

NEWS FLASH

CODE OF GOOD PRACTICE: COLLECTIVE BARGAINING, INDUSTRIAL ACTION AND PICKETING

Among the various labour law amendments which were effected at the beginning of the year, the amendment of section 69 of the LRA, along with the implementation of a Code of Good Practice on Collective Bargaining, Industrial Action and Picketing, brings about an important tool for employers who find themselves in wage negotiations and impending strike action.

Highlights include:

- In “good faith bargaining”, all demands and responses should be in writing;
- There are two objectives to the conciliation of mutual interest disputes: the primary being to resolve the dispute, and the secondary being to establish strike and picketing rules;
- Importantly, a picket cannot occur unless rules have been agreed to, or have been determined by the CCMA;
- Default picketing rules have been incorporated into the Code.

March 2019

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