



NEW
COURSE!

Mastering Collective Bargaining: Negotiation Tactics for Collective Agreement

6 – 7 OCTOBER 2025 | 9.00AM – 5.00 PM | MEF ACADEMY PETALING JAYA

Collective bargaining is a process of negotiation between employers and a group of employees—often represented by a trade union—with the goal of reaching agreements that regulate working conditions. These negotiations typically cover wages, working hours, benefits, workplace safety, and other employment terms.

The outcome of successful collective bargaining is a **collective agreement**, which is a legally binding contract that outlines the agreed-upon terms and conditions of employment. This agreement serves as a reference point for both parties and helps prevent disputes by clearly defining expectations and responsibilities.

This programme is to assist employers, human resource practitioners and CB negotiating team to effectively conduct bargaining process leading to consensus Collective Agreement.

Who Should Attend

All those involved in bargaining and negotiation process.

Learning Outcomes

- Understand the legal and strategic foundations of collective bargaining
- Identify the roles, responsibilities, and interests of both management and union representatives in the negotiation process.
- Apply structured negotiation techniques to achieve mutually beneficial outcomes in collective agreement discussions.

RM 2,000.00*

(Price Inclusive of 8% SST)

*Course fee is claimable under HRDC.

Course Registration



<https://forms.office.com/r/3UwZxtwXvF>

*includes a complimentary copy of MEF publication titled
“Collective Bargaining & Collective Agreements – The Law
and Practice”



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Course Structure

Module	Time	Agenda
Module 1	9am – 10:30 am	<ul style="list-style-type: none"> a) Collective bargaining – its development b) Legal issues relating to recognition and scope of representation c) The exercise of management prerogatives.
	10:30 am – 10:45 am	•Tea break
Module 2	10:45 am – 1:00 pm	<ul style="list-style-type: none"> a) Binding effect of collective agreement. b) Disputes relating to collective agreements. c) Industrial action relating to collective bargaining and collective agreements
	1:00 pm – 2:00 pm	• Lunch
Module 3	2:00 pm – 5:00 pm	Collection Agreement – <ul style="list-style-type: none"> a) Format b) Proposal c) Counter Proposal d) Agreed / Disputed Articles e) Negotiating disputed Articles Mock Negotiation Preparation
Day 2 Module 4	9am – 10:30 am	Mock Bargaining and Role Play <ul style="list-style-type: none"> - Company's Strategies and Guidance - What to emphasize, what to abstain
	10:30 am – 10:45 am	- Tea break
Module 5	10:45 am – 5:00 pm	Mock Bargaining and Role Play <ul style="list-style-type: none"> - Appointing Union members - Appointing Company negotiation Team - Assessment on role play - Decided Cases on disputed Articles (Section 30(4) IR Act 1967) Review on : <ul style="list-style-type: none"> • Preparation for negotiation • Negotiation skills • Reference to Industrial Court cases • Recognition and variation
	1:00 pm – 2:00 pm	- Lunch

Trainer Profile



Dato' Hj Jalaldin Hussain, Senior Principal – Industrial Relations. Upon reading law at the University of Malaya (1978-1982) and upon graduation, he was appointed to the Anti-Corruption Agency as Deputy Public Prosecutor (DPP) and held various positions in the Judicial and Legal service among others : Legal Advisor to the State of Kelantan, Director General of Institut Latihan Kehakiman dan Perundangan (ILKAP), Deputy Head of Law Revision and Law Reform at the Attorney General Chamber and Chairman of Industrial Court, prior to joining MEF in June 2021.

Former Chairman of the Industrial Court from 2006 till 2019 Dato' Jalaldin had heard and decided hundreds of collective agreements matters which were affirmed by the Higher Courts.

As Senior Principal Consultant, MEF Dato' Jalaldin had concluded numerous CAs with trade unions since 2021.

