

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

Frank Hendrickx



Unilateral Changes Labour Guide:

The Labor Guide to Retirement Plans James W. Russell, 2021-11-22 An essential resource for workers navigating their retirement and pension options from the labor organizer's perspective Researching retirement plans should not take the rest of your life even if deciphering the relevant paperwork seems to have become a full time job Deliberately elaborate legalese is obscuring the efforts of financial elites to seize control of workers' collective retirement savings and The Labor Guide to Retirement Plans is here to translate Neoliberal retirement reforms have escalated elites' efforts to replace guaranteed workplace retirement plans with weak 401 k like savings accounts and risky stock market investment schemes The result is arguably the largest source of labor value expropriation over the last four decades In light of all this what do workers need to know as they assess their future prospects especially in terms of the security their retirement plans may or may not bring What should union activists keep in mind as they push for the national and workplace reforms needed to produce greater retirement security This nuts and bolts book provides a much needed demystification of the retirement system Even more than that The Labor Guide to Retirement Plans enables us to take charge of our own personal futures as a first step towards taking back what belongs to us all

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

Labour Law Rules! Third Edition Marie McGregor, 2017-11-17 Labour Law Rules is a book designed primarily as an introductory text for students encountering labour law for the first time

whether their goal is a law degree or some other discipline involving a basic knowledge of the labour relations regulatory regime in South Africa In the past two years since publication of the first edition of Labour Law Rules some significant events took place which impacted on labour law resulting in a number of changes proposed to reform labour law The new edition of Labour Law Rules aims to lay a sound and up to date foundation of basic labour law rules which will enable students to be empowered to assist in shaping the future working environment and laws of the country The second edition of the bestselling text book Labour Law Rules continues to provide a highly accessible text on labour equity social security skills development and related laws fully updated to include the latest changes and amendments in labour law in South Africa It discusses these laws against the backdrop of South Africa as a member state of the ILO and the economic and socio economic context in the country

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

Labour Law and the Gig Economy Jo Carby-Hall, Lourdes Mella Méndez, 2020-03-24 This international book analyses the impact of digitisation in labour markets on labour relationships and also on labour processes The rapid progress of modern disruptive technologies and AIs and their multiple applications to each phase of the labour production system are changing the production rules on a global scale with significant impacts in every aspect of work As new technologies transform work patterns and change the type of jobs available destroying some while creating others and even the nature of the tasks performed numerous legal problems arise which are challenging to legislators and legal scholars who need to find appropriate solutions to them Considering the labour law issues which have been created by technological developments and currently affect the work of millions worldwide this book highlights the full scope of these issues suggesting solutions to emerging problems and ways to mitigate the risks brought about through technological advancement Approaching the present debate with perspectives on legal problems with expertise from a wide range of different countries this book presents informed and scholarly studies which answer the challenges that new technologies present in labour markets private lives and labour processes

Labour Law in Belgium Frank Hendrickx, 2022-06-20 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on Belgium not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical

guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in Belgium and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations *International Labour Law Reports* Zvi H. Bar-Niv, Sigeman, 1994-12-01 The International Labour Law Reports is a series of annual publications of labour law judgements by the highest courts in a number of jurisdictions ILLR 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 ILLR 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 ILLR 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 13 covers the period 1 October 1992 to 30 September 1993

An Almanac of Contemporary Characterisation of Judicial Restatements -Annotated with Treaties, Statutes, Rules and Commentaries 'lai Oshitokunbo Oshisanya, 2025-10-05 JuriScience is an approach through systematic study of the structure of legal phenomena in the law of nature from the perspective of philosophy of science to inform by exploration of formulas relations or order of phenomena as held in the world under stipulated set of conditions either universally or in a stated proportion of formalised categories in this jurisprudential version Labour Law in the USA Alvin L. Goldman, Roberto L. Corrada, 2018-04-23 Derived from the renowned multi volume International Encyclopaedia of Laws this monograph on the USA not only describes and analyses the legal aspects of labour relations but also examines labour relations practices and developing trends It provides a survey of the subject that is both usefully brief and sufficiently detailed to answer most questions likely to arise in any pertinent legal setting Both individual and collective labour relations are covered in ample detail with attention to such underlying and pervasive factors as employment contracts suspension of the contracts dismissal laws and covenant of non competition as well as international private law The author describes all important details of the law governing hours and wages benefits intellectual property implications trade union activity employers associations workers participation collective bargaining industrial disputes and much more Building on a clear overview of labour law and labour relations the book offers practical guidance on which sound preliminary decisions may be based It will find a ready readership among lawyers representing parties with interests in the USA and academics and researchers will appreciate its value in the study of comparative trends in laws affecting labour and labour relations *The Future of Labour Law* B. A. Hepple, 2004-10 This book by an internationally distinguished group of scholars examines the future of labour law from a

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