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EMPLOYMENT LAW ALERT

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Secondary Strikes: Ground-breaking legal principles established by the Constitutional Court.

Today, the Constitutional Court handed down judgment in the seminal matter of *AMCU and Others v Anglo Gold Ashanti and Others*, dealing with whether the proportionality principle could be taken into account in determining the reasonableness of a secondary strike in terms of section 66 of the Labour Relations Act 66 of 1995, as amended and in what circumstances a secondary strike becomes unprotected.



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Secondary Strikes: Ground-breaking legal principles established by the Constitutional Court

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This matter finds its genesis in the 2018 wage strike by AMCU at Sibanye Gold Limited t/a Sibanye Stillwater (Sibanye) which endured for a period of five months. At the beginning of the fourth month of the strike, AMCU served multiple notices of secondary strikes on various entities in the mining sector seeking to call out its members employed in these entities to embark on a secondary strike for seven days.

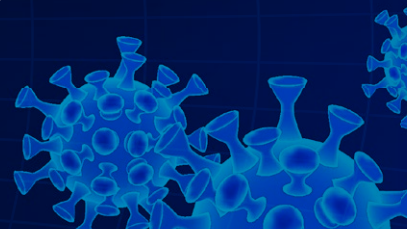
In the face of impending crippling secondary strikes, Lonmin Platinum (for which Cliffe Dekker Hofmeyr Inc acted and subsequently acquired by Sibanye Stillwater), together with the other affected secondary employers, launched separate urgent applications in the Labour Court to interdict the secondary strike and declare same unprotected.

The material issue before the Labour Court was whether section 66(2)(c) imports the principle of proportionality i.e. the harm to the secondary employer must be considered as part of the assessment of the reasonableness of the secondary strike and whether on a case by case basis it would be protected. The Labour Court granted the interdicts sought.

The Labour Appeal Court dismissed the appeal on the grounds of mootness given that the primary strike at that stage had long been resolved. AMCU applied for

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Secondary Strikes: Ground-breaking legal principles established by the Constitutional Court...continued

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leave to appeal to the Constitutional Court. In a majority judgment, the Constitutional Court held that although the matter was moot, it was in the interests of justice to grant leave to appeal given the importance of the issue to employers and trade unions generally.

The Constitutional Court found that reasonableness imports the test of proportionality. The effect of this is that conceptually proportionality and reasonableness often dove-tail, but not necessarily so. In balancing the potential harm which may be caused to the secondary employer against the potential harm which may be caused to the primary employer relevant factors must be considered. Such factors would include *inter alia* the duration and form of the strike, the number of employees involved, the membership of trade unions, the conduct of the strikers, including whether the primary strike is peaceful or violent, and the sector involved in the primary and secondary strikes. The Constitutional Court indicated that once strikes cease to be peaceful they lose protection of the law. The prospect of violence during a secondary strike would be a factor when assessing its reasonableness. However, the Constitutional Court stated that the preferred route would be an interdict to stop the violence as opposed to a naked challenge to the protected nature of the secondary strike.

Primary and secondary strikes are distinguished in the LRA. The Constitutional Court found that the test of proportionality limits the right to participate in a secondary strike in accordance with section 66(2)(c) which introduces safeguards to balance the rights of primary and secondary employers.

The Constitutional Court supported the notion that the assessment of reasonableness must first be considered and applied in respect of the individual secondary employer that is challenging the protected nature or otherwise of a secondary strike. It is not impossible, depending on the facts, that the reasonableness test may be applied in respect of more than one secondary employer considered together.

This judgment is very important for employers in the collective bargaining space as it settles the debate whether the test of proportionality has application in the assessment of the reasonableness of a secondary strike on the business of a secondary employer.

Fiona Leppan, Mayson Petla and Kgodisho Phashe

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For more information about our Employment Law practice and services in South Africa and Kenya, please contact:



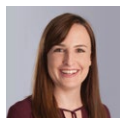
Aadil Patel
Practice Head
Director
T +27 (0)11 562 1107
E aadil.patel@cdhlegal.com



Phetheni Nkuna
Director
T +27 (0)11 562 1478
E phetheni.nkuna@cdhlegal.com



Michael Yeates
Director
T +27 (0)11 562 1184
E michael.yeates@cdhlegal.com



Anli Bezuidenhout
Director
T +27 (0)21 481 6351
E anli.bezuidenhout@cdhlegal.com



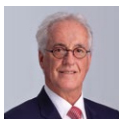
Desmond Odhiambo
Partner | Kenya
T +254 731 086 649
+254 204 409 918
+254 710 560 114
E desmond.odhiambo@cdhlegal.com



Mohsina Chenia
Executive Consultant
T +27 (0)11 562 1299
E mohsina.chenia@cdhlegal.com



Jose Jorge
Director
T +27 (0)21 481 6319
E jose.jorge@cdhlegal.com



Hugo Pienaar
Director
T +27 (0)11 562 1350
E hugo.pienaar@cdhlegal.com



Faan Coetzee
Executive Consultant
T +27 (0)11 562 1600
E faan.coetzee@cdhlegal.com



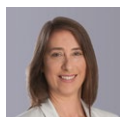
Fiona Leppan
Director
T +27 (0)11 562 1152
E fiona.leppan@cdhlegal.com



Thabang Rapuleng
Director
T +27 (0)11 562 1759
E thabang.rapuleng@cdhlegal.com



Jean Ewang
Consultant
M +27 (0)73 909 1940
E jean.ewang@cdhlegal.com



Gillian Lumb
Director
T +27 (0)21 481 6315
E gillian.lumb@cdhlegal.com



Hedda Schensema
Director
T +27 (0)11 562 1487
E hedda.schensema@cdhlegal.com



Avinash Govindjee
Consultant
M +27 (0)83 326 5007
E avinash.govindjee@cdhlegal.com



Imraan Mahomed
Director
T +27 (0)11 562 1459
E imraan.mahomed@cdhlegal.com



Njeri Wagacha
Partner | Kenya
T +254 731 086 649
+254 204 409 918
+254 710 560 114
E njeri.wagacha@cdhlegal.com



Bongani Masuku
Director
T +27 (0)11 562 1498
E bongani.masuku@cdhlegal.com

OUR TEAM

For more information about our Employment Law practice and services in South Africa and Kenya, please contact:



Amy King
Professional Support Lawyer
T +27 (0)11 562 1744
E amy.king@cdhlegal.com



Asma Cachalia
Associate
T +27 (0)11 562 1333
E asma.cachalia@cdhlegal.com



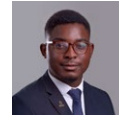
Peter Mutema
Associate | Kenya
T +254 731 086 649
+254 204 409 918
+254 710 560 114
E peter.mutema@cdhlegal.com



Riola Kok
Professional Support Lawyer
T +27 (0)11 562 1748
E riola.kok@cdhlegal.com



Jaden Cramer
Associate
T +27 (0)11 562 1260
E jaden.cramer@cdhlegal.com



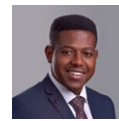
Mayson Petla
Associate
T +27 (0)11 562 1114
E mayson.petla@cdhlegal.com



Tamsanqa Mila
Senior Associate
T +27 (0)11 562 1108
E tamsanqa.mila@cdhlegal.com



Rizichi Kashero-Ondego
Associate | Kenya
T +254 731 086 649
T +254 204 409 918
T +254 710 560 114
E rizichi.kashero-ondego@cdhlegal.com



Kgodisho Phashe
Associate
T +27 (0)11 562 1086
E kgodisho.phashe@cdhlegal.com



Dylan Bouchier
Associate
T +27 (0)11 562 1045
E dylan.bouchier@cdhlegal.com



Jordyne Löser
Associate
T +27 (0)11 562 1479
E jordyne.loser@cdhlegal.com



Taryn York
Associate
T +27 (0)21 481 6314
E taryn.york@cdhlegal.com



Abigail Butcher
Associate
T +27 (0)11 562 1506
E abigail.butcher@cdhlegal.com



Christine Mugenyu
Associate | Kenya
T +254 731 086 649
T +254 204 409 918
T +254 710 560 114
E christine.mugenyu@cdhlegal.com

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JOHANNESBURG

1 Protea Place, Sandton, Johannesburg, 2196. Private Bag X40, Benmore, 2010, South Africa. Dx 154 Randburg and Dx 42 Johannesburg.
T +27 (0)11 562 1000 F +27 (0)11 562 1111 E jhb@cdhlegal.com

CAPE TOWN

11 Buitengracht Street, Cape Town, 8001. PO Box 695, Cape Town, 8000, South Africa. Dx 5 Cape Town.
T +27 (0)21 481 6300 F +27 (0)21 481 6388 E ctn@cdhlegal.com

NAIROBI

Merchant Square, 3rd floor, Block D, Riverside Drive, Nairobi, Kenya. P.O. Box 22602-00505, Nairobi, Kenya.
T +254 731 086 649 | +254 204 409 918 | +254 710 560 114 E cdhkenya@cdhlegal.com

STELLENBOSCH

14 Louw Street, Stellenbosch Central, Stellenbosch, 7600.
T +27 (0)21 481 6400 E cdhstellenbosch@cdhlegal.com

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INCORPORATING
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