

5. Procedure for Group Employees

5.1 If the grievance affects or is common to a group of employees, then the employees concerned may consult their employee representative(s) during the tea/lunch break.

5.2 The employee representative(s) shall then either:

5.2.1 follow the procedures set out in stages 1 - 3, accompanied if necessary by a delegation of no more than three employees; or

5.2.2 table the grievance at the next meeting of the body representing employees.

5.3 Under no circumstances shall a group of employees stop work in order to lodge a grievance unless they have obtained the permission of their departmental head.

6. Grievance Concerning Employee's Immediate Superior

When an employee alleges that a grievance has arisen out of the act of a supervisor or manager in charge of him, the grievance may be referred immediately to the next level of supervision or management.

7. Dispute Procedure

An employee may only implement the Dispute Procedure as per Annexure "C" after the Grievance Procedure has been exhausted or waived by mutual consent. The Company may institute the Dispute Procedure at any time.

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1985.02.15