

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



**COLLECTIVE AGREEMENT
NO. 1 OF 2010**

24 MARCH 2010

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

MS [Signature]

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO 1 OF 2010

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 "General Provisions" of the constitution of the Council (Collective Agreement number 6 of 2007) 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 2009;
- 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.

3.6 Paragraph 3.3.3 (e) of ELRC Collective Agreement 2 of 2007: "Shop Stewards in Education"

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.

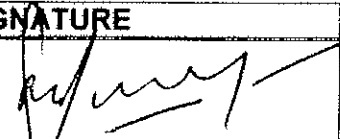
4.3 Despite clause 3.3.3 (e) in Collective Agreement 2 of 2007: "Shop Stewards in Education", the vote weight of this agreement shall be used to determine the distribution of Shop Stewards for the year 2011.

5. DISPUTE RESOLUTION

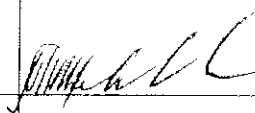
Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

THIS DONE AND SIGNED AT CENTURION THIS THE 7TH DAY
OF APRIL 2010

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
BASIC EDUCATION	P. B. SOOBRAJAN	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	MOGAWENA MALILEKE	
CTU "ITU"		



CONSOLIDATED VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2009

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
11 CTEA	4 470				
12 SADTU	242 089				
1 "SADTU"	246 560	305	245 965	87,81%	17
21 HCSPERSA	3 085				
22 NATU	25 966				
23 PEU	16 046				
24 PSA	11 121				
25 SACU	23 102				
26 NAPTOSA	41 521				
2 "ITU"	120 769	2 940	117 919	32,39%	9
Grand TOTAL	367 319	3 545	363 775	100,00%	26

Note: The data includes North West Province average data as explained in Annexure 'A.2'.



EASTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Interoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CIPA	845				
1.2 SADTU	46,581				
1. "SADTU"	49,406	125	49,291	78.15%	8
2.1 HOSPERISA	1,423				
2.2 NATU	256				
2.3 PEU	87				
2.4 PSA	3,882				
2.5 SAOU	1,896				
2.6 NAPTOSA	8,427				
2. "ITU"	15,871	433	15,439	23.95%	2
Grand TOTAL	65,277	558	64,720	100.00%	10



The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2008

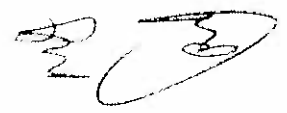
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CTPA	154				
1.2 SADTU	13,634				
1. "SADTU"	14,138	21	14,117	86.22%	2
2.1 HOSPERSA	421				
2.2 NATU	96				
2.3 PEU	36				
2.4 PSA	756				
2.5 SACU	3,811				
2.6 NAPTOSA	4,228				
2. "ITU"	9,382	67	9,320	36.76%	4
Grand TOTAL	23,520	78	23,442	100.00%	10

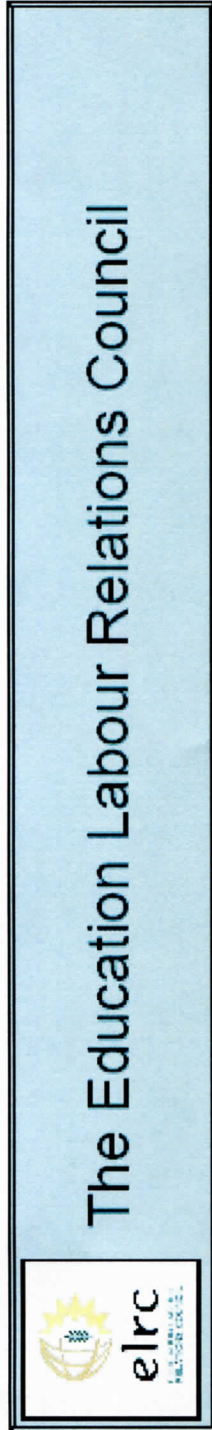


The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CIPA	24				
1.2 SADTU	25,854				
1. "SADTU"	25,978	9	25,389	56.90%	9
2.1 HOSPERSA	30				
2.2 NATU	525				
2.3 PELU	2,120				
2.4 PSA	675				
2.5 SACU	6,755				
2.6 NAPTOSA	9,822				
2. "ITU"	20,736	75	20,381	44.40%	4
Grand TOTAL	46,614	84	46,530	100.00%	10





KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Interoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CTPA	2				
1.2 SADTU	49,093				
1. "SADTU"	49,101	1	48,100	59.83%	6
2.1 HOSPERSA	1,085				
2.2 NATU	23,802				
2.3 PEU	218				
2.4 PSA	3,985				
2.5 SAOU	1,029				
2.6 NAPTOSA	5,548				
2. "ITU"	35,375	2,128	33,245	40.37%	4
Grand TOTAL	84,476	2,129	82,348	100.00%	10

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LIMPOPO PROVINCE VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2009

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CIPA	0				
1.2 SADTU	42,975				
1. "SADTU"	42,875	0	42,975	79.43%	9
2.1 HOSPERSA	9				
2.2 NATU	69				
2.3 PEU	5,980				
2.4 PSA	363				
2.5 SAOU	1,157				
2.6 NAPTOSA	583				
2. "ITU"	11,148	83	11,065	20.51%	2
Grand TOTAL	54,023	83	53,941	100.00%	10



The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CTEA	4				
1.2 SADTU	24 130				
1. "SADTU"	24 132	0	24 132	74.51%	7
2.1 HOSPERSA	4				
2.2 NATU	1 225				
2.3 FEU	1 837				
2.4 PSA	521				
2.5 SAOU	2 144				
2.6 NAPTOSA	2 434				
2. "ITU"	8 235	108	9 127	28.19%	3
Grand TOTAL	32 367	108	32 259	100.00%	10



The Education Labour Relations Council

NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CIPA	534				
1.2 SADTU	5.586				
1. "SADTU"	6.220	82	8.121	71.82%	7
2.1 HOSPERGA	A				
2.2 NATU	C				
2.3 PEU	94				
2.4 PSA	216				
2.5 SACU	1.286				
2.6 NAPTOSA	820				
2. "ITU"	2.429	4	2.425	28.28%	3
Grand TOTAL	8.649	103	9.646	100.00%	10



NORTH WEST VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
11 CIPA	14				
12 SACTU	19,519				
1 "SADTU"	19,534	7	19,527	71.49%	7
21 HOSFERSA	5				
22 NATU	1				
23 FEU	1,558				
24 PSA	404				
25 SAOU	2,238				
26 NAFTOGA	3,545				
2 "ITU"	7,835	43	7,792	28.51%	3
Grand TOTAL	27,385	54	27,315	100.00%	10

Note: Due to unavailable data for December 2009, the average of December 2007 and August 2007 vote-weights reports were used, to determine the weighting of membership to be applied to membership data per ELRC (Receipts / R:G per member = # members) for December 2009 (adjusted for 2% known error margin).



WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Intercollation Membership	Net Membership	Net Membership %	Representatives
1.1 CTEA	2,795				
1.2 SADTU	12,469				
1. "SADTU"	15,261	343	14,918	60.52%	3
2.1 HCSPERSA	117				
2.2 NATU	1				
2.3 PEU	0				
2.4 PSA	293				
2.5 SAOU	3,027				
2.6 NAPTOSA	6,281				
2. "ITU"	9,729	6	9,723	39.43%	4
Grand TOTAL	24,980	348	24,632	100.00%	10



NATIONAL DOE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2009

	Total Membership	Total Interoalition Membership	Net Membership	Net Membership %
1.1 CTPA	0			
1.2 SADTU	25			
1. "SADTU"	25	0	25	58.14%
2.1 HOSPERSA	0			
2.2 NATU	1			
2.3 PEU	1			
2.4 PSA	12			
2.5 SAOU	2			
2.6 NAFTOSA	3			
2. "ITU"	19	1	18	41.86%
Grand TOTAL	44	1	43	100.00%