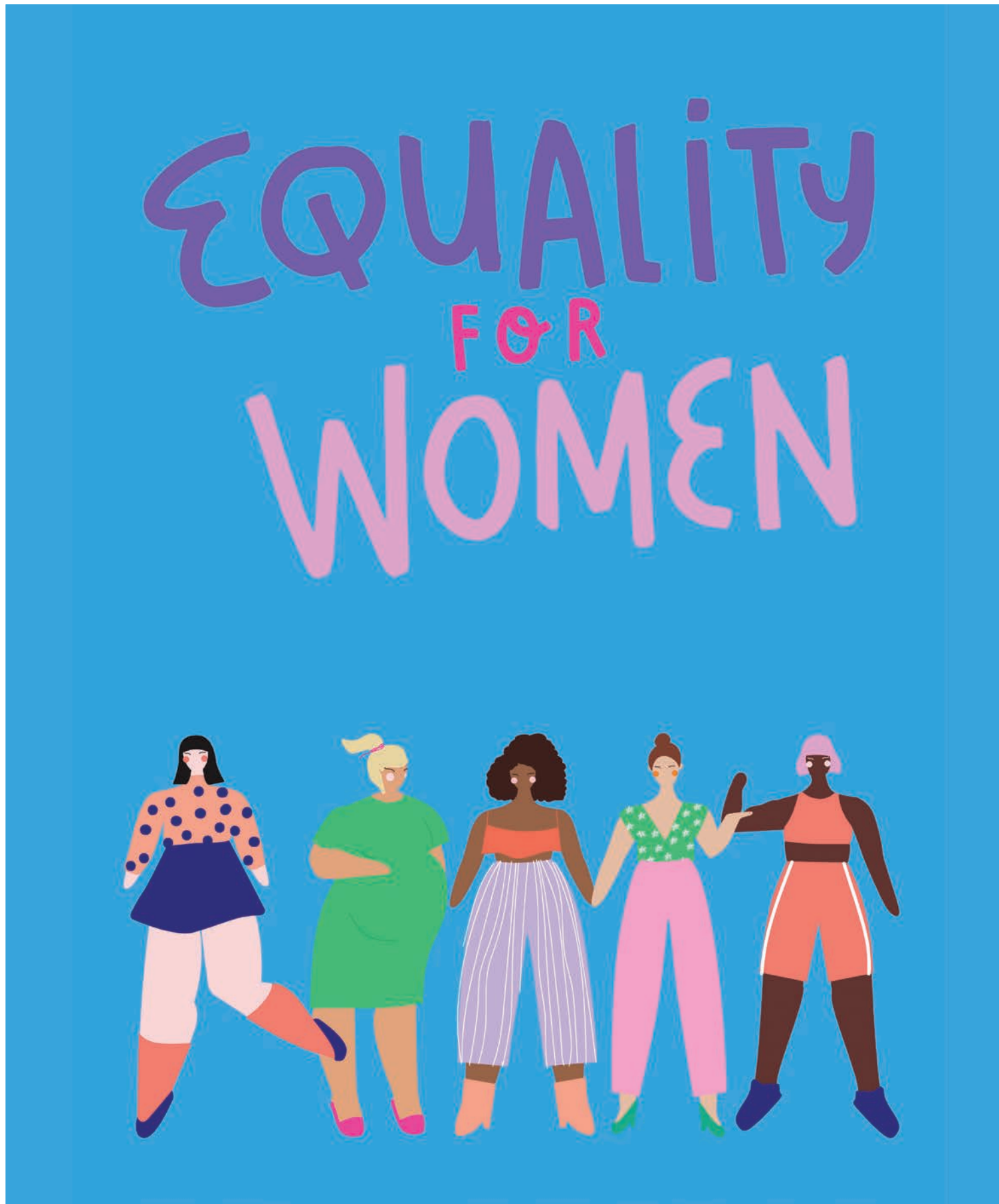


Women's Month



Sisanda Mbokotho

Maggie Maluleke

"From the Leadership of SATU, to all our female members and women around South Africa of all ages:

Happy Women's Day."

- Sisanda Mbokotho
SATU Deputy General Secretary

"To all SATU women, you are modern day heroines. You are mothers, daughters, sisters and hard workers.

I wish you all a happy Women's Day."

- Maggie Maluleke
SATU President

continued on page 2

FEATURES IN THIS ISSUE:

PAGE 1

Women's Month
Women's Day Profiles

PAGE 2

GS: Celebrating Four Years
SATU Celebrate its Women
Book Council to close down
Get your Covid Vaccine / Typical
Typographers

PAGE 3

More benefit bang for your buck
Caution! Don't cash in too soon

PAGE 4

Momentum takes over payment

PAGE 5

SATU KZN team to the rescue
The New Blueprint for the Rebuild and
Recovery of the Printing Industry

PAGE 6

News from the Regions
FEDUSA supports Generation Equality
Campaign
Vaccines: Frequently asked questions

PAGE 7

UNTA Palms Spring Special

PAGE 8

Application Form
Weekly / Monthly Contributions

SATU Women's Day Profiles

We approached four women who keep SATU moving by ensuring service is delivered to all members.

continued on page 3

From the Desk of the GS

Celebrating four years:

Highs and lows have been worth it

Edward de Klerk - General Secretary

As I celebrate four years since joining the organisation as General Secretary, I look back with fondness at the immense amount of work that has gone into transforming this organisation.

When I arrived in 2017, I realised very quickly the magnitude of the task at hand and set about methodically crafting and implementing the seven-year business plan approved by the union's Executive.

This plan, among other objectives, sought to streamline the Union without compromising on service delivery, and create a foundation for the union's expansion into once again being the footprint Union in the sector. Also, another key objective, was to bring in women and youth to drive the transformation of the organisation well into the future. I am proud to say that SATU's regional secretariat has a 50/50 gender split. This, coupled with the appointment of Ms Sisanda Mbokotho as the Deputy General Secretary, has set the organisation up to be more resilient and agile from an operational level, while maintaining our transformation goals.

As an organisation, 2020 and 2021 have been watershed years as we have watched the sector bleed jobs at unprecedented rates. This has wiped away all the gains of the preceding two years of my tenure. Our membership has shrunk considerably during this time as the effects of the COVID-19 pandemic and the recent unrest in KwaZulu-Natal and Gauteng have begun to show their true impact. It calls on the leadership of the organisation to close ranks and recalibrate in the face of this double onslaught. It has forced the Office of the General Secretary with the Leadership of the organisation to start thinking outside of the box, we are forced to relook at the seven-year business plan and develop a new plan for the future and the long-term existence of the organisation.

The inaugural Presidential summit hosted by SATU and PIFSA, has seen a greater collaboration between the parties to redesign the future of the printing sector. As the General Secretary, I believe that gone are the days of a capitalised market where the owners of capital believe that they control everything and that they only co-exist with Labour. I do

believe that the pandemic has shown us that it is now the time that we will have to co-construct and co-determine the future of the Printing Sector if we both want to survive for the next one hundred years.

To date it has been my honour to serve this very proud organisation and I would like to thank each and every one for the support and guidance. To the membership, please be assured that we are alive, and I promise you that we will not falter in our endeavours to deliver the best service to secure your future within the printing sector.



Viva Satu Viva!
Edward

Website: www.satu.co.za
Facebook: @TypoUnionSA
Twitter: @TypoUnion_SA
Instagram: sa_typo_union
WhatsApp: 066 327 7214 ■



SATU honour its Women

South Africans commemorate **Women's Month** in August and Women's Day on 9 August every year.

It's a time to celebrate women's achievements and the important role that women of all races and religions play in South African society.

Women are creating positive change in society, and they're participating in the economy and community development.

Every day, women are leading and excelling in fields of business that were previously dominated by men. Women have the power to not only survive, but to excel in any career they choose.

Even though it is September already, SATU wants to celebrate its women and therefore

prolongs the Women's Month message into Spring.

Nelson Mandela was a champion of women's rights. He believed that women rights are an integral part of a free society as in this quote from a speech he gave on 8 May 1994, Parliament, Cape Town: "Freedom cannot be achieved unless women have been emancipated from all forms of oppression".

Let us honour the women in our lives. ■

Book Council to close down

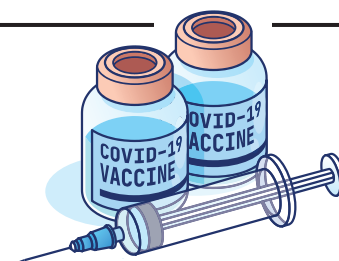
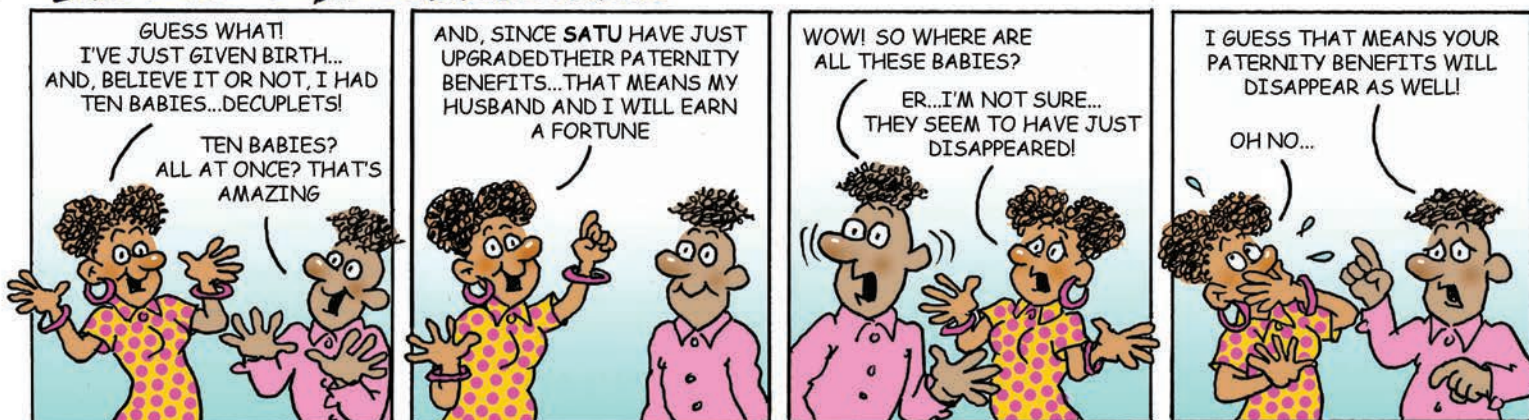
South African Book Development Council shut due to a lack of funding.

The South African Book Development Council (SABDC) is one of only two functional book development councils on the African continent. The other is the Ghana Book Development Council. While they share much in common, there is a significant difference between them: Ghana's book development council is fully funded by that country's government, while the SABDC has been in a holding pattern since 2007, waiting to be formalised and funded by the State.

Despite this significant drawback, however, the SABDC's Council, consisting of an impressive cross-section of voluntary national book-sector member associations, has remained committed to increasing access to books in South Africa, and to showcasing, strengthening, and diversifying the South African book industry and its many-linked supply chain.

The SABDC's ground-breaking and frequently quoted research, conducted in 2006 and 2016, continued on page 7

TYPICAL TYPOGRAPHERS



Get your COVID VACCINE

Go get your jab and help SA to reach herd immunity.

Together we can beat it!

Frequently Asked Questions on page 6.

<https://vaccine.booking.health.gov.org>

COVID-19 HOTLINE 0800 029 999

SATU Women’s Day Profiles

continued from page 3



Abongile Lucas – Receptionist, SATU Eastern Cape

I am **Abongile Lucas**. I am 25 years of age and I hail from Eastern Cape, in a small town called Kariega (Uitenhage). It is more or less 30 minutes from Gqeberha (Port Elizabeth). I have been a receptionist at SATU for about three years.

What I enjoy most about my work:

What I enjoy most about my work, is working with people, especially pensioners; they are so kind and warm. The way they show gratitude when I have assisted them with something, brings me so much joy.

My message for young female workers representatives and activists:

Stick to who you are, believe in yourself and fight for what you believe in and do not let anyone tell you otherwise.



Puseletso Nwokedi – Receptionist, SATU Gauteng

My name is **Puseletso Nwokedi** – aka Pusela, Mpuse, Puletso!

I am the Secretary to the RSO at SATU Gauteng Regional Offices in Johannesburg. I am all round involved in the office and membership administration.

What I enjoy most about my work:

I love doing administrative work because it gives me freedom and space to be creative and to explore my skills.

It is also a great pleasure to work with members. It gives me an opportunity to strive to do good, because when they are happy, it is a positive boost to my inner being; then I endeavour to do more.

My message for young female workers representatives and activists:

It’s time to stand up and challenge negative attitudes that condone and perpetuate gender inequality at home and in the workplace. You need to join women’s organisations and women’s movements that have been at the forefront of efforts to advance gender equality and make sure you are part of creating the world

we all want and deserve. You need to be part of decision-making. Solutions should not be for us, but with us. Be protagonists of change, not spectators! Power to the Girls!



Maureen Khumalo – Receptionist, SATU Head Office

My name is **Maureen Khumalo** and I am a Receptionist and Assistant to the Financial office.

What I enjoy most about my work:

To serve members with dignity and respect. It gives me joy to see a satisfied member/pensioner with the service they received from my office.

My message for young female workers representatives and activists:

My message it will be that they must love their work because work gives you meaning and purpose, especially if you enjoy it. Work smart.



Jacqueline Holmes – Assistant, SATU Western Cape

My name is **Jacqueline Holmes**. I serve as Secretary to the Western Cape RSO. I also deal with stenography and compiling of minutes, branch correspondence, office administration and membership.

What I enjoy most about my work:

I enjoy the members most, assisting and interacting with them. We do not save lives, but we do affect our members in many ways; even if we just take the time to listen to them.

My message for young female workers representatives and activists:

Be a woman of impact. Lead by example and be dedicated to a good cause.

All women are already strong. Look inside yourselves, find your own strengths to achieve your own dreams.

Quote by Selene Kinder:

“I wish that more women realised that helping another woman win, cheering her on, praying for her, or sharing a resource with her, do not take away from the blessings coming to them. In fact, the more you give, the more you receive. Empowering women doesn’t come from selfishness but rather from selflessness.” ■

More benefit bang for your buck

Khwezi Makhathini

SATU unveils three additional benefits to support members.



SATU, the Employee Benefit Fund Board and their administrator, Transparent Financial Services, have launched three additional benefits to their already impressive galaxy of member benefits for members in the month of August.

The benefits, namely the Paternity, Domestic Abuse and Reduced Hours benefits were introduced with the intention of extending financial assistance to SATU members during these uncertain times.

Paternity Benefit

An extension of the Union’s maternity benefits, this benefit is aligned to the amended Act which provides for 10 days unpaid paternity/paternal benefit. The benefit will pay an amount of R50 per day to a maximum of 10 days.

This is provided that the member has been a member for at least 1 year. The benefit is limited to only male members of the fund and is subject to proof of paternity being submitted.

The maternity benefit has also been adjusted to pay an amount of R350 per week for a maximum of 18 weeks provided that the claimant has been a member for at least a year.

Domestic Abuse Benefit

With the scourge of Gender Based Violence against Women, Children and Men, SATU launched the benefit to assist members financially while they are at a place of safety.

This is a once-off benefit for the duration of the member’s lifetime, triggered and limited to when the victim makes use of a registered safe house, and a SAPS case has been opened. R50 per day will be payable for a period no more than 30 days while the victim makes use of the shelter or safe house.

Reduced Hours Benefit

With the end of the COVID-19 pandemic not anywhere in sight its impact SATU’s members who have endured short time during this period, the reduced hours benefit seeks to provide a safety net for them by providing financial assistance during this time.

An eligible member, upon receipt of all required documentation from their employer, may claim for reduced working hours with R150 per week payable to the member for a maximum of thirteen weeks. ■

Caution! Don’t cash in too soon

Resigning from work to access retirement (SNPF) savings may impact you and your employer.

We have noted with some concern and alarm that members have resigned to access their benefits in the SATU National Provident Fund (SNPF) in cash. The same members then applied for new membership of the Fund a month or so later. This practice is not in the interest of members and employers and cannot be condoned by the Fund or Union.

We do appreciate and are acutely aware that members have had to cope with reduced income in households due to the pandemic and reduced economic activity.

Please note, however, that cash withdrawal benefits may only be paid if the member leaves the industry and if it is a bona fide resignation or retrenchment. The cash benefit paid will be taxed according to the lump sum retirement fund tax tables.

Bona fide resignations

A resignation entails an employee resigning from work for other employment outside of the printing and packaging sector.

continued on page 4

Momentum takes over payment

From 1 September 2021 Transparent Financial Services, the Administrator for the South African Typographical Union, will no longer be handling any funeral payments for SATU members, as it has been taken over by Momentum.

Transparent Financial Services will still be handling the applications for checking and then the applications will be submitted to Momentum for payment. A new Funeral claim form needs to be completed and submitted with every claim. The Claim form needs to be properly completed and signed and SATU branches will ensure that all relevant documents are attached.

All documents (ID documents/Marriage Certificates and Death Certificates) must be certified. Members must ensure that all certified copies submitted are clear.

Momentum says the turn-around time is 48 hours upon receipt of a completed claim and supporting documents. Momentum's contact number for funeral claims is **086 0666 664**.

The **Funeral Beneficiary Nomination Form** will be sent out to all our Mortality Fund members for urgent completion and submission to Momentum. These forms may also be **downloaded on the SATU website**.

Momentum provided a new nomination form and the completed nomination form needs to be sent back either via your employer who will submit it on your behalf to Transparent Financial Services or you may email it directly to Momentum at: momentumcorporatedclient@momentum.co.za.

Members should also keep a copy of the nomination form submitted to enable them to attach the document to their funeral claim when claiming from Momentum. ■



The times we live in restrict many aspects of our lives, even funeral arrangements when a loved one passes away. To help families overcome some of these challenges, Momentum Corporate clients, with the funeral assistance service through Momentum Group Insurance and FundsAtWork Family Protector, have access to a virtual funeral benefit. The benefit is for funeral claims between 1 May 2021 and 31 December 2021, at no additional cost.

The benefit, which is available through the funeral assistance service call centre on 0861 666 111.

The benefit is available to the beneficiary on the death of the member, their spouse(s), children, parents and parents-in-law, provided they are covered under the main member's funeral policy. It includes:

- 10GB mobile data to stream the funeral service to loved ones unable to attend the physical funeral.
- Telephonic assistance with onsite funeral arrangements.
- Access to a professional virtual funeral service provider at a discounted rate.

How to use the benefit

- Once the beneficiary submits a valid funeral claim, they can contact the funeral assistance service call centre after 24 hours to access the virtual funeral benefit.
- The beneficiary must provide their details and the name, surname and identity number of the person who passed away, to claim the benefit.
- The beneficiary must also provide a mobile number on a South African mobile network that allows top up data to be loaded. The number does not have to belong to the beneficiary.
- The call centre agent will provide the beneficiary with the contact details of the virtual funeral service provider. They can also assist with any of the other funeral arrangements.

Terms and conditions

- Once we receive a valid funeral claim, the beneficiary must contact the funeral assistance service call centre within 30 days to claim the virtual funeral benefit, or the benefit will fall away. The call centre is available between 08:00 and 17:00, Mondays to Fridays.
- If the beneficiary's mobile number does not support top up data, an alternative number can be provided.
- The 10GB data will be valid for 30 days after activation.
- The data cannot be transferred to someone else or exchanged for cash.
- The benefit can only be claimed once for the person who has passed away.
- Beneficiaries will receive a 20% discount on the cost of the virtual funeral service provider. The balance must be paid directly to the virtual funeral service provider and any other arrangements made with them are for the beneficiary's own cost. We are not a party to any such further arrangements between the member/beneficiary and the virtual funeral service provider.
- The virtual funeral service provider and discount may change at any time and beneficiaries can obtain the details by contacting the call centre at the time of death.
- Personal information will be shared by Momentum Corporate with the virtual funeral service provider to make use of the benefit. The information will only be used for providing the service.

We are here for our members and their families in these challenging times.

Note: These services are provided by EuropAssistance, a contracted third party.

momentum.co.za

 Momentum Corporate

Disclaimer

Copyright reserved © Momentum Metropolitan 2021 - Momentum Corporate is a part of Momentum Metropolitan Life Limited (registration number 1904/002186/06), a wholly owned subsidiary of Momentum Metropolitan Holdings Limited. The document is for illustrative purposes only and does not constitute tax, legal, accounting or financial advice. You rely on the contents at your sole discretion. We recommend that you consult with a financial adviser before making any changes to your group employee benefits. Momentum Metropolitan Holdings Limited, its subsidiaries, including Momentum Metropolitan Life Limited, will not be liable for any loss, damage (whether direct or consequential) or expenses of any nature which may be incurred as a result of or which may be caused, directly or indirectly, to the use or reliance on this publication. Terms & conditions apply.

Momentum Metropolitan Life Limited is an authorised financial services (FSP6406) and registered credit provider (NCRCP173), and rated B-BBEE level 1.

Retirement (SNPF) savings

continued from page 3

Non-bona fide resignations

This action entails the anti-selective behaviour between a member and their employer that allows a contributing member to resign from their current employ to access funds for repayment of debt and other expenses.

Factors that may affect you as a member of the fund

The Funds' rules are approved by SARS and registered by the FSCA to comply with both the Pension Fund Act and Income Tax Act. A retirement fund has various tax privileges such as:

- Contributions to the Fund are made before income tax is paid up to certain limits.
- Investment returns are free of income, capital gains - and dividend withholding taxes.
- Benefits from retirement funds are taxed but usually at lower tax rates than what members pay on salary income.

In the past SARS has threatened retirement funds that pay benefits that are not due to bona fide resignations with the withdrawal of their tax approval and that will affect all members of the retirement fund.

The further implication is that when benefits have been paid in cash to members, they are disadvantaged not only in the quantum of their benefit at retirement but also the tax rate which members will have to pay on lump sums at retirement as the lump sum retirement tax table is based on cumulative receipts from retirement funds.

A further disadvantage is that members on leaving the Fund do not qualify for death and disability benefits. During the pandemic where we have seen a significant increase in the number of deaths throughout the world, this can particularly disadvantage families of members.

An important retirement benefit accrual strategy is that the fund accumulates contributions over a long period of time and earns interest on interest, or compound interest. The strategy is based on three fundamental principles which include:

- The size of contributions
- Investment returns
- Time in the Fund (preservation of benefits where there is a change in employment)

The most challenging part of the strategy is, and has been for a long time, where members do not preserve or cash in their benefits on changing jobs for short term relief while still of working age.

To meet the benefit expectations of members, it is important that we work towards the objectives of the retirement strategy.

Impact on the Fund

The Printing Industry Pension Fund for SATU members and the SATU National Provident Fund is worth more than R 6,3 billion and is financially sound. The net investment returns for the year of the pandemic 2020 was well more than inflation, i.e., 7,5% and 6,5% respectively. The returns during 2021 are promising and more than 10% year to date.

In conclusion, we are therefore thankful that the Fund and administrator has the capacity and has managed, even through national lockdowns to fight the Covid-19 pandemic, to pay claims as and when they became due.

We have been following the discussions at NEDLAC between stakeholders and have given input where possible on the use of retirement funds in unusual circumstances. Even though the previous Minister of Finance have commented in parliament on the issue, the Funds must operate within the current legal framework.

In conclusion, as the South African Typographical Union, we do not encourage such anti-selective behaviour and feel it is prudent that we make members and employers aware of the implications of non-bona fide resignations. ■



Amcor Flexibles plant in Durban on fire

SATU KZN team to the rescue

Real economic impact of unrest filters through to industry.

Khwezi Makhathini

With the burning of Amcor Flexibles plant in Durban on 13 July during the unrest and looting in KwaZulu-Natal and Gauteng, worry began to set in for SATU's KZN Regional Secretary, Andrew Michael.

As the true economic impact of that fateful event began to ripple through the industry locally, Michael and his team had been working around the clock to try and stem the wave of anticipated job losses and business closures.

The burning of the Amcor plant prompted the company to declare a force majeure to all suppliers and customers with a bleak outlook on when the company would be able to operate in the foreseeable future.

Business closures and job losses

Along with the closure of the Amcor plant, two firms that have been severely affected by effects of the Force Majeure are Repropack and 4 Packaging.

Both firms were suppliers to Amcor Flexibles and, with the burning down of the company, they have lost their main source for revenue and their only customer. As a result, the employees from both firms have all been retrenched.

The SATU team, led by Andrew, has been able to negotiate favourable retrenchment packages for all affected employees, including un-unionised staff. At Amcor, the employer has also committed to assist employees to access new employment opportunities at other operational firms in KZN and around South Africa. Preferential employment was also agreed upon for those who still would like to work for the company in the future once the plant is operational.

Head shopsteward at Amcor, Allan de Jager commended the SATU team: "We have a champion negotiator in Andrew. Wow, what a giant of a man. Andrew, on behalf of all the workers at Amcor, we thank you so much for what you did for us and how you handled everything; we got what we asked for and more. We appreciate you."

Andrew says: "On behalf of all the members and the employees I would like to relay a heartfelt thank you to the management of Amcor Flexibles for putting the workers first and ensuring that we were able to reach an amicable agreement on the retrenchment packages. To the management of Repropack and 4 Packaging, thank you for your putting the workers first in the darkest days of our province. Once again the South African Typographical Union was there for its members and workers who needed assistance," he concluded. ■



BELIEVE IN MORE

THE NEW BLUEPRINT FOR THE

Rebuild and Recovery of the Printing Industry

Live Webinar - 16 September 11:00 (CET)

Discover the real impact of the recent insurrection, COVID19 and the underperforming economy and how printing industry can develop a new blueprint for the rebuild and recovery of the industry as well as country at large.

DISCUSSION PANEL MEMBERS



Printing SA
CEO: Dr. Abdool
Majid Mohamed



Printing SA
Marketing Manager and
B-BBEE Specialist:
Abisha Katerere



SATU
General Secretary:
Edward De Klerk
(South African
Typographical Union)



FUJIFILM Graphic Systems
General Manager:
Grant Potgieter



FUJIFILM Graphic Systems
Product Manager,
Wide Format:
Anja Kirton

Register today

NEVER
STOP
BELIEVING IN PRINT ■

This live event is sponsored by FUJIFILM Graphic Systems + the new Acuity Prime, in proud partnership with Printing SA and SATU (South African Typographical Union).

Acuity Prime

Certificate of life update automated

SATU pensioners may have received a message on their cellular devices stating the following:

Dear Pensioner.
We are pleased to inform you that you no longer need to complete the Certificate of Life. We have moved over to an electronic system that will be done via Home Affairs. All you need to do is relax.

For any queries, contact us on col@transfin.co.za or 012 338 2000.

Kind regards
Printing Industry Pension Fund

This message is from our fund administrators who will now no longer require the submission of Certificates of life bi-annually. This will be an automated process. Should any issues arise, you will be contacted accordingly.

This is just another way Transparent Financial Services and SATU are making life more convenient for all.

Gauteng Region

Welcome to new members

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

- Renform
- SE Litho
- Printing Things
- Quarto Press
- Typo Print
- Mortimer Holdings
- International Tube Technologies
- Seculo Triweb Printers

Grievance Procedure

While the employer has on his side the right to institute disciplinary processes against the employee – equally the employee also has a right to lodge a grievance against any employee should he feel aggrieved by their conduct or any matter relating to their working conditions. These include, but are not limited to, verbal abuse, swearing, conflict among co-workers, supervisor mistreating him etc ...

However, the grievance procedure cannot be used to address wages/salary increases, provision of benefits and/or an appeal against disciplinary sanctions.

How to lodge a grievance

The grievance should be submitted to management in writing. Most company's disciplinary codes and procedures have provision for a grievance form – if one is not available the member can write the grievance on paper.

The grievance should then be submitted to the 1st line manager who must endeavour to resolve the matter. The member must always keep a copy of the dated grievance form.

It is important for members to note that there should be a time frame for the grievance to be addressed.

Mediation – the manager will then investigate and get parties together to resolve the grievance. If the 1st line manager does not address/resolve the grievance – the member can then escalate it the senior management till the matter is resolved.

Escalation – if the matter is not resolved, members have the right to refer the matter to the CCMA through their union.

Members must remember that the grievance is not “declaring war” on the company but a measure to address matters of concern. We are

all in agreement that we spend most of our time at our places of work, therefore the environment should be conducive.

COVID-19!

Members are reminded that we are still in the pandemic and are advised to take good care of themselves. COVID protocols such as sanitising, social distancing and wearing a mask, must all be adhered to, always.

Western Cape Region

New members

A warm welcome to all our new members from the following companies:

- Guala Closures
- Bidvest Afcom
- CTP Flexibles
- Tandym Print
- The Badge Company
- SA Litho
- USS Graphics
- Colpak
- SFK Papers
- Boxes For Africa

YEARS OF SERVICE

SATU General Secretary, Edward De Klerk, presented **Lesley Hess** with a certificate for his 20 years' service at SATU, and to **Rafia Benjamin** for her 40 years' service at SATU.



Edward de Klerk and Lesley Hess.



Edward de Klerk and Rafia Benjamin.

Deaths

We wish to express our sincere condolences to the families of members who passed.

Vaccines: frequently asked questions

Vaccine safety and adverse events.

What is the difference between registered vaccines and “emergency use” vaccines?

In normal times, you can only use a vaccine if it is registered with the South African Health Products Regulatory Authority (SAHPRA). SAHPRA will only register a vaccine if all the clinical trials are done, and they have studied all the information from the trials to see if it is safe, good quality and effective.

In an emergency like the COVID-19 pandemic, SAHPRA can approve an unregistered vaccine to be used for a certain time (emergency use authorisation). This happens when there is enough information that SAHPRA can be confident that the vaccine is safe and effective, but the information is not yet enough to meet all the requirements for full registration.

Is the J&J vaccine still a clinical trial?

No. The clinical trials for the J&J vaccine are done and it is now registered with SAHPRA. J&J will continue to do studies and submit the information to SAHPRA to monitor the safety of the vaccine.

Why were the Chinese vaccines approved so quickly but J&J took so long? Is this because of government's relationship with China?

CoronaVac (the Chinese vaccine) had completed their clinical trials when they applied to SAHPRA for approval. J&J still had to complete their phase 3 clinical trial before it could be approved. SAHPRA is independent from government. Only vaccines that are approved by SAHPRA can be used, but government is responsible for deciding which vaccine/s will be provided as part of vaccination programmes.

Which vaccine (J&J or Pfizer) is the best?

Both vaccines are safe and will protect you from getting very sick, going to the hospital, or dying from COVID-19. The side effects from J&J and Pfizer are similar. They are mild and will go away within three days. Therefore, the best vaccine is the vaccine that is available and offered to you first.

Do I need to be vaccinated if I have previously recovered from COVID-19? Can my body not fight the disease on its own, without suffering the side effects of the vaccine?

Evidence shows that your body's response when you are sick from COVID-19 is much weaker and shorter than the response to the vaccine. Getting the vaccine will give you a much stronger and longer-lasting immune response. The side effects of the vaccine are mild and do not last more than a day or two, while getting sick from COVID-19 can cause hospitalisation or death.

Why was the time between the two doses of Pfizer extended?

The time between the Pfizer doses was extended because there is now evidence that if you get the second dose 42 days after the first dose, your body's response is much stronger and lasts longer than when the time is shorter.

Can people with chronic diseases, such as high blood pressure, get the vaccine?

People with chronic diseases such as high blood pressure, heart disease and diabetes are at higher risk of getting severe COVID-19. Therefore, they will benefit the most from getting the vaccine. They should also make sure that their condition is controlled, go for regular check-ups with their healthcare practitioner and take their chronic medication. If you are unsure about your condition, consult with your healthcare practitioner.

I have COVID-19 symptoms – is it safe to get vaccinated?

You should not get the vaccine if you have symptoms of COVID-19 and should rather be tested. If you have COVID-19, you should wait at least 30 days after you have recovered from COVID-19 before you get your vaccine.

How dangerous is an allergic reaction to the vaccine?

Severe allergic reactions to the vaccine are very rare. An allergic reaction usually happens

continued on page 7



FEDUSA supports Generation Equality campaign

The Federation of Unions of South Africa (FEDUSA) fully supports the concept of generation equality which lies behind the government's 'Generation Equality: Women's Right for An Equal Future' theme for this year's Women's Day. The theme aligns South Africa to global efforts aimed at achieving gender equality by 2030.

According to United Nations Women, the Generation Equality campaign turns on unapologetic demands for equal pay, equal sharing of unpaid care and domestic work, an end to sexual harassment and all forms of violence against women and girls, health-care services that respond to their needs and their equal participation in political life and decision-making in all areas of life.

FEDUSA is concerned that government statistics continue to attest to widespread practices of unequal pay for work of equal value between women and men in our country.

Added to deliberate limitations placed on the upward mobility of women by male networks at work, this situation is a direct violation of the provisions of the Employment Equity Act. It should be allowed to continue unchallenged.

FEDUSA would also like to urge South African society to embrace the progressive idea of equally sharing unpaid care and domestic to show that it is willing to address the gendered nature of household chores.

This will ensure that men are not deliberately complicit in what social scientists have called social reproduction, which refers to the

callous perpetuation of social inequalities, especially those between women and men.

Gender based violence in the form of sexual assaults and physical violence against women and children in the world of work is a tragic pandemic that even preceded COVID-19, though it has been clearly aggravated by it.

Government can show that it cares by speeding up the ratification of International Labour Organisation Convention 190 that has been specifically designed to put an end to sexual harassment and violence against women in the world of work.

Women as health workers or in the home caring for their families are at the forefront of the national response to the devastating COVID-19 pandemic. Many have lost their lives in the process.

But there are also those in our society who had the frightening morality of stealing Personal Protective Equipment meant to save lives from the pandemic.

Justice demands that there be visible prosecution of those implicated. Failure to do so would be to dishonour the brave women who have put their lives on the line for all of us. ■

Book Council to close down

continued from page 2

has demonstrated how necessary the sector is to our well-being as South Africans; and how impressive sectoral growth could be if its highly skilled, entrepreneurial, and uniquely motivated cultural, nation-building, educational, industrial, and commercial sub-sectors were provided with well-informed and aptly focused support.

Starved as it has been of the necessary resources, the SABDC has nevertheless punched well above its weight. Its Council members and its Board of directors have served as dedicated volunteers throughout its history. The Council itself got by on a very small complement of dedicated staff, which consisted of only two employees over its

first of 15 years, with one or two ad-hoc project staff taken on as funds allowed.

Despite these severe limitations, the SABDC continued to implement pioneering and innovative work over the years. Among the seminal efforts driven with dedication and delivered with passion and panache were the Draft National Book Policy; the National Reading Survey; the Draft National Book Development Plan; authoritative and independent fact-based research into the factors influencing the cost of books in South Africa; a re-visioned, more inclusive and relevant National Book Fair; and National Book Week, the country's annual reading

awareness campaign, which now sits proudly in the State calendar in September every year.

As the years have gone by, it has become increasingly difficult for the SABDC to continue operating. The main reason for this has been that the organisation was never set up to implement ad-hoc projects – or to solicit funds for these on an annual basis. Its modest office and its running costs have never been properly covered, which has meant that a great deal of time has had to be spent on fundraising.

We believe that a short history of events in more recent years is needed here. In 2009,

after launching the SABDC (previously the Print Industries Cluster Council), the then Minister of Arts and Culture, Pallo Jordean, started the process of setting up a ministerial task team to advise him on the growth and development of the book sector.

As the task team started its work there was a cabinet reshuffle, and Paul Mashatile was appointed Minister of Arts and Culture in 2010. It took a while for the task team to start its work under Minister Mashatile, but this was completed in March 2012. After consultations with the book sector, the task team submitted its report – entitled Developing a Growth Strategy for the Book Sector – to Minister Mashatile.

The report was accepted by the Minister and the internal process of preparing a Cabinet Memorandum began. Sadly, before this could be submitted, the Minister was replaced by Minister Nathi Mthethwa. It was very difficult to pick up the process after that.

As a result, the SABDC has been operating only through project-based funding for too long. While this type of funding was successfully secured in some years, it could not be assured, either reliably or at all, in other years. In 2020, already hard hit by COVID19, the SABDC implemented National Book Week (NBW) in September, but without being paid any of the funds previously promised by the Department of Sport, Arts and Culture (DSAC).

Not only was NBW's budget cut by 50%, but the reduced amount was also not forthcoming. At the time, the SABDC was told that the funds had 'disappeared' and were no longer available. The Department nevertheless gave the SABDC verbal assurances that it would find alternative funds for NBW.

The delay in funds, however, had devastating effects on the future of the SABDC, which was operating as a fully functional book development council within the habitual context of severely constrained funding described above. It became clear to the Board that the SABDC could not withstand the effects of this non-payment, which would amount to bankruptcy for the Council.

At this point, the SABDC proceeded to serve a notice on Government of its intention to sue the latter in January 2021. Not only was the organisation out of pocket and unable to pay for basic expenses such as rent, but it also owed many service providers for the services they had delivered in September 2020.

This was particularly difficult for the SABDC to cope with, not only because it had always operated with the utmost integrity and was acutely aware of the difficult financial conditions its suppliers were labouring under because of the Covid-19 pandemic, but also because of the inevitable resultant damage to its reputation and the longstanding beneficial relationships it had always relied on to thrive.

The SABDC finally received DSAC's payment for NBW 2020 on 7 April 2021, seven months after the implementation of the reading awareness campaign. By this time its infrastructure was no longer intact, and it was too late to save it.

Fortunately, all National Book Week and South African Book Fair service providers were eventually paid the full amounts owing to them. We thank the many thousands of patriotic South Africans and the many visitors from other countries who have interacted with, and given to, the SABDC over the past 19 years. We pay tribute to, especially: The many, many storytellers, poets, performers, wandering minstrels and edgy young illustrators who shared their own and others' meaning making and artistry through the SABDC. ■



P O Box/ Posbus 39
Anerley
4230
S30°40.042' E030°30.717'
Val No: 4060125517
Company Registration: 1991/02174/07

REF: UN.P. NEWS.026/SC/ns
2021/08/25

TO:
ALL EXECUTIVE COUNCIL MEMBERS, FTUR'S, TUR'S, UNTU MEMBERS, SATU MEMBERS, SAPTU MEMBERS, HOSPERSA MEMBERS AND UNTU PALMS GUESTS

CELEBRATE SPRING WITH #UNTUPALMS

Spring is in the air!

That is why UNTU Palms is giving you a 30% discount if you book accommodation till 23 September 2021.

It is time to sit outdoors, smell the sweet scent of blossoming flowers, get in shape, take mini-breaks and plan your summer trip.

The Jewel of the South Coast 140 km from Durban en route to Port Shepstone in KwaZulu-Natal, is just what you are looking for.

The ongoing COVID-19 pandemic has a severe impact on society's mental health and wellbeing.

At UNTU Palms we realise just how important taking a break is to all our guests.

Our seashore holiday resort with its ample open areas, provides you with the great opportunity to relax and enjoy your surroundings. The sounds of the Indian Ocean at our seashore resort are best for sleeping and deep relaxation.

Enjoy breath-taking sunrises and sunsets, dolphins and whales visiting the area and ample opportunity to fish at one of the most popular rock fishing spots and surfing beaches.

UNTU Palms has its own freshwater swimming pool for those who do not like the feeling of the sand and ample entertainment for the family.

You can decide which of the accommodation suites you need. Choose between our chalets, cabanas or spacious caravan park with its variety of stands.

GRAB THE SPRING SPECIAL NOW!
Remember the early bird catches the worm.

For any assistance in making a reservation or for any enquiries please do not hesitate in contacting Nicolé or Bianca on 039 681 3325/96 or via email reservations@untupalms.co.za ■

Vaccines: frequently asked questions

continued from page 6

within seconds or minutes after getting the vaccine. This is why ALL people must wait in the observation area for 15 minutes after getting the vaccine to make sure they do not have a major allergic reaction.

For people with allergies, who should NOT get the vaccine?

- 1) Anyone with a history of severe allergic reaction to any ingredient in the vaccine.
- 2) Anyone who is allergic to polyethylene glycol (PEG) should not get the Pfizer vaccine, as it is one of the components.

- 3) Anyone who had a severe allergic reaction after the first dose should not get the second dose of that vaccine.

If you previously had an allergic reaction to a medication or vaccine, but are unsure what specific ingredient caused it, please speak to your healthcare practitioner before getting the vaccine.

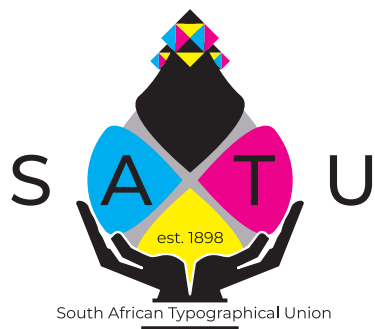
For people with allergies, who should speak to their health practitioner before getting the vaccine?

Anyone with a history of allergic reactions to other vaccines or medicines should first speak to their health practitioner to find out which ingredient caused the allergic reaction. The healthcare practitioner will tell you whether it is safe to get the vaccine.

If your healthcare practitioner says you can get the vaccine, but your previous reaction to a vaccine or medication was severe, you should be vaccinated in a hospital and be observed for 30 minutes after vaccination. If your previous reaction was not severe, you can get the vaccine at a normal vaccination site, but you must wait in the observation area for 30 minutes after getting the vaccine to make sure there is no allergic reaction.

Is it safe to get the vaccine if you are allergic to eggs?

Yes. None of the COVID-19 vaccines have any egg proteins. However, you will have to stay in the observation area for 30 minutes after getting the vaccine, instead of the standard 15 minutes, because you have a history of allergies. ■



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
-----------------------------	------------------------------	---------------------	-------------------	-------------

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: _____

UNION SUBSCRIPTION & EBF CONTRIBUTIONS

Per week:	R16-39
Per month:	R71-02

Plus

METROPOLITAN CONTRIBUTION

Per week:	R19-67
Per month:	R85-24

COMBINED TOTAL CONTRIBUTION

Per week:	R36-06
Per month:	R156-26

Website: www.satu.co.za

Facebook: @TypoUnionSA

Twitter: @TypoUnion_SA

Instagram: sa_typo_union

WhatsApp: 066 327 7214

CONTACT DETAILS

Address: 4 Estcourt Avenue, Wierdapark, Pretoria, 0157

Tel: 012 338-2000/21

Fax: 086 433 5143

Email: admin@satu.co.za

SATU JOHANNESBURG

Address: 81 Main Street Marshalltown, Joannesburg, 2107

Tel: 011 834-1261

Fax: 011 834-1271

SATU CAPE TOWN

Address: 2 Picton Street
c/o King Edward Street, McIntyre Place,
Parow, Cape Town, 7506

Tel: 021 461-1180

Fax: 021 461-1838

This is the official newspaper for SATU.

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

Phone: 012 338-2046

E-mail: KhweziM@satu.co.za