



GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING, NOW

Mid-Year Labour Law Update

THE FIRST UPDATE FOR THE YEAR

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

- Remain relevant and informed in respect of labour law and employment relations developments
- Be informed of current and pending amendments to labour and other laws impacting the employment relationship
- Understand the implications of the latest “big-ticket” arbitration awards, Labour Court and Constitutional Court rulings
- Obtain an advance view of what is coming in the next 12 months in the labour market
- Share in the best practices of 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
- Understand the impact of legislation on the employment relationship
- Collaborate with more than 500 other colleagues in co-designing best-in-class labour relations practices.
- Get instant advice on burning issues.

Employers are emerging from a very contagious 4th wave and may well be facing a 5th wave in May and June this year along with other disruptions such as cyber attacks, potential unrest as well as the new laws regarding foreign nationals. 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 a track record of over 30 years Global Business Solutions and its presenters (Jonathan 35, John 25 and Thembi 25 totalling 85 years) 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 (such as Nedlac) 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.



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CASE LAW UPDATES

THE LATEST DECISIONS THAT CAN AFFECT YOUR EMPLOYMENT AND LABOUR PRACTICES

Be part of the discussion on recent Court and CCMA decisions that can benefit your organization by ensuring that you learn from the mistakes and successes of other employers. The following are some of the topics that you can expect to be covered:

- Personal workplace conflict leads to successful constructive dismissal claim: What are the signs of an intolerable working environment?
- Overturning a chairperson's ruling: Can it be done and what are the implications?
- Mandatory vaccinations in the workplace: How it can be implemented and what exemptions are applicable.
- Dismissal for refusing to be vaccinated: See the latest ULP and incapacity cases.
- Taking an award on review : What happens if the recordings go missing?
- Retrospective reinstatement and the requirements for back pay.
- Employee defends defamation charge after making posts about his employer on social media.
- Staying the enforcement of an arbitration award pending review to Labour Court: When is security payable?
- Lifting the corporate veil: Employee attempts to sue his employer in their personal capacity.
- Enforcement and exemption process in the Bargaining Council. What to expect and what you can do.
- Covid-19: Dismissal for not wearing a mask – does the punishment fit the crime?
- Misconduct occurring outside the workplace: Does the employer's disciplinary arm extend outside the workplace?
- Union threshold agreements: Can a minority union still get minority rights?
- Discrimination: Religious observances verses operation requirements.
- Sexual harassment in the workplace: Is dismissal too harsh where an employee has long service and is remorseful?
- Enforcement of compliance orders: A loophole discovered.
- Employer interdicts the EFF after inciting a strike: Does the employer get costs? LC decides.
- Evidentiary value of polygraph tests and results.
- Closed shop agreements: What are the implications for the workforce?
- Jurisdiction of CCMA in respect of unilateral changes to 13th cheques by the employer
- Jurisdiction of the CCMA to make a BCEA compliance order an Arbitration order
- Executive FTC's and reasonable expectation – are the rights of employees earning below the threshold greater than those earning above the threshold?
- Harassment and management conduct in respect of humiliating and belittling employees as well as being overly critical
- Is a lack of the ability to manage with EQ misconduct or incapacity?
- Transfers in terms of Section 197 of the Labour Relations Act – a challenge on operational restructuring
- Defensible grounds for not meeting Employment Equity Targets – what will be recognised?
- Department of Labour Inspectors insisting that the EE Goals must be equivalent to the EAP goals – fact or myth?

In addition to the above interesting topics we will also ventilate changes to legislation which includes:

- UIF TERS
- BBBEE status on JSE and BEE Commission-based statistics
- Gender inequality
- EE Amendment Act addressing Ministerial Targets, EPWEV and Certificates of Conduct as well as the expansion of the disability definition
- The Draft Code of Good practice on Harassment and a free draft policy
- COIDA Amendment Act updates
- Cybercrimes Act and policy impact
- The Employment Services Amendment Act impacting the employment of foreign nationals
- The National Labour migration plan

Other hot topics for review:

- POPI – no more hand-holding
- AARTO – but when?
- Much more



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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

2 June 2022 Zoom
8 June 2022 Zoom
14 June 2022 MS Teams

R2 835 (excl. VAT) per delegate

DURATION: 09H00 – 15H30

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



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.apsso.co.za



REGISTRATION AND BANKING DETAILS

Complete and email attached registration form to: Priscilla at 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

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 2022			Date:	2, 8 or 14 June 2022
Session Preference:	2 June (Zoom)	8 June (Zoom)	14 June (Teams)		
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