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Covid-19 Relief Benefit wind-up explained

During the early stages of the lockdown, the leadership of SATU, under the stewardship of the General Secretary and Deputy General Secretary, held discussions pertaining to the impact that Covid-19 and the lockdown could and would have on the printing industry and the union's members employed in the sector. After long and robust discussions, leadership developed and proposed a plan on how SATU would help shield members during this time.

This proposal was presented to the independent Board of Trustees of the Employee Benefit Fund to make payments to SATU members where possible as a temporary relief in light of Covid-19 and the lockdown. The proposal was as follows: That the fund assist members whose wages have been affected by the lockdown, short-time or who had not received a salary at all due to Covid-19. The proposed amount was R150 per

week for the period of lockdown level 5 to Level 2 or a six-month period prior to moving to level 1 of lockdown.

The Board of the EBF, after some deliberation, agreed to approve the proposal of the leadership of SATU. The principal officer and the administrator were then allowed to draft the rule amendment in line with the proposal and this was submitted to the Financial Sector Conduct

Authority who approved the amendment on 23 June. This meant that within seven working days the Union was ready to roll-out the temporary benefit.

From 1 July, the South African Typographical Union became the only trade union in the country to provide monetary relief to its members whose wages and working conditions had been severely affected by the lockdown and the subsequent economic slowdown.

This process was not without hiccups and where they occurred, valuable lessons were learnt. The hope is that the majority of SATU members were assisted timeously without hassle. Issues such as incomplete applications and uninterested employers caused the delay of applications and payments in some cases. We have taken note of this and have begun engaging employers on how best to collaboratively assist workers in the future.

As was initially stated in correspondence to all member employers as well as on our various digital platforms, the benefit was a temporary measure that would be valid for a maximum of six months or when lockdown regulations were relaxed to level 1. The latter has come sooner than was anticipated, with the reasoning by Government being that the economy needs to be opened up further.

This sudden development has caused the rules, as approved by the Financial Sector Conduct Authority (FSCA) to be activated, namely the rule amendment allowing the Covid-19 out of work benefit stated that this benefit was applicable from Level 5 through 2 of the lockdown, and at the commencement of Level 1 the benefit would cease, even though the six month's maximum validity had not been reached.

Sustainability and security of benefits

With the announcement of level 1 regulations, the Union's extremely daunting task of ensuring that, where possible, conditions of employment and wages return to normal has begun. It is now hoped that many companies in the industry will move closer to full production and the removal of short-time working arrangements and renegotiation of salary cuts implemented to cushion businesses from the effects of the hard lockdown. The Union has begun multiple engagements with both large and small employers in this regard.

While there is some disappointment that SATU could not extend the benefit for the envisaged maximum of six months, the Employee Benefit Fund's sustainability is also a factor that needs

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SATU joins the fight against Corruption

SATU leadership and staff show support for the FEDUSA #StopCorruption campaign.



Stop Corruption - Head Office

SATU leadership, officials and staff nationwide have come out in support of FEDUSA's #StopCorruption campaign by donning their orange masks on Fridays.

The campaign stems from the Ahmed Kathrada Foundation's call on society to participate in #OrangeMaskFridays, which forms part of a broad societal effort to bring Covid-19 corruption to a halt and is being driven by a number of civil society organisations.

SATU General Secretary, Edward de Klerk notes that corruption is the cancer which many societal ills in South Africa can be blamed on. "Corruption cannot continue to be common practice among those who have been charged with the responsibility of running the country and businesses alike."

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*SATU wishes
you and your family
all the best
this Festive Season
and joy for 2021.*

2020 in Review

Edward de Klerk - General Secretary

As 2020 comes to an end, SATU as an organisation can stand proud of the work we have done although challenges and battles remain.



When the COVID-19 pandemic reached South Africa earlier this year, SATU and the industry at large found themselves having to grapple with immediacy of a locked down economy and its

impact on our members' job security and the future of work in relation to digitisation and automation.

First and foremost, a huge thank you to all healthcare workers whose incredible sacrifice during this time has been an example of service to a fellow man that all must aspire to. Another round of thanks to all essential workers especially those in our sector who risked their lives in ensuring that communication about the pandemic, production of PPE and packaging of food and other essentials were possible.

From 1 July the South African Typographical Union became the only trade union in the country to provide monetary relief to its members whose wages and working conditions had been severely affected by the lockdown and the subsequent economic slowdown.

This process was not without hiccups and where they occurred valuable lessons were learnt and the hope is that the majority of SATU members were assisted timeously without hassle. Issues such as incomplete applications and uninterested employers caused in some cases the delay of applications and payments. We have taken note

of this and have begun engaging employers on how best to collaboratively assist workers in the future.

During this time, the Union has also begun looking at ways to better communicate with the broader membership and some exciting developments can be expected in 2021 to that regard. The WhatsApp line and Union social media platforms have been a great way for members to get in touch and voice concerns during this year and we encourage all SATU members to where possible use these methods to get in touch with us.

SATU's regional teams have also been hard at work attempting to renegotiate where possible, agreements that had to be entered into with employers to save jobs during the lockdown. We hope that as businesses recover that the wages and livelihoods of our members can be returned to as normal as possible.

2020 has been a year that none will forget too soon, in 2021 we plan to continue to work for the betterment of our members livelihoods and working conditions. From myself and the SATU operational team and staff we wish you all a merry Christmas and a Happy New Year. ■

Covid-19 Relief Benefit

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to be taken into account. It's main responsibility is for the payment of member benefits such as maternity, death, incapacity and drug rehabilitation, therefore it was considered vital that this discretionary benefit should not erode the fund's ability to pay out these benefits to members who may have needed them or will need them in the near future.

Highlights

As at 16 September 2020, the benefit had paid out an amount of R2 487 300 to SATU members whose wages and working hours were severely affected by the lockdown. As the only South African Union dispensing Covid-19 relief to members during this time, we are proud to have been a source of security for all of our members.

The office of the General Secretary would like to extend his thanks to the Employee Benefit Fund's Board of Trustees, SATU organisers and regional staff as well as the Union's financial administrator Transparent Financial Services for all the work that was put in to making this benefit and the disbursement of funds possible.

The office of the General Secretary would also like to extend its thanks to all Trade Union Representatives who diligently ensured their colleagues were updated and kept abreast of developments, especially pertaining to the relief benefit; a special thanks also to all regional officials and staff whose hard work ensured that applications were processed and benefits paid out timeously. ■

Season's Greetings from Transparent Financial Services

Ettienne Myburgh, CEO of Transparent Financial Services, gives his end-of-the-year message.

We started the year at full speed and in retrospect it seems that time speeds up every time the calendar resets to 1 January! We had a very busy and challenging year at Transparent this year and we welcome the end of the year as we believe everyone is eager to take a break to relax and refresh before the new year!

Despite the Covid-19 epidemic, we have managed to source three exciting new products for SATU members. We want to offer SATU members innovative products that are cost-effective and provide real value. We believe that the products we offer SATU members need to be the best we can possibly offer; this not only means that the price needs to be affordable, but it also means that the value that the products provide is unmatched.

After an extended delay and a re-engineering of the Home Loan product options, we are very excited to announce that the Pension Backed Home Loan product or the TCS Housing Finance product, as it will be known from now, will be

launched in January and applications will be taken when we launch. We believe the product provides exceptional value for money with reduced interest rates and flexible specifications. Contact us or your regional representative for more information or visit our website or Facebook page for more information and instructions on how to apply.

We have also managed to source an alternative funeral product with reduced cover at a very competitive premium. The new funeral option will be available towards the end of January, keep an eye out for more information on our website and on our Facebook page!

Lastly after an extended search to source an affordable alternative medical aid product, we believe we have found a viable and affordable alternative which is provided by Unity Health. The product has its own range of unique benefits including their own health care network and insured benefits for every conceivable medical option, they even have their own Smartphone App, which can pinpoint a medical professional close to your location at no extra cost. These include doctors who dispense medicine, dentists, physiotherapists, and an optometry benefit. The product is very affordable and provides excellent value for money. Keep an eye out for more information on our website as well as our Facebook page in January 2021.

We would like to wish all of our members, pensioners, clients, customers, staff, and providers a blessed festive season. Please travel safe and enjoy this period of rest and relaxation with friends and family. Stay safe and we look forward to hearing from you in the new year! ■



Top from left to right: Stop Corruption - Cape Town Office; Head Office
Above from left to right: Stop Corruption - Johannesburg Office; Durban Office; Port Elizabeth Office

SATU joins fight against Corruption

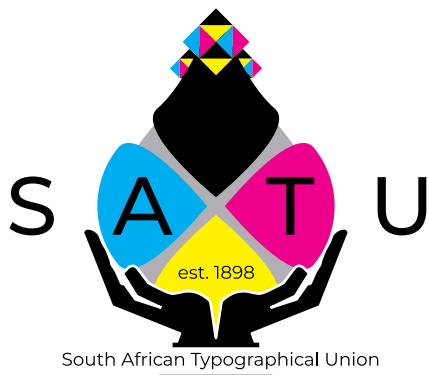
All SATU members are urged to support the campaign, which was in its fourth week at the time of publication.

What can you do?

Wear an orange mask every Friday as you go about your day. Like the campaign's Facebook page, follow #OrangeMaskFridays on Twitter, and tweet photographs of yourself wearing your orange mask, and don't forget the hashtag. ■

TYPICAL TYPOGRAPHERS





SATU Subscriptions Increase 2021

Due to the COVID-19 pandemic and in light of no official meeting, the office of the General Secretary, in line with a 2017 Executive Council and Governing Board resolution, will be implementing the following increase in Union subscriptions and the Employee Benefit Fund respectively for 2021:

UNION SUBSCRIPTIONS & EBF CONTRIBUTIONS increased by R0-63	
2021 UNION SUBSCRIPTION & EBF CONTRIBUTION	
Per week:	R16-39
Per month:	R71-02
The Union and EBF subscriptions have increased by a combined total of 8% which is split 4% each way. This totals to a 56 cents increase in Union subscriptions and a 7 cents increase in contributions to the EBF.	

2021 MOMENTUM FUNERAL POLICY CONTRIBUTION	
Per week:	R19-67
Per month:	R85-24
2021 COMBINED UNION SUBSCRIPTION & MOMENTUM CONTRIBUTION & EBF CONTRIBUTION	
Per week:	R36-06
Per month:	R156-26

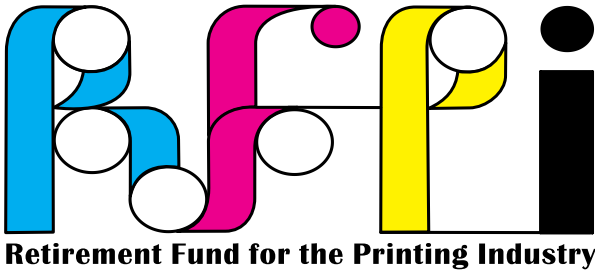


Continued leak of MATRIC EXAM PAPERS

SATU and Printing South Africa would like to unequivocally condemn the leaking of three 2020 Matric exam papers in the past three weeks.

With the arrest by the Hawks, and court appearance of Mr Shikwambana, we hope that these breaches will cease immediately. As stakeholders in the provision of exam papers and other materials and services to the Department of Basic Education, the livelihoods of business owners and their employees who provide this service have been jeopardised further by this security breach. Many printing companies have lost business and income due to other grades, besides grade 12, not writing exams, and

therefore not needing the materials and services provided to the DBE due to the lockdown. We urge the Department to revisit all contracts for examination paper printing and other printing services. We also recommend that all service providers involved in printing have the Print Secure accreditation from Printing SA, giving additional comfort and added high security features throughout the printing process and to ensure the integrity of the chain of custody for these documents.



Pension Fund Communique

How will the 1 March 2021 tax changes affect my benefits and contributions in my provident fund?

You will still be able to take your full withdrawal benefit in cash.

The new tax changes will not take away, or deny you access to your withdrawal benefit should you withdraw from your provident fund, prior to reaching your retirement age. You will therefore still be able to receive your total withdrawal benefit in cash if you resign, or are retrenched or dismissed.

If you are younger than 55 years on 1 March 2021, your retirement benefit will be affected by the new tax changes.

Currently, you may take your full retirement benefit in cash when you retire. This is in contrast to a member of a pension fund who may only take 1/3rd of his/her retirement benefit in cash, as the remaining 2/3rds must be used to provide him/her with a monthly pension on retirement.

To align the payment of retirement benefits from provident and pension funds as from 1 March 2021, you will now have to use at least 2/3rds of your retirement benefit to purchase a monthly pension when you retire.

HOWEVER, when you retire, you may still take the total of your retirement benefit that was in your provident fund as at 1 March 2021, plus the growth thereon, in cash.

The total of your retirement benefit in your provident fund on 1 March 2021, plus the growth on that benefit will therefore not be affected by the new tax changes.

When you retire, you will be required to purchase a monthly pension with 2/3rds of the contributions made to your provident fund after 1 March 2021, plus the growth thereon.

Only contributions made to your provident fund after 1 March 2021, plus the growth thereon, will therefore be affected by the new tax changes.

You may still receive your full retirement benefit that accrued in

your provident fund after 1 March 2021 in cash, IF the benefit is less than R247 500 on your retirement.

This means that if your new contributions, as well as the growth thereon made to your provident fund after 1 March 2021 is less than R247 500 when you retire, you will be allowed to take your full retirement benefit in cash.

If you are 55 years or older on 1 March 2021, your retirement benefit will NOT be affected by the new tax changes, provided you remain in the same provident fund.

If you are 55 years or older on 1 March 2021, you will still be able to receive your full retirement benefit in cash when you retire.

HOWEVER, your right to receive your full retirement benefit in cash when you retire will only be protected if you remain in the same provident fund. If you transfer to another fund, you will have to purchase a monthly pension with 2/3rds of the future contributions that you made to the new fund.

You will however still be entitled to:

- take the full amount accumulated in your "old" provident fund as at the date of your transfer, plus growth thereon to the new fund as a cash benefit when you retire, because it will only be your new contributions from that date on that will no longer be protected; and
- If the amount of the contributions made to your new fund, plus the growth thereon is less than R247 500, you will also be entitled to receive that portion of your retirement benefit in cash, which means that you can take your full retirement benefit in cash when you retire.

Example

You are 56 on 1 March 2021 and a member of a provident fund (first fund). You transfer to a new provident fund (new fund) in 2022. You then retire from the new fund in 2024. Your accumulated retirement benefit as at 2022 (transfer date) in the first fund, plus growth, may be taken in cash when you retire. You will have to purchase a pension with the contributions made to the new fund from 2022, plus the growth on it. If the contributions to the new fund are however less than R247 500, you may receive your entire retirement benefit in cash.

Although this communication has been prepared with due care and in good faith, it provides information and opinions of a general nature. The interpretations and opinions are those of the authors and are subject to change without notice. Retirement Fund for the Printing Industry Consultants and Actuaries accept no liability or responsibility if any information is incorrect or for any loss or damage, including but not limited to, direct, indirect or consequential loss that may arise from reliance on information contained herein. It does not constitute advice and should not be accepted as such and no part thereof should be relied upon without seeking appropriate professional advice. ■

TUR Pulse Check

The New World of Work

As part of a new feature, we spoke to worker representatives from around the country to hear their experiences and views around the Covid-19 pandemic as workers.



We caught up with and spoke to Monica Mphagi (Gauteng), James Smith (Eastern Cape), Gert Casparus Engelbrecht (Western Cape) and Thembekile Mnyamane (Free State) to get their thoughts on SATU, the new world of work under the new normal and other pertinent issues.

1. What was your experience as a worker representative during the Covid-19 pandemic?

MM: The challenges included lack of jobs, which resulted in short-time (which we are still currently working). The lockdown brought many financial difficulties as there was no income or less income while waiting for the TERS to be paid.

JS: The challenging issue was clarity of communication around Covid-19 protocols at the workplace.

CE: At first as we experienced Covid-19 in the first weeks seemed like just another thing that will pass in a month or so. But as time went on and the staff and management at RBE had more discussions on how to handle the situation, we realised that the pandemic was much worse than anticipated.

Since then, the company has had no other option but to retrench a few staff members to survive the pandemic, which has added to the workload of remaining staff members. It has been a challenge to remain positive not knowing whether the company would survive the pandemic and whether staff will still have their jobs. Although salaries are not back to normal, sales are picking up and will hopefully soon return to normal.

TM: It was really stressful, especially in the beginning when we all didn't know exactly how to tackle this monster. We were those ones who had to work during the lockdown as we were classified as essential workers to keep our people up to date with the news. I must pass my deepest condolences to the family, friends and colleagues in the passing of our own due to Covid-19.

2. Do you feel that SATU as an organisation reacted adequately to the Covid-19 pandemic in helping workers whose wages and livelihoods were affected by the lockdown?

MM: Definitely! We are grateful for the Covid assistance given by SATU, which supplemented our reduced wages. This benefit also ensured that our contributions are up to date, therefore giving us the comfort that, should anything happen, we are still covered.

JS: Yes, SATU was very informative and supporting towards all employees, even with non-union members. SATU was updating the members on a daily basis with all new information received from government on time and as well as going the extra mile for members who lost their income during lockdown.

CE: I feel that we did not receive proper notification or correspondence regarding the claim and payment procedures from the Union. The first payments were done end-July and we were only notified in time to claim from end-August. Although the notification was received late and we only received payment for two months, it was a great initiative. Thanks to all involved.

TM: Fortunately, we at Novus did not close down, but in the same building we work with Enable comrades who were affected by the lock down and have seen and heard about their hardship and the assistance SATU has given them. It was well received. Even though we know we cannot please all the people, the majority were very happy with the relief because they understand no one foresaw this.

3. Looking at the short term, do you feel that SATU can be the vehicle for the empowerment of workers

in the industry and help bridge the gap for workers suffering the effects of a badly damaged industry and economy?

MM: Yes, SATU has proved itself that they are able to help alleviate the members suffering even going forward in the future. SATU has been here for many years and is very solid.

JS: Yes, with the resources at hand, the union has shown the members and future members that only SATU are willing to go the extra mile in ensuring that their members are well protected and prepared for the future in the volatile economy.

CE: I maintain a good system is as good as its workforce behind it. To answer the question, yes, definitely, as long as it does not become a political platform. This could be a very interesting subject, especially on a "short term basis".

TM: Yes, I do believe SATU still has a lot to offer, but they cannot do it alone. I feel that they need government and companies to join for the betterment of the printing sector.

4. Please feel free to add anything else you would like to mention.

MM: SATU is the best union and we tell other workers in the industry to join SATU, especially for benefits and the service we receive when visiting the offices. We were just a bit disappointed that the Covid-19 assistance was stopped on level 1 as some of us are still on short time and the assistance is still very much needed.

CE: With the speculations around member's pension and provident funds, and with the government already in debt, is our money save?

TM: One thing I need to ask from SATU is to embark on a membership education drive to teach our members about the value of being a union member and the responsibilities thereof. ■

Introducing: Nkosinathi Bence

SATU Leadership Profile

Nkosinathi Bence is the recently appointed SATU Western Cape Regional Secretary. As part of his welcome to the Union, we sat down with him to get to know the man leading one the Union's largest and diverse regions.



Nkosinathi Bence

1. What is your name, after who were you named?

My name is Nkosinathi Bence and my nickname is "Talata". My nickname is from when I was a kid and some other kids could not pronounce Nkosinathi. When we learnt how to talk, we used "Talata", and that's how I

became Talata. I was named by my father after a long time of waiting to have a boy child.

At home I am the last born after three girls. Now my father thanked God for giving him a boy child after three girls, hence my name is Nkosinathi, meaning to say Lord is with us (Immanuel).

2. What date did you start your working career where and in what role?

I started work in 1997 around September at a car wash in a garage in Heath-Field southern suburbs in Cape Town on a temporary basis. I was fortunate that year as all the petrol attendants went on strike and I was able to move in to petrol attendant position.

Later, I worked as an access control at Metrorail and I was able to move between ranks, sold tickets at the ticket office, worked as a trainee traction linesman then metro train guard and

from there as a train driver. After 18 years working at Metrorail, I applied for a senior organiser position at a union which is recognised at Metrorail. I worked there for three years then applied for this position where am at now SATU.

3. What is your current position within SATU and how have you found things so far?

I am working as a Regional Secretary-organiser at SATU. I am coping – so far so good. I'm learning different aspects of unionism, as this is a new environment to me. The new environment is not a challenge as I like to learn new adventures in life.

4. What according to you are the best reasons as to why members should choose and remain with SATU?

I would like to urge members to remain at SATU because the benefits cannot be compared to any union in South Africa and its representatives and officials go out of their way to assist members. SATU is the only union that stood by its members and providing out of work benefits, which assisted those members who were vulnerable when their companies had to implement salary reductions.

5. What would you like to see the Union improving on?

I would like the union to improve on training of its representatives so that they stand out strong to represent their members with love and passion. Yes, there is training given, but I believe we can do more to improve training and give our Trade Union Representatives more grounds to take the name brand further and keep SATU relevant.

6. What is your favourite food?

I do not want to lie to you - any food is my favourite! I do not have specifics when it comes to food. As long as it is food, I am thankful to have it.

7. What is your favourite sport?

Soccer obviously

8. Which sports team do you support and why?

Well I love Kaizer Chiefs and I support it to the best of my ability. I grew up during the years of Doctor Khumalo, Schara ka Thintwa, Ace. Kaizer Chiefs had a different style and I loved it. So, up to this day I am in love with Kaizer Chiefs.

9. Do you have any special hobbies?

Road running and church are my hobbies. The running also include weight-lifting just to tone up my body. ■

Eastern Cape

New members

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

- Harry's Printers Port Elizabeth
- Harry's Printers East London
- Keypak
- APL Cartons
- Cadar Printers

Vale

Our sympathies and condolences are extended to all the families of pensioners who lost their loved ones during this period.



Bronze Emblem

Suren Ramiah from APL cartons in Port Elizabeth received his Bronze Emblem for 37 years of Service and membership to SATU. He is pictured with Eastern Cape Regional Secretary Thaakira Hendricks.

State of the trade

Members are reminded to take caution and look after themselves and follow all safety measures in the company by wearing masks, sanitising and social distancing. Should members feel that their workplace is not safe or conducive, please get in touch with us for assistance.



Heritage Day

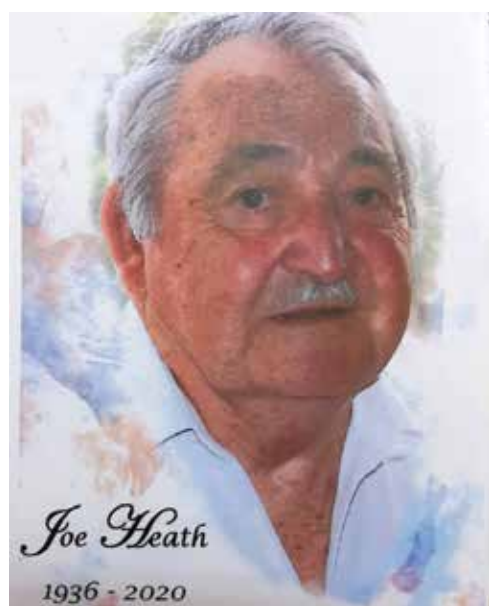
SATU staff and officials dressed up in their traditional attire in celebration of Heritage Day in September.



End of year message

To all of our members in the region, we wish you a safe and merry Christmas and a prosperous New Year. Please do not drink and drive, always wear a mask and sanitise whenever possible. ■

Free State & Northern Cape



Vale

We wish to express our sincere condolences to the families of members/pensioners who passed on during the past year:

- JJ Heath, Pensioner, Bloemfontein and previously RSO of Bloemfontein
- JH Verwey, Pensioner
- TD Potgieter, Pensioner
- LM Lecoko, Active member at Enable
- P Mosileni, Active member at De Aar Printers
- FE Pienaar, Inc Pensioner
- MA Aysen, Pensioner
- RA Devine, Pensioner
- BJ Ndebele, Pensioner

Covid-19

During March 2020, South Africa went into COVID-19 lockdown. We had to stay at our homes for three months. South Africa has ridged the highest number of Covid-19 cases in Africa during November 2020. Our sincere condolences to all SATU members who has lost a loved one affected by the Corona Virus. The road ahead?

We plead to all satu members to stay save:

- **CLEAN** your hands often.
- Cough or sneeze **IN YOUR BENT ELBOW** – not your hands.
- **AVOID TOUCHING** your eyes, nose and mouth.
- **LIMIT SOCIAL GATHERINGS** and time spent in crowded places.
- **AVOID CLOSE CONTACT** with someone who is sick.
- **CLEAN AND DISINFECT** frequently touched objects and surfaces.
- **WEAR YOUR MASK!**

Covid-19 Benefits from SATU

The SATU FS and NC paid out Covid-19 benefits to 112 members.



Violence against woman and children

Violence against women is a growing phenomenon and as many as one woman in four has undergone beatings. Exposure to violence can harm a child's emotional, psychological and even physical development. Children exposed to violence are more likely to have difficulty in school, abuse drugs or alcohol, act aggressively, suffer from depression or other mental health problems and engage in criminal behaviour as adults.

Gauteng



FEDUSA TUR Training

The following shop stewards attended the FEDUSA Basic Shop Steward Training on from 27 to 28 October.

Among those who attended is Comrade Victor Nene who is the Gauteng Regional Committee member. All the shop stewards agree that the training was educational, informative and empowering. They now look forward to putting into practice all the skills learned at the training.

The following are some of the topics that the training covered:

- Union representative/role in the workplace
- Negotiations skills
- Health and safety in the workplace

Christmas and New Year's Greetings

May you be blessed this Christmas and always! Whatever experience we had, let us look back at 2020 and thank God that he gave us the most important gift, which is "the gift of life" and let us look forward to 2021 with hope.

We don't know what 2021 holds for us. However, let us entrust this unknown future to a known God believing that whatever 2021 has for us, the good and the unpleasant, we will handle with grace, dignity and an unwavering faith and trust in God.

Have a blessed, prosperous and God-filled 2021 not forgetting that everything begins and ends with God and that include us! ■

Convention C.190

We take heed of the call to stand and raise our voices for the ratification of C.190. C.190 talks to the elimination of violence and harassment in the world of work. The word of work includes:

- The workplace itself and all work-related spaces
- It includes all activities related to work – including business travels and social activities.

C.190 responds to the short falls of our current laws and procedures and targets toxic cultures in the workplace. It casts a broader net of protection around those who are vulnerable and places greater responsibility on the employers

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and government to eliminate gender-based violence and harassment in the workplace.

Violence and harassment are more than just physical abuse. It includes sexual harassment in action or verbally, bullying, verbal abuse, etc. All workers are covered by the C.190.

As workers in the country that has a major problem of gender-based violence now is the time to stand and be counted for the safety and protection of ourselves, our brothers and sisters, our sons and daughters. May we not look the other way as long as it does not affect us – may we not turn a blind eye when acts of gender-based violence are committed, may we not keep quiet when we know that a supervisor, a manager or a colleague is harassing another worker and may we stand up and be counted. Let our voices be heard. Enough is enough! Kwanele! Masingathuli!

Viva SATU Viva!



Cosmas Maroele retirement

The Gauteng Region honoured and bid farewell to Comrade Cosmas Maroele who retired on 30 June after serving SATU members and the organisation for more than 20 years. Ntate Maroele has been with SATU since he started working in the industry first as a member, then as a shop steward, an office bearer (Governing Board Member) and finally as an official of the union. We wish him all the best in his retirement!■

KwaZulu-Natal

Dear Members

Can you imagine it is almost the end of the year again?

In a few weeks' time it will be Christmas and then the New Year.

The Durban SATU office would like to wish all our members a blessed Christmas and a safe and wonderful New Year.

As the regional office we would like to thank you for your co-operation during this year. This has been the most trying and tested time in our history as SATU and South Africa. We have all heeded the call when our country asked us to do so and we continue.

Now is not the time to let our guards down we have to be safe at all times for ourselves and our families. Discipline in our world of work is important don't drop your guard for a second, this means we must and continue to wear our face masks, sanitising of hands and social distancing.

My dear members, keeping and protecting our jobs is highly important in this current economic climate. I know for a fact that all of us watch the news or read the news.

The unemployment rate is through the roof and half of the population in KZN is unemployed.

It is a sad reality when we see unemployed people standing in lines for the R350 from the government.

My words to you should not and must not sound like doom and gloom, considering how blessed we are to be employed. Think of how you are getting the job done for your loved ones.

Have you all considered how your families and friends respect you for showing up in the face of this pandemic?

I have the utmost respect for you. Take a bow as you have shown in the face of this difficult time you are strong you are disciplined and you are proud of your job.

New Members

We would like to extend a warm welcome to our new members from the following companies:

- Tropic Plastics
- Amcor Flexibles
- CTP
- Raptorscore
- Pooravida Print

Vale

We would like to extend our condolences to our members and pensioner members who have lost loved ones during the year.■

Western Cape

New membership

The RSO, Nkosinathi Bence thanked and congratulated Lesley Hess on his hard work and dedication in recruiting new members under the following new firms:

- CGI Creative Graphics Inc
- Excell Screen printers
- Heske Print

A warm welcome to all our new members!!

Note for thought

"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."

– Lou Holtz

Deaths

We wish to express our sincere condolences to the families of members who passed away during this time; our thoughts and prayers are with you all.



End of year message

The SATU Western Cape staff, officials and leadership would like to wish all members a safe and comforting festive season. Covid-19 is a reality and we urge all to ensure that they protect themselves and their loved ones by behaving responsibly and always wearing a mask in public. We wish you all a Merry Christmas and a Happy New Year. ■



Lessons Learned

Although no-one particularly liked the year 2020, a few lessons were learned. These lessons pertain not only to our handling of a crisis, but we learned about ourselves and we realised a few things. Here are a few things to keep in mind:

Your family time is the most important time.

Being in quarantine showed that we need our loved ones to keep us sane. In the end no man is an island and the people who stayed alone suffered the most. Family relations – such as grandparents and their grandchildren – proved to be one of the things that were missed the most.

Friends were not far behind.

Although many people connected through Zoom, Facetime, Teams and other meetings, the physical contact with friends could not be replaced. Many people adopted pets in this time to have a cuddle-buddy.

Slowing down can be beneficial to your health.

Being stuck at home, forced many people to slow down. Some could not work and those who could work from home, did not have to deal with the morning commute. There were fewer appointments made and people did have more down-time which proved to be beneficial for people who normally have to cope with hectic schedules every day.

Personal space can keep people healthy.

The normal flu did not exist in 2020. People had fewer colds and contagious diseases' numbers were down. Social distancing and the wearing of masks did a lot for the overall health of society.

A lot of people can work from home. In the years since telecommuting technology has been available, a lot of companies have tried and struggled to make it a reality. Now many companies have adapted to the remote lifestyle for employees who don't need to

be physically in the office to get their jobs done. Not only is it a benefit for employees to have more flexibility with their schedules, but employers can save in workspace expenses and employees save in transport costs.

So many things can be done virtually – not only work.

Virtual tours of museums, art exhibition and historical buildings were made possible around the globe, most of them for free. Experts offered free or cheap classes in anything from cooking to acting and writing a book. Many fitness classes and extramural activities also moved to digital.

Teachers should be more appreciated.

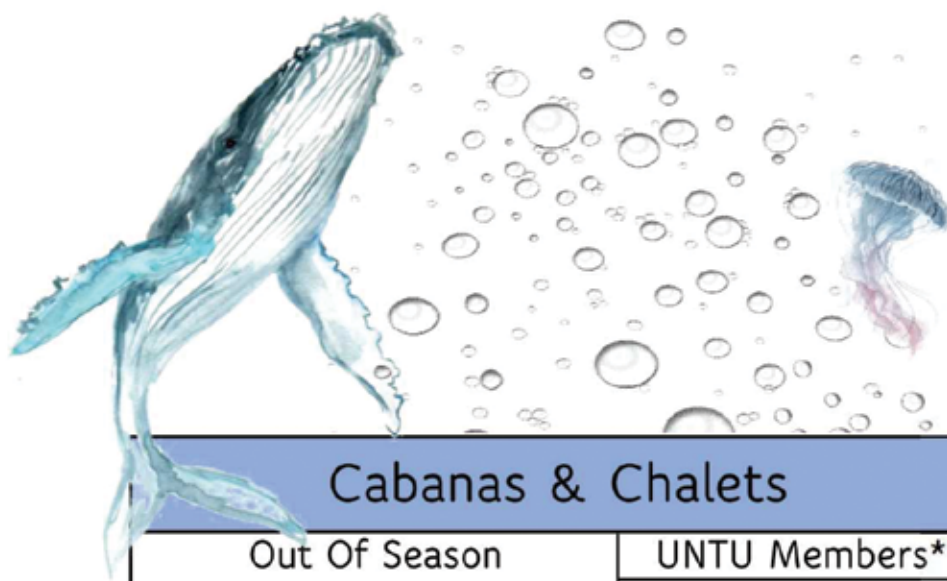
Teachers were undervalued and people joked that they have an easy job. Until they had to home-school their own children. To get children to stick to a schedule, concentrate with the home's distractions all around them and actually doing their homework were quite a feat. Teachers have stressful positions.

Accept the uncontrollable.

People were angry for not being able to do what they want. They criticized everything from the curfews to the shopping restrictions. But in the end, you only frustrate yourself. Once people accepted the situation and fell in with the regulations, it was much easier to cope.

We had to learn patience.

Patience with the levels of restrictions, patience to live with people we normally don't see for a whole day at a time and patience with our own insecurities. We had to get a new perspective on life – on what is more important: alcohol or family time, movies or our health.■



UNTU
PALMS
JEWEL OF THE SOUTH COAST

Rates 2021

Cabanas & Chalets		Cabanas	Chalets	Per Extra Guest
Out Of Season	UNTU Members*	R 484.00	R 544.00	R 80.00
	Public	R 605.00	R 726.00	R 90.00
Weekends Tarrif Only valid out of season	UNTU Members*	R 575.00	R 635.00	R 80.00
	Public	R 696.00	R 816.00	R 90.00
High Season Dec & All Long Weekends	UNTU Members*	R 970.00	R 1,030.00	R 80.00
	Public	R 1,100.00	R 1,230.00	R 90.00
Low Season October	UNTU Members*	R 665.00	R 726.00	R 80.00
	Public	R 786.00	R 907.00	R 90.00

These rates are for a maximum of four (4) people per night - Only two (2) vehicles allowed per unit

Cabanas sleep a maximum of 6 people including children of all ages.

Chalets sleep a maximum of 8 people including children of all ages.



Camping & Caravan Sites		Super Luxury	Luxury	Regular	Per Extra Guest
Out Of Season	UNTU Members*	R 310.00	R 250.00	R 230.00	R 80.00
	Public	R 430.00	R 370.00	R 280.00	R 90.00
High Season Dec & All Long Weekends	UNTU Members*	R 650.00	R 580.00	R 520.00	R 80.00
	Public	R 780.00	R 710.00	R 650.00	R 90.00
Low Season October	UNTU Members*	R 440.00	R 380.00	R 310.00	R 80.00
	Public	R 500.00	R 440.00	R 380.00	R 90.00

These rates are for the first four (4) people. Each site takes a max of 8 people including children of all ages.

Only one (1) vehicle allowed per camping site



Rent - A - Tent		Per Night	Montly	Per Extra Guest
This rate does not include the site				
All Seasons (Tent Only)	UNTU Members*	R 160.00	R 550.00	R 80.00
	Public	R 180.00	R 600.00	R 90.00

These rates are for the first two (2) people to a maximum of four (4) - Only one (1) vehicle allowed per camping site

Semi-Permanent Residency	Rate Per Month
Chalets	R 11,000.00
Cabanas	R 9,900.00
Super Luxury Campsite	R 4,400.00
Luxury Campsite	R 4,180.00

These rates are for a maximum of four (4) people - Only one (1) vehicle allowed. Not valid over December.

Pensioner Montly Rate	Rate Per Month
Chalets & Cabanas	R 7,320.00
Super Luxury Campsite	R 3,267.00
Luxury Campsite	R 3,025.00
Regular Campsite	R 2,662.00

These rates are for a maximum of two (2) people - Only one (1) vehicle allowed. Not valid over December.



Book your stay with us today!

*The following Unions also enjoys the UNTU discount.

SAPTU
SATU
HOSPERSA

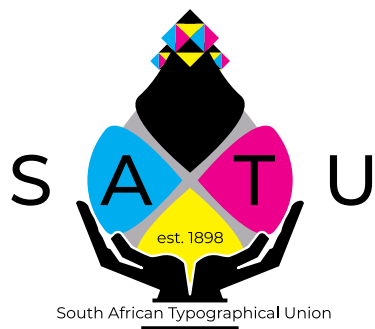
Telephone Number: 039 681 3325

Email: reservations@untupalms.co.za

Website: www.untupalms.co.za



Terms and Conditions apply. Prices are subject to change without notice.



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, Centurion, 0157
Tel: 012 338 2021 ■ **Fax:** 012 086 433 5143

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		A = African		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
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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 deductions 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: _____

2021 UNION SUBSCRIPTION

Per Week	R13-67
Per Month	R59-24

METROPOLITAN CONTRIBUTION

There is no increase in these contributions due to the improvement in the scheme's investment performance.

2021 CONTRIBUTIONS

Per Week	R15-10
Per Month	R65-45

COMBINED UNION SUBSCRIPTION & METROPOLITAN & EBF CONTRIBUTIONS

2021 UNION SUBSCRIPTION

Per week:	R13-67
Per month:	R59-24

PLUS

2021 Metropolitan Contribution

Per week:	R15-10
Per month:	R65-45

PLUS

2021 EBF Contribution

Per week:	R1-69
Per month:	R7-33

COMBINED TOTALS

Per week:	R30-46
Per month:	R132-02

**It is important that all pay points note the separation between the amounts for the:
Union Subscription; Metropolitan Funeral Scheme Contribution; EBF Contribution**

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