



FMM SEMINAR ON

INDUSTRIAL RELATIONS ACT 1967 AND TRADE UNIONS ACT 1959: EFFECT OF THE LATEST AMENDMENTS EFFECTIVE 15 SEPTEMBER 2024



April 9 & 10, 2025 (Wednesday & Thursday)



8.30 am – 5.00 pm



FMM Penang Branch

INTRODUCTION

The FMM Seminar on Industrial Relations Act 1967 and Trade Unions Act 1959: Effect of the Latest Amendments Effective 15 September 2024 aims to provide critical insights into the recent legislative changes that will impact industrial relations and trade union practices in Malaysia. These amendments bring significant updates that employers, HR professionals, and industry stakeholders must understand to ensure compliance and effective workplace management. Join us for this essential seminar as we navigate the key modifications, their implications, and best practices to adapt to the evolving legal landscape.



OBJECTIVES

- ✓ To Understand the latest amendments to the Industrial Relations Act and Trade Union Act.
- ✓ To Gain insights into collective bargaining, conciliation, and dismissal representation.
- ✓ To Equip participants with practical knowledge of Industrial Court powers and trade union compliance.

TRAINIER

Mr Harcharan Singh A/L Najar Singh is a seasoned legal professional with over 30 years of experience. He holds an LLB and LLM from the University of London and is a qualified Advocate & Solicitor in Malaysia and a Solicitor in England & Wales. Currently a Partner at Harcharan & Zeenath, he specializes in employment law, contract disputes and family law. As a certified HRDCorp trainer, he conducts training on employment contracts, legal disputes, and estate planning, offering practical legal insights to organizations and individuals.

HRDC PROGRAMME NO: 10001516269

Training Provider MyCOID:007907X_PENANG

FOR INQUIRIES: MS RAJES/MS SUGUNA



04-3992057



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**FEDERATION of
MALAYSIAN MANUFACTURERS**



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April 9 & 10, 2025, 8.30 am – 5.00 pm, FMM Penang Branch

Programme of DAY 1:

DAY 1	
Time	Topics
8.30 am	Registration
9.00 am	➤ Commitment of the Malaysian Government to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership [CPTPP] and to adopt and maintain laws and practices in line with the 1998 ILO Declaration of Fundamental principles and Rights at Work ➤ PART I – Introduction to the amendments to the Industrial Relations Act 1967 • What is new with effect from 1 January 2021 • What is new with effect from 15 September 2024 PART II – Amendments by the Industrial Relations Regulations 2024 Case Study and Activity
10.30 am	Morning break
10.45 am	➤ PART III - Representation Against Dismissal • The Interpretation of the Employee • Representation in Sec. 20 • 60 days limit • Power and responsibility of the DGIR
1.00 pm	Lunch break
2.00 pm	➤ PART III - Representation Against Dismissal (continued) • Representatives in the Proceedings Sec. 20 • The Principles and Factors in Making Award Industrial Court Cases for Type of Dismissal and How To Handle It • Termination of A Probationer • Frustration of Contract • Constructive Dismissal and Forced Resignation
3.30 pm	Afternoon break
3.45 pm	➤ PART IV - The Power of Industrial Court (IC) • The Latest Amendments: date of dismissal, death, interest • The Member of IC • Power of IC • Awards of IC • Effect of an Award • Reference to the High Court, Stay of Proceedings and Appeal To The High Court. • Case Study and Activity
5.00 pm	End of Day 1

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Programme of DAY 2:

DAY 2	
Time	Topics
8.30 am	Registration
9.00 am	➤ PART I Trade Unions Act 1959, as amended in 2024 • Introduction • Definitions of Trade Union, Office-Bearer, Person • Amendment of definition of Trade Union will lead to multiplicity of trade unions. This seems to be the most significant amendment ➤ PART II – Trade Union Amendment Regulations 2024 • Outline of the amendments
10.30 am	Morning break
10.45 am	➤ PART III – Unions, Collective Bargaining, Collective Agreement and Conciliation • Collective Bargaining - Interpretation & the issues involved in the CA. • Conciliation • Interpretation of Unions and Trade Disputes • Types of Disputes • Complaints of Trade Disputes • Representatives in The Negotiations of Trade Disputes ➤ PART IV - Registration of a Trade Union • Cancellation, Suspension of Registration of a Trade Union By Minister • Rights and Liabilities of Trade Union and Consequences of Failure To Register or If Cancellation of Registration. • <i>Case Study and Activity</i>
1.00 pm	Lunch break
2.00pm	➤ Constitution of Trade Union • The Dispute in The Trade Union • Property, Fund and Account of a Trade Union
3.30 pm	Afternoon break
3.45 pm	➤ Offences and Penalties • Power of Enforcement By Director General • <i>Case Study and Activity on overall topics</i>
5.00 pm	End of Programme

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SBL-KHAS SCHEME

This programme is claimable under SBL-KHAS. FMM will claim the course fee directly from the employer's account with HRDCorp. However, approval from HRDCorp is required before the commencement of programme by submission via eTris under Skim Bantuan Latihan (SBL-KHAS). **The company must make the FULL PAYMENT to FMM if no disbursement from HRDCorp (SBL-KHAS scheme) under any circumstances.**

WHO SHOULD ATTEND?

Company Owners, General Managers, Managers, Heads Of Department/Division HR Managers, or any Personnel Carrying out the responsibilities of the HR and Supervisor, Trade Union Leaders, and Committee Members.

REGISTRATION FEE (fee is inclusive of 8% Service Tax)

	Fee per pax
Member	RM1404.00
Non-member	RM1620.00

For Non-DRHC claimers, full payment for registration must be made before **APRIL 9, 2025**. The fee includes a soft copy of the webinar materials and a certificate of attendance.

CLOSING DATE:

April 2, 2025

PAYMENT METHOD

- Cheque payable to:
"FEDERATION OF MALAYSIAN MANUFACTURERS"
- E-Payment: Malayan Banking Berhad
A/C No: 507-406-504-502 (Swift code: MBBEMYKL)

**HRDF SBL- Khas Programme No:
10001516269**

**Training Provider MyCOID:
007907X_PENANG**

REPLACEMENT/CANCELLATION/NO SHOW/CONFIRMATION

- Cancellation and refund are not allowed
- Replacement is allowed with no additional cost **BEFORE APRIL 9, 2025**
- FMM reserves the right to cancel or reschedule the event. All efforts will be taken to inform participants of changes. FMM is not responsible for any costs incurred by participants in the event of cancellation or a reschedule.
- Participants who do not attend the seminar are liable for the full fee
- Confirmation of the event will be sent after the closing date: **APRIL 2, 2025**

For further Inquiries, kindly contact Ms Rajes/Ms Suguna the **FMM Secretariat of FMM Penang at 04-3992057 or email to rajeswary_gunnusen@fmm.org.my / suguna@fmm.org.my**

Please register the following participants for the above programme:

Please tick () accordingly: () Claiming for HRDCorp () Non HRDCorp Contributor

No	Name	Designation	IC Number	Email
1				
2				
3				
4				

Submitted by:

Name: _____ Designation: _____

Company: _____ FMM Membership No: _____

Tel: _____ Email: _____

Address: _____