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# SATU PE goes the extra mile

*Plant for disadvantaged learners opens up a new world.*



Chris Van Heerden, Operations Manager welcoming the learners and explaining the basic process of printing a newspaper, The rest of the tour was done by a SATU member in each department.

Officials from SATU's Port Elizabeth branch took learners from a local children's home in Korsten on an educational trip to Tisoblackstar's Times Printing Company facility.

Learners were taken on a guided tour of the plant by SATU members based at the plant. SATU Eastern Cape region President, Clive Frost, was also in attendance. In welcoming the learners he expressed his thanks to the SATU members involved in putting the trip together and expressed his wish for further trips of this nature as it exposed youth to opportunities in the industry as well as showed the benefits of being a union member, regardless of profession.

The facility prints the media house's regional and national titles such as the Herald and the Sunday Times. Demonstrations regarding the printing process were given by SATU's members within the plant environment and students asked for additional exposure.

Eastern Cape Regional Secretary, Thaakira Hendricks, said the initiative intended to create awareness with the next generation

of pupils around a possible career in the Printing Industry sector and also assisting learners with knowledge transfer regarding a future in this industry.

"By exposing pupils to this industry, we are connecting the dots - as this is an industry for pupils and students to start shadowing and becoming involved with part time working experience and building communities of printing practice where youth can also become change agents by inspiring others from a young age," she added.

The trip was successful and meaningful to the learners as they were given an opportunity to conceptualise a career in the printing industry. There was also knowledge and skills transfer which will surely benefit all of them regardless of whether they choose to work in the printing industry or not.

One of SATU's values is people. The belief in people and our investment in them is a value that the Union holds dear and this initiative is but one of many to be implemented this year. ■

## Dear Mr President

*As stakeholders in the typographical sector, comprising of the printing, packaging and allied industries, we commend you on the State of the Nation Address delivered by yourself on the 7th of February 2019, we also laud the work your administration has done since your inauguration in February 2018.*



Pres. Cyril Ramaphosa

However, as stakeholders within the sector we seek clarity on government's position, on the future sustainability of the printing sector in South Africa, with this being in light of your comments pertaining to the

digitization of learning in schools around the country.

After the SONA the Minister of Basic Education, when interviewed, noted that books and the chalkboard will remain integral to the education process. We applaud this as there is no better way to develop cognitive verbal critical reasoning skills so fundamental and sadly so lacking in later schooling levels as evidenced by poor results in our system. There is, of course, a place for digital learning in conjunction with print and we must hope that the Minister understands this.

Two Sides international research reveals that book based reading and writing skills developed at an early stage of education are fundamental to the development of any child. We see this recognition by the President in the implementation of early childhood learning development for all

Continued on page 3

## SATU appoints new Deputy General Secretary

*The SATU family welcomes the Union's new Deputy General Secretary, Sisanda Mbokotho.*



Sisanda Mbokotho

Sisanda joined the Union in her capacity as of 1 January 2019 and brings with her a wealth of experience in the labour relations space. She holds multiple labour related qualifications including a Masters in Industrial Sociology from the University of the Witwatersrand and several other qualifications from institutions around the world.

She is also a former organiser at the South African Commercial, Catering and Allied Workers Union (SACCAWU) and she has worked with the United States Department of State as a labour specialist in the Africa region.

The SATU family wishes her all the best in her new role. ■

# A new year has dawned on all

Edward de Klerk - General Secretary

To the President, Executive Council, Governing Board, Regional Committees, Shop Stewards, Members and staff of SATU, a warm welcome to the new year and wishes of a prosperous year ahead.



Viva Satu Viva!  
Edward



Above: Dr Colin Steyn /  
Top: Memorandum of Understanding with UNTU

In reflecting on the year that has just passed, I concluded that it was a year that had its trials and tribulations for SATU as an organisation, but mostly positive in repositioning the organisation and growing it to become the footprint Union in the printing sector. Below are some of the achievements over the year:

1. The successful relaunch of the SATU brand and the launch of our new logo.
2. The creation of a visible SATU through
  - a. Relocation to SATU owned regional offices.
  - b. Branded vehicles.

- c. Officials becoming more visible in their respective regions, this was done through visits and meetings where SATU had not serviced members in a long time.
- d. The development of a brand that reflect unity through the work of Dr Colin Steyn.

- e. A growth in the membership; we were able to recruit 1 800 new members in the past year.
- f. Visibility of leadership in the regions with the General Secretary visiting regions regularly to meet with members and officials.
- g. Enhanced engagement between the Executive Council and the various structures within SATU.
- h. The distribution of SATU t-shirts to our members, thereby further enhancing the SATU brand.
- i. Trade Union Representatives (TUR) manual completed and ready to be handed out.
- j. A new constitution, which is in draft format awaiting approval and ratification at the next conference and board meeting. The roll out will start through pilot projects running in the Gauteng and KwaZulu-Natal regions and then it will be spread out to the other regions for full implementation the following year (2020), as well as registration of the new constitution by the Registrar of Labour Relations.
- k. Employer benefit fund rules amendments have been approved by the FSCA.
- l. Bid farewell to Union stalwarts.

I can also report that the New Year has begun on a positive path for SATU in that the following actions have been implemented:

1. Housing loans benefit – With the approval of the EBF Rules, we are now in a position as an organisation to be able to provide this loan as soon as the two boards have concluded and ratified the required contracts.
2. Agreements with new partners
  - a. Credit Rescue – An organisation that will help in enhancing the credit worthiness of all members.
  - b. Holiday Resort benefit: SATU signed a Memorandum of Understanding with the United National Transport Union (UNTU) that SATU, as an organisation on behalf of members, pensioners and staff can enjoy the same holiday benefits that UNTU members enjoy.
  - c. The General Secretary and the Chief Executive Officer of the Transparent Financial Services are in the process of engaging with other service providers to further enhance benefits offered by the organisation as a whole.
  - d. SATU's regional secretaries are currently under the stewardship of Dr Colin Steyn developing regional strategies to underpin the SATU seven year business plan and giving effect to the Board resolutions of 16 October 2017.
  - e. Under the new Minimum Wage Bill that has recently been promulgated, SATU will be charged by workers in the printing sector to ensure compliance. (We will act rationally but always in the interests of our members).

In conclusion, I would like to take the opportunity to welcome on board the newly appointed Deputy General Secretary, Sisanda Mbokotho to the SATU family. I am of the belief that this year will be our watershed year. We cannot just rest on the good gains of last year as we want to renew and enhance our position as the footprint Union in the Printing Sector.

VIVA SATU VIVA!! ■

## Dear Mr President

(continued from page 1)

children two years before Grade R. Again, this gives credence to the argument that print just cannot be replaced by electronics as our learning processes would be compromised.

Whilst we all agree that the fourth industrial revolution is upon us, and that innovative solutions must be found and implemented in order to ensure the country's readiness for these changes in the medium to long term, we must also take into account the social-economic realities our country is faced with.

Crime in our country and especially the crime that takes place at schools which house technology such as computers is a problem that has already reared its ugly head in Gauteng, where MEC of Education Panyaza Lesufi and his department have launched digital classroom schools. This then poses a

risk where there may be wastage of already constrained public funds should there be a total migration to digital learning in the next six years due to the scourge.

We tend to forget choice. When a young person is asked whether they would prefer a tablet or a book, they would, in most cases choose the tablet, often for the wrong reasons however. But, when a group of post graduate students are asked, they prefer books for a deeper understanding of the material they are studying.

Depending on the applications loaded on to electronic devices, there can be a further distraction to the learning process. Research reveals that digital overload is becoming a reality with young people already having access to so many and sometimes harmful applications on mobile telephones. There is a concern as to the environmental effect of replacing paper with digital devices which is another subject for discussion altogether.

The issue of the procurement practices that the State will engage in when procuring the tablets and related materials for the implementation of this goal raises questions. Questions regarding the procurement of these tablets and the requisite materials are important in answering government's commitment to buying local as your fight against corruption. Will the procurement process be free of conflict of interest from government officials and politicians, as has unfortunately become the norm when such ambitious undertakings are to be implemented by the State?

The print and publishing sectors in our country rely heavily on educational publishing as a source of revenue. This essentially means that the industry depends largely on the publishing and printing of educational material which mainly services schools and tertiary institutions. One of the structural issues faced by the industry is the

cost of printing. Printers themselves face problems stemming from the structure of the paper industry in our country that currently exports pulp and imports the paper as a finished product. However, workbooks and especially textbooks have a long lifespan. There is a cost to print but printed material can be re-used.

The knock on effect is then passed to consumers in the form of the pricing of books which then in turn becomes a stumbling block for students and institutions alike as the cost of these materials has long been unsustainable and the upward trend of prices continues unabated.

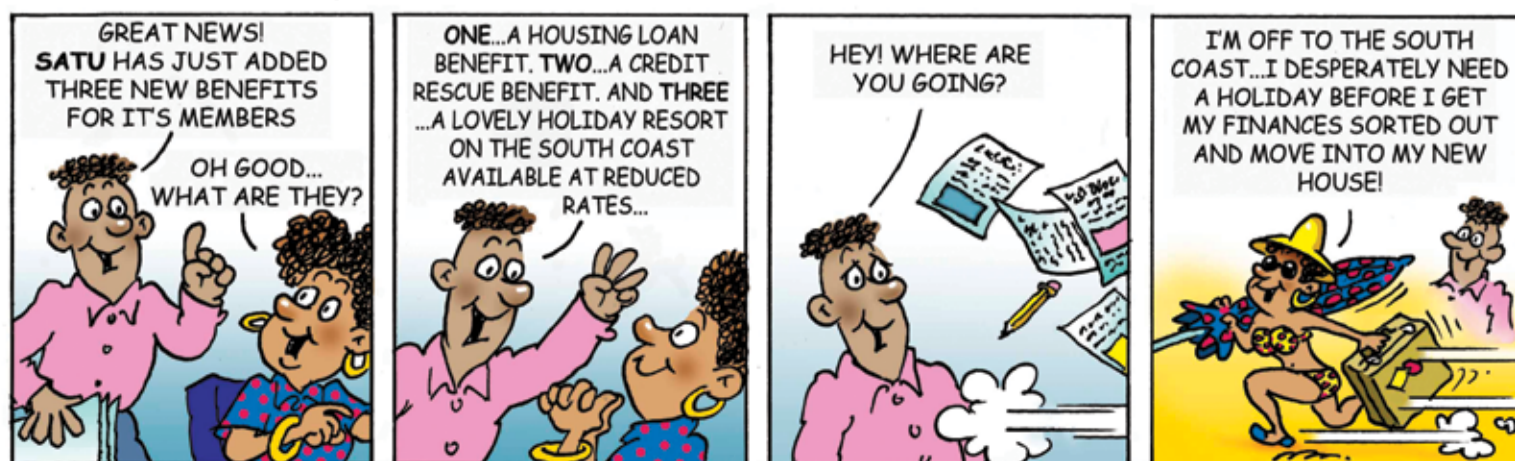
During your State of the Nation address in 2018 you had a message for all of South Africa; "Thuma Mina" was the message and as stakeholders in the sector we have heeded your call to action. The South African Typographical Union (SATU) and the Printing Industries Federation of South Africa (PIFSA) have commissioned research on the future sustainability of the printing industry and will be presenting the findings of the research during the Africa Print, Sign Africa expo in September.

As sector role players, we are also open to proceed before this event, to have open debates with all the relevant role players in all forms of media. We therefore invite yourself and members of your cabinet as well as any other role players to join us in debating these issues as we feel the sector still has a major role to play in the developmental goals of our country as a primary medium of education in classrooms and the general public.

Yours Sincerely

Edward de Klerk, General Secretary: SATU  
Steve Thobela, Chief Executive Officer: PIFSA ■

## TYPICAL TYPOGRAPHERS



# Credit problems?

## Help is on its way for SATU members

*The Union wants to help members on a path to credit worthiness.*

As of 1 March 2019, SATU will be working with Credit Rescue in providing a benefit for members who are over indebted and those seeking financial planning assistance back to being credit worthy and debt-free citizens.

Credit Rescue is South Africa's largest Debt Rehabilitation Company. Launched in 2003, the company has a national footprint of 75 branches across South Africa with a branch in every province. Credit Rescue offers a holistic Debt Rehabilitation Programme, with distribution done by a government accredited distribution agency.

Members and pensioners of SATU will be able to begin their paths to financial literacy and wellness through this partnership with Credit Rescue also serving as a service provider in the provision of the soon to be launched housing loans benefit.

During the incubation phase running through the months of March, April and May, all requests for services by members should be channeled through Credit Rescue's National Franchise Manager, Shafiq Dalvie. His contact details can be found at the end of this article.

### More information

For more information on this benefit and the services Credit Rescue offers, members can find personnel details of each of Credit Rescue's management staff at their branches in the following areas, including the physical address of these offices:

**Shafiq Dalvie: Office:** 021 762 0039 **Cell:** 061 425 2549

**Email:** shafiq.dalvie@credit-rescue.co.za, 22nd Floor, Golden Acre Office Towers, Cape Town, 64 Main Road, Wynberg.

For members outside of the Western Cape, Credit Rescue branches can be found at the following locations:

**KwaZulu-Natal:** Archie Barnard, K Moodley, 320 Smith Street, 11th Floor, Mercury House, Durban.

**Free State:** Johannes Mafumane, 1st Floor, Middestad Mall, Bloemfontein.

**Gauteng/Johannesburg:** Jasmine Fredericks, Brenda Van Wyk, 222 Smit Street, Braamfontein.

**Eastern Cape:** Raynard McClaren, Zanele 30 Govan Mbeki Street, Port Elizabeth. ■



Rates 2019



CAMPING/CARAVAN SITES		SUPER LUXURY	LUXURY	REGULAR
OUT OF SEASON	UNTU members	R275,00	R220,00	R200,00
	Public	R385,00	R330,00	R250,00
IN SEASON April, Dec & Long weekends	UNTU members	R550,00	R495,00	R440,00
	Public	R660,00	R605,00	R550,00
School holiday special June/July & Sept/Oct	UNTU members	R385,00	R330,00	R275,00
	Public	R440,00	R385,00	R330,00

These rates are for a maximum of six people – R55 per extra guest per night. Only one vehicle allowed per camping site.

CABANAS & CHALETS		CABANAS	CHALETS	PER EXTRA GUEST
OUT OF SEASON	UNTU members	R440,00	R495,00	R55,00
	Public	R550,00	R660,00	R70,00
IN SEASON April, Dec & Long weekends	UNTU members	R825,00	R880,00	R55,00
	Public	R935,00	R1045,00	R70,00
School holiday special June/July & Sept/Oct	UNTU members	R605,00	R660,00	R55,00
	Public	R715,00	R825,00	R70,00

These rates are for a maximum of four people per night. Only two vehicles allowed per unit.

SEMI-PERMANENT RESIDENCY	RATE PER MONTH	PENSIONER MONTHLY RATE	RATE PER MONTH
Chalets	R11 000,00	Chalets & Cabanas	R6 655,00
Cabanas	R9 900,00	Super luxury campsite	R2 970,00
Super luxury campsite	R4 400,00	Luxury campsite	R2 750,00
Luxury campsite	R4 180,00	Regular campsite	R2 420,00

Semi-permanent residency rate for up to a maximum of four people. Pensioner rate per couple.

Book your stay with us today!

Tel: 039 681 3325 • Fax: 039 681 3897 • Cell: 082 480 6069  
E-mail: reservations@untupalms.co.za • www.untupalms.co.za • Follow us on Facebook!

## DEFAULT REGULATIONS MARCH 2019

# SIMEKA

member of Sanlam group

## WHAT YOU NEED TO KNOW AS A MEMBER OF A RETIREMENT FUND

In terms of the law, every retirement fund will need to put in place fund default strategies by **1 March 2019**.

### DEFAULT INVESTMENT portfolio

**1** A default investment portfolio means that your retirement fund contributions will be invested in the fund's default portfolio unless the fund has been instructed otherwise by the member.

APPROPRIATE FOR MAJORITY OF MEMBERS

The board of trustees will have to review the fund's investment options prior to 1 March 2019 and decide on a default investment portfolio which is appropriate for majority of the membership.

The default investment portfolio:

- must be reasonably priced;
- well communicated; and
- offer good value for money.

A default option is an automatic choice made on behalf of a member who does not exercise their choice in a given situation.

### DEFAULT PRESERVATION strategy

Coupled with implementing the default investment portfolio is default preservation.

ACCESS TO COUNSELLING

**2**

This means that each fund will need to allow for members upon termination of service, to automatically become paid-up members in the fund.

The fund must provide such member with a paid-up certificate within two months of becoming a paid-up member.

Together with the above, members should have access to **retirement benefit counselling**, particularly before any withdrawal benefits are paid in cash to them or transferred to another fund.

You will be taking advantage of favourable investment fees and peace of mind that your savings are being looked after by a well governed fund with capable trustees should you preserve in your current fund.

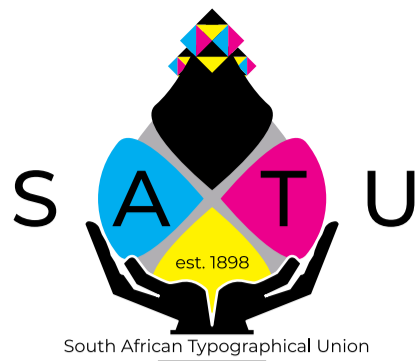
### ANNUITISATION (pension) strategy

Lastly, retirement funds are required to establish an annuity (pension) strategy, i.e. retirement funds should provide access to a reasonably priced pension at retirement.

It is important to note that this will not be an automatic default arrangement and members will have to make an active choice, i.e. "opt-in" to the strategy if they want to make use of the fund's pension option.

However, members must be given access to **retirement benefit counselling at least 3 months before their normal retirement age**.

**Retirement benefit counselling** refers to the disclosure and explanation, in clear and understandable language, of the risks, costs and charges of any fund options available to members.



# SATU Office Bearers and Officials

The South African Typographical Union was established in 1898 as a National trade Union and has served the Printing, Newspaper and Packaging Industry for 120 years with distinction.

## Head Quarter

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Email: Admin@satu.co.za



**EDWARD DE KLERK**  
- General Secretary

**SISANDA MBOKOTHO**  
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**FRANS KEKANA**  
- Gauteng - Governing Board

**ISAAC KHUBEKA**  
- Gauteng

**MAGGIE MALULEKE** -  
Gauteng - Executive Council  
- President



**NEWTON HOFF**  
- Gauteng- Executive Council -  
Vice President

**PATRICK GWALA**  
- Gauteng - Governing Board

**PHILIP RAMADIBANE**  
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**NOMFUSI JAMA**  
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**TARA SALIE**  
 - Eastern Cape



**THAAKIRA HENDRICKS**  
 - Eastern Cape RSO



**MAHOMED HASSAN**  
 - KwaZulu Natal  
 - Governing Board



**ANDREW MICHAEL**  
 - KwaZulu Natal RSO



**RACHEL ROSS**  
 - KwaZulu Natal



**Tonado Mtolo**  
 - KwaZulu Natal



**TREVOR RAMIAH**  
 - KwaZulu Natal

## Main Focus

### We are there for you

We focus on you, with no hidden agendas and no political affiliations or aspirations.

### We know how to take care of you

We have been taking care of our members for 120 years.

### We represent all

With more than 80% of our membership comprising of previously disadvantaged individuals, no one is excluded.

## Gauteng

### New Members

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

- Multiprint
- Typo Printing
- Supreme Printers
- Independent Newspapers
- Enable (Paarlcoldset)
- The Inkspot
- Beith Digital
- Modern Printers (New Firm)
- CTP Carton & Labels
- House of Print
- Colour Magic
- Seculo Triweb Printers
- Nyalu Communications
- New Era Packaging
- Rebsons
- Guillemot Business Forms
- Die Cut
- Caxton Works
- Ren-form CC
- Xanadu Printing
- Pictorial Press
- International Tube Technology
- The Workforce Group (New Firm)

### Welcome Back!

We welcome our members back after the December recess – hopefully they enjoyed the break with all their families and loved ones. May this year bring much promise and hope. From the Gauteng team to our members – this is the year of action – the year of breaking boundaries. One of our resolutions is to go after all the employers who are deducting and not paying over the members' contributions thus prejudicing our members from accessing their well deserved benefits.

### Farewell!

We officially bid good bye to one of our own – Mr. Edward Ngobeni who goes on retirement from the 01 March 2019. We first knew him in 2000 when he came to assist in the then Johannesburg branch. He has subsequently worked permanently in Johannesburg as the Regional Secretary Organiser after the retirement of Mr. Phillip Myburgh. We are going to miss his presence in the office. He was such a stern leader – the teacher in him was never far away. Everybody knew his favourite response in the office – 'why'. He taught us all to be thorough in doing our jobs. And to be accountable – no mistake was too small to be hauled over the hot coals. We wish him well in all his future endeavours, may he enjoy his retirement and always remember that you are as old as you feel and age is nothing but a number.

## Eastern Cape

### New Members

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

- DownTown Express Litho
- Cadar Printers
- Paarlcoldset
- Tisoblackstar
- Noalex Labels
- Die Burger (Media 24)
- Daily Dispatch (East London)
- Label Pro
- Express Signs
- Baypac Solutions
- Harry's Printers (East London)
- Dixon's Print & Copy

### New Companies

- Label Pro
- Express Signs
- BayPac Solutions
- Dixon's Print and Copy

### Vale

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

- JC Theunissen
- G De Jager
- J Mundell
- J Larney
- DA Paartwater

### Birthday wishes

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



### Office staff training

A training programme allows you to strengthen those skills to help improve. A development programme brings all employees to a higher level so they all have similar skills and knowledge to serve members.



### Valentine's Day in Port Elizabeth

On Valentine's Day people's thoughts turn to LOVE and romance. The Regional Team shared some love to the community by handing out a small gift at the inter-section in Cape Road.



SATU members at Pictorial Press/AIG/Supreme Gifts.



Scene from mass meeting.

### Vale

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

- Active Member – Dlamini DM
- Pensioner Member – Johnson J
- Pensioner Member – Cooper NS

- Pensioner Member – Lewis C
- Pensioner Member – Ntloko LC
- Pensioner Member – Motaung A
- Member's Spouse – McBride HM
- Member's Spouse – Ratsiale MJ
- Member's Spouse – Mohlala C
- Member's Child – Mokhola TP Twins
- Member's Child – Sekgota P ■

### Mass meeting held in East London

A mass meeting was held in East London where we invited all SATU members and non-union members to a Presentation by the General Secretary on SATU's business plan and growth strategy. Be on the lookout for more engagements of this nature in your region.

### Tailpiece

*"Your customer doesn't care how much you know until they know how much you care."*

– Damon Richards ■

# Western Cape

## Training session

The Western Cape team had a training session with Dr Colin Steyn on building its Regional Strategy so that it supports the unified SATU Strategy.

The team came up with new ideas, had to work outside of their comfort zones with a little bit of creativity and tried to position themselves in the shoes of our members (which resulted to role-play).

The training was indeed productive and necessary, it upraised all the enthusiasm, it elevated positivity, teamwork and the excitement of recruiting more potential members and also helping them understand to always keep members needs first.



## Benita Adonis' 50th birthday

Turning 50 is when you will realise that life is not a race, it is a wonderful prize. You will start slowing down and begin to cherish even the quirky moments that once seemed garish. Such is life after the age of 50, beautiful, captivating and utterly heavenly.

From all your colleagues at the Cape Town Office. ■

# KwaZulu Natal

## New Members

The Durban team would like to extend a warm welcome to new members from the following firms:

- Aluminium Foil
- Color Display
- Hirt And Carter
- Flexo Tuff
- Atlas Printers
- Tropic Plastics
- Fishwicks

## Office move

The office has now moved to 40 Esther Roberts Road, Berea, Durban. There has been a delay in the reconnection of the phone lines at the new office and communication will be sent out as soon as this issue has been resolved. As a work around, please see below contact details for SATU KZN officials who can be contacted for any queries.

**Andrew Michael** (Regional Secretary):  
082 046 8951  
**Trevor Ramiah:** 076 602 6894  
**Tonado Mtolo:** 076 496 6540  
**Rachel Ross:** 076 092 9914



## Great Story

One of the SATU members was dismissed unfairly by his employer.

With the help of the union the member has been reinstated after almost five years with back-pay.

The union, with the help of its appointed attorney, took the matter as far as the labour appeal court and won.

## Important Message

As we reach the third month of 2019 it has become increasing important to keep and protect your job by all means. Please be vigilant and always be calm even in the heat of the moment. Rather walk away and calm down than say something in the heat of the moment which may get you in trouble. Remember take care of your prized asset your job. ■

# Free State

In the Journal of June 2018, we celebrated the change in SATU and introduced the new logo. With offices to move into brand new premises and all new staff, we were settled.

We haven't now settled at our new offices on Zastron Street. The SATU Free State Team is ready and revitalized to serve the members of our region. Pay us a visit or visit our Facebook page to get in touch with us.

These were areas which the Union had not concentrated on as yet. Our strategy includes among other methods: organising workers as union only member, once they have seen the benefits of belonging to a union, we can work on getting them to enjoy the benefits of joining our funds.

With years of experience, SATU, as the oldest trade union in the country, are still there to assist, to encourage and to take us all forward. We are the union whose values are; INTEGRITY, TRUST & PRIDE.

## PEOPLE

We believe in our people, their ability to achieve more together. That is why we invest in our people and fight for the empowerment of our members in the workplace.

## SERVICE

We aim to please. Excellent service is what sets us apart from all other Trade Unions.



## Braai for members

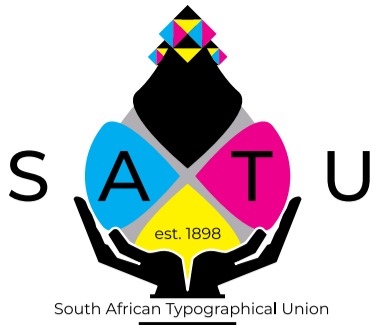
SATU's Free State region held a braai in Upington for members based in the town. The braai was well attended and there are plans to have more events of this type where members can interact with each other as well as regional leadership.

## Bloemfontein contact numbers:

Telephone: 051 010 0021  
Fax: 051 447 0249

## Regional Secretary

E-mail: ThembaP@satu.co.za,  
Admin: Anne-MarieR@satu.co.za. ■



# MEMBERSHIP APPLICATION AND STOP ORDER FORM

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

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

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

## New Member Details:

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

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

COUNTRY OF ISSUE: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

## Contact Details:

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

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

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

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

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

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

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

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

### MEMBER DEDUCTIONS

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

### EMPLOYER DEDUCTIONS

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

### TOTAL DUE TO PIBFT

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

## 2019 MONTHLY CONTRIBUTIONS

### MEMBER DEDUCTIONS

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

### EMPLOYER DEDUCTIONS

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

### TOTAL DUE TO PIBFT

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

This is the official newspaper for SATU.  
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