

**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**

At the bottom right of the page, there are several handwritten signatures and initials in black ink. One signature is a large, stylized 'R' followed by 'ug'. To its right is another signature that appears to be 'H'. There are also some smaller, less distinct marks and initials scattered around these main signatures.

# 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 31<sup>st</sup> 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**

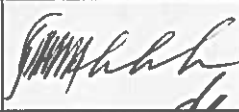
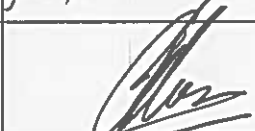
Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

**THUS DONE AND SIGNED AT CENTURION THIS THE 20<sup>th</sup> 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 KLOPPER       |  |

*MF*

## 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 NAPTOA  | 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               |  |
| <b>Grand TOTAL</b>  | <b>51,537</b>    | <b>938</b>                      | <b>50,599</b>  | <b>100%</b>      | <b>10</b>       |  |

## 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               |
| <b>Grand TOTAL</b>                                   | <b>50,341</b>    | <b>455</b>                      | <b>49,886</b>  | <b>100%</b>      | <b>10</b>       |

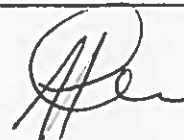


| KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 MARCH 2017 |                  |                                 |                |                  |                 |
|--|------------------|---------------------------------|----------------|------------------|-----------------|
|  | Total Membership | 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              |



## Annexure A5

| 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 NAPTOSA   | 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               |
| <b>Grand TOTAL</b>   | <b>7,477</b>     | <b>65</b>                       | <b>7,412</b>   | <b>100%</b>      | <b>10</b>       |

## 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 NAPTOSA   | 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              |

