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A Guide to the CCMA and MEIBC CDR Processes:

Explaining these Dispute Resolution Forums and clarifying the processes involved with a dispute referred to the CCMA or CDR.

The Commission for Conciliation, Mediation and Arbitration (CCMA) is the Dispute Resolution Forum established by the Labour Relations Act 66 of 1995. The CCMA was established by the Act to promote the timeous and cost effective resolution of disputes between employers and employees and prevent the Labour Court from being inundated with matters of a simpler nature. The Metal and Engineering Industries Bargaining Council's Centre for Dispute Resolution (CDR) is accredited by the CCMA in terms of s127 of the LRA to resolve certain disputes involving companies in the metal industry.

The more cooperative model of the CCMA is a paradigm shift away from the adversarial model that most employers may expect from a dispute resolution forum. As a result, the CCMA, as a cost effective and flexible means to resolve labour disputes, is a tool which may be under appreciated by employers and, with a better understanding of its purpose and processes, may then be better utilized.

SAEFA, in association with Gordon Angus and Associates, offers a full-day workshop to guide employers through the purpose and processes of the CCMA as a dispute resolution forum.

Topics covered:

The CCMA

- The purpose of the Dispute Resolution Forum
- The CCMA versus Bargaining Councils



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- The types of disputes which fall within the jurisdiction of the CCMA and Bargaining Councils
- The process to be followed by an employee when referring a dispute to the CCMA
 - The 7.11 Form explained
 - The Con/Arb Process
 - Objecting to the Con/Arb Process
- Possible points *in limine*
- Collective Bargaining function of the CCMA

Conciliation

- What is conciliation?
- The process followed by the commissioner during a conciliation hearing.
- Rules relating to legal representation.
- The possible outcomes of a conciliation hearing.
- The enforcement of a settlement agreement.

Arbitration

- What is arbitration?
- The process followed by the commissioner during an arbitration hearing.
- Rules relating to legal representation.
 - The requirements to be met by an employee in applying for legal representation.
- The possible outcomes of an arbitration hearing.



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Review and Appeal Procedures

- The Labour Court.
- The Labour Appeal Court.

Presenter

Chloe Hoffmann received her Bachelor of Arts degree and LLB with distinction from Rhodes University and, thereafter, went on to complete a Master's of Law degree at Wits University, which she received *Cum Laude* in 2016. During her studies, she received numerous awards, including the Shirley Ritchie Award for best female student entering the final LLB year, the Brian Peckham Memorial Prize as the best student in Environmental Law, the Phatshoane Henney Incorporated medal awarded for obtaining an LLB degree with distinction, and the Rhodes Investec Top 100 for academic excellence. Chloe completed her articles at the Wits Law Clinic, where she worked closely with labour attorneys and gained invaluable experience in labour law and representing clients in labour disputes.

Date and Venue

Wednesday, 25 September 2019, Birchwood Hotel & OR Tambo Conference Centre, Viewpoint Street, Boksburg.

Times

08h00	Registration, tea and coffee
08h30	Start
10h30	Tea break
12h30	Lunch
15h00	Afternoon tea break
16h30	Finish

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Fee per delegate (Ex VAT)

R2 900 Members

R3 600 Non-members

For more information or to book, please contact Gordon at gordon@saefa.co.za or Charlene at charlene@saefa.co.za



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Wednesday, 25 September 2019

To make a booking, please complete the table below and email to gordon@saefa.co.za or charlene@saefa.co.za

Name:	Company:	Contact Number	Email Address:
Company Addresses (Postal and physical):			
1.			
2.			
VAT Number:			
Special dietary requirements (please specify):			
Names of Delegates:			
1.		2.	
3.		4.	
5.		6.	
Are you a SAEFA Member?		Yes	No