

MAIN FEATURES IN THIS ISSUE:

PAGE 1

SATU vehicles were handed over to regions

PAGE 2

Letters to Members:
Edward de Klerk, Newton Hoff,
Themba Pata

PAGE 6

News from the regions

PAGE 8

Application Form
Weekly / Monthly
Contributions

You can't miss us

SATU vehicles were handed over to regions

During the Executive Council and Governing Board meeting of 6-10 July, President Maggie Maluleke handed over 12 new SATU branded vehicles to officials of the regions.

As part of the General Secretary Edward de Klerk's mandate, the Executive Council and Governing Board had resolved to increase the visibility of the Union. A resolution was taken to look into the procurement of vehicles.

The Union purchased 11 Nissan Almera Vehicles and a single Nissan NV 200 Minibus and all have been branded in the Union's colours and cannot be missed on the road.

"These vehicles were purchased in light of a heavy burden on the officials and their vehicles which translated into a large travel claims bill for the Union on a monthly basis. The procurement bill has fallen significantly," said Union finance manager, Ermy Pretorius.

"These vehicles for Union officials will assist with improving service delivery to members, especially those located in semi-urban and rural areas far off from major centres," said Acting Deputy General Secretary, Xoliwe Mavuso.

The cars were driven to the respective regions by officials and Governing Board members. Each region received two vehicles.



"These vehicles for Union officials will assist with improving service delivery to members ..."

- Acting Deputy General Secretary Xoliwe Mavuso

Left (Top): The convoy of SATU vehicles are ready to leave; Above: The convoy enters Bloemfontein; Left (Bottom): Tara Salie (Port Elizabeth) with keys to SATU wheels.

An important step in increasing the industry's awareness of the SATU brand

Edward said that the purchase of the vehicles was an important step in increasing the industry's awareness of the SATU brand and increases the visibility of Union officials in their regions.

"If we want to be the footprint Union in the printing and packaging sectors, the Union brand needs to be recognisable to all and sundry. When this is coupled with excellent benefits and service, the future looks bright for the Union and workers in the sector," he added. ■

STRIKE AVERTED!

Union and firm reach agreement at last.



Workers at Hirt and Carter have signed a new wage agreement on 20 August, one day before workers at the firm were to go on strike.

The workers were demanding a wage increase of up to 9% across the firm's bands. Negotiations took place between management, Union official Trevor Ramiah and the firm's four shop stewards; Mbuso, Sifiso, Junaid and Dominic.

Workers were steadfast on their demand of 9%, 8% and 7% on the different wage bands. The firm has three wage bands with the highest percentage increase demanded for those employees earning under R8 000.

"Failure to negotiate an agreement would have resulted in a strike," said Trevor. "The Union had been given a mandate by members to embark in an industrial action under section 135; the strike was to be held on 21 August outside the firm's premises."

By the evening of the 20th it seemed that workers were going on strike the next morning as there was still no agreement reached and the Union's negotiators were still in discussion with the firm's management.

Late on in the evening a breakthrough was reached as the company finally met workers' demands and subsequently went one better and offered a 2-year deal.

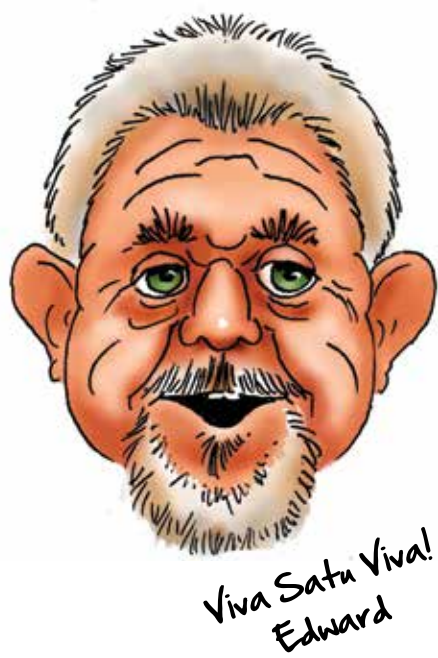
Trevor gathered the shop stewards of the company and in the nick of time a potential crisis was averted.

The deal and its conditions were discussed with the members and all were in agreement that the deal was a good one and met their initial demands. "The shop stewards were excited to sign the deal. We believe this to be an achievement for all parties involved in the negotiation," said Trevor.

My first year as General Secretary

Edward de Klerk - General Secretary

When I began my tenure as General Secretary of the Union in September 2017, I did so aware if the monumental task ahead. I was fully aware that at times it would be smooth and calm and at time would be stormy and uncertain.



I can with honour say that the first year of my tenure and implementation of the seven year business plan has elapsed and I would like to report back on the following:

- There has been a steady growth in new members with membership showing a close to 45% rise.
- There is a healthy inter-regional competition in respect of recruitment.
- There were many firsts within SATU such as: For the first time Shop Stewards from all over in the regions were brought together at a training session.
- SATU branded t-shirts were handed to the Shop Stewards. SATU has already begun the process to ensure that every member of SATU receives one.
- Branded vehicles have been distributed to all the regions thereby enhancing our visibility.
- Our social media platforms have been established.
- The face of the Journal has been changed.
- 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.
- The regions were consolidated and amalgamated to ensure efficient service delivery.
- The Union is in the process of lining up changes that will benefit the membership and ensure financial wellness in retirement.

The flame within SATU is now a fire which can only be extinguished by a lack of passion to assist workers in the industry and lack of self-belief in our collective voice as a union.

I would like to take this opportunity to thank each and everybody that has assisted in making sure that this current journey has been the success it has been thus far.

VIVA SATU VIVA.
Edward ■

Members must be accountable

Newton Hoff, Union Deputy President

Comrades, this open letter was written after some introspection and after a whole lot of soul searching and with a heavy heart.

I ask you, the reader, to do a bit of personal reflection after reading this and reflect on these questions:

- Have I been open and honest in my dealings with people who I have come into contact with?
- Have I allowed my judgment to be clouded by my position?
- How can I make a daily difference with my positive attitude?
- Can I improve the quality of my service to humanity?
- Have I listened with the intention to respond or have I listened with the intention to understand?
- Does my attitude towards others determine how I interact with them?
- Have I added value to the organisation I represent?
- Will I leave a lasting legacy through my actions?

I want to believe that in our organisation there is ample opportunity for all of us to make a difference in just one person's life on a daily basis without over extending ourselves, and that we could eternally be enriched in ways beyond measure.

However, in order for us to be the catalyst for change we have to start by looking at how we approach every day and ask ourselves: Is today the day that I make a difference, no matter how small? In order for you to honestly answer that, you have to be brutally honest with yourself and continually seek out ways to be your best.

We have to collectively take responsibility for the wellbeing of our organisation since we are all integral to its success. That needs to be paramount in all we do and say, whether we are dealing with our colleagues or with members.

Remember, we are all defined by our actions or lack thereof. We all have the ability to build each other and the organisation. We should not let the perceived contribution allow us to operate as if everything about the organisation is dependent on our individual actions. The stakes are way bigger than any one individual. The effect of our actions could have a huge and negative impact that could potentially sink all the plans that have been put in place and also negate any positive gains made so far in the rebirth of our beloved organisation.

We must believe that we will be judged by our peers as well as our detractors, and that ultimately the organisation we represent has the potential to achieve the levels of success as set out in our vision and mission. These we have all adopted and that should be the principle that guides all we do and say on this journey we have undertaken. The end goal is that we become the organisation of choice in the industry we so dearly love and represent.

The ideal we should all strive towards is that our actions as representatives of the organisation should be dictated by the way we interact with each other and how well we deliver our services to our faithful and loyal long standing members, as well as any future members. If we, as the face of our beloved organisation, are not able to deal with and treat our colleagues within the organisation with the necessary dignity and respect, then how do we expect to ever be able to impart the same dignity and respect to our existing and future members in the execution of our duties as representatives of our beloved SATU?

VIVA SATU VIVA ■

Ethical workplace behaviour

Themba Pata, Free State Regional Secretary

Workplace behaviour cannot be the reason a worker loses his job.

Comrades, I am writing this letter in the hopes that I create a discussion among us as workers about our behaviour as individuals in the workplace.

I am of the opinion that one should only lose his job in circumstances that are out of his control. I also believe that for workers belonging to a Union this must be common knowledge.

It has become practice for the Union to represent members who find themselves embroiled in disciplinary issues where you find that the member has behaved in an unethical manner.

I will use unethical to cover all behaviour in the workplace that is unbecoming of a worker, let alone a member of SATU. This will include continued late coming, use of foul language against colleagues or managers, theft, negligence, racism, sexism, all forms of harassment and other behaviour that may land an employee in trouble.

Comrades, I believe that this behaviour puts a worker's livelihood at risk and must be curbed; one cannot be expected to defend behaviour that can ultimately cost lives if something should go terribly wrong. Our task as trade union representatives is to ensure that workers' productivity translates into better working conditions and improved wages for our members.

This, however, cannot be achieved if workers behave unethically. In the production of a product, every single member of the production line is important for the consistency and standard of the final product.

In short, please note that in any case it is incumbent on you, the member, to furnish your shop steward or Union representative of all the facts. Lying will not help in our attempts to assist and casts the Union's name into disrepute.

In closing, comrades I implore you to ensure that you do not give management a reason to want to show you the door because of behaviour that may place your employment status in jeopardy. Also note that certain behaviour will have an effect on the performance of the production unit which may affect the working conditions of your colleagues as well.

Protect your livelihood; think before acting in a way that may get you fired. ■

Member Letter

Ink in my veins

Julia Ann Harris

'Print' runs in families, it's in the blood. I am an 80 year old, fourth generation 'printer'. My great-grandfather was a lithographic printer in London; his daughter, my grandmother, worked in a 'print shop'. My father did his apprenticeship at Blades, East and Blades, a security printer in London.

My father, mother and brother, then aged 4, and myself immigrated to South Africa after the war, in 1946. Dad worked in Johannesburg for CPU, Cardboard Packing Utilities, and later at Mercury Printing. He started a Repro shop, Planographic, when my brother and I started work.

My brother, Ian Shepherd did an apprenticeship at Kearsland Press. I worked at Trinity Printing, doing past-up (lick'n stick) and learnt to use a photographic enlarger, which is why I was made a union member. I loved working on the Post newspaper.

Both Ian and I had short working spells in London but as the saying goes "you can take the person out of Africa but you can't take Africa out of the person".

Ian continued Dad's business "Planographic" until he retired. I moved to Durban and worked at Group Editors doing past-up. I then started my own small repro shop, Keena Kopies and did setting, artwork, negatives and plates for small printers which did not have their own repro departments.

I am now living in Spain with my husband, three rescue dogs and a cat. It is a relaxed lifestyle, good climate and old-fashioned good mannered people. We are happy here. I am very grateful that my SATU pension is still being paid to me here.

I am really proud that I was once part of the great 'Printing Industry' and I hope that it will continue, in this ever changing world, for a very long time to come. Printing written communication is a worthwhile Industry. Holding a beautifully illustrated book, magazine or paper will always be a joy.

With every good wish for the future. ■



Above: Themba Pata



Above: Thaakira Hendricks

Stability for Free State and Eastern Cape

New Regional Secretaries appointed.

As of 1 September the regions of the Eastern Cape and Free State will be under new leadership with the appointment of **Thaakira Hendricks** and **Themba Pata** as Regional Secretaries in the respective regions.

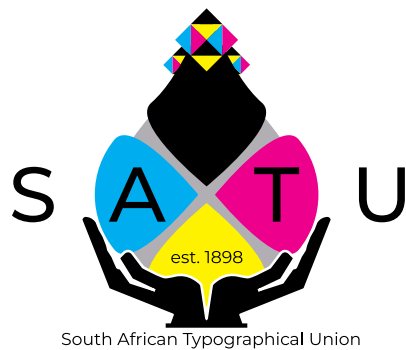
Thaakira, who recently completed her tenth year in the Union, has extensive experience within SATU, having begun August 2008 as a junior Book keeper and Benefits Administrator. In December 2017, she was

appointed as a Full time official (Organiser) to service current members and recruit new members.

Themba, who joined SATU as an organiser in November 2017, has previous experience as a pre-press operator (plate maker) and worked for two years in the department until it was converted to CTP (computer to plate). He was then promoted to the Press and did his apprenticeship where he later qualified as a machine minder until October 2017.

In his welcome to both General Secretary Edward De Klerk said: *"I would like to firstly congratulate you both and wish you both the best of luck in future. We as leadership trust that you will both move your respective regions to next level with the help of your teams."* ■

NEW APPOINTMENTS



Welcome to new SATU Officials and Staff

With the recent changes within and the subsequent growth in our regions there have been additions of staff members and officials in our offices.

Bloemfontein

The Bloemfontein office has welcomed Ntsoaki Sophie Windvoel, who will be taking up the position of Receptionist as of

1 September. Lady Phulane will be taking up the position of organiser from the same date.

Pretoria

Maureen Khumalo took up the position of organiser as of 1 July 2018.

KwaZulu-Natal

As noted in our last issue, the Pietermaritzburg branch office was closed on 31 July 2018. Racheal Ross has moved to the Durban office to work as an organiser.

Western Cape

The Cape Town branch welcomed Amarah Adonis as an organiser on 1 August. Tsofelo Tlou also took up the position of receptionist on 1 August.

Eastern Cape

The Port Elizabeth office welcomed Abongile Lucas who took up the position of receptionist as of 1 July. Nomfusi Jama took up the position of organiser the same day.

We welcome all our new members of staff and organisers. Welcome to SATU and may your work for the betterment of our members and their lives speak for itself. ■



Western Cape Region

Wage Negotiations

The Shumani Mills wage agreement for 2018 was signed in Cape Town.

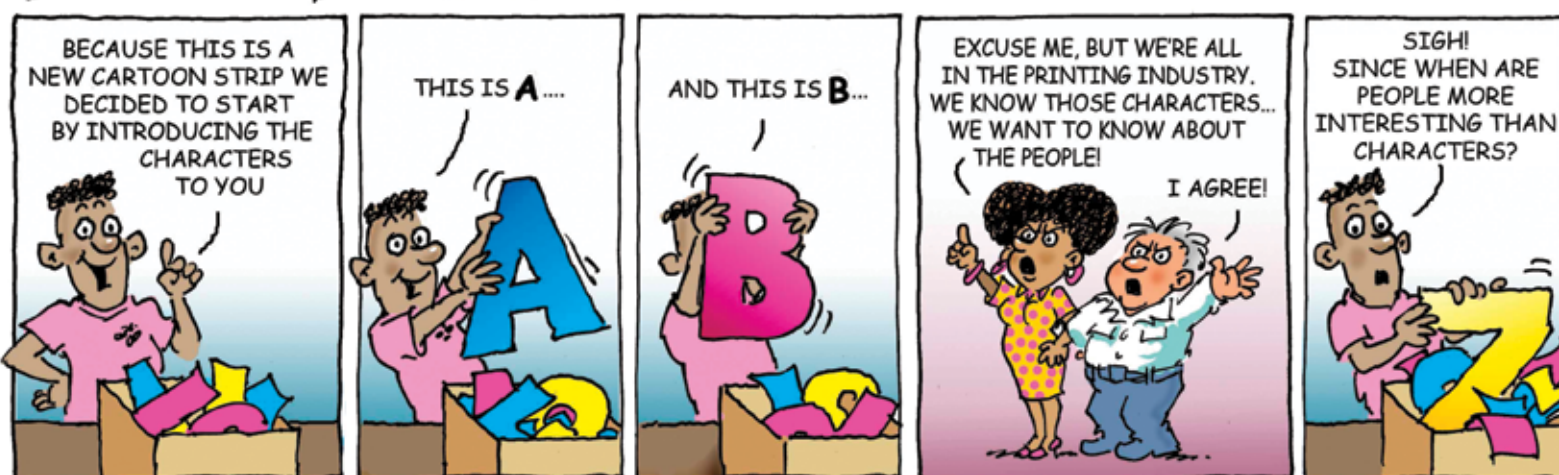
SATU's Western Cape region officials concluded a wage agreement with management at Shumani Mills Cape Town.

The agreement is effective from 1 July 2018 and was negotiated under the stewardship of Cape Town branch official, Michael Lasker. Workers who fall within the bargaining unit at the firm will receive an increase in wages of 5% or R140 per week, whichever is greater.

Over and above an increase in wages, the company increased their Medical Aid contribution for workers. The company will now contribute R695 per adult and R220 per child. The company's production incentive will be done away with as part of the new agreement.

Michael said that the results of negotiations have been positive for workers at the company. "Because they were undertaken in good faith by both the company's management and the Union, we have been able to deliver on the mandate of our members at the company". ■

TYPICAL TYPOGRAPHERS



Executive Council and Governing Board Members

Bloemfontein



Hendrik May
(President) EC



Thabani Themba
GB



Themba Pata
(Regional Secretary)

East London



Freddy Fouche
EC



Thaakira Hendricks
(Eastern Cape)

Cape Town



Thulani Magazi
(President) GB



Cyrill Whatney
(Vice President) GB



Bahiva Salie
EC



Arthur Hartley

Durban



Mahomed Hassan
(President) GB



Andrew Michael
(KZN)

Pietermaritzburg



Ishq Byroo
(Vice President) GB

Part of KwaZulu-Natal

Port Elizabeth



Clive Frost
(President) GB

Part of Eastern Cape

Pretoria



MF Kekana
(President) (GB)

Part of Gauteng

Johannesburg



Maggie Maluleke
EC



Yasien Jacobs
(Vice President) GB



Newton Hoff
EC



Edward Ngobeni
(Gau)

HQ



Edward de Klerk

Benefits of being a member of the Union and its funds

JOIN A FUND – earlier rather than later

Michelle Masiyanise Financial Manager: Transparent Financial Services

There are lots of benefits for being a member of the Union and its funds from an early age.

I recently attended the Sanlam Benchmark Symposium which gave empowering insights on combined survey data of the retirement fund industry in South Africa. One of the topics that caught my attention referred to millennials. Research shows that millennials now make up a decent proportion of working class professionals in South Africa, yet their retirement savings do not depict the same picture. We all wonder why this is the case. Young professionals starting out their careers have a false illusion that they have time. Retirement is the least of their concerns. As a millennial, I can tell you that my main concern now is buying the perfect house, car, and maybe having a glamorous wedding. For others, it could be paying off student loans. There are too many expenses and just not enough money; why take some of it for saving for retirement too? While it is vital to save, it is not always practical to do so, but imagine the horror

of growing accustomed to a lifestyle and failing to maintain it in old age. This is where retirement funds come in to save the day. When you join the Union you immediately have the option to be a member of either one of the SATU Funds. The Printing Industry Pension Fund for SATU Members and SATU National Provident Fund have the main objective of providing retirement and other benefits for members and pensioners as well as benefits in the event of a member's death or disability. Joining the funds early in your career will allow for a decent fund value at retirement, thus leaving you with an acceptable retirement replacement ratio. The power of compound interest is more effective with a larger lump sum saved for a longer period of time. There are advantages of saving through the retirement funds once you become a member. The contributions are compulsory and the employers are also obligated to contribute a portion on behalf of their

employees. The process is free of hustle as the employer deducts the contributions from the member's salary and pays over directly to the fund. These funds are then carefully invested by skilled individuals as part of a pool of assets under very strict, well-regulated and low to medium risk investments. The trustees of the SATU Funds are particularly risk averse and will not invest assets into risky structures that may disadvantage members. The retirement funds do not allow you to withdraw funds until retirement or in special circumstances when a member's conditions of employment pertaining to eligibility to the Funds change, for instance when you leave the Printing and Media industry. This gives the fund values time to mature and gain value. As you contribute towards retirement funds, you also get tax benefits through a reduction the tax payable.

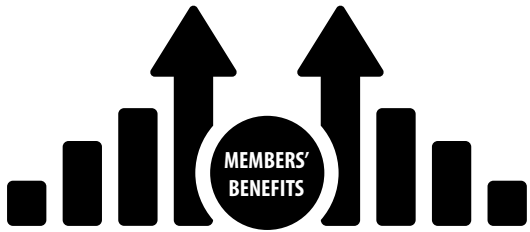
As a member of the SATU Union and the SATU Funds, you would also be eligible to enjoy benefits such as funeral benefits paid on the death of the member, spouse or child. You may also enjoy the facility of Pension Backed Home Loans where the funds give guarantees for a member's home loan. You can also enjoy medical aid membership with an authorised service provider at subsidised premiums. The Union Board and the trustees of the funds are constantly searching for ways to make the membership experience worthwhile by coming up with products that will benefit you even before you reach retirement. With that being said, it is encouraged to join the Union and the Funds at an early age to ensure a safe and sound financial future. ■

Knowledge for better service



Khwezi Smiso Makhathini at his graduation ceremony.

Khwezi Smiso Makhathini, SATU's media liaison officer, graduated top of his class when he received a national diploma in media practices specialising in Journalism from Boston Media House. Khwezi said that it was his first media related qualification after dropping out of two previous institutions in his early adulthood. "I am now in the process of registering for a further qualification and working to improve the quality of my work and work for members by expanding my knowledge to include labour relations." The graduation took place at the Arcadia campus.



More steps are taken to benefit members

SATU acts on bettering member benefits.

During the last conference of the Executive Council and Governing Board in the month of July the Union's leadership resolved to ensure the re-introduction and betterment of the Union's benefits. During his presentation, Transparent Financial Services CEO Frank Symington outlined the plan of action the company, along with the Union, will be embarking on to ensure that members have access to the best benefits in the industry. Central to this move is the need to create value for money to members of the Union and its funds. This is being done in a two-step process. "The Retirement Fund is changing its rules to make its funds available to all industry related employees, not just Union members. This allows for entire employer groups to join," said Frank.

The Union and TFS are also investigating the following:

- Making bursaries available to SATU members and their dependants through the Printing Industry Employee Benefit Fund.
- The provision of medical insurance products to members.
- The provision of counselling to members exiting the retirement fund and possibly continuing the relationship as their financial planner.
- Providing short term insurance to members at a beneficial rate as well as possible long term insurance (Death and Disability).
- Notice has been given to Alexander Forbes and Transparent Financial Services will become the medical aid broker for SATU members. Spectramed will be an alternative medical aid option as of 1 September 2018. ■



It is that time again for you to enter the SATU RECRUITMENT COMPETITION to stand a chance of WINNING R5 000 The final draw will take place on 3 December.

Here's how it works:

1. Recruitment will be open to all companies in the printing and allied industries.
2. The competition will only apply to Trade Union representatives (Shop stewards) and members.
3. Full time Officials (FTO) and SATU staff are excluded from participating.
4. The Union will pay an amount of R50 to the recruiter for each member recruited.
5. The competition runs from 1 September to 30 November 2018 close of business.
6. No late applications will be entertained.
7. A minimum of 20 members must be recruited to be entered into the draw.
8. The draw will be conducted on 3 December 2018 and winners will be notified.

Prizes and Value: R5 000 for 1st place • R3 000 for 2nd place • R2 000 for 3rd place

News from the Regions

Port Elizabeth & East London

New Members

It is with great pleasure to welcome new members from the following firms:

- Harry's Printers (East London)
- Web Stationers (East London and King Williams Town)
- Downtown Express
- Constant Communications (East London)
- Sprint Packaging (George)
- Knysna Press
- Coral Print (East London)
- Paarlcoldset
- Cadar Printers

Vale

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

- D Pako
- K Lugalo
- G Goode
- H van der Nest



SATU members from Group Editors in George.



Women's Day

The Regional office celebrated Women's Day. It is the day to pay tribute to every woman and to salute her immense contribution in shaping the society. We salute our strong women.

Tailpiece

"Hardships often prepare ordinary people for an extra ordinary destiny."
- CS Lewis ■

Cape Town



Nareema Adams is proud of their vegetable harvest.

Vegetable gardens at work

As we know food is extremely expensive and I wanted to make a difference in the lives of all our employees. I wondered how this could be done and came up with the idea of creating a vegetable garden at both the factories that I work. We got the employees involved to clean out the small little piece of land that was available at Barno. Here are photos our first harvest at Barno in Ndabeni. There was great excitement when we were finally able to give our employees a free and healthy bowl of soup with veggies from our garden. The aim is to feed our employees once a week.

Currently I am creating a wall vegetable garden at Kohler Box as we do not have any ground available for planting so I will be fixing pallets to the walls and also make use of old tires to plant in. This is something that is close to my heart and it gives me a reason to get out of the office a bit.

Recruitment drive to Saldanha Bay and Vredenburg

Officials had a one day trip to Saldanha Bay and Vredenburg. The following firms were visited:

- West Coast office National
- Fampak
- Signs & Graphics
- The One Stop Signage Shop
- Ultra Print
- Defurco Saldanha

Benefit presentations were held at each company and applications were handed out for possible recruitment. The officials are now planning on a one week recruitment drive along the West Coast.



Sprint Packaging staff in George are happy to be SATU members.



Potential members from Knysna Press with their membership application forms.

Message from a widow

My late husband was a member of the Typographical Union. He became a member in 1964.

I have his old memorybox and in there are a few SATU items such as a union badge and tie, that he always treasured.

My late husband worked at the Newspaper House for many years and became a printer in 1952. He worked overseas for a few years but he believed in the Typographical Union and he continued paying his contributions regardless of where he was.

He always said, "Maria, SATU will look after us one day." And today, receiving a widow's pension, I can indeed say that SATU has been the longest trade union, and that SATU is a union that cares.

Maria Finlayson

Message from a shop steward

I was recently selected as Shop Steward at my company. I wanted to be a shop steward because of the new changes that has developed within SATU. These changes have brought hope and trust that we are going forward and better things are coming. Viva SATU, Viva!

Fabian Jordaan at Paramount Labels, PE

Reminder of change of address

In case you missed it, our new address is:
33 6Th Avenue,
Newton Park
Port Elizabeth,
6000

Additional contact details

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



Cape Town officials had a recruitment drive where they visited Vredenburg (left) and Saldanha (right).



Cape Town office staff - ready to serve.

Cape Town office staff

Arthur Hartley - RSO
Terence Greenstein - Official
Michael Lasker – Official
Lesley Hess – Official
Amarah Adonis – Official
Jacqueline Holmes – Personal Assistant / Office Secretary
Latiefa Slamanf – Admin Clerk
Rafia Benjamin – Admin Clerk
Benita Adonis – Admin Clerk
Tsofelo Tlou – Receptionist ■

Johannesburg

New Members

It is with great pleasure to welcome new members from the following companies:

Inkspot	Beith Digital
Xanadu Printing	Paarl Coldset
Typo Print	Supreme Printers
Krauss & Steineman	CTP Carton & Labels
Mortimer Offset	Kiley Baker
Die Cut	Printworld
Print Allianz	Repro Centre
Seculo Triweb Printers	C & R Printing Works
House of Print	Ren-form CC
Quarto Press	ML Printing
CTP Web Printers	
New Era Packaging	
I & S Finishers	

Vale

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

AC Mitchell	MA Vezi
BJ Madadase	J Tshoadi
LNE Erasmus	SS Letswalo
DS van Gent	BV Ressel
D Dell	CJ Campher
AFF da Silva	JM Jacobs
LW Jenkins	R Merricks ■

Pretoria

SATU on the move!

As mentioned in the last edition of the SATU journal the Pretoria Branch has moved with the SATU Head Office. Our new offices are at Wierda Park in Centurion.

The contact details haven't changed. The telephone number is still 012 338 2000. We look forward to hearing from our members.

Only the address has changed but SATU still prides itself in providing our members with quality advise, service and benefits that no other union provides.



Members at SunnyPrint receiving their SATU T-shirts.



Members from Elite Labels.

SATU out and about

SATU Pretoria branch has on the road looking after members and in the process delivering the SATU t-shirts with the new SATU Pretoria organiser –Maureen Khumalo. Many of our members have had the pleasure of meeting her at the branch; others have spoken to her telephonically. She is now joining the team of SATU officials and organisers. ■

KwaZulu-Natal

New Members

Tropic Plastics	Darwain Printers
Hirt and Carter	Paarl Media KZN
Triumph Printing	Flexotuff
Ocean Blue screen Printers	

Vale

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

A Shaik	FA Riley
BT Sawsom	R Sewlall
D Sankarparsad	P Ndlovu
P Naidoo	B Peters
S Govender	KT Marshall
M Manickam	

Important News

It is each member's responsibility to ensure that his details and address is correct. If you are uncertain about your details, please give the regional office a call and they will gladly assist you.

Members are also urged to understand their benefits with the union if you are not sure kindly request a brochure.

New RegionaI Secretary

The regional committee would like to extend a warm welcome to Andrew Michael as the Regional Secretary organiser in the Durban Region ■

Bloemfontein



These members from Oranje Printers were very glad to meet SATU officials in Bloemfontein.



Heilbron Herald staff are proud of their t-shirts received from SATU Bloemfontein.



Lady Phulane

Welcome

Welcome to Ntsoaki Sophie Windvoel who started in the position of Receptionist after Lady Phulane was promoted to the role of the Recruiter.



New SATU t-shirts were handed out at Cispak.

Condolences

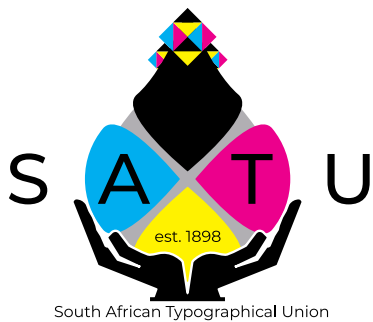
Our heartfelt condolences go to the Fayle family who lost their husband; father and grandpa. Mr RJR Fayle was one of our pensioners.

Congratulations

Congratulations Themba Pata, our new Regional Secretary of the Free State region. We wish you all the best of luck in your new role.

Tail end

Discipline in the workplace costs nothing, the same can't be said for ill-discipline.



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
TOTAL	R 28,86

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
TOTAL	R 0,95

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
TOTAL	R29,81

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
TOTAL	R125,08

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
TOTAL	R 4,12

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
TOTAL	R129,20

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>