

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



**COLLECTIVE AGREEMENT
NO. 1 OF 2019**

10 SEPTEMBER 2019

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

H.M. Mj

EDUCATION LABOUR RELATIONS COUNCIL**DRAFT COLLECTIVE AGREEMENT NO. 1 OF 2019****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 2019;

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:

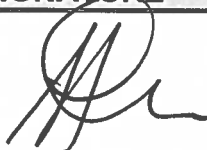
- 4.1 That the figures expressed in the Annexures A and A1 to A9, as presented by the General Secretary, are substantially correct.
- 4.2 Adoption and Date of Implementation
- a) That the Vote Weights, as reflected in Annexures A and A1 to A9, are adopted; and
- b) Shall be implemented on the date of 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 10th DAY OF September 2019

ON BEHALF OF THE STATE AS THE EMPLOYER

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

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	MUSWENA MALULEKE	
CTU-ATU		

Annexure A

CONSOLIDATED VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	228 852				
1. SADTU	228 852	-	228 852	68%	17
2.1 HOSPERSA	1 010				
2.2 NAPTOSA	36 699				
2.3 NATU	29 744				
2.4 PEU	8 396				
2.5 PSA	5 435				
2.6 SAOU	26 775				
2. "CTU-ATU"	108 059	2 653	105 406	32%	8
Grand Total	336 911	2 653	334 258		25

Collective Agreement 1 of 2019
Vote Weights of the Trade Union Parties to Council

Annexure A1

EASTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	36 904				
1. SADTU	36 904	-	36 904	74%	7
2.1 HOSPERSA	373				
2.2 NAPTOSA	7 656				
2.3 NATU	288				
2.4 PEU	141				
2.5 PSA	2 017				
2.6 SAOU	2 703				
2. "CTU-ATU"	13 178	440	12 738	26%	3
Grand Total	50 082	440	49 642		10

H.M. Mij

Annexure A2

FREE STATE VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	12 677	-	12 677		
1. SADTU	12 677	-	12 677	62%	6
2.1 HOSPERSA	171				
2.2 NAPTOSA	2 351				
2.3 NATU	810				
2.4 PEU	55				
2.5 PSA	560				
2.6 SAOU	4 104				
2. "CTU-ATU"	8 051	384	7 667	38%	4
Grand Total	20 728	384	20 344		10

H.M.

Annexure A3

GAUTENG VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	32 452	-			
1. SADTU	32 452	-	32 452	61%	6
2.1 HOSPERSA	16				
2.2 NAPTOA	10 173				
2.3 NATU	1 218				
2.4 PEU	1 847				
2.5 PSA	332				
2.6 SAOU	7 544				
2. "CTU-ATU"	21 130	478	20 652	39%	4
Grand Total	53 582	478	53 104		10

H. N. S. M.

Annexure A4

KWAZULU NATAL VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	51 877				
1. SADTU	51 877	-	51 877	61%	6
2.1 HOSPERSA	377				
2.2 NAPTOSA	4 685				
2.3 NATU	25 855				
2.4 PEU	84				
2.5 PSA	1 420				
2.6 SAOU	1 115				
2. "CTU-ATU"	33 536	771	32 765	39%	4
Grand Total	85 413	771	84 642		10

H.M.L.

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Annexure A5

LIMPOPO VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	40 872				
1. SADTU	40 872	-	40 872	87%	9
2.1 HOSPERSA	3				
2.2 NAPTOSA	369				
2.3 NATU	98				
2.4 PEU	4 412				
2.5 PSA	195				
2.6 SAOU	880				
2. "CTU-ATU"	5 957	69	5 888	13%	1
Grand Total	46 829	69	46 760		10

H. N. H.



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Annexure A6

MPUMALANGA VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	22 760				
1. SADTU	22 760	-	22 760	78%	8
2.1 HOSPERSA	4				
2.2 NAPTOSA	1 647				
2.3 NATU	1 286				
2.4 PEU	1 038				
2.5 PSA	269				
2.6 SAOU	2 264				
2. "CTU-ATU"	6 508	199	6 309	22%	2
Grand Total	29 268	199	29 069		10

H.M.

Annexure A7

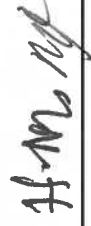
NORTH WEST VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	14 378	-			
1. SADTU	14 378	-	14 378	72%	7
2.1 HOSPERSA	1				
2.2 NAPTOSA	2 240				
2.3 NATU	188				
2.4 PEU	725				
2.5 PSA	213				
2.6 SAOU	2 362				
2. "CTU-ATU"	5 729	112	5 617	28%	3
Grand Total	20 107	112	19 995		10

H. van der Merwe



Annexure A8

NORTHERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	4 958				
1. SADTU	4 958	-	4 958	66%	7
2.1 HOSPERSA	13				
2.2 NAPTOSA	699				
2.3 NATU					
2.4 PEU	93				
2.5 PSA	210				
2.6 SAOU	1 574				
2. "CTU-ATU"	2 589	82	2 507	34%	3
Grand Total	7 547	82	7 465		10



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Annexure A9

WESTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2019					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	11 974				
1. SADTU	11 974	-	11 974	52%	5
2.1 HOSPERSA	52				
2.2 NAPTOSA	6 879				
2.3 NATU	1				
2.4 PEU	1				
2.5 PSA	219				
2.6 SAOU	4 229				
2. "CTU-ATU"	11 381	118	11 263	48%	5
Grand Total	23 355	118	23 237		10

H.M. M.



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