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### Remedies For Unfair Labour Practice

Dawn Norton. Standard remedies set out in the Labour Relations Act 66 of 1995 (the LRA) upon a finding that an employer has committed an unfair labour practice ("ULP") includes reinstatement, re-employment or compensation. Those are remedies similarly applied to dismissal disputes. Reinstatement and re-employment are clearly appropriate as remedies for unfair dismissals but arguably less appropriate as remedies for ULPs as the complainant usually remains in employment with the employer ...

### REMEDIES FOR UNFAIR LABOUR PRACTICE FINDINGS, 7 Sept

REMEDIES FOR UNFAIR LABOUR PRACTICE. In terms of Section 193 (4) of the LRA, we see that it is directed that an arbitrator appointed in terms of this Act may determine any unfair labour practice dispute referred to the arbitrator, on terms that the arbitrator deems reasonable, which may include the following: compensation. It is indeed so that while the remedies for unfair dismissal are a closed list, the remedies for unfair labour practices are open-ended and include re-instatement, ...

### REMEDIES FOR UNFAIR LABOUR PRACTICE - welmanbloem

three remedies for unfair dismissal and unfair labour practice, namely reinstatement, re-employment and compensation. In disputes of unfair labour practice an arbitrator may determine a dispute on terms that the arbitrator deems reasonable, including the abovementioned three remedies. For example, in an unfair labour practice dispute

### THE REMEDIES FOR UNFAIR DISMISSAL

Reimbursing the union and the government for the costs of litigating the unfair labor practice case, including the initial investigation of

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it all the way through the litigation before the NLRB (p. 3);  
Reimbursing the union its bargaining expenses, including salaries and expenses of union officials negotiating with the employer (p. 5);

## Remedies for Unfair Labor Practices: The NLRB's Equivalent ...

CHAPTER III Cease and Desist Orders—The Appropriate Use of “Narrow” and “Broad” Orders. The most common of all NLRB remedial orders is the “cease and desist” order, i.e., an order directing a party found to have engaged in an unfair labor practice to cease and desist from the particular conduct found to be unlawful.

## NLRB Remedies for Unfair Labor Practices on JSTOR

Reinstatement, which is arguably the primary remedy for unfair dismissal. However, regardless of the clear position of... Damages in lieu of reinstatement is a remedy available to an employee whose employer does not want to re-employ the... Back pay. As discussed above, this remedy is covered under ...

## UNFAIR DISMISSAL - WHAT REMEDIES ARE AVAILABLE FOR ...

The need to increase the scope and access of the remedies under the central law appears to be an urgent necessity, as greater casualisation of the work force even in the organised and formal sector and lessen role of trade unions has set the stage for an increased incidence of unfair labour practices.

## Unfair Labour Practices - Indian Law Portal

If an employee is suspended for an unreasonably long period and where there is no plausible reason for the delay in finalising the disciplinary enquiry, then this would constitute an unfair labour practice. If a worker believes they were suspended unfairly, then this is also a case for discrimination.

## How to Deal with Unfair Labour Practices at Work | LAW FOR ...

Remedies. The Code gives the board a wide range of remedial powers. These include the power to: direct the person to cease doing the act complained about; direct any person to rectify the act; direct reinstatement of an employee with back pay if the unfair labour practice involved a dismissal;

## Unfair Labour Practices and Employer Communication | Legal ...

Only persons who are in employment (employees) are protected against unfair labour practices. Employees are protected against the unfair labour practices committed by the employer. Unlike the situation under the old Act, an unfair labour practice can no longer be committed by an employee and no remedies are available to an employer.

## Unfair labour practices - SA Labour Guide

In other words, upon finding that an employer has committed an unfair labor practice, the NLRB will order the employer to cease and desist from the unfair labor practice and to take affirmative action to

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remedy the violation. The most common remedies are back pay and reinstatement for those who have been wrongfully terminated.

## What penalties may an employer face if the National Labor ...

ection 194(4) of the Labour Relations Act 66 of 1995 (the LRA) states that when an arbitrator has found that an employer has committed an unfair labour practice the arbitrator may determine the dispute - "on terms that the arbitrator deems reasonable, which may include ordering reinstatement, re-employment or compensation."

## Contemporary Labour Law - MHA Law

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## NLRB Remedies for Unfair Labor Practices (LABOR RELATIONS ...

Monetary Remedies. In cases where employees are illegally fired for protected activity, the General Counsel often seeks backpay for the period of unemployment, as well as payment of dues, fines or other costs.

## Monetary Remedies | National Labor Relations Board

Remedies for unfair labor practices: the NLRB's equivalent of a "red card" Blog Vorys on Labor. Vorys Sater Seymour and Pease LLP USA November 14 2014

## Remedies for unfair labor practices: the NLRB's equivalent ...

Du Toit argues that the current definition of an 'unfair labour practice', unlike the open-ended definition in the 1956 Act, is confined to employer conduct and no longer offers a remedy to employers against employees or trade unions.<sup>30</sup> It is only employees as defined who enjoy protection under this section.<sup>31</sup> <sup>30</sup>Du Toit et al 461.

## THE UNFAIR LABOUR PRACTICE RELATING TO PROMOTION

Legal remedies and recourse for workplace bullying . 18 ... when an act on the part of the employer has taken place which constitutes a dismissal or action which might be an unfair labour practice ...

## Legal remedies and recourse for workplace bullying

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