

Unilateral Changes to Terms & Conditions of Employment (Section 64 LRA)

Common Law:

- Contract of employment is governed by common law principles, which require a valid contract.
- Labour legislation supplements these principles to ensure fairness.



Labour Legislation:

- Labour Relations Act: Requires fair labour practices throughout employment.
- Basic Conditions of Employment Act: Sets minimum employment conditions.
- National Minimum Wage Act: Regulates minimum remuneration.
- Employment Equity Act: Promotes fair labour practices and equality.
- Collective Agreements: Bargaining councils set regulations for conditions of employment within their scope.

Unilateral Changes:

- Any changes made by the employer to employment conditions without employee consent, including remuneration, working hours, and duties, are considered unilateral changes.

Section 64(4):

- Employees or their trade unions can refer disputes to the CCMA or Bargaining Council, with a 48-hour window for employers to withhold the change.



CCMA and Bargaining Councils:

- The CCMA can mediate and grant relief, including restitution or compensation.
- Bargaining councils have the same authority when the business falls within their scope.

Labour Court:

- If disputes are unresolved, a referral to the Labour Court can be made for adjudication under Section 77 of the LRA, especially for unfair labour practices.



Picketing and Strikes:

- Unions may apply for picketing rights if unilateral changes occur, but compliance with valid picketing rules is mandatory to avoid misconduct.

Unilateral Changes Labour Guide

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Unilateral Changes Labour Guide:

Labor Guide to Labor Law Bruce S. Feldacker, Michael J. Hayes, 2014-08-12 Labor Guide to Labor Law is a comprehensive survey of labor law in the private sector written from the labor perspective for labor relations students and for unions and their members This thoroughly revised and updated fifth edition covers new statutes current issues and the latest developments in labor and employment law The text emphasizes issues of greatest importance to unions and employees Where the law permits a union to make certain tactical choices those choices are pointed out Material is included on internal union matters that tend to be ignored in management texts Bruce S Feldacker and Michael J Hayes cover applicable labor law principles from a union s initial organizing campaign to the mature bargaining relationship including such subjects as the employee right to engage in protected concerted activity the duty to bargain labor arbitration the use of strikes picketing and other economic weapons in resolving a labor dispute the duty of fair representation internal union regulation and employment discrimination This book is also a useful reference and review for full time union officers and representatives who have a working knowledge of labor law but wish to brush up on certain points as needed in their work Both authors have extensive experience in the construction field and they have been careful to include material on those aspects of labor law that are unique to that field Labor Guide to Labor Law is structured to present an unbiased and comprehensive explanation of labor law principles for anyone interested in the field Thus labor relations educators as well as practitioners in the field representing labor management or individual employees should also find the text suitable for their use Each chapter includes a summary review questions and answers a restatement of Basic Legal principles with citations to key cases and a bibliography for additional research Guide for Romanian and German Labour Law Ilona Zenker, Carmina Popescu, Carmen Nenu, 2014-11-24 Guide for Romanian and German Labour Law Basics of the Employment Relationship For Employers Employees and other People interested in the Matter International Labour Law Reports Zvi H. Bar Niv, Benjamin Aaron, 1992-12-01 The International Labour Law reports is a series of annual publications of labour law judgements by the highest courts in a number of jurisdictions I L L R is intended primarily for the use of judges labour law practitioners industrial relations specialists and students who need or desire ready access to authoritative information of a comparative nature on problems arising in the field of labour law and industrial relations Each judgement reprinted in I L L R is accompanied by Headnotes and in practically all cases by an Annotation which sets forth among other things the legal issues involved the basic facts of the case if not included in the judgement itself the relevant statutory provisions and judicial precedents the labour law and industrial relations context in which the case arose and the significance of the judgement in the development of the law The I L L R provide the reader with factual information that is not coloured by the personal views of the annotators As a rule judgements are printed in extenso editorial discretion has been relied upon to delete or to summarize portions of judgements that are purely technical or only of marginal interest Volume 11 covers the period 1

October 1990 to 30 September 1991 Changing Industrial Relations & Modernisation of Labour Law Marco Biagi, 2003-01-01 Thirty three distinguished authorities in the field of labour and industrial relations law gather here to enhance and complement the work of the late Marco Biagi a man who at the time of his violent and untimely death had shown himself to be the most insightful and committed international scholar in this complex and controversial and as it proved even dangerous field The topics covered range over many of Professor Biagi s special interests including the following the formulation of a new basis for labour law that could resolve new issues employee protection in corporate restructuring the trend toward individual enterprise bargaining a new European employment policy and what it might entail the growing phenomenon of flexibilisation the effects of an aging workforce the crucial nexus of free trade labour and human rights the promise of EU enlargement and protection of part time workers There is a lot of insight innovation and just clear thinking in this wide ranging and far reaching book It will be of exceptional value to scholars lawyers and others concerned with the extensive and unpredictable changes under way in today s world of work *Labour Law and Social Protection in a Globalized World* Jan Pichrt, Kristina Koldinská, 2018-09-07 The protection of jobs and labour law standards achieved by employees in the past has been under pressure from neoliberalization forces for many years The focused perspectives evident in this original collection of essays go a long way toward clearly defining where labour law and social security law must set their sights in order to preserve fair and productive employer employee relations in the new world of work Distinguished researchers study the changing realities confronting the labour market in public policy as well as in industrial relations Issues and topics include the following integration of immigrants into industrial relations the social situation of migrant workers new phenomena brought by the digital age temporary agency work harmonizing family and working lives sport and labour law the role of European Works Councils and social and labour reforms Throughout this book the contributors emphasize the changing role of the state and reform agendas Although the central focus is on Europe there is an abundance of comparative detail allowing for global application As a matchless up to date overview and analysis of how new and emerging forms of employment and industrial relations impact employee security this book will be warmly welcomed by practitioners academics and policymakers concerned with ensuring the persistence of fair and viable standards in labour and social security law *International Encyclopaedia for Labour Law and Industrial Relations* , 2004 Current Labour Law , 2000 **The Changing Face of Labour Law and Industrial Relations** Clyde W. Summers, Roger Blanpain, Manfred Weiss, 1993 **Corporate Restructuring and the Role of Labour Law** Roger Blanpain, 2003-01-15 This bulletin presents a comparative analysis of the degree of worker protection available today in nine countries in the event of corporate restructuring The countries are France Germany the United Kingdom the United States Australia China Japan Korea and Taiwan Each of the papers presented by a noted industrial relations scholar from the country in question proceeds from a summary of the national legal framework governing corporate restructuring through the succession of employment contracts

to an analysis of such major components of the problem as justification of economic dismissals and changes in terms and conditions of employment Specific topics covered in each analysis include the following special legislation covering transfer of undertakings treatment of insolvent corporations economic dismissals before and after corporate restructuring transfer of workers in lieu of dismissal the role of labour unions and works councils The authors pay particular attention to the effectiveness of employee protection legislation such as the EC Transfer of Undertaking Directive and its implementation by Member States and Japan s Labour Contract Succession Law and in the case of the United States the virtual absence of such legislation These papers were originally presented at the Sixth Tokyo Seminar March 2002 of the Japan Institute of Labour Their penetrating individual analysis and revealing comparative perspective is sure to help policymakers lawyers academics and other specialists in industrial relations find a way forward in this important area that recognizes the best interests of both employers and employees

Fifty Years of Labour Law and Social Security Max G. Rood, 1986 Research papers on labour law and social security legislation in Belgium Germany Federal Republic Italy Japan Netherlands UK USA history labour legislation comments state intervention collective bargaining judicial decisions trade union attitude management attitude ILO mentioned References statistical tables

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Unilateral Changes Labour Guide Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Unilateral Changes Labour Guide**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we shall delve to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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Table of Contents Unilateral Changes Labour Guide

1. Understanding the eBook Unilateral Changes Labour Guide
 - The Rise of Digital Reading Unilateral Changes Labour Guide
 - Advantages of eBooks Over Traditional Books
2. Identifying Unilateral Changes Labour Guide
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Unilateral Changes Labour Guide
 - User-Friendly Interface
4. Exploring eBook Recommendations from Unilateral Changes Labour Guide
 - Personalized Recommendations
 - Unilateral Changes Labour Guide User Reviews and Ratings
 - Unilateral Changes Labour Guide and Bestseller Lists

5. Accessing Unilateral Changes Labour Guide Free and Paid eBooks
 - Unilateral Changes Labour Guide Public Domain eBooks
 - Unilateral Changes Labour Guide eBook Subscription Services
 - Unilateral Changes Labour Guide Budget-Friendly Options
6. Navigating Unilateral Changes Labour Guide eBook Formats
 - ePub, PDF, MOBI, and More
 - Unilateral Changes Labour Guide Compatibility with Devices
 - Unilateral Changes Labour Guide Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Unilateral Changes Labour Guide
 - Highlighting and Note-Taking Unilateral Changes Labour Guide
 - Interactive Elements Unilateral Changes Labour Guide
8. Staying Engaged with Unilateral Changes Labour Guide
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Unilateral Changes Labour Guide
9. Balancing eBooks and Physical Books Unilateral Changes Labour Guide
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Unilateral Changes Labour Guide
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Unilateral Changes Labour Guide
 - Setting Reading Goals Unilateral Changes Labour Guide
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Unilateral Changes Labour Guide
 - Fact-Checking eBook Content of Unilateral Changes Labour Guide
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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