



27th SASLAW

ANNUAL NATIONAL CONFERENCE

COASTLANDS HOTEL, UMLANGA • DURBAN • 11-12 SEPTEMBER 2024

CONFERENCE PROGRAMME

BREAKAWAY STREAMS

	BREAKAWAY 1	BREAKAWAY 2	BREAKAWAY 3
13h45	<p><i>LC/LAC New Rules</i></p> <p>Judge Andre van Niekerk & Judge Connie Prinsloo</p>	<p><i>Justice during a harassment based workplace investigation</i></p> <p>Yousuf Boda</p>	<p><i>Remuneration, Equal Treatment and Equal Pay in Labour Dispute Resolution</i></p> <p>John Botha</p>
14h20	<p><i>The Right to Disconnect</i></p> <p>Osborne Molatudi</p>	<p><i>Radical Reforms on the Way: Long overdue Protection for Seafarers</i></p> <p>Deirdre Venter</p>	<p><i>The (under)representation of women with disabilities in the workplace</i></p> <p>Yvette Basson</p>
14h55	<p><i>Reimagining Justice: Challenging the Status Quo in South African Labour Law</i></p> <p>Juandre Kruger</p>	<p><i>Back to Basics, a discussion of the ADR processes in the LRA</i></p> <p>Bongani Mgaga</p>	<p><i>A challenge to the fairness of traditional criminal justice style disciplinary processes</i></p> <p>Sian Gaffney</p>
15h30	COMFORT BREAK AND NETWORKING		
16h00	<p><i>Why company culture matters in workplace investigations</i></p> <p>Kasendran Moodley</p>	<p><i>A Long Walk to Gender Equality in South African Employment Law -Van Wyk and Others v Minister of Employment and Labour (2023) ZAGPJHC 1213 (25 October 2023)</i></p> <p>S'celo Walter</p>	<p><i>Contempt of Court in the Labour Court: Is the criminal comeuppance constitutional?</i></p> <p>Bongani Luthuli</p>
16h35	<p><i>An Analysis of Legislative Protection of Whistleblowers – Have we failed Whistleblowers?</i></p> <p>Chantelle de Sousa & Cynthia Stimpel</p>	<p><i>Employee representation in the workplace: is the LRA fit for purpose</i></p> <p>Neil Coetzer and Courtney Wingfield</p>	<p><i>Violent strikes and their effects on fundamental rights in South Africa</i></p> <p>Phakisho Jerry Mello</p>
17h10 - 20h00	WELCOME COCKTAIL – NAA President to give a vote of thanks.		



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THURSDAY, 12th SEPTEMBER 2024

09h00 **WELCOME DAY 2 ADDRESS**
Mr. Venolan Naidoo - FASKEN

09h10 **PANEL DISCUSSION**
The intersection between Competition Law and Labour Law & Constitutional Court Judgement on Coca Cola beverages Africa PTY LTD vs Competition Commission/ Food Allied commission
Candice Slump & Ludwig Frahm-Arp

09h50 **PLENARY – PANEL DISCUSSION**
A Small Claims Court for CCMA discussion
Chris Orr

10h25 **Q&A**

10h35 **COMFORT BREAK AND NETWORKING TEA**

BREAKAWAY STREAMS

	BREAKAWAY 1	BREAKAWAY 2	BREAKAWAY 3
11h05	<i>Disciplining employees for cannabis use</i> Riaz Itzkin	<i>Declaring a protected strike unprotected and derivative misconduct in the context of a violent strike – a African Meat Industry and Allied Trade Union (AMITU) and Others v Shave and Gibson Packaging (Pty) Ltd discussion.</i> Bonga Sibiya	<i>Menstrual health matters, period! – A case for menstrual leave in the workplace</i> Daphney Willem & Owethu Mbambo

11h40	<i>Mandatory Retirement: The Constitutional Court Weighs In</i> Ruben Orton	<i>ESOPs - mergers and acquisitions in an era of worker ownership</i> Dhevarsha Ramjettan	<i>The Role of Communication Skills for Trade Unions in Resolving Labour Disputes in the Workplace: A South African Perspective</i> Mahlatse Innocent Maake-Malatji (Dineo Machedi and Ditshego Masete)
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12h15

The role of labour lawyers: torch bearers for Lady Justice or purveyors of the stalingrad 'principle'?

Ajay Makka

Mining into the future: digging into the impact of labour law in the mining sector of South Africa

Unathi Dlamini

Is there a dual system of law: breach of contract vs unfairness? A critical analysis of The Passenger Rail Agency of South Africa and Others v Onica Martha Ngoye and Others (case no. JA78/21)

Sandile July

12h50

LUNCH BREAK & NETWORKING

RETURN TO PLENARY

13h50

BACK FROM LUNCH MOMENT

History of SASLAW to be discussed
Richard Haslop

14h05

PANEL DISCUSSION

Multi-tiered dispute resolution as the only impactful way to pursue the ideal of justice from a labour law context.
Sauri Seetal & Michelle Posemann & Hlengiwe Skosana

14h40

Q&A

14h50

PLENARY - THOUGHT PIECE IN CONVERSATION

Covid-19 has come and gone – to the Labour Court
Dr. Hilda Grobler

15h30

Q&A

15h40

LOOKING AHEAD – KEY TAKEAWAYS AND CLOSING

Venolan Naidoo – FASKEN; Sean Snyman – Labournet; Moses Baloyi – MM Baloyi Attorneys; Amandla Makhongwana – Bowmans – Romy Allen – Norton Rose Fulbright; Jules Bloch – Canadian delegation rep

16h00

NETWORKING TEA AND DEPARTURE