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The employer is obliged to some cases of termination of employment to discuss and inform other departments if it works with. Although the infringement cause invalid termination of employment, but employers can be fined by inspection authorities. As with the commencement of new year 2012, many countries have come up with emending their labor laws where they specifies the minimum number of members employed by the employer, which must have a union that her employer was obliged to act. Here, in these modifications, they will also state the maximum and minimum employees needed to bring union.

As different countries bring different norms for termination of employees like termination or immediate termination of employment, the employer is obliged to negotiate with trade unions and this obligation imposed on it by the provisions of labor code. These all about termination can be handled by discussing a communication plan with the employer to give a notice to certain employees or immediately terminate the employment of certain employees and hearing the opinion of trade unions. There are many law firms in india which has the number of attorneys to handle all types of issues.

Multiple Trade Unions and Unorganized Workers

Trade union view is entirely for the employer while not binding the possible negative opinion of unions in order to terminate the employment of a particular employer who may take into account for concerning the termination of employment or to withdraw, but it does not have to drive at all. Trade union view works with employers to act as trade unions on behalf of employees in labor relations and in respect of individual employees union, the staff members need to play an active role. For employees who are not unionized can held with labor relations act in union with the largest number of members who have been with an employer in an employment relationship.

Minimum requirements for the representativeness of trade unions

Create unions are in accordance with the relevant provisions of Law. Law on Associations of Citizens, or any other law however does not specify whether such citizens or must not be employees of one and the same employer for whom the creation of their plans to trade union work. The existing legislation does not address the question of representativeness of trade unions. One cannot fully agree with the interpretation of the Ministry of Labour and Social Affairs that at least one employee, a member of trade union organizations must be during the operation of this union with the employer and an employee of that employer. In practice, there may be extreme cases where members of each union employee of another employer where this union is active for all or some of these employers, or the officer authorized to act on behalf of trade unions is not an employee of the employer in order to act. law firms in Philippines has the different different best lawyers by different-different practices to handle all the issues.

Pending shall not render void, but there is a fine

If the employer fails to comply in advance with trade unions to discuss the termination or immediate termination of employment, then this is not executed because of legal action leading to termination of employment invalid, even if the employer failed to inform the trade unions at all, or only when the employer announced or that employees can quit or canceled with immediate employment and the discussion occurred. In this case, the competent labor inspectorate affects the employer under the Act on labor inspection appropriate penalties.

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