

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



**COLLECTIVE AGREEMENT
NO. 2 OF 2017**

20 JULY 2017

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

Three handwritten signatures in black ink are located at the bottom right of the page. The signatures are stylized and appear to be initials or names of individuals.

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO. 2 OF 2017

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 Clause 9 read together with clause 18 "*General Provisions*" of the constitution of the Council (Collective Agreement number 6 of 2016) 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 March 2017;

3.4 The determinations, by the General Secretary, of the Vote Weights for the Trade Union Parties to Council as confirmed by Ngubane & Co (Johannesburg) Inc., the external auditors officially appointed by the Council/General Secretary for this purpose.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the figures expressed in the Annexures A and A1 to A9, 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 A and A1 to A9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

5. DISPUTE RESOLUTION

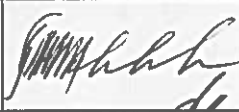
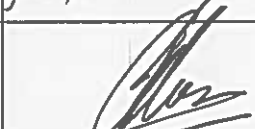
Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION THIS THE 20th DAY OF July 2017

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	H.M. Nkweli	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
"SADTU"	MUGWENA MALULEKE	
CTU "ATU"	JC KOPPEN	

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Annexure A

CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	225,234				
1. "SADTU"	225,234	-	225,234	68%	17
2.1 HOSPERSA	1,239				
2.2 NATU	27,589				
2.3 PEU	9,344				
2.4 PSA	5,825				
2.5 SAOU	27,339				
2.6 NAPTOSA	38,934				
2. "ATU"	110,270	2 524	107 746	32%	8
Grand TOTAL	335,504	2 524	332 980	100%	25

EASTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017						
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives	
1.1 SADTU	37,185					
1. "SADTU"	37,185	0	37,185	73%	7	
2.1 HOSPERSA	482					
2.2 NATU	267					
2.3 PEU	185					
2.4 PSA	2,145					
2.5 SAOU	2,833					
2.6 NAPTOSA	8,440					
2. "ATU"	14,352	938	13,414	27%	3	
Grand TOTAL	51,537	938	50,599	100%	10	

Annexure A2

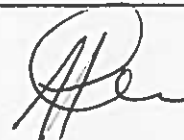
FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	12,566				
1. "SADTU"	12,566	-	12,566	61%	6
2.1 HOSPERSA	211				
2.2 NATU	605				
2.3 PEU	42				
2.4 PSA	498				
2.5 SAOU	4,210				
2.6 NAPTOUSA	2,647				
2. "ATU"---	8,213	54	8,159	39%	4
Grand TOTAL	20,779	54	20,725	100%	10

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	28,981				
1. "SADTU"	28,981	-	28,981	58%	6
2.1 HOSPERSA	15				
2.2 NATU	1,127				
2.3 PEU	1,952				
2.4 PSA	332				
2.5 SAOU	7,754				
2.6 NAPTOA	10,180				
2. "ATU"	21,360	455	20,905	42%	4
Grand TOTAL	50,341	455	49,886	100%	10



KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	52,606				
1. "SADTU"	52,606	.	52,606	63%	6
2.1 HOSPERSA	462				
2.2 NATU	24,281				
2.3 PEU	100				
2.4 PSA	1,735				
2.5 SAOU	1,168				
2.6 NAPTOSA	4,937				
2. "ATU"	32,683	923	31,760	37%	4
Grand TOTAL	85,289	923	84 366	100%	10

LIMPOPO PROVINCE VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoallition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	41,190				
1. "SADTU"	41,190		41,190	86%	9
2.1 HOSPERSA	2				
2.2 NATU	58				
2.3 PEU	5,085				
2.4 PSA	204				
2.5 SAOU	903				
2.6 NAPTOUSA	354				
2. "ATU"	6,606	68	6,538	14%	1
Grand TOTAL	47,796	68	47,728	100%	10




MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	22,308				
1. "SADTU"	22,308	-	22,308	78%	8
2.1 HOSPERSA	5				
2.2 NATU	1,115				
2.3 PEU	1,098				
2.4 PSA	285				
2.5 SAOU	2,351				
2.6 NAPTOUSA	1,727				
2. "ATU"	6,581	217	6,364	22%	2
Grand TOTAL	28,889	217	28,672	100%	10

NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	4,955				
1. "SADTU"	4,955	-	4,955	67%	7
2.1 HOSPERSA	3				
2.2 NATU	-				
2.3 PEU	89				
2.4 PSA	219				
2.5 SAOU	1,520				
2.6 NAPTOSA	691				
2. "ATU"	2,522	65	2,457	33%	3
Grand TOTAL	7,477	65	7,412	100%	10

Annexure A8

NOTRH WEST VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoalition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	13,341				
1. "SADTU"	13,341	-	13,341	71%	7
2.1 HOSPERSA	1				
2.2 NATU	136				
2.3 PEU	791				
2.4 PSA	195				
2.5 SAOU	2,215				
2.6 NAPTOUSA	2,229				
2. "ATU"	5,567	129	5,438	29%	3
Grand TOTAL	18,908	129	18,779	100%	10

WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017					
	Total Membership	Total Intercoallition Membership	Net membership	Net Membership %	Representatives
1.1 SADTU	12,102				
1. "SADTU"	12,102	-	12,102	49.8%	5
2.1 HOSPERSA	58				
2.2 NATU	-				
2.3 PEU	2				
2.4 PSA	212				
2.5 SAOU	4,385				
2.6 NAPTOA	7,729				
2. "ATU"	12,386	104	12,282	50.2%	5
Grand TOTAL	24,488	104	24,384	100%	10



