

# Printing Industry Employee Benefit Fund for SATU members



**The object of this is to provide benefits to members of the Fund normally employed in the Industry, who are SATU members, during periods of unemployment and sickness;**

- To provide for the payment of allowances to Fund members who have been displaced from their normal employment or have suffered a reduction in their earning capacity, as a direct result of technical changes in methods of production, and/or the cost of training such members in some other trade or occupation;
- To pay allowances to Fund members who have ceased work in order to undergo treatment for tuberculosis (this benefit can be repeated according to the specifications of the Rules), or such other disease as may be specified by the Trustees;

Members can only apply for either the drug or the alcohol additional benefit, but not for both and this benefit can only be applied for once off during a member's term of membership.

Each employee who becomes a member of the SATU shall become a member of this fund.

## **Contributions**

The contributions payable to this fund amount to R1-69pw or R7.33pm made up of R0-74pw or R3.21pm for employees and R0-95pw or R4.12pm for employers on behalf of the member.

Some members pay this amount in full by themselves to ensure they will receive the respective benefits as explained further on in this booklet.

It must be noted that these contributions may be increased by the Trustees from time to time by an amendment to the rules of the fund.

## **Qualification for benefits**

A member shall become entitled to claim a benefit in terms of these rules, if the Trustees, on production of such evidence as may be required, are satisfied that;

- The contributions to the fund are not in arrears;
- Contributions have been paid for an unbroken period of not less than 13 weeks (this is only applicable to unemployment benefits);
- When unemployed, the unemployment register has been signed at least once per week or in special circumstances as per the Trustees decision;
- The benefits have not been exhausted already;
- The benefits being claimed for have been claimed by the end of the following week for which they were due.

**THE UNION THAT CARES!**

## **1. Unemployment Benefit**

This benefit is paid to a member who has lost his/her employment over and above the UIF payments. A member accrues this benefit up to a maximum of 26 weeks at a rate of 1 week's payment for each 6 weeks worked of contributory membership.

## **2. Sickness Benefit**

For any member whose sick leave is in terms of the Basic Conditions of Employment Act, the benefit set out below does not apply;

### **Sick Leave:**

- (i) The benefit is 15 days per annum at 75% per day pay: This means that for any period up to the first 3 working weeks of sickness in a calendar year the member shall on production of an acceptable medical certificate be paid 75% of his normal wage by the Employer. Once this benefit is exhausted he/she would be able to claim a sickness benefit set out in (iii) below. Days not used in this period will be accumulated (see clause 4).
- (ii) There is also provision, where it has been negotiated that the 15 days @ 75% have been converted to 10, 11, or 12 days at full pay in a calendar year. Again, these sick days are paid at full pay on production of an acceptable medical certificate. Also, days not used in this period will be accumulated (see clause 4).
- (iii) After exhausting the benefits set out in (i) and (ii) the member shall get a further period of up to 23 weeks of sickness, on production of an acceptable medical certificate, as well as proof that his/her contributions are up to date, paid from the fund at the following rates;

- **First two weeks of sickness – R200.00 per week.**
- **The next 21 weeks at R150.00 per week.**

### **Caution:**

***The Trustees shall have the right, as a condition precedent to any payment in terms of the rules of the fund, to require a member to submit himself/herself for a medical examination by a medical practitioner nominated by them.***

### **3. Maternity Benefits**

Where a female member is granted maternity leave, which is for a period of four months in terms of the BCEA, her employer may or may not pay her for the time she is absent. Should the employer not pay her then she shall be paid from the fund at the following rates;

- **18 weeks @ R250.00 per week**

#### **Provided;**

- *She has advised the local union office (1) one month prior to her confinement that she would be stopping work on a specific date and would be making application for benefits.*
- *Contributions have been paid to the fund by, or in respect of her for a continuous or unbroken period of not less than 52 weeks.*

### **4. Accumulated Sick Benefits**

A member may accumulate the sick leave mentioned in 2(i) and 2(ii) that is not used in a particular calendar year up to a maximum of 50 days.

This benefit would then be available to be paid when the member has a serious illness or surgical procedure and he/she remains unfit for work for a continuous period of not less than 3 weeks; or On the production of medical evidence that the member was hospitalized for a continuous period of two or more days, the Trustees may approve payments of accumulated sick benefit, provided the days in question are normal working days, for the member.

Where a member has accumulated sick leave and has elected to utilize this sick leave he shall, on production of an acceptable medical certificate, be paid his normal wage by his/her employer for such illness up to the period of accumulated sick leave.

The employer will on request to the local union office, having jurisdiction and on proving that contributions of the member are up to date, be refunded from the fund an amount equivalent to 50% (fifty percent) of the member's basic wage with a minimum of R111.64 per day or R558.20 per week.

### **5. Health Maintenance Benefit**

This benefit is paid to a member, at the discretion of the Trustees, who may be suffering from tuberculosis or drug or alcohol addiction or such other disease as may be specified by the Trustees, either temporary or permanently and is not receiving more than 55% of his wage as determined by the Trustees from time to time.

All applications for this benefit shall be submitted on the prescribed form and duly supported by adequate medical evidence, which sets out the disease from which the member is suffering. These applications will be submitted from the Regional Offices to the Principal Officer, with the Regional Committee recommendation for consideration by the Trustees

It is a condition precedent for the payment of this benefit that the member ceases work and submits himself/herself to such medical treatment, including hospitalization and surgical treatment, if necessary, as recommended by the treating medical practitioner.

In the event of the member failing to comply with the recommendation of the medical practitioner the payment of this benefit would cease forthwith.

The application must be submitted prior to treatment commencing. The cost of the treatment, medical examination, etc., is for the member's own account.

This benefit, if approved, shall be for a maximum period of 26 weeks and medical reports must be produced monthly to qualify for continuation of payment.

The following amount is payable for this benefit;

- **R378.00 per week**

#### **Payment of benefits:**

The benefits accruing from the fund are conditional on funds available in the opinion of the Trustees to meet the claims. No particular amount shall be deemed due and payable until such time as the claim has been passed for payment by the Trustees.

#### **Disputes:**

In the event of any dispute arising regarding the payment of benefits, which are not mentioned herein, the rules as registered under The Friendly Societies Act shall prevail.

**For more information contact the following Regional Offices:**

- ★ Bloemfontein & Kimberly – Tel: (051) 447 – 6819/0990
- ★ Cape Town – Tel: (021) 461 – 1180
- ★ Durban – Tel: (031) 301 – 7634
- ★ East London – Tel: (043) 722 – 5158
- ★ Johannesburg – Tel: (011) 834 – 1261
- ★ Pietermaritzburg – Tel: (033) 342 – 5394
- ★ Port Elizabeth – Tel: (041) 484 – 1490
- ★ Pretoria – Tel: (012) 338 – 2021