

23 OCTOBER 2017

# EMPLOYMENT ALERT

## LET OUR STRIKE GUIDELINES BE THE STARTING POINT FOR YOUR STRIKE STRATEGY

At Cliffe Dekker Hofmeyr we pride ourselves in providing our clients with practical solution driven information in line with the current challenges faced by our clients.

Due to the increase in strikes and strike violence in South Africa, our employment practice developed useful strike guidelines for our clients' benefit. These guidelines will provide clients with practical information about strikes, lock-outs and picketing and answer some of the more complex questions around these topics. The guidelines are definitely the starting point when considering a strike strategy and when preparing for industrial action. Our strike guidelines can be accessed on our website.

## IN THIS ISSUE

### FIRST THINGS FIRST – ARE YOU A REGISTERED TRADE UNION?

The Labour Relations Act, No 66 of 1995, in s95 sets out requirements for the registration of trade unions.

# FIRST THINGS FIRST – ARE YOU A REGISTERED TRADE UNION?

*The Labour Relations Act, No 66 of 1995 (LRA), in s95 sets out requirements for the registration of trade unions.*

*On 30 September 2017, the Department of Labour published a list of all registered trade unions as at 30 September 2017.*

The Labour Relations Act, No 66 of 1995 (LRA), in s95 sets out requirements for the registration of trade unions.

In terms of the LRA, a trade union may apply for registration if it has:

- (i) adopted a name and constitution that meets the requirements in the LRA;
- (ii) has an address in South Africa, and;
- (iii) is independent.

Trade unions are not required to register however for trade unions to enjoy certain rights in the LRA like organisational and collective bargaining rights, they must be registered with the Department of Labour.

On 30 September 2017, the Department of Labour published a list of all registered trade unions as at 30 September 2017.

The list sets out 191 registered trade unions. It also provides useful contact information including the date of registration, telephone numbers and addresses.

The list can be accessed on the department of [Labour's Website](#).

*Ndumiso Zwane and Bheki Nhlapho*





## Employment Strike Guideline

**Find out when a lock-out will be protected.**

 [Click here to find out more](#)

CHAMBERS GLOBAL 2014 - 2017 ranks our Employment practice in Band 2: Employment.

Aadil Patel ranked by CHAMBERS GLOBAL 2015 - 2017 in Band 2: Employment.

Hugo Pienaar ranked by CHAMBERS GLOBAL 2014 - 2017 in Band 2: Employment.


Fiona Leppan ranked by CHAMBERS GLOBAL 2017 in Band 3: Employment.

Gillian Lumb ranked by CHAMBERS GLOBAL 2017 in Band 4: Employment.



Michael Yeates named winner in the **2015 and 2016 ILO Client Choice International Awards** in the category 'Employment and Benefits, South Africa'.



 **CLICK HERE**  
FOR THE LATEST SOCIAL  
MEDIA AND THE WORKPLACE  
GUIDELINE



3 | EMPLOYMENT ALERT 23 October 2017



## OUR TEAM

For more information about our Employment practice and services, please contact:



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



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



**Kirsten Caddy**  
Director  
T +27 (0)11 562 1412  
E kirsten.caddy@cdhlegal.com



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



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



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



**Nicholas Preston**  
Director  
T +27 (0)11 562 1788  
E nicholas.preston@cdhlegal.com



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



**Samiksha Singh**  
Director  
T +27 (0)21 481 6314  
E samiksha.singh@cdhlegal.com



**Gavin Stansfield**  
Director  
T +27 (0)21 481 6313  
E gavin.stansfield@cdhlegal.com



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



**Ndumiso Zwane**  
Director  
T +27 (0)11 562 1231  
E ndumiso.zwane@cdhlegal.com



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



**Steven Adams**  
Associate  
T +27 (0) 21 481 6341  
E steven.adams@cdhlegal.com



**Samantha Bonato**  
Associate  
T +27 (0)11 562 1134  
E samantha.bonato@cdhlegal.com



**Sean Jamieson**  
Associate  
T +27 (0)11 562 1296  
E sean.jamieson@cdhlegal.com



**Zola Mcaciso**  
Associate  
T +27 (0)21 481 6316  
E zola.mcaciso@cdhlegal.com



**Anelisa Mkeme**  
Associate  
T +27 (0)11 562 1039  
E anelisa.mkeme@cdhlegal.com



**Prinoleen Naidoo**  
Associate  
T +27 (0)11 562 1829  
E prinoleen.naidoo@cdhlegal.com



**Bheki Nhlapho**  
Associate  
T +27 (0)11 562 1568  
E bheki.nhlapho@cdhlegal.com

### BBBEE STATUS: LEVEL THREE CONTRIBUTOR

Cliffe Dekker Hofmeyr is very pleased to have achieved a Level 3 BBBEE verification under the new BBBEE Codes of Good Practice. Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

This information is published for general information purposes and is not intended to constitute legal advice. Specialist legal advice should always be sought in relation to any particular situation. Cliffe Dekker Hofmeyr will accept no responsibility for any actions taken or not taken on the basis of this publication.

### 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

©2017 1951/OCT

