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

COLLECTIVE AGREEMENT NO. 2 OF 2006

16 MARCH 2006

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

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EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO 2 OF 2006

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 10(7) of the constitution of the Council 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 Persal system on membership figures of the Unions;

3.4 The determinations, by the General Secretary, of the Vote Weights for the Trade Union Parties to Council as confirmed by the official auditors of Council, PriceWaterhouseCoopers Inc.

3.5 The change in the parties acting together

elrc

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the figures expressed in the Annexures A, 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 A, 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 16th DAY OF MARCH 2006,

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	D Hindle	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	T.W. NXESI	
NAPTOSA	H. HENDRICKS	
SAOU	J.R. PIETERSE	
NATU	BONGANI MPUNGOSE	

The Education Labour Relations Council

CALCULATIONS FOR VOTE WEIGHT

USING STATISTICS AS AT 31 DECEMBER 2005

CONSOLIDATED

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	71,077	1,396	69,681	19.99%
"SADTU"	226,994	696	226,298	64.91%
"SAOU"	24,915	26	24,889	7.14%
NATU	27,780	1	27,779	7.97%
GRAND TOTAL	350,766	2,119	348,647	100.00%

NATIONAL DOE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	29	0	29	37.66%
"SADTU"	44	0	44	57.14%
"SAOU"	3	0	3	3.90%
NATU	1	0	1	1.30%
GRAND TOTAL	77	0	77	100.00%

EASTERN CAPE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	13,197	580	12,617	18.82%
"SADTU"	50,535	172	50,363	75.12%
"SAOU"	3,461	0	3,461	5.16%
NATU	598	0	598	0.89%
GRAND TOTAL	67,791	752	67,039	100.00%

KWAZULU-NATAL

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	9,260	97	9,163	11.78%
"SADTU"	40,506	0	40,506	52.07%
"SAOU"	2,280	21	2,259	2.90%
NATU	25,858	1	25,857	33.24%
GRAND TOTAL	77,904	119	77,785	100.00%

NORTHERN CAPE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	666	20	646	10.24%
"SADTU"	4,653	118	4,535	71.86%
"SAOU"	1,131	1	1,130	17.91%
NATU	0	0	0	0.00%
GRAND TOTAL	6,450	139	6,311	100.00%

FREE STATE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	5,470	101	5,369	22.78%
"SADTU"	14,176	27	14,149	60.03%
"SAOU"	4,019	0	4,019	17.05%
NATU	31	0	31	0.13%
GRAND TOTAL	23,696	128	23,568	100.00%

LIMPOPO PROVINCE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	12,480	114	12,366	22.86%
"SADTU"	40,680	0	40,680	75.20%
"SAOU"	1,002	0	1,002	1.85%
NATU	48	0	48	0.09%
GRAND TOTAL	54,210	114	54,096	100.00%

NORTH WEST

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	6,898	114	6,784	22.92%
"SADTU"	20,961	6	20,955	70.80%
"SAOU"	1,858	0	1,858	6.28%
NATU	0	0	0	0.00%
GRAND TOTAL	29,717	120	29,597	100.00%

GAUTENG

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	12,576	221	12,355	30.75%
"SADTU"	21,022	12	21,010	52.29%
"SAOU"	6,591	0	6,591	16.40%
NATU	223	0	223	0.56%
GRAND TOTAL	40,412	233	40,179	100.00%

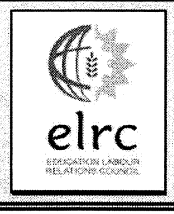
MPUMALANGA

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	5,056	109	4,947	19.20%
"SADTU"	18,183	0	18,183	70.56%
"SAOU"	1,621	0	1,621	6.29%
NATU	1,020	0	1,020	3.96%
GRAND TOTAL	25,880	109	25,771	100.00%

WESTERN CAPE

UNION	TOTAL	MULTIPLE	NETT	WEIGHT
"NAPTOSA"	5,445	40	5,405	22.31%
"SADTU"	16,234	361	15,873	65.53%
"SAOU"	2,949	4	2,945	12.16%
NATU	1	0	1	0.00%
GRAND TOTAL	24,629	405	24,224	100.00%

ANNEXURE C

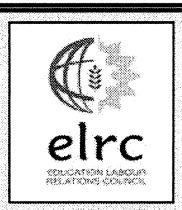


The Education Labour Relations Council

CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	4,871					
1.2 CATU	7,810					
1.3 ITUSA	3,244					
1.4 NUE	15,740					
1.5 OFSATA	4,211					
1.6 PEU	19,658					
1.7 SAUSVE	5,016					
1.8 PSA	10,527					
1. "NAPTOSA"	**71,077**	1,396	69,681	19.99%	5.00%	5
2.1 SADTU	221,232					
2.2 CTPA	5,762					
2. "SADTU"	**226,994**	696	226,298	64.91%	16.23%	16
3.1 SAOU	5,203					
3.2 HOSPERSA	4,544					
3.3 OFSTU	3,377					
3.4 SATS	765					
3.5 SAEU	11,026					
3. "SAOU"	**24,915**	26	24,889	7.14%	1.78%	2
4. NATU	**27,780**	1	27,779	7.97%	1.99%	2
Grand TOTAL	**350,766**	**2,119**	**348,647**	**100.00%**	**25.00%**	**25**

ANNEXURE C.1

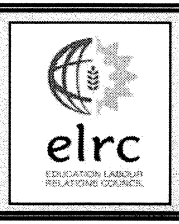


The Education Labour Relations Council

EASTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	6,471					
1.3 ITUSA	0					
1.4 NUE	2,588					
1.5 OFSATA	0					
1.6 PEU	19					
1.7 SAUSVE	415					
1.8 PSA	3,704					
1. "NAPTOSA"	**13,197**	580	12,617	18.82%	1.88%	2
2.1 SADTU	49,274					
2.2 CTPA	1,261					
2. "SADTU"	**50,535**	172	50,363	75.12%	7.51%	8
3.1 SAOU	1,298					
3.2 HOSPERSA	2,163					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	**3,461**	0	3,461	5.16%	0.52%	1
4. NATU	**598**	0	598	0.89%	0.09%	1
Grand TOTAL	**67,791**	**752**	**67,039**	**100.00%**	**10.00%**	**12**

ANNEXURE C.2

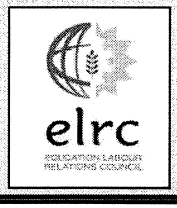


The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	4					
1.3 ITUSA	0					
1.4 NUE	270					
1.5 OFSATA	4,204					
1.6 PEU	3					
1.7 SAUSVE	400					
1.8 PSA	589					
1. "NAPTOSA"	**5,470**	101	5,369	22.78%	2.28%	2
2.1 SADTU	13,990					
2.2 CTPA	186					
2. "SADTU"	**14,176**	27	14,149	60.03%	6.00%	6
3.1 SAOU	0					
3.2 HOSPERSA	649					
3.3 OFSTU	3,370					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	**4,019**	0	4,019	17.05%	1.71%	2
4. NATU	**31**	0	31	0.13%	0.01%	0
Grand TOTAL	**23,696**	**128**	**23,568**	**100.00%**	**10.00%**	**10**

ANNEXURE C.3

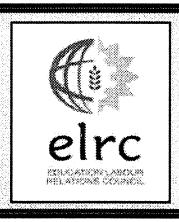


The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	1					
1.3 ITUSA	9					
1.4 NUE	7,100					
1.5 OFSATA	3					
1.6 PEU	2,982					
1.7 SAUSVE	1,825					
1.8 PSA	656					
1. "NAPTOSA"	**12,576**	221	12,355	30.75%	3.07%	3
2.1 SADTU	20,988					
2.2 CTPA	34					
2. "SADTU"	**21,022**	12	21,010	52.29%	5.23%	5
3.1 SAOU	2					
3.2 HOSPERSA	28					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	6,561					
3. "SAOU"	**6,591**	0	6,591	16.40%	1.64%	2
4. NATU	**223**	0	223	0.56%	0.06%	1
Grand TOTAL	**40,412**	**233**	**40,179**	**100.00%**	**10.00%**	**11**

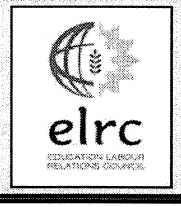
ANNEXURE C.4



The Education Labour Relations Council

KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	4,871					
1.2 CATU	1					
1.3 ITUSA	1					
1.4 NUE	60					
1.5 OFSATA	1					
1.6 PEU	82					
1.7 SAUSVE	702					
1.8 PSA	3,542					
1. "NAPTOSA"	**9,260**	97	9,163	11.78%	1.18%	1
2.1 SADTU	40,504					
2.2 CTPA	2					
2. "SADTU"	**40,506**	0	40,506	52.07%	5.21%	5
3.1 SAOU	13					
3.2 HOSPERSA	1,500					
3.3 OFSTU	2					
3.4 SATS	765					
3.5 SAEU	0					
3. "SAOU"	**2,280**	21	2,259	2.90%	0.29%	1
4. NATU	**25,858**	1	25,857	33.24%	3.32%	3
Grand TOTAL	**77,904**	**119**	**77,785**	**100.00%**	**10.00%**	**10**

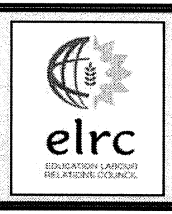


The Education Labour Relations Council

LIMPOPO PROVINCE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	0					
1.3 ITUSA	67					
1.4 NUE	188					
1.5 OFSATA	0					
1.6 PEU	11,505					
1.7 SAUSVE	198					
1.8 PSA	522					
1. "NAPTOSA"	**12,480**	114	12,366	22.86%	2.29%	2
2.1 SADTU	40,680					
2.2 CTPA	0					
2. "SADTU"	**40,680**	0	40,680	75.20%	7.52%	8
3.1 SAOU	0					
3.2 HOSPERSA	1					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	1,001					
3. "SAOU"	**1,002**	0	1,002	1.85%	0.19%	1
4. NATU	**48**	0	48	0.09%	0.01%	0
Grand TOTAL	**54,210**	**114**	**54,096**	**100.00%**	**10.00%**	**11**

ANNEXURE C.6

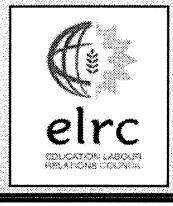


The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	1					
1.3 ITUSA	46					
1.4 NUE	1,127					
1.5 OFSATA	0					
1.6 PEU	3,103					
1.7 SAUSVE	155					
1.8 PSA	624					
1. "NAPTOSA"	**5,056**	109	4,947	19.20%	1.92%	2
2.1 SADTU	18,180					
2.2 CTPA	3					
2. "SADTU"	**18,183**	0	18,183	70.56%	7.06%	7
3.1 SAOU	1					
3.2 HOSPERSA	5					
3.3 OFSTU	5					
3.4 SATS	0					
3.5 SAEU	1,610					
3. "SAOU"	**1,621**	0	1,621	6.29%	0.63%	1
4. NATU	**1,020**	0	1,020	3.96%	0.40%	1
Grand TOTAL	**25,880**	**109**	**25,771**	**100.00%**	**10.00%**	**11**

ANNEXURE C.7



The Education Labour Relations Council

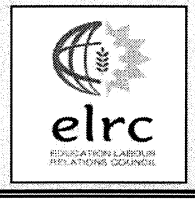
NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	212					
1.3 ITUSA	0					
1.4 NUE	172					
1.5 OFSATA	0					
1.6 PEU	8					
1.7 SAUSVE	116					
1.8 PSA	158					
1. "NAPTOSA"	**666**	20	646	10.24%	1.02%	1
2.1 SADTU	3,901					
2.2 CTPA	752					
2. "SADTU"	**4,653**	118	4,535	71.86%	7.19%	7
3.1 SAOU	1,126					
3.2 HOSPERSA	5					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	**1,131**	1	1,130	17.91%	1.79%	2
4. NATU	**0**	0	0	0.00%	0.00%	0
Grand TOTAL	**6,450**	**139**	**6,311**	**100.00%**	**10.00%**	**10**

The Education Labour Relations Council

NORTH WEST VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	527					
1.3 ITUSA	3,120					
1.4 NUE	588					
1.5 OFSATA	3					
1.6 PEU	1,954					
1.7 SAUSVE	234					
1.8 PSA	472					
1. "NAPTOSA"	**6,898**	114	6,784	22.92%	2.29%	2
2.1 SADTU	20,948					
2.2 CTPA	13					
2. "SADTU"	**20,961**	6	20,955	70.80%	7.08%	7
3.1 SAOU	3					
3.2 HOSPERSA	4					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	1,851					
3. "SAOU"	**1,858**	0	1,858	6.28%	0.63%	1
4. NATU	**0**	0	0	0.00%	0.00%	0
Grand TOTAL	**29,717**	**120**	**29,597**	**100.00%**	**10.00%**	**10**



The Education Labour Relations Council

WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2005

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	593					
1.3 ITUSA	1					
1.4 NUE	3,636					
1.5 OFSATA	0					
1.6 PEU	0					
1.7 SAUSVE	970					
1.8 PSA	245					
1. "NAPTOSA"	**5,445**	40	5,405	22.31%	2.23%	2
2.1 SADTU	12,723					
2.2 CTPA	3,511					
2. "SADTU"	**16,234**	361	15,873	65.53%	6.55%	7
3.1 SAOU	2,760					
3.2 HOSPERSA	189					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	**2,949**	4	2,945	12.16%	1.22%	1
4. NATU	**1**	0	1	0.00%	0.00%	0
Grand TOTAL	**24,629**	**405**	**24,224**	**100.00%**	**10.00%**	**10**