

Chris Haralambous is a partner at Cox Yeats Attorneys and is head of the Labour Law Team. With over 20 years' experience, his expertise lies in labour relations, commercial litigation and Alternative Dispute Resolution (ADR) practice. He is also a Fellow of the Association of Arbitrators (Southern Africa) and has a background lecturing in Business Law and Labour Law at the University of Natal. Chris is a member of SASLAW and sits on Tokiso Dispute Settlement's labour and commercial panels. He is also a qualified Mediator. Chris offers practical insight into the critical field of Labour Relations Law. Join his inter-active workshop and ask your questions!



THE COX YEATS LABOUR TEAM PRESENTS a critical workshop on:

RESTRUCTURING, OUTSOURCING AND TRANSFERS OF BUSINESS covering:

- “Mass Retrenchments” under section 189A of the LRA;
- The difference between “transfers” versus “outsourcing”;
- The rights & obligations of employers under section 197;
- Transfers and potential “automatically unfair dismissals” ;
- Seeking changes to terms & conditions of employment;
- Alternatives to retrenchment & forfeiture of severance pay.

See attached overview of contents for this workshop

The Cox Yeats Labour Team

DATE

Friday, 5 May 2017

TIME

08H30 am until 13H00 pm (lunch incl.)
[Registration : 08H00 am to 08H30 am]

VENUE

Gateway Hotel (Umhlanga)
Centenary Blvd & Twilight Dr

COST

R1 710-00 per person (incl VAT)
(No charge for Cox Yeats clients)

HOSTS

Chris Haralambous
(Partner & Head of Employment Law at Cox Yeats)

Sunil Hansjee
(Employment Law Partner at Cox Yeats)

RSVP

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Workshop Schedule

- 08:00 – 08:30 – Registration
- 08:30 – 09:00 – Welcome address & introduction

A. 09:00 – 10:00 Restructuring and Rationalisation

- Section 189 vs section 189A;
- Effective “consultation” with/without facilitation;
- “Redundancy of post” vs “Rationalising of heads”;
- Fair and Objective selection criteria;
- The limits of “bumping” & related issues

10:00 – 10:15 Refreshments

B. 10:15 – 11:15 Transfers of Business Versus Outsourcing

- The meaning and impact of section 197;
- How do the courts distinguish “outsourcing”?
- Apportionment agreements under section 197;
- Significant types of commercial transactions.

C. 11:15 – 12:15 Contentious Aspects Of Restructuring/Transfers

- Are “Voluntary Retrenchment Agreements” lawful?;
- Using section 189/189A to change terms & conditions of employment – the “Fry’s Metals” case;
- What amounts to an “unreasonable refusal” of alternative employment? (resulting in forfeiture of severance pay)

12:15 – 12:30 Questions

12:30 – 13:30 Lunch