



**Nelson Mandela  
Metropolitan  
University**

*f o r t o m o r r o w*

---

**AGREEMENT**

Between:

**NELSON MANDELA METROPOLITAN UNIVERSITY  
(NMMU)**

and

**NATIONAL TERTIARY EDUCATION UNION  
(NTEU)**

and

**NATIONAL EDUCATION HEALTH & ALLIED WORKERS UNION  
(NEHAWU)**

**A. INTRODUCTION**

1. NTEU submitted certain proposals pertaining to the Labour Relations Act (LRA) and Employment Equity Act (EEA). In addition, Nteu also made a submission in relation to clause 9.1.1 of the Conditions of Service.

*BSM*  
*SA*  
*dr.*

- 2. Certain differences have arisen between the parties related to the proposals referred to in point 1.
- 3. The parties propose to engage with a view to establishing a basis for resolving and/or addressing these differences, and intend to record their intentions by way of this document.

**B. ENGAGEMENT**

4. The parties undertake to engage with a view to addressing the following issues:

4.1 Seeking a means of identifying possible solutions which could resolve these differences.

5. It is acknowledged by the parties, that in engaging for these purposes they will do so with reference to objective criteria, and rely upon informed input.

6. To this end it is agreed that the parties may, for the purpose of the engagement, include their respective legal representatives in the engagement process.


**C. BASIS OF ENGAGEMENT**

7. It is accepted that the engagement provided for in this Agreement will take place without prejudice to either party's rights, and in particular that such engagement does not constitute a waiver and/or adjustment to the terms of the COS Agreement, other than to the extent that mutual agreement in this regard may be reached, duly approved by Council, as prescribed by Clause 1.3 of the COS Agreement.

SIGNED at NMMU on this 9<sup>TH</sup> day of APRIL 2015.

**AS WITNESSES:**

- 1. ....
- 2. ....

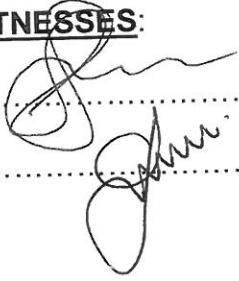
  
 For and on behalf of NMMU  
 who warrants his/her  
 authority



SIGNED at NMMU on this 9<sup>TH</sup> day of APRIL 2015.

**AS WITNESSES:**

- 1. ....
- 2. ....

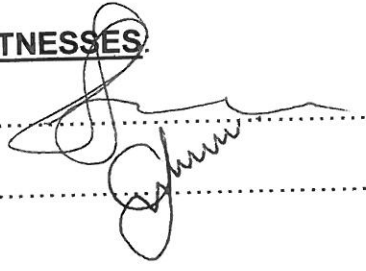


.....  
For and on behalf of NTEU  
who warrants his/her  
authority

SIGNED at NMMU on this 09 day of APRIL 2015.

**AS WITNESSES:**

- 1. ....
- 2. ....



.....  
For and on behalf of NEHAWU  
who warrants his/her authority