

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 2018**

3 JULY 2018

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

EDUCATION LABOUR RELATIONS COUNCIL
COLLECTIVE AGREEMENT NO. 1 OF 2018

**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 2018;

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:

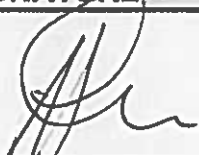
- 4.1 That the figures expressed in the Annexures A and A1 to A9, as presented by the General Secretary, are substantially correct.
- 4.2 Adoption and Date of Implementation
- a) That the Vote Weights, as reflected in Annexures A and A1 to A9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

5. DISPUTE RESOLUTION

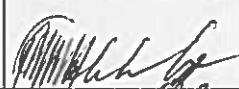

Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION THIS THE 3rd DAY
OF July 2018

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
DEPARTMENT OF BASIC EDUCATION	H.M. MHELI	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	MUGWENA MALULEKE	
CTU-ATU	CHRIS KLOPPER	

Annexure A

CONSOLIDATED VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	228 476				
1. SADTU	228 476	-	228 476	68%	17
2.1 HOSPERSA	1 127				
2.2 NATU	28 701				
2.3 PEU	8 831				
2.4 PSA	5 770				
2.5 SAOU	27 205				
2.6 NAPTOSA	38 226				
2. "CTU-ATU"	109 860	2 514	107 346	32%	8
Grand Total	338 336	2 514	335 822	100%	25



Annexure A1

EASTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2018						
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative	
1.1 SADTU	36 666					
1. SADTU	36 666	-	36 666	74%		7
2.1 HOSPERSA	421					
2.2 NATU	258					
2.3 PEU	159					
2.4 PSA	2 055					
2.5 SAOU	2 753					
2.6 NAPTOSA	8 007					
2. "CTU-ATU"	13 653	478	13 175	26%		3
Grand Total	50 319	478	49 841	100%		10



Collective Agreement 1 of 2018
Vote Weights of the Trade Union Parties to Council

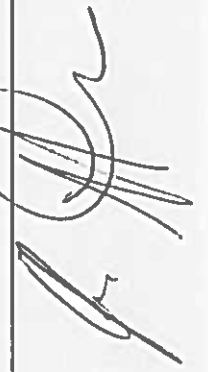
Annexure A2

FREE STATE VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	12 867	-	12 867		
1. SADTU	12 867	-	12 867	62%	6
2.1 HOSPERSA	193				
2.2 NATU	737				
2.3 PEU	51				
2.4 PSA	545				
2.5 SAOU	4 209				
2.6 NAPTOSA	2 467				
2. "CTU-ATU"	8 202	394	7 808	38%	4
Grand Total	21 069	394	20 675	100%	10



Annexure A3

GAUTENG VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	31 407	-			
1. SADTU	31 407	-	31 407	60%	6
2.1 HOSPERSA	14				
2.2 NATU	1 261				
2.3 PEU	1 917				
2.4 PSA	361				
2.5 SAOU	7 612				
2.6 NAPTOA	10 237				
2. "CTU-ATU"	21 402	324	21 078	40%	4
Grand Total	52 809	324	52 485	100%	10




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Annexure A4

KWAZULU NATAL VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	53 070				
1. SADTU	53 070	-	53 070	62%	6
2.1 HOSPERSA	419				
2.2 NATU	25 031				
2.3 PEU	87				
2.4 PSA	1 621				
2.5 SAOU	1 142				
2.6 NAPTOA	4 887				
2. "CTU-ATU"	33 187	398	32 789	38%	4
Grand Total	86 257	398	85 859	100%	10

Annexure A5

LIMPOPO VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	41 099				
1. SADTU	41 099	-	41 099	87%	9
2.1 HOSPERSA	2				
2.2 NATU	87				
2.3 PEU	4 726				
2.4 PSA	201				
2.5 SAOU	908				
2.6 NAPTOSA	372				
2. "CTU-ATU"	6 296	70	6 226	13%	1
Grand Total	47 395	70	47 325	100%	10



Collective Agreement 1 of 2018
Vote Weights of the Trade Union Parties to Council

Annexure A6

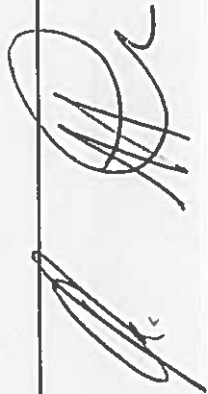
MPUMALANGA VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	22 576				
1. SADTU	22 576	-	22 576	78%	8
2.1 HOSPERSA	6				
2.2 NATU	1 173				
2.3 PEU	1 045				
2.4 PSA	292				
2.5 SAOU	2 290				
2.6 NAPTOSA	1 680				
2. "CTU-ATU"	6 486	202	6 284	22%	2
Grand Total	29 062	202	28 860	100%	10




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Annexure A7

NORTH WEST VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	13 741	-			
1. SADTU	13 741	-	13 741	71%	7
2.1 HOSPERSA	1				
2.2 NATU	154				
2.3 PEU	740				
2.4 PSA	231				
2.5 SAOU	2 344				
2.6 NAPTOSA	2 213				
2. "CTU-ATU"	5 683	122	5 561	29%	3
Grand Total	19 424	122	19 302	100%	10



Collective Agreement 1 of 2018
Vote Weights of the Trade Union Parties to Council



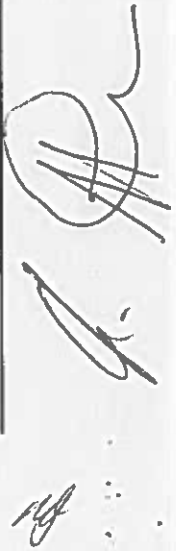
Annexure A8

NORTHERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	4 968				
1. SADTU	4 968	-	4 968	67%	7
2.1 HOSPERSA	16				
2.2 NATU	-				
2.3 PEU	104				
2.4 PSA	228				
2.5 SAOU	1 549				
2.6 NAPTOUSA	661				
2. "CTU-ATU"	2 558	65	2 493	33%	3
Grand Total	7 526	65	7 461	100%	10

Collective Agreement 1 of 2018
Vote Weights of the Trade Union Parties to Council

Annexure A9

WESTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2018					
	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	12 082				
1. SADTU	12 082	-	12 082	50%	5
2.1 HOSPERSA	55				
2.2 NATU	-				
2.3 PEU	2				
2.4 PSA	236				
2.5 SAOU	4 398				
2.6 NAPTOSA	7 702				
2. "CTU-ATU"	12 393	114	12 279	50%	5
Grand Total	24 475	114	24 361	100%	10



Collective Agreement 1 of 2018
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