

ANNUAL LABOUR LAW UPDATE



Want to be a leader on the evolution of labour law?

Don't miss this opportunity to fortify your legal acumen, network with industry peers, and gain actionable takeaways. Register now link and be part of the conversation that shapes the future of labour relations.

Embrace the Evolution of Labour Law:

Are you prepared to delve into the dynamic evolution of labour and case law, where transactional meets human-centric, and traditional practices intersect with cutting-edge technologies and AI?

As we navigate this transformative era, it's crucial to adopt a growth mindset and embrace inclusive governance in the interpretation and application of labour law through the cases. Global Business Solutions, a premier national labour law firm, invites you to join us at our #ALLU seminar. Here, we will explore the balance between management and employee power, empowerment, strategy and culture, and the shift from adversarial to collaborative approaches in labour law.

Equip yourself with the insights and strategies needed to thrive in this ever-changing landscape. Let's embark on this journey together to understand the effect of these cases and changes.

#ALLU2024

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Why Attend MYLLU?

1. Labour Law Review – major changes coming out of NEDLAC unpacked

The significant amendments to labour laws that arise from the NEDLAC social partner negotiations will be an additional core focus area, having an impact on policies, employment costs and business strategies. This will include the coming amendments to the NMW Act, BCEA, LRA and the Employment Equity Act.

2. the Power of being Ahead of the Evolution Curve

Delve into the latest case law emanating primarily from the Labour Appeal Court, the Labour Court, and various topical arbitration awards that provide insight into current and coming employment relations matters. These legal decisions cover the entire employment lifecycle regulated by labour law, including:

- Employment Contracts and Policies
- Terms and Conditions of Employment
- Polygraphs
- Abuse of Sick Leave
- The new Definition of National Minimum Wage
- Medical Certificates, Clinics and Traditional Healers
- The position on “deeming” of FTC’s and TES
- Revised probation terms
- Unfair Discrimination
- Unfair Labour Practices, scope
- Strikes
- Inequitable Remuneration and disclosure obligations
- Breaches of Governance
- Misuse of Digital Platforms and Social Media
- Harassment and Hate Speech
- Protected Disclosure Protections
- Cybercrimes and much more.

3. Spotlight on Pending Labour Laws

Stay ahead of the curve with insights into critical pending legislation:

- The Traditional Healer Regulations
- The Amendments to the National Minimum Wage Act, the Employment Equity Act and the BCEA
- The Labour Relations Act Amendments
- Others in the Parliamentary process.

4. In-Depth Learning Materials

Participants who register for and attend the Annual Labour Law Update will be provided with a comprehensive set of presentation slides. These slides contain essential learning points for each case discussed during the seminar.

You will also receive a meticulously curated compilation of over 100 Labour Law Cases, thoughtfully organized into various topics and presented in an electronic book form.

South Africa's labour law landscape continues to evolve at a rapid pace, presenting both challenges and opportunities for employers and employees alike. As Court interpretations refine existing statutes and new regulations emerge, organizations must stay vigilant to ensure compliance and foster positive workplace relations. The Annual Labour Law Update (ALLU) is your essential guide to navigating this complex terrain.

Led by Jonathan Goldberg, Chairman of Global Business Solutions and one of South Africa's foremost authorities on labour law, ALLU provides unparalleled insights into the latest legal developments. With his experience as Labour Market Chamber Convenor at NEDLAC and Ministerial appointment to the National Minimum Wage Commission, Jonathan offers a unique perspective on the forces shaping South African labour policy.

Don't get caught off guard by shifting regulations or precedent-setting rulings. Join over 1000 of your peers at LLU to get ahead of the curve and equip your organization with the knowledge needed to thrive in today's dynamic labour environment.

Key Topics:

IMPORTANT: The far-reaching amendments to labour laws that have been under negotiation at NEDLAC over the past months will be an additional core focus area. This will include the coming amendments to the NMW Act, BCEA, LRA and the Employment Equity Act.

- **Misconduct Dismissals:** Examining recent cases on gross disrespect, dishonesty, and false sick notes. Learn how Labour Courts are interpreting standards of proof and procedural fairness.
- **Operational Requirements:** Analyse rulings on retrenchments, bumping practices, and challenges to section 189 procedural and substantive processes. Understand how to navigate complex restructuring scenarios.
- **Discrimination:** Review landmark cases on age discrimination, criminal records, and employment equity. Gain insights into evolving interpretations of unfair discrimination practices.
- **Fixed-Term Contracts:** Explore recent judgments on contract extensions and reasonable expectation of renewal. Learn best practices for managing fixed-term employees.
- **Industrial Action:** Examine cases on violent protests, political party involvement, and misconduct during strikes. Understand employer rights and obligations during labour disputes.
- **Restraints of Trade:** Review enforcement of non-compete agreements and protection of confidential information. Learn how Courts are balancing employer and employee interests.
- **Workplace Health & Safety:** Analyse cases on employer liability for injuries and dismissals related to safety violations. Understand your obligations under health and safety regulations.
- **Collective Agreements:** Examine rulings on interpretation and termination of collective agreements. Learn strategies for effective collective bargaining.
- **Employee Resignations and Retractions:** Explore legal implications and best practices for handling employee resignations and subsequent retractions.
- **Legal Actions Against Employees:** Analyse recent cases involving employer actions against employees for various breaches and disputes.
- **Data Security, Social Media and Compliance:** Address challenges of unauthorized data transfers and legal ramifications for both employers and employees.
- **CCMA Arbitration Awards:** Discuss the review and setting aside of CCMA arbitration awards, including principles of justice and fairness in labour disputes.
- **Broad-Based Black Economic Empowerment (B-BBEE):** Examine recent cases involving B-BBEE and related constitutional imperatives.

ALLU is your comprehensive resource for understanding the current labour law landscape, equipping you with the knowledge to navigate and adapt to ongoing changes effectively. Don't miss this opportunity to stay ahead in South Africa's dynamic labour environment.



Jonathan Goldberg is the Chairman of Global Business Solutions and has been a business leader in the changing labour law landscape over the past thirty 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. He also recently lead the business delegation at NEDLAC on amendments to labour legislation.



Thembi Chagonda is the Joint CEO of Global Business Solutions and a leading Human Resources consultant on BBBEE and Employment Equity. She holds a Degree in Social Science, as well as a Post Graduate Diploma in Labour Law. Thembi is also an accredited Assessor and Moderator. Thembi is a key advisor to several national and multi-national organisations on their employment equity strategies, policy development and compliance. She currently a Commissioner representing business in the Employment Equity Commission. Thembi is involved in a number of initiatives to promote transformation in the workplace and education. She has served as board member of various entities and served in sub-committees for Remuneration, Social and Ethics and Nomination committees.



John Botha is the Joint CEO of Global Business Solutions, a national labour law, business strategy, and human resources consulting firm. His previous record includes serving as the Group Executive HR Director for the largest JSE-listed workforce solutions business in South Africa. He has also been appointed by the Minister to the Employment Equity Commission and the Essential Services Commission. Additionally, John has been the lead negotiator for BUSA at NEDLAC's labour market committee on non-standard employment and served as a BUSA delegate to the International Labour Organization in Geneva for three years.

18 October	Virtual - Zoom
23 October	Johannesburg
24 October	Durban
5 November	East London
8 November	Virtual – MS Teams
11 November	Cape Town
13 November	PE/Gqeberha

R3 950 (excl. VAT) per delegate (live seminar)
R2 950 (excl. VAT) per delegate (virtual seminar)

VENUES: TBC

DURATION: 09H00 – 15H30

REGISTRATION AND BANKING DETAILS

Complete and email attached registration form to: Priscilla at labourlawupdate@globalbusiness.co.za



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

Course Name:		ANNUAL LABOUR LAW UPDATE				Date:	OCTOBER/NOVEMBER 2024			
Zoom: 18 Oct	JHB: 23 Oct	DBN: 24 Oct	EL: 5 Nov	Teams: 8 Nov	CT: 11 Nov	PE/GQ: 13 Nov				
Company Name :					Tel No:					
					Fax No:					
Postal Address:					Disability assistance needed:					
Physical Address:					Dietary requirements/ allergies:					
					*Additional costs may be incurred					
Vat no:				Purchase Order:						

DELEGATE DETAILS				
	Delegate Name	ID Number	Email	Cell No.
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I acknowledge that I have read, understood and accept the Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.			
Name of Organisation:		Date:	
Name of person responsible for Payment:		Email:	
Job Title (specific):			
Signature:			
FEE EXCLUDING VAT PER DELEGATE (Please select an option)		COST/ DELEGATE	TOTAL
Course Name: MID-YEAR LABOUR LAW UPDATE – LIVE EVENT (EL, PE, CT, JHB & DBN)		R3 950 (excl. VAT)	
Course Name: MID-YEAR LABOUR LAW UPDATE – VIRTUAL EVENT (ZOOM OR TEAMS)		R2 950 (excl. VAT)	
SABPP e-Certificate		R 55 (excl. VAT)	
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