

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



**COLLECTIVE AGREEMENT  
NO. 5 OF 2009**

**17 SEPTEMBER 2009**

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

# EDUCATION LABOUR RELATIONS COUNCIL

## COLLECTIVE AGREEMENT NO 5 OF 2009

### 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 31<sup>st</sup> December 2008;
- 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.

**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 17<sup>TH</sup> DAY OF SEPTEMBER 2009**

**ON BEHALF OF THE STATE AS THE EMPLOYER**

DEPARTMENT	NAME	SIGNATURE
EDUCATION	D. Huddle	

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	Mugwena Maluleke	
CTU "ITU"	Henry Hendericks	



## The Education Labour Relations Council

CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2008

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representatives
1.1 CTPA	4,743				
1.2 SADTU	236,360				
<b>1. "SADTU"</b>	<b>241,103</b>	630	240,473	67.25%	17
2.1 HOSPERSA	3,363				
2.2 NATU	26,831				
2.3 PEU	16,403				
2.4 PSA	11,529				
2.5 SAOU	21,868				
2.6 NAPTOUSA	40,327				
<b>2. "SAOU"</b>	<b>120,321</b>	3,198	117,123	32.75%	8
<b>Grand TOTAL</b>	<b>361,424</b>	<b>3,828</b>	<b>357,596</b>	<b>100.00%</b>	<b>25</b>

Note: The data includes North West Province average data as explained in Annexure "A.8".

E.M.

R.F.

