

IN THE WESTERN CAPE METRO DIVISION OF THE
SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

(Herein referred to as "the division")

**COLLECTIVE AGREEMENT ON THE EMPLOYMENT EQUITY AND EDUCATION
TRAINING AND DEVELOPMENT FORUM**

In accordance with the provisions of the Labour Relations Act, 1995 as amended,
made and entered into by and between:

THE CITY OF CAPE TOWN

(Herein referred to as "the Employer")

And

THE INDEPENDENT MUNICIPAL AND ALLIED TRADE UNION

(Herein referred to as "IMATU")

And

THE SOUTH AFRICAN MUNICIPAL WORKERS UNIONS

(Herein referred to as "SAMWU")

(IMATU and SAMWU will together be referred to as the "Trade Unions")

Handwritten signatures and initials:
MS, GAB, SB, and other illegible marks.

1. INTENT

The purpose of this collective agreement is to establish a single forum to facilitate consultation and agreement between the parties on the City's Employment Equity Plan and Report, and the City's Workplace Skills Plan.

2. DISESTABLISHMENT OF EXISTING FORUMS

The parties agree to disestablish the existing Employment Equity Forum and the Education, Training and Development Forum from the date of this agreement.

3. ESTABLISHMENT OF NEW FORUM

The parties agree to establish a merged Employment Equity & Education, Training and Development Forum (hereafter EE & ETD forum) from the date of this agreement. The forum is established in fulfilment of the City's obligations in terms of the applicable legislation to consult with representative Trade Unions.

4. CONSTITUTION OF EE & ETD FORUM

To achieve a balance between representivity and manageability, the EE & ETD Forum shall consist of 18 representatives, made up of representatives from each Local Labour Forum (7 SAMWU and 5 IMATU - i.e. total of 12 employee representatives - and 6 managerial representatives), provided that the parties shall appoint at least one Representative from each LLF. In addition, all parties shall be entitled to bring specialist advisors to meetings of the forum.

5. AGENDA OF EE & ETD FORUM

The agenda of the EE & ETD Forum is for the City, IMATU and SAMWU to engage in a meaningful joint consensus seeking process and attempt to reach consensus on the City's Employment Equity Plan and Report, and the City's Workplace Skills Plan (WSP).

6. MEETINGS OF EE & ETD FORUM

There will be sufficient meetings each year for the EE & ETD Forum to comply with the requirements of the *Code of Good Practice: Preparation, implementation and monitoring of employment equity plans*, so that there is consultation during the planning, development and finalisation phases of the EE and WSP plans and annual reports, as well as to monitor implementation of the plans. The parties shall annually prepare a schedule of meetings so that the submission deadlines for reporting can be adhered to.

7. DISPUTE RESOLUTION

Any disputes arising from this collective agreement, its interpretation or implementation shall be referred to the SALGBC for resolution by conciliation, failing which arbitration.

8. FAILURE TO AGREE

The parties recognise that while consensus is the preferred outcome of consultation there may be occasions where the parties cannot reach consensus. In these circumstances the City's obligation to submit annual reports by the specified date


will be recognised and the report shall note that, despite a consultation process, the report has not been signed off by all parties.

9. PERIOD OF AGREEMENT

This collective agreement shall commence from the date of signature by all the parties and shall continue indefinitely until terminated in terms of s 23(4) of the Labour Relations Act 66 of 1995.

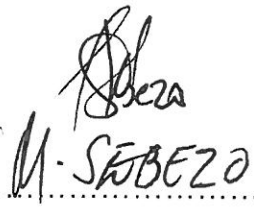
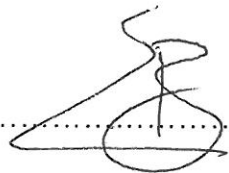
SIGNED AT CAPE TOWN THIS 12th DAY OF September 2012

WITNESS



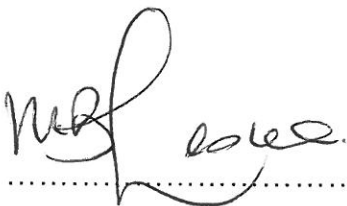
M.G. MARSDEN
ACTING CITY MANAGER
For and on behalf of the Employer

WITNESS



M. SEBEZO
For and on behalf of IMATU

WITNESS



Thata
For and on behalf on SAMWU