



MASTERING COLLECTIVE BARGAINING: NEGOTIATION TACTICS FOR COLLECTIVE AGREEMENT

29 - 30 OCT 2026 | 9.00AM - 5.00PM | ONLINE

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.cloud.microsoft/r/LrHbZ5dLMe>

Course Structure

Time	Agenda
DAY 1	
9:00am - 10:45am	MODULE 1 : - Collective bargaining development - Legal issues relating to recognition and scope of representation - Management prerogatives
10:45am - 1.00pm	MODULE 2 : - 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 : Collection agreement
DAY 2	
9:00 am - 10:45 am	MODULE 4 : - 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 : - 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 - Appointing Union members - Appointing Company negotiation Team - Assessment on role play - Decided Cases on disputed Articles (Section 30(4) IR Act 1967) Review on : - Preparation for negotiation - Negotiation skills - Reference to Industrial Court cases - Recognition and variation

Trainer Profile



MUHAMMAD ZULFADLEE THYE BIN ABDULLAH

Mr. Muhammad Zulfadlee Thye Bin Abdullah, widely known as Zul Thye, is an Industrial Relations Consultant with the Malaysian Employers Federation (MEF), Melaka Branch, bringing over 24 years of experience in union movements, industrial relations, labour law, and dispute resolution. He advises employers, represents them in industrial relations cases, and conducts training on workplace compliance and harmony. Previously, he served as Communications and IR Coordinator at SPCAAM and Industrial Relations Officer at MTUC, where he handled labour cases, mediation, advocacy, and worker representation. He also served as President of a multinational electronics company's union for 11 years and contributed to MTUC's Industrial Relations Bureau. His international experience includes coordinating ILO and Solidarity Center projects and representing Malaysia at various labour forums. He is an HRDC-certified trainer.

