomfortable and ask him to stop. In your letter, write down the things that the abuser does that make you feel uncomfortable.
- Keep a copy of the letter.
- Ask someone else to speak to the abuser. You can ask your shop steward or a work colleague to do this for you.

### Formal ways of dealing with sexual harassment

- Submit a complaint at your Human Resources Department;
- Contact UNTU Head Office if you need assistance;
- Depending on the seriousness, go to the SAPS and submit a criminal complaint against the perpetrator.
- Follow the formal grievance procedure. ■



“This was the first time UNTU became aware of this disturbing culture in the management cadre ...”

## Constitutional Court ruling on garnishee orders effects UNTU members

Employers like Transnet and the Passenger Rail Agency of South Africa (PRASA) are no longer entitled to deduct garnishee orders from your salary.

This comes after the Constitutional Court ruled these orders are unconstitutional because it did not provide for magistrates or judges to oversee the issuing thereof.

The majority of the eleven judges confirmed an order, made by the High Court in the Western Cape, that found provisions of the Magistrates' Court Act to be inconsistent with the Constitution.

According to the judgement a debtor's personal circumstances are likely to change between when the judgment debt is entered and ordered to be paid and when an emoluments attachment order is sought.

So, not insisting on judicial oversight may limit debtors' constitutional rights of access to court. And it may also implicate the debtors' protection against arbitrary deprivation of property in section 25 of the Constitution. Judicial oversight over the garnishee attachment order process will thus alleviate the harsh effects of a garnishee attachment order on distinctly vulnerable low-income debtors' dignity and livelihood.

Osmond Mngomezulu, senior legal officer at the South African Human Rights Commission (SAHRC), says garnishee orders leads to an “overwhelming majority or portion” of workers' salaries being taken to pay off debts.

“The judgment is a victory for the poor, who previously did not have access to justice and sets a precedent going forward,” said SAHRC spokesperson Gail Smith.

The University of Stellenbosch Legal Aid Clinic brought the case to the Cape Town High Court, to fight garnishee orders issued to applicants by clerks of the court. Fin24 reported that the individuals who brought the application forward were impoverished and employed as farmworkers, cleaners and general workers at the university and in the Stellenbosch area. ■





Armand Legrand, Bombela CEO, and Neels Haasbroek, UNTU deputy general secretary, sign the agreement.

## Strike at the Gautrain prevented at the last minute

It was touch and go for the first ever strike at the prestigious Gautrain after salary negotiations between UNTU and Bombela Operating Company reached a deadlock and a dispute was declared at the Commission for Conciliation, Mediation and Arbitration (CCMA).

After a tough round of negotiations, several movements in the offer on the table by the employer and the intervention of two senior commissioners of the CCMA, the parties were not able to sign an agreement.

Neels Haasbroek, Deputy General Secretary at UNTU, says the reason for this was because UNTU's members gave its trade union representatives a fixed mandate to demand a 9% salary increase and except nothing less.

"This tied the hands of UNTU's negotiating team who were not able to move, even when the commissioners of the CCMA begged us to accept. The CCMA was forced to issue UNTU with a certificate of non-resolution which enabled to union to give Bombela 48 hour notice before our members commence with a protected strike."

Even after a mass meeting of all UNTU members was called, the mandate remained set on 9%. It was only after a strike ballot was sent out to all UNTU members, that an overwhelming majority of members elected to accept an 8,4% salary increase and an increase of R100 in housing allowance for this year and next year. The salary increase is backdated until 1 July 2016.

"The union believes 8,4% is a fair salary increase given the ongoing negative trend in South Africa's economy. Several other unions went on strike this year for weeks and had to be satisfied with a 7% salary increase.

"Strikes in South Africa are becoming more and more common and this affects not only the local economy but businesses and employees alike. Employment relationships between both parties could become strained and this could affect teamwork and profitability. Businesses suffer production and financial losses and consumer confidence is adversely affected. UNTU, as a responsible trade union, welcomes that our members were not forced to go to the streets," Neels says. ■

## Our Chris back to serve SA rail



Chris de Vos

Retired UNTU general secretary, Chris de Vos, has been re-appointed to the board of the Railway Safety Regulator by Transport Minister, Dipuo Peters. Chris will serve a three-year term as a non-executive board member with effect from 1 November 2016.

Wishing him the best for his new appointment, the Minister expressed the hope that Chris' experience and expertise will help the Regulator achieve its mandate.

"Chris' recall from retirement to serve on the RSR board is an appropriate tribute to his rail expertise. We know of none more knowledgeable and dedicated rail specialist," says Steve Harris, UNTU's general secretary.

"Minister Peters must also receive credit for Chris' recall. It shows how serious she is about getting the RSR to meet its mandate.

"On behalf of all at UNTU, I congratulate Chris on his appointment. You have made us all proud, ou maat." ■

## LETTERS

UNTU House, 182 Louis Botha Ave, Houghton Estate.  
Tel: 011 728 0120 • enquiries@untu.co.za

I must commend Manette Havenga of UNTU head office on the great communication channel. It is great to be informed weekly on labour issues happening around the country as well as in other sectors. This is something that I have never encountered in the other unions I had affiliations with. It makes for a welcoming change.

Knowledge is Power.

**Lorraine Wentzell** – FTUR

\*\*\*\*\*

I would like to commend Niresh Lutchiparsad of UNTU Richards Bay. He was so helpful – he really assisted my colleagues and I while sorting out our accommodation issues. He is a real comrade who would not go to his room without ensuring that the other colleagues had been accommodated. Once again, I would like to say a big thank you. God bless you.

**Elizabeth Tlhabolwa** – Corporate Affairs: Transnet Freight Rail

\*\*\*\*\*

I want to thank John Pereirra for his immediate response. I appreciate this new structure because it used to feel as if at times we hit brick walls and did not know who to turn to.

Best regards

**Sugan Pillay** – Transnet Port Terminals

\*\*\*\*\*

On Facebook: Thanks for keeping us up to speed with news from around the country, UNTU.

**Chuene Mashamaite** – Transnet Freight Rail

\*\*\*\*\*

### UNTU's tenacity made a difference

Reacting to UNTU's Labour Court victory against 'Transnet's malicious decision to implement amendments to its leave policy' (which is now under review) a grateful member wrote this letter to general secretary, Steve Harris:

The problem is that I always go on leave in May as it is cooler weather and the roads are not so busy. At the age of 58 I also find it less stressful.

I also issue the concessions for pensioners in KwaZulu-Natal and this is when they use their concessions the most. Yes, they can apply before 17 December 2016, but on many occasions pensioners are contacted after this date by family to join them over the festive season as finances have become available for them to travel.

It is also a fact that most black pensioners use their concessions for travel during this period as they do not have cars and other means of travel. If the travel concession books, that are given to them are full, they must be issued with new books to allow them to travel, especially over the festive season.

I will not take leave during that period and in any case I always take the leave that I must, which is more than enough. It is not about leave that can be paid out to us but the fact that we all have our reasons for taking our annual leave during certain times of the year.

Thanks for what you are doing and do not give up with regard to the leave issue.

**Grateful member**

\*\*\*\*\*

Ndosi, ngithi mangibonge kakhulu ngesixazululo ongenzele sona, nezeluleko ongeluleke ngazo mhla zingu 22 ku Septemba (Mfumfu) 2016. Ngibonga kakhulu futhi nangesixazululo osenzile sokuthi aBasebenzi bangabanjelwa imali yebhasi, nangempela kulenyanga ayibanjwanga.

Ngifisa ukuthi lomqondo onawo wokulamula ungephele kuwe, ngoba izwi leNkosi lithi: Babusisiwe abalamulayo ngokuba kuyokuthiwa bangaBantwana baka NkuluNkulu. Ngithi mina wena unguye impela uMntwana kaNkuluNkulu.

Ngalokhu ongenzele khona kokusilamula futhi ukhombisile impela ukuthi unazo izimpawu zoBuholi.

Sala kahle

**Yimina Ozithobayo** ■





## Staff wear doeks

The staff at the UNTU Head Office participated in the Department of Arts and Culture's "Wear a Doek Fridays" in support of Women's Month in August.

## Worthy winners

The following branches have been declared trophy winners:

The Neels Botha Trophy goes to Transnet Engineering, Uitenhage

The Bob Perry Trophy goes to Kroonstad

The Gert Otto Trophy to Metro West

The Steve Harris Trophy to Transnet Engineering - Swartkops

All four of these branches functioned exceptionally well and are worthy winners of this honour. Branches with more than 400 members compete for the Neels Botha Trophy, branches between 200–399 members for the Bob Perry

Trophy, branches between 100–199 for the Gert Otto Trophy, and branches with 99 and fewer members for the Steve Harris Trophy.

### Wiets Botes Trophy - 2015

Brian Davids (Cape Town), executive council member and national full-time trade union representative is the winner of the Wiets Botes Trophy for 2015.

Ms E du Plessis (Cape Town), Ms JLG Madonsela (Richards Bay), and Mr L Qoyi (Cape Town) are the runners-up.

Ms MJ Khan of Cape Town is to receive a bonus for assisting members at the most disciplinary hearings during the 2015 year. ■

## Two new trophies to honour hard work



UNTU's two new trophies are up for grabs.

UNTU introduced two new trophies from 1 September to recognise the hard work, achievements and sacrifices of its trade union representatives and organisers across the country.

Eddie de Klerk, deputy general secretary of UNTU and vice president of FEDUSA: Training and Education, decided to donate the Eddie de Klerk Floating Trophy to the union to be awarded to the most promising TUR each year.

Eddie, who has been overseeing the training of members and employees of UNTU for the past twenty years, says this trophy has always been a dream of his. "I have always been very proud of each student, but especially of those who are highly motivated and driven in achieving UNTU's goal: to grow and remain the strongest union in the transport sector."

He explains that trade union representatives don't get paid.

"They represent workers in their grievance and disciplinary hearings, monitor the employer's compliance with the Labour Relations Act and collective agreements and represent UNTU because they have a passion for fair and just working conditions.

"In the criteria for this trophy the TUR attendance of branch meetings, workplace meetings with members, assisting members at hearings and grievances and recruitment of new members will be taken into account," says Eddie.

Sonja Carstens, communication, media and liaison officer, decided to introduce an Organiser of the Month trophy to give praise to the organisers who ensure that employees of PRASA, Bombela, Bombardier and Transnet choose UNTU by selling the variety of benefits this union's members enjoy as part of their monthly contributions.

Organisers often are away from home to travel long distances in the demographic area where they are recruiting. They assist members, shop stewards and TURs with guidance in grievances, disciplinary hearings and arbitrations while working hand in hand with Head Office to identify new recruitment areas and to come up with recruitment incentives.

The Organiser of the Month Award will be given at the end of each month to the organiser who recruited the most members during that month.

Alfred Mthethwa, UNTU organiser in Richards Bay, is the first winner of this award for recruiting the most members in September. Alfred says it is a great honour to receive this award as he worked hard to achieve it. Maria Chonco, national organiser in Gauteng, was the runner-up. Keep up the good work Comrades. ■



Daniel Khobane

## After 37 years still loyal to UNTU

Comrade Daniel Khobane is a loyal member of UNTU who started working at Transnet on 18 September 1979 as an Infra worker in Capital Park.

According to Sonnyboy Mosebedi, UNTU full time union representative in Polokwane, Daniel then moved to the Polokwane depot.

"He did level 1, 2 & 3 of ABET from 2010 to 2013, which enabled him to communicate very well

in English. He was also the best student in his class. He is not shy to express himself. He has a clean disciplinary, sick leave and leave record," says Sonnyboy.

Daniel says UNTU is his Union of Choice because it is not affiliated to any political party.

"It is the only union with a lot of benefits. UNTU TURs are always visible and dedicated. They are informative and always helpful. Viva UNTU Viva!" ■



# UNTU DIRECTORY

AREA 1 - KWAZULU NATAL							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	Short	John	071 481 6975	031 361 6164		John@untu.co.za
	Secretary	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Durban Infra	Chairman	Biljoen	Linda	082 852 9478	031 361 4318	086 726 0711	linda.biljoen@transnet.net
	Secretary	Coetzee	Marcel	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@transnet.net
Ermelo	Chairman	Olivier	Egbert	082 612 8519			olivieregbert@yahoo.com
	Secretary	Shabangu	Mxolisi	072 025 5148	017 801 2052		mxolisi.shabangu@transnet.net
Ladysmith	Chairman	Mazibuko	Sipho	073 288 3574	036 271 2001		Sipho.Mazibuko@transnet.net
	Secretary	De Bruin	Ernst	084 506 3709			tingeling@telkomsa.net
Maritime Durban	Chairman	Phethwa	Wiseman	083 721 2250	031 361 8377	086 677 6040	wiseman.phethwa@transnet.net
	Secretary	Govender	Seelan	084 309 4287	031 361 6610		seelan.govender@transnet.net
Maritime Richards Bay	Chairman	Madonsela	Jabulile	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
	Secretary	Ndaba	Joseph	074 793 1422	035 905 3130		Joseph.Ndaba@transnet.net
Newcastle	Chairman	Van Der Hyde	Willem	083 308 5375	034 328 7202	086 218 9144	willievanderhyde@gmail.com
	Secretary	Thwala	Thembeka	072 536 5798	034 328 7235		thembeka.thwala@transnet.net
Pietermaritzburg	Chairman	Holtshausen	Charles	082 336 2708	033 897 2460	033 897 2460	btholtshausen@gmail.com
	Secretary	Mnengela	Muzi	083 366 5200	033 897 2727	033 897 2773	utatupietermaritzburg@transnet.net
Metro Durban	Chairman	Tikum	Hardhaw	083 756 4484	031 813 0226		hardhaw.tikum@prasa.com
	Secretary	Munsaur	Vikash	082 309 8937	031 361 7821		Vikash.Munsaur@prasa.com
Richards Bay	Chairman	Hattingh	Walter	083 547 3059	035 906 7193	035 905 2041	walter.hattingh@transnet.net
	Secretary	Verster	Paul	081 727 5134	035 905 2034		paul.verster@transnet.net
TRE Durban	Chairman	Naidoo	Krishnan	084 686 1556	031 361 5103		Krishnannaidoo@gmail.com
	Secretary	Vertuin	Christine	079 515 3739	031 361 4684		UTATU-SARWHURSE.RSE@transnet.net
TRE Traction Durban	Chairman	Bezuidenhout	Hendrik	083 412 3174	031 361 5354		Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson	Michael	083 661 3528			Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Msweli	Bonginkosi	082 588 5565	035 905 4178		bonginkosi.msweli@transnet.net
	Secretary	Mathiso	Cynthia	078 479 1492			cynthia.mathiso@transnet.net
Umbilo	Chairman	Rankin	Rodney	082 874 7797	031 361 4033		rodney.rankin@transnet.net
	Secretary	Heijmans	Jakobus	078 282 3237	031 361 4033		remon@neomail.co.za
Vryheid	Chairman	Ndwandwe	Mandla	083 710 4031	034 989 9376		alexander.ndwandwe@transnet.net
	Secretary	Mzini	Vusumuzi	078 670 2713	082 392 9974		mzinivusumuzi@gmail.com
Wentworth	Chairman	Govender	Reagan	072 690 0706	031 361 5346	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim	Shaun	081 462 8344	031 361 5346	031 361 4984	untuwddtfr@transnet.net
AREA 2 - EASTERN CAPE							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	Du Plessis	Clayton	078 212 6211	041 994 2288	041 507 5006	clayten.duplessis@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167		edwin.godfrey@transnet.net
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Burgersdorp	Chairman	Wheeler	Phillip	083 409 8689	051 653 9219	051 653 9205	Jacobus.vanzyl@transnet.net
	Secretary	VACANT					
Cradock	Chairman	Els	Andries	084 205 8529	049 802 8224		Andries.els.05@gmail.com
	Secretary	Pain	Basie	078 320 1130	049 822 8227		basie.pain@transnet.net
East London	Chairman	Greyvenstein	Christian	083 558 4430	043 700 4371	043 700 4344	christian.greyvenstein@transnet.net
	Secretary	Pautz	Clive	078 802 5566	043 700 4317	043 700 4207	clive.pautz@transnet.net
Mossel Bay	Chairman	Prinsloo	Marius	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare	Jacques	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Emery	Douglas	082 315 9826	043 700 2410		douglas.emery@transnet.net
	Secretary	Faltein	Kerwin	083 557 3898	043 700 2130		kerwin.faltein@transnet.net
Maritime Port Elizabeth	Chairman	Galvin	Roan	084 504 0562	041 507 1589	086 648 7131	galvin.roan@transnet.net
	Secretary	VACANT					
Maritime Ngqura	Chairman	Damons	Careston	084 589 2698	081 722 3011		careston.damons@transnet.net
	Secretary	Julie	Vanencia	073 535 3221	041 507 8397		venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder	Wynand	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey	Edwin	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Mrwebi	Thembinkosi	072 579 2049	043 700 2160		utatuec@prasa.com
	Secretary	Nkumanda	Kholelwa	083 670 0013/083 947 1995	043 700 2353/2090/2160		Kholelwa.nkumanda@prasa.com
TRE Swartkops	Chairman	Cyster	Julius	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey	Barnard	084 510 0319	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Meyer	Wayne		041 994 2291		wayne.meyer@transnet.net
	Secretary	Bubb	Malcolm	083 952 4967	041 994 2341	041 994 2412	malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo	Petrus	071 893 2831	045 808 2080		petrus.barnardo@transnet.net
	Secretary	Van Heerden	Leon	083 944 9385	045 808 2022	045 808 2150	USE FAX
AREA 3 - WESTERN CAPE							
Area Committee	Position	Surname	First name	Cell Phone	Telephone no	Fax no	E-mail
	Chairman	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
	Secretary	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za
Branch	Position	Surname	First name	Cell Phone	Telephone no	Fax no	E-mail
Beaufort West	Chairman	Janse van Vuuren	Jacques	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net
	Secretary	Van Niekerk	Lillian	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
Cape Town	Chairman	Davies	Peter	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net
	Secretary	Warrington	George	083 411 4962	021 940 2160	086 749 1740	george.warrington@transnet.net
Maritime Cape Town	Chairman	Assegai	Michelle	073 208 4644	021 449 6320	021 449 6425	michelle.assegai@transnet.net
	Secretary	Coetzee	Chantal	076 083 1930	021 449 4285		chantal.coetzee@transnet.net
Maritime Saldanha	Chairman	Wevers	Plaaitjie	073 397 3179	022 703 4907	022 703 4952	ply.wewers@transnet.net
	Secretary	Mbonyana	Sibongile	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyana@transnet.net
Lions Head	Chairman	Ramuhovhi	Livhuwani	073 870 0970	021 449 5349	021 449 2104	Esterramuhovhi24@gmail.com
	Secretary	Matsepe	Moitheri	073 704 8688	021 449 2125	021 449 2104	mmatsepe@metrorail.co.za
Metro Disa	Chairman	Hartogh	Priscilla	072 374 9673	021 940 3310		priscilla.hartogh@gmail.com
	Secretary	Rhelegushe	Simphiwe	071 006 6135	021 940 3316		srelegusme@prasa.com
Metro Liesbeeck	Chairman	Vermaak	Connie	084 608 3304	021 507 2007		cvermaak@metrorail.co.za
	Secretary	Fourie	Barbara	072 114 4095	021 507 2267	021 507 2224	bfourie@metrorail.co.za
Metro Tafelberg	Chairman	Qoyi	Luyanda	078 866 8381	021 449 5532		lqoyi@prasa.com
	Secretary	Kwintshi	Thami	082 737 8922	021 449 6430		tkwintshi@prasa.com
Saldanha Orex	Chairman	Saul	Lutwena	079 225 9168	022 703 2229	022 703 3247	Lutwena.Saul@transnet.net
	Secretary	Myburgh	Andries	083 652 7580	022 703 3242	022 715 1951	andreuntu05@telkomsa.net
TRE Cape Town	Chairman	Mgqolozana	Tembile	082 751 2165	021 507 2039	021 507 2049	tembile.mgqolozana@gmail.com
	Secretary	Faro	Francois	083 769 2191			francois.faro@gmail.com
Vredendal	Chairman	Engelbrecht	Willem	083 440 9816	022 703 3552	022 703 3555	willem.engelbrecht@transnet.net
	Secretary	Brand	Neil	078 445 6422	022 703 3576		willem.engelbrecht@transnet.net
Worcester	Chairman	Steyn	Leon	083 293 7523	023 348 4218	023 348 4304	steyn@cwnet.co.za
	Secretary	Horn	Jakobus	083 293 7536	023 348 4290	023 348 4304	stefan.horn@transnet.net
AREA 4 - FREE STATE							
Area Committee	Position	Surname	First name	Cell Phone	Telephone no	Fax no	E-mail
	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Scholtz	Martin	083 656 3065			Martin.Scholtz@transnet.net
Branch	Position	Surname	First name	Cell Phone	Telephone no	Fax no	E-mail
Bethlehem	Chairman	Nhlapo	Ally	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taaso	Thabo	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	Veitch	Russell	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Hiten	Dennis	083 411 6611	051 408 3615	011 774 9454	Dennis.Hiten@transnet.net



Kroonstad	Chairman Secretary	Dreyer Kruger	Douw Andries	082 920 9450 083 451 7751	011 978 2737 056 268 4141	011 978 2737	douw@untu.co.za dries.kruger@transnet.net
TRE Bloemfontein	Chairman Secretary	Phetu Scholtz	Hans Martin	078 968 3013 083 656 3065	051 408 3543 051 408 4011	0514082106 086 584 6357	mzwandiile.phethu@transnet.net Martin.Scholtz@transnet.net
AREA 5- GAUTENG CENTRAL							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	De Koker Mashamaite	Scott Chuene	082 046 6815 083 583 7527	016 420 6250 016 420 6250	016 789 3535	scott@untu.co.za chuenemash11@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Braamfontein	Chairman Secretary	Stoltz Ntuli	Henning Mphonyana	083 709 1480 079 172 0104	011 773 4734 011 773 3696		Hstoltz@prasa.com mphonyanantuli@prasa.com
Bombela	Chairman Secretary	Makwela Mashele	Thabiso Themba	073 688 9073 071 533 1500	011 253 3019 011 253 0068		thabiso.makwela@bombelaop.co.za Themba.mashele@bombelaops.co.za
Esselenpark	Chairman Secretary	Van Rooyen Maphunye	Johan Chris	060 539 6644 083 476 2375	082 469 2390 011 929 1112	011 774 9017	andre.vanrooyen2@transnet.net chris.maphunye@transnet.net
Germiston	Chairman Secretary	Motau Nxumalo	Thabo Tiyiselani	083 880 2778 083 282 0623	011 820 2622 011 820 2455	011 820 2380	thabo.motau@transnet.net Tiyiselani.nxumalo@transnet.net
Heidelberg	Chairman Secretary	Njowa Gwebu	Peter Sipho	083 399 9626 083 925 2406	016 340 7227		peter.njowa@transnet.net sipho.gwebu2@transnet.net
Isando	Chairman Secretary	Mathebula Mtshweni	Andreas Wenzile	071 827 3298 062 307 2130	011 570 7030		andreas.mathebula@transnet.net bwmtshweni1@gmail.com
Kaserne	Chairman Secretary	Mathekga De Koker	Noah Scott	072 799 7297 082 046 6815	011 330 6061 082 324 9169		noahmathekga@gmail.com scott@untu.co.za
Krugersdorp	Chairman Secretary	Van Zyl Xaba	Abraham Samuel	084 802 7459 073 457 7247	011 950 1251 011 356 2703	011 356 2709	Riekievz.vz@gmail.com Samuel.Xaba@transnet.net
Leeuhof	Chairman Secretary	Rossouw Mashamaite	Morne Chuene	084 504 0407 083 583 7527	016 420 6246 016 420 6250	016 420 6352 016 789 3535	morne.rossouw@yahoo.com chuenemash11@gmail.com
Metro - Central	Chairman Secretary	Swart Matshidze	Blackie Thabelo	071 462 2307 081 715 2205	011 773 8112		peet@untu.co.za blecngtm@gmail.com
Metro - East	Chairman Secretary	Grobler Van Zyl	Frederick Andries	083 276 8715 083 276 8783			Fgrobler@prasa.com yzf1000.yama@gmail.com
Metro - West	Chairman Secretary	Hagemann Smit	Ockert Albertus	083 275 9991 083 459 9733	011 278 2304 016 420 6204		ockert.hagemann@prasa.com smit.albertus.j@gmail.com
Parktown	Chairman Secretary	Mdyogolo Groenewald	Luvuyo Sannie	071 363 6988 073 660 3605	011 584 0574 011 584 0996	011 774 9909	luvuyo.mdyogolo@transnet.net sannie.groenewald@transnet.net
Sentrarand	Chairman Secretary	Mulaudzi Ramphabana	Vhulahani Mashudu	082 973 8120 084 877 2704	011 960 2011 011 960 2018	011 960 2068	Mulaudzi777@gmail.com Mashuduramphabana23@gmail.com
Springs	Chairman Secretary	Monama Grimsell	Lever Kenneth	072 536 8388 073 809 6086	011 365 7361		monam.lev@gmail.com kgrimsell@gmail.com
Standerton	Chairman Secretary	Mthembu Mathibedi	Sibusiso Lebogang	083 748 3616 072 931 6297	083 709 1495 017 727 8275		Sbusisomthembu54@gmail.com lebzalebza@yahoo.com
TRE Germiston	Chairman Secretary	Shabangu Boshoff	Audrey Morne	071 134 3906 076 167 8986	011 820 2303 011 820 2716		audrey.shabangu@transnet.net Morne.Boshoff@transnet.net
TRE Sentrarand	Chairman Secretary	Tseledi Dube	Mey Vusi	061 146 7583 072 130 4290	011 960 2123 011 960 2405		meytseledi@gmail.com vusi.dube@transnet.net
AREA 6 - NORTHERN CAPE							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	Menziwa VACANT	Yandiswa	083 480 1613	053 632 8303		Ymenziwa.yaya@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Lichtenburg	Chairman Secretary	Tokwe Maphike	Oneilwe Sipho	078 970 6035 082 574 3249	018 632 0274 018 632 1729		Oneilwe.tokwe@transnet.net sipho.maphike@transnet.net
De Aar	Chairman Secretary	Pheiffer Menziwa	Ethen Yandiswa	074 031 0065 083 480 1613	053 632 8262 053 632 8303		Ymenziwa.yaya@gmail.com
Kimberley	Chairman Secretary	Content VACANT	Abraham	073 483 0034	053 838 3414	053 838 3363	Abraham.Content@transnet.net
Mafikeng	Chairman Secretary	VACANT Manca	Collin	078 267 6257	018 381 9271	018 381 9201	collenmanca@gmail.com
North West (Klerksdorp)	Chairman Secretary	Cimela Msibi	Abram Winnie	071 586 4664 060 559 7207	018 406 2206 018 406 2115/3	018 406 2030 018 406 2004	cimelaba@gmail.com Nkgutliseng.winnie.nw@gmail.com
Postmasburg	Chairman Secretary	Moruri Molifi	Kagisho Lebogang	076 795 6795 082 310 8015	053 313 7210 053 313 7219	053 313 7206 053 313 7206	kpmoruri@webmail.co.za stephen.molifi@yahoo.com
Sishen	Chairman Secretary	Mocumi Rametsi	Letlhogonolo Brian	083 492 5752 082 301 6606	053 723 9231 053 723 9201	053 723 9239	Letlhogonolo.mocumi@transnet.net khanyisorametsi@yahoo.com
Warrenton	Chairman Secretary	Soza Mgwevu	Jonathan Ndumiso	060 396 6979 074 844 2482	053 494 3232 053 494 3236		UNTUwarrenton@transnet.net untuwarrenton@transnet.net
Upington	Chairman Secretary	Van der Merwe Phillips	Petrus Margorie	083 504 9205 082 821 7535	054 338 6699 054 338 3437	054 338 0185 054 338 3340	caartie@telkomsa.net margorie.phillips068@gmail.com
AREA 7 - GAUTENG NORTH							
AREA COMMITTEE	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman Secretary	Leshabana Tshotheli	Steven Regina	083 559 9419 076 476 0172	015 534 7209	015 534 7222	steven.leshabana@transnet.net Regina.Tshotheli@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Komatipoort	Chairman Secretary	Nkambule Mbuyane	Winnie Mandla	078 605 9939 082 745 7847	013 793 9930 013 793 9986	013 793 9929	winiza2015@gmail.com sollymandla66@gmail.com
Lydenburg	Chairman VACANT	Mkonto	Defference	072 094 0352	013 235 8243		mkonto.dp@gmail.com
Musina	Chairman Secretary	Matlala Tshotheli	Stephen Regina	072 532 6699 076 476 0172	015 519 4245 015 534 7209	015 519 4248 015 534 7222	Willem.vermaak@transnet.net Regina.Tshotheli@gmail.com
Nelspruit	Chairman Secretary	Kolokoto Ngomane	Sello Thulane	072 249 0340 078 204 2403	013 752 9310 013 751 9233		kolokotosello@gmail.com ikemshika@gmail.com
Phalaborwa	Chairman Secretary	Muleya Phiri	Alfred Bongani	074 676 2136 072 340 8940	015 781 9035 015 781 9042		alfredmuleya47@gmail.com bonganimasuku5@gmail.com
Polokwane	Chairman Secretary	Mosebedi Pheta	Sonnyboy Modjadji	079 502 4142 083 261 2026	015 299 6487 015 299 6485	011 774 9440	Sonnyboy.mosebedi@transnet.net modjadji.pheta@transnet.net
Pretoria	Chairman Secretary	Luus Molapo	Nicolaas Thabang	083 286 1948 084 592 3248	012 842 6050	012 842 6016	Niekie.Luus@transnet.net thabang.molapo@transnet.net
Metro Pretoria	Chairman Secretary	Flavell Mashige	Eddie Michael	083 554 8015 079 963 5454	012 752 4256		eflavell@prasa.com michael.mashige@gmail.com
Pyramid	Chairman Secretary	Tajane Mabasa	Gabaikanngwe Jabulani	073 405 2108 082 056 8393	012 521 9452 012 521 9583	012 521 9497 012 521 9526	Gabaikanngwe.Tajane@transnet.net jblnmabasa@yahoo.com
Rustenburg	Chairman Secretary	Motlhabi Mothibe	Tebogo Elias	073 974 7074 071 926 1779	014 590 2004	014 590 2064 014 590 2226	utatu.rustenburg@transnet.net elias.mothibe@transnet.net
Thabazimbi	Chairman Secretary	Mathebula Mahlaudi	Hlayisela Julius	073 854 5673 072 759 6031	014 590 2206 014 590 2223		Hlayiseka.matheb@gmail.com t.mahlauli@gmail.com
TE Pretoria	Chairman Secretary	Nel Montse	Alwyn Dimakatso	082 371 0419 082 308 3726	012 521 9580 012 842 5006		alwyn.nel@transnet.net Hendrik.Horn@transnet.net
TE Koedoespoort	Chairman Secretary	Brink Oosthuizen	Izak Hannes	082 827 9151 079 081 0907	012 842 5317 012 842 5273		izak.brink@transnet.net Johannes.Oosthuizen@transet.net
Waterval-Boven	Chairman Secretary	Mmola Mhlongo	Evance Oupa	079 602 8585 073 420 7505	013 257 5028 013 257 5024	013 257 5032	haizelmmla@gmail.com doctoroupa@gmail.com
Witbank	Chairman Secretary	Mudalahothe Leshabana	Obert Steven	076 262 0674 083 559 9419	013 658 2266		avhatakali26@gmail.com steven.leshabana@transnet.net





# STOP ORDER

[Please complete all fields in clear print]

TITLE: ..... INITIALS: ..... SURNAME: .....

FIRST NAMES: ..... I.D. NUMBER .....

ADDRESS: ..... POSTAL CODE .....

EMPLOYEE / SAP NO: ..... GOLF SHIRT SIZE (S - 5XL): .....

TEL (H): ..... (W) ..... (FAX) .....

(CELL) ..... (EMAIL) .....

CENTRE/DEPOT: ..... JOB TITLE: .....

- Formula for calculating subscription: 1% of basic monthly salary (minimum of R43.00 and maximum of R75.00)
- I, the undersigned, hereby authorise the relevant company as indicated in the table below to monthly deduct the amount as calculated per the above formula from my salary, and to pay this amount to UNTU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

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

**THIS STOP ORDER CANCELS THE MEMBERSHIOP OF ANY OTHER UNION**  
I fully understand and accept that this STOP ORDER can only be cancelled by giving a month's written notice to the General Secretary.

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

(1) ..... Relationship ..... I.D. No. ....

(2) ..... Relationship ..... I.D. No. ....

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

SIGANTURE: ..... DATE: .....

## International transport glimpses



Paddy Crumlin

### Dockers across six continents act together in own interest

On 7 July dockers and their unions from Abidjan to Australia, Cyprus to Canada, New Zealand to Norway were among thousands from ports in over 50 countries across six continents who took part in the first International Dockers action day on 7 July.

The event was jointly organised by The International Dockworkers' Council (IDC), the ITF and its European arm the European Transport Workers' Federation (ETF). Its aim was to raise public awareness about the vital contribution dockworkers make to the world economy and the risks they face at work daily, and to highlight the growing attacks on workers and their working conditions in ports.

Under the slogan 'Defend Dockers' Rights,' port workers called for improved health and safety, an end to job deregulation and precarious work, respect for bargaining rights and collective agreements, universal labour standards in GNTs to be respected, and for concerns over automation processes in terminals to be addressed.

ITF president, Paddy Crumlin said: "The show of power and energy we've seen from dockers worldwide is incredible. The issues port workers are dealing with - health and safety gaps, job security concerns, automation, the race to the bottom on working conditions - those things aren't confined to one port or one country; those are worldwide. We need opportunities like Dockers' Action Day to raise awareness of those issues in our communities and beyond, and to say to employers, we've got the clout to make global action happen."

### Amtrak fighting rail privatisation

The Transportation Trades Department, AFL-CIO (TTD), urged the Federal Railroad Administration (FRA) to ensure that private entities that bid on long-distance Amtrak routes under the Competitive Passenger Rail Service Pilot Programme fully comply with the explicit labour standards and service requirements mandated by Congress.

TTD Secretary-Treasurer, Larry Willis, has emphasised that Amtrak and its experienced employees are in the best position to provide inter-city passenger rail - "not private entities that seek to turn a profit by lowering labour costs or cutting and eroding service."

"The idea that a private entity can come in and provide more efficient service at a lower cost than Amtrak simply because it is a private entity is a myth," Willis said.

"Too often, private sector business models in the rail industry contemplate downgrading existing service, avoiding obligations under rail labour statutes, or undercutting collective bargaining agreements. The FRA must ensure that the pilot programme shuts the door to this misguided model."

Willis told the FRA that rules and rail specific statues that apply to Amtrak and its employees must also apply to any provider of rail service under the pilot project. In addition, existing food and beverage service must be maintained or enhanced, and station stops and train frequency must not be cut.

"While we reject the discredited idea that private competitors should be permitted to cherry-pick any of Amtrak's network, we do expect a level playing field if Amtrak is forced to compete with new bidders for long-distance service," Willis said.

## 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



## Thank Goodness!

The UNTU head office team welcomes Goodness Khubeka back to work after her lengthy struggle with illness.  
Goodness has been in and out of hospital since early March.  
She has successfully recovered and resumed her duties at Head Office. ■





## Wedding Bells

Exco member Douglas Emery with wife Tanya on their wedding day earlier this year. UNTU wishes them all the best. ■



## Every picture tells its own story

This group of positive TURs who had just completed the UNTU training session held in August at the Telecoms depot in Vryheid. With them is the facilitator, Eddie de Klerk, deputy general secretary of UNTU. ■



## There is a novelist among us

Nakita Sequeira, administrator at UNTU's Head Office, has published her first novel online and within days it was a huge hit. She uploaded her novel "Bloodroots & Black Eyed Susans" on an alternative platform for upcoming writers, called Wattpad. In less than a week she had close to 200 views and 60 votes.

She is currently busy with her second project, a series of three articles on cancer to be published over the next three months as part of Cancer Awareness Projects.

Nakita started working at UNTU in March 2016. Her mom, Vanessa Sequeira, worked for the union as a receptionist. She lost her battle against cancer in July 2012.

According to Nakita her love of writing and language started at the age of seven. "My parents were strict when it came to my education and I was expected to read an article from the newspaper every night. From that article I had to compile a list of all the new words I had learnt, along with their meanings, synonyms and antonyms – I know that's crazy for a seven-year old but it was worth it."

She always had a very vivid and colourful imagination. "When my elders got tired of listening to the wild adventures of my blossoming mind, I decided to start writing them down. All through high school I received full marks for every piece I submitted."

"For a year or two I stopped writing, it may have been serious writer's block but the ideas were no longer flowing. I have recently started writing again and I have built up the courage to have my work submitted to publications."

"I believe that reading, like any form of art, reaches parts of the human psyche that is otherwise left untouched. Through reading you not only gain knowledge but for that moment you are actually able to step outside yourself and into the shoes of another," she says.

Her dream is to have her first novel published and have at least one or two of her works brought to life in the form of a series or movie.

"My chosen genre is fiction; I sometimes feel life can become monotonous or mundane but fiction never is. My goal, whenever I pick up a pen, is to create – be it a new dimension, person or scenario. I want my reader to feel as if they have not just opened a book, but a door. I want them to get lost in the world I have created, to the point where they struggle to differentiate fantasy from reality," she says. ■



## Celebrate your heritage

UNTU members at Transnet Freight Rail in Parktown, Johannesburg, commemorated Heritage Day on 24 September by celebrating their culture and the diversity of their beliefs and traditions in the wider context of a nation that belongs to all its people. ■



## Pieter is a craftsman

Pieter Greyling (62), deputy general secretary of UNTU, loves to create the most beautiful wood furniture and woodworks in his spare time.

He has had a passion for woodwork since he was a little boy growing up in the house of a blacksmith father who used to create objects from wrought iron or steel by forging the metal, using tools to hammer, bend, and cut.

According to Pieter his woodwork helps him to unwind and is a stress reliever. At the same time, it gives him lots of satisfaction to use his creativity and precision to create something unique.

He loves to see the end result because every piece he makes has its own unique character. There is no furniture made by mass production in his house. Pieter makes his own coffee tables, mirrors and even spice racks by hand.

Through the years he has given a lot of his work to his three children.

He also makes special pieces for individuals on request. "It all depends on how much time I have available. Woodwork is a very time consuming hobby and it is difficult to put a price on the time you have invested in making an item" says Pieter.

Like any other craftsman Pieter is very critical on his own work and wants each piece created to be perfect. His favourite wood to work with is Rhodesian Teak, Rosewood, Mahogany and Kiaat.

Pieter has been with UNTU for the past ten years. Before that he worked for a rival union. He is responsible for PRASA. ■



# UNTU organisers at work

Here are some examples of how UNTU organisers are constantly helping members and their union.

**Two new UNTU organisers have been appointed in the Western Cape.**



Tembile Mqgolozana has been working for Transnet Engineering for the past 10 years.

"I joined UNTU in 2013 and I was elected a trade union representative in the same year and elected branch chairman in 2014."

Tembile says joining UNTU was a sober and wise decision. He did it because of UNTU's extensive benefits and good service to its members. "I wanted to be part of a team of winners."

He says he cannot wait to start his new position. "To be an organiser in the largest union in the transport sector makes me feel jubilant. I will be doing a job that is close to my heart. Assisting and helping members comes naturally as it is my passion."

His plan for the future is to make sure that UNTU grows from strength to strength and becomes a formidable force to be reckoned with. "I also want to make sure that the organisation is accessible to all workers and I want to bring excellent service to all our members - young and old - 24/7. I want UNTU to be workers' home away from home."

Tembile says that he will strive to ensure excellent communication at all times, best service to members, visibility and to ensure that every challenge is tackled head-on within desirable time frames.



Nkosinathi Bence started working for Metrorail in 1998 as an access controller on a temporary basis (fixed-term contract worker). "My job was to check tickets at the gates," he says. "I grew up in the company and worked all over the place. I sold tickets in the ticket box on a contract basis as well as at the gates as a ticket official." In 2004 he was appointed a trainee traction linesman at Salt River Depot where he worked for two months before he became a Metro train guard in 2005. In 2007 he became a train driver. "All those years I was a SATAWU



**Cando Tlhaole**, national organiser of UNTU in the Free State and Northern Cape, handed out golf shirts to UNTU members working in Transnet TSR supply chain in Bloemfontein.



**Alfred Mthethwa**, UNTU organiser in Richards Bay, with 12 new members at the Empangeni Depot of Transnet Freight Rail.



UNTU members of the Transnet National Ports Authority (TNPA) in Durban having a laugh with KwaZulu-Natal organiser, **Mdu Radebe**.

member. During the wage negotiations of 2009 when SATAWU signed a 4% wage increase without a mandate from the members, I went over to UTATU. UTATU was still on legal industrial action. I participated in the strike and gave my all." Under the leadership of retired general secretary, Chris de Vos, he found his voice. "I got to say my say and later I was elected a trade union representative and I became branch secretary of Tafelberg Metrorail branch in the Western Cape." About his new position as organiser, Nkosinathi says: "I am so happy to be in this new position. I can sum it up with one sentence: I am complete. It's been my passion to work for this union and I believe I will add value, as I desire to see more

members joining UNTU. My wish for UNTU is that we become the biggest and strongest union in the transport sector. "To the members, this is my message: a happy member is a member who is fully serviced, therefore my duty is to make sure that my members are serviced thoroughly. Members come first and the union is its members." His promise to members is: "We will service our members fairly and equally; there will be no politics nor discrimination by colour or language. We will try our best to deliver the best service according to the principles and policies of the legislation. I want to thank you in advance for your assistance and support in this regard." ■



## Grateful graduate

Wiseman Phethwa has received his B.Com degree in Human Resources Management after four years' studying. He expressed his gratitude towards his wife and family, to Transnet and more especially to UNTU president, Wyndham Evans, saying: "Our president was my mentor. Without his encouragement, I would not have achieved my degree. The invaluable learning has changed me forever. I thank you very much." ■



## Retirement beckons Adam

Adam Slabbert has been a member of UNTU for the past 40 years and a full-time union representative since 1996 (20 years). He retired from Transnet Engineering in Koedoespoort, Pretoria, this year. UNTU's general secretary, Steve Harris, did the honours by formally bidding him farewell on behalf of his colleagues.

Adam has a very long and committed history with this union. He joined South African Railways and Harbours in 1976 where he started his apprenticeship as a millwright. He qualified in 1980 and immediately joined the union.

He was elected a trade union representative in 1979; branch secretary in 1987 and branch chairman in 1990.

Adam was elected as one of the first group of full-time trade union representatives 1996 and retained

this position until May 2016 when he went on retirement. In his career as union representative, he proved himself committed in serving his constituency and his union.

In Steve's words: "I know from management that Adam was a tough negotiator - that he always stood his ground and never wasted their time on frivolous matters. I thank you, Adam, for your generous and committed comradeship . . . and for your efforts through the years. Nothing was ever too much to ask. Whenever I had to push your button regarding a specific matter, you were there for us."

"On behalf of the Executive Council, the office staff and members, thank you, thank you, thank you, for your loyal commitment, and dedicated service to this union and its members over many years." ■



UNTU EXECUTIVE COUNCIL



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



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



**SUPPORT SERVICES**  
Douw Dreyer  
Tel: 011 978 2737  
Cell: 082 920 9450/  
082 378 3130  
douw@untu.co.za



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



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



**PRASA  
CENTRAL ZONE**  
Casper Botha  
Cell: 083 276 8662/  
078 063 0441  
cl@untu.co.za



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



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



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



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



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



**RAIL FREIGHT  
CENTRAL ZONE**  
Scott de Koker  
Tel: 011 330 6061  
Cell: 082 324 9169/082 046 6815  
scott@untu.co.za



**RAIL FREIGHT  
WESTERN ZONE**  
Fred van Wyk  
Cell: 081 766 4907  
fred@untu.co.za



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



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



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



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

SECRETARIAT



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



**DEPUTY GENERAL  
SECRETARY**  
Eddie de Klerk  
Cell: 082 567 6638  
eddie@untu.co.za



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



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



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



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



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



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



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



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



**ORGANISER**  
Durban  
Mdu Radebe  
Cell: 071 344 7357  
mdu@untu.co.za



**ORGANISER**  
Richards Bay  
Alfred Mthethwa  
Cell: 079 220 3444  
tamthethwa@gmail.com



**NATIONAL ORGANISER**  
Cape Town  
George le Roux  
Cell: 079 527 3087  
george@untu.co.za



**SENIOR ORGANISER**  
Cape Town  
Nkosinathi Bence  
Cell: 073 649 3006  
bence@untu.co.za



**ORGANISER**  
Cape Town  
Tembile Mgqolozana  
Cell: 082 751 2165  
tembile@untu.co.za



# Voetplaatpark

- the affordable family holiday of your choice

Visit the jewel of the KwaZulu-Natal South Coast – and the best part is:

**as UNTU member you get 30% discount over weekends and 40% for mid-weeks.**



**Voetplaatpark** is on the lower South Coast of KwaZulu-Natal at Sunwich Port; 100 km south of Durban and 10 km north of Port Shepstone.

**It consists of cabanas, chalets and a caravan park.**

**Facilities**

The resort has a freshwater swimming pool, a games room with pool tables, table tennis, soccer table and dartboard, an air-conditioned conference hall, lapa and restaurant with take-away facilities.

The beach boasts a tidal pool and offers excellent rock fishing of avid fishermen.

**Chalets**

There are 12 fully furnished and equipped chalets with lounge/dining room, two bedrooms, bathroom with bath and shower and private braai on the veranda. Undercover parking available.

**Cabanas**

The 12 duplex sea-facing cabanas are fully furnished and equipped with two bedrooms, bathroom with bath and shower, lounge/dining room, kitchen and extra guest toilet. Combined braai area under the lapa. Undercover parking available.

**Caravan park**

There are 32 caravan sites, each with bathroom and kitchen. There are also 18 standard camping sites with communal ablution. All sites are paved.

**Security**

The resort has excellent security with concrete walls and electric gates and security guards patrolling the premises by night.

UNITS CHALETS/CABANAS	PERSONS				
	2	4	6	7	8
OUT OF SEASON MONTH	R450.00	R715.00	R895.00	R1 090.00	R1 270.00
MID SEASON MONTH (School Holidays) June/July & September/October	R655.00	R935.00	R1 300.00	R1 510.00	R1 730.00
HIGH SEASON (School Holidays) December/January & March/April	Not Applicable	R1 495.00	R1 625.00	R1 940.00	R2 170.00

CARAVAN SITES	Super Luxury	Luxury	Regular	Extra Adult	Extra Children
OUT OF SEASON	R365.00	R290.00	Not Applicable	R130.00	R110.00
MID SEASON (School Holidays) June/July & September/October	R560.00	R475.00	R425.00	R145.00	R120.00
HIGH SEASON (School Holidays) December/January & March/April	R715.00	R665.00	R560.00	R175.00	R130.00
LONG WEEKEND OUT OF SEASON	R485.00	R410.00	Not Applicable	R130.00	R110.00

**Very Important :** These tariffs are applicable for four persons (2 Adults/2 Children) per night

Weekend/Long weekend Out of Season Chalets and Cabanas			7th Person	8 th Person
Weekend for two(2) Persons	Weekend : Arrive - Friday Depart - Sunday	R1 010.00		
Weekend for four(4) Persons		R1 780.00		
Weekend for six(6) Persons		R2 025.00	R2 390.00	R2 750.00
Long Weekend out of Season	Tariff for Six (6) Persons per night	R1 055.00	R1 250.00	R1 450.00
<b><i>Deposits are payable within 30 days after reservation has been made. If we do not receive a fax of your deposit slip as confirmation of your payment on or before the due date, your booking will be cancelled without further notice. IMPORTANT : All charges are subject to change without notice.</i></b>				

**DISCOUNT – VERY IMPORTANT:** All UNTU members qualify for 30% discount over weekends and 40% mid-week (Monday to Friday) in respect of accommodation in and out of season.

**PLEASE NOTE :** This discount is for UNTU (United National Transport Union) Members ONLY, and only for the unit he/she occupy, the Member MUST BE PRESENT for the duration of the booking in order to qualify for the discount. **RESERVATIONS :** Bookings for December open on 2 April 2016. Cancellation of booking.