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Section 64 (4) of the LRA suggests that the employee can refer the dispute to the CCMA or a bargaining council, and the referring party may require the employer not to unilaterally implement

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the change to the terms and conditions of employment, or, if the employer has already implemented the change unilaterally, the referring party may require the employer to restore the terms and conditions of employment that applied before the change.

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It is possible that some of these unilateral changes could also fall under the heading of unfair labour practice, but that is the subject of another article. It seems that sometimes employers bring about these unilateral changes in an effort to upset the employee to the extent where he will resign, and some of the tactics employed include setting

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unattainable and unrealistic sales targets, and things of that nature.

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An employer's unilateral change to a mandatory subject of bargaining without first offering to bargain is a violation of the NLRA, unless the employer has a valid defense. One valid defense is that the union waived its right to bargain over the term or condition at issue.

Previous Standard — Provena

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such as deep vein thrombosis, varicose veins, premature labour and even miscarriage. HOW TO AVOID THE RISK: Workstations should be adjustable to allow for necessary changes in posture.

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It often happens that when an employer wishes to "get rid of" and employee, he

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adopts tactics that create extremely unpleasant or unacceptable working conditions, in hopes that the employee will resign. It also happens sometimes when an employee has already resigned, and the employer is extreme

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The unilateral variation or change also constitutes a breach of contract which constitutes civil action.

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## **Unilateral Changes to Terms & Conditions of ... - Labour Guide**

Employers who force unilateral changes in an effort to cause an employee to resign, or who force unilateral changes to try and get an employee to toe the line, are playing with fire. There are specific procedures for addressing such matters.

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How the NLRB analyzes defenses to unilateral change unfair labor practice charges may be in for a substantial revision. National Labor Relations Board (NLRB) Chairman John Ring and Member Marvin Kaplan have signaled their interest in reviewing the law in this area.

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E.I. du Pont de Nemours & Co., 368 NLRB No. 48 (Sept. 4, 2019). In footnote 13 ...

### **NLRB Members Intend to Revisit Applicability of 'Contract ...**

Communication of the investigation findings and recommendations/ labour relations procedures. Implementation of



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the recommendations. Follow up of corrective measures. Make changes for continues improvement Module 13: Dealing with isolation and quarantine leave requirements. Explanation of isolation and quarantine leave requirements

### **Investigation and Management of**

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The Labour Office will give you Form UF128, which needs to be filled in by the deceased's last employer and then submitted at the Labour Centre. The death benefit is the amount that the worker could have claimed if they were unemployed. This is paid out in one payment.

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