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Affiliated to FEDUSA

Pholo's Christmas message

Congratulations Comrades. You have put the critics in their place. They said that UTATU and SARWHU could not be mixed - that our pasts and our cultures were too different. But, thanks to your maturity and efforts, all doubts about the wisdom of uniting those unions have been dispelled. We are today a strong and united union with a single loyalty - UTATU SARWHU.

Workers elsewhere are recognising and approving our achievement and want to become a part of it. This is made clear by the fact that, with your recruiting assistance, we have become Transnet's largest and fastest-growing trade union. Recognising that numerical strength is the key to trade union achievement, in the year ahead we must grab this opportunity by intensifying our recruiting.

2014 is an important year for our union. It will be the year of our first democratic elections at all levels and the year of our first National Congress. After those events the unions from which we originally hailed will become distant memories.

Our challenges during 2014 will be firstly to elect the best possible TURs/shop stewards, branch and area committee representatives, regional committee members - committed people who understand the issues and who are passionate about

our union and its challenges.

The next step will be to give our new union its own identity. Ideally, we will achieve this challenge before Congress so that it can be held under our new banner.

Deciding a new identity is more difficult than it sounds. Names have an emotive ring to them and there are bound to be many different views about what is the most appropriate name for UTATU SARWHU. Changing a union's corporate identity is also an expensive exercise that involves new signage, stationery, corporate advertisements, banners and T-shirts for our members, so it is important that we get it right first time.

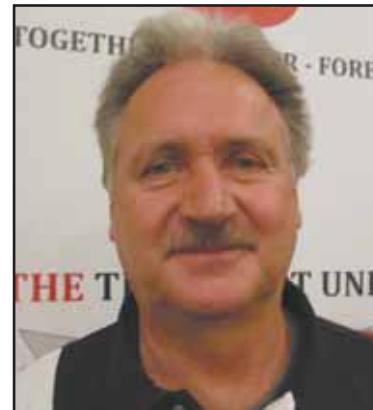
For these reasons, we will probably be enlisting the support of outside experts to assist us with this difficult task. The new identity that will emerge from our efforts will be one that is democratically decided. I ask you all to respect that, even if you might have preferred some other name.

And now it is the Christmas season - the time for rest and celebration. Enjoy the festivities, comrades, but please do so with responsibility. We want you all back with us next year.

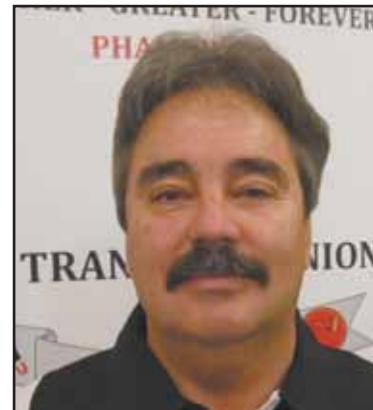
Pholo Pholo
President ■



UTATU SARWHU president, Pholo Pholo.



UTATU SARWHU president, George Strauss.



UTATU SARWHU General Secretary Steve Harris

Steve's Christmas Message

Pew! One moment it's January, the next moment it's Christmas. That's how it feels when there are a myriad of meetings, personal interactions, phone calls, emails and skype calls in between.

Thanks to IT, and to the dedication of UTATU SARWHU members, your union has become a vital body, a force to be reckoned with, an effective guardian and promoter of workers' rights.

This is not the time or place for me to take you through the many issues with which we have wrestled during the year. Those have been well recorded in Labour Report and on our website and circular let-

ters/newsflashes. Rather, this is the time to say 'thank you' to all who have stood together to make UTATU SARWHU great . . . the transport industry's most effective trade union, our country's best example of inter-racial co-operation.

Who to thank? - everyone, from our Executive Council, our two presidents, our area office-bearers, trade union representatives and shop stewards through to our full-time staff and the people who matter most - you, the UTATU SARWHU members.

UTATU SARWHU has always been a member-driven union. Just as many grains of sand add up to a

fine beach, so the collective loyalty, interest and wisdom of members keeps us strong and effective. On behalf of everyone at Head Office, I thank you for your faith and support.

As we enter another year of problems and pitfalls, rest assured that your UTATU SARWHU team will be out there protecting your interests and drawing management's attention to better ways of getting the job done.

Even though some of us will have to keep working, the Christmas period is a time of rest

George's Christmas Message

Looking back on 2013 - the year during which UTATU SARWHU established itself by far as Transnet's largest and most influential trade union - I can draw only one conclusion: 2013 was the year of the UTATU SARWHU member.

The elected officials and full-time staff lay the plans and recommend the way forward. But it is the union's members who have to approve those plans and make them happen.

What our members have achieved over the past 18 months defied the predictions of the so-called labour experts, many of whom prophesied that a merger between the former UTATU and SARWHU unions could not - and would not - last.

Those critics obviously knew little about life on the shop floor; about how workers of all races and genders were finding one another and choosing to reject out-dated slogans and divisions in favour of true unity; about the workers' determination to stand together to build a union that can effectively promote their best interests.

The result of that enlightened worker thinking and commitment has been an assembly of the best FTURs, TURs, shop stewards, branch representatives, executive committee members and full-time staff in the labour business.

It has given our union even more than all that: it has given it the best team spirit.

Having worked together to achieve so much, let us go into 2014 determined to deliver more of the same.

Repeating our past success will not be as simple as it sounds. Starting from January 2014, we will be in an election year. A union can get a lot wrong during an election year.

My advice to members when choosing who to vote for is: don't be conned by smooth-talkers who are more interested in their own glory than in their union. Elect those who:

- Have the best understanding of the issues.
- Have the highest levels of commitment.
- Have the best track records

and family togetherness. For many, it is also a time for spiritual renewal. Make the most of it. I wish every member the best possible Christmas and New Year. In 2014, I and my

The same advice will apply later in the year ahead of our November Congress - our union's parliament, the place where vital decisions governing our future welfare will have to be made.

2014 will bring its challenges and problems. Foremost amongst these will be the next step in the debate to achieve the social reforms that government is seeking to introduce. These have been addressed in a separate article in this issue.

Another matter which is bound to receive Government's attention will be the disruptions to industrial peace that have been shredding labour, society and the economy these many months. Two issues that demand immediate attention are:

The growing tendency for employers to obfuscate working relations by introducing a profusion of conditions and conning workers by entering into agreements that they have no intention of honouring.

The disruptions to the economy being caused by undisciplined labour militancy.

This latter problem concerns us all. Even though our sympathies might be with labour, we need to join forces with all in seeking ways which do not weaken the economy or discourage investment or promote more instability and unemployment.

In conclusion, my heartfelt thanks and appreciation go to my fellow president, Pholo Pholo, to all UTATU SARWHU office-bearers and to our full-time staff for the cooperation they have given me throughout the year and for their outstanding efforts and dedication.

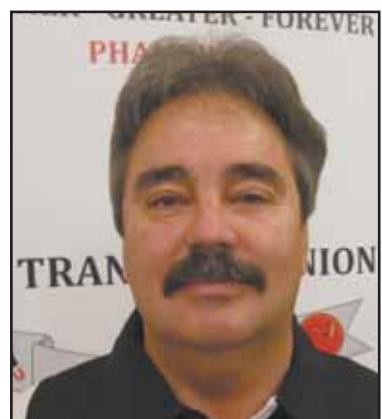
Colleagues, it is almost Christmas - the time to rest and celebrate. Wherever you are - Transnet, Prasa, Autopax, Bombela, Bombardier or MegaExpress - I wish you a joyous Festive Season with your families; one where you will remain safe and from which you will return to the fray ready to repeat our past successes in 2014. ■

team will again do our utmost to bring you better earnings, job security and career opportunities.

Steve Harris
General secretary ■

COMMENT

NEWS



Steve Harris

A fairly new member recently shared these comments with me: "It's so nice to be an UTATU

SARWHU member – a union where the members work together to make good things happen. At the union I used to belong to, we paid more money and had bad things happen to us."

His words neatly summed up the union I know.

It was reassuring to learn that all the efforts we put into training our office-bearers, into communicating with members and into tackling the various managements on a vast range of issues are not going unnoticed.

Having come through 2013 well – considering the obstacles along the way – our members now move into a new year that will be even more testing for their unity and

good sense.

Why do I say this? It is because, on top of having to battle their employers for better working conditions etc. and job security – and having to apply their minds to such broader issues as the social security plan challenge and changes as proposed by Government – 2014 is both an election and a conference year. That means that our members must first elect the right people to represent them at each level of our union's structures. Thereafter, through their direct contacts with those who have been elected and through their other communication channels, members will have to exercise a say in:

Choosing top-quality candidates

to represent them at Congress 2014.

Shaping thoughtful resolutions that will steer their union in the most advantageous directions over the next four years.

One cannot over-stress the importance of all three responsibilities.

Fortunately, having performed these roles well in the past, our members will not be breaking new ground. They can take the credit for the fact that they already have a focused union which is represented at all levels by committed people who understand the issues and who have the guts to stand up and be counted when the going gets tough.

It is not the secretariat's job to

tell the members how to conduct themselves during an election year. But it is our job to advise them.

Our best advice is: examine the many complex issues confronting us in the years ahead and, bearing in mind that there is no substitute for experience, elect the representatives whom you consider most capable to steer us through those currents.

I can assure you that whoever you elect will receive the finest training and support that our union can offer.

On behalf of the secretariat I wish you a great Christmas. We're looking forward to serving you in 2014. ■

All correspondence must be addressed to the General Secretary at headoffice@utatusarwhu.com

Not listening to labour is costing TFR plenty

In June 2012, despite labour's warnings that they might be acting impetuously, Transnet transferred 1 700 Transnet Technical workers and a few administrative personnel to Transnet Freight Rail (TFR). The plan was that the technical workers would take over responsibility for the running repairs that had previously been done by TE on locomotives and wagons.

More than a year later, UTATU SARWHU is still not convinced that the company made the correct move. The TFR-based technical workers doing running repairs are not achieving optimum efficiency because they lack the support system and do not always have ready access to urgently needed spares. This can be critical for a rail service that needs a guaranteed number of locos and wagons on any given day.

Further proof that TFR was not ready for the change is that 18 months down the road the company is advertising for 72 supervisors and

363 junior employees. That would not have been necessary had it planned the transfer professionally," says UTATU SARWHU general secretary, Steve Harris.

"In our view the blame lies with two sets of amateurs:

The auditors who objected to having TE sign off its own work, and

The managers who are too proud to concede that labour – whose members are the people who have been doing the work for decades – know more than they do about what the system requires.

"The upshot of TFR's 'make-it-up-as-we-go-along' approach is that the company now has to poach Transnet Engineering staff in order to get the job done.

"Where is the sense in that? And where is the sensible management that should have foreseen the problem?

"The bottom line of this kind of inefficiency is that targets are not met and the workers end up carrying the can." ■

Late flash: Labour victory: Ngqura privatisation put on hold

Labour has won a victory of note in its fight against government's plan to privatisate container operations at its Ngqura Port. On 27 November, UTATU SARWHU general secretary, Steve Harris, received the written assurances of Tshediso Matona, the Director General of Public Enterprises, and Alistair Smith, the chief executive of Nedlac, that the Section 56 process which could authorise Transnet to seek private bidders for its Ngqura container operations has been put on hold.

Mr Matona's letter said that Transnet Port Terminals will operate the Port of Ngqura "on an interim

basis pending the process of reviewing options and policy."

His letter continued: "To this end, and to further the other issues raised in the abovementioned notice, we will in due course submit a position document outlining our reflections on key substantive points in this matter. These views will be developed further in the process of policy and legislative review and in consultation with stakeholders."

Says Steve Harris: "Government's decision to halt the process of seeking a private enterprise bidder is an important victory for labour. It shows that government is listening to labour.



Our Blue Train members have done it yet again!

Year in and year out the staff of the Blue Train, the vast majority of whom are UTATU SARWHU members, wins prestigious mentions and awards the world over. This year they have done it again. On 16 October at a glittering gala event in Nairobi, Kenya, the Blue Train was named Africa's Leading Luxury Train for a record-breaking fifth consecutive year.

For three consecutive years from 2009 to 2011, the Blue Train was voted the World's Leading Luxury Train, and is one of the favourites in line to scoop that award again later this year at the World Travel Awards

And it gives labour more time to marshal its opposition to port privatisation.

"Labour remains resolutely united against any attempts to privatisate the country's ports, or any aspects of them. South Africa has no container companies large enough to win a privatisation bid. That means that the contact would almost certainly go to a foreign bidder who will be more interested in its own profits than in South Africa's circumstances – or workers."

annual ceremony.

"Thank you, Blue Train members, for flying our flag so high," says UTATU SARWHU general secretary, Steve Harris. "We well know how proud you are to be selected to serve on your world-beating train. What you might not know is how proud the other 30 000-odd UTATU SARWHU members are of you and of how your brilliance rubs off on all of us. You are our pinnacle and our inspiration. Each day we go to work trying to inject some Blue Train excellence into the work we do.

"Management shares our pride

"Harbour privatisation worldwide has a grim record, one that is characterised by retrenchments and reduced service conditions for those workers who survive it. Labour is not prepared to allow that to happen here."

"Our ports must remain South African. They are a strategic asset, our country's economic lifeline and a major source of job creation. Labour will fight tooth and nail against any plan to place them in the hands of

foreign operators whose prime concern will be what profits they can milk from the SA economy.

"If Government wants to push ahead with privatising port operations it is going to have to explain to the country how that fits in with its claims to be a government for and of the people and how its plan will honour its promise to create jobs." ■

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IF YOU HAVE A PROBLEM TELEPHONE – (011) 728 0120/1/2/3/5/6/7/9

Aptly grand launch for Prasa's impressive Bridge City

UTATU SARWHU's President Pholo Pholo, Pieter Greyling, and National Full Time Union Representatives, Brian Davids and Rodney Blom, were privileged guests among the thousands who turned up to see President Zuma officially open Bridge City, Prasa's innovative rail development which, when fully completed, will integrate rail links, a bus and taxi interchange, shops, offices, a magistrate's court and a 480-bed provincial hospital.

Bridge City is located 17 kilometres from Durban City Centre and brings together the communities of Phoenix, Inanda, Ntuzuma

and Kwamashu.

"It was an appropriately grand launch to one of the most impressive rail developments this country has seen," Pieter told Labour Report. "More important than the complex itself is the renewed commitment to passenger rail that it signals."

"Before officially opening the complex President Zuma reiterated that his government sees rail as the future backbone of the country's public transport system. He backed his statement with details of the R50-billion that the government is spending on rail development."

"After expressing his company's appreciation for government's sup-

port, Prasa GCEO, Lucky Montana, said that Prasa's goals remained to place commuters first and to ensure that quality services are delivered to all South Africans on a sustainable basis."

"Bridge City's broader message was that rail is going to be in the forefront of economic development for years to come. That is good news for everyone at UTATU SARWHU." ■

Prasa Group CEO Mr Lucky Montana takes President Jacob Zuma through the tracks of Bridge City Rail Link Project.



Members' help needed:

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'Naming and shaming the quickest way to clear train movement agreement blockages'

There has been some solid progress towards implementing the Train Movement Agreement. "The TMA is basically a good agreement, but the progress in implementing it is too slow. Its progress is being held up by line managers who either don't understand the agreement or are too lazy or disinterested to do the required homework to enable them to perform their roles," says UTATU SARWHU deputy general secretary, Louis Brockett.

"The quickest and most effective way of clearing these blockages will be to name and shame those line managers who are holding up progress," says Louis. "They'll do what's necessary when they learn that their own efficiency ratings and bonus opportunities are being negatively affected by their inertia."

"Because IDPs are so individually based and need to be refreshed annually, we need our members to take action in their best interests. That is why we have armed them with the information needed to assess the progress of their own individual development plans which have to be supplied by their section managers along with a description of how the IDP applies to them."

"If your section manager is not prepared to co-operate in this regard, let your union know his name and the date and details of your approach to him or her. UTATU SARWHU will see to it that the shaking up gets done," says Louis.

"If you don't think the effort is worthwhile, take a look at what we have achieved for train drivers through the Train Movement Agreement," says Louis. "The improvements are unlikely to be that dramatic in other areas – but they can be substantial."

The applicable pay scales for the period 1 April 2013 to 31 March 2015 were provided.

The chart went on to explain to members how to determine what categories they were in, what level in



Louis Brockett

a category they were being paid at, which 'Gaps' (modules) are outstanding as per one's own IDP, to allow salary progression where applicable.

"The Train Movement

Agreement is a good one because it presents a clear path to progress. The quicker we can get workers to help us identify the blockages in its progress, the sooner we will be able to ensure that all Transnet employees can benefit from the agreement," says Louis.

The Artisans Agreement remains bogged down and the subject of dispute.

The IDP information supplied to members in September was in the form of a chart which explained:

- Different categories
- Different levels in a category
- Modules as per IDP
- Progress - competent or not yet competent
- Key principles for pay progression
- Frequently asked questions and answers

The TBC representations are currently in negotiation regarding a New Reward System for all the other grades, excluding Specialist First Line Manager, Train Drivers and TCOs. Entry levels have already been agreed. What must follow must be the various job grades and advice on how to achieve them, Louis told Labour Report. ■

Security staff won't accept new hours deal before management comes clean

Management's efforts to change the working hours of Transnet's security staff have reached an impasse. The security staff are not prepared to consider management's variation plans until management has:

- Sorted out the mess it has created by arbitrarily compressing their shifts without any agreement and in so doing denying members their daily overtime.
- Convincing the staff that the new employment conditions are in their best interests.

"Mistrust is definitely the root of the problem," says UTATU SARWHU deputy general secretary, John Pereira. "Our security members are not prepared to accept the promises or deals from an employer who is already cheating them and who is avoiding facing them on the issue."

"The company's about-face on hours of work has given rise to a number of grievances which our union is presently handling. If Transnet is sincere - if it genuinely has a better deal to offer its security staff -

it will first sort out these problems rather than allowing them to become the subject of drawn-out disputes.

"Its next step should be for it to fully explain the ins and outs of its plan to vary on working hours to its security staff and win their trust. So far it has been shrinking from doing that, preferring to try to get labour to do its work for it."

"Management has produced some worthwhile arguments in favour of its proposed new plan. Among these is an undertaking to create at least 500 new security jobs. But it is not the worker's job to create employment at his or her cost. The worker's priority is to get a fair deal - to receive the pay laid down in his employment agreement. That is not presently happening as a result of the arbitrary changes that have been made to security staff working hours and overtime incomes."

"UTATU SARWHU's position on the issue is clear. This union will not sign any agreements that do not have the support of its security members. Our most recent mandate produced only one vote in favour of accepting



John Pereira

management's proposals. So management still has a lot of repair work to do before it can gain its security employees' trust."

"The clear bottom line is that only a trustworthy management can be trusted. Therefore, our advice to management is: clean up your act; pay the employees the overtime they are entitled to; firm up your variation proposals to make them fair to all, then debate them with your security staff." ■

Getting to grips with SA's maritime problems

Recently we heard Dr Nkososana Dlamini-Zuma publicly lament South Africa's lack of a maritime fleet, saying that SA is the only Bric nation without one. We also learned that the State has taken the first steps towards bridging that gap by entering into a nautical training agreement with Poland.

Dr Dlamini-Zuma's former cabinet colleague, Higher Education Minister, Blade Nzimande, is also concerned about the problem. It was he who formed the Maritime Technical Task Team consisting of

government, business labour, local shipping experts and representatives of major shipping lines to look for ways of advancing the country's maritime skills.

UTATU SARWHU's Eddie de Klerk, who is a member of that committee, which consists of government, business and labour, fills us on some of the details.

"South Africa has a shortage of maritime skills," he told Labour Report. "Lacking a decent training ship, we are relying on two major shipping lines - MERSK and UNICORN - for training

assistance. Another problem is that so many of SA's young people live away from the sea and have no natural affinity to it. We are going to have to find ways of bridging that gap. We also lack a specific goal to guide us – like the target to train 30 000 artisans."

"Despite these problems, the Committee is working well together and should succeed in laying the foundations for longer-term efforts to give the economy a seafaring arm. If we can achieve that we will have struck an important blow for job creation." ■

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Gautrain expansion a boost for economy, rail and jobs

UTATU SARWHU has welcomed the news of the seven new routes planned for Bombela's Gautrain.

"Expanding the line is an expensive exercise. But the boost to economic activity, employment and road safety that will follow, elevating commuting in the hub of the SA economy to First World standards, will ultimately make the project self-funding," says general secretary, Steve Harris.

"Some say that Gautrain travel is expensive. It is. But when you measure the cost against your ever-rising

car costs (petrol, maintenance, parking, toll-roads, etc.), it can come out on the plus side. You can work on your laptop while on the Gautrain – many people do. You can't do that in your car.

"Others say that Metrorail should be picking up the rail commuting slack. There is merit in that argument. Metrorail probably will one day expand its commuting services. For the present, however, Metrorail has its hands and budgets full with the task and cost of up-grading its fleet and infrastructure." ■



A seafarer section in our future?

If the government's plans to develop a South African maritime fleet materialise, UTATU SARWHU might one day have a seafarers' section.

"Our union would be up for the challenge. Being isolated and hugely exploited, seafarers need union support more than most," says union general secretary, Steve Harris.

Dr Nkosazana Dlamini-Zuma, Chairperson of the African Union Commission, raised the question of the need for a South African maritime fleet when she chaired the Africa Maritime Indaba in Sandton on 25 October, saying that Africa as a whole needed more activity on the seas to make better use of the opportunities presented by the continent.

"To this end, the African Union has started developing an African

Integrated Maritime (AIM) Strategy 2050, which still requires further consultation before presentation to the for adoption," she added.

South Africa's Deputy Transport Minister, Sindisiwe Chikunga, told the Indaba that despite 98% of the country's trade being carried out by sea, South Africa did not have its own fleet of commercial shipping vessels on its ship registry. It is the only country in the Brazil, Russia, India, China and South Africa grouping – known as Brics – not to have its own ships.

The first step towards South Africa developing its own maritime fleet is likely to be the establishment of a maritime academy that would develop the necessary skills. South Africa is already negotiating with Poland in this regard. ■

TE's ports role no threat to jobs

Some of our technical members in the ports were worried that TPT's arrangement for Transnet Engineering to take over the maintenance work previously done by outsiders might be a threat to their jobs.

We have TPT's assurance that this will not be the case. Transnet

Engineering will not be taking over any TPT work. Instead, the TE team will concentrate on the current outsourced work such as building skips, repairing crane motors and skips for scrap, repairing crane motors and gearboxes for mid-life straddle carriers.

The result should be more and better jobs for all. ■

Plan to revitalise branch lines good for rail, road safety and the rural economy

In the old days, people came first. To serve the freight and passenger needs of communities, South Africa had branch lines on which trains stopped at every station – even if it was just a tractor, grandparent or a cow needing delivery.

Then the "smart money" took over. The country's rail services were downsized to serve only the most profitable 20 000 km.

South Africa's roads became choked.

Service delivery slowed down. Road maintenance costs soared to unaffordable levels (South Africa might never now have enough money to adequately maintain its roads).

South Africa became a world leader in road deaths.

Now, the same government that did all that at huge cost to the country is working to return freight from road to rail.

As a first step, the Department of Public Enterprises is planning to contract and assist private operators to resuscitate branch lines. The first three on its list are (the cost of each exercise has been included in brackets):

Douglas to Belmont (R25.6 million)
Nkwalini to Empangeni (R5.6 million)

Kroonstad to Bethlehem (R41 million)

The plan allows for the successful bidders to access TFR traction equipment and expertise. TFR will set up a special division to service these ventures. The staff allocated to support them will remain TFR employees.

"UTATU SARWHU is the organisation which has been hammering

the madness of marginalising SA rail from day one, so naturally we support these moves," says Steve Harris. "The sooner we can get rail services serving more communities, the better it will be for all South Africans." ■

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Good progress being made with Naming Conventions

The team currently working on standardising the names and conditions of jobs in the various Transnet companies is making good progress. When its work has been completed the committee will brief Full-time Trade Union Representatives (FTURs) across the country on the new terminology and job descriptions. Once the FTURs have a clear understanding of the new deal it will be explained to the workforce through a series of roadshows.

Spelling out the significance of the Naming Conventions and the need to standardise them, Louis Brockett told Labour Report that Transnet presently has a lot of people doing

the same work under a range of different titles. "Some are doing work above their grades, others are working at a lower level than their job titles suggest.

"We need to sort out these anomalies and establish industry standards that will reward people according to the work they are doing and clear the way to job progression," says Louis.

"The operation will offer employees no new money in the short term. But it will standardise job types, clear confusion at both the management and employee levels and give workers a clearer picture of their career paths." ■

LABOUR REPORT

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Prasa members ponder three-year pay deal

In the biggest single pay offer in its history, Prasa is offering its employees a 9% increase in pay and perks in year one (2014-15), 8% in year two (2015-16) and a further 8% in year three (2016-17).

All allowances will be increased by the commensurate amounts.

In each instance, employees at the bottom end of the pay scale – R105 000 and lower in year one – will receive an additional one per cent pay rise.

Prasa's reason: the company wants salary stability to free it to divert its attention to the huge growth programme on its plate.

What have been the immediate reactions to Prasa's pay plan?

The offer looks good, but what if inflation rockets during those years? say some members.

'We can't see three years into the future - but then neither can Prasa. Money in the bank beats 'what ifs?' every time ... take the money,' say others.

A third voice put it this way: 'My present package is worth R170 000 p.a. Prasa's offer will take it to R216 000 p.a. in just three years and will boost my pension significantly. If inflation stays low I'll score handsomely. If inflation rises I'll have to adjust, but at least I'll know where I stand.'

A union official had this to say about the offer: 'In the past, other

issues have been sidelined while we've spent around half the year wrestling with salary increases. If the members take this deal we'll be able to spend more time negotiating the changes we want to the Basic Conditions of Employment Act and in shaping a Prasa remuneration philosophy that sets out salary progression, and on other important issues.'

Additional to the proposed increase will be a group performance incentive that will pay bonuses at management's discretion if the group exceeds its annual budget by 5% or more.

In terms of the proposed agreement, labour and management will continue to engage on challenges relating to medical aid with particular reference to:

The risks faced by employees who do not belong to the medical aid.

The subsidy that was paid but not used to join the medical aid.

Attention will also be focused on finalising Prasa's remuneration policy to cover such issues as pay progression, benchmarking, rostering instructions and the implementation of performance management for employees within the bargaining unit.

"We are looking forward to seeing what mandate our members give us on this unique pay offer," Pieter Greyling told Labour Report as this issue went to press. ■

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Govt must force Prasa to abandon its manufacturing bias

Few people in the know in South Africa are buying Prasa's argument that Transnet Engineering does not have the capabilities to deliver a substantial share of the locomotives and carriages that Prasa requires, says UTATU SARWHU deputy general secretary, Eddie de Klerk. The consensus is that Prasa is acting against the national interests by awarding its business to an outside contractor which is yet to establish a presence in this country.

"Prasa's Lucky Montana says that Transnet Engineering lacks the skills and capacity he requires. The facts speak differently. Transnet Engineering is already co-building 99 locomotives in partnership with China Southern Rail, one of the world's most respected locomotives and rolling stock manufacturers, and TE is the leading national supplier of bogies."

"In fact, there is no aspect of the country's rail manufacturing needs which the TE has not been able to serve. In addition:

Required expansions to TE's plants around the country could be effected more speedily and economically than the new plant which Alstom is promising.

Knowing and understanding the SA situation as it does, TE is well-gearred to the national need to create jobs - especially for younger workers.

"We note that neither Lucky

Montana nor Alstom have had anything to say with regard to job creation. Given the facts why, then, should the bulk of Prasa's construction needs be handed to a company which has yet to establish a presence in South Africa?

"A consideration that supersedes all others is that Transnet Engineering is a South African operation. All the wealth it creates will stay in the country. The capacity and skills it generates increases its capability to serve the rest of Africa's rail needs and to earn the country more foreign exchange."

"The bottom line is that:

Government and Transnet have spent many years and many millions developing Transnet Engineering.

TE is a highly capable rail manufacturing company which has the skills and capacity to serve Prasa's needs.

TE has never failed to deliver on any of its many construction challenges.

"It will be a travesty to allow Prasa to go elsewhere and, in so doing, place hundreds of TE jobs at risk. Therefore, it is up to Government - who own Prasa and who are the main drivers of economic development and employment - to take Prasa to task on the matter and to redistribute its manufacturing needs in a manner that will give Transnet Engineering a fair share of its business," says Eddie. ■

Prasa overtime: It's deep-thinking time as the new era demands a new approach

For many years UTATU SARWHU members and their union have fought arbitrary decisions foisted upon them. 'Give us a transparent employer who will take us into its confidence and give us a role in its decision-making and that company will find us equal to the task,' they and their union have argued.

Now Prasa has risen to that challenge with its overtime problems - and the result is both complex and potentially painful.

Here, in brief, are the problems that the company is now sharing with its employees:

Prasa (Rail Operations) can no longer afford its huge overtime bill which this year will be around R186-million.

With staff numbers rapidly growing to cater for our R50-billion expansion, this figure will escalate even further unless there is a new approach to overtime.

The new jobs we are creating meet labour and management's shared call to build the economy by combatting unemployment.

Both parties have a responsibility to re-shape the rail environment in ways that will yield a secure future for all.

To bring its overtime costs under control, Prasa wants to amend the basis for calculating overtime to a weekly - rather than daily - basis. This means that only those hours worked in excess of the standard weekly 45 hours will qualify for overtime rates.

To sweeten the change, Prasa is asking labour to democratically accept a once-off payment based on six per cent (6%) of total guaranteed package (TGP).

Employees working in Prasa Cres, Prasa Technical and Prasa Customer Services are not affected by this consultative process.

"These proposals have left members with the posers: 'Where must we ... where should we go from here?'" says deputy general secretary, Pieter Greyling, the man responsible for the union's Prasa portfolio.

"Our members will shortly decide their response to Prasa's

desired new direction at the forthcoming series of roadshows. Here are some points for them to consider:

The first point to take into consideration is that consultation was not obligatory. Prasa has the power to enforce the changes it wants.

The company's reasonable approach has clearly been driven by its desire to avoid the type of industrial conflict that has been weakening the economy and shredding workers' incomes.

Although some of us will lose some much-needed overtime pay up-front, the long-term scenario won't be as bad as it seems. There will always be departmental overtime caused by work pressures, leave, illness, maternity, etc.

None of us wants the hardships that would result from working for a cash-strapped company.

If we accept the necessity of a new overtime dispensation (that it would be fruitless to go to war over what seems to be a necessary and sensible long-term measure), should we opt for this?

"Economic good sense is not always the option of indebted employees who are battling to keep themselves and their families afloat today. For them the six per cent payment - which could be around R10 000 for many - is likely to be the more attractive option.

"It is going to be up to the members to decide that democratically.

"Deciding this issue is going to demand a new mindset, one in which we look far into the future as managers of the company rather than as workers wanting to extract the best short-term benefits, whatever their consequences.

"As we said up front, the decision our members have to take is both a complex and, possibly, a briefly painful one. But we have no doubt that they will make the best decision for themselves and their company."

The overtime deal that Prasa wants

Ordinary hours of work for train operations grades: For purposes of this agreement, ordinary working

hours means 45 hours per week; ordinary hours of work will be averaged over a period of six days (weekly averaging).

Hours exceeding 45 hours per week shall be treated as overtime.

The maximum ordinary hours of work per week shall be 45 hours for Train Operations. An employee working temporarily elsewhere other than at his (this sexist approach is Prasa's) normal place of employment shall observe the hours of duty fixed for his grade at the place at which he is temporarily employed, if these are different from the hours of duty at his normal place of employment.

General Principles:

- PRASA is a twenty four (24) hours a day, seven (7) days a week operation.
- Employees within Train Operations are six-day workers and work 45 ordinary hours a week.
- An employee may not be required to or permitted to work:
- More than 45 ordinary hours in any week unless it is regarded as additional time; and
- More than 20 hours overtime in any week.
- The payment of overtime, Sunday Time and PPH will remain in line with the current practice. The calculation of time when employees are on paid sick leave, X99, annual leave and family responsibility leave will be in line with the current practice which is 7:30. These hours will be calculated at normal time rate, even if such time is in excess of the 45 hours.
- On implementation of this agreement the following practices shall cease to exist:
- Daily guarantee of 7.5 hours
- Calculation of overtime on a daily basis
- The principle of weekly averaging will be applicable to Train Operations excluding FTCWs.
- Applicability and conditions: This agreement will only be applicable to junior employees within Metrorail Train operations. ■

Better deal for contract workers on the way

UTATU SARWHU is happy to report progress in its efforts to secure stable, full-time appointment for contract workers.

"Progress is slow. But the Fixed Term Contract Working Committee has identified seven hundred (700) contract workers for appointment to full-time jobs and more appointments are in the pipeline awaiting only the neces-

sary security and health checks," reports Louis Brockett, the union's deputy general secretary.

"To the remaining 6 000-odd I say, UTATU SARWHU understands your disappointment, but rest assured that this union will continue battling tirelessly for your full-time appointment.

"This union is fighting for fair, transparent and standardised working conditions for contract workers. It is unacceptable that employ-

ees who have been delivering quality service to the company for years are still being denied the security of health care, pensions, bonuses and other perks. Nor is it acceptable to have different pay scales for the same work in the different operating divisions.

"UTATU SARWHU is going to win its battle to put these things right. It is just a matter of time." ■



Merry messages from your leaders



Louis Brockett

This year I am celebrating my 49th Christmas as a railway worker and rail trade unionist. That gives me a longer view of the past than most. Measured against what I know of the past, how do I see the future?

Before I write another word, let's agree about one thing. Although rail workers bust their guts to get trains loaded and safely away on time, to make their passengers safe and comfortable and to provide all the numerous support services that keep a railway running, the world over they have never been given a fair share of the value they produce. They keep at it because - more than for the money - rail workers are drawn to the work they do by its romance, by the team spirit it generates and by the knowledge that they are contributing to something of value.

Having got that off my chest, let me share this with you: despite all the mistakes, manipulations and short-changing that are bound to continue, South African rail offers its workers a better future than at any time in the almost 50 years that I have known it.

Enormous growth and modernisation is happening as we speak. That is going to add up to many more trains, much larger harbours, more operating, maintenance, service and admin jobs, more promotion opportunities.

Promising as our future may be, the way ahead is not going to be easy. There will still be managers sitting like vultures on the sidelines ready to cheat us with tactics like outsourcing, downsizing, part-timeism, stolen benefits, and what have you. We will still need to remain united. We will still need UTATU SARWHU to forge a decent path through the managerial mire for us.

The reassuring knowledge that, despite the pitfalls, there is a healthy future for transport is perhaps the best Christmas and New Year presents we rail, harbours and pipeline workers can receive. Savour this good news and make the most of the holiday season your way.

All best wishes
Louis Brockett

Aan 'n einde van nog 'n suksesvolle jaar dwing die werklikheid ons tot stilstand en ons wonder hoe het ons tot hier gekom? Deur al die hoë prysie, inflasie, politiek, staan ons nog almal sterk in ons geloof, want daarsonder kon ons nie alweer op die punt staan



Tiekie de Jager

om Sy geboortedag te herdenk nie. Die wonderlike woorde van Matt 1:21 is oortuigend genoeg om te weet hoe ons alles tot dusver kon oorleef: "Sy sal 'n Seun in die wêreld bring en jy moet Hom Jesus noem, want dit is Hy wat sy volk van hulle sondes sal verlos."

Dankie aan 'n ieder en elk wat hul geloof en vertoue in my gestel het dat ek vandag aan almal as Vice-President van UTATU SARWHU kan sê: Geseënde Kersfees en Voorspoedige Nuwe Jaar. Mag jul almal saam met jul gesinne 'n wonderlike fees- en rustyd beleef.

The year 2013 is coming to an end. As we look back at all the milestones of this year, there is only one person to thank - our Lord.

I would like to take this opportunity to thank all my fellow workers and members of UTATU SARWHU for the trust and support they have shown to the union and me. Without all your wonderful support, it would not have been possible to achieve so many successes this year.

May you all, with your families, have a blessed Christmas and a prosperous New Year.

Enjoy this festive season and have a safe journey should you be travelling.

Tiekie de Jager



Scott de Koker

This has been another year full of new developments and challenges, but as long as we put our trust and faith in God our Saviour, we can adapt to any situation be it on a personal or professional level.

Once again, thank you all for your trust and confidence in me. It was my honour and privilege to assist you throughout 2013, and to be part of UTATU SARWHU, as we believe in what we stand for and together we can reach our dreams, achieve our goals and overcome any obstacle that comes our way.

I wish all UTATU SARWHU members, the Executive Council and

Head Office staff a blessed Christmas and happy New Year and irrespective if you will be working, have planned to go away for the holidays or simply just having a quiet time at home - may you be kept safe in the Hands of the Almighty.

Wishing you all the best for 2014, and may all your dreams and goals come true.

Scott de Koker



Wyndham Evans

It is an important day to remember. It is a day of rejoicing and celebration.

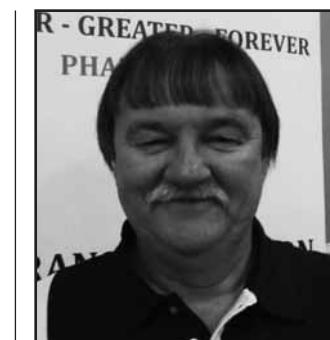
It is a day where families come together To forget the bad of the past and to look forward to a brighter future And to collectively address issues with much love and happiness.

I wish this on all our members and their families.

Travel safe, enjoy the break and may the blessings of the Almighty guide you forever.

God Bless and Merry Christmas and a prosperous New Year.

Wyndham Evans



Frans Crause

Nog 'n jaar het verby gevlieg en daar het so baie dinge gebeur dat die menslike brein uitgeput is. Daar was verskriklik baie uitdagings op ons pad waarmee ons as leiers van hierdie vakbond met bestuur gestoei het om die beste vir ons lede te beding.

We have fought all the challenges management brought to the table and therefore all of us need a decent rest during the festive season. For those who have lost family members during the year and to be without them, remember it was God's will to take them to a better place and He will look after you during these difficult times.

To my Exco colleagues and head office staff, thank you for what you have done and the effort you put in to make this union the union it is today, being the bigger one in Transnet. To all

our loyal members, thank you for supporting us to be number one. Then to all our TURs, thank you for the great work you have done.

To my family who support me and all the above, may God bless you and may we all have a wonderful Christmas and a prosperous 2014 and let all your dreams come true.

Frans Crause



Zonke Cele

Year's end is neither an end nor a beginning but a going on, with all the wisdom that experience can instil in us. Let us be thankful for our blessings and never doubt our struggles we had throughout this year.

A lot has been achieved by our union, yet we have lost some of our colleagues through retirement, death and resignation. However, we are still going strong as a union because we are united. UTATU SARWHU experienced an increase in membership this year again which demands more commitment from us. In the next twelve months we will continue to offer innovative and customised solutions to our members throughout our service line.

As a woman in leadership I make it my duty to ensure that our fellow members are well taken care of in terms of social responsibilities. That is why our union has embarked on fighting for gender equality in the workplace. Nicholas Kristof once said: "In the twentieth century, it was the battle of totalitarianism. We believe that in this century the paramount moral challenge will be the struggle for gender equality around the world."

From now on we plead our members to join us in fighting for gender equality and gender based violence in our communities as well as in our workplace. Assaults against women and children are assaults against any potential positive future for the world.

I wish all our fellow comrades a merry Christmas and a prosperous New Year.

Zonke Cele

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Linda Biljoen

via the phone - I am looking forward to meeting you. My door is always open for all our members even if it is only to listen.

A special thanks to the TFR branches in Durban. Thank you for the trust you have put in me, the assistance I received from you and also for the way you protect and assist our members. You all are very close to my heart. I hope to be a real leader and the only way I can get there is with your help and support.

As you all know, I only want to do what is best for all our members, our union and our company, Transnet. I am really proud to be a member of the one and only trade union in Transnet UTATU SARWHU.

May your new year be filled with joy and love and your wishes get fulfilled this year. It is my pleasure to wish you all a beautiful and pleasant festive season and a wonderful 2014. Those of you who will travel, I will pray for you and your families for a safe return to your homes. To those of you who will be staying at home, I will pray that God will bless you and keep you safe.

I also want to thank God for all he has done for all of us. Life has not always been easy but with our Heavenly Father there we can trust him to love us and to show us the way forward.

Viva UTATU SARWHU Viva Linda Biljoen



Douw Dreyer

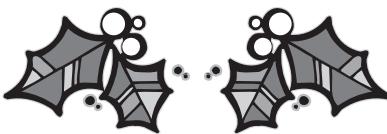
As jou drome en wense nie waar word nie en dit soms voel asof jou gebede nie beantwoord word nie, beteken dit nie dat dit nooit gaan gebeur nie. Dit beteken dalk net dat jy nog nie gereed is daarvoor nie.

Lig die anker en span die seile. Laat die wind jou lei terwyl jy wegvaar van jou veilige hawe.

Ontdek, verken, droom en leef. 'n Baie geseënde Kersfees en alles van die beste vir die nuwe jaar.

NEWS

NEWS



Geniet die feestyd en ry veilig.
Douw Dreyer



Trevor Wasserfall

This was a year that certainly took its toll on us all. Challenges of all kinds, amalgamation, growth in membership, service delivery improvements - these are just to mention a few. Then each of us still had our own personal ups and downs that also needed attention. If I could have one wish right now, it would be that all the UTATU SARWHU members gather in one place and shout as loud as we can: "We are the force of the future."

As the year 2013 fades into history, and the festive period descends upon us, let us as human beings take the time to reflect on our own lives, also sparing a thought for those who have lost loved ones, or who are not as privileged as us. Let us foster the true meaning of Christmas among our loved ones.

To each and every UTATU SARWHU member, and their families, our dedicated HQ staff, our secretariat, executive committee and branches, I wish you one and all a peaceful and joyous festive period.

Trevor Wasserfall

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Luvuyo Mdyogolo

How are you? Hoe gaan dit? Unjani? Kunjani? Lotjhani? O kae? Vho vuwa hani? Ku njhani? Assalamu Alaykum, Namaste, Como está, Comment allez-vous?

As we celebrate Christmas and recharge for the tasks that still lie ahead of us in the New Year, I call on all of our members to remember that this season of peace, goodwill and sharing also presents us with an opportunity to expand our giving encompassing the lonely and needy. We should celebrate it by giving the light of hope and love to those who need them most - our orphans, widows and our elderly.

Every culture, every race waits for this joyous day. To commemorate the birth of our Saviour, I pray you'll find comfort, peace and favour. Merry Christmas and Happy New Year

Thank you, Dankie, Ngiyabonga,

Enkosi, Ngiyabonga kakulu, Ke a leboga, Ke a leboga, Ndi a livhuwa, Inkomo, Muito obrigado, Merci, Jazaak Allahu Khairan, Shukriyah Luvuyo Mdyogolo



Rodney Blom

2013 has been a milestone for all UTATU SARWHU members in Prasa rail as your mandates given to your representatives have always been to do the best for our membership. With your support we as your elected representatives have managed to achieve a three-year salary increase on TGP's as follows 2014-2017 and under tremendous difficulty with new conditions of service and stopping retrenchments in MLPS and securing jobs for our members.

The year has reached the end and it is this time that one has to reflect on quiet time with family and friends and reflect on the achievements reached during the year.

2013 has been very difficult at times but I could not have achieved what needed to be done without your support, encouragement to move forward and fight for a better working environment and decent work with decent salaries for all.

I would like to take this opportunity to wish all my membership in Prasa-rail a wonderful Christmas and a joyful new year for you and you and your family.

Take this time to reflect on what is important in your life, make the changes if need be but most of all value family and friends and let us remember the Comrades that have passed on in the year and keep their families in our prayers.

May your God bless you during this festive season, don't drink and drive, be responsible and see you all in the new year.

Rodney Blom and family



Peet Swart

Another year has passed. To all representatives and members, I must say thank you very much for the support, input and guidance you have provided throughout the year. It was not an easy task to fulfil the shoes of

Andre Bester, but with the support I received from everyone it did make it easier. For those who are going on holiday, travel safely, those who will keep the wheels rolling do it safely and let us join hands together next year to face whatever is coming our way. I wish all members and their families, Exco members and their families the secretariat and their families, office staff and their families a wonderful festive season and prosperous new year.

Peet Swart (Blackie)



John Short

Well it's that time of the year again and 2013 is almost gone.

The days, weeks and months of 2013 have flown past at supersonic speed.

This has been a very difficult year for all of us, with many issues still outstanding and remaining unresolved.

I would like to take the time and this opportunity to personally thank all of our active shop stewards for their commitment and effort this past year.

Many of you are new in this position and have had many challenges and difficulties to overcome this year and many more still to overcome next year.

Please stick with it and as you gain more experience in the position you will become better placed to deal with the many issues and challenges that confront you.

Experience in this game is paramount and comes from the interest and commitment that you show towards the position and the positive attitude that you have towards the membership at large.

Very special thanks must be given to all those shop stewards who took up the challenge for the very first time and represented our members at disciplinary hearings.

Well done to all of those who have conquered their fears in this daunting challenge.

Knowing that you performed to the best of your ability is all that the members require.

Special thanks must also go to all those shop stewards who went the extra mile by being away from home or having to conduct such related duties after hours and in your own time. It is very much appreciated by me and the members - well done.

Please also share my appreciation and thanks with your families for allowing you to have made such sacrifices on behalf of this union.

Very special thanks must also go to those members and individuals who are not shop stewards and who helped out and assisted UTATU SARWHU whenever they could. Thank you - it is very much appreciated.

To all our members, shop stewards, chairpersons and secretaries thank you for your contributions over the year and to your families for allowing you the time to do so.

I take this opportunity to wish all our members and their families a very merry Christmas and to have a very prosperous and happy new year.

Thank you all for your support.
John Short



Henk Smith

We are nearing the end of 2013. Allow me to thank each and every member, new and old, for belonging to the best union in Transnet.

UTATU SARWHU is the biggest union in Transnet. That said, a very big thank you to all our FTURs, Exco and HQ staff for the hard work that was done to grow UTATU SARWHU.

Coming to the end of the working year, for those lucky enough to go on holiday enjoy, travel safely and come back well rested to take on 2014. For those who have to stay and work, please work safe.

I wish all of our UTATU SARWHU members, FTURs, my fellow Exco members and our dedicated HQ staff a merry Christmas and a prosperous 2014.

Last but not the least, to our heavenly Father for strength, to my family for the support you guys and girls gave me.

Henk Smith



Brian Davids

Christmas is full of shiny things. That sparkle, gleam and glow; these holidays pleasures dazzle us, and yet, deep down, we know that Christmas has its special gifts, but our year-round joy depends on the cherished people in our lives, our family, special ones and our friends.

To look back for the year 2013, was having special moments and even horrifying moments such as when we have lost loved ones (family members, husbands, wives, children and people close to us). On the other hand our beloved union has celebrated its first anniversary of the amalgamation in June 2013. Our membership has grown month by month in all the business divisions; surely that is a sign of a well-organised union that is well managed. So we can continue on the milestones that we have achieved, but all the glory goes to our heavenly Father.

A special thanks to my loved one and sons, James and Jason Davids, who always understand when duty calls as well as for their undivided support. Also to those loyal members for their continued support. Please note that it is well appreciated.

To those loyal members who have to keep the train wheels rolling over the festive session, please do it safely. Those loyal members who go on holiday enjoy it! And please drive safely.

Hope you have a blessed festive season and a prosperous 2014.

UTATU SARWHU greetings!
Brian Davids



Dan Khumalo

To the UTATU SARWHU members and their families not forgetting the still undecided members:

One needs to reflect on the 2013 season. It has been a challenging one but we need to learn from where things didn't go well. I wish you all a wonderful festive season and let the Almighty God protect you all so that we can start 2014 together and in high spirit. I hope when one reflects on what transpired then one will be compelled to reflect on the poor union leadership that cost employees big, who can forget the PRASA issue, the recent Transnet strike, so colleagues I hope that 2014 will be a successful year and pray that the Almighty God can continue to give us strength in dealing with your issues. I love you all and let the Galatians 5:13-15 manifest in you. Stay blessed.

Dan Khumalo



Martha Mosolloane

Wishing everyone at UTATU SARWHU a merry Christmas and a fantastic 2014, Exco, FTUR and staff, 2013 was a better year for us all. Let us be united and work together and make 2014 a great year for all. God Bless. Viva UTATU SARWHU vivaaaaAaAaaaaaaa!

Martha Mosolloane ■

Clearer policies needed to aid workplace sobriety

UTATU SARWHU deputy general secretary, Eddie de Klerk, urges members to be upfront about their substance abuse problems. He has also called for employers to have clearer policies on dependency issues as their first step to achieving a sober workplace.

"Don't wait until a hearing to suddenly announce that you have a substance problem and need help," Eddie cautions employees. "As the following case study illustrates, that could be too late and you could lose your job."

Hearing appropriate if employee didn't divulge dependency problem:

An employer who is faced with an employee who is under the influence of alcohol in the workplace may, in the absence of satisfactory evidence from the employee that he/she has an alcohol dependency, proceed to a disciplinary hearing for misconduct.

The fact that the employee subsequently claims during the hearing to have an alcohol dependency problem is no absolute bar to dismissal for misconduct. If, however, the employee can provide suitable evidence - or has

previously approached the employer with a dependency problem - then the employee must proceed by way of an incapacity inquiry.

In the recent case of Superstone Mining vs Kuebu and others, the court addressed the issue of misconduct and incapacity which arose in the context of alcohol abuse.

The employer, a diamond processing business, dismissed an employee for misconduct as a result of him being intoxicated while on duty. The employer has a strict alcohol and drug dependency policy with a zero tolerance approach to alcohol abuse.

The employee was aware of this policy. However, upon being called before the disciplinary inquiry, the employee alleged, for the first time, that he had an alcohol dependency problem.

The chairperson dismissed the employee for misconduct. The employee then approached the Commission for Conciliation, Mediation and Arbitration.

The commissioner found that the key question was whether the

employer should have continued with the disciplinary inquiry in the face of the employee's claim that he had an alcohol dependency problem.

The commissioner found that the hearing should have been postponed so that the possibility of rehabilitation could be investigated and consequently ruled that the employee's dismissal was unfair.

The matter was taken on review to the Labour Court. The court disagreed with the commissioner's finding that the dismissal was unfair, stating that it was accepted law that where a policy is in place, it falls upon the employee who has an alcohol dependency problem to make use of the employer's assistance scheme.

In addition, the court found that an employer did not have the duty to treat an instance of alcohol-related misconduct as incapacity where there was no evidence of such incapacity.

The court emphasised the importance of maintaining safety within the workplace. If an employee failed to approach the employer for assistance with his/her alcohol dependency or



failed to provide evidence of it, the employer was entitled to proceed by way of a disciplinary inquiry for misconduct if the employee was found to be under the influence of alcohol in the workplace.

Says Eddie de Klerk: "This case confirms the importance of having in place an alcohol and drug dependency policy which is known to all employees." ■

Transnet's race bias challenged

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UTATU SARWHU wants Transnet to explain why it has ignored the national transformation standard of an 80% black to 20% other races ratio in its choice of candidates for apprentice training.

Of the 981 candidates selected by Transnet for apprentice training, 93.9% are black, 4.3% Coloured and a paltry 0.9% each Indian and white.

"As the national transporter, Transnet needs to be more scrupulous than most about giving each race group a fair showing in its structures. Its selection of apprentices has failed to do that by far. Quite frankly, the bias it has shown is worse than a failure - it smacks of the apartheid mentality this country is trying to escape," says UTATU SARWHU deputy general secretary, Eddie de Klerk.

"We want Transnet to explain why it has acted in this manner and what

it is going to do about correcting the situation.

"Although a reasonably healthy 30.6% of the apprentices selected are female - that's not a bad figure for this stage of the move towards gender equality - here again, Transnet's race bias was evident: 295 of those female apprentices are black, five Coloured and one Indian. No white females were selected to be trained as apprentices.

"We are not prepared to accept any arguments about insufficient suitable candidates coming forward from any particular race group," says Eddie. "As the Government's direct representative and the national carrier, it is Transnet's duty to get its race balance right. Therefore, it should have looked harder for candidates in the under-represented race groups, or held the training posts open until the right candidates were found." ■

Bombardier pay talks await Berlin decision

The 2014/15 pay talks, the first full pay negotiations between UTATU SARWHU and Bombardier - the firm which gives the Gautrain its technical back-up - were put on hold early in November to give the South African arm of the company the opportunity to confer with its Berlin parent company.

At that stage, the company had not yet reacted to the union's call for a 13% increase to salaries and the Sunday time, nightshift, standby and maternity allowances plus an increase in its paternity leave from three to five days.

"The company has a lot of ground to make up," says UTATU SARWHU deputy general secretary, Neels Haasbroek, who is putting the workers' case. "Last year they received only a 6% increase and their salaries and other conditions remain about 25% behind those of other Transnet technical workers."

"A problem facing both the SA management of Bombardier and the union is that the parent company, which owns operations in Germany, Switzerland and France, does not yet seem fully familiar with South African employment conditions and

technology is having a huge impact on jobs and on the way we do things - almost daily we are seeing new technologies that are either changing the way we work or taking over production from people, says UTATU SARWHU deputy general secretary, Eddie de Klerk.

"It is little wonder that workers are confused and frightened by change," says Eddie. "Transnet says its people are its greatest asset. If

costs," says Neels. "A 6% increase might be a good one for workers in Switzerland who already enjoy competitive salaries and who are functioning in a low inflation environ-

ment. But it is far off the mark in South Africa.

Transnet is true to its word, it will take its workers into its confidence to answer these, and other, questions:

- We are seeing robots take over our jobs in some areas. Is that going to be an ongoing trend? How worried should we be?
- What other technological advances are imminent?
- What is expected of us?
- How can we keep pace with change?
- Is Transnet prepared to arm us

budget to R136-million.

"But our other concerns about Sentrarand as a venue persisted. In addition to it being an unappealing location for the trainee security staff, placing the training school there could complicate accommodation availability and costs for those rail staff already there."

"Marius Bennet, who heads the Transnet Security Department, has been co-operative. He is presently looking at the possibility of converting the old Avion Park recreation club in Kempton Park.

"In this union's view, that will make a far better facility for the security trainees. We are hoping that the Avion Park venue will prove suitable." ■

Transnet needs to share the future with its employees – UTATU SARWHU

with the re-training needed to enable us to cope with change?

"These are questions that need answers," says Eddie. "Transnet's workers are not against technological advances - they recognise them as inevitable. But they do expect to be given the opportunity to anticipate change, to be trained on how to cope with it and to be re-trained for the new ways of working that will be the result of technical advances." ■

arise, will be communicated to our Bombardier members by SMS, circular letters and other means." ■

Mid-term budget approved

The Federation of Unions of South Africa (FEDUSA) has issued a largely supportive 34-page analysis of Finance Minister Pravin Gordhan's mid-term budget.

The Federation welcomed:

The overall focus on the implementation of National Development Plan initiatives.

The wide range of measures leading investment such as the rail and road logistics.

The special economic zones framework introduced.

The increased vigilance being exercised by the Department of Foreign Affairs.

The measures supporting industrial growth.

It further commended the Minister's financial discipline and his undertaking to introduce a Youth Employment Scheme in his 2014 budget.

FEDUSA supports the Minister's view that there is much to be gained from more effective partnerships and co-operation between government, labour, business and civil society. The Federation stresses the necessity of speedy but thorough social dialogue processes in NEDLAC to strengthen government performance and to create an enabling environment for investment, enterprise development, employment creation in the private sector, spending on infrastructure for quality education, health and social assistance.

The Federation's budget analysis proposed that the social partners meet in NEDLAC and urgently confront the constraints and obstacles preventing higher inclusive economic growth and employment creation. To this end it highlighted the needs for:

The peaceful resolution of labour disputes in the mining and manufacturing sectors by strengthening collective bargaining and bargaining councils.

The future development of the mining and manufacturing sectors and additional foreign direct investments to support labour intensive employment creation.

Addressing the gaps in the social wage and working conditions, the implementation of a national living wage; greater inclusivity and a new dispute resolutions process to deal with lengthy labour disputes.

Investing in freight capacity to support faster movement of goods and directly confront the bottlenecks in logistics within the region and the rest of the world.

Improve pricing, high profit mark-ups, the exclusion of the SMMEs entrance into the economy by larger enterprises, efficiency and competitiveness in the economy and at ports.

The manufacturing sector's need to modernise and invest in new production processes, supported by research and development to make the country globally competitive.

Develop the clothing, textiles and leather competitiveness programme; to add value to the agriculture sector that will ensure rural economic development through partnership

with SMME and large producers.

Tariff protection in response to unfair trade practices by importing firms and exporting countries that seek to undermine employment creation in South Africa.

Supporting the motor assembly and motor retail and parts through grant-based incentives and tax offsets on condition that the sector supports more intensive local labour creation and additional investment.

Introduction of designated products for local production and employment creation through the government procurement policy.

Broadening support and access to finance and services for SMMEs and historically disadvantaged groups in the country.

The Fedusa report expressed concern at the lack of competition in the manufacturing and services sectors of the economy and called on the government to embark on a process to provide support for emerging enterprises to ensure fair competition for all South Africans. The Federation supports the proposal to strengthen the Competition Commission to confront the challenges of anti-competitive behaviour and collusion.

'South Africa can only overcome the various challenges in the economy if all role players work in the same direction behind a common vision,' said the report. 'Although lessons can be learned from overseas experience, countries differ from one another and every country should work out what is best for itself as a whole. It is, however, interesting to note that in countries where they have lifted their educational and training levels, the country performs well in the global environment.'

'A case in point is where Singapore, a small multi-cultural country, used the development of human capital investment as their engine of growth and where the ability of the government to successfully match supply with demand of education and skills is a major source of Singapore's competitive advantage. Other elements in its success include

a clear vision and belief in the centrality of education for students and the nation.'

Fedusa's far-reaching report focused on other aspects of the national economy and offered guidelines for the way forward.'

Fedusa welcomes scrap metal embargo

FEDUSA has welcomed the judgment of the North Gauteng High Court to dismiss the application of the Metal Recyclers Association of South Africa (MRA) to interdict the implementation of government's new scrap metal export regulations with costs.

The MRA's application was opposed by the Minister of Economic Development and the International Trade Administration Commission (ITAC), as well as the National Union of Metal Workers of South Africa (NUMSA), the Minister of Trade and Industry and the Minister of Water and Environmental Affairs.

The new guidelines force exporters of scrap metal to first offer scrap metal to domestic foundries, mini-mills and secondary smelters at 20% lower than international prices, before standing a chance to qualify for the required export permit.

It is believed that the judgment will counteract the serious decline in the local foundry and scrap processing sector which resulted in over 10 000 job losses, the loss of revenue and enterprise opportunities.

"We welcome this judgment. We believe that the Court's decision will help to stimulate the local steel industry and create decent jobs," said FEDUSA General Secretary, Dennis George. "The ruling reaffirms the aims of initiatives like the New Growth Path and National Development Plan to re-industrialise the country's economy and create jobs. It is important for the social partners to use the new framework to rebuild the steel manufacturing industry - including the foundry sector - create more jobs and strengthen government's R1 trillion national infrastructure build programme." ■

Labour acts to boost female leadership



Maria Chonco

UTATU SARWHU's Maria Chonco and Faith Modutwane were amongst the women leaders from the four federations which met recently at a 21 to 24 October seminar at Intundla to promote transformational leadership for women. The four-day seminar was sponsored by the International Trade Union Confederation (ITUC) in partnership with the International Labour Organisation (ILO), Labour Research Services (LRS) and Akina Mama wa Afrika (an International Pan African non-governmental development organisation for African women).

Key aims of the seminar were to



GLOBAL

Global transport Round-up

Transport unions call for new thinking from international labour movement

Delegates to a conference at the International Transport Federation's London headquarters have this month (November) called for new thinking from the global labour movement and a focus on the 'real employer.'

Delegates organising in strategic locations heard from a panel of logistics industry specialists and academics during two days of debate, analysis and workshops. Together they examined the state of the industry, the impact on labour of buyer-driven or producer-driven supply chains, and national and global union responses to the logistics revolution.

Transport firms are seldom the most powerful actors in supply chains, the experts stated. Now it is the big manufacturers, like Boeing, and the big retailers, like Walmart or Ikea, who drive the agenda, the meeting heard.

ITF acting general secretary, Steve Cotton, affirmed the ITF's commitment for a cross-sectoral approach to its work, while guest speaker, Sharan Burrow, the ITUC's general secretary, highlighted the need for unions worldwide to face the challenges of this rapidly developing industry head-on. Global union federations and the ITUC (International Trade Union Confederation) are ready to work closer, she stressed.

The meeting concluded with a strong call to work in new ways so that a re-focused labour movement can face the challenges and take advantage of supply chain developments.

Britons protest against rail privatisation

British railway workers held protests at over 30 UK rail stations on 4 November to mark the twentieth anniversary of the Railways Act, which paved the way for the privatisation of the UK's rail network.

The protests, which were organised by the Trade Union Council's Action for Rail campaign, highlighted how rail privatisation has failed to deliver for rail users and taxpayers on a number of key tests:

Value for money - research carried out for the TUC by the Centre for Research on Social-Cultural Change (CRESC) at the University of Manchester shows that train operating companies are entirely reliant upon public subsidies to run services.

Affordable fares - twenty years on from rail privatisation the UK also has the most expensive train fares in Europe, with average ticket prices rising nearly three times faster than

collectively strategise on women leaders' empowerment and to develop the federations' mentorship programmes for young women leaders.

The training was co-ordinated under the theme: 'Exploration of

wages since the recession.

TUC analysis shows that some season tickets have increased by over £1,000 since 2008.

Additional investment - the average age of trains has risen since rail privatisation, from 16 years in 1996 to 18 years old today. Just £1.9bn was spent on rolling stock between 2008 and 2012, compared to £3.2bn between 1989 and 1993 (the four years before privatisation).

Over 90 per cent of new investment in recent years has been financed by Network Rail (the taxpayer-funded body responsible for rail infrastructure), and comes mainly from taxpayer funding or government-underwritten borrowing, according to CRESC.

Separate research carried out for rail unions shows that rather than reducing costs, rail privatisation is costing taxpayers £1.2bn a year as a result of fragmented services, higher costs of borrowing and money leaking out of the service in the form of profits and dividends.

Violence against women still an industry issue worldwide

Violence continues to be a major issue for women transport workers worldwide, says a report on the International Transport Federation website. Over the last few years more affiliates have reported incidents of physical, emotional and sexual violence against women members.

As part of its campaign to encourage workplace activity to confront the issues of violence at work in public transport, in 2009 the Inland Transport Sections developed a survey for women road transport and railway workers. Unions in 19 countries, representing women across the urban passenger transport industries from bus and taxi drivers and light train operators to accounts clerks and customer service agents, participated in the survey.

From the information received, it is clear that violence at work is a key issue that affects women transport workers and occurs in every region. Incidents include verbal insults and threats, inappropriate advances and touching; physical attacks; intimidation and stalking.

Cases of violence and sexual harassment can be carried out by colleagues, managers, passengers and members of the public. Women in all sectors of public transport - whether they are in administrative roles or operational functions - have experienced violence and/or sexual harassment, and many reported having experienced several incidents.

personal mastery and introduction to individual leadership within the context of one's work.' The training explored ways to accelerate the process of promoting women into

Continued on page 16

UTATU SARWHU DIRECTORY

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TRE Traction Durban	Chairman	VACANT	–	–	–
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Secretary	Rob Lottering	043 700 4233	083 409 8688	043 700 4575	bugle@mweb.co.za
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Cradock	Chairman	JR Erasmus	049 802 8224	049 842 1426	Basie.Pain@transnet.net
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East London	Chairman	VACANT	–	–	083 500 5317
	Secretary	T Slatsha	043 700 4573	043 700 4329	–
Mid Karoo	Chairman	B Faltein	–	–	073 374 5041
Mossel Bay	Chairman	Marius Prinsloo	044 604 6236	044 604 6209	BepVoor@transnet.net
	Secretary	VACANT	–	–	084 582 5932
Port Elizabeth	Chairman	FJ Mdyogolo	041 505 5204	–	–
	Secretary	D Vingqi	041 507 2643	041 507 2645	078 605 3617
Port Elizabeth	Chairman	Wynand van Tonder	041 507 5204	041 368 2793	Wynand.vantonder@transnet.net
	Secretary	Edwin Godfrey	041 507 5167	041 507 5006	Edwin.godfrey@transnet.net
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	Secretary	Keith Hoffmann	043 700 2068	043 700 2044	Keith.Hoffmann@transnet.net
Maritime Nqgura	Chairman	C Damons	–	–	084 289 2698
	Secretary	P Louw	–	–	Pedro.Louw@transnet.net
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Deputy Chairman	L Bamba	–	082 708 6264	–	–
Secretary	L Gantsho	021 940 2036	078 368 5595	021 940 2899	–
Treasurer	L Gova	021 449 4288	078 556 1432	–	–
Gender Coordinator	K Mpote	–	079 061 1627	–	–
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Beaufort West	Sakkie Janse van Vuuren				

UTATU SARWHU DIRECTORY

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Secretary	D Mokasi	–	–	–	denzomokazi@gmail.com
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Secretary	Kamo Kumalo	011 584 1120	–	–	gladson.mkhabela@transnet.net
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Secretary	DP Mkhize	–	–	–	079 081 7767
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Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223	–
Vice-Secretary	M Gouws	053 838 3140	–	053 838 3245	–
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Secretary	KD Elman	053 632 8239	–	053 632 8237	073 317 6659
Coligny	Chairman	VACANT	–	–	073 626 1072
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Secretary	T Machewane	–	–	–	083 389 3638
Mafikeng	Chairman	M Mokoena	–	–	073 3660251
Secretary	Lebogang Thomas	018 381 9250	018 381 9295	–	079 984 6081
Northern Cape	Chairman	Songezo Joseph Xesi	022 703 3424	022 703 3422	Mtp2my@ymail.com
Secretary	–	053 838 3013	053 838 3251	–	072 754 7547
North West (Klerksdorp)	Chairman	AT Greeff	018 406 2047	018 462 1171	Yardmasterkimberley@transnet.net
Secretary	HA Schoeman	018 406 2047	–	–	082 854 9606
Postmasburg	Chairman	JA Mostert	053 313 7241	053 313 7214	Johannes.Mostert@transnet.net
Secretary	DCR Swart	053 313 7262	053 313 7206	–	083 388 1569
Sishen	Chairman	K Gaetswe	053 313 7210	053 313 7206	–
Secretary	D Seetelo	022 703 3425	022 703 2350	–	082 040 9903
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Secretary	AT de Jager	053 723 9218	–	–	073 149 2274
Upington	Chairman	VACANT	–	–	–
Secretary	M Phillips	054 338 3437	054 338 3340	–	Margorie.phillips068@gmail.co.za
Warrenton	Chairman	FP van der Merwe	053 494 3236	053 494 3223	082 821 7535
Secretary	JF van der Merwe	053 494 3236	–	053 494 3223	083 791 2563
Warrenton	Chairman	M Kwenampe	053 4943236	053 4943223	–
Secretary	K Lithebe	053 838 2225	053 838 2248	–	083 9478470

Area 7 – Gauteng North (Pretoria)

POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
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Vice-Chairman	Owen				

UTATU SARWHU INFO GUIDE



STOP ORDER

Please print clearly

Complete all fields

TITLE: _____	INITIALS: _____	SURNAME: _____
FIRST NAMES: _____		I.D. NUMBER: _____
EMPLOYEE / SAP NO: _____		OLD PENSION NO: _____
TEL: (H) _____	(W) _____	(FAX) _____
(CELL) _____	(E-MAIL) _____	
POSTAL ADDRESS _____	POSTAL CODE: _____	
CENTRE/ DEPOT: _____	JOB TITLE: _____	

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

• I, THE UNDERSIGNED, HEREBY AUTHORIZE THE RELEVANT COMPANY AS INDICATED IN THE TABLE BELOW TO MONTHLY DEDUCT THE AMOUNT AS CALCULATED PER THE ABOVE FORMULA FROM MY SALARY, AND TO PAY THIS AMOUNT TO UTATU SARWHU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail	TPT	Transnet Freight Rail	Bombela
PRASA - Autopax	TNPA	Transnet Properties	Bombardier
PRASA - Shosholoza Meyl	Transnet Capital Projects	Transnet Corporate	Mega Express
PRASA - CRES	Transnet Engineering	Transnet Pipelines	Risk Pool

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

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

NOMINEE FOR DEATH BENEFIT

I, the undersigned, hereby nominate and appoint:

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

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

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

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL: _____

BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE _____ ENROLLER'S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

Hidden name competition

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

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

UTATU SARWHU Hidden Name Competition
PO Box 31100,
Braamfontein, 2017

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

Phone numbers to know

Voetplaapark –
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 20008303

Area 7 – Gauteng North (Pretoria) Continued

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Witbank	Chairman Secretary	VACANT				

2014 an important year for Govt's social plan – and for us

46368

By George Strauss, the president of UTATU SARWHU, who is a Trustee of the Transnet Retirement Fund and who is considered by many to be the labour movement's foremost authority on pensions.

We can all breathe a collective sigh of relief in the knowledge that government has had the good sense to abandon the idea of trying to introduce a comprehensive social safety net along the lines of those which the European countries have enjoyed since World War 2. Had it managed to do that by 2008, our country – and most of us – would now be bankrupt.

The fact is that with 54-million people to provide for, and with only a fraction of them working and paying taxes, South Africa does not have the resources for such a scheme.

Countries which did once have such resources – Greece, Italy, Ireland and Portugal – have now been plunged into deep debt by their welfare schemes. Even mighty Great Britain is battling and, the actuaries tell us, has little hope of sustaining its current pension and health care levels for much longer.

I repeat, we must be thankful that our government has desisted from tying such albatrosses around our necks.

What the government is now trying to do for the benefit of South Africa's citizens and the country is clean up our over-traded pensions industry to create leaner and more effective pension plans.

That does not mean that it is trying to take over our pensions industry or to get the State to do what private schemes can do better. On the contrary, it wants to remove the many weeds clogging our pensions garden. In so doing, it needs our full support.

What are the weeds that are clogging our pensions garden? South Africa presently has 2 700 pension plans and most of them exist for the companies that run them – not for the future pensioners they are claiming to support. If that sounds harsh, take a look at these facts:

Some of those schemes take in only enough money to pay the

salaries of their principal officers and trustees.

Others will never come close to being able to pay their members the returns on their investments that they need and which they are expecting.

Having 2 700 funds – each with its own administrative costs and executives to pay – is diverting huge amounts of money away from their intended targets – the workers who

drive home the point, cases where members who are going on pension are paid out only around half of what they put into their scheme are becoming more frequent.

What SA needs are fewer schemes, each with more contributors and more proficient money managers. That is where government is trying to take us – and that is where we workers need to help it get us.

As those following the current Nedlac debate on the Social Plan will be aware, achieving that goal is not going to be easy. There are many conflicting interests and much ignorance clouding the way forward.

Despite these obstacles, considerable progress has been accomplished. Government has already published its five reform guidelines which can be summarised as:

- Enabling better incomes in retirement, i.e. by engineering a system in which pension schemes have better resources, options and skills.
- Pension preservation, portability and governance – the need for workers to continuously save for retirement to ensure that they have enough money to sustain them during their post-productive years (more about this later).
- Incentivising non-retirement savings – looking at the best investment options.
- Improving tax incentives for retirement savings (see below).
- The cost of retirement funding which aims at improving pension investments by ending the multiplicity of funds, and weeding out those funds which exist more for the benefit of their owners than for those they claim to be serving.

Further announcements on the taxation of retirement savings are imminent, probably as soon as March when Pravin Gordhan presents his next budget. UTATU SARWHU believes that it is imperative that the Minister consults with this union and with the rest of labour before taking any decision in this regard. There are anomalies that need sorting out and new ideas that might benefit the Minister's plans.

Reforms which UTATU SARWHU would press for would inter alia be for government to:

- Have only one Pension Fund Act.
- Withdraw – or drastically reduce – its taxation on retirement savings.
- Put an end to the multiplicity of funds.

Our own industry comes into question in this regard. The Transnet Retirement Fund is one of the country's three largest pension funds and arguably its most stable and best-managed fund. Why then is Prasa seeking to establish a separate pension fund? How can that possibly work to the optimum benefit of the employees who will be financing that fund?

Pension preservation is essential

We are all aware of how emotive the issue of pension preservation is. Worker mistrust on the matter goes back to the apartheid era when those in positions of authority were workers' enemies.

Those workers in industries which are vulnerable to retrenchments – the garment, footwear and agricultural industries, in particular – have historically needed to access their retirement savings when they have been laid off to keep body and soul together.

Real and understandable though those fears are, we are now living in a new world: a world in which the government belongs to the people; a world in which people are living ever longer; a world that needs to make its older citizens financially viable to avoid having their poverty sink the economy.

Those issues are not the government's problem. They are our shared problems. And together we have to find the solutions.

We are all aware of individuals who changed jobs several times and who – because there was no pension preservation – ended up with nothing, or next to nothing.

This country already has too many such examples. Too many people who should be economically viable are now drawing on the State pension, thereby adding to the national tax burden and preventing the State from improving the lot of the poorest of the poor.

We need pension preservation for our own sakes. Let me put it this way: if you were walking down the street and met a frail old couple who were battling along, would you want to beat them up and make the rest of their lives as miserable as possible?

Of course you wouldn't. But that's exactly what those workers in denial about the need to save for their old ages are doing to themselves.

Similarly, you wouldn't want to steal from your children or disrupt their lives and make it difficult for them to raise their kids.

That is also what those who are not making adequate provision for tomorrow are doing.

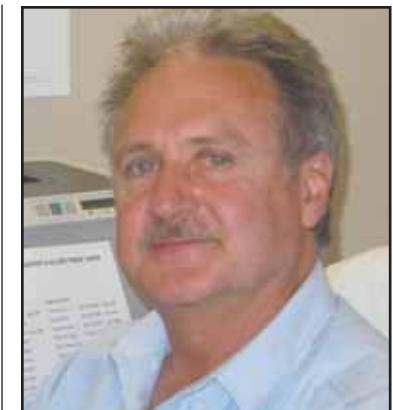
The bottom line for most of us is that there is a future – a longer future than most of us have been anticipating – and we are going to have to find ways of living through it.

There is good reason for optimism

Change understandably triggers fears. But as far as UTATU SARWHU members are concerned, there is little to fear.

Government has no plans to steal or freeze your pensions. On the contrary, it desperately wants more of its citizens to have the pension stability that we enjoy.

Even if the government did come with any plans that we considered disadvantageous to our members, UTATU SARWHU – being in the forefront of the social reform debate



UTATU SARWHU president, George Strauss.

– would be in a position to give them advance warning thereof.

Now that it has been brought into the open and placed under scrutiny, the country's pension fund industry cannot get any worse than it is at present. But it can get a whole lot better. That is going to happen – and it is going to happen soon, most probably by 2016.

When that happens we will have:

- Eliminated the non-viable funds that are wasting their members' money.
- Instituted qualifications and training schemes that will raise the expertise of pension fund managers and trustees.
- Instituted great transparency.
- Along the way, workers must expect to have at least a portion of their pension fund savings preserved until retirement age.
- That short-term pain will be balanced by the knowledge that they will be better provided for during their post-productive years.
- In touch with the latest pension developments

For approaching 30 years George Strauss has been in touch with pension developments on a global scale.

He attends meetings of the world's top pension fund administrators and is regularly asked to address them.

In June, he presented a paper on the South African pension situation to a meeting in Paris. Earlier this month, at the request of the pension fund administrators, he was back in Paris to present a follow-up paper.

"The challenge of shaping pension funds which can meet members' needs in the challenging socio-economic environment in which we find ourselves has become my passion," he told Labour Report. ■

Govt's statement on pension reform

The National Treasury, Fedusa and Cosatu have issued an urgent joint message on the Proposed Retirement Reforms and their Intended Positive Impact on South African Workers and the Economy.

Government's statement assures the public that there is no need for panic – Government has no intention of freezing pensions or taking them over.

Government's statement echoes the assurances that UTATU SARWHU has been giving its members.

Through Nedlac, UTATU SARWHU is in the forefront of shaping the State's approach to pension reforms. As recently as 20 November 2013 Olana Makhubela, chief director

of financial investments at savings at Treasury, attended the union's Executive Committee meeting to brief the union on the latest developments and to take note of shortcomings in the plan that the union wants government to attend to.

UTATU SARWHU, Fedusa and Cosatu are supporting Government's approach to pension reform because it is realistic, reasonable, responsible and caring.

Pension reforms are essential for the worker's own sake because:

- The present system of pension planning/investment is not meeting the needs of working people.
- Our country has a surfeit of pension

plans whose interests are more their own administrative costs and profits than providing good results for their pensioner members.

- Life spans are lengthening. New approaches to pension planning and investment are essential to help working people to remain economically viable during their retirement years.
- Failure to adequately adjust to the new era will create a millstone for the national economy as well as for the generation in retirement.

The urgent Joint Message from the National Treasury, Cosatu and Fedusa reads:

The Government is proposing various retirement reforms with the aim of enabling workers to retire comfortably. There have been some concerns from the public that Government seeks to nationalise workers' pensions/provident funds or to prevent them from accessing such funds. The National Treasury, Cosatu and Fedusa would like to categorically state that there is no intention by Government to nationalise workers' pension/provident funds, or to prevent

them from accessing their money. Instead, Government is proposing important measures to encourage workers to keep their savings until retirement, and to convert some of these funds into income at retirement.

Workers should therefore not panic and resign to access their pension savings. As part of protecting workers' savings, it will also be an offence for employers who do not pay over contributions to pension funds.

Low Household Savings a Major Concern

South Africa's saving rate is low, especially from households. Saving helps households to retire comfortably and reduce excessive reliance on debt. It also enables people to afford large expected and unexpected expenses like paying for education for our children, for medical care and for

Continued on page 16

LETTERS

MEMBERS

Thank you for the help

I want to express my sincere gratitude and appreciation to John Short who represented me at my disciplinary hearing at Wentworth Diesel Depot.

John's manner in which he handled my case was very professional and outstanding. He has put in many hours to prepare for my case and he has spent a lot of time with me explaining the possible outcome and circumstances of my hearing.

The outcome was in my favour. Without the help, advice and honesty of John I don't know what would have happened in the end.

In my opinion he is an asset and a people's person who considers all aspects of the situation and advises you accordingly.

Well done, John for your help, guidance and assistance. Words cannot express my gratitude.

Stephen Bessenger

Deaths

SEPTEMBER

Carpenter E Member Richards Bay
Nkonyeni C Member Durban
Vanto M Member Cape Town
Khoza B Spouse Nelspruit
Julian B Spouse Pretoria
Brickhill Lw Spouse Cape Town
Mnyandu F Child Vryheid
Simelane Z Member Cape Town
Marashula J Member Germiston
Makhwathane T Member Leeuhof
Gogi M Member Johannesburg
Mokoena M Member Witsieshoek
Nkosi T Member Vryheid
Pretorius J Member Warrenton
Els H Member Pretoria
Kondla T Member Bloemfontein
Du Toit A Spouse Worcester
Brummer G Spouse Bloemfontein
Malidzi S Member Johannesburg
Swartz H Spouse Kimberley
Groenewald C Member Cape Town
September V Member Cape Town
Mokheseng M Member Johannesburg
Kekana E Member Pretoria

OCTOBER

Mthembu J Child Durban
Mhlongo J Child Richards Bay
Ayers J Member Richards Bay
Van Eck A Member Pretoria
Hlongwane G Child Pretoria
Behrendt P Spouse East London
Van van Rooy J Spouse Durban
Luvuno D Spouse East London
Vermaak F Member Polokwane
Oosthuizen N Member Johannesburg
Mdletshe B Member Empangeni
Matane B Member Cape Town
Wilson J Member Bloemhof
Grootboom D Member Port Elizabeth

Maselwa M Spouse Port Elizabeth
Hoffman J Spouse Pretoria
Matsini V Member Port Elizabeth
Fotini M Member East London
Shezi V Member Durban
Biyela G Member Empangeni
Kriel W Member Cape Town
Mthethwa S Spouse Estcourt
Leepo M Member Kroonstad
Khoza R Member Richards Bay
Grey C Spouse Durban
Pretorius W Member Kimberley
Zulu S Member Durban
Legoabe K Child Nelspruit
Daniels D Child Cape Town
Mbobo S Spouse Durban
Emmenis R Member Durban
Van Jaarsveld A Member Cape Town
Marcus A Member Cape Town
Du Preez G Spouse Durban
Mazibuko D Spouse Ladysmith

NOVEMBER

Tsatsi P Spouse Bloemfontein
Shongwe M Spouse Ermelo
Christie P Member Durban
Xulu M Member Richards Bay
De Bruyn R Member Durban
Mnguni M Member Johannesburg
Mamushiana R Child Pretoria
Groenewald J Spouse Noupoort
Mbele J Member Elandsfontein
Oberholzer N Member Pretoria
Wentzel C Member Ermelo
Ngcece L Member Durban
Du Plessis A Member Umbilo
Hlongwane A Spouse Ladysmith
Kangata N Member Johannesburg
Kruger Ds Member Klerksdorp
Mqadi Mw Member Durban
Magona Ack Spouse Cape Town
Mkhize A Child Richards Bay



After six years it's finally "cheers"

It's taken the local municipality six years to find the budget to clean up the tidal pool at Sunswitch Beach adjacent to Voetplaats Park – UTATU SARWHU's own holiday resort. But as the above pictures show, the good news is that they finally got it right and the pool will be ready for the Christmas holidaymakers. In the top picture that's ever-young Gert Minaar, the manager of Voetplaats Park (who was once a star train driver) with Sandy Pearson of the Sunswitch Port Tax Payers' Association, whose support helped us win our clean-up battle. ■

U/S Executive Committee shows way to Aids testing



Top labour and medical organisations such as the International Labour Organisation (ILO), the South African National Council on Alcoholism (Sanca), the Federation of South African Trade Unions (Fedsa) and UTATU SARWHU all agree that the best defence against HIV/Aids is to be tested for the disease. "If you test negative you gain peace of mind, and if you test positive you are able to start being medicated against the disease before it can undermine your health," says Eddie de Klerk, who recently underwent an HIV/Aids test himself and who arranged for members of the UTATU SARWHU Executive

Committee to undergo testing to show the way to their members.

"The good news is that the mysteries and stigma that surrounded the disease when it first surfaced are now things of the past. We know that HIV/Aids is a disease like any other and that it can be effectively

medicated – as we do with measles, whooping cough, polio, malaria and other diseases." Members of Exco have agreed to undergo testing.

As one of the few South African unions which has nothing to be ashamed of as regards gender equality, UTATU SARWHU has agreed to

be in the forefront of a pilot International Labour Organisation gender audit whose aims are to identify the roles being played by women in the SA economy and thereby to spur efforts to advance fair play and women's contribution to the economy. ■

Update your personal details now Competition

To motivate members to update their personal details, prizes were up for grabs to those who heeded the call. The competition ran from 1 September – 13 December 2013.

The competition offers monthly prizes up for grabs: A R1 000 Pick and Pay voucher

for the member that updates his personal details

will be won.

The winners of the first month's updates are:

R1 000 - Pick and Pay voucher - GJ Veldsman PRASA - Shosholaza

Meyl (Cape Town)

R500 - Pick and Pay voucher - P Davies Transnet Freight Rail ■

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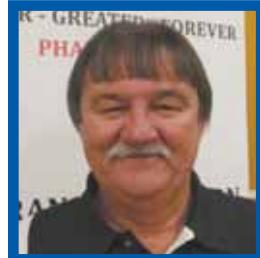
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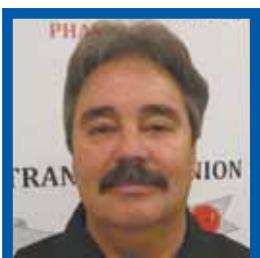


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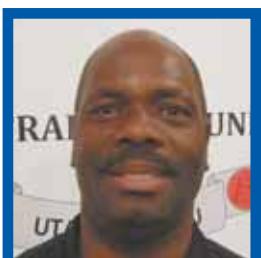
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Voetplaatpark is ready for the holidaymakers



Govt's statement on pension reform

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putting down a deposit for a house. Lack of savings can also encourage excessive indebtedness. That is why trade unions in our country were in the fore-front of establishing their own retirement funds going back in the 1980s.

Retirement savings are a very popular form of saving in South Africa. However, there are some challenges with them which require urgent solutions to enable all of us to retire comfortably. These challenges have necessitated the Minister of Finance to propose several key retirement reforms in his 2012 and 2013 Budgets. National Treasury has consulted, and will continue to consult, Nedlac and all other stakeholders on the reforms.

Encouraging Preservation to Enable a Comfortable Retirement

The first key problem is that the current system makes it too easy for workers to take their retirement savings as cash when they leave their employer or change jobs, even though they might not desperately need this money. This easy access to retirement savings means that individuals end up not having enough money for their retirement, because the money is not given sufficient time to grow. Government's latest proposals seek to encourage workers to keep (preserve) their money in the funds when they change jobs, and to allow some limited access on new contributions after the new rules. Government is not proposing that workers' retirement money be kept or saved or preserved with Government, but that they keep it with a financial institution or employer's fund. In addition,

workers will also have access to the money they have currently accumulated irrespective of the proposed new rules. This means that workers must not panic and rush to take out their money.

Encouraging Annuity to Enable a Better Income in Retirement

The second key problem Government is trying to help workers with is on the need to have a retirement income (annuity) once they are in retirement, instead of taking the entire accumulated retirement money as cash, as is the case with provident funds. Large sums of money are always tempting and end up being spent too quickly. This quick spending of retirement money leaves many workers vulnerable to old age poverty. Government's proposals seek to encourage workers, especially those belonging to provident funds, to take a major portion of their retirement money as an income, instead of a once-off large sum of cash.

All provident fund members will still be able to take all their accumulated or saved retirement money as a cash lump sum in retirement. The proposal of converting a portion of the retirement money into income at retirement will only apply to new contributions made by those who are younger than 55 when the new rules come into effect. This means that members who are 55 years and older when the new rules come into effect will be able to even take (new) contributions made after the new rules as a cash lump sum in retirement, as per the current rules. The equal treatment of pension and provident funds will simplify the tax and benefits system, and most importantly, result in workers, for the first time,

being able to claim a tax deduction for their own contributions into provident funds.

Enhancing Management of Pension Funds by Trustees

Government also wants to improve the way in which retirement savings are run and managed by trustees, to ensure that trustees always act properly and in ways which ultimately benefit the workers. In future, Government wants trustees to be suitably trained so that they can help workers with advice and guide them in using the appropriate retirement products during their working lives and when they are about to retire.

Enhancing Value for Pension Savings

Government is also engaging with the retirement industry to address some of the costs. High costs can contribute to lower retirement savings and therefore lesser money in retirement. Government wants the industry to prioritise the worker when it comes to retirement products and services since it provides significant tax breaks and benefits for workers who save for their retirement and will continue to do so.

Working Towards a Sustainable Prosperous Economy and Nation

Lastly, savings can stimulate higher economic growth and employment, and thereby enable a prosperous country. Together, as Government, unions, workers, employers and industry, we can make a difference to our lives and South Africa. ■

Labour acts to boost female leadership

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key leadership positions through structured development and mentoring but in the meantime building women leaders as agents of change.

"We participants committed ourselves to participate in all actions intended to expand, deepen, transform and inspire women to feel empowered and be able to maximise our own potential in unions, federations and across federations," Maria Chonco told Labour Report.

"Despite growing participation and representation of women in recent years and increased opportunities in labour markets, trade unions and federations, union women are significantly under-represented in key decision-making positions. They find themselves in deputising rather than leadership positions. Each federation has been challenged to develop an action plan which will be endorsed and supported by its internal and constitutional structures."

Fedusa Care and Share Programme

The Equity Forum will be supporting the Fedusa 16 Days of Activism Care and Share Campaign by participating in the following places:

On 4 December 2013, we will be at Noordgesig Secondary School, at Orlando East in Soweto. This school has about 1 350 children. Noordgesig School is attended by the majority of children who experience a lot of challenges in their lives. The teachers identified 150 children regarded as most needy children. Their ages are from 13 to 17 years. We will be also having an awareness of the importance of having a garden for vegeta-

bles and will be handing over the care and share packages, stationery, etc. We are hoping that our participation at this school will make a huge difference in their lives.

On 3 December 2013, we will sit in peaceful protest at the justice department in Pretoria to raise awareness of our No Violence against Women and Children campaign. We will also be delivering a signed petition.

"The Fedusa Participatory Gender Audit Workshop was held between 5 and 7 November 2013 as part of the 16 days of activism," Maria told us.

"To assist the process of conducting our internal gender audit as affiliates of Fedusa, we attended a three-day

Participatory Gender Audit facilitated by the ILO Bureau in Geneva. The Misa, Hospersa and UTATU SARWHU participants in the Geneva training are the ones who will be responsible for co-ordinating Fedusa's gender audit.

"Each team has four members - the focal person, the team leader and two members. The focal person will be responsible for co-ordinating the internal audits. The team leaders and members in the team will compile the report that will be sent to Fedusa who will send it to the ILO as part of the initial agreement between Fedusa and ILO.

"We at UTATU SARWHU have pledged to transform our women within the organisation to be aligned with the Gender Equality programme. ■