

THE LABOUR RELATIONS AND INDUSTRIAL  
DISPUTES ACT

ARRANGEMENT OF SECTIONS

PART I—*Preliminary*

1. Short title.
2. Interpretation.

PART II.—*Labour Relations*

3. Labour relations code.
4. Rights of workers in respect of trade union membership.
- 4A. Employer may recognize trade union without ballot being taken.
5. Ballots to determine bargaining rights.
- 5A. Bargaining in good faith.
- 5B. Notice of industrial action.
6. Collective agreements.

PART III—*Establishment and functions of the Industrial Disputes  
Tribunal*

7. Establishment of Industrial Disputes Tribunal.
8. Tribunal to sit in divisions.
9. Industrial disputes in undertakings providing essential services.
10. Minister may act in public interest to settle dispute.
11. Reference of disputes to the Tribunal at the request of the parties.
- 11A. Minister may on his own initiative refer disputes to the Tribunal.
- 11B. Reference of dispute of disciplinary nature by Minister to the Tribunal.
12. Awards of the Tribunal.
13. Offences in connection with unlawful industrial action.

PART IV—*Boards of Inquiry*

14. Minister may appoint Boards of Inquiry.
15. Reports of Boards.

PART V—*General provisions in respect of the Tribunal and  
Boards of Inquiry*

16. Appearance before the Tribunal and Boards.
- 16A. Power of Tribunal to hear industrial disputes.

*LABOUR RELATIONS AND INDUSTRIAL DISPUTES*

17. Power to summon witnesses and administer oaths.
18. Duty and privileges of witnesses.
19. The Tribunal and Boards may sit in private.
20. The Tribunal and Boards may regulate their procedure and proceedings.
21. Remuneration and protection of members of Tribunal and of Boards.

*PART VI—Miscellaneous*

22. Change of ownership of undertaking during an industrial dispute.
23. Expenses incurred for purposes of this Act.
24. Special provisions as to fines and attachment.
25. Application to Government and its employees.
26. Service of documents.
27. Regulations.
28. Power to amend First and Fifth Schedules.
29. Special provisions in respect of certain awards, settlements and agreements.
30. Employer in essential services to keep register of workers.
31. Prohibition of industrial action while appeals from the Tribunal are pending in Court.
32. Prohibition of industrial action prejudicial to the national interest.

**SCHEDULES**

THE LABOUR RELATIONS AND INDUSTRIAL  
DISPUTES ACT

Acts  
14 of 1975,  
13 of 1978,  
14 of 1983  
S. 6,  
7 of 1986,  
13 of 2002,  
8 of 2010,  
3 of 2011  
S. 29,  
15 of 2014  
Sch.

[8th April, 1975.]

PART I. *Preliminary*

1. This Act may be cited as the Labour Relations and Industrial Disputes Act. Short title.

2. In this Act unless the context otherwise requires— Interpretation.

“action” includes any refusal or failure to act, and any reference to taking action shall be construed accordingly;

“bargaining rights” means rights to participate, on behalf of the workers in relation to whom that expression is used, in negotiations in respect of—

- (a) the terms and conditions of employment of those workers, or the physical conditions in which any of them are required to work;
- (b) engagement or non-engagement or termination or suspension of employment, of any worker;
- (c) allocation of work as between workers or groups of workers;

“bargaining unit” means those workers or categories of workers of an employer in relation to whom collective bargaining is, or could appropriately be carried on;

“Board” means a Board of Inquiry appointed under this Act;

“collective agreement” means any agreement or arrangement which—

- (a) is made (in whatever way and in whatever form) between one or more organizations representing workers and either one or more employers, one or more organizations representing employers, or a combination of one or more employers and one or more organizations representing employers;
- (b) contains (wholly or in part) the terms and conditions of employment of workers of one or more categories;

“collective bargaining” means negotiations between one or more organizations representing workers and either one or more employers, one or more organizations representing employers, or a combination of one or more employers and one or more organizations representing employers;

“contract of employment” means a contract of service or of apprenticeship, whether it is express or implied, and (if it is express) whether it is oral or in writing;

“employer” means a person for whom one or more workers work or have worked or normally work or seek to work;

“essential service” means any of the services set out in the First Schedule;

First Schedule.

“industrial action” means—

- (a) any lock-out; or
- (b) any strike; or
- (c) any course of conduct (other than a lock-out or strike) which, in contemplation or furtherance of an industrial dispute, is carried on by one or more employers or by one or more groups of workers, whether they are parties to the dispute or not, with the intention of preventing or reducing the production of goods or the provision of services;

“industrial dispute” means a dispute between one or more employers or organizations representing employers and one or more workers or organizations representing workers, and—

8/2010  
S. 2.

(a) in the case of workers who are members of any trade union having bargaining rights, being a dispute relating wholly or partly to—

- (i) terms and conditions of employment, or the physical conditions in which any workers are required to work;
- (ii) engagement or non-engagement, or termination or suspension of employment, of one or more workers;
- (iii) allocation of work as between workers or groups of workers;
- (iv) any matter affecting the privileges, rights and duties of any employer or organization representing employers or of any worker or organization representing workers; or
- (v) any matter relating to bargaining rights on behalf of any worker;

(b) in the case of workers who are not members of any trade union having bargaining rights, being a dispute relating wholly to one or more of the following:

- (i) the physical conditions in which any such worker is required to work;