

EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended



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EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
NO. 1 OF 2007**

29 MARCH 2007

**VOTE WEIGHTS FOR THE TRADE UNIONS
THAT ARE PARTIES TO COUNCIL**

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Signed

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO 1 OF 2007

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to establish the vote weights for the trade unions that are parties to Council.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

2.1 The employer, and

2.2 All the employees of the employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE:

3.1 The clause 9 read together with clause 18 of the constitution of the Council (Collective Agreement number ONE of 2006) regarding vote weights, its calculations and determinations;

3.2 The statistics on trade union membership provided by the Employer;

3.3 The information obtained from the National Treasury through the State Information Technology Agency (SITA) using the PERSAL system on membership figures of the Unions, as at 31st December 2006;

3.4 The determinations, by the General Secretary, of the Vote Weights for the Trade Union Parties to Council as confirmed by PriceWaterhouseCoopers Inc., the auditors officially appointed by the Council/General Secretary for this purpose; and

3.5 The change in the trade union parties acting together.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the figures expressed in the Annexures C and C1 to C9, as presented by the General Secretary, are substantially correct.

4.2 Adoption and Date of Implementation


- a) That the Vote Weights, as reflected in Annexures C and C1 to C9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

5. DISPUTE RESOLUTION



Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION THIS THE 29 DAY OF MARCH 2007,

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	D. Duvalle	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	T. W. Nkomo	
CTU "SAOU"	E. H. DAVIES	

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CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CIPA	5,388					
1.2 SADTU	228,266					
1. "SADTU"	233,654	666	232,988	66.20%	16.55%	17
2.1 HOSPERSA	4,102					
2.2 NATU	27,581					
2.3 PEU	18,737					
2.4 PSA	10,483					
2.5 SAOU	20,518					
2.6 NAPTOSA	40,888					
2. "SAOU"	122,309	3,355	118,954	33.80%	8.45%	8
Grand TOTAL	355,963	4,021	351,942	100.00%	25.00%	25


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The Education Labour Relations Council

EASTERN CAPE VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	1,120					
1.2 SADTU	49,017					
1. "SADTU"	50,137	152	49,985	75.76%	7.58%	8
2.1 HOSPERSA	1,960					
2.2 NATU	615					
2.3 PEU	35					
2.4 PSA	3,597					
2.5 SAOU	1,307					
2.6 NAPTOSA	9,082					
2. "SAOU"	16,596	602	15,994	24.24%	2.42%	2
Grand TOTAL	66,733	754	65,979	100.00%	10.00%	10



The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	186					
1.2 SADTU	14,184					
1. "SADTU"	14,370	27	14,343	59.45%	5.95%	6
2.1 HOSPERSA	579					
2.2 NATU	83					
2.3 PEU	275					
2.4 PSA	848					
2.5 SAOU	3,379					
2.6 NAPTOUSA	4,689					
2. "SAOU"	9,853	71	9,782	40.55%	4.05%	4
Grand TOTAL	24,223	98	24,125	100.00%	10.00%	10


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The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Interoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	32					
1.2 SADTU	21,936					
1. "SADTU"	21,968	11	21,957	53.15%	5.31%	5
2.1 HOSPERSA	27					
2.2 NATU	431					
2.3 PEU	3,039					
2.4 PSA	701					
2.5 SAOU	6,543					
2.6 NAPTOSA	8,701					
2. "SAOU"	19,442	85	19,357	46.85%	4.69%	5
Grand TOTAL	41,410	96	41,314	100.00%	10.00%	10

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The Education Labour Relations Council

KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	2					
1.2 SADTU	43,201					
1. "SADTU"	43,203	0	43,203	55.99%	5.60%	6
2.1 HOSPERSA	1,349					
2.2 NATU	25,247					
2.3 PEU	117					
2.4 PSA	3,311					
2.5 SAOU	787					
2.6 NAPTOSA	5,448					
2. "SAOU"	36,259	2,306	33,953	44.01%	4.40%	4
Grand TOTAL	79,462	2,306	77,156	100.00%	10.00%	10

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The Education Labour Relations Council

LIMPOPO PROVINCE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	0					
1.2 SADTU	39,911					
1. "SADTU"	39,911	0	39,911	76.52%	7.65%	8
2.1 HOSPERSA	2					
2.2 NATU	39					
2.3 PEU	10,105					
2.4 PSA	432					
2.5 SAOU	1,081					
2.6 NAPTOSA	663					
2. "SAOU"	12,322	73	12,249	23.48%	2.35%	2
Grand TOTAL	52,233	73	52,160	100.00%	10.00%	10


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The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CIPA	3					
1.2 SADTU	21,955					
1. "SADTU"	21,958	0	21,958	70.86%	7.09%	7
2.1 HOSPERSA	4					
2.2 NATU	1,164					
2.3 PEU	3,350					
2.4 PSA	625					
2.5 SAOU	1,651					
2.6 NAPTOSA	2,381					
2. "SAOU"	9,175	145	9,030	29.14%	2.91%	3
Grand TOTAL	31,133	145	30,988	100.00%	10.00%	10


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The Education Labour Relations Council

NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	731					
1.2 SADTU	4,039					
1. "SADTU"	4,770	118	4,652	71.96%	7.20%	7
2.1 HOSPERSA	4					
2.2 NATU	0					
2.3 PEU	10					
2.4 PSA	166					
2.5 SAOU	1,145					
2.6 NAPTOSA	490					
2. "SAOU"	1,815	2	1,813	28.04%	2.80%	3
Grand TOTAL	6,585	120	6,465	100.00%	10.00%	10

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NORTH WEST VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	13					
1.2 SADTU	21,215					
1. "SADTU"	21,228	6	21,222	71.83%	7.18%	7
2.1 HOSPERSA	4					
2.2 NATU	0					
2.3 PEU	1,804					
2.4 PSA	513					
2.5 SAOU	1,869					
2.6 NAPTOUSA	4,195					
2. "SAOU"	8,385	64	8,321	28.17%	2.82%	3
Grand TOTAL	29,613	70	29,543	100.00%	10.00%	10




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The Education Labour Relations Council

WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	3,301					
1.2 SADTU	12,766					
1. "SADTU"	16,067	352	15,715	65.12%	6.51%	7
2.1 HOSPERSA	173					
2.2 NATU	1					
2.3 PEU	0					
2.4 PSA	268					
2.5 SAOU	2,753					
2.6 NAPTOUSA	5,228					
2. "SAOU"	8,423	6	8,417	34.88%	3.49%	3
Grand TOTAL	24,490	358	24,132	100.00%	10.00%	10



The Education Labour Relations Council

NATIONAL DOE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %
0			
42			
42	0	42	52.50%
0			
1			
2			
22			
3			
11			
39	1	38	47.50%
81	1	80	100.00%



