

**labour**Department:  
Labour  
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## Basic Guides

### Top Labour Relations basic guides

Plain English summaries of key topics within labour legislation

- **Basic Guide to Agency Shop Agreements**  
The Labour Relations Act allows for an agreement requiring the deduction of fees from non-union workers
- **Basic Guide to Bargaining Councils**  
Under the Labour Relations Act, bargaining councils conclude agreements, resolve labour disputes, make proposals on labour policies, etc.
- **Basic Guide to Closed Shop Agreements**  
The Labour Relations Act allows for an agreement requiring non-union workers to join the union
- **Basic Guide to Collective Agreements**  
The Labour Relations Act provides for agreements that alter conditions of employment
- **Basic Guide to Employers' Organisations**  
Under the Labour Relations Act, employers may form or join groups that represent employers in collective bargaining
- **Basic Guide to Maintenance Service Workers**  
The Labour Relations Act does not allow maintenance service workers to strike
- **Basic Guide to Retrenchment**  
Employers must follow certain procedures when retrenching workers.
- **Basic Guide to Severance Pay**  
Disputes regarding severance pay may be referred to the CCMA.
- **Basic Guide to Statutory Councils**  
Statutory councils may be formed by registered trade unions and employers' organizations to manage labour disputes.
- **Basic Guide to Strikes, Lockouts and Picketing**  
Workers have the right to strike and employers have the right to lock out workers under certain conditions.