

FEATURES IN THIS ISSUE:

PAGE 1

Retrenchments loading /
SATU's ne spaces /
TFS welcomes new chief

PAGE 2

Reflection by the GM Eddie
de Klerk / Union awards long
service / And the Winners are ...

PAGE 3

Future insights / Training
and up-skilling / Labour
Department inspection results

PAGE 4 & 5

SATU's Funds
Feedback

PAGE 6 & 7

News from the regions /
Fair dismissal / How to
claim from the Union

PAGE 8

Application Form
Weekly / Monthly
Contributions

Retrenchments loading

Jobs bloodbath expected as company issues section 189 notice to Union.

Tiso BlackStar, the media house which owns publications including the Sunday Times, Business Day and Financial Mail has served SATU with a notice of retrenchment, otherwise known as a Section 189A notice in terms of the Labour Relations Act.

This comes shortly after the Union has won a matter of mutual interest at the Commission for Conciliation, Mediation and Arbitration (CCMA) in the Eastern Cape.

SATU Deputy General Secretary Sisanda Mbokotho says: "The deterioration of the relationship between the employer and the union has slowly brewed and has come to a head when management suddenly decided to cease with paying over Union subscription for SATU members, an organisational right the Union qualifies for."

The company has recently been rocked by entrance of the Information Communication Technology Union (ICTU) in the workplace, with the union issuing a strike notice over salaries and bonuses.

Edward de Klerk, SATU General Secretary states that management at Tiso Blackstar, in keeping with their attitude towards to the plight of employees during our engagements, is now essentially culling staff in what SATU views as a

knee-jerk reaction to the mushrooming of a new union in the workplace.

This is quite a growing concern for SATU as this seems to becoming the norm and trend within the printing, packaging and signage sectors. Employers within the sector have taken it upon themselves to increase the high number of retrenchments occurring on a monthly basis in the industry.

"This notion flies in the face of business' commitment made during last year's Presidential Jobs Summit to try and stave off retrenchments instead of using them as a tool to maximize profits," Edward adds.

At time of going to press SATU had been unable to ascertain how many publications and employees would be affected by the restructuring. However, in a leaked internal email to staff that was used as source material in an article on Fin24 it was noted that the closure of the Sunday World had been proposed. ■



Tiso BlackStar, the media house

SATU'S NEW SPACES



Union offices in Bloemfontein and Durban unveiled.

SATU's regional offices in Bloemfontein and Durban have officially been opened during official ceremonies held at the respective offices.

The openings, attended by members of SATU's executive council and regional leadership were held at the new offices. In his opening address General Secretary Edward de Klerk noted that "as mandated by the Union's board and executive council, the offices of the union needed to be more accessible and safe for both members and staff."

To deliver on this mandate it was necessary to locate premises that would fulfil the requirements in the mandate. The offices in Durban are located on 40 Esther Roberts Road in the Berea area, and provide more tranquil and safer environment for both members and staff. ■

(Clockwise): Union President Maluleke (centre) pictured with KZN RSO, Andrew Michael (Left) and KZN Region president Mr Hassan Mohamed (Right) / Pic 2: Union vice president Newton Hoff and Maggie Maluleke / Pic 3: Union President Maggie Maluleke with Themba Pata (Free State RSO) and Eddy De Klerk (GS).

TFS welcomes new chief

*Union's Fund Administrators
appoint new CEO.*



Ettienne Myburgh

SATU's fund administrators, Transparent Financial Services recently appointed and welcomed Ettienne Myburgh as their new Chief Executive Officer.

Ettienne replaces former CEO Frank Symington who leaves TFS due to personal reasons after serving close to two years in the role.

continued on page 2

A new dawn and the opportunities it present

Edward de Klerk - General Secretary

In reflecting on the message I want to share with the membership of SATU, I thought in keeping with the hope and optimism of the day to share words of assurance and hope.



Your money is safe

The last quarter of 2018 saw the beginnings of rumblings among SATU members who are members of our funds that the Union had misused their monies to keep operations running. Members received their Fund Credit Statements and were understandably shocked to see losses in their retirement savings.

These rumblings became a genuine concern when I as the General Secretary was summoned to account for the funds' poor performance. As presented at firms in the Western Cape and KwaZulu-Natal by me and the fund's Principal Officer, Dirk Oosthuizen, I would like to allay any fear that the union, namely I, as General Secretary have access to our members' pension and provident fund monies.

The Union is bound by law to only operate on the membership subscriptions collected from members on a monthly basis and any investments

they may have. The notion that the Union uses member's retirement savings to keep the union running therefore cannot possibly be true.

The funds are separate entities that SATU as a union serves as the membership's representative on the board of trustees of both funds. The Fund's decisions on investment are made by this body and neither the Union nor I can make any unilateral decisions.

A thorough pull-out included in this issue should further allay any fears in this regard and will also help to explain the performance of the fund last year and put in context what this means for you, our member.

New government

South Africa recently inaugurated the sixth democratically elected President of our Republic. SATU would like to congratulate His Excellency President Cyril Ramaphosa and extend our hand as a representative of Labour to working

with Government in tackling the triple threat of unemployment, poverty and inequality.

We as the Union are mindful of Government's goals with the fourth industrial revolution in mind; we simply want the transition and the opportunities this presents in our sector to be harnessed in a way that best serves the needs of our country and workers.

SATU has already in this year been able to bring to Government's attention the dire state of our industry and these engagements continue in the hopes that as labour, we can ensure workers and their rights are protected.

So, as we reach the halfway point of 2019, the hopes and aspirations of every South African seek renewal, we as SATU will be at the forefront of fighting for the realisation of these for workers in the Print, Packaging and Signage sector.

VIVA SATU VIVA!!! ■

TFS welcomes new chief

(continued from page 1)

Ettienne is a strategist, business development, emerging markets and operational management professional with over 20 years of management experience in diversified financial services organisations in Africa and Latin America.

He joins Transparent after working as Product, business development and management consultant for Easy Equities, an award-winning Fintech company based in Johannesburg.

Ettienne has also served as a board member for FirstLife Botswana from 2008 to 2014. He serves on the Academic advisory board for post graduate studies at the University of Johannesburg's Department of Business Management.

Speaking on his vision for the fund administrator, Ettienne said: "We are uniquely positioned to provide custom financial services products to the market and with our experience; I see us evolving into an entrepreneurial thought leader in retirement fund administration and financial services."

"Innovation and learning is very close to my heart and I believe it lies within everyone to innovate and to learn. We want to be an innovative organisation that provides unique financial services to our clients. I call it Vision 2022, whereby we provide unique world class financial services to all our clients and we serve our clients by providing products and services that add real value to their lives," he added.

Further to this, we asked about any innovations or changes that are planned for members to look forward to. Ettienne answered: "We are excited about the opportunities that present themselves. We pride ourselves on our ability to deliver world class service and going forward, SATU members can expect to see new and exciting product and service offerings together with simplified processes and improved service level, in short, products that matter."

We at SATU wish Ettienne all the best in his new role and hope his expertise and guidance can unlock further value for our members. ■



Maggie Maluleke and Bahiya Salie Bronze emblem award.

Union awards long service

Long serving union members received Bronze emblems.

The South African Typographical Union recently awarded Bronze emblems to long serving members of the union.

The Bronze emblem is awarded to members of SATU who have been members for 35 years or more with no break in membership. The awards were made to Union President Maggie Maluleke, Executive Council member Bahiya Salie and Logaseelen Subramoney from the KwaZulu-Natal Region.

Dedication and hard work:

In his awarding these awards, General Secretary Edward de Klerk noted the dedication and work of all three over the years in ensuring the organisation of workers at their workplaces. ■



Mr Cosmos Marole

Correction

In your pullout of office bearers and officials in the Union we made a clerical error and omitted **Mr Cosmos Marole of the Gauteng region** who serves as an organiser in the region. We apologise for this error and any inconvenience this may have caused.

And the Winners are...

SATU recruitment competition winners announced.

SATU's recruitment Competition closed on 31 March 2019; a draw was conducted to determine the three winners.

On top of this all entrants, whether they qualified for the draw by recruiting 20 members or not, received R50 per member recruited. This means that the three winners will win their cash prize plus R50 per recruited member.

The draw for the competition was done by Union President Maggie Maluleke in April.

The Winners are as follows:

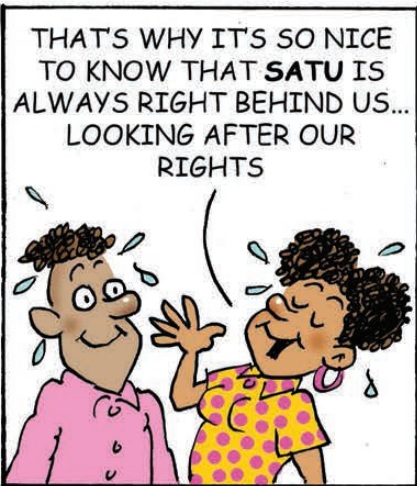
- 1st Place: O Mantu (New Era) Wins R5 000
- 2nd Place: ND Moshidi (New Era) Wins R3 000
- 3rd Place: M Ditau (New Era) Wins R2 000

Special mention:

A special mention to Mogamad Igshaan Williams of ABC Printers in the Western Cape Region who was able to recruit 43 members. Mogamad was the only member from outside the Gauteng region to qualify for the draw. He will receive an R500 cash prize in recognition of his efforts.

To all members who entered the competition, your contribution to the organisation of workers in the printing, packaging and signage industry is valued and serves to make our united voice that much stronger. ■

TYPICAL TYPOGRAPHERS



Future insights necessary to keep up

Union partners with Research Institute to stay ahead of the curve.

The South African Typographical Union is now officially a member of the Institute for Futures Research, this after board approval at a meeting in February.

The institute is a 45-year old organisation that began life as the long-term arm of the Bureau for Economic Research at the University of Stellenbosch. Since its restructuring in 2016 the institute has refocused its research environments and service offering.

General Secretary Edward de Klerk explains: "The Union, through its membership of the institute, has commissioned research to look into the sustainability of the industry."

When quizzed about the objectives of the research, he mentioned that the objectives of the research would be to ensure the future sustainability of the Printing Sector in terms of the National Development Plan 2030, and the enhancement job stability, the creation of jobs

and thus the eradication of unemployment and poverty.

"The second objective is to ensure the future sustainability of SATU as the footprint Union within this process in South Africa and maybe the African continent," Edward added.

In the face of a rapidly changing and green conscious world, the future of the printing, packaging and signage industries is seen as one that is bleak. This has led to a vicious cycle of retrenchments and liquidations nationwide.

The hope is that the data collected can convince stakeholders to look at innovative ways to do business in the future while protecting the rights of all workers.

The research is to be presented at the 6th Annual Printing SA Africa Conference in September of 2019. The Union will for the first time be a partner in the hosting of the conference with the employer body. ■

Training and up-skilling our trade union representatives is our priority

By Dr Colin Steyn (DBA,PHD)

To remain competent in an increasingly complex economic environment, it has become necessary for SATU to re-invent the way TURs operate and use current innovation initiatives and most importantly recognise them as role-players to deliver service excellence to our members.



Dr Colin Steyn (DBA,PHD)

SATU's proactive strategy to train and up-skill TURs will result in providing clarity within the printing sector. Meaningful partnerships can be established to collectively explore future symbiotic solutions which can be implemented to address the myriad of challenges.

This will necessitate becoming more proactive to engage with relevant stakeholders. SATU's leadership holds itself to account to transfer the necessary knowledge and provide a toolbox to empower and support all TURs to realise the potential gains for expanding the footprint of the union.

An important focus is the recruitment campaign which can provide participative management and transformational leadership. Furthermore, SATU commits to support personal development and to provide an increased level of knowledge transfer to TURs and officials towards achieving sustainable and successful transformation.

The printing industry has much to gain from a deeper understanding of the diverse factors associated with the vulnerability of workers in the current economic landscape. The process of repositioning the TURs could be influenced by knowledge sharing to enhance the TURs' innovation capability, which will drive the strategic intent. The current needs of members and specifically non-member manifests and opens new opportunities for a positive, co-determined culture to become embedded as part of the larger service excellence and agile vision which the union is now committed to provide.

The underlying values of the union predicates the future cultural behaviour within SATU as it relates to embedding mutual trust, ethical principles and compliant reward systems.

In contrast to the past historical reality it is precisely through the repositioning of the TURs that future solutions be developed and supported by a systems-centric approach which enables permeability through information exchanges and 360-degree feedback loops across all SATU's functionalities and regions to promote self-organised, ecological communities of excellence that flourish.

The new business framework promotes the recruitment campaigns which SATU proposes recognises the TURs as essential role-players who actively co-create the mutual sustainable strategic platform for engagement. Strategic leadership is required to drive the TUR skills development process by influencing the current thinking, attitudes and behaviour within the wider printing community.

This can be achieved by working together synergistically toward a common vision for the future and thereby resolve the present-day challenges. SATU pro-actively promotes TURs to learn from the past and include valuable lessons learnt to strengthen and accelerate their capability to re-position the union in the industry.

Innovation has now become imperative and it is urgently required to rethink how TURs can differentiate themselves through becoming advocates and agents for the upliftment of workers.

This strategy also aims to influence the mind-sets of all stakeholders towards a growth mindset which values collaboration, provides agency for relationship-building with all relevant stakeholders, and pro-actively seeks innovative ways to continuously create value for its membership.

To remain relevant in a fast-changing hyper economy it has become important that patterns of internal differentiation should rather enable a culture where all role-players can co-exist and share power where TURs drive the future.

Proactive realignments with all our TURs in all regions will result in stronger cohesion and to deal with uncertainty and confusion within the printing sector. The new SATU partnerships with TU's are also bound to become proactively explore solutions to address the myriad of challenges which requires and necessitates becoming more proactive engaged.

The unfolding of the desired strategic future within SATU will depend on the unique capability of TURs to deliberate collectively provide sustainable future solutions. The need to increasingly engage in this knowledge exchange process of driving future value propositions - amid a discontinuous economy and increased technological process is vital.

The urgency of providing TURs with transparent policies and equipment to reframe a constructive pathway toward collective unity, the need for a more comprehensive approach in serving our membership through a trust-reliant culture emphasises the need to improve the diverse relationships within SATU.

As part of the TURs' development within all regions collective platforms which can promote service excellence are created. The transformation towards achieving the TUR focus will require commitment from all industry role-players and the membership to create more visible presence.

The key to success could be the repositioning of the TUR-driven strategy which will create core competencies to develop distinctive policies and benefits for increased competitive positioning within the printing sector.

By empowering our TURs to revisit SATU's benefits - through the dynamic interface with members - we can offer increased individual investment to provide a brighter future to prospective and current members. This could result in a cultural and operational transformation that promotes human capital that are skilled at creating, acquiring, and transferring critical knowledge and modified ideation, to reflect new knowledge and sustainable insights.

The link between TUR and the members could be in the creative process which is embedded in the future memory of the printing sector and the repositories of knowledge and skills are within each TUR.

SATU leadership is committed to ensure that all TURs are respected as critical role players who are continuously engaged with and receive the upskilling needed to cope with increased levels of complexity and service delivery.

TURs - Trade Union Representatives otherwise known as 'Shop Stewards'

**Dr Colin Steyn is currently working with SATU in the transformation of the Union. ■



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Enquiries: Goodwill Simelane
Tel no: 0827584022
Date: 15 April 2019

South African Typographical Union
81 Main Street
5th Floor, Nedbank Building
Johannesburg
2001

Dear Sisanda

Re: Outcome of an inspection conducted on the 04th February 2019 at South African Typographical Union

Subsequent to an inspection conducted at your premises/workplace, it gives me pleasure to inform you of my findings and recommendation.

South African Typographical Union has proven 100% compliance with regards to BCEA, COIDA and UIF.

Yours faithfully

Inspector: Inspections and Enforcement Services
Department of Labour: Gauteng

Union given clean bill of health

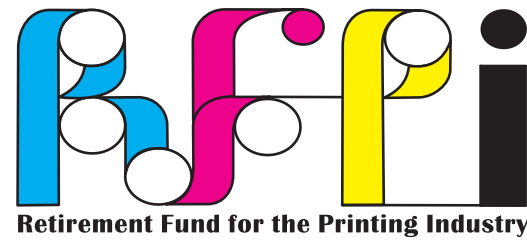
Labour department rates SATU 100% compliance during workplace inspections.

The Department of Labour recently conducted inspections of SATU's workplaces in all our regions. The results are in and the union has been deemed 100 percent compliant in terms of the Basic Conditions of Employment Act (BCEA), COIDA and UIF.

The inspection results essentially mean that as an employer, the Union is compliant with laws that govern the rights and benefits of its employees.

Deputy General Secretary Sisanda Mbokotho said: "SATU as an employer is compliant and seeks to organise in an industry which is also compliant and respects the rights of workers as well."

When asked what this means for workers, she added: "SATU is a union that our members and un-unionised workers can trust to have their house in order. We implore our members to get in touch with us where they feel their rights are being violated by exploitative employers and we will accordingly." ■



SATU Funds Feedback

Report by Dirk Oosthuizen, Fund's Principal Officer

An update to SATU fund members

For more information visit www.rfpi.co.za

Dear Members

At the end of 2018, we sent out communication pertaining to the fund's performance and have since been inundated with calls and queries from members concerned with the fund's performance and needing answers.

We have obliged, and as Principal Officer of the Fund I have taken it upon myself to explain the year that was and also allay any fears and concerns you may have about your monies. **The good news is that subsequent to 2018 we have had a very good first quarter and in fact April was also very positive. May 2019 has been negative thus far.**

2018 was an extraordinary year and especially the last quarter.

It was the first calendar year since the financial crisis of 2008 where we had a negative return. **We use a highly diversified approach to reduce risk and also more conservative** in the sense that we use more fixed interest investments than most retirement funds.

We, however, are a long-term investor, our investment objective as set out in the Investment Policy Statement is to provide a long-term real returns for our active members and then for our pensioners, to not only pay pensions on time but also to increase pensions with inflation.

To give us a chance to do that, we have a significant investment in inflation-linked bonds which gives us a stable inflation-linked return, but there is a risk over the short-term that if inflation linked bond yields increase that we will show a short-term downwards adjustment in market values. We have significant cash investments which did help.

PIPF Investment Performance 2004-2019.

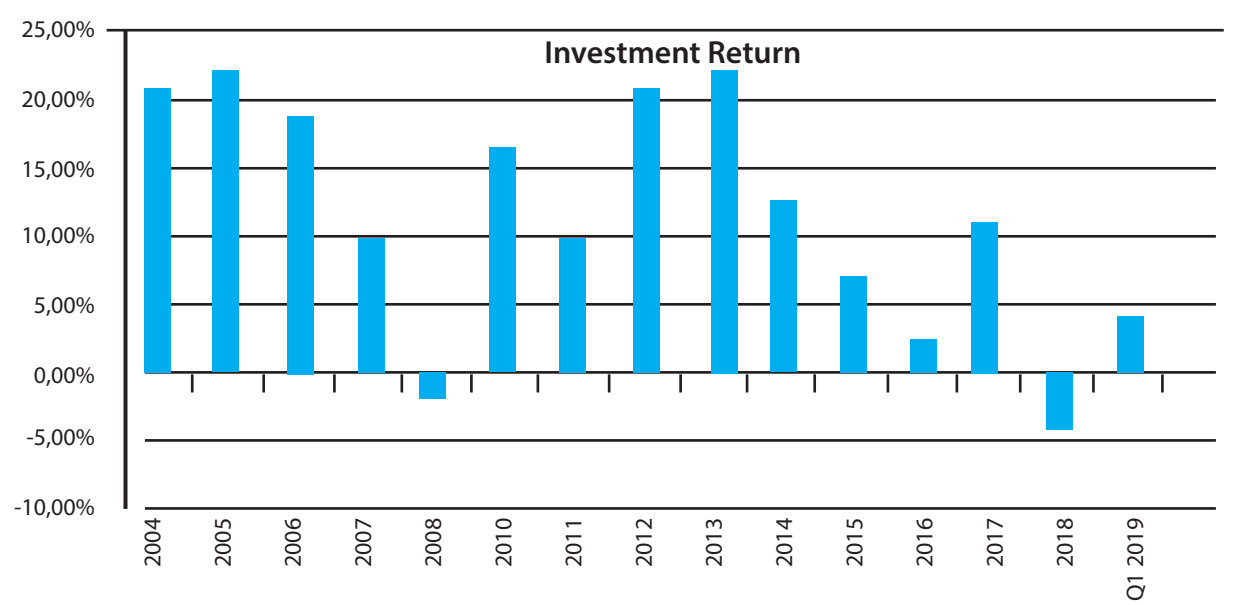


Image: PIPF Investment Performance 2004-2019. Source: PIPF

Naspers Share Price 2000-2019

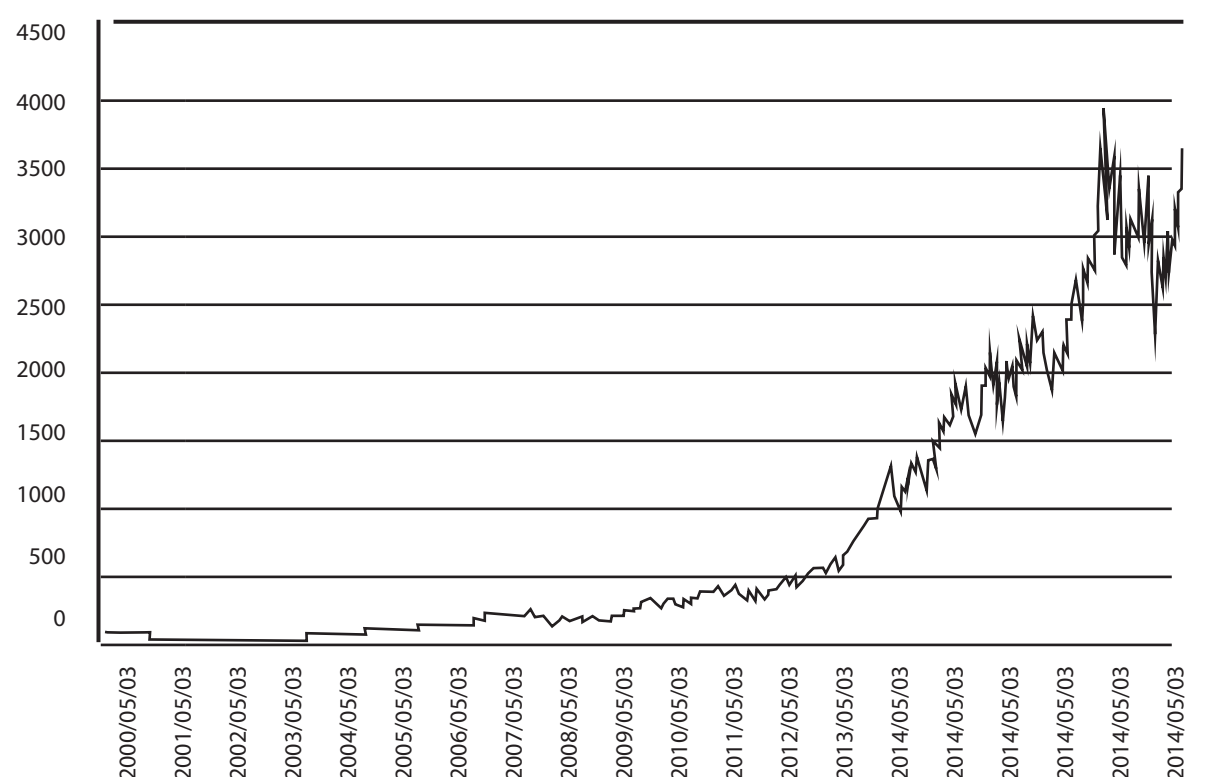


Image: Naspers Share Price 2000-2019. Source: JSE
Non-accurate Artist Impression

In order to achieve returns in excess of inflation over the long-term we do have property and equity investments.

30% of the Fund is in fact invested in offshore equity which also fell sharply from quarter 3 into quarter 4 2018 due to, among others, the trade war between the USA and China.

It also affected our Naspers investment which is by far the largest company by market capitalisation listed on the JSE.

The United States had a number of interest rate increases until December 2018 when the Federal Reserve said they thought interest rates have reached neutrality in the United States and that they do not expect further interest rate increases in the country.

This supported our investments until the US/ China story flared up again in May 2019. We will have to ride out this volatility as we would like to keep our maximum exposure offshore. The South African Reserve Bank limits us to the 30% offshore. Last year we had a significant drop off in property initially and later the year other SA equities also fell in value after the realisation that the South African economy is not as strong.

Naspers is driven largely through its investment in Tencent, a Chinese internet company. It subsequently early in 2019 gave us Multichoice shares which was another R122 per share.

The Naspers exposure is between 3 – 5% of the Fund. That share price started at R4 000/ share in 2017 and fell to R2 600 per share; early this year recovered to R3 700 and has now fallen back to R3 200/share.

Naspers has been a great investment for us, but as we are limited to a 5% exposure, we have been selling steadily even though we still like the investment.

Who Manages the funds’ investments?

We use 13 asset managers. The thirteen are as follows:

- 4 local equity managers in Allan Gray, Coronation, ABAX and Visio.
- 3 inflation linked bond managers in Stanlib, Futuregrowth and Ashburton.
- Our local property is mostly through Sesfikile.
- Cash through Taquanta.
- Our offshore equity managers are Orbis, Morgan Stanley, State Street and Sands Capital.

Fund Governance

Members Elected Trustees	Employer Nominated Trustees	Independent Trustees
MK Maluleke	MS Thobela (IC)	CH Bosenberg (IC)
AB Hartley (IC)	CD Conradie (IC)	P Lacy (Chairperson) (IC)
AC Michael (IC)	A Read	
FE Fouche	S Ramdheo	
CX Mavuso (Alternate)	S Lange (Alternate)	
E de Klerk (Alternate)		
Actuary	Principal Officer	
M Badenhorst	MD Oosthuizen	

Table: RFPI Board of Trustees.

We use Riscura as our investment consultant and analytics. Michael Badenhorst is our actuary/valuator. Standard Bank is our custodian.

This process is overseen by me on a daily basis and then it is reported to an investment committee of the Board which meets quarterly and spends a day before the quarterly trustee meeting discussing the investments of the fund and strategy. They then report to the Board that has the ultimate responsibility. Due to our size we can negotiate our fees on an institutional basis. Our investment costs are in the order of 0, 4% which is much lower than retail and other umbrella funds.

2018 has been very disappointing but I would like you to compare apples with apples and it is important when comparing funds to do it at the same date. Although the active members in the printing sector have declined, the assets of the fund have increased six fold since 1990 when the fund started out of the old NIC funds. The funds are actuarially sound and well-funded. We are trying our best and I certainly have got good hope that 2019 will be much better than 2018.

Gauteng

Illegal Industrial Action

Just a cautionary word to all our members:

The Constitution of the Republic of South Africa recognises the right to strike and the right to strike is also protected by the Labour Relations Act. Furthermore, it is also a very important bargaining tool for Trade Unions. However, members must be very careful about embarking on an illegal strike action.

There are procedures to be followed before any action can be taken, hence the importance of consulting and getting the involvement and guidance of union officials in matters on mutual interest in the company. Go slow and overtime ban are also forms of industrial action.

In summary, this is the procedure for a legally protected strike:

Negotiations by both parties (employer and union) must be exhausted. The matter must then be referred to the dispute resolution body for conciliation. Should the matter still be unresolved, only then will a certificate be issued. Members must then do a ballot and if majority vote in favour of the strike, a 48-hour notice can be given to the employer for the commencement of the strike. Should the above procedure not be followed, the strike is illegal and members are opening themselves up for disciplinary procedures against them which might lead to job loss.

We therefore urge our members to consult with their union officials – we are here to serve.



Some members at Stand 28 with the GS, Edward de Klerk.



Stand 41-members with SATU Officials and the GS.

KwaZulu Natal

Vale

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

JPS Emslie	L Raupersadh
BA Cele	CF Steinman
P Reddy	D Chaturi
M Pillay	S Ramlagan
MD Govender	M Dlomo
R Taylor	

New Members

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

House of Print	New Era
Associated Industries	Germiston
Modern Printers	Sunny Print
SA Greetings	Mortimer Offset
Renform CC	OH Frewin Pty
The Workforce	AMT Placement
Krauss & Steineman	The Inkspot
Enable (Paarlcoldset)	Minit Print
Flexopack	Kiley Baker
Beith Digital	Spec Systems
Xanadu Printing	Repro Centre
Screenline	Kwik Printing
Quarto Press	Mayon Continuous
Printing Things	– New Firm
Certain T-Shirts	New Era Mogwase
Carletonville Press	– New Firm

We would like to extend a warm welcome to all new members who have recently joined SATU, especially members from New ERA Group- Mogwase!

Vale

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

LH Pietersen	A Xaba	D Hepburn
HV Lesar	JH Carruthers	CS Julius
NX Keegan	PM Skosana	F Botha
GDA Jacobs	MS Kutumela	



General meeting with members at Golden Era Group

Eastern Cape

New Members

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

- Paarlcoldset
- George Herald
- Knysna Press
- Sprint Packaging George
- Coral Print East London
- Harry's Printers East London

Vale

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

R De Jager	L Klaasen
J Mansfield	R Francis

Gratitude shown

Members drove all the way from East London to Port Elizabeth Office to say thank you for great assistance and service provided, they came with gifts for Tara Salie and Thakira Hendricks, pictured on the right.



KwaZulu Natal (continued)

in the workplace. We would like to take this opportunity and say thank you for the many times that you sacrifice your time and effort to do your job as a shop-steward. We appreciate you and your leadership. Remember, not everyone can be a shop-steward; you are a natural born leader.

Tail piece

"Everything you ever wanted is on the other side of fear." - George Addair

Free State

Vale

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

CJ Loftus
CE Shepperson

Trade Union Representative Training

This session was held in the office on 18 and 19 March and 10 shop stewards attended. A special thanks to Shop Stewards who came from as far as Trans-Oranje Printers Upington and Cispak in Reitz. A training programme allows you to strengthen those skills to help improve.

TUR (Shop-Steward Training) Eastern Cape

The Regional Office held a 2-day workshop for all Trade Union Representatives in the Eastern Cape; all TURs received a certificate for completing the course.



The trade union representative competition winners

The competition entailed the TUR with the best Strategic Strategy will win R1000. We received two brilliant strategies and we had a tie and decided to split the prize.



Our Winners: James Smith – Mpac in East London / Jo-Anne Moses – Pro Print Port Elizabeth

Birthday wishes

The Eastern Cape Region would like to wish all SATU member who recently celebrated their birthdays a Happy Birthday!

Bronze Emblems (below)

The Regional Secretary and Shop Steward Rashid Hassen handed out Bronze Emblems to a few members at Harry's Printers in East London.



Bloemfontein Staff: Left to right: Sophie Windvoel, Lady Phulane, Anne-Marie Rossouw and Themba Pata]

New Members

The Bloemfontein team would like to welcome new firms, re-joined firms, as well as new and re-joined members from the following companies:

Print House	Maluti Media,
SA Print Group	Ladybrand - New firm
- New firm	Bidvest Afcom



SA Print Group employees

Bloemfontein House Warming

After the successful re-launching of the SATU brand and launch of our new logo during May 2018, it was time to put the Bloemfontein Office on the map again. After naysayers said the union could not grow in the Free State and Northern Cape, the team, led by our general secretary, Edward de Klerk, was able to prove them wrong. Thank you for the support of every member in the Printing Industry. The Bloemfontein Office has been relocated to 154 Zastron Street in the Oxford Building No 13 since August 2018.



Dismissal for a positive cannabis test is fair

The Constitutional Court may have recently declared the private use of cannabis legal, but what is the impact of this on the workplace, and how does private consumption of cannabis, and alcohol for that matter, impact on employer rights?

The Commission for Conciliation, Mediation and Arbitration (CCMA) has held in *Mthembu & others v NCT Durban Wood Chips* (Case number KNDB4091-18), that employers are nonetheless entitled to discipline employees who are under the influence of cannabis during work hours.

The employer conducted business in the wood and chip industry, which involved the use of large machinery and “extremely dangerous vehicles coming in and out of the premises throughout the day.” So, it’s quite clear that safety was of paramount importance to the employer, given the nature of the working environment.

This was all the more the case, given that large timber logs, weighing between 30 kg and 100 kg, were handled in the workplace, further emphasising the focus on the safety. There were 60 to 80 heavy-duty truck deliveries into the mill daily.

Evidence was led that the employees were informed of, and had signed, the company substance abuse policy in 2016. In addition, frequent tool-box talks had reiterated the employer’s stance on substance abuse.

In mid-2017, an employee resigned during his disciplinary hearing, after his urine sample tested positive for cannabis. Further cannabis tests conducted at a laboratory confirmed that four more employees had tested positive.

The employer testified that heavy-duty machinery is used in the workplace, including a clipper which spins at 5 000 revolutions and takes about 10 to 15 minutes to stop, in case of an emergency. The continuous delivery of timber into the mill by locomotive poses further ongoing danger.

The employees themselves were employed in dangerous positions. One of the employees worked as a weigh bridge clerk, receiving trucks, which he weighs after inspecting them and testing the timber they are delivering.

A second employee sharpened and polished the long knives, three at a time. A third employee was a log deck assistant, whose job it was to ensure that logs land on the deck without being obstructed and to clear any log obstructions.

The employees challenged the substantive fairness of their dismissals, uniformly claiming that they smoked cannabis in their private time.

How do I claim from the Union?

How do I claim from the union?

When claiming Union Benefits such as : Funeral cover, Provident Fund and Pension Fund, a member can do one of the following:

1. Contact your regional SATU Office
- 2 Visit your regional SATU Office

NB! Remember to bring along your ID, Proof of Banking, (Recent Bank Statement) and any other documents which are applicable to your claim.

How do I update my details with the union?

You can update your details with the union in writing via post at:

**PO BOX 1993
PRETORIA, 0001
OR
Email us: Update@transfin.co.za**

NB! : Please remember to include your Union Number and any documents pertaining to the changes you would like to be made.

How do I manage Beneficiaries/Dependants?

Members can manage their Nominated Beneficiaries by sending a signed Nomination Form and a certified ID copy of the dependant to be added via email or post. Members can email: Nom@transfin.co.za or can post their documents to the following Address :

**SA Typographical Union
No.4 Estcourt Avenue, Wierda Park
0157**

Members can use the same process to remove a dependant or alternatively you can visit your regional SATU Office with the required documents.

: @TypoUnion_SA

: @TypoUnionSA

The arbitrator noted that the Constitutional Court in the case of *Prince v Minister of Justice and Constitutional Development* has “pronounced that legislation criminalising the private use of cannabis is inconsistent with the Constitution.”

Turning to the workplace, the arbitrator noted that “like alcohol where there is an inkling that intoxication could impair one’s ability to work to the standard, care and skill required by the employer, the employer is entitled to discipline where the intoxication translates into an offence.”

The arbitration award goes on to recognise and confirm that “it is reasonable for employees to have in place rules prohibiting the consumption of such substances at the workplace or reporting to work under the influence of such substances” in workplaces with dangerous heavy machinery and equipment. Quite clearly, workplaces of this nature pose a high degree of danger.

Tellingly, the employees according to the arbitrator, “showed no real remorse.”

The dismissals were held to have been substantively fair and, importantly, “it was for the employees to make sure that when they smoke for private use, it must not result in them reporting to work under the influence thereof. This is no different to consuming alcohol to such a degree the night before that the employee reports for duty under the influence the next day, placing himself and other employees and the company at risk and exposes the company to unnecessary financial claims and fines,” which could be pursued by the department of labour, for example.

The dangerous nature of the working environment was an important factor in this award. In an environment that is less dangerous or not at all dangerous, such as an office environment, a sanction of dismissal would have been harder to defend; in such cases, a final written warning

would be more likely be the appropriate in the eyes of the CCMA or a bargaining council.

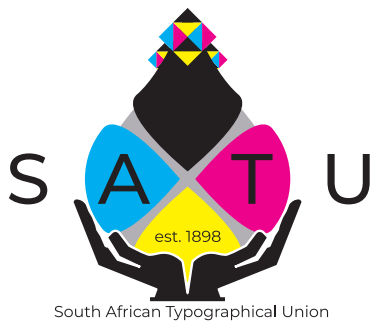
This case also highlights the importance of addressing substance abuse by way of a company policy. It follows that company disciplinary codes should also include substance abuse and intoxication, with recommended sanctions if an employee is found guilty in such cases.

Written by:

Tony Healy, MD at Tony Healy & Associates
Labour Law Consultants,
www.tonyhealy.co.za

Source:

Business Day: Business Law & Tax May 2019. ■



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 GROUP	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
--------------------------	---------------------------	---------------------	-------------------	-------------

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: _____

2019 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.

2019 CONTRIBUTIONS	
Per Week	R15.10
Per Month	R65.45

COMBINED UNION SUBSCRIPTION & METROPOLITAN & EBF CONTRIBUTIONS

2019 UNION SUBSCRIPTION	
Per week:	R13-67
Per month:	R59-24
PLUS	
2019 Metropolitan Contribution	
Per week:	R15-10
Per month:	R65-45
PLUS	
2019 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

CONTACT DETAILS

Address: 4 Estcourt Avenue, Wierdapark, Pretoria, 0157.
Tel: 012 338-2000/21
Fax: 086 433 5143
Email: admin@satu.co.za

SATU JOHANNESBURG

Address: 81 Main Street Marshalltown, Joannesburg, 2107
Tel: 011 834-1261
Fax: 011 834-1271

SATU CAPE TOWN

Address: 2 Picton Street
c/o King Edward Street, McIntyre Place, Parow, Cape Town, 7506.
Tel: 021 461-1180
Fax: 021 461-1838

Website: <http://www.satu.co.za>

This is the official newspaper for SATU.

Please contact Khwezi Makhathini,
Media Liaison Officer with any queries or contributions.

Phone: 012 338 2046
E-mail: KhweziM@satu.co.za