

NEWS

Read about the wage negotiations on page 3

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It is time to apply for a bursary
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NEWS

Do you know all your benefits?
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The Train the trainers were trained at UTATU SARWHU's head office.

Training will ensure best service

Henry Ford was right. A prosperous economy requires that workers be able to buy the products that they produce. This is as true in a global economy as a national one.

John J. Sweeney

UTATU SARWHU has proceeded with training for all its Trade Union Representatives (TURs) during August and September. "First we trained the trainers and then the newly-trained trainers trained the TURs. About 800 people will be trained by the time our programme has been completed," explains Eddie de Klerk, deputy general secretary in charge of the training.

According to Eddie the purpose of the training is to ensure that all TURs speak the same language, understand their roles and are able to give the union's members the best possible service.

These forewords by UTATU SARWHU's two presidents and its general secretary stress the importance being placed on the union's training.

The Financial Services Board (FSB) also came on board by providing consumer education to the

trainees. "The idea is that they will eventually provide this education to all our members," says Eddie.

George Strauss

It is indeed my pleasure to write a short message to our Trade Union Representatives in this TUR guide. You are the backbone of our union.

Because we are entering a new era with new challenges, we need to re-assess our policies and rules and regulations to maximise the advantages we can draw from a different economy and political culture.

I believe that to achieve their goals UTATU SARWHU trade union representatives need to equip themselves with the skills that will make them effective workers and leaders within the union and the wider society.

TURs are encouraged to use this guide to the best of their ability to ensure that our members

have the highest professional service and assistance.

Our major responsibility now is to share and spread our experience; to play an active and meaningful role by defining and communicating the political and economic conditions under which we can maximise our contributions.

Pholo, GMP

Training and Development is the pillar of every organisation. Its success also depends on the qualities of its broader family, i.e. its employees or, in our case, its members. It is for these reasons that, recognising the importance of its members, UTATU SARWHU is placing such a strong focus on.

Because they are the face of our union in the workplace and our members' first line of assistance in their time of need, it is vital that our TURs (shop stewards) be given the ammunition they need. Failure to adequately train them

UTATU SARWHU opens way to exciting growth opportunities

Employees in the various businesses where UTATU SARWHU are represented are rapidly realising the value, benefits and exciting growth opportunities created by the merging of Transnet's most professional and politically non-aligned unions.

"Our merger has come at the right time for those transport workers who want to be truly liberated," says general secretary, Steve Harris. "Rather than being partnered to all the negatives currently pulling down SA society – unemployment, shootings, abysmal service delivery, crime, corruption, a failing education system – they are welcoming the creation of a fully-focused professional trade union which can concentrate exclusively on improving their circumstances in the workplace.

"I can assure our members that their faith has not been misplaced. Using its independence, impartiality and considerable influence, UTATU SARWHU is already working to create a new era in which:

Workers' needs and rights are better serviced.

Companies like Transnet, Prasa, Bombela, Autopax and Mega Express have to declare their lucrative profits.

Worker rewards are more realistic. Production bonuses are fairly shared between workers and managers.

"No war can be won by untrained and ill-equipped soldiers. Therefore, to achieve these goals we are launching a massive training programme that will immediately produce 800 skilled UTATU SARWHU trade union representatives.

"We know that many of the people we train will be snapped up by management. Frustrating as that is, it is not necessarily a bad thing. At least management will be getting people who know and understand the worker situation. UTATU SARWHU will keep training more TURs until it has created the caring and efficient Transnet, Prasa, Bombela, Autopax and Mega Express that its members want.

"Along with our training will be our undiluted focus on recruitment and service delivery.

As UTATU SARWHU grows and becomes increasingly professional, its members will grow with it and go on to better things.

"It is these qualities and opportunities that make UTATU SARWHU such an exciting team to belong to." ■

would be like sending unarmed soldiers into a battle environment.

This unique, comprehensive and informative training manual equips Trade Union Representatives to handle all aspects of representation and discipline, will give them the skills, knowledge and confidence they need to handle such labour related cases as dismissals (misconduct and incapacity) and disputes and will afford them broader views of organisational and interest rights.

I hope and trust that you will enjoy the depth, knowledge and guidance it offers.

Steve Harris

Welcome to your important role

as an UTATU SARWHU shop steward. This TUR Guide – the result of your union's many years of experience – has been designed to help all of our shop stewards to:

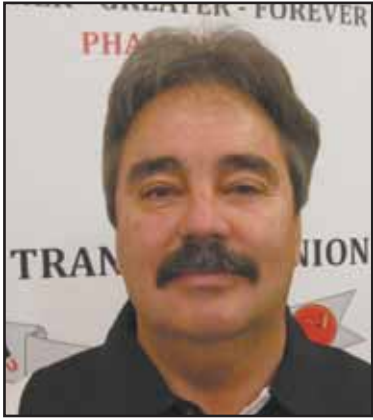
- Speak with the same voice.
- Effectively deal with members' queries and problems.
- Ably represent members at grievance and disciplinary hearings.

The more you use this TUR Guide, the better you will be able to serve your members.

We suggest, therefore, that you study it carefully and keep it with you at all times. ■

COMMENT

NEWS



Steve Harris

The workers who came together to form UTATU SARWHU have every reason to congratulate themselves. Together, they have created a rock of stability in a sea of turmoil.

To understand better what I am saying, look at the rest of the labour

movement. Almost everywhere you will see trade unions that:

- Are more interested in fighting one another than in serving their members.
- Spread their wings too far and end up falling far short of their promises.
- Cannot effectively manage their members' money or achieve clean auditors' reports.
- Have leaders who are feathering their own nests.
- Are divided by internal power struggles.
- Spend their members' money on patching up their legal blunders.
- Have become the lackeys of politicians who make promises they will never deliver.
- Have bought into business and developed management mindsets.
- Make their members do their work for them.

- Put race ahead of reality.
- Follow grandiose dreams that are bad for their members, bad for business and bad for job creation.
- Are doing too little to fight crime, poverty and unemployment.

What makes UTATU SARWHU so stable and focused and an exception to this grim scenario?

The answers are many.

For a start, your union is run by you, its members – hard-headed, experienced individuals who know how to create and sustain a member-driven union that offers real service; how to balance their books; how to employ the right people and get results from them; how to spread commitment, action and experience to every corner of the union's activities and do what needs to be done to get the desired results

from disinterested – and often dishonest – bosses.

In short, UTATU SARWHU is being run by focused individuals who represent all races and most skills; who do not take their eye off the ball and don't dilute their efforts or their members' resources.

Solidly as we stand and achieve, we are still just at the beginning. Given our unity and determination we can grow to become an even bigger and more influential trade union.

Close reading of this issue of Labour Report will reveal that we are already working to fulfill these goals. The more co-workers we can bring on board, the sooner we can get there. That is why we reward those members who help us expand our numbers and influence.

UTATU SARWHU has embarked on an extensive training programme that will help its mem-

bers to become more effective union members and representatives. We recommend that members who have access to that training make use of it to advance their union's cause and their own careers.

And good luck with your recruiting. If you meet with resistance, refer to the 12 union shortcomings listed above. Being able to show that none of those negatives can be laid at UTATU SARWHU's door will help you to put your point across. ■

Steve Harris, general secretary, has undergone an operation on his neck and will be out of the office for six weeks. All went well and he is doing fine. In the meantime you can address all your queries to any of the other secretariat listed on page 15 of Labour Report.



17159

Pieter and Neels take the bus

To get a first-hand feel of the conditions and problems faced by his members, UTATU SARWHU secretaries, Pieter Greyling and Neels Haasbroek, recently took the City-to-City bus to Cape Town and a Translux back to Johannesburg. "I enjoyed the experience. It was interesting to live through bus driver days. You get to understand their problems, frustrations and challenges," he told us.



Neels Haasbroek, Shadrack Mbobo, Tshepo Cindi and Pieter Greyling in Cape Town.



Tshepo Cindi and Mr Maluleke in the bus.

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

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UTATU SARWHU launches new bid to counter Transnet's disregard for business ethics

In 2008 Transnet signed an Outcomes Based Modular Learning (OBML) plan covering the circumstances of its artisans. Almost four years later – despite the disputes declared along the way – the agreement had not been honoured.

Then, in the summer of 2011, control of Transnet's affairs was passed on to Brian Molefe and Malusi Gigaba, the new CEO and the Minister of Public Affairs.

When the two men took office pledging their belief in fair play and the value of the company's workforce, they fostered new hope that the agreement would finally be implemented.

But almost two years on, they have done nothing to erase Transnet's blot of shame.

Despite their declarations of intended fair play, and despite continued pressure from UTATU SARWHU, and more disputes, neither man has made any move towards honouring Transnet's agreement to improve the circumstances of its artisans.

Says UTATU SARWHU general secretary, Steve Harris: "Their neglect poses the questions:

What must the workers do when they find their managers' promises as worthless as dud cheques?

How can workers take management calls for greater integrity, productivity and loyalty seriously when their leaders display none of those qualities?

"UTATU SARWHU has a clear message for Messrs Molefe and Gigaba. Their company has signed a

valid agreement. No matter how much time and decency they are prepared to waste, that agreement will ultimately be honoured – UTATU SARWHU is going to see to that.

"To give Transnet another chance to clean up its mess, we gave it until the end of July this year to comply with its agreement. One would have expected intervention from the CEO by this time. But none has been forthcoming. Therefore, UTATU SARWHU is going to press ahead with a new dispute.

"No matter how many disputes we have to declare, we will ultimately secure our members the deal they were promised, and which they deserve." ■

Another employer group in U S's membership

Megabus Coaches is a division of Unitrans. "The bus drivers approached UTATU SARWHU with the request that they want to join our union," says Pieter Greyling, deputy general secretary.

This category workers transport commuters for the Gautrain to and

from various stations.

"After engaging with the workers and a vigorous drive in recruitment, it was confirmed that we reached the threshold of 50% + 1, that is the requirement set by the LRA to obtain organisational rights at a company.

"We will shortly engage with the company to sign a recognition agreement and to obtain our organisational rights. We will keep you posted," says Pieter.

In the meantime, welcome to all new Megabus members. ■

U S slams TFR's 'hasty and disorganised employee integration'

After declaring the integration of about 1 600 Transnet Freight Rail employees into Transnet Freight Rail (TFR) 'a total disaster,' UTATU SARWHU has urged Transnet to learn from the experience and to avoid taking similarly ill-judged decisions.

"Employees deserve consideration. They are not just numbers. They suffer and bleed when they are ill-treated," Steve Harris, UTATU SARWHU's general secretary, has told Transnet.

Transnet Freight Rail's integration fiasco started in 2006 when 8 000 TFR employees, who worked predominantly in the wagon manufacturing and locomotive maintenance divisions, were transferred to Transnet

Rail Engineering during a restructuring process. At the time, labour thought that was a bad idea – and said so.

"We opposed the move for a variety of reasons, but were eventually convinced by what appeared to be the logic of the business module," says Steve. "In October 2011, we were shocked when Transnet requested a meeting to announce the reintegration of 1 600 TRE employees employed in the running maintenance of wagons and locomotives to TFR. The reasons we were given for this move were not convincing.

"Further meetings were held in November 2011 and May 2012. At both meetings we objected vigorously to the move when management

was unable to back its plans with sound business arguments.

"Eventually Transnet agreed to offer the affected employees a 10% increment due to the fact that they would be working four hours a week more than they had been in TRE.

"Notwithstanding the 10% offer, UTATU SARWHU clearly stated that it is opposed to the transfer as we do not believe it to be in the best interests of the employees or TFR.

"Various roadshows were conducted in July allegedly to inform the employees in question of the transfer. But they had already been transferred on 1 July.

"It is clear from feedback we received at these roadshows that the integration was carried out haphaz-

More training photographs



The Johannesburg group completed their training.



The Saldanha training group.



Trainees in UTATU SARWHU head office board room.

ardly without any concern about the negative impact it would have on employees or any understanding of the business ramifications," says Steve.

Some of the problems experienced include:

- Employees not being paid the 10% increment they were promised.
- Employees not receiving pay sheets.
- Employees not being told where to report to for spares in order to keep the service running.

"Worse still, the selection of those employees who had to be transferred was effected secretly and – we believe – in a manner that allowed some managers to misuse their positions, and even to victimise certain employees.

"All in all, this integration process is one of Transnet's worst restructuring efforts in its long line of failures. We can only hope that Transnet has learned from its mistakes and that it will never again act in such a thoughtless and disorganised manner." ■

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UTATU SARWHU's leading ladies prominent at Women's Day celebrations

The public holiday on 9 August exists to celebrate women and the role they play in our society. UTATU SARWHU Exco members, Zonke Cele and Linda Biljoen, added style and wisdom to separate Durban celebrations.

Zonke Cele, Executive Council member for Engineering Eastern Zone in Durban, was a motivational speaker at the celebration held in Durban's Botanic Gardens on 24 August.

Speaking on her topic 'Build the better woman in you,' Zonke told her audience that it was high time

that women stopped pitying themselves. To illustrate her point, she cited a personal attack by an unknown assailant who last year set fire to her home and brand new car.

"Frightening as that experience was, it did not slow me down or stop me from pursuing my goals," she told her audience. "If you lose something valuable to you, it is not the end. One has to pick up the pieces and move on."

Other issues that Zonke touched on were the need for women to support one another - especially in the

workplace - and "the disease called jealousy, which destroys many women and deprives them of their success."

Also in Durban, Linda Biljoen, Executive Council member for Rail Freight (TFR) Central Zone, attended the Women's day function at Sibiya Casino arranged by the TFR Women's Forum where, for the second consecutive year, she was elected as the Chairperson for the Forum for Durban and Pietermaritzburg. Linda's leadership is helping the TFR women to achieve their goals. ■

MC-MAMGO & GUEST SPEAKER ZOOKEY BOTH FROM GAGASI FM



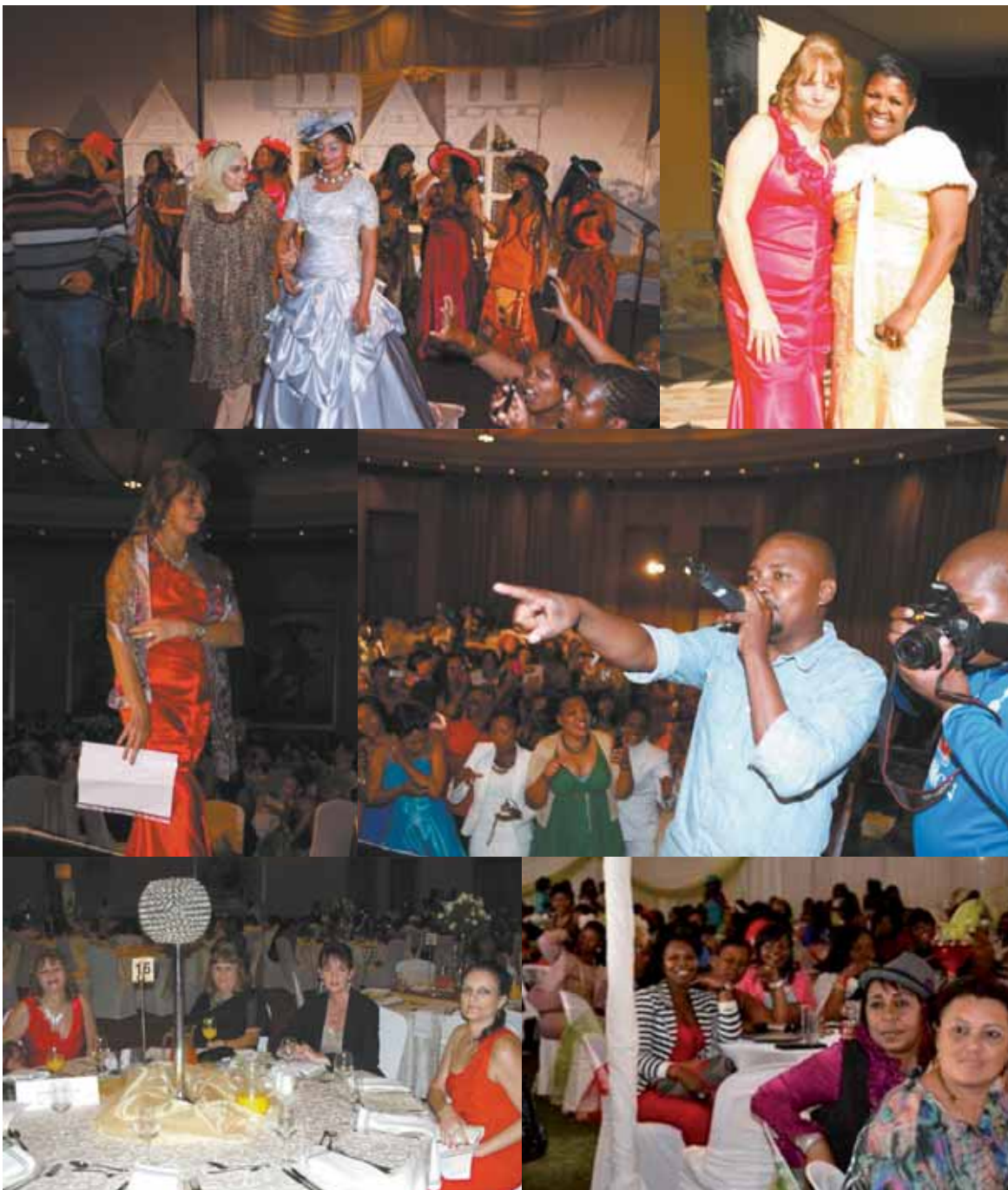
KAREOKE COMPETITION WINNERS



BEST DRESSED COMPETITION WINNERS



BEST DRESSED CONTESTANTS



LABOUR REPORT

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Bombela wage negotiations succeeded despite hiccups

With a more than 65% membership, UTATU SARWHU is proud to be the only representative union at Bombela.

Earlier this year, when the first wage negotiations since the inception of the Gautrain took place, management was obviously confused at finding itself confronted by a determined and professional trade union. Consequently, there were several hiccups during the talks. But good sense finally won out in the end.

"The talks started in March and dragged out longer than they should have," UTATU SARWHU general secretary, Steve Harris, told Labour Report.

"An agreement was eventually reached after we had invoked the dis-

pute mechanism and demonstrated the resolve of our Bombela members. We once again thank our members for their patronage and support through the drawn-out negotiating process. Their solidarity helped to give their union a strong presence at Bombela.

"With management now attuned to professional procedures – and the need to give their employees a fair deal – in the interests of all parties we trust that next year's process will be a more fluent and efficient one.

"Highlights of the 2012 pay agreement are:

- An across-the-board increase of 7% on the basic salary to all employees from 1 July.
- The employer agreeing that there will be no retrenchments for a period of twelve months from date

of signing the agreement, i.e. 30 July 2012.

- The introduction of a guaranteed 13th cheque payment calculated as 100% of an employee's one month salary in December of each year.
- The employer will pay a housing allowance of R200 per month.
- An employee on maternity leave will receive 100% of the rate of her salary for the first two months of the maternity leave period and 0% for the next two months or the employee can opt for 50% over all four months.

"Measured against Bombela's financial circumstances and present economic circumstances, this is a fair and realistic pay settlement," says Steve. ■

Labour won good Transnet wage agreement in difficult circumstances

After many hours of difficult negotiating, Labour achieved a satisfactory 2012/13 Transnet wage agreement that has been recognised as a good settlement in the present economic climate.

Marring what could have been a team-building exercise in which labour and management worked together to achieve a deal that was fair to all, was Transnet's persistent delaying tactics.

"Year after year wage negotiations are delayed and needlessly stretched out," says Steve Harris, UTATU SARWHU's general secretary. "It is difficult to understand why Transnet persists with such an amateurish and de-motivating approach. If they believe that their time-wasting can pressure Labour into seeing things their way, they are sadly mistaken. All that their aggression and inefficiency achieves is hardened attitudes and reduced faith in Management's sincerity and ability to lead.

"If Transnet wants to turn those perceptions around they should ensure that their team comes to the table properly mandated to ensure a quick and smooth negotiation process.

"Pay talks are stressful and difficult for both parties at the best of times. Why add to these pressures when deadlocks and strikes can be the only result?

"The past is past. All we and our members can now hope for is that Transnet, Prasa, Autopax and Bombela will approach the 2013 pay talks – 1 April and 1 July, respectively – in a more mature manner.

"We again thank our members for being so patient and supportive during the drawn-out process. As the following highlights show, Labour achieved the best possible results in the current global and Transnet economic circumstances:

Transnet:

The new minimum wage after the increase of 8,4% to basic salary will be R58 807 per annum.

The value of the service bonus, which is payable in December of each year, will be calculated as follows:

If an employee is in service for the full calendar year (1 January to 31 December) the service bonus value will be calculated as the employee's April salary, multiplied by 12 and divided by 12.

If an employee is in the service (from 1 February to 31 December) the service bonus will be calculated as the employee's April salary, multiplied by 11 and divided by 12; from March, multiplied by 10 and divided by 12.

If an employee is employed after April, the service bonus will be calculated as the employee's take on

salary multiplied by the number of months the employee has been employed as at December, divided by 12.

Employees who terminate service prior to the payment date of the service bonus will not qualify for a pro-rated payment.

The value of the medical subsidy will increase to R7 800 per annum.

The value of the housing allowance will increase to R8 640 per annum.

Employees who have a disability that has been confirmed will, from January 2012, qualify for special disability leave of five calendar days over a three-year cycle. This leave will be called Disability Leave and will be additional to the normal sick leave entitlement.

An employee may spread the four months' paid maternity leave over the maternity leave period up to six months.

Standby and Nightshift allowance will increase by 8,4%.

Transnet will increase the overtime threshold from R172 000 to R183 008 per annum effective 1 July 2012 as per the Ministerial determination as published in the Government Gazette.

Transnet will reduce the number of fixed-term contract employees to 14% of the permanent workforce by 31 March 2013. ■

U S firmly back in the road transport fold

20007364

Since regaining recognition at Autopax on 30 May, UTATU SARWHU is again wrestling with exploitation and safety issues that dominate the road transport industry.

"UTATU SARWHU's recognition means that the union is acknowledged by Autopax and can represent its members there," explains deputy general secretary, Pieter Greyling.

"Autopax's negotiating circumstance differs from the Transnet situation. The company is regulated by the South African Road Passenger Bargaining Council (SARPBAC) which represents all road transport companies and unions and is the central body where the industry's conditions of employment and salary increases are negotiated.

"A union must have 1 000 members to gain a seat on SARPBAC's bargaining council.

"This year, the Council approved an 8,5% across-the-board pay increase for all road transport company employees. But Autopax has applied for exemption from complying with the agreement, claiming that the 8,5% is unaffordable. It says it can afford to give its employees only a 6% pay rise for the following reasons:

Autopax is not in a profitable position having recorded a loss of around R48 million in the 2011/12 financial year.

The company recently adjusted the wages of most of its employees in the bargaining unit.

Despite being a subsidiary of PRASA, Autopax receives no subsidies.

UTATU SARWHU is opposing Autopax's application for exemption, arguing that it cannot fund its short-falls out of its employees' pockets.

"Another issue that the Union is tackling is that since 2010 Autopax has made use of more than 300 ad hoc drivers. The SARPBAC agreement makes no mention of ad hoc workers. Yet they are being used daily to drive Autopax's buses.

"These ad hoc drivers are being abused by the company. They do not receive any benefits nor do they have any job security. Our aim is to help them to find permanent employment," says Pieter.

UTATU SARWHU is also addressing Autopax's use of double drivers. This means that two drivers are employed on long distance routes but the extra driver has no means of resting while the other one is driving. So when the extra driver has to take over, he has already been awake and responsible for eight hours. In addition to being exploitative, this measure flies in the face of road safety procedures. We need to conduct a risk assessment and find another way of drivers relieving one another."

Pieter urges his Autopax members to recruit more members. "In addition to earning you some useful recruiting commissions, your recruiting efforts will increase your union's ability to serve you even better," he says. ■

UTATU SARWHU = U S
= United we are stronger
= United we Stand
= United we Strive
= United we Share
= United we Succeed
= United we Serve
A United State (Union)
we remain...

Rail union acts to improve level-crossing safety

“Our hearts continue to go out to the victims of the Mpumalanga level-crossing tragedy, their families and the rail employees involved,” says Steve Harris, general secretary of UTATU SARWHU. “The misery caused by rail crossing accidents has become intolerable. To come to grips with the problem, what is needed is specific action that will identify all high-risk crossings and will force those responsible to take the necessary steps to make them safe.”

“Our trade union does not have the resources or authority to make rail crossings safer. But it can provide the information needed to make that happen. Therefore, we are asking our train driver members to identify and record the hazardous rail crossings on the routes they travel.”

“As we gather that information we will pass it on to the Ministry of Transport, the Road Safety authority, local authorities and rail companies and other relevant bodies so that, between them, they can decide who must take responsibility for each dangerous rail crossing.”

“We will also pass on our crossing safety information to the national and local media to enable them to heighten public awareness of the danger spots and help the public to

apply the pressures needed to achieve speedy solutions.”

Asked why his union is taking this unusual step, Steve said:

“Each time there is a rail accident our train driver and footplate staff members suffer as much as the victims and their loved ones. For too many years now we have had to listen to assurances that everything possible is being done to make the country’s level-crossings safer. Patently that has not been happening.”

“A possible reason for this lack of focus and action is that specific responsibility for each level-crossing has not been apportioned between the numerous bodies responsible for road and rail safety.”

“By precisely pinpointing the danger areas our survey can become the first step towards alleviating that problem.”

Asked how long UTATU SARWHU’s level-crossing survey will take, Steve Harris said that it will be a continuous process for as long as there are unsafe level-crossings on South Africa’s thousands of miles of rail lines.

“We will not rest for as long as there is an unsafe level-crossing. The facts are these:

When vehicles approach rail cross-



ings the risk of driver error or irresponsibility will always exist.

Even if train drivers see vehicles wanting to joust with their trains it is virtually impossible for the drivers to stop their trains in time.

The only way to prevent level crossing disasters is to have the essen-

tial safety measures: warning lights, booms, tunnels or fly-overs, etc.

“The first step towards level-crossing safety is to identify the hazardous crossings. Once that has been done all South Africans will be equipped to help influence the prompt action required to make them safe.” ■

4422

Eddie corrects a confused free marketer

Professionals get their facts right. Judging by Vivian Atud’s references to UTATU SARWHU (he failed to mention the union’s SARWHU component) in his article headlined Unions split: A good thing for SA’s labour market, Free Market Foundation officials are not required to meet these standards, so says Eddie de Klerk, deputy general secretary.

In seeking to make his point ‘It is time union bosses realise that the fuss is not about them and the power they have as unions,’ Vivian Atud erroneously chose to represent Utatu (again ignoring that the union became UTATU SARWHU as a result of its merger with the latter name’s struggle union) as an ‘additional union’ seeking to make its voice heard in the transport industry.

Had Mr Atud been even vaguely aware of the facts in the transport industry he would have known that:

Utatu has existed from 1905 through its forerunners, (LEMAS) the SA Footplate Staff Association and Artisans Staff Association (Technical Workers Union). Satawu was formed only some 70 years later.

UTATU SARWHU which merged on 22 June 2012 (SARWHU was formed in July 2000) is a major trade union at Transnet, Prasa, Bombela, Autopax and Mega Bus Company. Therefore it is not competing with Satawu. The reverse applies.

UTATU SARWHU cannot, by any definition, be called ‘a splinter union.’ It is the only Transnet trade union that focuses exclusively on worker issues in the railways, harbours

and related enterprise conglomerate.

The term ‘splinter union’ better applies to Satawu who spreads its members’ subscriptions over a range of union issues and political causes and is currently facing major break-away by the resignation of their president that is one of the founder members of the NATAWU which is recruiting Satawu members.

Union bosses do not decide worker preferences. Having evaluated the services, i.e. trade union products available to them, it is the workers who determine trade union strengths. Surely a free marketer should have been aware – and even supportive – of this fact.

Much of what Vivian Atud was trying to say in his article had merit. But his sloppy or biased effort negated that good. Here is the article as it was published.

Unions split: A good thing for SA’s labour market

By Vivian Atud 30 August 2012

In the South African unionised labour market, two additional unions are making their voices heard: one in mining – the Association of Mineworkers and Construction Union (AMCU) in competition with the long existing National Union of Mineworkers (NUM) and the other in transport – the United Transport and Allied Trade Union (UTATU), competing with the South African Transport and Allied Workers Union (SATAWU).

The activities of these two unions (AMCU and UTATU) have seriously affected other union bosses.

According to COSATU Secretary General, Mr. Vavi, “Consistently we have to wage battles to defend ourselves and the working class in general ... with the growing number of splinter groups.”

What does Mr. Vavi mean by this? Are unions becoming new monopoly capital organisations with up to 2.2 million members but which, despite their large numbers, cannot stand competition? Competition laws should be universally applicable so that the Competition Commission can look into possible anti-competitive behaviour of COSATU in relation to other unions. If the rights and interests of the workers are what the unions stand to protect, one would think that union bosses, instead of waging a battle to defend themselves, would investigate why the service they offer no longer meets the needs of their intended beneficiaries. In the business world, as soon as a company becomes aware of new firms emerging in the industry and attracting its customers away, it quickly goes back to the drawing board to find ways of reinventing itself. To stay in the market, the company has to make sure it can meet the needs of the future, lure back old customers from the competition, and attract new ones. The company does not waste time waging a battle to defend itself.

It is time union bosses in South Africa realise that the fuss is not about them and the power they have as unions. It is about the people they claim to represent, the workers. And those workers have the right to demand a good service from the

unions to whom they pay a monthly fee. On each of these unions’ websites, there is a call to people working in the given sectors to voluntarily join the respective union. If they do so, such a worker accepts to pay membership fees and in return expects to receive all the benefits that the union offers. The war to be waged is not that of the union bosses – to defend unions and the workers, but that of defending the worker’s right to voluntarily join or not join a union and to freely choose which union they want to belong to.

Like a company, instead of waging a war to defend their unions, union bosses should be asking themselves what they can do differently to keep the members they have and to attract new ones. They should be analysing what these other unions are doing? Are unions in their current form still relevant in South Africa’s current unionised labour market? What changes need to be made to enable unions to meet the needs of the workers? How best can unions call for the proper maximisation of the skills of their individual members and for them to be adequately rewarded according to their skills?

In a democratic society, individuals have freedom of association. Workers have the right to choose to belong or not to belong to a union. For union bosses to now propose waging a war to defend those unions that may or may not meet the needs of workers is short-sighted and misleading. Any union that wants to play a relevant role in the South African labour market of the future has to put the

needs of its members first. South African workers are becoming more aware of their rights and will continue to demand more from unions.

Today, South Africa grapples with the plight of the unemployed. More than 6-million individuals of the economically active population are unable to find work. While the union bosses make their statements under the watchful eye of their political partner leader, the President of South Africa, Jacob Zuma, we will be curious to see whether he will be critical of the solutions proposed by union bosses to protect the interests of the unemployed.

If, instead of talking about war, union bosses displayed the courage, wisdom and foresight required to lead the workers, whether employed or unemployed, to a better and more rewarding future, this country’s entrepreneurial potential would be unleashed and go a long way towards increasing employment opportunities. Giving people back their right to make their own decisions, giving them the opportunity to work and earn a living that supports them and their families, will restore their dignity and give everyone in the country hope for the future.

*Vivian Atud is an economist with the Free Market Foundation. This article may be republished without prior consent but with acknowledgement to the author. The views expressed in the article are the author’s and are not necessarily shared by the members of the Foundation. ■

Training finally becoming a Transnet priority

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As Steve Harris, UTATU SARWHU general secretary, has frequently stressed, training in all of its facets is close to the UTATU SARWHU heart – and always will be. Fortunately, government and Transnet are now beginning to see things the same way.

“Training is the lifeblood of any enterprise,” says Steve. “Back in the early 1970s, the SA Railways and Harbours trained between 4 000 and 4 500 apprentices. They were trained not only for employment at the SAR+H. The overflow served the country as a whole, the result being that the country had sufficient skilled artisans. Unfortunately, even though there has always been a training budget, training did not remain a top priority through the post-democracy restructuring processes. That is why today we have serious shortages of vital skills in some key areas.

“The good news now is that this

situation is changing. Transnet has appointed Mr Khoza to head its training drive as a general manager in its Corporate Centre.

“Having always believed that training should be handled from a central position within Transnet, we support his appointment. Hopefully, it will lead to training initiatives that will benefit individuals, the company and the country.

“Mr Khoza’s appointment is also good news for labour. It means that we can now discuss the industry’s training needs with a single, responsible and influential individual to the benefit of all parties.

“That kind of interaction has already begun. During a recent strategy session, Mr Khoza was introduced. At the same time management presented their plan of creating a Maritime Training Centre of Excellence which will bring about the merger of all current training facilities

of Transnet Port Terminals (TPT) and Transnet National Port Authorities (TNPA). The plan is to have this new Centre of Excellence finalised and up and running in January 2013.

“Labour will be involved during the consultation process to ensure that there is minimum disruption to current training processes. Members in this environment will be kept informed of progress,” says Steve.

“We were assured during the presentation that the training facilities throughout would continue with their current operations. As the equipment being currently used is either outdated or obsolete, management has agreed that its training material will be revamped as the process unfolds.

“UTATU SARWHU is excited about Transnet’s new commitment to training. It will produce well-trained, skilled workers and prove beneficial to the company and the country.” ■

Shozoloza Meyl in downwards spiral

PRASA-funded Shosholoza Meyl is the company that operates 50% of the country’s long-distance train services. Because of the low investment in its rolling stock and stations over many years, Shosholoza Meyl’s service and efficiency standards are in steep decline.

UTATU SARWHU deputy general secretary, Pieter Greyling, gave Labour Report this overview of the company’s problems:

“There is talk of upgrading some stations, but it will be a long-drawn-out process. The priority is to upgrade the end stations and the depots in between where operating and maintenance crews can be housed,” he said.

“Many people will be affected by these changes. They will also affect customer service. The decline in Shosholoza Meyl’s services has resulted in a decrease in passengers as customers opt to use taxis and buses instead. That is creating a vicious circle as with fewer passengers, there is less income for upgrades.



Transport for workers

“Plans to save the business urgently need to be put in place,” says Peter. “With fewer depots along the way for train crews, PRASA is using mini buses to transport crews to man the trains. That measure is costing the company a small fortune. Rubber wheels, as they are called, are not sustainable in the long run. The operating cost is about R700 million whereas the income is only about R400 million. It is madness.

Certain members will be inconvenienced because they will have to relocate for operational requirements. U S will be there to make the landing as soft as possible. This has tremendous cost implications for the individuals and their families.

“There is also the aspect of transporting the crews for miles before they can report for duty.

“There is no way that they can be fully rested before they have to take over the responsibility of operating a train. That is not an ideal situation.” ■



UTATU SARWHU

BURSARY APPLICATION

FINANCIAL ASSISTANCE

Full name of applicant:

Address:

Name of Parent/Guardian:

Employee No:Grade:.....Stationed at:.....

Number of dependent children in family: Ages:

Details of any other dependants:

Field of Study:

Name Institution
(College/University & University of Technology):

Current Qualification:
(Scholastic or Academic – most recent certificate of symbols must be attached)

Obtained at:

Are you already in receipt of a bursary **or** have you applied for any other form of bursary **if yes** from whom:

Please attach any other additional supporting documentation

Signature of Parent or Guardian

Applicants Signature

Date/Datum

USBURS001E

All recruiters!
Thank you for your hard work, dedication and loyalty to your union. We are growing by the day.

Maternity benefits
Did you know? Since August 2011 when the benefit was introduced until the end of August 2012 UTATU SARWHU has paid out to 112 mothers.

Apply for your bursary now

Two bursary schemes are available from U S. One bursary scheme provides financial assistance to five candidates, based on merit.

First you have to fill in the application form with all necessary attachments accompanying it. When it reaches our offices, the membership department will confirm your membership. You qualify for a bursary if you have been a member for at least five years.

All applications are acknowledged upon receipt. Once the Executive Council Members sit and reach a decision, all applicants are notified.

The bursaries are allocated directly through the different universities. Fill out the Bursary Form and send to UTATU SARWHU’s head office. We will then confirm your Union mem-

bership. The form will then be sent back to the member who will then hand it in at the relevant university. Thereafter the university will decide who the successful applicant will be, based on merit and their decision will be final.

The closing date for both is 15 November 2012.

If you are unclear about any of the above, please contact UTATU SARWHU’s head office and speak to Natalie Zacharias-Sahib.



BENEFITS

Many great reasons for joining UTATU SARWHU

Many great reasons for joining UTATU SARWHU and you will have no doubts about which Transnet trade union offers its members the best value for their money. The first six reasons are that UTATU SARWHU:

Is the trade union at Transnet, Prasa, Bombela, Autopax and Mega Express.

Offers workers the chance of joining the industry's finest assembly of races, skilled

union professionals, branch structures and benefits

Is a truly independent trade union unburdened by alliances with lying and cheating politicians.

Charges the lowest membership subscriptions, and . . .

Is the only Transnet union that spends all

of its members' subscriptions on getting them a better deal.

Offers its members far and away the best array of services and benefits.

Add the following 17 primary benefits and you will get the full picture of what becoming a UTATU SARWHU member can achieve for you:

1. Collective bargaining

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

2. Disciplinary assistance

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

3. Legal assistance

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

4. Workmen's Compensation and Unemployment Insurance Fund

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

5. Professional service

In addition to caring for its members' day-to-day needs, UTATU SARWHU represents their interests on various statutory bodies, i.e. the Pension Fund, Medical Fund and UIF board, etc. The union is also affiliated to FEDUSA who represent their affiliates at national and international level.

6. Leisure benefits

Members are entitled to a 30% discount at Voetplaat Park, UTATU SARWHU'S own spacious resort on the Natal South Coast. Voetplaat Park offers chalets, cabanas and luxury caravan stands and includes amenities such as a children's play area, swimming pool, convenience store, bar and restaurant.

7. Modest membership fees

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

(minimum of R35,00 per month and maximum of R65,00 per month).

8. Rich canvassing rewards

A canvassing fee of R50,00 is paid for every new member enrolled. An additional R25,00 bonus is paid for every ten (10) new members enrolled. Application forms for membership are freely available from Branch Secretaries, trade union representatives and Head Office - all that remains is for members to approach non-members to enrol.

9. Maternity benefit

Members with at least twelve (12) months' membership with UTATU SARWHU are entitled to R1 500 for a single confinement.

10. Unique Discretionary Fund

This significant cash benefit is payable only on: Statutory Retirement and Medical Board (Transnet Pension Fund). Retirement Funds: at 63 years of age. NB: To qualify for the above benefit a member must have at least five (5) years' continuous membership with UTATU SARWHU.

11. Education bursaries

Bursaries are available for children of members at the following Universities: Pretoria, Port Elizabeth, Free State, Stellenbosch, Johannesburg, KwaZulu-Natal and Potchefstroom - allocated by universities on merit.

In addition five (5) bursaries are annually allocated to children of members on merit. The application forms are available on request from Head Office.

12. Funeral Assistance Benefit

All members are entitled to the funeral assistance benefit of between R1 000,00 and R10 000,00 (depending on their years of membership) which is immediately paid to his/her nominee, spouse or estate.

13. SARWHU Group Funeral Scheme

This scheme will continue. We are in the process of negotiations to possibly extend this benefit to all UTATU SARWHU members in future.

14. Group Schemes

Expert advice on Group Insurance Schemes specifically designed by Old Mutual (Group Schemes),

Sanlam, Absa, Chartis, Assupol, Momentum and Metropolitan to meet members' needs.

15. Preferential short-term insurance scheme

Members receive preferential treatment and pay substantive lower premiums for their short-term insurance at our brokers, Indwe Risk Services (Prestasi).

16. Communication benefits

UTATU SARWHU regards two way communication with its members on all of the issues affecting them as a key function. This is achieved via:

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

The UTATU SARWHU web page - which provides news and background information. It can be accessed at www.utatusarwhu.co.za.

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

Depot/workplace visits - on a regular basis by union officials.

17. UTATU SARWHU promotional items

A wide range of UTATU SARWHU inscribed clothing, pens, bags and other items are available at low cost on request.

Head Office contact details

Non-profit Organisation-Ref: Number 036-913
UTATU House, 182 Louis Botha Ave, Houghton Estate, 2198; PO Box 31100, Braamfontein 2017;
Tel: 011 728 0120; Fax: 011 728 8257/8;
Internal Fax: 011 773 7920;
email: headoffice@utatusarwhu.com
Website: www.utatusarwhu.co.za
Affiliated to FEDUSA.

Do yourself a favour and join UTATU SARWHU today. Thereafter, you will be able to do yourself the bigger favour of earning commissions by recruiting the non-members around you. Good luck.



Man up and take control of your health

Want to be strong and fit enough to play with your grandkids one day? Of course you do. Here's how you can make it a reality.

The funny thing with age is that it just kind of creeps up on you. One day you're young and invincible; the next – body parts that once were agile and fit start reminding you that those days are gone.

One thing is for sure – if you neglect your health in good times, it will start failing you in later life. Fortunately, there is a lot that you can do to boost your health and wellness.

By taking regular time out from your hectic schedule you can reduce stress, and through diet, exercise, lifestyle and regular screenings you can help prevent life-threatening illnesses and disease.

Screenings in particular can point out early stages of disease, or areas of poor health that need attention for disease prevention. The prognosis is far more positive with early disease intervention, which is why it is vital to go for regular screenings. Make it a priority on your annual calendar.

October is breast cancer month and women are encouraged to go

for mammograms. But there are a few tests and screenings that men can go for to ensure their health is still on track. Here's a list of tests that are critical for men and their health:

- Prostate screening
- Glaucoma screening
- HIV
- Flu vaccinations
- Pneumococcal vaccination for adults 65 years and older
- Take control of your health. ■



Prevention is better than cure – mammograms can help save lives

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October is breast cancer month.

Consider the following:

Breast cancer is the most common cause of cancer deaths worldwide. Luckily, mammogram screenings can help detect breast cancer early and save thousands of lives. Detecting breast cancer early means the chance of full recovery is very good. And remember, it is not only women who can get breast cancer.

Understanding what a mammogram screening is

A mammogram is an x-ray of the breasts used to detect tumours in the breast tissue. Early diagnosis and treatment can reverse or prevent the spread of breast cancer. Yearly mammograms can pick up abnormalities in the breast long before any obvious physical signs develop. Without a mammogram,

tumours can grow and spread to other parts of the body, slowly destroying it.

When detected in the early stages of development, a breast tumour can be removed with minor surgery. If this isn't done, the lump can grow and spread and eventually the breast will have to be removed or aggressive therapy will be needed. The therapy may fail and the patient will die.

Just because you don't have a family history of breast cancer or your previous mammogram result was normal, does not mean you are not at any risk. Once you reach the age of 40, you should go for yearly mammograms.

More information about the mammogram

Some women are reluctant to have a mammogram, because they are worried about the level of radia-

tion exposure. However, mammograms use only a low dose of radiation, making it a relatively safe test. During a mammogram, a radiographer will position your breast in the mammogram equipment and ask you to change positions between images. You must hold very still during the procedure.

The best time for a mammogram is one week after your menstruation when your breasts are less tender. On the day of your test, do not wear deodorant, powder or lotion under your arms or breasts. These can look like calcium spots on your x-ray. You may find it more convenient to wear a skirt or pants so you'll only need to take off your shirt for the exam.

Don't delay – go for a mammogram and make sure you are safe. ■

GLOBAL

Global transport Round-up

World labour prepares to protest youth unemployment

Sunday 7 October will be the 5th Annual World Day for Decent Work. To mark the occasion, millions of workers from over 100 countries will take part in a day of action from dawn in Fiji to sunset in Hawaii.

Central to their protests will be their demand for stronger government action for economic recovery, job creation for young people, decent working conditions and full respect for workers' rights.

Youth unemployment is as high as 60% in some countries, and a whole generation of young people faces exclusion from the labour market. This is a social and economic time-bomb.

"The crisis, and the inability or unwillingness of governments to restore jobs and growth, is having a particularly brutal impact on young people. Official figures show that 75 million young people are without jobs across the world, many millions more are trapped in informal or precarious work, and tens of millions of new job seekers have no prospect of finding work, or education and training to equip them for work in the future," said Sharan Burrow, General Secretary of the ITUC.

NZ government launches anti-union attack

The New Zealand government has put forward a controversial paper proposing an amendment to the Employment Relations Act 2000. The amendments include measures to:

- Remove the requirement to conclude a collective agreement.

- Allow employers to opt out of multi-employer bargaining from the outset.

- Permit employers to reduce workers' pay proportionately in response to partial strikes.

The proposals also make provision to extend a collective agreement beyond its specified expiry date should an employer initiate collective bargaining negotiations (this currently only applies if the union initiates bargaining.)

In addition, new employees would no longer be covered by a collective agreement for the first 30 days of their employment; this would allow employers to employ new workers on inferior terms and conditions compared with the union collective agreement from the start of their employment.

Wayne Butson, general secretary of the Rail and Maritime Transport Union (RMTU), says: "The government has decided to continue its attacks on New Zealand workers and especially organised labour. The latest tranche has gone through cabinet. The changes will be very dam-

aging to the RMTU and its ability to deliver power and influence on behalf of members which is a key fundamental in being able to deliver better pay and working conditions."

Maritime Union of New Zealand general secretary, Joe Fleetwood, calls the government proposals a direct attack on workers' rights. The moves, he said, were intended to place more power in the hands of unscrupulous employers.

"Casualisation and contracting out are already undermining secure jobs and decent conditions of employment. This is reflected in the appalling growth in economic inequality and the high number of workplace deaths and injuries in New Zealand."

New Zealand unions are organising against the plans.

Anti-privatisation strikes rock Spanish railways

One-day strikes by rail workers over plans to privatise the railways have been disrupting Spain's train services. The strikes have the backing of a number of union organisations.

The government plans to sell off the railways in a bid to reduce Spain's budget deficit. Unions believe that privatisation could have a devastating impact on levels of safety and the quality of services. Around 100 000 jobs are also at risk.

De-regulation kills, warns Britain's TUC

Government plans to abolish safety inspections in thousands of businesses across the UK will put the health of millions of workers at risk, the TUC warned recently at its annual Congress in Brighton.

Responding to plans outlined by Business Secretary, Vince Cable, TUC General Secretary, Brendan Barber, said: "Contrary to myths peddled by ministers, the UK is facing an occupational health epidemic. Over 20 000 people die every year as a result of a disease they got through their work and a further 1.9 million people are living with an illness caused by their work."

"Some of the 'low risk' workplaces identified by the government, such as shops, actually experience high levels of workplace injuries. This will only get worse if employers find it easier to ignore safety risks."

"This epidemic will only be stopped by ensuring that employers obey the law, and when every employer knows their workplace can be visited at any time."

"Health and safety regulation is not a burden on business – it is a basic protection for workers. Cutting back on regulation and inspections will lead to more injuries and deaths as result of poor safety at work."

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Saldanha Orex	Chairman	Walter Smith	022 703 3467		David.vandermerwe@transnet.net
	Secretary	Lutwena Saul	022 703 2229		Ricardo.vandermerwe@transnet.net
Sishen	Chairman	PFJ Mostert	053 723 9201		Waltersmith@transnet.net
	Secretary	N Kleynshans	021 507 2966		074 143 4301
TRE Cape Town	Chairman	Heinrich Laubscher			Lutwena.Saul@transnet.net
	Secretary	TJ Capes			Sonmos@absamail.co.za
Worcester	Chairman	Henk Smith	023 348 4262	023 348 4260	073 149 2224
	Secretary	Leon Steyn	023 348 4218	023 348 4304	Nicokleynhan1@hotmail.com
					071 565 0303
					072 064 1046
					Henk@breede.co.za
					071 363 3938
					083 293 7523
Area 4– Free State					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	VACANT				
Vice-Chairman	Russell Veitch	051 408 2653	079 495 7203		Russell.Veitch@transnet.net
Secretary	Marius Viljoen	051 408 3543	073 199 6363		Marius.Viljoen@transnet.net
POSITION	NAME	TEL		FAX	E-MAIL
Bethlehem	Chairman	Ally Nhlapo	058 302 2033	058 302 2085	
	Secretary	Thabo Taaso	058 302 2160	058 302 2081	ally.nhlapo@transnet.net
Bloemfontein	Chairman	VACANT			
	Secretary	VACANT			
Free State	Chairman	Erol van Aardt	(051) 408 2269	078 658 7199	086 647 5395
	Secretary	Diamond Letojane	(016) 970 5237	074 793 0569	(016) 970 5288
Kroonstad	Chairman	Douw Dreyer	011 978 2787	056 268 2145	082 378 3130
	Secretary	Andries Kruger	056 268 2342		083 451 7351
TRE Bloemfontein	Chairman	VACANT			
	Secretary	Marius Viljoen	051 408 3543	051 408 2125	Marius.Viljoen@transnet.net
Area 5 – Gauteng Central (Johannesburg)					
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL
Chairman	Hennie Stoltz	011 773 4900	083 709 1480	011 773 4744	hstoltz@prasa.com
Vice-Chairman	Jan Jordaan	011 950 1349	083 709 1634	086 605 1398	jjordaan@metrorail.co.za
Secretary	PA Swart	011 773 4790	082 898 2440	011 902 8375	paswart@telkomsa.net
POSITION	NAME	TEL		FAX	E-MAIL
Bombela	Chairman	Kenneth Muthige		(Home/Cell) 073 164 3109	
	Secretary	Muntu Khumalo			Kenneth.Muthige@bombelaop.co.za
Braamfontein	Chairman	Hennie Stoltz	011 773 4900	011 773 4744	Muntu.Khumalo@bombelaop.com
	Secretary	RS Ratshibaya	011 773 3370		hstoltz@prasa.com
Esselenpark	Chairman	Andre van Rooyen	011 929 2317	011 929 1225	suzan.radzilani@gmail.com
	Secretary	Annalien Venter	011 929 1349		andre.vanrooyen2@transnet.net
Gauteng	Chairman	Connors Leslie			Annalien.Venter@transnet.net
	Secretary	Pamela Ncuru	(011) 960 2379	(011) 960 2068	connors.francis@transnet.net
Germiston	Chairman	Ruphus Machoga			Pamela.Ncuru@transnet.net
	Secretary	TV Nxumalo			073 062 5288
Heidelberg	Chairman	PC Njowa	016 340 7227	011 820 2289	083 968 8635
	Secretary	Willem Swarts	016 340 7212	016 340 7213	Utatu.WheelsGermiston@transnet.net
Isando	Chairman	Corrie Moller	011 570 7405	011 570 7466	zenzin@iburst.co.za
	Secretary	Desmond Nkhome		011 570 7170	072 818 5217
Kaseme	Chairman	MN Mathekga	011 330 6061 F	011 30 6920	083 399 9626
	Secretary	PJ de Koker	011 330 6061	011 330 6771	083 708 1051
Krugersdorp	Chairman	Manuel Jardine	011 950 1271	011 950 1261	Corrie.moller@transnet.net
	Secretary	Steven Coetzee	011 950 1271	011 950 1261	Utatulsando@landsfontein@transnet.net
Leeuhof	Chairman	Morne Rossouw	016 420 6246	016 420 6352	072 789 7297
	Secretary	Willem Deport	016 420 6246		scott.dekoker@transnet.net
PRASA Central	Chairman	PA Swart	011 773 4790	011 902 8375	082 324 9169
	Secretary	CL Botha	011 773 4790	086 562 9828	Utaturkr@transnet.net
PRASA East	Chairman	Freddie Grobler	011 570 7011	011 570 8715	Morne.Rossouw@yahoo.com
	Secretary	Freek Oberholster	011 365 7479	011 365 7434	wcdella@gmail.com
PRASA West	Chairman	Stephen van Winkel	011 278 2304	011 278 2304	paswart@prasa.com
	Secretary	Jan Jordaan	011 950 1349	086 605 1398	Utatuwits@metrorail.co.za
Parktown	Chairman	Khadija Khan	011 584 0762	011 773 2588	fgrobler@prasa.com
	Secretary	Kamo' Kumalo	011 584 1120		utatutrf@metrorail.co.za
Sentrarand	Chairman	ZC Khoza	011 960 2197	011 960 2068	jjordaan@metrorail.co.za
	Secretary	Braam van Schalkwyk	011 960 2197		Khadija.Khan@transnet.net
Springs	Chairman	Patience Begwa	011 365 7558	011 365 7544	Dikamohelo.Kumalo@transnet.net
	Secretary	Frans van Wyk	011 365 7361	011 712 1512	076 265 1869
Standerton	Chairman	Geert Buter	017 712 2831		084 622 5608
	Secretary	VACANT			083 517 3097
TRE Germiston	Chairman	Bossie Boshoff	011 820 2716	011 820 2142	082 379 6521
	Secretary	Wickus de Venter	011 820 2614		072 299 6682
					084 785 2827
					082 489 9396

UTATU SARWHU DIRECTORY

TRE Sentrarand	Chairman Secretary	Willem de Kock Daan de Kock	011 960 2475 011 960 2502	011 960 2475 086 673 9077	Willem.dekock2@transnet.net ddekock@webmail.co.za	084 621 3947 082 418 2035
Area 6 – Northern Cape						
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	
Chairman	Kobus Zara	053 838 3381	082 655 9058	053 838 3363	Jacobus.Zara@transnet.net	
Secretary	JF van der Merwe	053 494 3226	083 378 8206	053 494 3223		
Vice-Secretary	M Gouws	053 838 3140		053 838 3245		
De Aar	POSITION	NAME	TEL	FAX	E-MAIL	CELL
Chairman	Secretary	P van der Westhuizen KD Eiman	053 632 8308 053 632 8239	053 632 8216 053 632 8237		073 317 6659 073 626 1072
Coligny	Chairman Secretary	VACANT VACANT				
Kimberley	Chairman Secretary	Kobus Zara JP Maree	053 838 3381 053 838 3288	053 838 3363 053 838 3237	Jacobus.Zara@transnet.net	082 655 9058 083 284 5804
Matfkeng	Chairman Secretary	VACANT OV Tokwe		018 381 9295		078 970 6035
Northern Cape	Chairman Secretary	Lebogang Thomas Songezo Joseph Xesi	(022) 703 3424 (053) 838 3013	(022) 703 3422 (053) 838 3251	Yardmasterkimberley@transnet.net	076 609 9110 082 785 0782
North West (Klerksdorp)	Chairman Secretary	Ar Greeff HA Schoeman	018 406 2047 018 406 2047	018 462 1171		082 854 9606 082 790 6477
Postmasburg	Chairman Secretary	JA Mostert DCR Swart	053 313 7241 053 313 7262	053 313 7214 053 313 7206	Johannes.Mostert@transnet.net	083 388 1569 083 383 8379
Upington	Chairman Secretary	LO Ferreira M. Phillips	054 338 2237	054 338 3472	Margorie.phillips068@gmail.co.za	083 704 0316 082 821 7535
Warrenton	Chairman Secretary	FP van der Merwe JF van der Merwe	053 494 3236 053 494 3236	053 494 3223 053 494 3223	fvdmerwe@vodamail.co.za	083 791 2563 083 378 8206
Area 7 – Gauteng North (Pretoria)						
POSITION	NAME	TEL	CELL/HOME	FAX	E-MAIL	
Chairman	Pote Fourie	012 842 5090	083 283 7482	012 800 3678	Hendrik.fourie2@transnet.net	
Vice-Chairman	Owen Jones	012 842 5006	072 216 1490	012 842 5841		
Secretary	VACANT					
Komatipoort	POSITION	NAME	TEL	FAX	E-MAIL	CELL
Chairman	Secretary	VACANT JM Swartz				
Limpopo	Chairman Secretary	Stephen Matlala Sonnyboy Mosebedi	013 793 9979 (015) 299 6487	013 793 8364 (011) 774 9462		079 632 8955 072 532 6699 084 845 8919
Lydenburg	Chairman Secretary	LGJ Potgieter VACANT	013 235 8201	086 630 5175	Sonnyboy.Mosebedi@transnet.net Leon.Potgieter2@transnet.net	076 661 6280
PRASA Pretoria	Chairman Secretary	Eddie Flavell RJ Smit	012 521 6232 012 521 4385	012 521 6206 012 521 6206	Utatu@prasa.com Utatu@prasa.com	083 554 8015 083 554 7994
Mpumalanga	Chairman	Steven Leshabane	(013) 655 7823	(013) 655 7849	Steven.Leshabana@transnet.net	083 559 9419
Musina	Secretary	Vukosi Khosa	(013)752 9236	(013) 752 9416	vukosi.khosa@transnet.net	072 376 8574
Nelspruit	Chairman Secretary	Wikus du Toit HP Janse van Vuuren	015 534 7214 015 534 7209	015 534 7245	Jan.DuToit@transnet.net	083 380 9809 078 796 4660
Phalaborwa	Chairman Secretary	VACANT Kallie Steenkamp	013 752 9481	013 752 9283		
Pietersburg	Chairman Secretary	VACANT CAA Jansen	015 781 9042		Kallie.Steenkamp@transnet.net	083 461 2969
Pretoria	Chairman Secretary	Hennie van der Hyde AW Badenhorst	015 308 8237 015 299 6232	015 308 8201 015 299 6246	hendrik.vanderhyde@transnet.net Albert.Badenhorst@transnet.net	072 822 7628 083 599 9901 082 384 1050
Pyramid	Chairman Secretary	Manje Neethling Niekie Luus	012 315 8237 012 842 6050	086 553 8527 012 842 6016	matien@mweb.co.za Niekie.Luus@@transnet.net	082 876 9190 083 282 0776
Rustenburg	Chairman Secretary	Ore van den Bergh JC Rossouw	012 521 6297 012 521 8255	012 521 6297	2771210710@vodamail.co.za	076 792 0492 082 779 0475
Thabazimbi	Chairman Secretary	LE Moeketsi M Moletsane	014 590 2004 014 590 2243	014 590 2064 014 590 2243	lebohang.moeketsi@transnet.net	073 240 2447 083 929 7143
TRE Pretoria	Chairman Secretary	Riaan Bisschoff VACANT			riaanbiss@gmail.com	082873 8307
TRE Koedoespoort	Chairman Secretary	Pote Fourie Owen Jones	012 842 5090 012 842 5006	012 842 5841 012 842 5841	Hendrik.fourie2@transnet.net Owen.Jones@transnet.net	083 283 7482 072 216 1490
Tshwane	Chairman Treasurer	Adam Slabbert Wielligh Meyer	012 842 5273	012 842 5589	Adam.Slabbert @transnet.net Arend.Meyer@transnet.net	083 651 0017 071 233 9060
Waterval-Boven	Chairman Secretary	William Mogamisi Suping Seatholo	(012) 521 9452 (012) 315 8237	(012) 521 9497 (012) 315 8279	mogamisi@webmail.co.za s.seatholo@yahoo.com	082 569 8315 078 442 4581
Witbank	Chairman Secretary	VACANT VACANT	013 257 0507			082 622 9641

Deaths

June


Mokgohloa MB Member Pyramid South
Nkosi Bulanga JD Member Richards Bay
Mangaroo SR Child Umbilo
Du Toit DJ Member Worcester
Donda E Member Richards Bay
Khumalo BT Member Salvokop
Jones VJ Member Port Elizabeth
Pelser HJ Member Bloemfontein
Zoeker AH Member Kaserne
Korner ML Member Cape Town
Lubbe MM Spouse Sentrarand
Cleophas CW Member Saldanha
Mc Alpine TL Member Pretoria
Manyike ME Member Germiston
Ntsane BS Member Kroonstad
Ackermann AC Member Ermelo
Makapela PJ Member Rustenburg
Lengoasa RT Member Johannesburg

July

Basson WD Spouse Uitenhage
Koekemoer V Spouse Braamfontein
Ngomane MJ Member Braamfontein
Mkhwanazi M Member Empangeni
Mtshali MB Member Durban
Lourens MH Member Newcastle
Makhaphela D Member Sentrarand
Du Plessis TMB Member Cape Town
Stander B Spouse Cape Town
Lengoasa S Member Pretoria
Tshabalala MW Member Kaserne
Klyn AJ Member Richards Bay
Mjilo MJ Member Bayhead
Janse Van Rensburg WS Member Vryheid
Posthumus JJ Spouse Postmasburg
Jansen Van Vuuren A Member Kimberley
Selahla T Member Alrode

August

Msomi SP Member Johannesburg
Mbonjwa M Member Germiston
Fredericks HS Spouse Cape Town
Adonis NN Child Pretoria
Beukes CJH Spouse Pretoria
Mataga SC Member Koedoespoort
Makhaye BE Member Durban
Mdladla N Member Durban
Strydom JJ Member Durban
Mabika BP Member Richards Bay
Van Wyk C Member Braamfontein
Smuts LM Member Saldanha
Lombard DB Spouse Germiston
Esterhuizen JC Member Koedoespoort
Mdoweni KD Member Springs
Mthethwa B Member Richards Bay
Badenhorst DEM Member Rustenburg



DEATH GRANT CLAIM FORM

To be completed by Branch Secretary (or member of Branch Committee) IMMEDIATELY UPON DEATH OF member and forwarded to the General Secretary, P.O. Box 31100, Braamfontein, 2017. **A copy of the death certificate (certified), ID documents, bank statement and marriage certificate must be attached.**

DETAILS OF MEMBER

NAME AND SURNAME:
DEPOT/CENTRE: JOB TITLE:
SAP NO:I.D. NO:

DETAILS OF DECEASED

NAME AND SURNAME: (Deceased):
DATE OF BIRTH: I.D. NO:
DATE OF DEATH:
PLACE AND DISTRICT WHERE DEATH OCCURRED:
WAS DECEASED MARRIED AT TIME OF DEATH:

DETAILS OF CLAIMANT



FULL NAMES:
ADDRESS:
CONTACT NO: HomeWork: Cell:
BANKING DETAILS: Bank: Branch:
Account no: Branch code:

BRANCH OFFICIAL / TUR

TEL: FAX: DATE:
NAME & SURNAME: SIGNATURE:

REF: USDGCLAIM001E

UTATU SARWHU INFO GUIDE



UTATU SARWHU

Please print clearly

STOP ORDER

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 R35.00 and maximum of R65.00)**

• 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	<input type="checkbox"/>	TPT	<input type="checkbox"/>	Transnet Properties	<input type="checkbox"/>	Transnet Freight Rail	<input type="checkbox"/>
PRASA - Autopax	<input type="checkbox"/>	TNPA	<input type="checkbox"/>	Transnet Corporate	<input type="checkbox"/>	Bombela	<input type="checkbox"/>
PRASA - Shosholoza Meyl	<input type="checkbox"/>	Makhubu Logistics	<input type="checkbox"/>	Transnet Pipelines	<input type="checkbox"/>	Risk Pool	<input type="checkbox"/>
PRASA - CRES	<input type="checkbox"/>	Transnet Capital Projects	<input type="checkbox"/>	Transnet Rail Engineering	<input type="checkbox"/>	Other :	<input type="checkbox"/>

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

Non-profit Organisation – Ref: Number 036-913

UTATU House, 182 Louis Botha Ave, Houghton Estate, 2198; P.O. Box 31100, Braamfontein, 2017; Tel: (011) 728 0120; Fax: (011) 728 8257/8; Internal Fax: (011) 773 7920; E-mail: headoffice@utatusarwhu.com; Website: www.utatusarwhu.co.za

Affiliated to FEDUSA USSO001E

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

Voetplaatpark –
Tel 039 681 3325
Transmed Call Centre:
0800 450 010
Housing: FNB Home Loans – 0860 33 44 55
FNB Smart Bond – 0860 644 644
Transnet Pension/Retirement Fund (Metropolitan Life)
011 774 5444

Call Centres for:
Transnet Second Defined Benefit Fund - 011 587 8000 (select option 1)
Transnet Retirement Fund – 011 587 8000 (select option 2)
Transnet Pension Fund – 011 587 8000 (select option 3)
Aon Consulting – Tel: Jhb 011 944 7000 website: www.aon.co.za

Change of address

The General Secretary, UTATU SARWHU, PO Box/Posbus 31100, Braamfontein, 2017
(Please print)

Business unit: _____ Title: _____

Initials: _____ Surname: _____

Employee no: _____

Tel: _____

New home address: _____

Previous address: _____

NB: Please furnish previous address as it appears on the forwarding envelope.

NEWS

NEWS

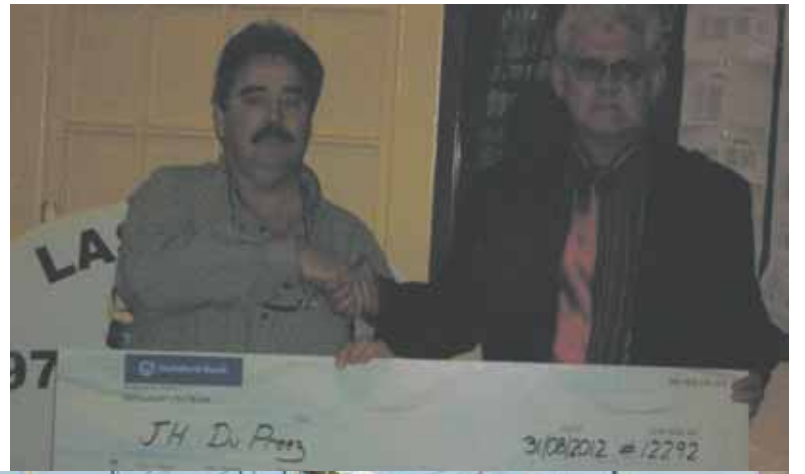
Happy retirement, Oom Mooi Dup!

JH du Preez (Mooi Dup) began as a learner train assistant in 1972 in Touws River. In 1974 he transferred to Germiston as a learner train assistant. In 1976 he went to the train

drivers' college. He qualified as a train driver in 1978 where he was transferred to Braamfontein. It is here that he retired after 40 years' service. Oom Mooi Dup always led by

example. He always spoke to all with respect and never bad-mouthed anyone.

He deserves his rest



Summer – sun wise

It's summertime! In the words of a great poet, "It's summer, sun and sapphire for me!"

After a cold, gloomy winter, everyone is looking forward to the summer sun and the sapphire sky. And there's no better place to welcome the sun.

South Africa is known globally for its glorious sunshine. But it is not all good news. The country has one of the highest incidences of skin cancer in the world and it is rising. The good news is that skin cancer is easily preventable and if detected early, highly curable!

A common misperception is that only fair skinned people are prone to skin cancer. According to the Cancer Association of South Africa (CANSA) every South African can get skin cancer. Although people with a darker skin are less susceptible because their skin contains more natural melanin that protects skin from sun damage, they too can get skin cancer.

Everyone should be wearing sunscreen and take precautions before enjoying the African sun.

High risk:

Answer the following question to determine if you are at high risk:

- Do you:
- Have a fair skin, especially if you

have red hair?

- Have many moles or skin spots?
- Had skin cancer before, or in your family?
- Play sports outdoors, especially during the hottest time of the day?
- Work in the sun?
- Spend a lot of driving around in the car?

If you answered 'yes' to any one or more of these questions, you have to take extra precautions.

Burn, baby, burn!

There is no such thing as a safe tan!!!

- All sunburns are potentially dangerous.
- Daily UV rays build up over time.
- As much as 80% of UV-related skin damage occurs by the age of 18.
- Just one blistering sunburn as a child significantly increases the risk of developing melanoma later on in life.

Super sunscreen:

What does a sun protection factor mean?

If you usually start to burn within 5 minutes, a sunscreen with a sun protection factor (SPF) of 15 protects your skin for 15 times longer i.e. 75 minutes. Remember that there is no

such thing as a complete block. CANSA recommends a SPF of 15 and more.

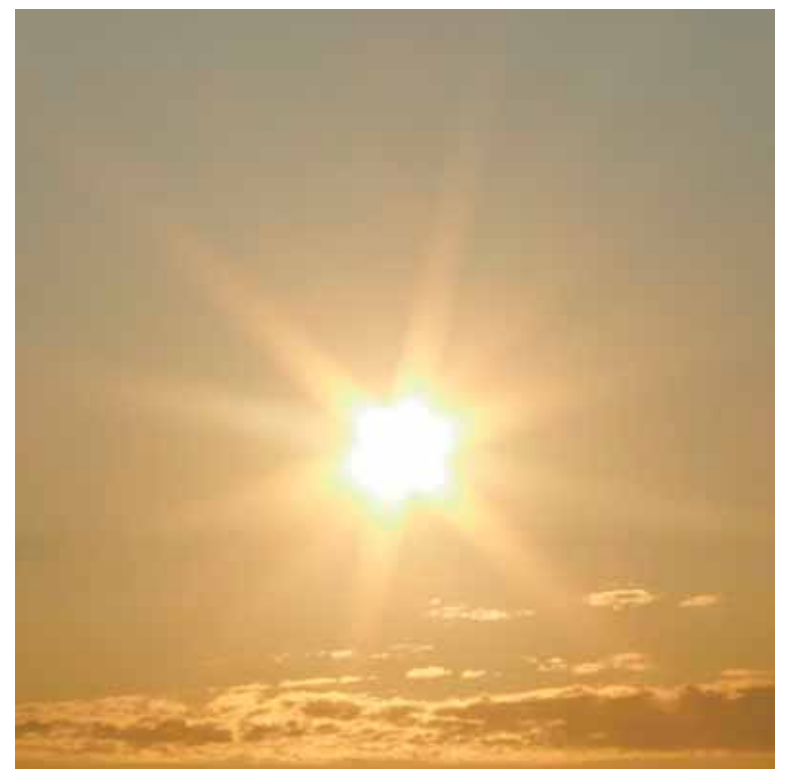
Remember to put on sunscreen throughout the day, especially when enjoying a day next to the pool or on the beach.

Protect yourself:

- Stay in the shade as much as possible or under an umbrella.
- Remember that UV rays reflect off cement, water, sand and even grass, so you can get sunburn even in the shade.
- Limit total time in the sun, especially between 10:00 and 15:00
- Cover up!
- Wear a thickly woven hat with a wide brim and clothing that is densely woven.
- Look for our CANSA seal of recognition on the swing tags.
- Your eyes also need protection against the sun. Look out for sunglasses with lenses recognised for effective UV protection by CANSA.

Watch out for moles!

It is always good to know your own body. Self examination is essential. Have a look at your moles. There is an easy ABCD-method to check them.



The ABCD of moles:

Look for:

Asymmetry – a mole or mark with one half unlike the other. Common moles are round and symmetrical.

Border irregularities – scalloped or poorly defined edges. Common moles have smooth even borders.

Colour variety and consistency – tan, brown, black, red, white and blue. Common moles are usually a single shade of brown or black.

Diameter – larger than 6mm.

If you have any doubts, it is best to see your doctor immediately. Skin cancer can be beaten if it is detected early!

Enjoy our glorious sunshine, but protect yourself and your loved ones!

For more information
Contact CANSA toll free on 0800 22 66 22

Or visit the website
www.cansa.org.za
Or e-mail info@cansa.org.za

LETTERS

Dankie vir die opleiding

Dankie vir die opleiding wat ons ontvang het. Ons het baie geleer en ons kennis opgeskerp. Ons is nou volleerd en op datum. Ek wil ook vir John Pereira dankie sê. Hy het 'n goeie klas aangebied en ons almal het baie geleer uit die twee dae. Hy was 'n ster en mag maar opleiding gee. Nogmaals dankie aan bestuur vir al die moeite om ons opleiding van hoogstaande gehalte aan te bied. Ons sal julle nie teleurstel nie.

HA van der Hyde

I really enjoyed the TUR training and will put what I learnt into practice.

John Short was really good at presenting this training session and gave the class valued information. It will help us to move forward as TURs in Transnet to fight for our members' rights.

I do, however, feel that two days were too short to cover in-depth training session.

I would like to thank the Presidents Mr Pholo and Mr Strauss for giving me the opportunity to attend the course.

Viva UTATU SARWHU Viva
Frank Staunton



Neels's daughter makes him proud

Neels Haasbroek, deputy general secretary, was very proud when his daughter, Rika, walked down the aisle with Leon Badenhorst on 7 September. The ceremony took place at Vaverde Country Hotel in Lanseria. Also on the photo is Rina, Neels' wife and mother of the bride.

29018

MEMBERS

Sishen - Taknuus van Sishen

Na 'n lang tyd van stilte wil ek net sê ons is nog hier. Stille beteken glad nie dat ons tak nie betrokke of aktief is nie. Daar is so baie verwickelinge en gebeure dat ons behoorlik moet kop hou om alles te hanteer.

Ons lang treine (342 trokke) is nog sterk aan die beweeg met rekords van

weeklikse tonne maat wat verbeter word. Ons laaste rekord staan op 1 222 000 ton in een week. Ons kyk na 1 400 000 ton as 'n nuwe rekord.

We still struggle with houses at Sishen/Kathu. To rent a standard 3-bedroomed house will cost between R9 000 and R16 000 per month. To buy is R1.2 million and upwards for

a 3-bedroomed house with a single bathroom and single garage, with wire fencing.

We would use the opportunity to wish our new companions from the old SARWHU welcome and we look forward to be working as one team.

PJF(Mossie) Mostert – Takvoorsitter

In memoriam

UTATU SARWHU honour the following people who have passed away recently:

Bruce John Ebdon

Bruce worked in Braamfontein and served as a TUR. He passed away on 7 September from a heart attack. His funeral was on 15 September.

Faan Gouws

Faan was one of the most loyal stalwarts of the union movement.

He started working as a fireman and was promoted to Braamfontein as a passed assistant. Later he was promoted to train driver: Electric, also in Braamfontein where he diligently served as branch secretary and chairman for many years. In 1992 he was elected to the Exco of SAFSA, served on the Management Committee and later was elected as 2nd Vice President of SAFSA. After that he was elected 2nd Vice President of Utatu. Faan was instrumental in the SAFSA/TWU merger.



FANUS GOUWS
1945 – 2012

Nicolaas Johannes de Beer (Nico)

Nico, a loyal TUR, was born on 28 July 1962 and died on 8 September 2012.



Liam the Lion is at your service

Liam Mackay is a new appointment in UTATU SARWHU's Membership department since 1 September. He says he is thrilled and honoured to be part of the team and looks forward to help members.

He is an upcoming Lions rugby player who plays for the Lions' amateur team and he is in the Lions Sevens Training group.

Call Liam with any membership queries.



Loyal members retire

Hezekiel Mulanda

Hezekiel Mulanda, who started working for Transnet on 19 September 1978, retired as an Archive Assistant on 31 July 2012. Throughout his career, Hezekiel was a dedicated and reliable worker who never once booked off sick. Judging by the farewell his colleagues arranged for him, he was a popular colleague who is going to be missed.

During his working years, Hezekiel lived in Daveyton. To enjoy his retirement, he plans to relocate to Makhado. Being an UTATU SARWHU member qualified him for a payout from the union's Discretionary Fund. The UTATU SARWHU family thanks Hezekiel for his steadfast membership and wish him health and contentment throughout his retirement.

William Tshisaphungo

Faith Modutwane, an organiser at UTATU SARWHU, hands over an UTATU SARWHU Discretionary Fund cheque to William Tshisaphungo, who has retired from the Coach Cleaning Section at Braamfontein Shosholozza Meyl. "We thank William for his loyal support to our union and wish him a long and healthy retirement," she said.

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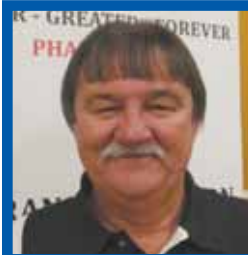
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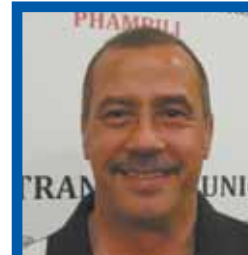
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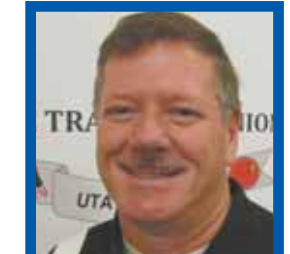
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NEWS

NEWS

The history of the SA locomotive in pictures

As they say, once a train enthusiast, always a train enthusiast – and UTATU SARWHU has many of them. Here deputy general secretary, Louis Brockett, a former train driver and an ardent rail buff, shares some of his many photographs tracing the history

of the electric locomotive in South Africa.

It started with the 1E and then the 2Es which was followed by the 3E.

The ES was introduced next and then followed the 4E (with pony bogies)

The 5E ('balstamper') had a better version in the 5E1

The 6E could operate air brakes

The 6E1 and 16E, 17E and its upgrade 18E was manufactured by Transnet Rail Engineering

The 8E was a shunt loco

The 9E – a 25 Kv works between Sishen and Saldanha

The 7E was out of sequence, but it

was the first to work with Alternate Current (AC)

Then followed the 7E1

The 10E operated on 3 Kv DC at 100 km/h (add) and heavy haul trains

The 11E was back on AC

The 12E was upgraded from 6E1s – they operated the first Metro Blitz,

now the Blue Train

The 14E was a AC/DC automatic and could travel at 120 km/h now operating the Blue Train

15E is currently running between Saldanha and Sishen on 25Kv

The newest loco is the 19E on the Ermelo line ■

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