

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 Commissioner of the Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a Joint Committee of six (6), composed of the Commissioner of the Western Canada Coal Operators' Association, the General Manager or General Superintendent of the mine where the dispute arose, and another appointed by him, the President of District No. 18, United Mine Workers of America, the President or Secretary of the Local where the dispute arose, or one other District Officer. If they agree their decision shall be binding upon both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon an Independent Chairman, the Commissioner of the Western Canada Coal Operators' Association and the President of District No. 18, United Mine Workers of America, shall ask the Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding upon both parties, provided, however, during the term of office of the Director of Coal Operations, he shall act as, or appoint the, Independent Chairman mentioned herein.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine laborers and all other parties involved must continue to work pending investigation and until final decision has been reached; but where miner, miners, mine laborer or mine laborers has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If the claim is