



PERSEKUTUAN MAJIKAN-MAJIKAN MALAYSIA
MALAYSIAN EMPLOYERS FEDERATION



HRD Corp Claimable Courses
No. : 10001382801

Collective Bargaining & Collective Agreement Negotiations

28 April 2026, MEF Melaka Training Hall

OVERVIEW

By the end of this program, participants will acquire in-depth knowledge of the legal framework governing collective bargaining with trade unions, understand the rights and obligations of employers and unions under Malaysian labor law, and develop practical negotiation strategies to draft and conclude collective agreements that promote fair employment practices, organizational sustainability, and harmonious industrial relations.

WHO SHOULD ATTEND

Managers and Supervisors, HR Professionals, Team Leaders, Executives, New Managers and Head of Departments. All HR personnels involved in Collective Agreement & Collective Bargaining.

COURSE CONTENT

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|----------|---|
| 8.30 am | Registration |
| 9.00 am | <ul style="list-style-type: none"> • Introduction: Trade Union Act 1959 Amendments / Industrial Relations Act 1967 Amendments / Alignment with ILO principles & CPTPP commitments, • How changes affect collective bargaining dynamics. |
| 10.30 am | Morning Break |
| 10.45 am | <ul style="list-style-type: none"> • Overview: Trade Unions (Amendment) Act 2024—multiplicity of unions, extended registration timelines, strike ballot thresholds. • Overview: Industrial Relations (Amendment) Act 2020—automatic referral of unfair dismissal to Industrial Court, representation at conciliation, continuation after death, and structural updates. • IRA 1967 (Amendment) 2020/2021 + 2024 Regulations: Recognition, Sole Bargaining Rights & Dispute Pathways. |
| 1.00 pm | Lunch Break |
| 2.00 pm | <ul style="list-style-type: none"> • Good-Faith Bargaining & Employer/Union Conduct. • Drafting Robust Collective Agreements (CAs): Clauses, Clarity & Compliance. |
| 3.45 pm | Afternoon Break |
| 4.00 pm | <ul style="list-style-type: none"> • Managing Disputes: From Impasse to Industrial Court • Action Planning, Compliance Checklist • Q&A |
| 5.00 pm | End of the Session |

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TRAINER'S PROFILE



EN MUHAMMAD
ZULFADLEE THYE BIN
ABDULLAH

MEF Consultant - Legal
& Industrial Relations

En Muhammad Zulfadlee Thye Bin Abdullah, widely known as Zul Thye, is an Industrial Relations (IR) Consultant currently with the Malaysian Employers Federation (MEF), based in the Melaka Branch. With over 24 years of dedicated experience in union movements and industrial relations across Malaysia, Mr. Zul Thye brings a wealth of knowledge and practical expertise to his role, focusing on employer-employee relations, labour law compliance, and dispute resolution. In Malaysian Employers Federation (MEF) - Melaka Branch, Mr. Zul Thye provides advisory services, represents employers in IR cases, and leads training programs to improve workplace harmony and compliance with national labour laws.

In his previous role at the Social Protection Contributors Advisory Association Malaysia (SPCAAM) as the Communications and IR Coordinator, he managed key communication initiatives and coordinated industrial relations activities, fostering improved social protection for all the employees and business communities. Whereas at the Malaysian Trades Union Congress (MTUC) Mr. Zul Thye as the Industrial Relations Officer, played a pivotal role in advocating for workers' rights, managing cases at the Department of Labour, Department of Industrial Relations, and Labour Court. His contributions included mediation, case preparation, and representation, significantly impacting worker protections in Malaysia.

REGISTRATION



COURSE FEE

- MEF Members : RM1,100.00 (inclusive of 8% SST)
- Non-Members : RM1,300.00 (inclusive of 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.

A copy of the transfer slip and invoice number should be emailed to accounts@mef.org.my.

Any cancellation of attendance must be communicated via email to nur.anis@mef.org.my at least 7 working days prior to the event of MEF reserves the right to charge the full fees for “NO SHOW”.