

## MAIN FEATURES IN THIS ISSUE:

### PAGE 1

SATU Leadership  
Roadshow / Celebrating  
change in SATU

### PAGE 2

Change is here!

### PAGE 6

News from the regions

### PAGE 8

Application Form  
Weekly / Monthly  
Contributions

# SATU Leadership Roadshow

During May SATU Leadership travelled around the country to introduce the members to SATU's new vision and to let them share in the relaunch of the SATU brand.

It was a trip with many firsts. For a great number of members it was this first time to meet leadership and be included in such strategic changes. They received the leaders with open arms and made the commitment to continue the mission to make SATU the only trade union in the print and packaging sectors.

Read all about the launch and the roadshows on this page and page 2. ■



FEDUSA General Secretary, Dennis George, was one of the speakers at the official launch.



SATU Executive Council, Governing Board members, officials and staff.

## Celebrating change in SATU

President Maggie Maluleke's celebrated change in her speech at SATU's relaunch on 1 May.

120 years ago there arose a need for a trade union to protect the rights of print sector workers. The South African Typographical Union was born out of a need for change. I have been a member of the union for 38 years and I have served on the Governing Board of the union for almost 10 years. I was witness to some of the mistakes that nearly wrecked our organisation.

Today I am proud to say I am a part of a rapidly transforming organisation, and I want to thank the officials and staff of this union who, under trying circumstances at times, have committed themselves and stay committed to the growth of the union into the largest print and packaging trade union in the country.

The transformation within this organisation is visible in the SATU officials and staff members at the launch. All races are represented in a mixture of experience and the next generation of SATU.

I am, however, as a woman proudest of the women in this organisation. I want to quote GD Anderson who said: "Feminism is not about making women stronger. Women are already strong. It's about changing the way that power is perceived."

To all of you, with special mention to our Acting Deputy General Secretary, Xoliwe Mavuso and our acting Eastern Cape Regional Secretary, Thaakira Hendricks, you are pioneers and I ask that you fly the flag for women in the organisation as a beacon to others.

120 years ago, a group of print workers started the SA Typographical Union. This year we celebrated this union's birthday with a quiet confidence. We had begun 2018 with a clear message for our members and workers at large: change was coming.

I quote Oswali Hosley who said: "There are periods in history when change is necessary, and other periods when it is better to keep



President Maggie Maluleke addresses guests at the launch.

everything for the time as it is. The art of life is to be in the rhythm of your age."

I found this quote extremely relevant to the challenges SATU faces today. They are many and they all are complex. However, with a solution based team and a general no compromise attitude to the service of our members, a change is clearly visible in the measure that matters most; the numbers. I believe that this launch carries significance as it also marks an important milestone in the turnaround of this organisation.

Today we mark the official launch of the new SATU logo and launch of a new and improved version of the once great organisation of the print heydays.

The South African print and packaging sectors have been slow in making sure that the industry is transformed. I will not dwell on this, however, I am sure the message is clear.

This change that was necessary for SATU to survive into the ages is best summed up as the result of serious and honest introspection by the leadership in the organisation and the will to implement the mandate given to the General Secretary, Edward de Klerk.

Again I would like to thank you all for joining us tonight and hope you enjoy the rest of the evening. ■



## Comment

It is a brand new dawn at SATU

A new dawn heralded within SATU on 1 May 2018. As the General Secretary and captain of this vessel, on behalf of the leadership that is driving the change from the old to the new, I can with honour report that, culminating with the launch of the new logo and brand of SATU, The New Dawn of SATU is here!

The journey of the vessel of change began on 1 October 2017 when the Governing Board approved the new business plan and vision for SATU. At times the journey was rough and other times there was some smooth sailing, but it was always imperative that the journey remained on course to give effect to the new business plan and vision.

Various workshops have been held during this period; some of them under the stewardship of Dr Colin Steyn and his partner Megan Joynt. The last of these workshops, as part of the first Innovation session, was held over the long weekend prior to the May Day launch. It was also the first at which a community of practice was created between SATU's team of officials and the Transparent Financial Services senior management team.

The main launch took place at Leriba Lodge on May Day as part of the International Workers' Day celebrations. SATU expressed its recommitment to the workers within the printing sector, employer organisations and the South African and African society. The organisation also presented its campaign manifesto for 2018 that the leadership believes will set the organisation apart from its competitors. Our social partners also pledged their support in ensuring that we save the printing sector.

Thereafter regional launches were held in each of the SATU regions, beginning in Pretoria and ending in the Pietermaritzburg. The whole leadership was on board with this journey: the captain, President Maggie Maluleke, Vice Presidents Newton Hoff, Freddy Fouche and Hendrik May. Also on board were Dr Colin Steyn, Megan Joynt and Khwezi Makhathini. This inner circle was created to go to the regions and conduct shop steward training sessions, which created a platform for them to have a voice within SATU. Arising out of this journey the following observations were made:

- There were many firsts within SATU, such as the fact that for the first time shop stewards from all over the country were brought together at a training session.
- SATU branded T-shirts were handed out. SATU has already begun the process to ensure that every member of SATU receives one.
- Shop stewards for the first time had the opportunity to engage with the leadership of the organisation.
- Past and present leaders and pensioners attended the launches.

As the captain of the vessel the most exciting observation was to recognise that a new flame has been lit within SATU. I am of the opinion that this only bodes well for the future that will take the organisation to new heights and establish it as the footprint and union of choice within the printing sector.

I would like to take this opportunity to thank each and every body that has assisted in making sure that this current journey has been the success it has been thus far. Be assured that this is just the beginning and not the end of the journey.

VIVA SATU, VIVA!

Edward de Klerk, General Secretary

# CHANGE IS HERE!

## Membership and representatives were presented with new SATU vision during a national roadshow.



## SATU's national leadership under General Secretary Edward de Klerk embarked on a national roadshow to begin with the task of empowering the organisation's shop stewards and celebrate the relaunch of SATU and its brand new logo.

The purpose of the training was to align the values of the organisation with the practical skills required by every shop steward representing members. The training was facilitated by Dr Colin Steyn and Megan Joynt from the Centre for Integral Innovation and Development and forms part of the innovation strategy of the union.

The roadshow was also used for the delivery of the new SATU T-shirts for members, a chance for members to see the leadership and engage with them first-hand on the developments of the past six months and what is in store for the future.

The roadshow began in the Pretoria with SATU President Maggie Maluleke attending as a member of the Executive Council. The launch was a success and the message to the membership was clearly conveyed. Change is here!

One of the highlights of the launches took place in Johannesburg. Large numbers of members attended their region's launch

at the Parktonian Hotel. The atmosphere in the venue was something to behold as members frequently broke out into song during the launch. Newton Hoff, SATU Vice President attended and, along with President Maluleke, represented the leadership.

Bloemfontein, the region which former union President Mr Engelbrecht hails from, covers both the Free State and Northern Cape provinces. A special mention must be made to the staff and officials who ensured that shop stewards from as far off as De Aar and Senekal were present. The leadership was represented by Vice President Hendrik May.

Next stop for the leadership was Cape Town; the bus strike that had most of the city move at a crawl could not deter over 65 shop stewards from the region to attend the training session and launch. President Maluleke represented the Executive Council during this leg of the roadshow.

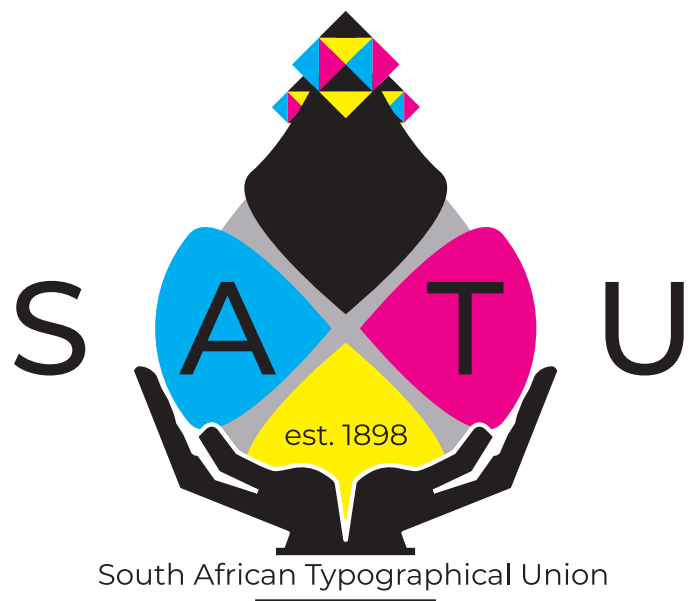
The roadshow then left the 'Mother City' for the 'Friendly City' of Port Elizabeth. The

region's members, shop stewards, staff and officials pulled out all the stops to ensure that the myth of the printing sector being dead in the region was laid to rest. Vice President Freddy Fouche represented the Executive Council on this leg of the roadshow.

The last leg of the roadshow was KwaZulu-Natal. The region had long been split in two with a Durban and Pietermaritzburg branch. However, due to the early retirement of KwaZulu-Natal Regional Secretary, Sarel Venter and the massive gap that this has left, Andrew Michael, the current Pietermaritzburg Regional Secretary, will be taking over from the former and the entire region will amalgamate into one region as of 1 July.

The KwaZulu-Natal region's members and officials ensured a successful training and launch took place in both cities with shop stewards and members coming out in their numbers to receive the message and celebrate with SATU. ■





# Out with the old, in with the new

**SATU's new logo captures the essence of the sector and embraces transformation.**

The South African Typographical Union has changed its logo with the rollout of the new design beginning on the union's Facebook page and culminating during the union's relaunch on 1 May 2018.

The process of finding a designer and ultimately settling on a final design has been thorough and the final design captures what the union stands for.

As the oldest trade union in the country, rebranding the union completely may have taken away from the already long established reputation of SATU. The redesign has simply moved SATU into the 21st century while also embracing the fact that the union's success depends on its ability to transform. Under the new logo, the union is a place where every worker in the print and packaging sectors can safely belong, while knowing that every interaction with SATU and the benefits offered are still backed by 120 years of trade union experience.

The colour values of CMYK were chosen, because they are the standard colours used in all colours and are the building blocks to any print. These colours signify diversity and how, when used together, they can be powerful. They are bright, vibrant and solid components that anyone in the industry can relate to.

SATU is by far the strongest name out of the suggestions of new names, for it has authenticity and has been the name of the union for 120 years. The name is quick to say and easy to remember.

The new logo embodies this name by using the standard printing colours CMYK in the shape of a drop. The drop of the CMYK signifies the sector and is recognised by anyone in the sector. These colours connect and unify the sector. The hands that are holding this drop signifies that the union will hold this drop up and thus showing that the union will help any worker in the sector. The colourful crown on top of the drop further signifies unity and pertains to an African style, thus solidifying the companies heritage. When the CMYK comes together, they can make something beautiful. ■



General Secretary Edward de Klerk.

# The year of worker empowerment

**SATU launches campaigns for 2018**

During the May Day relaunch of SATU's brand and vision, General Secretary Edward de Klerk also announced the union's campaigns for 2018.

These campaigns aim to bring stability to the print and packaging sectors and the adoption of a shared common vision among sector stakeholders; these being labour, business and, to an extent, government.

## #SavePrint

Arising out of SATU's engagements with FEDUSA and Printing SA (Formerly PIFSA), it became apparent that for the sector to remain a viable economic growth contributor in the country, steps needed to be taken by government and business.

1. The issue of companies that exploit workers and prevent employees from being part of a union is one that must end. We need to expose firms and their owners/managers who do not allow union representation for employees.
2. We must push the role of government in ensuring that the printing and packaging industries are:
  - a. Transformed; and
  - b. Given first preference on all applicable state procurement and they must ensure that this is enforced across all government departments.

Edward emphasised the importance of ensuring the future sustainability of SATU within the printing sector. "This SATU campaign intends to explore new ways of ensuring that business and labour find increasing innovative ways of protecting jobs while keeping the printing sector sustainable within a co-determination framework."

He added that this framework would work for both employers and workers as all stakeholders have a vested interest in the continued success of a business. ■

# The proof is in the pudding

## Printing SA seeing fruition of bursary initiative



The first winner Carrington Muliwa.

Printing SA launched a bursary competition with the aim to create a new skills pool that would provide member companies with talented individuals who are eager to take up career opportunities in the printing and packaging sector.

The competition kicked off in 2016. The first recipient of the bursary, Carrington Muliwa, received a fully sponsored course by Printing SA.

His dream was to run a printing business. As a teenager he inherited an old broken printer and Pentium 3 laptop from his late uncle. After repairing them, he started his own business working from home. He formulated CVs for jobseekers and did some

other small printing work. Unfortunately, due to his lack of business skills, it didn't succeed. It did not make him give up on his dream, however.

Prior to winning the bursary, he saved money to buy an A24 Vinyl plotter, multi-functional heat press and a sublimation printer. His goal was to rebuild his business and provide an opportunity to further assist members in his community by assisting jobseekers with well-formulated and well-written CVs.

"South Africa's printing sector is hard at work in helping develop the sector and is constantly on the lookout for ways and opportunities to create and grow

employment opportunities within the sector," this according to Steve Thobela, CEO of industry body, Printing SA.

Thobela further added, "Carrington stood out as a worthy applicant as he certainly showed his commitment and dedication. As Printing SA, we were thrilled to kick-start this programme to provide a worthy recipient the opportunity to provide much needed skills to start over and grow a business to the next level."

## For further information

on skills pool bursaries which enable unemployed learners to develop marketable skills in the sector or to apply for one, please send an application, together with a CV to Charmaine Kearns, via fax on 010 594 3298 or 086 508 1350 or email [central-chamber@printingsa.org](mailto:central-chamber@printingsa.org). ■



# Get to know your SATU leaders



## Annemarie Rossouw

**Tell us about your name:** I am named after my grandma, Anna-Maria, for I am the eldest daughter and granddaughter on mother side. I have several nicknames, but most used are Lili as a little girl, and Annie as I was baptised by SATU members since Arnold van Wyk came to the Bloemfontein Office.

**Working career:** I matriculated in 1990 and found this half-day job at SATU House, 165 Zastron Street, Bloemfontein, where I started working on 7 May 1991 as receptionist/typist.

**How and when did you become involved with SATU?** Joe Heath, previous Regional Secretary, asked my mother to help with the decorating for the annual SATU Pensioners Tea. I started helping her when I was in Grade 11.

**Current position:** I am the Membership and Benefit Administrator, doing all the admin in the Bloemfontein Branch.

**What are the best reasons why members should choose SATU?** SATU has very good benefits and the Pension Fund is one of the best to put your money on.

**What would you like to see the union improving on?** I would like the union to look after the office ladies/personnel. We look after the members and pensioners, take care of them and all their troubles. We need the union to do the same for us, especially with regards to our wages.

**Favourite food?** I like any good food and love fruit, vegetables and water!

**Favourite sport?** I love to watch gymnastics and athletics. I like walk for exercise.

**Sports team?** The Cheetah Rugby-team! I am living in the Free State and never thought about supporting any other team.

**What makes you happy?** To see other people happy.

**What makes you angry?** As a Christian I want to see people live in peace and harmony; backstabbers and lies make me angry.

**What do you do to relax?** I love reading novels, love stories and information.

**Do you have any special hobbies?** I love needlework and handwork.

## Edward Ngobeni

**Tell us about your name:** Ntshimane, meaning boy, was given to me by my mother as she was ecstatic to have given birth to a boy as her first born was a girl. Edward – It was given to me by the nurses who helped my mother give birth at the



Holy Cross Maternity Home at the Old Lady Selborne Township in Pretoria. I have no special nickname but I'm commonly called Eddie.

**Working career:** I first worked at BMW car manufacturers in Rosslyn Pretoria as a Quality Controller in 1977. From 1978 to 1980 I was teaching at Machakela Middle School in Magogelo, Hammanskraal and later at Lerothi High School in Bethanie, Brits. In January 1981 to August 1982 I was employed at S.A. Bank Note Company as a printing machine assistant.

**How and when did you become involved with SATU?** I started working at Pretoria SATU branch office on 17 August 1982 dealing with black members including coloureds and indians and did administration work. However, the separate three branches were eventually amalgamated into one. With the progression of time I started accompanying the former RSO to companies to service members, recruit, represent members, attended committee meetings, general meetings and conducted shop steward trainings. Hence I became his assistant. After his retirement in 1998 I was appointed as the RSO.

**Current position?** I am the Regional Secretary Organiser for Johannesburg and Pretoria regions.

**What are the best reasons why members should choose SATU?** SATU is the first and oldest union in the printing & packaging sector. Hence it has the experience and expertise in the sector and has fantastic benefits. The other reason is that it is not aligned to any political organisation. As a result any employee, regardless of his/her political affiliation, can join.

**What would you like to see the union improving on?** The union should be marketed more so that it can become more conspicuous. I would also like to see more training of shop stewards and better servicing of members.

**Favourite food?** Pap & stewed beef.

**Favourite sport?** Soccer

**Sports team?** Kaizer Chiefs Football Club. The club/team was formed by Kaizer Motaung after his return from North America where he played for Atlanta Chiefs. Before the formation of Kaizer Chiefs I did not have a stable favourite club but liked football.

**What makes you happy?** Being with friends (social club) talking, laughing and watching soccer.

**What makes you angry?** I hate gossiping people and lies.

**What do you like to do to relax?** A drink or two on Friday or Saturday with friends

or family, Sunday I go to church and no drinking.

**Do you have any special hobbies?** I am a handy man and like doing things myself. I only involve a tradesman if I am unable to do the job. I also enjoy gardening.



## Philip Ramadibane

**Tell us about your name:** My name is Phillip, named after my late grandfather. My nickname is Mazambane. This came about as I like potatoes with all my heart.

**Working career:** I started working at the STAR newspaper in 1988 as an apprentice (printer).

**How and when did you become involved with SATU?** I joined SATU when I started working at the STAR. We were told before we sign our contract of employment that we must also join SATU as it was the best union.

**Current position within SATU?** I am an Official.

**What are the best reasons to choose SATU?** SATU is the union that cares for its people and they always make sure every member is updated and happy.

**What would you like to see the union improving on?** So far I'm happy with all the changes and the way it is structured.

**Favourite food?** Pap and Mogodu.

**Favourite sport?** Soccer.

**Sports team?** Moroka Swallows; my father and my grandfather always encouraged me to play for that team because they both loved it.

**What makes you happy?** When people improve in life.

**What makes you angry?** Failure.

**What do you like to do to relax?** Reading and listening to music.

**Do you have any special hobbies?** Yes, going to church every Sunday.

## Mlamuli 'Tonado' Mtolo

**Tell us about your name:** My name is Mlamuli Tonado Mtolo. The name Mlamuli means peace maker. According to my late grandmother there was a lot of fighting between my father and my mother a few years after their marriage. When my mother fell pregnant, there was even more fighting until my mother went back home to her family. When she was in hospital to give birth, my grandmother had a dream talking to my late grandfather who told her that a boy is



born and his name is Mlamuli. He also told my grandmother that there must be no more fighting between my mother and father.

**Working career:** I started in Welkom at President Brand mine in March 1989 as a general worker. In 1992 I was retrenched and I left Welkom and went back home to KZN and in 1994 I was employed as a casual worker at Robprint in Pinetown.

**How and when did you become involved with SATU?** I got involved with SATU when I got a job and registered at Robprint in Pinetown in January 1995. I think there was a good relationship between the company and SATU because when any employee got registered, they were also given the SATU membership forms by the HR of that time to join.

**Current position:** At SATU I was employed as a clerk and interpreter to assist the members that didn't understand English. There was no Zulu-speaking person. Currently I am an Organiser.

**What are the best reasons why members should choose SATU?** SATU is a reliable union; officials always tell the truth as it is; they never promise results they aren't able to deliver. The union's benefits for members are unrivalled.

**What would you like to see the union improving on?** I would like to see more Blacks in higher positions, because some people still believe that SATU is for white people only.

**Favourite food?** Steamed bread (Jeqe) and chicken curry.

**Favourite sport?** Football.

**Sports team?** I support Kaizer Chiefs, the Springboks and Bafana Bafana, although all three my teams are not doing well at the moment. I still hope that things will change. I grew up supporting Chiefs because my whole family was supporting Chiefs.

**What makes you happy?** I feel very happy if everyone is treated the same and given respect as we are all human beings.

**What makes you angry?** I feel very angry if someone undermines someone else or shows that he/she is more superior than the other, especially if it's because of colour or gender.

**What do you like to do to relax?** To relax I like to watch TV or play with my kids in the yard.

**Do you have any special hobbies?** Some believe that going to church is a hobby, but to me it's a most important thing. I spend most of my time in church as part of my daily life. In my spare time I watch or listen to church programmes, especially from my church – The Revelation Church of God, which belongs to the African religion. ■





Delegates await the start of the seminar.



Acting Assistant General Secretary Xoliwe Mavuso during the seminar.

# You strike a woman, you strike a rock!

## FEDUSA celebrated International Women’s Day with an event for women.

Gender Based Violence in the workplace and a way forward was the topic at a FEDUSA breakfast and seminar for women to celebrate International Women's Day.

SATU's acting Deputy General Secretary, Xoliwe Mavuso, represented the union. Representatives of the federation, government and the International Labour Organisation (ILO) attended and the event that was directed by Brenda Modise.

Speaking on behalf of FEDUSA Deputy Martle Keyter, Thandeka Phiri said that "FEDUSA advocates for women's rights and equality, stands against woman harassment and gender based violence in the workplace and in our communities, and promotes the progress and advance of women, as well as the importance of standing collectively as women. FEDUSA encourages women to stand their ground and be counted in against gender inequality and abuse."

International guest speaker, Mwila Chigaga of the ILO gave a global perspective on what labour movements can do to ensure that sexual harassment and abuse in the workplace is eradicated.

"The ILO has proposed the adoption of a policy against violence against women in the workplace. Gender equality is a human right." She also spoke about the importance of women in the development of the

country's economy adding that women, although still disadvantaged, contribute to a country's economy in various ways – not only as homemakers.

Representatives from the Departments of Labour and Justice were also in attendance. Ntsoaki Mamashole of the Labour Department noted that the department sees the high rate of gender based violence in the workplace as a serious problem affecting not only women but men too. "There's a need to educate men as to why the rights to equality are in the constitution," she added.

The Department of Justice and Constitutional Development's Kamogelo Lekubu agreed that, to stop the high rates of gender based violence in the workplace, more punitive measures need to be enforced, but also with an emphasis on education of the public. She stressed that the department was intending to make the Declaration of Violence against Women, which has been around for a very long time, a convention which government must now fully support.

"South Africa is ready to criminalise harassment and gender based violence. Priority should be given to safety at the workplace in relation to the ILO declaration," she added. ■

# Exciting changes to funds

## There are exciting changes for the Printing Industry Pension Fund and the SATU National Provident Fund.

SATU offers its members significant benefits which include membership of the Printing Industry Pension Fund (PIPF) and SATU National Provident Fund (SNPF). The funds offer benefits on death, disability, retirement and on exiting the sector.

The South African government embarked on a retirement reform project in 2004. It stated that retirement outcomes needed to improve and they have since made great strides, such as changes to taxation of lump sum retirement pay-outs to encourage members to take an income retirement (a monthly pension). Government later improved the tax law to make it beneficial to make more contributions. Investment returns have for some time been free of tax.

The main aim of any retirement fund is for the member to build up a financial reserve during his time as an abled body worker. This reserve should be large enough to ensure that he can sustain himself in his old age. The important factors for this to work is that a member should:

- Contribute enough over his lifetime,
- Not withdraw benefits in cash when changing jobs,
- Earn sufficient investment returns; and
- Convert the investment at retirement into an income.

The SATU funds have prescribed that the withdrawal of benefits could only be paid on leaving the sector and offered to preserve benefits in the fund even if you did not contribute anymore. In essence, if you were still working in the sector but did not make contributions to the fund anymore, the fund made your benefit paid-up and preserved

continue on page 7

# SATU bids farewell to veterans

## Union officials go on retirement after decades of service to SATU members.

The Eastern Cape and KwaZulu-Natal's Regional Secretaries, Selwyn Felix and Sarel Venter retired. They have had a long haul and will surely be missed in their regions.



The Durban team who bid farewell to Sarel Venter (back, centre) consisted of Trevor Ramiah, Mlamuli 'Tonado' Mtolo, Ragini Pillay, Promise Change and Amy Prior.

### Sarel Venter

Sarel Venter began work in the print sector as an apprentice compositor for the Daily News. In January 1974 he was elected as an apprentice representative while working there.

After qualifying as compositor in 1977, he was elected as a representative of journeymen within his plant and served as a shop steward. He left the Daily News in 1985 after 11 years of service.

In the same year he joined SATU as a council agent under, the now defunct, National Industrial Council (NIC) until 1987 when he was appointed Regional Secretary of the Pietermaritzburg branch of SATU. When Durban branch Regional Secretary Mr Simpson retired in 1997, he moved to Durban to take over as joint Regional Secretary with Phillip Myburgh of the Durban branch until 2004. Upon Phillip's deployment to Johannesburg, Sarel became the Regional Secretary of Durban until May 2018.

Recounting highlights of his tenure within SATU, Sarel views the disbanding of the NIC and the subsequent struggle of ensuring that members' benefits were not discontinued and the establishment of the Statutory Council as some of the many highlights in his SATU career.

"I appreciated working with most members of staff over the years including the staff at TFS. I thank and appreciate everyone who has been a part of my journey and wish the General Secretary, the Governing Board, Executive Council and everyone involved in the service of SATU members all the best and I hope SATU is around for another 120 years."



Seen at Selwyn Felix's farewell: Sarel Venter, Isaac Kubheka, Mlamuli 'Tonado' Mtolo and Selwyn. In front is Tara Salie.

### Selwyn Felix

Selwyn, joined SATU in 1978 and served as the Eastern Cape Regional Secretary from 2004. He will be remembered as the quiet, but effective leader of the region. Acting Deputy General Secretary Xoliwe Mavuso says he is a serious man with a no compromise attitude to the service of his members.

"Although I met him only a few times, Selwyn always came across as calm, serious and someone with vast experience and knowledge of the union. This knowledge will be missed but we believe he has done well in mentoring the current acting Regional Secretary, Thaakira Hendricks, and official, Tara Salie, to take up the baton in the region."

Recounting his time within SATU Selwyn said that his analytical way of doing things was an advantage in his dealings with both members and employers and had set him apart. "I was always level headed when dealing with employers; I was never rude or aggressive. I may have had one or two fights; but I was always civil to everyone. This helped me achieve a lot for my members."

His message to the membership of SATU in the Eastern Cape is simple and straight to the point: "To everyone within the organisation that helped me over the years and the members I served during my 40 years in the union, I say thank you. I wish you all the best of luck and prosperity well into the future." ■



# News from the Regions

## Johannesburg

### Vale

Our sympathies and condolences are extended to all the families who lost their loved ones.

JS Kubayi	MD Dugmore
A Njoko	M Lekgare
LC Britton	M Naidoo
J Mogagabe	M Gaba
BN Simandla	PQ Taylor
DRW Madden	MW Modluli
P du Plooy	LE Thomo
M Machogo	SZ Moloi
TD Thabethe	R Morris
RA Kruger	NA Barber
JM Young	EE Louw
D Mahomed	RAS Dos Santos
TM Dlamlenze	

### New Members:

Ren-form  
Gravure Cylinders  
Pictorial Press  
New Era Packaging  
Associated Industries Group  
House of Print  
Spec Systems  
Caxton Works  
Typo Printing  
Techni Ad  
Paarlcoldset  
Xanadu Printing  
SE Litho  
Soteba Trading (Printworld)  
Automatic Printing  
Lomar Print  
Laserpac  
Mortimer Offset  
Prestige Art Press  
Majestic Printers  
Fellows Beswick  
Beith Digital  
CTP Web Printers  
Shamrock Packaging  
CSX Security Printers  
Thornton's Print  
Colour Magic  
Rebsons  
Quarto Press  
Seculo Triweb Printers  
Print Allianz  
Die Cut

## Eastern Cape

### Vale

Our sympathies and condolences are extended to all the families of pensioners in Eastern Cape who lost their loved ones:

JC Terblanche	CW Hucker
NM Bauer	L Maswana
C Murray	A Buys
RP Marais	

### New Members

Bukani Print  
Harry's Printers (East London)  
TisoBlackstar  
Down Town Express

### Change of address

The Regional office has moved. Our contact details and postal address will remain the same. The new physical address is in the article elsewhere on this page.

#### Additional contact numbers:

Thaakira Hendricks – 066 079 0315  
Tara Salie – 066 094 0348

### SATU Regional Launch

SATU has now officially branded its new logo. We hope that our members are as excited as we are and we can feel proud of what we have become and where we are headed. We look forward to servicing our members and becoming the best trade union in the printing sector.

### Regional Request

We urge members to kindly SMS/Whatsapp or call should they have changed their address or contact details. It is important for us to have this contact information so that we can send correspondence and keep members updated and informed.

We would also like to encourage members to follow us on Facebook, as changes and general information are being loaded on our page.

For update of details SMS/Whatsapp Thaakira or Tara. Their contact numbers are published above.

### Tailpiece

*"Be the change you want to see in the world" - Gandhi*

## Bloemfontein

### Vale

It is with deep regret that we record the deaths of the following pensioners and active members:

J de Bruin	JA Coetzee
DJ Wepener	MM Hlohlomi
R Naanyane	LN Maloisane

Our condolences are extended to all their families.

### New Members

A warm welcome to all new members from the following companies:

Cispak, Reitz  
Oranje Printers, Senekal  
Trans-Oranje Printers, Upington.  
Paarl Coldset, Bloemfontein.  
Enable, Bloemfontein

### New Address

Please take note of our new address as published elsewhere on this page. Please note that the contact numbers of the Bloemfontein office stay the same.

Reception - 051 447 6819;  
fax 051 447 0249 and  
fax to email: 086 716 8818.

New cellphone numbers: Themba Pata – 079 591 3603 and  
Anne-Marie Rossouw - 079 263 1197.

### Appreciation

*SATU, receive herewith my deepest gratitude for being with you for 27 years!*

*I joined as a "minor" in the corporate world to start my own life as an adult on 7 May 1991. My first job was as a Typist and Receptionist, then Admin Clerk, then Membership and Benefit Administrator and now I am part of the Full Time Official-group.*

*I have worried a lot, always sought to help my members and pensioners and have subsequently learned much more from them. All of my members have become part of my life. I have seen people join, resign, re-join, and go on pension.*

*SATU, I admire you and appreciate you for taking my hand and walk the walk with me.*

Annemarie Rossouw

## Pietermaritzburg

### Vale

A. Ndlovu, daughter of member SA Ndlovu, passed away. Our condolences to the Ndlovu family.

### New Members

The Pietermaritzburg office would like to say warm welcome to our new member from City Printing Works.

### News

Goodbye to our loyal members from Kendall and Strachan and Paarl Cold Set. Unfortunately both the firms shut their doors, Kendall and Strachan in February 2018 after trading in Pietermaritzburg for almost fifty years, and Paarl in May.

### Best wishes to Sarel Venter on his retirement

Dear members, by the time you read your journal half of the year would have since passed already. Be thankful for your employment. We urge you to take care of this prized asset; your job. You should do everything in your power to stay employed. ■

# SATU is on the move

## SATU's regional branch offices were relocated.

In line with the new revamped, revived SATU, some of the union's regional offices are not located where they once were. The following offices have moved to better locations: Head Office, Port Elizabeth, Bloemfontein and Cape Town.

"This moves were necessitated by the need for improved levels of service to members, the need to be nearer to our members and to the broader Print and Packaging sector in general. In the planning of these moves we understood that our offices needed to be easily accessible to all our members by way of all modes of transport to visit SATU offices for whatever reason," explains Edward de Klerk, General Secretary.

Another reason for the move was that some of the previous offices were old and were no longer member and personnel friendly. The new offices are vibrant and in line with the new culture at SATU but still with the trusted efficient service from the SATU team across the country.

"A few moving challenges might have been experienced with the move but we are now up and running in all our offices. We look forward to seeing our members in the new premises," Edward says.

The new addresses for the offices are as follows:

**Head Office:**  
4 Estcourt Avenue, Centurion.  
**Bloemfontein:**  
Oxford Office 13, 154 Zastron Street, Bloemfontein.  
**Cape Town:**  
2 Picton Street, c/o King Edward street, McIntyre Place, Parow, Cape Town.  
**Port Elizabeth:**  
33 6Th Avenue, Newton Park, Port Elizabeth.

To our members in the Pietermaritzburg region, please note that due to Sarel Venter's retirement and imminent changes to regional structures moving forward; Andrew Michael, the Regional Secretary of Pietermaritzburg, will be taking over the Durban regional office and Rachel Ross will also be relocating to Durban as an Organiser going forward. This was done in terms of the amendments to the constitution whereby the region will be known as the KwaZulu-Natal Region with a singular office to service the region and the new proposed structures.

The Pietermaritzburg office will therefore be closing down as at the end of July 2018. Please be assured that we have put a plan in place that will ensure that the members in Pietermaritzburg receive the same service they currently receive from the Pietermaritzburg office. ■



Frank Symington, Chief Executive Officer at Transparent Financial Services

# News from your pension fund

## The year of change

2018 has been declared the year of change. With various internal and legislative changes occurring during the last two years it has forced a relook at how things are done, and more importantly, what those things are. We see this as a great opportunity to challenge the status quo and look for ways to improve, while more importantly, searching for new and exciting ways to take us all forward.

We have already seen numerous changes within SATU itself, from the appointment of a new General Secretary (GS) and an Assistant GS, to new locations for several of the regional offices. We have also seen the relaunch of the union with a brand new and fresh logo, whereby they intend to keep their inherent values, but aim to improve and provide a better understanding and support to their members. Increasing the membership base has been identified as one of the most important objectives for both SATU and TFS. Not only will it enhance SATU's ability to negotiate with employers on your behalf, but with greater economies of scale, TFS will be able to provide members with increased benefits and offerings.

We have seen just as many political changes in the recent past including the exit of Jacob Zuma, hopefully the beginning of the end to the alleged state capture, coalitions between the DA and the EFF, the appointment of Cyril Ramaphosa as President, another cabinet reshuffle and the list goes on and on. It is clear that the government got the shake-up they needed in order to bring renewed hope for our country to take a step forward.

The unemployment rate (26,7%) remained unchanged over the first quarter of 2018 compared to the fourth quarter of 2017,

and although the total workforce figures were positive, we see the ever-increasing trend that new entrants to the market are struggling to find employment. Having a job and keeping that job is therefore more important than ever, as you won't just be competing with the normal jobseekers, but also with the youth (ages 15 to 34) whose unemployment rate was 38,2%. Losing your job or quitting your job due to a bad increase or another resolvable issue is an absolute no go, and the role that SATU can play to help you keep your job and negotiate your wage should not be underestimated.

TFS has been administering the SATU retirement funds since 2006, and can vouch for the fact that the funds have stood the test of time. Like any good investment the funds' performance should be measured in the long term, and not on short-term variances. The worst thing you could do is to withdraw when the short-term results do not look as favorable as previously, as a downswing is more often than not followed by an upswing. By withdrawing on the downswing you lock-in whatever the less favourable period gave you, while also preventing the opportunity for your funds to recover and thrive in the upswing.

Below are the annual performance results of the SATU Funds since 2010:

Period	Inflation	Printing Industry Pension Fund	SA National Provident Fund
2017 year	5.30%	10.75%	9.75%
2016 year	6.80%	2.00%	1.00%
2015 year	5.20%	6.50%	5.25%
2014 year	5.30%	12.90%	11.05%
2013 year	5.40%	21.75%	19.05%
2012 year	5.70%	20.05%	19.03%
2011 year	6.10%	7.00%	4.50%
2010 year	3.50%	10.00%	9.50%

Using the annual performance figures shown, if you had R10 000 in the Printing Industry Pension Fund at the beginning of 2010 and didn't make any further contributions, that R10 000 would have grown to R23 454 at the end of 2017.

TFS is currently looking at various ways to improve the benefits that are provided to SATU members. We realise that the SATU funeral plan and retirement funds have always and will continue to be a major drawing card as it is right up there with the best in the market. It is therefore our duty to not just ensure that these products continue, but to find new and innovative products to suit the needs of the members. This is an exciting time, and the intention is

to launch the first enhancement before the end of the year.

- In future issues I will be addressing various other topics, including:
- The importance of providing for your retirement
  - Why saving for retirement starts now, not tomorrow
  - Facts and figures: How are your funds performing?
  - The launch of enhanced benefits for SATU members

TFS looks forward to walking the road with you, as together, we will always be stronger. ■

## Employer body concern over non-payment

Khwezi Smiso Makhathini

### Printing SA issues warning to members over Pension and Provident fund contributions.

In an unexpected move, Printing SA Chief Executive Officer Steve Thobela has issued a blanket request to all Printing SA member firms to ensure that all employees' pension and provident fund contributions are paid timeously.

This comes after the federation received a complaint from the Printing Industry Pension and Provident Fund for the South African Typographical Union (SATU) members. It raised the issue that some members of Printing SA were not paying over amounts due or consistently missed payment deadlines. The complaint noted the impact that this culture of non-adherence has on ultimate benefits of employees and potential prosecution of such firms.

Steve, along with Andrew Read, Suran Ramdheo, Riaan Conradie and Spurgeon Lange are the sector representatives on this industry fund which dates back to the days of the National Industrial Council (NIC). The fund has performed exceptionally well over the years and has ensured that the members' retirement investments were not only secured, but grew.

The real impact of the non-payment of contributions over to the fund by employers is felt by SATU members who experience the inconvenience of having unpaid contributions should they wish to claim benefits when retiring or leaving the sector.

Steve added, "Printing SA kindly asks all its members to assist the fund by ensuring that your organisation meets all its legal and statutory obligations in line with the pledge made by the company as a member of this Federation to conduct business in an ethical and professional manner."

This action has been welcomed by SATU with a wait and see attitude being adopted by the union. ■

## Exciting changes to funds (continue from page 5)

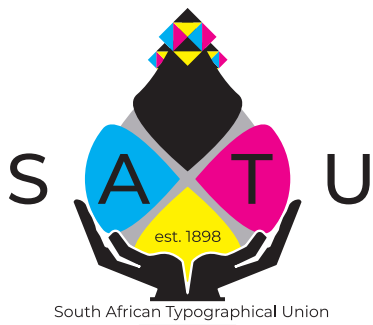
it until retirement. The funds have a significant paid-up membership. During 2017 government published new regulations, forcing retirement funds to pay out the "paid-up" benefits in full when a person resigned. It therefore corroborated the SATU fund regulations. SATU therefore only needs to make small changes to accommodate the new regulations, as it already offered this as a benefit.

A more significant change required by regulation is that members of the SATU National Provident Fund (SNPF) be offered a default annuity option on retirement. This will not take away the right to a lump sum, but the fund is now obliged to offer a pension at retirement. Members of the provident fund have for some time requested that they have an option to receive a similar pension as pension fund members. There are also members who have been members of both the funds over their lifetime and wished to consolidate their retirement funding in the pension fund.

From 2018, the members of the SNPF reaching retirement age and leaving employment in the sector, will therefore receive an option to receive a pension from the Printing Industry Pension Fund that they can buy with their SNPF fund credit, or part thereof, at retirement.

Until now SNPF members have been left to own resources and have been at the mercy of investment advisers without being offered any guidance by the fund. If you are interested in this option please contact the SATU offices before your retirement date; a quote will be prepared for you to consider. Unfortunately, due to legal constraints, the offer will not be available to members of the SNPF who approach SATU after reaching normal retirement age. The option does not reduce any rights to lump sums of a SNPF-member at retirement. The regulations do not require any changes to benefits at retirement for PIPF members. PIPF members have enjoyed pensions paid from the fund for a long time and the fund has increased pensions by more than inflation over a long period of time. Due to the size of the funds, the funds have lower administration costs, do not pay commissions and have a scale advantage with its investments. This means that the funds pay much lower investment fees than what an individual or retail investor pays. Staff in the SATU-offices will be receiving training to provide counselling to members who approach the office for guidance. Initial workshops have been held and further training will commence during 2018. ■





# MEMBERSHIP APPLICATION AND STOP ORDER FORM

PLEASE COMPLETE ALL REQUIRED FIELDS.  
IMPORTANT: I.D DOCUMENT OR PASSPORT TO BE ATTACHED  
TO ALL APPLICATIONS.

**[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]**

Head Office: 4 Estcourt Avenue, Wierdapark, Centurion  
Tel: 012 338 2046 ■ Fax: 012 086 433 8078

## New Member Details:

TITLE: \_\_\_\_\_ SURNAME: \_\_\_\_\_ INITIALS: \_\_\_\_\_

FIRST NAMES: \_\_\_\_\_ I.D. NUMBER / PASSPORT NUMBER: \_\_\_\_\_

Country of Issue: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

## Contact Details:

TEL: (H) \_\_\_\_\_ (W) \_\_\_\_\_ (FAX) \_\_\_\_\_

(CELL) \_\_\_\_\_ (E-MAIL) \_\_\_\_\_

POSTAL ADDRESS \_\_\_\_\_

POSTAL CODE: \_\_\_\_\_ T-SHIRT SIZE: \_\_\_\_\_

CURRENT EMPLOYER: \_\_\_\_\_ FIRM NUMBER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

MARITAL STATUS	M = Married		S = Single		D = Divorce		W = Widower		
ETHNIC GOUP	W = White		B = Black		C = Coloured		I = Indian		O = Other
GENDER	M = Male		F = Female						

**Please mark selection of funds to be joined with an (x)**

Mortality Trust Fund (x)	Employee Benefit Fund (x)	SATU Provident Fund	SATU Pension Fund	Medical Aid
-----------------------------	------------------------------	---------------------	-------------------	-------------

Funds that are already marked (X) are compulsory funds when a member joins the Union.

(Please mark with X) IF YOU WISH TO RECEIVE THE TYPO JOURNAL EITHER BY: POST \_\_\_\_\_ OR E-MAIL \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

FOR OFFICE USE ONLY

HQ/SU/1

## Enrolled By:

INITIALS: \_\_\_\_\_ SURNAME: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

# STOP ORDER

## NB!! THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

Request by employee that Union Subscriptions and Benefit Fund Fees be deducted from his/her remunerations in terms of Section 13(1) of the Labour relations Act of 1995.

I, (Full Names of Member) \_\_\_\_\_ ID Number: \_\_\_\_\_

Employer: \_\_\_\_\_ being a member of SATU, hereby request deduction to be made from my remuneration in respect of membership fees from the week ending:

I further agree that upon written notification from SATU or the Trustees of the Benefit Funds, my deductions may increase from time to time.

Signature: Employee: \_\_\_\_\_ Signature Witness: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

# 2018 WEEKLY CONTRIBUTIONS

## MEMBER DEDUCTIONS

EMPLOYEE BENEFIT FUND	R 0,74
PENSION/PROVIDENT FUND	4% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 13,02
MORTALITY	R 15,10
<b>TOTAL</b>	<b>R 28,86</b>

## EMPLOYER DEDUCTIONS

EMPLOYEE BENEFIT FUND	R 0,95
PENSION/PROVIDENT FUND	5% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 0,00
MORTALITY	R 0,00
<b>TOTAL</b>	<b>R 0,95</b>

## TOTAL DUE TO PIBFT

EMPLOYEE BENEFIT FUND	R 1,69
PENSION/PROVIDENT FUND	9% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 13,02
MORTALITY	R 15,10
<b>TOTAL</b>	<b>R29,81</b>

# 2018 MONTHLY CONTRIBUTIONS

## MEMBER DEDUCTIONS

EMPLOYEE BENEFIT FUND	R 3,21
PENSION/PROVIDENT FUND	4% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 56,42
MORTALITY	R 65,45
<b>TOTAL</b>	<b>R125,08</b>

## EMPLOYER DEDUCTIONS

EMPLOYEE BENEFIT FUND	R 4,12
PENSION/PROVIDENT FUND	5% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 0,00
MORTALITY	R 0,00
<b>TOTAL</b>	<b>R 4,12</b>

## TOTAL DUE TO PIBFT

EMPLOYEE BENEFIT FUND	R 7,33
PENSION/PROVIDENT FUND	9% OF BASIC WAGE
MEDICAL AID	AS PER MEDICAL AID OPTION
UNION SUBSCRIPTIONS	R 56,42
MORTALITY	R 65,45
<b>TOTAL</b>	<b>R129,20</b>

This is the official newspaper for SATU.  
**Please contact** Khwezi Makhathini,  
Media Liaison Officer with any queries or  
contributions.

**Physical address:** 4 Estcourt Avenue, Wierdapark,  
Centurion  
**Postal address:** PO Box 1993, Pretoria, 0001  
**Phone:** 012 338 2046  
**E-mail:** KhweziM@satu.co.za  
**Website:** http://www.satu.co.za