

crimination on the part of the Companies against Union men, or on the part of the Union men against non-union men employed.

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this agreement, or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company, or any person or persons employed, or by the men as a whole, then the parties shall endeavor to settle the matter, as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person, or persons affected, shall endeavor, by personal application to the Pit Boss, Overman, or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the Pit Boss, Overman, or Foreman in charge of the work where the dispute arises, and any employee, the Pit Committee and Mine Superintendent, or Mine Manager, shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee, and the Mine Superintendent, or Mine Manager, to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred, in writing, to the General Superin-