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Worklaw

LABOUR LAW AT THE WORK PLACE



How to prove unfair labour practice. What is an unfair labour practice. What constitutes an unfair labour practice. How to deal with unfair labour practice. Ccma awards for unfair labour practice.

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The ³ Commission for Conciliation, Mediation³ and Arbitration (CCMA) promotes fair practices in the working environment and ensures that labor disputes within its competence are resolved efficiently, profitably and with the least number of limits. Accordingly, no legal representation ³ be permitted in conciliation proceedings³ unless preliminary questions are raised and/or addressed. The CCMA conflict resolution process ³ simple and all necessary forms can be found on the COMA website. The law requires a commissioner to determine a dispute ³ justly and promptly Ae ³ A and Ae ³ A to deal with the substantial merits of the dispute with a minimum of legal formalities. A How do ³ handle a CCMA case? However, a party has the right to present documentary evidence, call witnesses, question witnesses from any other party and address opening and closing remarks to the commissioner. In general, if the parties are unable to resolve the dispute in the conciliation³ the commissioner issues an LRA Form 7.12 (i.e., certificate of outcome) certifying that the dispute remains unresolved. An employee may refer a dispute to the CCMA by submitting a referral form ³ the Employment Relations Act (LRA) 7.11 to the CCMA and providing a copy of the dispute to the employer. See also: They are: unfair dismissal, unfair labor practices, litigation related to the ³ compliance orders, reduction ³ staff, certain litigation for discrimination³ national litigation on minimum wages, freedom of association, organizational rights, collective agreements and issues of mutual interest. A party who is not satisfied with the arbitration award may, within the next 6 weeks, apply to the Tribunal to review the arbitration award. prize. prize.

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