

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



**COLLECTIVE AGREEMENT  
NO. 1 OF 2007**

**29 MARCH 2007**

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

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# EDUCATION LABOUR RELATIONS COUNCIL

## COLLECTIVE AGREEMENT NO 1 OF 2007

### 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 of the constitution of the Council (Collective Agreement number ONE of 2006) 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 2006;
- 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 C and C1 to C9, 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 C and C1 to C9, 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 29 DAY OF MARCH 2007,**

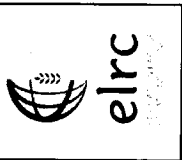
**ON BEHALF OF THE STATE AS THE EMPLOYER**

DEPARTMENT	NAME	SIGNATURE
EDUCATION	<i>D. Muelhe</i>	<i>[Signature]</i>

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	<i>T. W. Nkomo</i>	<i>[Signature]</i>
CTU "SAOU"	<i>E H DAVIES</i>	<i>[Signature]</i>

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## The Education Labour Relations Council

### CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	5,388					
1.2 SADTU	228,266					
<b>1. "SADTU"</b>	<b>233,654</b>	666	232,988	66.20%	16.55%	17
2.1 HOSPERSA	4,102					
2.2 NATU	27,581					
2.3 PEU	18,737					
2.4 PSA	10,483					
2.5 SAOU	20,518					
2.6 NAPTOSA	40,888					
<b>2. "SAOU"</b>	<b>122,309</b>	3,355	118,954	33.80%	8.45%	8
<b>Grand TOTAL</b>	<b>355,963</b>	<b>4,021</b>	<b>351,942</b>	<b>100.00%</b>	<b>25.00%</b>	<b>25</b>

P. M. S. S. S.

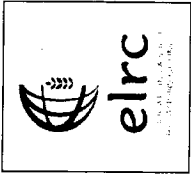


# The Education Labour Relations Council

## EASTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	1,120					
1.2 SADTU	49,017					
<b>1. "SADTU"</b>	<b>50,137</b>	152	49,985	75.76%	7.58%	8
2.1 HOSPERSA	1,960					
2.2 NATU	615					
2.3 PEU	35					
2.4 PSA	3,597					
2.5 SAOU	1,307					
2.6 NAPTOSA	9,082					
<b>2. "SAOU"</b>	<b>16,596</b>	602	15,994	24.24%	2.42%	2
<b>Grand TOTAL</b>	<b>66,733</b>	<b>754</b>	<b>65,979</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

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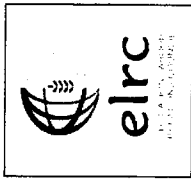


# The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	186					
1.2 SADTU	14,184					
<b>1. "SADTU"</b>	<b>14,370</b>	27	14,343	59.45%	5.95%	6
2.1 HOSPERSA	579					
2.2 NATU	83					
2.3 PEU	275					
2.4 PSA	848					
2.5 SAOU	3,379					
2.6 NAPTOSA	4,689					
<b>2. "SAOU"</b>	<b>9,853</b>	71	9,782	40.55%	4.05%	4
<b>Grand TOTAL</b>	<b>24,223</b>	<b>98</b>	<b>24,125</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

*Tukh*  
*Paul*  
*5/11*




# The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	32					
1.2 SADTU	21,936					
<b>1. "SADTU"</b>	<b>21,968</b>	11	21,957	53.15%	5.31%	5
2.1 HOSPERSA	27					
2.2 NATU	431					
2.3 PEU	3,039					
2.4 PSA	701					
2.5 SAOU	6,543					
2.6 NAPTOUSA	8,701					
<b>2. "SAOU"</b>	<b>19,442</b>	85	19,357	46.85%	4.69%	5
<b>Grand TOTAL</b>	<b>41,410</b>	<b>96</b>	<b>41,314</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>


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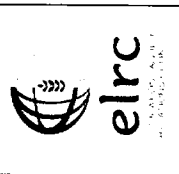
# The Education Labour Relations Council

KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	2					
1.2 SADTU	43,201					
<b>1. "SADTU"</b>	<b>43,203</b>	<b>0</b>	<b>43,203</b>	<b>55.99%</b>	<b>5.60%</b>	<b>6</b>
2.1 HOSPERSA	1,349					
2.2 NATU	25,247					
2.3 PEU	117					
2.4 PSA	3,311					
2.5 SAOU	787					
2.6 NAPTOUSA	5,448					
<b>2. "SAOU"</b>	<b>36,259</b>	<b>2,306</b>	<b>33,953</b>	<b>44.01%</b>	<b>4.40%</b>	<b>4</b>
<b>Grand TOTAL</b>	<b>79,462</b>	<b>2,306</b>	<b>77,156</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

  
 Paul - 5/10/06



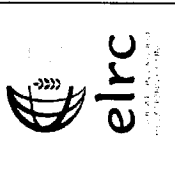


# The Education Labour Relations Council

LIMPOPO PROVINCE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	0					
1.2 SADTU	39,911					
<b>1. "SADTU"</b>	<b>39,911</b>	<b>0</b>	<b>39,911</b>	<b>76.52%</b>	<b>7.65%</b>	<b>8</b>
2.1 HOSPERSA	2					
2.2 NATU	39					
2.3 PEU	10,105					
2.4 PSA	432					
2.5 SAOU	1,081					
2.6 NAPTOSA	663					
<b>2. "SAOU"</b>	<b>12,322</b>	<b>73</b>	<b>12,249</b>	<b>23.48%</b>	<b>2.35%</b>	<b>2</b>
<b>Grand TOTAL</b>	<b>52,233</b>	<b>73</b>	<b>52,160</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

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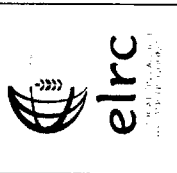
# The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	3					
1.2 SADTU	21,955					
<b>1. "SADTU"</b>	<b>21,958</b>	0	21,958	70.86%	7.09%	7
2.1 HOSPERSA	4					
2.2 NATU	1,164					
2.3 PEU	3,350					
2.4 PSA	625					
2.5 SAOU	1,651					
2.6 NAPTOSA	2,381					
<b>2. "SAOU"</b>	<b>9,175</b>	145	9,030	29.14%	2.91%	3
<b>Grand TOTAL</b>	<b>31,133</b>	<b>145</b>	<b>30,988</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

*Twana*

*Pol 2006*



# The Education Labour Relations Council

NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	731					
1.2 SADTU	4,039					
<b>1. "SADTU"</b>	<b>4,770</b>	118	4,652	71.96%	7.20%	7
2.1 HOSPERSA	4					
2.2 NATU	0					
2.3 PEU	10					
2.4 PSA	166					
2.5 SAOU	1,145					
2.6 NAPTOSA	490					
<b>2. "SAOU"</b>	<b>1,815</b>	2	1,813	28.04%	2.80%	3
<b>Grand TOTAL</b>	<b>6,585</b>	<b>120</b>	<b>6,465</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

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# The Education Labour Relations Council

NORTH WEST VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	13					
1.2 SADTU	21,215					
1. "SADTU"	21,228	6	21,222	71.83%	7.18%	7
2.1 HOSPERSA	4					
2.2 NATU	0					
2.3 PEU	1,804					
2.4 PSA	513					
2.5 SAOU	1,869					
2.6 NAPTOSA	4,195					
2. "SAOU"	8,385	64	8,321	28.17%	2.82%	3
<b>Grand TOTAL</b>	<b>29,613</b>	<b>70</b>	<b>29,543</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>



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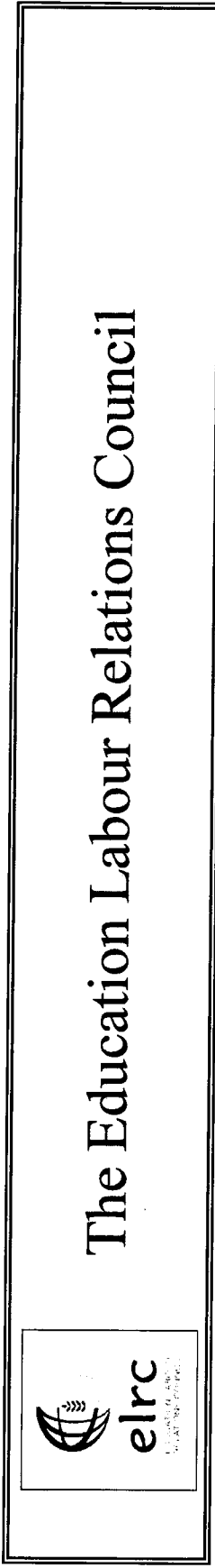


# The Education Labour Relations Council

**WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006**

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 CTPA	3,301					
1.2 SADTU	12,766					
<b>1. "SADTU"</b>	<b>16,067</b>	352	15,715	65.12%	6.51%	7
2.1 HOSPERSA	173					
2.2 NATU	1					
2.3 PEU	0					
2.4 PSA	268					
2.5 SAOU	2,753					
2.6 NAPTOSA	5,228					
<b>2. "SAOU"</b>	<b>8,423</b>	6	8,417	34.88%	3.49%	3
<b>Grand TOTAL</b>	<b>24,490</b>	<b>358</b>	<b>24,132</b>	<b>100.00%</b>	<b>10.00%</b>	<b>10</b>

# The Education Labour Relations Council

NATIONAL DOE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2006

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %
1.1 CTPA	0			
1.2 SADTU	42			
<b>1. "SADTU"</b>	<b>42</b>	<b>0</b>	<b>42</b>	<b>52.50%</b>
2.1 HOSPERSA	0			
2.2 NATU	1			
2.3 PEU	2			
2.4 PSA	22			
2.5 SAOU	3			
2.6 NAPTOSA	11			
<b>2. "SAOU"</b>	<b>39</b>	<b>1</b>	<b>38</b>	<b>47.50%</b>
<b>Grand TOTAL</b>	<b>81</b>	<b>1</b>	<b>80</b>	<b>100.00%</b>

*YWR*  
*Paul*  
*2007*