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Justice for union member

KZN Team wins Arbitration on behalf of unfairly dismissed member

The SATU KwaZulu-Natal team won an arbitration case for a SATU member who has been unfairly dismissed at the Statutory Council.

The member had been charged with gross misconduct, bribery and intimidation based on an anonymous tip-off received by the employer. The member had been accused of abusing his position as a Production Supervisor to extort rewards in the form of cash from employees who had been recently appointed permanently in the workplace.

He was alleged to have bullied employees until he received payment from them. He was found guilty during his disciplinary hearing and dismissed.

Evidence

The employer witness revealed, after suspending the member and conducting an investigation, that of 11 recently permanent employees interviewed,

7 of them did not have allegations that could be sustained against the member; the other four employees were then polygraphed by the employer as part of the investigation.

Only one of the polygraphed employees had his allegation sustained; although he stated that the money he had paid was not to secure overtime from the member.

The member was also asked to submit to a polygraph test, a request which he refused. This was added to charges against him.

This refusal by the member may have had an adverse effect on his disciplinary hearing, however, upon investigation, it was noted that his contract of employment was mum on the subject of polygraph testing. This then made it incorrect for the company to state that his refusal was tantamount to an admission of guilt.



Result

Upon the presentation of evidence, the Statutory Council made a finding that the dismissal of the member was substantively unfair and the he be reinstated to his position with full back-pay.

This story highlights the importance of union membership. The SATU KZN team must be commended for ensuring that justice was done.

It is also vitally important that members try and avoid situations where spurious allegations such as those made against the member can be made against them by always remaining professional with colleagues, regardless of any personal ties outside the workplace. ■

A Holiday Message from the President



President Maggie Maluleke

Comrades, as we all look on 2019, we as members of SATU must take pride in the strides the Union has taken in the past 12 months to become a transformed, responsive and trustworthy organisation.

In doing so, however, we must always be mindful that in these tough economic times and with our industry in a seemingly endless cycle of change, that we owe it to our members to become a vehicle for the development in terms of skills in the industry.

The industry has been engaged by the Union over the trend of retrenchments, first as a way of saving businesses and ultimately maximising profit that has been adopted by companies, this at the expense of workers who have selflessly served the very same businesses

that now discard them without trying to find alternatives by engaging workers.

I have every confidence in the office of the General Secretary and his team of regional officials and staff to continue to grow the Union and make it the major Union in the industry again. The challenges remain; however, a clear path has been set to meet these head on and this team is equipped to ensure workers are protected, represented and will benefit from the fruits of their struggle.

My fellow workers, it is now more important than ever that as members, shop stewards and elected representatives, we take a more active role in being representative of our organisation and becoming more active within its structures.

Where we see wrongdoing, poor service by union officials, unfair labour practices in the workplace, we must stand up and be counted. Get involved and empower yourselves with the skills and knowledge that will add value to your organisation.

As we look to 2020, I hope all of you will have a restful, joyous and, most importantly, a safe festive season. May you all return in 2020 and continue in growing this organisation for the betterment of workers lives in the industry. To all those celebrating Christmas, I wish you all a merry Christmas and prosperous New Year. ■

Into the Sunset

After 40 years Bahiya Salie is calling it a day



Mrs Salie and President Maluleke

Former SATU Western Cape Region President and Executive Council member, Bahiya Salie is retiring after having attended her final sitting of the Council and Governing Board recently.

As a young lady back in 1971, Bahiya started her work in the industry at Silveray as a casual worker and within three months joined SATU. In 1974, she left the company with no benefits accrued to get married and start a family.

Five years later, in 1979, she took up a position at Creda and re-joined SATU. During this time, she resigned from the company and moved to Albion where she stayed for eight years until moving to her current employer, ABC Press, in 1989.

Since joining ABC, where she became the head of sewing, Bahiya, who is a qualified sewing operator, admits that over the years, machines have changed and that she had to change with times or get left behind.

Union leadership

In 1989 she was elected as a shop steward and later served as The Mother Of The Chapel at ABC Press. She joined the Regional Committee of the Western Cape in 2010 and was elected as President of the region. In 2010 she also began serving as a member of SATU's Governing Board. In 2017; Bahiya was added to the Executive Council of SATU where she represented the Western Cape region.

Reflecting on her 40 years, and especially her work as Union representative and leader, Bahiya said: **"Giving to others is the greatest gift we can give to ourselves, because happiness comes from giving and not receiving. The size of your contribution doesn't matter, as long as you make a difference in someone's life. So, choose to live your life today the way you want to be remembered."**

From the leadership of SATU, its officials and staff of the Western Cape regional office and membership at large, thank you Bahiya for your service and dedication to SATU.

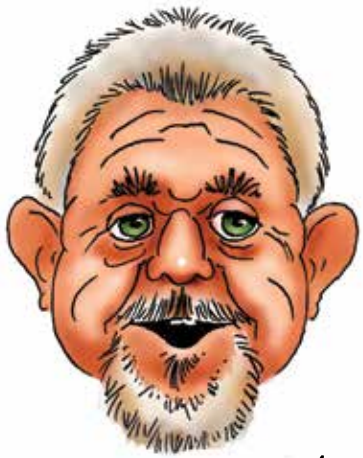
We wish you all the best and please do enjoy your well-deserved retirement. ■



We are achieving our Goals: A Year in Review

Edward de Klerk - General Secretary

As we reach the end of 2019, looking back as the General Secretary it would seem that the year has flown past. The goals of this year have been to strengthen the Union, empower and educate members and Trade Union Representatives (TURs), to implement new processes and structures and, finally, to ensure that the levels of service delivery to our members have improved.



Viva Satu Viva!
Edward

As with any plans, there have been headwinds which we have and continue to move against. The performance of the funds at the end of 2018 forced the leadership to travel to the regions and provide clarity and reassurance to all our members as well business owners about the blip that was 2018 in terms of the funds' performance.

There has also been the upheaval in the Western Cape region arising out of the dismissal of Arthur Hartley as Regional Secretary of the Western Cape.

The regions have all been tasked with implementing their monthly regional strategies; with monthly reports to the General Secretary. A highlight of the implementation of these strategies has been recruitment. As at the end of September 2019 the regions had been able to recruit a total of 1 367 new and re-joining members.

On the negative side to the great recruitment we have been faced within a very challenging

economic environment. This has had a very negative impact on the industry which has resulted in companies in the sector embarking on the Section 189 process and retrenching staff or companies moving to short time work to prevent retrenchments.

The Union is working hard with the industry's stakeholders to try and stem the tide of job losses that has beset the industry.

Under the leadership of Deputy General Secretary, Sisanda Mbokotho, the Union has been able to step up efforts to stave off the tidal wave of retrenchments in the Printing Sector. Her interventions have been brought to the attention of FEDUSA's leadership and interventions in this regard have already begun with FEDUSA's assistance in engagements with the Department of Trade and Industry.

The Union has also enjoyed plenty of success and garnered media attention and industry relevance through the multiple partnerships we have entered into with industry stakeholders and the interventions that have arisen from these relationships.

SATU has also been fighting the good fight on the ground with successes against large employers at the CCMA, gaining the Union much needed media exposure.

I would like to take this opportunity to thank the Leadership of the Union and the regions under the stewardship of the Regional Secretaries for the unselfish and dedicated roles they have all played in making 2019 the success it has been thus far.

Furthermore, to all our members, I would like to wish you all a happy and prosperous festival season.

"VIVA SATU VIVA!"■



FEDUSA Welcomes Findings of the Competition Commission Data Services Market Inquiry

By: Frank Nxumalo (FEDUSA)

The Federation of Unions of South Africa (FEDUSA) has welcomed the far-reaching findings of the Competition Commission's Data Services Market Inquiry and called on cellular phone operators Vodacom and MTN to implement them with immediate effect.



The inquiry which focused on data prices charged by the two operators which dominate the South Africa cellular phone market; and initiated by the Commission in August 2017, not only found that South African data services were exceedingly high compared to other countries; but also that the costs that Vodacom and MTN charged its local customers were higher than those that it charged its customers in other African markets that it operated in.

In addition, and perhaps more importantly, the Commission found that the two operators' pricing structure is anti-poor and lacked transparency: "Poorer, low-volume customers face higher per MB (megabyte) prices than richer, high-volume consumers on a like-for-like basis and are faced with little option but to resort to purchasing short-validity bundles in pursuit of lower prices; but this is not answer as it does not provide them with continual data access at affordable prices," the Commission said in a statement.

However, FEDUSA also believes that the state's failure to release high demand electro-magnetic spectrum as a result of long delays in implementing speedy migration from analogue to digital technology has triggered an artificial scarcity in low frequency bands; and contributed to driving up costs unnecessarily.

Through NEDLAC (the National Economic Development and Labour Council), and flowing from the Jobs Summit Framework Agreement of 2018, the union federation has been a key factor in organised labour's demand for lower data costs which resulted in the state issuing a policy directive to ICASA last month to publish an open Information Memorandum spelling out potential spectrum assignment criteria that closes at the end of January 2020.

"Metropolitan Councils, district and local municipalities also need to start thinking about allocating budgetary resources needed to roll-out Wi-Fi infrastructure in their areas in order to support township and rural economic development; educational institutions and maximize opportunities offered by the 4th Industrial Revolution," said FEDUSA Acting General Secretary, Riefdah Ajam.

This opportunity also extends possibilities to other South African enterprises, big and small, to gain greater traction in the growing gig economy as the demand for Big Data and the Internet of Things will allow faster enablers and adapters to growing innovation now that the playing fields of competitiveness have been levelled, concluded Riefdah.■

TYPICAL TYPOGRAPHERS



An update from Transparent Financial Services

By Ettienne Myburgh (CEO: Transparent Financial Services)

It has been a very busy time at Transparent the last couple of months with a lot of focus on the identification of 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.

We are excited to share an update on the progress we have made on three initiatives that we feel will provide members with unmatched value at an affordable price.

Lumkani Fire Protection

The Lumkani Fire Protection product provides members with fire protection cover to the value of R40 000 per event as well as a fire detector unit that warns a household of a fire in the house.

The unit is lightweight and battery-operated and is easily installed in any house and acts as an early warning system to warn occupants of a fire. It allows occupants to evacuate the house, thereby saving lives, and with the added fire insurance, it provides cash to replace any items that might have been lost in the event of a fire.

The product costs R69 per month and the premium can be paid via debit order or we can collect the premium directly from your

pay via a payroll collection. SATU regional offices have already received training on the product and it launched in early October.

For more information have a look at the Lumkani article and advertisement in this edition of the journal or speak to your SATU representative. You can also call Transparent or Lumkani directly if you have any questions.

Alternative Medical Aid and Healthcare Products

We have been reviewing a number of alternative medical and healthcare products that have to be affordable and provide great benefits. We have identified a few product providers that satisfy these requirements and we are in the process of obtaining regulatory approval to sell these products to SATU members.

Unfortunately we cannot guarantee by when we will be able to offer these products to members as the approval process is tedious and frustrating at times. We do, however, guarantee that we are doing everything in our power to speed up the process and get the products in the hands of the members as a matter of urgency.

Housing Finance

This is by far the most important product that we have been working on and we have made great progress in getting it ready. Unfortunately, we have had some delays in bringing the product to market and we apologise for the inconvenience. We would like to thank all the members who have been phoning and contacting us to ask us when it will be ready and what it will offer and more

importantly, we are excited about the feedback we are getting and we believe that the final product will be worth the wait.

We understand that promises have been made about a launch date in the past and that this has not been met and I am just as frustrated as you are! What I can tell you is that we are nearly there and we should be able to launch the product in the respective regions shortly.

Thank you for your patience and your understanding; we are working really hard to bring you a new housing finance product that will meet your expectations.

Lastly

Last but definitely not least we have some really exciting news: The Transparent Financial Services brand changed in October! I believe the new look and feel conveys a more modern and clean look and communicates a clear message that we are a professional financial services organisation that delivers world class products and service to our members.



TRANSPARENT
FINANCIAL
SERVICES

I am very excited about the change and I believe it is a change that is long overdue! We are driving very hard to transform TFS into a leading provider, of not only retirement fund administration, but also innovative financial services products that deliver value for money and real value to SATU Members.

We will be communicating more regularly with members and going forward we urge members to join our Facebook, LinkedIn and Twitter pages for up-to-date news, reviews or developments in financial markets and new products as well as a focus on personal financial education.

I would like to ask members to update their contact details, especially their cellphone numbers and e-mail addresses, as we would love to send you updates on developments in the markets and news relating to your pension and provident funds on a regular basis. Speak to your SATU representative to update your details on our systems or call TFS directly on (012) 338 2000. ■

Sun, sea & serenity

Experience the seashore at the Jewel of the South Coast

Listen to the sound of waves crashing down in the peaceful and tranquil surroundings of UNTU Palms, a family holiday resort also known as the Jewel of the South Coast, situated just 120 km from Durban in Sunning Beach.

Accommodation

Visitors can choose between renting the six-sleeper **cabanas**, eight-sleeper **chalets** or four-sleeper **tents** or bring their own **caravans** and camping gear to the 54-hectare caravan park and enjoy the South Coast with its all-year-round brilliant sunshine, blue Indian Ocean, sub-tropical forests and stunning birdlife.

Something for everyone

UNTU Palms is well-known for its **tidal pool** at the beach which is ideal for families with little ones. It is also very popular for **surfing, diving and rock-fishing**.

The resort has ample **playground for children**, a volleyball court, a swimming pool, a putt-putt course and a games room.

On the premises is **Auntie Betty's Café**, known for its UK style fried fish, and the popular **Orca's Pub and Restaurant** with its 180-degree sunset view of the Indian Ocean.

Make time to enjoy:

- The **Alwal Shoal and Protea Banks** - two popular **deep-sea diving** haunts. Both are frequented by large shark populations, with the latter being ranked as one of the top shark diving sites in the world.
- Oribi Gorge for the **adrenaline junkie**. This is a 27 km long, 400 m deep gorge that cuts its way through 365 million year old rock and is a haven for thrill-seekers. The world's highest bungee swing of its kind is located here - a heart-stopping, 55-storey jump (165 m) from the top. You can also do the world's highest natural commercial abseil at Oribi, white-water raft or hike the edge of the gorge or the area at the foot of the falls below.
- The Lake Eland Game Reserve which offers a self-drive, viewing the **abundant wild life and flora**, walk across the 80 m suspension bridge or enjoy the fabulous zip-line tour. There are also horse rides, hiking and single-track mountain bike trails, paintball, fishing, picnic sites and specific 4x4 tracks available.
- The **Riverbend Crocodile Farm** in Southbroom or **Crocworld** in Scottburgh.
- **Eight golf courses** in the area, one of which, San Lameer, is rated among South Africa's top 30 courses.
- More than **400 bird species** that have been recorded along the South Coast. Birds, as well as the floral diversity of the area, can be enjoyed at numerous small reserves including Umhlanga, Mpenjati and Vernon Crookes Nature Reserve.
- On the commercial side, apart from many smaller centres, there are two massive **shopping malls** along the South Coast: The Galleria in Amanzimtoti and the Shelly Centre in Shelly Beach. Both have movie theatres and the Galleria has an ice rink.

Don't miss out on this opportunity for a dream holiday and make your booking at UNTU Palms today.
For bookings phone 039 681 3325 or e-mail reservations@untupalms.co.za

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Rates 2020

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 March, 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 June/July & September	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 eight (8) people - Only one (1) vehicle allowed per camping site

Rent - A - Tent		Per Night	Monthly	Per Extra Guest
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

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 Tariff 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 March, 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 June/July & September	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.

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.

Pensioner Monthly 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.

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More than half of South Africa's labour force is affected by skills mismatch

Gareth Vorster (BusinessTech)

A report published by global management consultancy Boston Consulting Group (BCG), WorldSkills Russia and energy company Rosatom has identified new ways for governments and employers to address the growing skills crisis and boost economies.

The report, Mission Talent– Mass Uniqueness: A Global Challenge for One Billion Workers, has been presented at the World Skills Conference 2019 in Kazan, as concerns increase around the world about how to address the dramatic shift in employment caused by new technologies and business models, as well as rapid and continuing urbanization.

The skills mismatch already impacts over half of employers. By 2030, 1.4 billion workers will not have the right skills for their jobs. A third of all existing professions are expected to change by 2035 with the expansion of IT, AI and robots.

According to a recent IMF study, because of the increasing gap between the skills of the current global workforce and the skills businesses need to adapt to technological and market changes, 6% of the world's GDP, or \$5 trillion, is lost every year.

The research assessed the conditions affecting the skills mismatch in around 30 countries including

the US, India, Russia and South Africa. Employment systems that were more "human-centric" were found to show both lower levels of skills mismatch and higher productivity.

For example, the US which has a highly human-centric system, has a skills mismatch that impacts less than a third of the workforce and one of the highest levels of productivity of the countries assessed.

Meanwhile South Africa, which was classified as a labour workforce exporter, had a skills mismatch of over 50% and the lowest productivity. The report found that adopting a more human-centric approach to human capital development could accelerate GDP growth in a given country by between 0.5% and 2%.

The recommended approaches to delivering this address three priorities: workforce capabilities, motivation and access to training. To improve the

workforce capabilities, the authors of the study recommended development of educational and training programmes in co-operation with employers, and to improve the training of teachers and personalized teaching aids. To address employee motivation, the best strategic solutions are promoting the benefits of personal development and installing a system of incentives.

The researchers also found the best solutions to encourage access to opportunities were the development of domestic demand, increasing the talent available locally, and maintaining adequate supply and demand balance in the labour market.

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At Long Last

SATU head office security guard graduates

By: Khwezi Makhathini



Mr Thembinkosi Trust Nkunzi

SATU's head office security guard Mr Thembinkosi Trust Nkunzi recently completed his studies and acquired his B.Com degree in Accounting Sciences through UNISA. Whether you visit or like I, work at the SATU head office in Centurion, you most probably have been greeted by Trust and his warm smile and courteous nature.

The second of nine siblings Trust was born in Newcastle and grew up in Olifantsfontein where he attended high school and completed his matric in 2001. Due to financial constraints he could not attend varsity straight out of school and thud settled for odd jobs along the way.

"I did it all after high school, from gardening to security. This was to put food on the table, but also save toward my studies. I always wanted to go to school I would have loved to have been a full-time student but soon I realised the funds for full time study would be hard to come by" he says.

He adds that "with time comes the realisation that if you are going to achieve your goals of furthering your studies you will need to study part time. This isn't easy because of lack of time, financial constraints and difficulty, but the thought of giving up keeps you persevering and persistent".

Having begun his qualification in 2014, he feels that completing his degree has taught him to be patient and believe in the process. "Times got tough, I failed a module in my final year and had doubts as to whether I could complete it, I was tested in every way and the discipline it took to make it made me realise that my dreams are possible only if I work".

Reminiscing about his journey, he noted SATU and Transparent financial services leadership and staff for their support. "My family, especially my father who could not afford to pay for my studies but provided me with so much emotional support, I want to thank everyone who made this journey possible".

When asked about his future plans and prospects he stated that he wants to now complete his articles and qualify as a chartered accountant. Long term, he wants to open his own financial services business but like his path to graduation he feels this transition will be gradual. ■

SIZWE MEDICAL FUND

2020 OPTION CHANGES

on Silver Saver Plan (Previously Hospital Care) and Copper Care Plan (Previously Gomomo Care)

Silver Saver Plan

In 2018 Sizwe Medical Fund revised the Silver Saver Plan, previously called Hospital care by adding a medical savings option (MSA) valued at 18% of annual contributions with the aim of appealing to a new demographic and growing membership. However, the option has not realised the desired growth.

In its response to our 2020 contributions and benefits, Council for Medical Schemes (CMS) noted that this option currently contravenes section 33(2)(b) of the Medical Schemes Act based on the low membership and lack of financial soundness. The option is currently incurring a deficit from operations hence, CMS

took the decision that the approval of the Hospital Care option be withdrawn in terms of section 33(4) of the Act, with effect from 01 January 2020 based on the low membership and lack of financial soundness

Members are advised to explore the following alternative options within the Scheme, with effect 1 January 2020.

- Copper Core Plan (Previously Gomomo care Option)
- Gold Ascend Plan (Previously Primary Care Plan)

These options offer the same level of quality healthcare our Hospital care members have become used to, if not offering richer benefits.

In anticipation of these amendments the Scheme has extended the option change period to 31 January 2020.

Copper care Plan

In its response to our 2020 contributions and benefits, CMS has put this option under review and decided to hold it in abeyance. In this regard, the Fund was ordered to urgently restructure the Copper Care Plan with effect from the 01 January 2020.

The Scheme has in response to those recommendations by CMS, resubmitted the proposed amendments for Gomomo Care and we remain positive that the proposed changes will be approved.

Sizwe Medical Fund remains committed to providing you with affordable healthcare and we thank you for your valued support through the years.■

SAFETY FIRST

10 Things to do before travelling these holidays

- 1. Ensure that all policy premiums are paid for.**
Ensure that all your policies including your Union contributions have been paid or deducted from your pay. This is to ensure that in case of emergency all your benefits are available to you and your family should they be required.
- 2. Take photos of or hide important documents.**
Ensure that you photograph or photocopy important documents such as your identity document, driver's license and other important documents you may need. If you are flying, have your boarding pass or e-ticket saved on a device for ease of access. Important documents like insurance policy documents and others must be kept in a safe place in case your home is broken into.
- 3. Let your neighbours know**
Make sure your neighbours know that you're not in town, and, if you know them well enough, leave a set of keys with them just in case. It's always better to know that your belongings are watched over while you're away.
- 4. Turn off the geyser**
If you're going to be away for more than a day, it's worth switching off the geyser. You'll save electricity and lessen the chance of the geyser rupturing while you're away.
- 5. Water your plants**
Plants will miss regular watering, so make sure they don't die by installing a DIY drip irrigation system using plastic bottles. Alternatively, put indoor plants like peace lilies in the bathtub, resting in a bit of water.
- 6. Disconnect your car battery if you won't be using it**
Going on a long trip? To prevent the battery running flat, disconnect it before you leave. If you leave your car battery connected while it's not being used, chances are you'll have to invest in a brand new one.
- 7. Make sure your security system works**
Check burglar gates and alarm systems a good few weeks before your trip. If anything is faulty, make sure there's enough time for repairs.
- 8. Ensure prepaid electricity has been topped up**
If you make use of prepaid electricity, ensure that it's topped up to avoid coming home to no power and a smelly fridge.
- 9. Double check your insurance**
If you are traveling with expensive electronics, check that they're covered under your out-and-about insurance plan. Also make sure you understand what exactly you're covered for when traveling abroad.
- 10. Last but not least...**
Take out the trash, or your return will be less than welcoming.■



SATU trade union representatives

as the innovative leaders in the workplace

By: Dr Colin Steyn (CIID)

The Fourth Industrial Revolution is fuelled by significant technological advancement and innovation where traditional models of labour relations are changing and being challenged.

The future world of work now requires our Trade Union Representatives to innovate new ways of positioning and managing Union members' expectations of employment relations in the workplace.

Our TURs are being equipped with the tools they need to explore new options to share with their members and an understanding of how employment relations could be transformed against the backdrop of the rapid instabilities taking place in the future world of work.

As we are entering a new era with new workplace challenges such as short time and wage negotiations, SATU is re-assessing current policies, rules and regulations to maximise the advantages of an altered economic and social culture through the pivotal agent in the workplace which are our TURs.

TURs are encouraged to foster the skills that would make them more effective workers and leaders within the Union and within the wider society, through the application of innovation to guide and thereby ensure that our members receive the highest levels of professional service and assistance.

Our major responsibility now is to share innovative solutions through playing a more active and meaningful role by communicating both the labour and economic conditions under which we can maximise our service offerings.

As innovative leaders our TURs should become more visible and more open to problem solving. Leading is exciting

and gives our TURs the opportunity to guide members through tough and crisis conditions, which is all about creating alignment towards achieving sustainable future results.

It involves keeping your eye focused on the innovation, and linking it to the end goal, setting common causes, dealing with the inevitable criticism, managing your emotions, being a role model, taking tough stands and getting others to believe in your leadership capability and commitment.

Leadership also involves high levels of emotional intelligence as leading a group of people is always riskier than following. TURs will also experience personal reward as leading places you in the limelight where you can face scrutiny and still remain confident and internally secure.

TURs are always representing their members within critical and impartial audiences and for this reason they need to accept personal responsibility for errors and move on through innovative leadership.

Innovative leaders do not allow criticism to prevent them from taking the lead but consistently build their confidence through continuous improvement and use their inner creativity to find sustainable solutions.

Innovation has also been defined as the adoption of new concepts by championing, shepherding and nurturing the solution and selling it to your customers.

This entails both invention and the critical step of establishing the buy-in of all stakeholders and ensuring implementation. During 2020 TURs will continue to receive action learning regarding problem solving and innovative thinking.■



METROPOLITAN
Together we can

► Your financial goals matter to us.

Talk to us about:

- Retirement plan
- Savings plan
- Investment plan
- Healthcare cashback plan
- Funeral cover
- Life cover
- Disability cover
- Critical illness cover

► SPEAK TO A METROPOLITAN ADVISER OR CALL 0860 724 724.



SATU

Metropolitan is part of Momentum Metropolitan Life Limited, an authorised financial services (FSP 44673) and credit provider (NCRCP 173).

News from the Regions

Gauteng



Farewell Mrs Pandor!

The Gauteng Region said good bye to one of our own – Yolandi Pandor retired at the end of October 2019. Yolandi has been with SATU for the past year 35 years or so. She was employed as a receptionist but did other functions as well. There was never a job she wouldn't do - from sorting the ballot papers to kitchen duty and God help you should you enter the kitchen after she has mopped the floors - she was a real team player. The office will never be the same without her – our members will remember her jolly mood and her warm welcome when coming to our offices. We wish her all the best in her new journey.

Vale

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

AB Carelse	MT Henning
CM van den Heerden	K Jobling
R Mpanza	E Hicks
JL Dube	HJH Schourie
SM Fortune	KO Motaung
D Khumalo	O Ndebele
SM Seopela	E Shamairai
H Yende	NR Mfunwana

Welcome of new members

We welcome all the new members from the following firms who have joined SATU in the past months – SATU is indeed the union that cares and also looks after the interest of our members in the workplace and beyond through our well sought-after benefits, which no other union in the industry can provide. SATU is the home for all employees in the industry:

Elite Labels	Golden Era Printers
Castle Graphics	Flexo (Mogwase)
Independent Newspapers	Ren-forms
Dolphin Print – New Firm	Kiley Baker
Seculo Triweb Printers	Minit Print
Beith Digital	The Workforce
SA Greetings	ML Printing
New Era Packaging (Mogwase)	Rebsons
	CTP Cartons & Labels

Understanding the National Health Insurance (NHI)

What is NHI?

NHI is a health financing system that is designed to pool funds together to provide access to quality and affordable personal health services to all South Africans based on their health needs, irrespective of their socio-economic status. NHI will offer access to a define package of comprehensive health services and is committed to offering a wide range of services as possible.

How does it work?

The NHI will buy quality health care services on behalf of the people of South Africa. These services will be provided by health care professionals and

providers in the public and private health care facilities and will integrate them into one health care system that serves the needs of all South Africans.

Who will be covered?

- All South African citizens, permanent residents, refugees, inmates.
- Foreigners visiting South Africa for any purpose will require travel insurance to receive health care services.
- Asylum seekers or illegal foreigners will only be entitled to emergency medical services and services of notifiable conditions of public health concern.
- All children, including children to asylum seekers or illegal migrants, will be entitled to basic health care services in line with the Constitution.
- An eligible person must register with the Fund at an accredited health care service provider or health establishment.
- South African Defence Force and State Security Agency are excluded from this Fund.

Who will be paying for the NHI?

- General tax revenue, including the shifting of funds from the provincial equitable share and conditional grants into the Fund.
- Reallocation of funding for medical scheme tax credits paid to various medical schemes towards the funding of NHI.
- Payroll tax (employer and employee).
- A surcharge on personal income tax, introduced through a money Bill by the Minister of Finance and earmarked for use by the NHI fund.
- Contributory Social Insurance Schemes (SASSA Grants).
- Contributory regulated private health insurance.

What about Medical Aids/Schemes?

Medical Aids will still exist, but will not be able to offer cover for the same services as NHI. Once NHI has been fully implemented, medical aids will only offer complementary cover to healthcare service benefits that are not purchased or covered by the Fund. Some examples of NHI exclusions that might be covered by medical aids are; cosmetic surgery that is not necessary or medically indicated but done as a matter of choice, expensive dental procedures performed for aesthetic purposes and eye-care devices such as fashionable spectacle frames.

Transitional arrangement – from 2012 to 2026

Phase 1 – 2012 to 2017: To test the effectiveness of the health system, preparing the NHI infrastructure that will administer the fund and strengthening initiatives.

Phase 2 – 2017 to 2022: Continuation of implementation and strengthening initiatives, developments of legislation and amendments to other legislation, establishing institutions that will be the foundation for a fully functional fund and also the interim purchasing of personal healthcare services for vulnerable groups such as children, women, people with mental disorders, people with disability and the elderly. There are currently public hearings across the country.

Phase 3 – 2022 to 2026: Continuation of health systems strengthening activities on an ongoing basis, the mobilization of additional resources as approved by Cabinet and the selective contracting of healthcare services from private providers.

In the meantime, government will give priority and attention to refurbishing clinics and hospitals, train and employ more staff, improve the quality of health care, implement systems to ensure that medicines do not run out of stock and ensure maladministration and corruption is uprooted so that all facilities will be ready for NHI.

Source:

- Department of Health
- Show Me Your Number
- NHI Bill (Gazette No. 42598)

Festive Wishes!

We come to the end of another eventful and challenging year. It has also been a year of learning. On behalf of the SATU Gauteng Region we would like to thank each and every member of SATU for all their contributions and efforts in growing this big organisation. We thank God for keeping all of us and our families throughout the year.

Thank you for the support throughout the year – we are because you are. Indeed, the strength of the union lies in its membership. We take this opportunity to wish all our members a safe, restful and a blessed festive season and a prosperous 2020! May we enjoy with our families and members are reminded to spend their monies wisely and remember to make provision for January.

During the holidays we would like to encourage all our members to take a moment and plan for their future as well. The importance of having a retirement savings can never be stressed enough. A little savings now goes a long way into the future. SATU has provided a vehicle through the SATU pension/provident fund where members and employers jointly can contribute minimum of 9% towards the retirement fund which always comes in handy when a member cannot earn a living. The 9% is the minimum contributions and employers can increase the contributions to any percentage affordable to either the member and/or the employer.

Western Cape

On 28 December the Regional committee of the Western Cape held its final meeting for 2019.

It was a difficult past year for our sector as there have been many retrenchments, due to a volatile economy.

Mark Constable and his team from Metropolitan joined us and we are going to work closely together in 2020. Mark and his team will be introduced to shop stewards to find out what the needs of our members are and where we can improve our benefit offering to them.

Towards the final quarter of 2019 many of our shop steward committees have come to the end of their term in office. We have elected new shop steward committees and look forward to be walking this path with them. We will be inviting our new shop stewards for a training workshop in 2020. The first workshop will be in February 2020.

Bahiya Salie was also present at the meeting. This was Bahiya's final meeting as she is retiring. It was indeed a sad occasion as we acknowledged and thanked her for her commitment and service to SATU. Bahiya was a member of SATU for over 40 years. From all of us at SATU we wish her all the best and hope she enjoys her retirement.

KwaZulu Natal

New Members

The Durban region would like to welcome new members from the following firms:

Nu Print	Uniprint
Process Litho	City Printing Works
Tropic Plastics	Ocean Blue
Ra Burns	Amcor

Vale

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

MK Pillay and B Ndlela

A special message to the shop-stewards and members

The Durban region would like to say thank you for your assistance and time for 2019. It has been a

tough year, yet we were able to get through. We trust you and your loved ones will have a peaceful festive period and return in 2020 with a renewed strength.

Please remember that it has been a really difficult year, we would like for you to ensure that you make every effort to look after your job as the unemployment rate is very high.

The economy is struggling and we are all hoping for a better 2020. God bless and stay safe.

Free State & Northern Cape

Welcome to New Members

We welcome all the new members from the following firms who have joined SATU:

Dupla Printers	Heilbron Herald
JD Recycling	Enable
Cispak	

Vale

We wish to express our sincere condolences to the families of members/pensioners who passed: MM Moseli and S Nyembe

Training – Dr Steyn

The region would like to extend a hand of gratitude to Dr. Steyn for the wonderful and informative workshop we had recently. To him, the Free State & Northern Cape region says we do undertake the POCLAAA as a mission in our vision.

Birthday Wishes

The Free State and Northern Cape Region would like to wish all SATU members who recently celebrated their birthdays, a Happy Birthday! That includes our Receptionist, Sophie Windvoel and our Regional Secretary, Themba Pata, during November. May the Good Lord bless you, where ever you may go in or out.

Christmas Wishes

"They that wait upon the Lord shall renew their strength, they shall mount up with wings as eagles," Isaiah 40:31

May God Bless you and your Family over this Festive Season. Merry Christmas!

Tail Piece

In life we never lose friends, we only learn who the true ones are. – Unknown

Eastern Cape

New Members

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

Downtown Express Copy & Print
Mpact East London
Tisoblackstar Port Elizabeth
Cadar Printers

VALE

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

G Jappie
JF Naidoo
GJ Verreynne
SJ Mellitchey
OR Tessanaar

Season Greetings

Season's Greetings to all SATU members and their families, and very best wishes for the New Year. May the Holiday Season bring only happiness and joy to you and your loved ones. Wishing you and your loved ones peace, health, happiness and prosperity in the coming New Year. Season's Greetings! ■

From paper to vapour

– futures of the printing industry

By: Morne Mostert, PhD

The fusion of symbols with a substrate, this broad definition of printing is proposed for the future of this increasingly divergent industry.



Dr Mostert

Traditional definitions are centered on ink and paper for materials, and on mechanical processes for large scale production, all supported by centrally located workers. Printing and publication were once close synonyms. But as the industry is being disrupted from all sides, a new narrative is required from all stakeholders, including from organised labour.

Such a narrative should extend beyond a simple call for new thinking, and must now include a strategic review of the new printing landscape. Naturally, technology is a key disruptor. Steganography (the practice of hiding messages or information within readable text or visible images) and photonics (the science of light or photon generation, detection, and control) are only two specific printing examples within the overall tectonic technological progressions of the time.

The Fourth Industrial Revolution has confronted the industry with artificial intelligence, big data Internet-of-Everything, which has introduced a 'phygital' (i.e. a physically and digitally integrated) reality. But technological disruption is true for all industries. Printing must now define a modern, unique voice within a fresh and complex competitive scene.

Disintermediation is a universal consequence of the Fourth Industrial Revolution, supported by a rise in literacy levels and an overall increase in social agency for every citizen. Labour unions can therefore no longer claim uniqueness simply through employer mediation services and resistance tactics.

At an industry, production and supply level, one pivotal shift is that of fragmentation. The industry had already moved from large labour intensive sites, to large capital-intensive locations. One of the current shifts is a structural one, namely to a scattered constellation of smaller sites with increasingly diminutive runs. As with all shifts, curiosity must stay alive for the counter shift. And in printing that does include the actual and ripening potential for new consolidation. It is important to note that such structural fragmentation makes printing less centralised, but not necessarily less pervasive.

On the demand side, the reality of the consumer has also moved significantly, most notably with reference to:

1. An increase in power for the consumer, including a dramatic expansion in customer knowledge and choice.
2. New ways of information consumption, including a new blend of digital and physical media.
3. A broadening of expectations on service categories and the need for service platforms.
4. An increased demand for speed, including on-demand and real-time requirements, which find application through predictive analytics.
5. A dramatically enhanced environmental and social consciousness, especially with regards to production processes and product lifetime carbon footprint as well as social justice in the full value chain.

For organised labour, this has significant implications. The printing industry ecosystem must now be studied in its totality, even by the smallest of players. Recruitment of membership, for example, once the work of shop stewards and organisers who grew up on the printing floor, now requires strategic channel selection and sophisticated persuasion techniques through the offering of comprehensive membership benefit portfolios, all within the 'mecosystem' of each potential member.

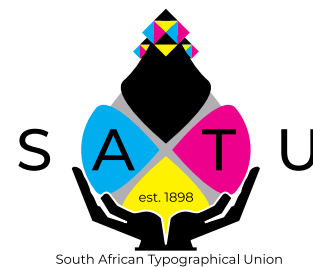
The new ecosystem is therefore likely to imply that unions will have to galvanise membership from an increasingly fragmented number of employers, which suggests that the value proposition needs to be dramatically more compelling.

Consider, for example, the risk and opportunity of recruiting as members highly educated workers in the full gamut of printing, from need identification and business development to design, production, distribution and customer fulfilment elements of the strategic value chain. The phenomenon of the gig economy as an additional layer of complexity renders the ether of the once tangible industry even more elusive.

The erstwhile large factory floor, with staggeringly large rolls of paper stacked in the store room, has vapourised in favour of distributed nano-services, disconnected but ripe for selective reconsolidation by strategic employers and unions. Nor shall flowery reminiscences of ink-stained fingers, workplace camaraderie and the hum of giant machines retard or reverse the rapid unfolding of new futures.

Printing is nowhere and everywhere, depending on the lens. Competitive unions of the future will identify key nodes in the complex ecosystem and design creative and captivating value propositions, most probably in collaboration with a myriad of strategic partners. Every opportunity lives in the future, and unions have the opportunity now to co-design that future.

Dr Mostert is a Director for the Institute for Futures Research based at Stellenbosch University. The IFR is a strategic advisory unit at Stellenbosch University.■



ARRANGEMENTS FOR DECEMBER 2019

Closure of Regional Offices and HQ

SATU's offices will be closing on 13 December at 12:00 and will re-open on 6 January 2020 at 08:00.

Please note that the following persons will be on standby in the Regions during this period.

Gauteng

Xoliwe Mavuso – Regional Secretary
Contact: 066 140 5844

Phillip Ramadibane – Organiser
Contact: 076 014 5537

KwaZulu-Natal

Andrew Michael – Regional Secretary
Contact – 082 046 8951

Trevor Ramiah – Organiser
Contact: 076 602 6894

Free State and Northern Cape

Themba Pata – Regional Secretary
Contact No: 079 591 3603

Sophie Windvoel – Organiser
Contact No: 073 677 2587

Eastern Cape

Thaakira Hendricks – Regional Secretary
Contact: 066 079 0315

Nomfusi Jama – Organiser
Contact - 063 694 2399

Western Cape

Terence Greenstein - Acting Regional Secretary
Contact: 071 476 6182

Michael Lasker - Organiser
Contact: 071 441 4785 ■

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SATU and Lumkani have partnered to bring you

FIRE COVER and FIRE DETECTION.

Protect your home for
R69 p/m

You will receive:

- A **FIRE ALARM** (lasts up to 8 years).
- Up to **R40 000 COVER** from Hollard.
- **R500 CASH PAYMENT** within 24 hours of a claim.



Speak to a SATU Official or contact Lumkani on the information below.

VISIT: WWW.LUMKANI.COM OR EMAIL: INFO@LUMKANI.COM

JHB OFFICE: 73 JUTA STREET, BRAAMFONTEIN, JOHANNESBURG

CPT OFFICE: 19 KENT STREET, WOODSTOCK, CAPE TOWN

CALL:

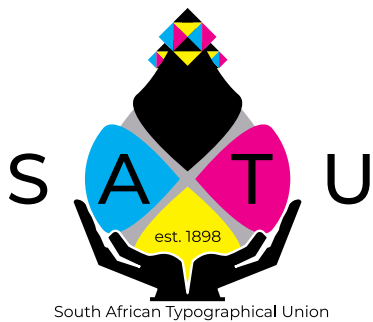
087 057 5703

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060 765 2829

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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
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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: _____

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

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