



aviation union of southern africa

Registered as a trade union in terms of the labour relations Act, (Act 66 of 1995) as amended

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Dear Honourable Mr. Hendrickse

As reflected in my previous correspondence to yourself as the Chairperson of the Transnet Retirement Fund (TRF), I would like to express my view as a trade union, as to the new SOE members joining Transnet Retirement Fund .

This is as President of Aviation Union Of Southern Africa and as Vice Chairperson of the Restructuring Labour Caucus (RLC) as South African Airways (SAA). In terms on this position of the RLC we, would prefer new members of the SOE to become members of the fund as it maintains the current status and does not differentiate between employees. I was also marmites to represent this position to Transnet. Our employer SAA/SAT also agrees with this position, but defers to the Transnet position. Please find the RLC minutes attached for information.

I stated during the Portfolio Committee meeting that is in terms of Labour Relations. We as labour do indeed negotiate the terms and conditions of employees for all. Junior employees (Below Management) Mr. Wells assertion that we cannot and do not conclude agreements related to terms and conditions of employment. For future employees is therefore in my view nonsensical. Labour in negotiations that determine the condition or employment for a particular bargaining unit. The employees in this unit are then inducted or exited in terms of this agreement.

A further point is that in the SAA transaction was not a sale of the business as envisaged in terms of the Labour Relations Act (1995) as our employer had not changed, it was SAA and still is SAA. Our terms and conditions of employment has not changed and because the conditions make specific provision for compulsory membership or the TRF. Transnet wants to trump this provision by enacting the provision in the Law-TRF Act.

Transnet's position as to not wanting a multi employer fund is strange as they have agreed to have a multi employer fund for at least the next 40 years. If a new employee joins SAA this year and remains as SAA for his total work life to 63, he will be in the fund for more than 40 years. Mr. Wells also stated in the same breath that he

conceders that the pension fund industry is changing and in light of the rewrite of the Pension Fund Act over the next ten years but wants TRF to be a Transnet (core) only fund over the long term (more than 40 years).

In closing I wish to thank you for the time and effort of attending to this correspondence.

A handwritten signature in black ink, appearing to be 'Charlie Becker', written over a horizontal line.

Charlie Becker
President
AUSA