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AGREEMENT TO PRE-DISMISSAL ARBITRATION

Section 188A, of the Labour Relations Act 66 of 1995 determines as follows:

An employer may, with the consent of the employee, request a council, an accredited agency or the Commission to conduct an arbitration into allegations about the conduct or capacity of that employee.

The pre-dismissal arbitration concept and the consequences of agreeing to such a process was explained to me and I understand the principle and possible consequences thereof.

I, *John Employee*, hereby give my consent that the employer (*Employer*) may proceed with a pre-dismissal arbitration as per the Notice to Attend a Disciplinary Enquiry and charge sheet dated *12 August 2013*, which was served on me on *15 August 2013*, on condition that I may be represented by a legal practitioner of my choice.

I hereby agree to sign the CCMA form 7.16 as required.

Employee

Date

On behalf of the employer

Date

Contents

NAME
POSITION

DATE

MANAGER'S NAME
MANAGER'S POSITION

Dear MANAGER'S NAME,

First paragraph

In this paragraph, state how long you have been working with the company, how you have enjoyed your time here, and how much you have learnt from your superior. Remember to be warm and friendly but not to the extent of being overly saccharine sweet.

Second paragraph onwards

This paragraph explains to your manager why you feel the time is right for a promotion or increment. Points to include here are:

- Examples of how you have contributed to the company.
- Reasons why you deserve the promotion.
- How your request will benefit the company.

Final paragraph

In the final paragraph, highlight your desire to discuss in person your promotion and increment prospects. Remember to include how appreciative you are of the opportunities that have been given to you in the company so far.

Sample

Hayden Lim
Assistant Editor

29 February 2012

Coleen Tan
Managing Editor

Dear Ms. Tan (remember to include correct salutations),
It's been a pleasure working with you and contributing to the company for the past 3

Failure by either parent to provide reasonable notification, observe scheduled periods of access (monitored transfer or supervised visitation), or other circumstance within the control of the resident parent to reasonably affect compliance of due and appropriate access, shall agree to compensate the parent denied of such access with a factor of two (2) hours additional access for every one (1) hour lost. Fractional periods shall be round up by the half hour. Such additional periods shall be arranged and conducted within six (6) weeks of the infraction, and may be pooled if to the agreement of both parents.

Each parent shall allow the child(ren) to spend liberal time with both maternal and paternal grandparents, and other extended family members, during the period of access when such parent is responsible for their care; or we may agree to a separate periods of a day or more a month when the child(ren) are in the primary care of the grandparent(s).

In the event we should require access services in the form of monitored transfer or supervised visitation, the _____ shall present the child(ren) at a time and place specified by _____
(mother/father)
by the court, or other authorized agent, for the purpose of conducting such supervised visitation or monitored transfer (access) with _____ as may be ordered.
(mother/father)

It is further agreed the child(ren) will be presented in a neat, clean manner and properly fed (unless requested otherwise) before conducting a child transfer or arriving for access services.

If events beyond the control of either the mother or father should cause a delay or need to cancel the scheduled access, the one shall inform the other via _____ and _____
(work/home telephone, email, etc.)
shall notify the other parent and/or service provider of the reason. Each parent agrees to display a calendar of the access schedule in a convenient location and in a manner understandable to the child(ren) to interpret.

Additional to physical interaction, other methods of access shall be allowed between parent and child(ren) including, but not limited to, telephone contact, electronic (e-mail) and postal deliveries, Internet, and other conventional forms of communicative expression. Such access shall be liberal and frequent but may not supplant nor substitute for physical access, but is restricted to a reasonable period and time hereby determined to be not later than _____ p.m.
(time)
preceding a scheduled school day and not later than _____ p.m. on weekends and holidays.
(time)

We each agree to respect our child(ren)'s right to privacy, and shall not spy on the child(ren) or other parent in the exchange of phone calls, e-mails, postal letters, or otherwise interfere with personal communications. Packages, cards, gifts and other items shall be delivered unopened to the child(ren) as addressed, and for the purpose to which it was made, (i.e. Christmas, birthday, graduation) or other celebratory occasion as may be specified by the giving parent.

To all of which, we further expressly agree to review and renegotiate in good faith, any and all modifications to the shared parenting access schedules in concert with the changing ages of our child(ren), and as other important circumstances may occur.

A Co-Parenting Agreement can be a wonderful tool for encouraging prospective and current co-parents to have a detailed, meaningful, honest dialogue about their mutual desires, interests, and goals as co-parents. It can also be a great tool for uncovering issues that the co-parents have not even thought about!

With this in mind, FamilyByDesign has crafted the following Co-Parenting Agreement Template to help you get started. While we don't provide the actual language for each of the sections to be covered, we raise the main issues that you and your co-parent(s) should consider as you draft this agreement for your personal situation. Some of these issues may not apply to your particular situation and should not be included; conversely, you may have other unique issues not listed here that you may wish to include in your Co-Parenting Agreement. We are providing this template for informational purposes only and it is not to be construed as advice for your particular circumstances.

Best Wishes,
The FamilyByDesign Team

Basic Information including party names and date of Agreement. You may wish to consider language along the lines of: "This Co-Parenting Agreement ("Agreement") is made this _____ day of [Month], [Year], by and between [Party 1 Name] and [Party 2 Name] [followed by additional names if applicable], hereafter referred to as the "Parties;"

[illegible]

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