



# Taryn York

## Associate

Taryn York is an Associate in our Employment Law Practice. She has extensive experience in various aspects of employment law, including advising and representing clients with disputes relating to unfair labour practices, unfair dismissals and retrenchments; reviewing, vetting and drafting contracts of employment, restraint of trade agreements, independent contractor agreements and workplace policies; and conducting due diligence exercises from an employment law perspective. Taryn has appeared in various forums, including the CCMA, MEIBC, MIBCO, the NBCRFLI and the Labour Court. Taryn also provides advice to clients on a wide range of immigration related matters.

### Practice areas


Employment Law


### Sectors

Immigration

### Contact Details

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### Career

Taryn was admitted as an attorney in 2018. She worked as an Associate at Howes Incorporated Attorneys before being appointed by CDH as an Associate in 2021.

### Experience

#### General Employment Advice

- Providing clients with advice relating to dismissals for misconduct, incapacity and operational requirements.
- Drafting charges for internal disciplinary hearings and chairing internal proceedings.
- Assisting clients with initiating internal processes, including disciplinary hearings, grievance proceedings and incapacity enquiries.
- Providing advice on a wide range of employment related matters.
- Conducting due diligence exercises in order to identify non-compliance with applicable employment related legislation.
- Reviewing and drafting employment contracts, restraint of trade agreements and workplace policies.
- Reviewing independent contractor agreements and providing advice relating thereto.



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- Providing legal opinions related to a wide range of employment matters including mandatory vaccination policies, the difference between employees and independent contractors and the applicable rights associated with these relationships, and the enforceability of restraint of trade agreements.

### **Dispute Resolution**

- Representing clients during arbitration proceedings at the CCMA and respective Bargaining Councils and negotiating the settlement of disputes.
- Instituting proceedings and arguing disputes in the Labour Court, including review applications.
- Assisting counsel in employment related proceedings at the CCMA and the Labour Court.

### **General Immigration Advice**

- Verifying the validity of work-related visas.
- Providing advice in relation to the appropriate work visas for employees, including intra-company work visas, general work visas and critical skills visas.
- Assisting clients with compiling and submitting visa applications.  
Providing legal opinions related to a wide range of immigration related matters including an employer's obligations in relation to the Immigration Act, and the consequences for failing to comply with the applicable legislation.

### **Education**

- LLB, University of Johannesburg
- Advanced Programme in Labour Law (cum laude), University of Pretoria
- Registered with the Legal Practice Council

### **Memberships**

- The South African Society for Labour Law (SASLAW)

### **Languages**

English