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RESOLUTION BY EMPLOYEE PARTIES IN TERMS OF SECTION  
21(5) FOR THE PURPOSES OF SECTION 21(4) OF  
ACT 146 OF 1993 AND FOR THE PURPOSES OF THE  
CONSTITUTION OF THE EDUCATION LABOUR  
RELATIONS COUNCIL

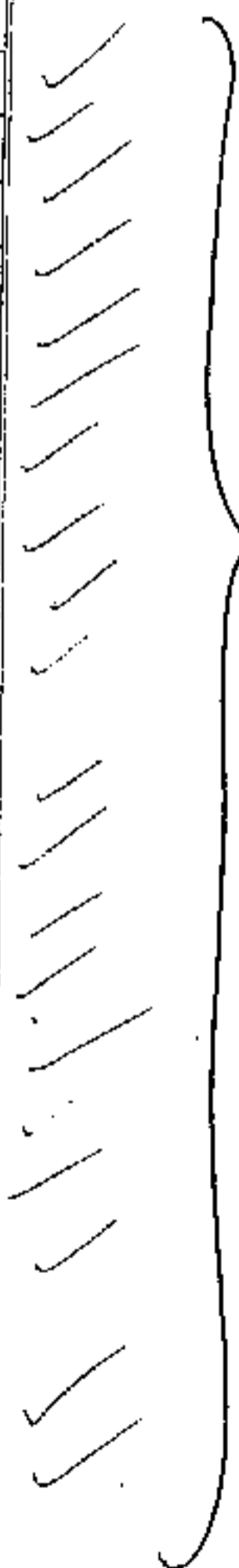
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RESOLVED THAT:

1. In terms of Section 21(5) and for the purposes of Section 21(4) of Act 146 of 1993 and the Constitution of the Council, the votes of employee parties shall be:
  - 1.1 proportional in nature and;
  - 1.2 based upon paid up membership and;
  - 1.3 expressed as percentages of the total employee party vote, and is divided by agreement between employee parties as follows:-

NOTE : REFER 21 .....  
AMENDMENT

|     | PARTY    | MEMBERS | % OF EMPLOYEE VOTES |
|-----|----------|---------|---------------------|
| 1.  | AEORSA   | 100     | 0,06                |
| 2.  | CATU     | 8000    | 5,83                |
| 3.  | KPO      | 13338   | 9,72                |
| 4.  | NATU     | 13440   | 9,79                |
| 5.  | NOU      | 1243    | 0,91                |
| 6.  | NTS      | 3811    | 2,78                |
| 7.  | OFSATA   | 2334    | 1,70                |
| 8.  | OFSTA    | 233     | 0,17                |
| 9.  | OVSOV    | 4074    | 2,97                |
| 10. | SAAMWERK | 195     | 0,14                |
| 11. | SADTU    | 35000   | 25,50               |
| 12. | SAOU     | 7549    | 5,50                |
| 13. | SATA     | 4004    | 2,92                |
| 14. | SAVTBO   | 4574    | 3,33                |
| 15. | SONAT    | 800     | 0,58                |
| 16. | TAT      | 1600    | 1,17                |
| 17. | TO       | 20073   | 14,62               |
| 18. | TTA      | 6120    | 4,46                |
| 19. | TUATA    | 9717    | 7,08                |
| 20. | UDE      | 100     | 0,06                |
| 21. | VEDU     | 100     | 0,06                |
| 22. | VOO      | 891     | 0,65                |
|     |          | 137269  | 100%                |



REFER  
AMENDMENT

**RESOLUTION BY EMPLOYEE PARTIES IN TERMS OF  
SECTION 21(5) FOR THE PURPOSES OF SECTION  
21(4) OF ACT 146 OF 1993 AS AMENDED AND FOR  
THE PURPOSES OF THE CONSTITUTION OF THE  
EDUCATION LABOUR RELATIONS COUNCIL**

Whereas the South African Democratic Teachers Union has indicated its desire to obtain membership of the Education Labour Relations Council; and

Whereas the employee parties have agreed to amend their Resolution with regard to the division of votes taken on the 23rd of March 1994 subject to the South African Democratic Teachers Union's compliance with all statutory and constitutional requirements and the consent of the employer parties;

**IT IS RESOLVED THAT:**

1. Membership of the Education Labour Relations Council be extended to the South African Democratic Teachers Union;
2. For the purposes of the Constitution of the Council, the votes of employee parties shall be:
  - 2.1 proportional in nature and;
  - 2.2 based upon paid-up membership and;
  - 2.3 expressed as percentages of the total employee party vote, and is divided by agreement between the employee parties as follows:-

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Kantoor.

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2.3 expressed as percentages of the total employee party vote, and is divided by agreement between the employee parties as follows:-

| PARTY    | % OF EMPLOYEE VOTES |
|----------|---------------------|
| AEORSA   | 0,06                |
| CATU     | 4,69                |
| KPO      | 7,83                |
| NATU     | 7,89                |
| NOU      | 0,73                |
| NTS      | 2,24                |
| OFSATA   | 1,36                |
| OFSTA    | 0,14                |
| OVSOV    | 2,39                |
| SAAMWERK | 0,11                |
| SADTU    | 40,00               |
| SAOU     | 4,43                |
| SATA     | 2,35                |
| SAVTBO   | 3,68                |
| SONAT    | 0,47                |
| TAT      | 0,94                |
| TO       | 11,78               |
| TTA      | 3,59                |
| TUATA    | 5,7                 |
| VEDU     | 0,06                |
| VOO      | 0,56                |
|          | 100%                |

AMENDMENT

**1995**

## RESOLUTIONS : 1995

### RESOLUTION 1:

RATIONALISATION OF EDUCATION: INTERIM MEASURES RELATING TO THE STAFFING OF RATIONALISED STRUCTURES OF EDUCATION OUTSIDE EDUCATIONAL INSTITUTIONS

### RESOLUTION 2:

MEASURES WITH REGARD TO THE DISTRIBUTION OF FUNDS FROM THE EMPLOYEE AND EMPLOYER FUNDS ESTABLISHED IN TERMS OF RESOLUTION 3 OF 1994, and MATTERS PERTAINING TO AUDITING OF PAID UP MEMBERSHIP OF EMPLOYEE PARTIES TO THE COUNCIL

### RESOLUTION 3:

PARTICIPATION OF MARRIED WOMEN IN HOME OWNER ALLOWANCE SCHEME

### RESOLUTION 4:

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GUIDELINE ON LEARNER:EDUCATOR RATIOS

### RESOLUTION 5:

RATIONALISATION OF EDUCATION: INTERIM MEASURES RELATING TO THE STAFFING OF RATIONALISED EDUCATION INSTITUTIONS

### RESOLUTION 6:

FUNCTIONING OF THE PROVINCIAL CHAMBERS

### RESOLUTION 7:

REGULATIONS REGARDING THE TERMS AND CONDITIONS OF EMPLOYMENT OF EDUCATORS

### RESOLUTION 8:

AGREEMENT ON TIME OFF AND SECONDMENT

### RESOLUTION 9:

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GUIDELINE ON LEARNER:EDUCATOR RATIOS

### RESOLUTION 10:

GRADING OF SCHOOLS AND COLLEGES

### RESOLUTION 11:

AMENDMENT OF THE CONSTITUTION OF THE ELRC

RESOLUTION 12:

AMENDMENT OF THE SCHEDULE TO RESOLUTION 1 OF 1995

RESOLUTION 13:

CRITERIA FOR THE ADVERTISING AND FILLING EDUCATOR POSTS

RESOLUTION 14:

GOVERNMENT EMPLOYEES PENSION BILL AND RULES

RESOLUTION 15:

PERSONNEL ADMINISTRATION MEASURES