

Unilateral Changes (NMWA)

What is a Unilateral Change (NMWA)?

It is an unfair labour practice for an employer to unilaterally alter wages, hours of work or other conditions of employment in connection with the implementation of the national minimum wage and sections 191, 193, 194(4) and 195 of the Labour Relations Act apply, unless the context indicates otherwise.



Legal Framework:

- Governed by:
 - National Minimum Wage Act (Section 4(8))
 - Labour Relations Act (Sections 191, 193, 194, and 195)

Correct Process for Employers:

- 1 Notice to Consult**
 - Provide written notice to affected employees.
 - Must include the date, time, and venue for consultation and details of proposed changes.
 - Changes must be fair, real, and valid.
- 2 Consultation Process**
 - Aim to reach consensus with affected employees.
 - Document agreed changes in writing (e.g., as an annexure to the employment contract).
- 3 If No Agreement Is Reached**
 - The employer may initiate retrenchment proceedings under Section 189 of the LRA.

Dispute Resolution Process:

- 1 Step 1: Referral to CCMA**
 - Must be referred within 90 days of the change or awareness thereof (Section 191).
 - Matter is set down for conciliation.
- 2 Step 2: Arbitration**
 - If unresolved, a certificate of non-resolution is issued.
 - Matter proceeds to arbitration for final determination.



Possible Remedies:

- Compensation for financial losses
- Reinstatement to a previous position, or
- Corrective actions to rectify the unfair practice

Compensation Limits:

- Must be just and equitable, up to 12 months' remuneration.
- Can be in addition to contractual entitlements, leading to potential double payment.
- The CCMA can also order the employer to comply with the NMWA and can enforce compliance orders through the Labour Court.



Key Takeaway:

Employers must consult and seek agreement before changing employment terms. Failure to do so may result in costly legal consequences and compensation awards at the CCMA or Labour Court.

Unilateral Changes Labour Guide

Lei Huang



Unilateral Changes Labour Guide:

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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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