

# Collective Bargaining & Collective Agreement Negotiations

15 April 2026, Renaissance Hotel, Johor Bahru

## OBJECTIVES

This program is designed to provide participants with in-depth knowledge on the preparations involved before the commencement of a collective bargaining. Participants will be able to handle effective collective bargaining & negotiations process, thus keeping harmonious working environment.

## TOPIC OUTLINES

1. Collective Agreement Challenges with Unions
2. Company Preparation for Collective Bargaining
3. Company Preparation for Negotiations
  - Preparation on Company's Proposal
  - Preparation for CA Signing
  - Relevant Statutory Provisions
4. Industrial Court Guidelines
5. Principal Articles in a Collective Agreement that have previously been disputed
6. Wages
  - Wage Fixation Policy
  - Consumer Price Index
  - Calculation of CPI for Preparation of Adjustment

## TRAINER'S PROFILE



MS. NOOR AISHAH  
BINTI KM ABU BAKAR

MEF Senior  
Consultant - Legal &  
Industrial Relations

Ms. Noor Aishah, holding a Bachelor of Laws from Universiti Teknologi MARA and a Master of Laws from Universiti Kebangsaan Malaysia, is an Advocate and Solicitor admitted to the High Court in Malaya. Beginning her career in 2008 as a Deputy Public Prosecutor at the Attorney General's Chambers of Malaysia (Jabatan Peguam Negara Malaysia), she transitioned to serving as a legal adviser to government agencies and statutory/enforcement bodies. With more than 16 years in legal field and extensive courtroom experience, Ms. Noor Aishah has handled diverse cases, including sexual offences, commercial crimes and corruption. After embarking into private sectors, Ms. Noor Aishah in her role as a senior in-house legal counsel, provides comprehensive legal advisory services, overseeing all aspects of litigation, drafting of contracts, contractual disputes, workplace misconduct and matters related to collective agreements and trade unions. Ms. Noor Aishah is an accredited HRDC trainer and MTP Instructor with AOTS, Japan.

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## PROGRAMME

8.30 am Welcome & Registration  
9.00 am Introduction of the Training  
9.10 am Introduction, Theory and Preparation of Collective Bargaining  
10.30 am Tea Break  
10.50 am Group Activity & Overview of CA Negotiations  
1.00 pm Lunch Break  
2.00 pm Laws on Intimidation during CA Trade Disputes  
4.30 pm Q & A Session  
5.00 pm Tea Break & End of the Session

## COURSE FEE

- MEF Members : RM1,500.00 (inclusive 8% SST)
- Non-Members : RM1,700.00 (inclusive 8% SST)

## PAYMENT

- HRD Corp Claimable Course scheme; or
- Payable to: Malaysian Employers Federation ; Account No: 105280002422 – Affin Islamic Bank Berhad

Any matters related to invoices may be emailed to [yeokhoon@mef.org.my](mailto:yeokhoon@mef.org.my) .

A copy of the transfer slip and invoice number should be emailed to [accounts@mef.org.my](mailto:accounts@mef.org.my) .

Any cancellation of attendance must be communicated via email to [mefjb@mef.org.my](mailto:mefjb@mef.org.my) at least 3 working days prior to the event of MEF reserves the right to charge the full fees for “NO SHOW”.

## REGISTRATION

[Link : https://forms.office.com/r/4jPDSgmpEX](https://forms.office.com/r/4jPDSgmpEX)

