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# SATU heeds the call with COVID-19 relief for members affected by lockdown

*The office of the General Secretary of South African Typographical Union (SATU) announced what is a first in the printing, packaging and signage sectors.*

SATU, through the SATU Employee Benefit Fund (EBF) has launched the SATU COVID-19 Relief Fund for all SATU members whose wages continue to be affected by the lockdown.

SATU General Secretary, Edward de Klerk, notes that this benefit will go some way in beginning to address the plight faced by workers during the COVID-19 enforced lockdown which has precipitated into nothing short of a catastrophe for workers, their livelihoods and the families their wages support.

"SATU is the oldest trade Union in the Printing, Packaging and signage sectors. As frontline observers of the incoming tsunami on the South African labour market, SATU leadership has proactively worked behind the scenes during

the lockdown to try find a sustainable and realistic way to support our members during these difficult and uncertain times, with the approval of the amendment to existing fund rules by Financial Sector Conduct Authority (FSCA), we are now able to extend out of work cover not only SATU members who have been retrenched but also those whose wages are being negatively affected as the lockdown continues," says Edward.

The SATU COVID-19 relief fund for members has been open to take applications from 1 July 2020.  
Find out if you qualify on page xx ■

**SATU CARES**

The Corona Pandemic has caused havoc to the World Economy and also your Personal Debts due to Layoffs, Shorttime & Lockdowns.  
We can help you in this difficult time & improve your Cashflow.  
For an non-Obigatory & private consultation  
**SMS/WHATSAPP "Support" to 081 356 7288**

# We can and will help!

By Khwezi Makhathini

**Employers urged to participate in efforts to relieve members during lockdown by helping Union member's access benefits.**

Author and businessman, Harvey Mackay is quoted as saying, "Employee loyalty begins with employer loyalty. Your employees should know that if they do the job they were hired to do with a reasonable amount competence and efficiency, you will support them."

When the Covid-19 pandemic reached South African shores, labour, business and government were ill-prepared for the

impending storm and the damage wrought on the economy and in turn, livelihoods.

During the hard lockdown imposed by government, employers were instructed to shutter businesses and protect employees; this was no different in the printing and packaging sector.

Fast forward three months and SATU finally received approval from the Financial Sector Conduct Authority to extend a relief benefit

to SATU members affected by short-time, temporary lay-offs and substantial cuts to their wages.

This benefit seeks to financially assist those members worst affected by the pandemic with reaching all affected members timeously proving to be a bit slow. Considering this and the vital role employers have to play in ensuring that their employees can access this benefit, our member company in the Western Cape has stepped up to

the plate. Masterpack Cape will be assisting by granting their SATU employees access to this much needed relief.

Amanda van Greunen, an executive at Masterpack, had this to say about their stepping in to assist: "The relief benefit for members has been well received by our staff and the professionalism of the SATU administration team has helped us to facilitate a smooth claiming process."

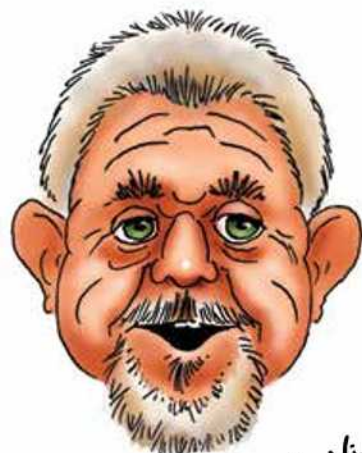
Collaboration between labour and business in the industry is a principle SATU has championed in the recent past and forms part of a larger strategy for a co-determined future of the industry by business and labour backed by government.

**If your company has SATU members who may need to access this benefit and you would like to assist them, please get in touch with the union or visit [www.satu.co.za](http://www.satu.co.za) for more information. ■**

# Worker's Day Address 2020

Edward de Klerk - General Secretary

*SATU general secretary, Edward de Klerk, made an address via livestream on the SATU Facebook and Instagram pages on Workers' Day, 1 May. Here's what he had to say.*



Viva Satu Viva!  
Edward

Good Afternoon comrades, fellow South Africans and workers around the world. Today marks the second anniversary of the resurrection of the only true Union in the Printing and Sector, SATU.

During my Worker's Day address at the relaunch of the Union's brand and logo, I, on behalf of the Union's leadership, promised to return this union to being footprint Union in the printing and packaging sector.

During this time, we have seen renewed stability and tremendous growth in the membership of the organisation. This in turn, has helped the organisation become a voice for many in the industry.

With the guidance of leadership, the Union has enhanced its working relationship with organisations such as Printing SA and FESPA which culminated in the very first joint presidential conference last year.

SATU presented research which looked into the future sustainability of the Printing sector. This collaboration has been well received by both government and industry role players and endorsed and supported by FEDUSA.

Comrades, we face uncertain times due to the current COVID-19 crisis and the ensuing

lockdown. SATU commends Government under the stewardship of the Honourable President of the Republic, Mr Cyril Ramaphosa, for their swift and decisive interventions to ensure the safety and well-being of all South Africans during this extraordinary period in history.

This crisis has called for extraordinary leadership and interventions to guide society through this pandemic. This has essentially ground South Africa's already ailing economy to a halt. Myself and the SATU leadership and operational team have been in constant communication during this time developing strategies to ensure a smooth and just transition for all workers in the sector post lockdown, in a sustainable and worker-friendly manner.

The leadership team remains committed to ensuring that workers' rights and safety are foremost to any planned resumption of operations by employers. I, on behalf of SATU, would like to applaud and commend all workers in the essentials services, especially those in the health, security, retail, media, printing and

packaging sectors, who have risked their safety, as well as the safety of their families, to ensure that vital services and information are delivered to the people of South Africa.

SATU would like to publicly condemn employers in the sector who have taken this crisis as an opportunity to take unilateral and, at times, irrational decisions without consulting organised labour in the hunt for profit and at the detriment of workers in the sector. We therefore call on all employers to create a platform to engage with organised labour in the sector to plan and map out a structured and sustainable future for the sector.

Fellow comrades, it is now more than ever an imperative that the printing and packaging sector in the country uses this opportunity to reposition itself and become an integral part of South Africa's economic machinery.

In closing I would like to thank the leadership, operational team, our financial administrator Transparent Financial Service and SATU members for your continued support and patience during these trying times.

Viva SATU Viva!!

Viva FEDUSA Viva!! ■

## Funds Feedback

*Xxxxx gives feedback on questions in a letter directed to Edward de Klerk, SATU general secretary and Terence Greenstein by SATU Members at SA Litho on 5 June 2020 with regards to possible assistance from SATU Funds.*

The government introduced a State of Disaster in March 2020 which resulted in dramatically reduced economic activity. In Level 5 Lockdown only essential services as directed by government were allowed to work and many companies in the printing and associated sectors could not operate. The members who wrote the letter are working a reduced workweek, 2-3 days, and their incomes have fallen correspondingly. They have requested access to a portion of the accrued benefits in the retirement funds.

I firstly want to state that I have a lot of sympathy for those whose incomes have been impacted in this process. The Printing Industry Pension Fund for SATU Members and the SATU National Provident took a number of actions to assist.

Among others the Funds:

- a. Allowed firms who had no income to reduce contributions to 1% of payroll in order to keep death and disability benefits for members intact.
- b. The Funds continued to pay pensions and benefits where it accrued.
- c. Dealt with the market volatility as experienced worldwide during March/April 2020.

The FSCA, the regulator of retirement funds, supported these actions and now require regular reporting on contributions in the severe economic circumstances. The Funds operate within a legislative framework and is primarily governed by the Pension Funds Act of 1956 and the Income Tax Act. The Funds' rules are therefore

registered with the FSCA and approved by SARS. The Funds are therefore only allowed to operate as directed by the legislation and its rules.

Currently the Funds may only pay benefits in the event of retirement, death, permanent disability, and resignation if the member leaves the industry in terms of the Funds' rules and the Income Tax Act. I am aware that the request has reached National Treasury. National Treasury has engaged with industry in various forums and several legal opinions have been drafted in the legal fraternity servicing retirement funds.

The views that I have had exposure to, should government wish to allow access to retirement funds, is that such a partial benefit payment requires changes to possibly both the Pension Funds Act and Income Tax Act.

These amendments to legislation will have to be passed by parliament after consultation as required by the Financial Service Regulation Act of 2017. Should such amendments be made, retirement funds will have to consider the amendments and will quite possibly have to change its rules before implementing such access. The Board of the Funds can therefore only consider any action after the above has occurred.

We know that business all over the world, but particularly in South Africa, will require support to retain jobs and keep businesses going post

this state of disaster. As retirement funds are a significant provider of capital in the economy, we are looking at ways to support businesses.

You may have seen initiatives by Business Partners, Ninety-One, Stanlib and Sanlam in this regard. Our asset managers, in particular those managing our fixed interest assets, will be considering supporting those initiatives. It is important that our members have the opportunity to obtain a risk adjusted investment return on their fund credits in this process.

At the same time government, through an initiative of the President, is trying to involve retirement funds more in funding infrastructure development. Many possible opportunities such as green energy and telecoms are in the pipeline. Historically these have provided good returns for our members.

If we, however, have to deal with a smaller asset base due to payment of (partial) benefits, it may limit our participation in rebuilding the economy. There are therefore many issues to consider, not least the economic distress of our members in a trying time. The retirement fund is a challenge as it is. We rely on sufficient contributions, time and adequate investment returns in excess of inflation. From a retirement funding point of view, a few months with reduced contribution have much less of an effect than a partial withdrawal from a retirement fund.

A partial withdrawal from a retirement fund will set a member back many years in trying to build up sufficient capital to retire. It may even be that a member may never be able to recover and that we doom members to inadequate pensions when they cannot work anymore after reaching retirement age. It is a heavy weighted consideration.

The key learning from this Covid-19 disaster is that we have to be better at cultivating a savings culture, not only in retirement funds but also emergency savings which can easily be relied upon during crises like these. We will communicate on developments in this regard in due course but trust that members know that we are trying to assist as much as we can. ■

## TYPICAL TYPOGRAPHERS





# SATU COVID-19 Relief Fund

## July Update

*The Office of the General Secretary of South African Typographical Union (SATU) would like to announce that since its launch on 1 July 2020, the SATU COVID-19 Out-of-Work benefit has so far paid out R227 280 to SATU members in desperate need of a helping hand during this time.*

The Office of the General Secretary of South African Typographical Union (SATU) would like to announce that since its launch on 1 July 2020, the SATU COVID-19 Out-of-Work benefit has so far paid out R227 280 to SATU members in desperate need of a helping hand during this time.

SATU General Secretary, Edward de Klerk, notes: "We believe that we are the only union, certainly in the print, packaging and signage industry that has extended such a benefit to its members."

The Union could have remained indifferent to the plight of its members and bemoaned

the lack of assistance by Government across industries. However, with the realisation that Government interventions alone would not stave off the prospect of financial ruin for the majority of our members, leadership made the decision to implement this benefit.

This historical, ground-breaking and radical shift in thinking, co-constructed through the ultimate realisation of the social compact coined by President Ramaphosa at the start of the pandemic, has now borne the fruits of collaboration and has set the scene for

progressive pathways in this age-old sector. This has certainly been required to address what is fast turning into an economic disaster for the country and her people.

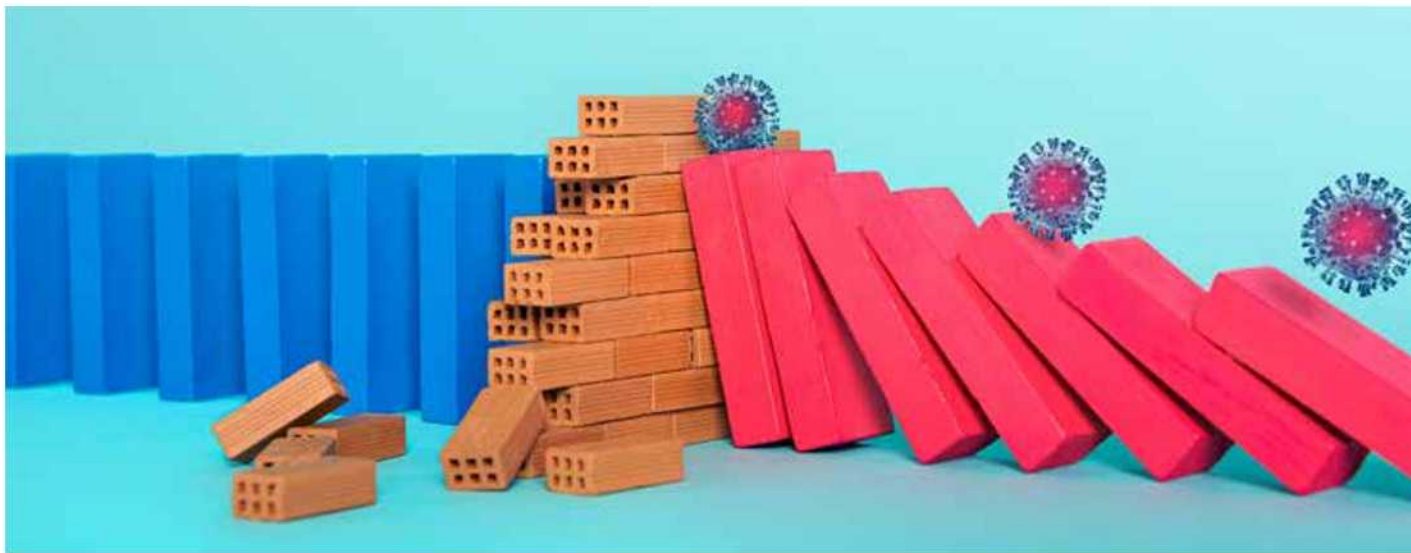
SATU is encouraged by a number of companies who are willing to help the Union disburse funds efficiently to all affected members. "We once again implore all employers in the industry to help the Union assist as many members as possible. We hope that these collaborations continue into the future and usher in a new culture in the industry, where collaboration is

a key component of SATU's future envisaged co-determination framework model for the industry," states Edward.

The benefit will be valid during the lockdown until the commencement of Level 2 regulations with members receiving a payment of R150 per week (R600 monthly). Companies wishing to assist with this process can kindly contact [KhweziM@satu.co.za](mailto:KhweziM@satu.co.za). ■

## SATU COVID-19 out-of-work Benefit Rules

*Read below to see if you qualify for the SATU COVID-19 out of work benefit.*



1. The Implementation date for this benefit will be from 1 July 2020;
2. That this is a temporary relief benefit only applicable during the COVID-19 pandemic;
3. That this benefit will not be implemented retrospectively; i.e. all benefits are payable from 1 July 2020.
4. That this benefit will not be paid out to members who receive the current Out of Work Benefit due to retrenchments in line with the current rules of the EBF;
5. The application form for this benefit payment can be downloaded from 1 July on the SATU website or alternatively through your TUR (Shop steward) or a SATU regional office. (By appointment only).
3. That the member is not receiving a salary at all due to lockdown restrictions.
4. That the member is only receiving a payment in terms of the Government's published regulations and directives;
5. That this benefit will be paid out monthly (R150 per week x 4 weeks = R600 per month);
6. That the period for this benefit payment will only be for six months.
6. That this benefit will only be paid out in the form of an Electronic Funds Transfer (EFT) and that no cash payments will be made at the Regional offices.

Lastly, please be advised that to ensure that members remain in good standing with the Union in terms of the Union's Constitution, the following will be in effect to ensure that a member's benefit claims are not impacted on in terms of the EBF Rules:

The following contributions are deducted from the benefit payment deductions and paying it over on behalf of the member to the Union:

- o The Union's Contributions;
- o The EBF Contributions;
- o The Mortality Contributions.

Once again on behalf of the Leadership of the Union, we understand the plight of our members and have sought to assist you, our members through this. Although not a huge amount, it is a small token of appreciation to our loyal members of the Union. ■

### Do I Qualify?

The benefit will only be paid for the following circumstances:

1. That the member has been placed on short-time;
2. That the member's salary has been reduced by the company.

### I do qualify, how do I apply and what do I need?

1. A formal letter from the company in respect of the member's circumstances as above;
2. A copy of the Application form;
3. A copy of the member's pay sheet;
4. Proof of the member's banking details (and not that of a third party).
5. That the application should be handed in on a monthly basis by no later than the 20th of the month for payment to be made on the 25th of the month;

# South Africa is getting a new National Employment Policy

– including rules around hiring foreigners

By Gareth Vorster

The Department of Employment and Labour says it is in the process of developing a new 'national employment policy' as it focuses on economic recovery post-Covid-19.

Addressing a virtual National Assembly mini-plenary on 21 July, the deputy minister of Employment and Labour Boitumelo Moloi said that the policy will include new regulations around labour migration.

"As part of a larger project to develop a national employment policy, labour migration policy development is being fast-tracked both to address immediate challenges, as in the road freight and logistics sector, as well as to coordinate labour migration policies with the southern region and continent-wide," she said.

The inspectorate and enforcement service is focused on enforcing Covid-19 related health and safety directives. It will also prioritise advocacy work to promote compliance with labour legislation in the domestic sector.

"There will also be renewed focus on implementing employment equity legislation," she said.

In an interview at the start of July, minister of Employment and Labour, Thulas Nxesi, said

that the government is looking at new regulations to limit the employment of foreign nationals in South Africa.

Thulas said that the new legislation would not only be limited to the road and freight sector but also other industries which employ a high number of foreign workers.

These include:

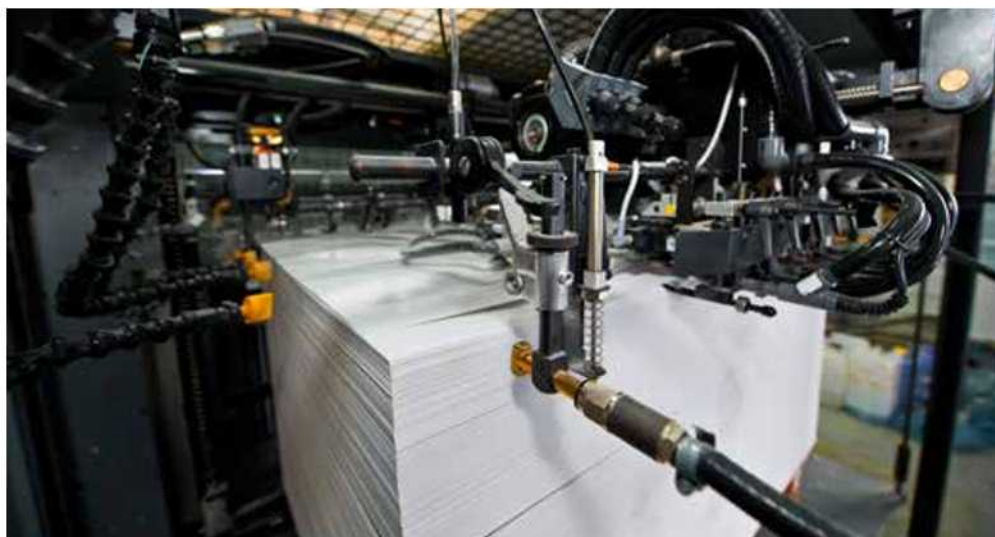
- The hospitality sector;
- Restaurants;
- Security;
- Farming and agriculture

"We are looking into this matter in a proper way. However, it is important to remember that we can't just 'do away with foreigners'. Some of them are refugees and legally supposed to be here," he said.

"The issue that we have to deal with is the illegal people who have been employed without any papers from Home Affairs."

Thulas said that the country's labour laws state that South Africans should be given preference, but he noted that some bodies were pushing for a complete ban on foreigners in the trucking sector.

Source: Businesstech ■



## South African Printing Industry: is this it?

*Printers and industry at large can no longer operate in silos.*

COVID-19 has exposed the printing and packaging industry's soft underbelly by forcing companies to bite the bullet and either close down or retrench staff to stay afloat.

SATU as an organisation has received upward of 100 pieces of correspondence from companies looking to retrench, temporarily lay-off, cut working hours or simply liquidate since the beginning of the lockdown.

In the news we have learned of once great publishing houses and some of their legendary titles being moved to digital only copies while others have simply been closed down.

**The lockdown has simply accelerated what was already a dire situation into an industry-wide crisis that threatens to maim the industry and the livelihoods of those it employs along the entire value chain.**

SATU has long called for all stakeholders in the industry including Government to engage each other on building a sustainable shared vision of the industry in the future which seeks to change the economic fortunes of not only shareholders but also workers in the industry. ■



# COVID-19 Regulations Update

By Khwezi Makhathini

## The rights of workers during the pandemic explained

@PresidencyZA | www.stateofthenation.gov.za

**Level 3 restrictions remain in place**

**STAY SAFE**  
PROTECT SOUTH AFRICA

**New measures to reduce infections:**

- Wearing masks in public places is mandatory**  
Employers, business owners and managers are legally obliged to ensure compliance
- Taxis must have some windows open during all journeys**  
Taxis may have 100% occupancy on local trips and no more than 70% on long distance trips
- Sale of alcohol is suspended**  
This is to prevent hospital capacity being overwhelmed during the peak of infections
- Curfew in place between 9pm and 4am**  
This excludes permitted workers or for urgent medical assistance

The entire country remains at Level 3 to contain the spread of coronavirus

WHATSAPP SUPPORT  
0600 123 456  
EMERGENCY NUMBER  
0800 029 999  
sacoronavirus.co.za



**COVID - 19 PANDEMIC CALL CENTRES AND HOTLINES**

**STAY HOME**  
SAVE SOUTH AFRICA

Coronavirus Hotline: 0800 029 999	National Crisis Line: 0861 322 322	South African Police Service: 08600 10111	Reporting undue price increases: 0800 141 880	Child Line: 0800 055 555	Department of Home Affairs: 0800 601 190
Persons with Disabilities: SMS 'help' to 31531	Support to SMMEs in distress: 0860 663 7867	AIDS Helpline: 0800 012 322	Department of Trade and Industry: 080 000 6543	Suicide Helpline: 0800 567 567 OR 0800 456 789	Department of Water and Sanitation: 0800 200 200
GB VF - Related service complaints: 0800 333 177	PostBank Call Centre: 0800 53 54 55	Gender-based Violence Command centre: 0800 428 428 OR *120*7867# (free)	UIF Call Centre: 0800 030 007	Family Violence, Child Protection and Sexual Offences Unit: 0800 150 150	Department of Tourism: 0860 868 747
National Institute for Communicable Diseases: 0800 029 999	Women Abuse Helpline: 0800 150 150	National Human Trafficking Helpline: 0800 222 777	SASSA Call Centre: 0800 60 10 11	Presidential Hotline: 17737	Compensation Fund: 0860 105 350

WHATSAPP SUPPORT  
0600 123 456  
EMERGENCY NUMBER  
0800 029 999  
sacoronavirus.co.za



It has been four months since Government imposed the lockdown on South Africa. Government has regularly published regulations pertaining to the rights and responsibilities of workers in the workplace.

So what are your rights and responsibilities as a worker during this time?

### Employer responsibility

The Department of Employment and Labour has appealed to employers to use the prescriptions of the Occupational Health and Safety (OHS) Act of 1993 in governing workplaces in relation to Coronavirus Disease 2019 COVID-19.

The OHS Act read with the Hazardous Biological Agents Regulations require employers to provide and maintain as far as is reasonably practicable a working environment that is safe and without risks to the health of employees.

"Section 8(2)(b) requires steps such as may be reasonably practicable to eliminate or mitigate any hazard or potential hazard before resorting to personal protective equipment (PPE). However, in the case of COVID-19, a combination of controls is required, although the main principle is to follow the hierarchy of controls.

"However, before the implementation of control measures, current risk assessments need to be reviewed and updated, taking into account the new hazards posed by exposure to COVID-19 in the workplace. This is in accordance with Section 8 (2) (d) of the OHS Act".

### Administrative controls

The Department has also issued directives for both employers and employees:

- Encouraging sick workers to stay at home;
- Minimising contact among workers, clients and customers by replacing face-to-face

meetings with virtual communications e.g. conference calls, Skype, etc.;

- Minimising the number of workers on site at any given time e.g. rotation or shift work;
- Discontinuing nonessential local and international travel;
- Developing emergency communications plans, including a task team for answering workers' concerns and
- Internet-based communications.

### Safe Work Practices

These include procedures for safe and proper work used to reduce the duration, frequency, or intensity of exposure to a hazard. Employers have to provide resources and a work environment that promotes personal hygiene.

For example, no-touch refuse bins, hand soap, alcohol-based hand rubs containing at least 70 percent alcohol, disinfectants, and disposable towels for workers to clean their hands and their work surfaces, regular hand washing or using of alcohol-based hand rubs, and display handwashing signs in restrooms.

### Personal Protective Equipment (PPE)

While engineering and administrative controls are considered more effective in minimising exposure to SARS-CoV-2, PPE may also be needed to prevent certain exposures. Examples

of PPE include: gloves, goggles, face shields, face masks, gowns, aprons, coats, overalls, hair and shoe covers and respiratory protection, when appropriate. Employers should check the NICD website regularly for updates about recommended PPE.

### Refusal to work due to exposure to COVID-19

An extract from the Gazette on Consolidated Coronavirus COVID-19 Direction on Occupational Health and Safety Measures in Workplaces states:

An employee may refuse to perform any work if circumstances arise which with reasonable justification appear to that employee or to a health and safety representative to pose an imminent and serious risk of their exposure to COVID-19.

An employee who has refused to perform work must as soon as is reasonably practicable notify the employer either personally or through a health and safety representative of the refusal and the reason for the refusal.

Every employer must, after consultation with the compliance officer and any health and safety committee, endeavour to resolve any issue that may arise from the exercise of the right.

This applies whether or not the person refusing to work has used or exhausted any other applicable external or internal procedure. No person may advantage or promise to advantage

any person for not exercising his or her right in terms of clause 48 of the regulations.

No employer may make any deduction from an employee's remuneration, or require or permit an employee to make any payment to the employer or any other person, in respect of anything which the employer is obliged to provide or to do in terms of this Direction.

No person may threaten to take any action against a person because that person has exercised or intends to exercise the right in terms of clause 48. No employee may be dismissed, disciplined, prejudiced or harassed for refusing to perform any work as contemplated in clause 48.

If there is a dispute as to whether clause 49 has been contravened, the employee may refer the dispute to the Commission for Conciliation, Mediation and Arbitration or an accredited bargaining council for conciliation and arbitration in accordance with the procedures contained in section 191 of the Labour Relations Act, 1995 (Act No. 66 of 1995).

If the arbitrator appointed in terms of section 191 of that Act to determine a dispute referred in terms of clause 56 finds that the employer has contravened clause 55, the arbitrator may make any appropriate order contemplated in section 193 read with 194(3) or (4) of that Act.

### Contact Number:

In the case of suspected exposure contact the coronavirus hotline in South Africa: 0800 02 9999.

Should you feel that your employer not be adhering to the regulations, please get in touch with a SATU regional office.

(Source: Department of Labour and Employment) ■

## Port Elizabeth & East London Region



### TUR Training

The Regional Office had a successful Shop Steward workshop, whereby we empowered our TURs to be able to provide quality service to our members.

Here are the TURs who received Certificates for Level 1 Basic Trade Union Representative Training.

### New members

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

- Arena Holdings (Tisoblackstar) Port Elizabeth
- Group Editors
- Harry's Printers Port Elizabeth



### Bronze Emblem

Congratulations to Mrs W Haynes! She has been a member of the Union for 38 years and received her Bronze Emblem.



### 20 years' service

Tara's journey with SATU began on 17 April 2000; she started as the receptionist before moving on to medical aid clerk. She currently serves as an Organiser in the Eastern Cape region.

"My SATU story has taught me a lot over the years, especially labour law, and I am still learning. My passion is working and interacting with people and this is what I do on a daily basis."

Viva SATU Viva.

### State of the trade

South Africa's economy has taken a battering during the pandemic, which has led to uncertainty among companies and their employees. The situation is still unfolding and it is very problematic as we feel that the worst is yet to come.

The lockdown has led to closures of medium to small business, job losses and reduction of salaries. Companies are forced to down-scale due to the drastic drop in volumes of orders and services.

Various businesses closing pose a huge risk in the future of employees in the country. New labour protocols are being developed all the time and we, as a Trade Union, will ensure that

all guidelines are being properly followed and implemented.

We have received complaints about the lack of protocols and unhygienic situations at work and this can be reported to the Union to be taken up with the Department of Labour and the Department of Health.

Workplaces are expected to appoint an employee to be in charge of the health and safety regulations. Should a positive case be reported to management, management should immediately report this to the Department of Labour and the Department of Health.

The safety of all of us is paramount; we can only make positive contributions and live our purpose and values if we stay healthy and avoid the spread of the virus.

## Free State Region

The world is in crisis due to the scourge of the Covid-19 Pandemic and South Africa has been the hardest hit nation on the entire African continent. This only proves that we need to take care of ourselves and each other by adhering to the safety measures Government has put in place. Let us be our brothers/sisters keeper's. It is now the responsibility of every citizen to keep one another safe.

As if that's not too much already, SA is faced with a scourge of massive job losses and we do understand that we're in an economic crisis as a country. We need a collaborative effort with company bosses, who should understand that this pandemic was not created by employees as much as we know it was not the company's doing. We need try everything to find creative solutions prior to section 189s consultation.

The industry has to develop a platform where business and trade unions come together to seek some sort of alternative, because only through investing in the working class can we come out of this storm a stronger nation with a certainty of the economic growth we all hope and pray for. We all need each other more now than ever.

## Gauteng Region

### The pandemic's impact on jobs

As the country is battling with the scourge of the Covid-19 pandemic, we are constantly reminded of this faceless enemy. We see it on a daily basis through the loss of jobs, the job insecurity through short-time and lay-offs.

It is important to contact and involve union officials on these discussions as they concern the changes to the conditions of employment. On a daily basis we see the struggle that forces some of our members to consider resigning from their jobs.

SATU has provided a relief fund for all our members affected by the short-time and/or lay-offs and members are encouraged to use the provision of this fund rather than looking at resigning from their jobs. There is also the extension of the TERS benefit to 15 August 2020.

Members are also cautioned to look after themselves and follow all the safety measures in the company by wearing their masks, sanitising and social distancing.



### Farewell

The Gauteng Region bids farewell to a colleague, Ntate Cosmos Maroele, who retired at the end on June 2020. He has served the Region with commitment, dedication and compassion. He always put members first. We thank him for all contributions towards the growth of the Region and the organisation as a whole. We wish him all the best for his retirement!

## KwaZulu-Natal Region

The Durban office has taken the opportunity in this unprecedented time to write this article in the hope that you may find some form of comfort in this difficult time. If we just try to picture the future in our working lives, it is fogged up and our lenses looking into to the world seem darker than ever.

We cannot imagine how difficult it has been for those members who have been directly affected by the Coronavirus pandemic. This virus has created unprecedented hardship in our everyday lives and trying to make a living has been difficult in the last few months.

The added difficulty of the UIF TERS benefit not paying on time has added to the hardship.

We as the KZN office have been inundated with calls and queries from our members and we have certainly tried to assist where possible. We continue to guide our members and talk to employers to assist wherever possible. The questions around the virus has been difficult and the answers have not been conclusive, but we will continue to monitor this space.

We cannot stress the importance of trying to be safe when most people around are not, enough. It is our responsibility as upstanding citizens of this country. We owe it to ourselves and our families and our working colleagues. We all have a part to play in a safe working environment and legislation has made the wearing of a face masks compulsory and sanitizing and social distancing is highly recommended. These rules are in place to ensure we all are safe.

It is rather difficult to predict how long or when we will all be back in a normal environment. However, there is an appeal to all our members to look after their jobs. It is important that we see out this storm holding on to something and that something must be your job. Perhaps your lens is fogged and dirty or even broken, remember hope is on the horizon. As a union we are with you in this perfect storm. ■



## 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](mailto: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](mailto: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**



# MEMBERSHIP APPLICATION AND STOP ORDER FORM

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

[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]

Head Office: 4 Estcourt Avenue, Centurion, 0157  
Tel: 012 338 2021 ■ Fax: 012 086 433 5143

## New Member Details:

TITLE: \_\_\_\_\_ SURNAME: \_\_\_\_\_ INITIALS: \_\_\_\_\_  
FIRST NAMES: \_\_\_\_\_ I.D. NUMBER / PASSPORT NUMBER: \_\_\_\_\_  
COUNTRY OF ISSUE: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

## Contact Details:

TEL: (H) \_\_\_\_\_ (W) \_\_\_\_\_ (FAX) \_\_\_\_\_  
(CELL) \_\_\_\_\_ (E-MAIL) \_\_\_\_\_  
POSTAL ADDRESS \_\_\_\_\_  
POSTAL CODE: \_\_\_\_\_ T-SHIRT SIZE: \_\_\_\_\_  
CURRENT EMPLOYER: \_\_\_\_\_ FIRM NUMBER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

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

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

Mortality Trust Fund (x)	Employee Benefit Fund (x)	SATU Provident Fund	SATU Pension Fund	Medical Aid
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Funds that are already marked (X) are compulsory funds when a member joins the Union.

(Please mark with X) IF YOU WISH TO RECEIVE THE TYPO JOURNAL EITHER BY: POST \_\_\_\_\_ OR E-MAIL \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

FOR OFFICE USE ONLY

HQ/SU/1

## Enrolled By:

INITIALS: \_\_\_\_\_ SURNAME: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

## STOP ORDER

**NB!! THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION**

Request by employee that Union Subscriptions and Benefit Fund Fees be deducted from his/her remunerations in terms of Section 13(1) of the Labour Relations Act of 1995.

I, (Full Names of Member) \_\_\_\_\_ ID Number: \_\_\_\_\_

Employer: \_\_\_\_\_ being a member of SATU, hereby request deductions to be made from my remuneration in respect of membership fees from the week ending: \_\_\_\_\_

I further agree that upon written notification from SATU or the Trustees of the Benefit Funds, my deductions may increase from time to time.

Signature Employee: \_\_\_\_\_ Signature Witness: \_\_\_\_\_

Date: \_\_\_\_\_ Date: \_\_\_\_\_

## 2020 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, Johannesburg, 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.  
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