



MASTERING COLLECTIVE BARGAINING: NEGOTIATION TACTICS FOR COLLECTIVE AGREEMENT

10 - 11 AUG 2026 | 9.00AM - 5.00PM | MEF ACADEMY

Course Overview

Collective bargaining is a negotiation process between employers and employee groups represented by trade unions aimed at agreeing on wages, working hours, benefits, workplace safety and other employment terms. The outcome is a legally binding collective agreement that clearly defines expectations, responsibilities and employment conditions, helping prevent disputes. This program is designed to equip employers and HR practitioners with the skills and knowledge to conduct negotiations effectively, fostering consensus and ensuring that the resulting Collective Agreement is fair, clear and enforceable for all parties involved.

Who Should Attend

- HR Personnel
- Managers
- Supervisors
- Mentors

Learning Outcomes

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

Course Registration :



<https://forms.office.com/r/pGkXLBv3XG>

Course Structure

Time	Agenda
DAY 1	
9:00am - 10:45am	MODULE 1 : <ul style="list-style-type: none"> Collective bargaining development Legal issues relating to recognition and scope of representation Management prerogatives
10:45am - 1.00pm	MODULE 2 : <ul style="list-style-type: none"> Binding effect of collective agreement. Disputes relating to collective agreements. Industrial action relating to collective bargaining and collective agreements
1.00pm - 2.00pm	Lunch
2.00pm - 5.00pm	MODULE 3 : <ul style="list-style-type: none"> Collection agreement
DAY 2	
9:00 am - 10:45 am	MODULE 4 : <ul style="list-style-type: none"> Mock bargaining and role play Company's strategies and guidance What to emphasize and abstain
10:45 am - 1:00pm	MODULE 5: Mock Bargaining and Role Play : <ul style="list-style-type: none"> Company's Strategies and Guidance What to emphasize, what to abstain
1:00pm - 2:00pm	Lunch
2:00pm - 5:00pm	MODULE 6: 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

Trainer Profile



DATO' HJ JALALDIN HUSSAIN

Dato' Hj Jalaldin Hussain, currently Senior Consultant – Industrial Relations at the Malaysian Employers Federation since June 2021, has had a distinguished legal and public service career. After earning his law degree from the University of Malaya in 1982, he served in various roles including Deputy Public Prosecutor, Senior Assistant Registrar, Magistrate, and Senior Federal Counsel across the Anti-Corruption Agency, Attorney General's Chambers, and Ministry of Home Affairs. He also served as Judge Advocate General and Legal Advisor to Kelantan. From 2006 to 2014, he was Chairman of the Industrial Court in Kuala Lumpur and later returned to the role in a task force capacity in 2018.

