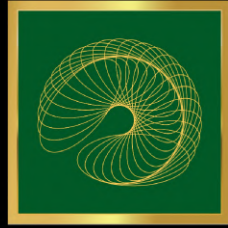


SUSTAINABILITY



SIMPLIFIED

LOPES ATTORNEYS INC



Employment Law in Focus:
A Specialist Profile



Sustainability
Simplified

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MESSAGE FROM OUR CEO

At Lopes Attorneys Inc., we view employment law as the daily interface between law, people, and organisational performance. In South Africa's dynamic labour environment, businesses and employees succeed when rights are respected, processes are fair, and decisions are legally sound. Our Employment Law team partners with clients to build compliant workplaces, resolve disputes efficiently, and prevent small issues from becoming costly crises.

We advise across the full employee lifecycle in line with the Labour Relations Act, the Basic Conditions of Employment Act, the Employment Equity Act, and related statutes. From policy design and collective bargaining to misconduct, incapacity, and retrenchment, we focus on practical outcomes that stand up before the CCMA, bargaining councils, and the Labour Courts. Where training, culture, and governance need strengthening, we help leadership embed fair procedure and defensible decision-making.

Our approach is proactive, people-centred, and results-focused. We combine technical expertise with clear communication so that clients can act with confidence, protect dignity in the workplace, and maintain continuity of operations.

Together with our clients, we are shaping a future where rights are protected, obligations are clear, and workplaces are empowered to succeed.



CEO & EQUITY PRINCIPAL



OUR VALUES

- **Integrity:** We give frank, independent advice and apply the law consistently, even under pressure. Trust is earned through accuracy, transparency, and accountability.
- **Fairness and Respect:** We promote dignified workplaces by aligning policies and decisions with substantive and procedural fairness. People are treated lawfully and respectfully at every stage.
- **Practicality:** We favour workable solutions over theory. Guidance is tailored to your industry, risk profile, and timelines so that compliance is achievable in practice.
- **Prevention:** We prioritise early risk identification, training, and clear documentation to prevent disputes. When disputes arise, we resolve them efficiently and cost-consciously.
- **Confidentiality:** Employment matters are often sensitive. We protect information rigorously and manage processes discreetly to safeguard reputation and relationships.



WHO WE ARE

At Lopes Attorneys Inc., a proudly Level 2 B-BBEE firm, we recognise that the workplace is at the heart of economic and social stability. Our Employment Law team is dedicated to protecting and advancing the rights and obligations that govern the employer-employee relationship, ensuring compliance, fairness, and sustainability across industries.

We provide practical, forward-thinking legal solutions to employers, employees, trade unions, and NGOs, offering expertise that balances business needs with human dignity. From drafting employment contracts to advising on collective bargaining, disciplinary processes, and retrenchments, we deliver guidance that prevents disputes while also equipping our clients to manage them effectively when they arise.

Our team has extensive experience litigating in the Commission for Conciliation, Mediation and Arbitration (CCMA), Labour Court, Labour Appeal Court, and other forums where workplace justice is determined. Beyond litigation, we emphasise proactive strategies, building compliant workplace policies, fostering healthy labour relations, and ensuring alignment with South Africa's ever-evolving regulatory framework.

At its core, our Employment Law practice is about partnership. We work alongside clients to navigate complex workplace challenges, resolve disputes, and create environments where businesses thrive and employees feel protected. With Lopes Attorneys Inc., you gain a partner committed to promoting fairness, compliance, and long-term stability in every workplace matter.



KEY SERVICES IN EMPLOYMENT LAW

Our Employment Law team provides comprehensive legal support across the full spectrum of workplace issues. We assist employers, employees, and representative bodies in navigating South Africa's labour law framework with precision and care. Our services include:

Employment Contracts and Policies

We draft, review, and update employment contracts, workplace policies, and procedures to ensure compliance with labour legislation and to safeguard both employer and employee rights.

Disciplinary, Grievance, and Dismissal Matters

From initiating disciplinary processes to representing clients in disputes arising from dismissals, suspensions, or grievances, we ensure that procedures are legally sound and fair.

Collective Bargaining and Trade Union Relations

We advise on union recognition, collective agreements, and strike management, helping clients navigate industrial action while protecting legal and operational interests.

Retrenchments and Restructuring

We guide businesses through retrenchments and organisational restructuring, ensuring compliance with the Labour Relations Act and minimizing legal exposure during sensitive transitions.



KEY SERVICES IN EMPLOYMENT LAW

Employment Equity and Compliance

We assist with employment equity planning, reporting, and compliance with transformation requirements under South African law.

Workplace Investigations

We conduct or oversee investigations into workplace misconduct, harassment, or fraud, providing impartial and legally sound findings that support informed decision-making.

Advisory Services for NGOs and Employees

We provide specialised guidance to NGOs, trade unions, and employees seeking to enforce their workplace rights or respond to unfair practices.



TRACK RECORD & CASE HIGHLIGHTS

At Lopes Attorneys Inc., we offer strategic, legally sound, and ethically driven employment law services to a diverse range of clients, including corporates, non-profits, and individual employees. Our team has successfully handled complex matters ranging from contract drafting and compliance audits to disciplinary proceedings and litigation. The below matters reflect our ability to deliver tailored legal solutions that align with our clients' operational realities, legislative requirements, and reputational considerations.

DRAFTING OF PART-TIME EMPLOYMENT CONTRACT

Advised on and compiled a bespoke part-time employment agreement for a consultant on behalf of a corporate client. The agreement was carefully structured to ensure compliance with employment legislation and to protect the client's business interests through robust confidentiality and termination clauses. Upon expiry, we guided the client in issuing formal termination to avoid the unintended creation of an indefinite employment relationship.

REVIEW AND AMENDMENT OF EMPLOYMENT AGREEMENT TEMPLATE

Assisted a client in auditing and updating their standard employment contract to ensure alignment with South African labour legislation. Our legal team identified potential risks, particularly relating to an excessive probation period, and proposed compliant amendments regarding probation, annual leave, and sick leave, ensuring full alignment with the Basic Conditions of Employment Act.

SUBMISSION OF BACKPAY CLAIM FOR PUBLIC SECTOR EMPLOYEE

Successfully represented an employee in submitting a substantial backpay claim to the relevant bargaining council. The matter involved a multi-year underpayment due to salary discrepancies exceeding R600,000. The legal intervention led to a formal claim process being initiated for financial redress.



TRACK RECORD & CASE HIGHLIGHTS

PROTECTION OF TRADE UNION CONTRIBUTIONS

Provided legal support in a High Court matter involving the misappropriation of trade union member contributions. Represented employee interests through strategic engagement with the Department of Labour, financial institutions, and relevant parties, and ensured the proper handling of urgently required litigation documents during a recess period.

INDEPENDENT CONTRACTOR DISPUTE RESOLUTION

Acted for a non-profit client in resolving a complex dispute with a former independent contractor. The matter involved alleged misconduct, reputational harm, and the refusal to return company property. Through effective negotiation, our office facilitated the signing of a binding Non-Disclosure Agreement, the issuance of a public apology, and the recovery of all company assets.

INDEPENDENT CONTRACTOR DISPUTE RESOLUTION

Appointed to chair a disciplinary hearing involving allegations of fraud, dishonesty, and non-compliance with procurement protocols. The individual was found guilty on all charges, and our office recommended dismissal, restitution, and the referral of the matter to law enforcement under anti-corruption legislation.



WHY WORK WITH US

Choosing the right legal partner in employment law can make the difference between costly disputes and sustainable workplace success. At Lopes Attorneys Inc., we bring not only technical expertise but also a deep understanding of the human and business dynamics at play in every workplace. Our approach is proactive, strategic, and tailored to the unique challenges faced by employers and employees alike.

DEEP EXPERTISE IN SOUTH AFRICAN LABOUR LAW

Our team is well-versed in the complexities of South Africa's labour and employment framework. From day-to-day compliance issues to complex disputes, we deliver solutions rooted in both legal precision and practical application.

BALANCED APPROACH FOR EMPLOYERS AND EMPLOYEES

We pride ourselves on understanding employment law from all perspectives. By representing both employers and employees, we are uniquely positioned to craft strategies that are fair, well-rounded, and effective.

PROVEN TRACK RECORD IN DISPUTE RESOLUTION

Whether through negotiation, mediation, or litigation, we have consistently secured outcomes that protect our clients' interests while preserving relationships where possible.

FORWARD-THINKING ADVICE

Employment law is evolving with shifts in the economy, technology, and workplace dynamics. We anticipate these changes, guiding our clients to not only resolve issues but also build resilient and legally compliant workplace practices.

COMMITMENT TO JUSTICE AND FAIRNESS

At the heart of our work is a belief in dignity, fairness, and accountability in the workplace. We are committed to ensuring that every client, whether an individual, a company, or a collective body, receives guidance that aligns with these values.



MEET OUR TEAM

Behind every case and consultation stands a team of dedicated legal professionals who combine technical expertise with a deep understanding of workplace realities. Our employment law team is driven by a commitment to fairness, accountability, and effective problem-solving. Each member brings unique experience in navigating disputes, compliance challenges, and complex labour law issues, ensuring our clients receive comprehensive and insightful support.



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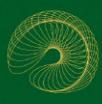
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CONTACT US

Workplace challenges require timely and reliable legal guidance. Whether you're an employer seeking to strengthen compliance or an employee needing to safeguard your rights, our team is here to help. Connect with us today to explore how we can assist you in addressing employment law matters with confidence and clarity.

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