



# MID-YEAR LABOUR LAW UPDATE 2021

## ABOUT THIS EVENT

There are many reasons for you to attend this flagship programme –

- Remain relevant and informed in respect of labour law and relations developments
- Be informed of current and pending amendments to labour and other laws impacting the employment relationship
- Understand the latest “big-ticket” arbitration awards, Labour Court and Constitutional Court rulings
- Obtain an advance view of what is coming in the next 1 to 3 years as well as what the social partners at NEDLAC are addressing
- Share in the best practices of employers in repositioning labour relations from a policy, practice and procedure viewpoint
- Get the latest legal views on trending matters such as C19 vaccinations, gig workers and outsourcing
- Collaborate with more than 500 other colleagues in co-designing best-in-class labour relations practices.

Employers are facing a 3<sup>rd</sup> and 4<sup>th</sup> potentially more serious C19 wave as well as various other disruptions. You need to create certainty in an uncertain environment by understanding the required labour relations practices in key areas, the current practices being used and then the labour relations deficit. In addition, refresh the technical foundation of your labour law understanding and how the Commissioners and Judges are interpreting same. We cover the “why, what and how” and will leave you with value-adding templates, policies and practices that complement a day well spent.

With over 30 years experience in the labour relations domain and labour law updates that grow year on year, we believe we’re the best partner for you. We sometimes are able to be involved in the shaping of the legislative process through our representation at negotiation forums with other social partners and are well positioned to advise you on how to apply it in support of the achievement of organisational objectives. Jonathan has been extensively involved in the legislative and employment initiatives throughout the COVID-19 period as well as prior thereto.



## ABOUT THE PRESENTER



Jonathan Goldberg is the Joint CEO of Global Business Solutions and has been a business leader in the changing labour law landscape over the past twenty years, heading negotiations at plant, industry and NEDLAC levels and assisting clients to navigate the dynamic regulatory environment.

Jonathan is a sought after advisor and speaker, leading from the front in social partner negotiations as well as in respect of business strategy. Several of the key roles he fulfils include being a Commissioner on the National Minimum Wage Commission, the Labour Market Convenor at NEDLAC for business as well as a representative on the Employment Services Board. He is a chartered director of the Institute of Directors South Africa

## DATES

9 June 2021	Zoom
15 June 2021	Zoom
29 June 2021	MS Teams

## COST

R2 700 (excl. VAT) per delegate

We use the latest encrypted technology to facilitate our live streaming seminars. This technology allows us to interact with the audience in real time and to be able to answer questions as they arise in each section. Your privacy and security is of utmost importance to us and we endeavour to protect it by using encryption and secure connections. We also know that data costs in South Africa are high and we will endeavour to give you the best quality video but still keep data cost low.



We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar 4 CPD HR points. This additional certificate is now available at a cost of R55 (excl. VAT) per delegate. SABPP is the professional body for HR practitioners in South Africa, as well as quality assurance body for HR learning provision. SABPP also accredits the HR academic programs of universities. Over 30 years, the SABPP has registered over 8000 HR professionals at the various registration levels. For more information visit [www.sabpp.co.za](http://www.sabpp.co.za)



The Federation of African Professional Staffing Organisations (APSO) has accredited this conference with 6 CPD Points. These CPD Points will accumulate towards delegates' APSO Professional Designations. The accreditation is only available to APSO members and a free e-certificate will be issued by APSO. For more information visit [www.apso.co.za](http://www.apso.co.za)



## CASE LAW TOPICS:

Practicing labour relations in an environment being disrupted requires a current and comprehensive understanding of latest statutory and case law developments. Over the past 12 months, a number of landmark decisions from the Labour Courts and from the CCMA have changed the face of certain key legal principles, whilst others have been reinforced. Labour law disruptors over the past 12 months impacting case law include –

- New labour laws
- Amendments to existing laws
- New Codes of Good Practice
- Technology and digitisation
- COVID-19
- Economic distress
- Labour market institution performance.

Catch up with all the latest developments and share in legal best practices, be prepared for agile decision-making in employment and labour relations practices.

1. Compulsory C19 vaccinations, legal acceptability
2. C19 vaccination policy protocols, best practice in fairly discriminating
3. Suspension or dismissal from work for fear of contracting C19
4. Retrenchments without severance pay, broadening the threshold for “reasonable alternative”
5. The consequences of Constitutional Court case in the Aveng judgement
6. Unilateral changes to terms and conditions of employment in 3<sup>rd</sup> and 4<sup>th</sup> waves, supervening impossibility or s189
7. TERS UIF and the unintended consequences, strikes and disruption
8. Employment Equity Act amendments, the Department of Employment and Labour approach to Compliance Certificates
9. Equal treatment cases, including FTC’s and TES as well as permanent comparators
10. Outsourcing versus employment, treading the fine line
11. POPI amendment requirements to employment contracts and the liabilities of the Information Officer
12. Sexual harassment developments, an extreme recent case in support of the new Code on Violence and Harassment
13. COIDA amendments and the impact on incapacity due to ill health as a result of re-integration and rehabilitation obligations
14. The NMW and retrenchments, retrenching for more profit
15. TES, FTC’s and equal treatment, how to win these matters
16. AARTO status and the employer response requirements
17. Designing flexible employment contracts, key clauses and considerations
18. The indicators for fronting and their applicability to EE and BBBEE
19. TES and their clients, who reports on what under the EEA2 and EEA4
20. Sick leave and different types of proof, traditional healers and more
21. Remote work obligations at law for employers, more than meets the eye

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### REGISTRATION AND BANKING DETAILS

Complete and email the attached registration form to: Priscilla at [labourlawupdate@globalbusiness.co.za](mailto:labourlawupdate@globalbusiness.co.za)

**FNB ACC: 52131103063 Branch: 210-121**

For electronic payments use, kindly use the invoice number that will be issued upon receipt of registration as a reference number. Please note that payment is due in advance. We require confirmation of payment via fax or electronic media prior to the commencement of the seminar.

## REGISTRATION FORM

To secure your place at this webinar – please complete and sign the following and email the booking form to Priscilla: [labourlawupdate@globalbusiness.co.za](mailto:labourlawupdate@globalbusiness.co.za)

Our standard procedure is to acknowledge receipt of registration in writing.  
If you have not received same, please contact us to confirm we have received your registration before incurring any additional expenses.  
Only signed and completed registration forms will grant delegates access to the webinar and presentation slides.

Webinar Name:		MID-YEAR LABOUR LAW UPDATE 2021			Date:	9, 15, 29 JUNE 2021	
Session Preference:		9 June, Zoom		15 June, Zoom		29 June, MS Teams	
Company Name:					Tell No:		
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Postal Address:							
Physical Address:							
VAT No:				Purchase Order No:			
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