



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 3rd and 4th 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

DATE:

5 August 2021

TIME:

08H30-12H30

[Secure your seat now](#)
[Pre-register on Zoom](#)
[with this link](#)

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.

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. Unfair dismissal disputes – various cases based on “misconduct”
4. Update on retrenchments
5. Unfair termination clauses
6. Strikes: absolute ultimatums
7. The consequences of Constitutional Court case in the Aveng judgement
8. Unilateral changes to terms and conditions of employment in 3rd and 4th waves, supervening impossibility or s189
9. TERS UIF and the unintended consequences, strikes and disruption
10. Restraints of trade and Separation Agreements
11. Employment Equity Act amendments, the Department of Employment and Labour approach to Compliance Certificates
9. POPI amendment requirements to employment contracts and the liabilities of the Information Officer
10. Sexual harassment developments, an extreme recent case in support of the new Code on Violence and Harassment
11. COIDA amendments and the impact on incapacity due to ill health as a result of re-integration and rehabilitation obligations
12. AARTO status and the employer response requirements