

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



**COLLECTIVE AGREEMENT  
1 OF 2016**

**18 MAY 2016**

**AMENDMENT OF CLAUSES 18.2 AND 18.3 OF THE  
ELRC CONSTITUTION: "VOTE WEIGHTS"**

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## EDUCATION LABOUR RELATIONS COUNCIL

### COLLECTIVE AGREEMENT 1 OF 2016

#### AMENDMENT OF CLAUSE 18.2 AND 18.3 OF THE ELRC CONSTITUTION: "VOTE WEIGHTS"

#### 1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to amend clauses 18.2 and 18.3 of the constitution of the ELRC.

#### 2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The employer;
- 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;
- 2.3 All trade unions admitted to the Council whether such trade union is a party to this agreement or not; and
- 2.4 All trade unions not admitted to the Council, that utilise the services of the Council in terms of the certified ELRC Constitution.

#### 3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- 3.1 Collective Agreement Number 1 of 2006: ELRC Constitution.

#### 4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- 4.1 The parties to Council therefore agree that clause 18.2 and 18.3 of the constitution are amended as follows:

*"18.2 The admitted Trade Unions in Council may, during May of each year, reach consensus on the vote weights in respect of the Council and its Provincial Chambers based on the PERSAL monthly remittances for the end of March of each year and as referred to in the Act.*

*18.3 In the event of there being no consensus among admitted*

*Trade Unions in the Council on the vote weight, the General Secretary must calculate the vote weight, as at 31<sup>st</sup> March of each year, by no later than 15<sup>th</sup> May of each year and make recommendations to the Council using:*

*18.3.1 the monthly remittances referred to in clause 18.2 as at the end of March of each year; and*

*18.3.2 the recommendations of the official consultant auditors of the Council'*

## 5. DISPUTE RESOLUTION

Any dispute about the interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedure of the Council.

## 6. DEFINITIONS

6.1 "**constitution**" means the constitution of the Education Labour Relations Council.

6.2 "**Council**" means the Education Labour Relations Council.


## 7. DATE OF IMPLEMENTATION

The provisions of this Collective Agreement shall take effect on the date of signing.


## 8. SIGNING OF THE COLLECTIVE AGREEMENT

Thus done and signed at Pretoria on the 19<sup>th</sup> day of May 2016

### ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
BASIC EDUCATION	H.M. MWELE	

### ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	ALUQUWEND or JAWILEICE	
CTU-ATU	JC KLOPPER	