

DISPUTE PROCEDURE

1. *Should a dispute arise between the Company and an employee or group of employees, the parties shall attempt to resolve the dispute without loss of production to the company or loss of earnings of employees. Employees who are required to attend meetings authorised by this procedure will be paid at the normal rate of pay.*
2. *The Company and the parties concerned undertake to resolve disputes as quickly as possible. Shop Stewards of any Trade Unions representing members of such a Trade Union where the dispute originated will be entitled to be present at the meeting in order to assist in resolving the dispute.*
3. *The party declaring a dispute shall notify the other party thereof by submitting a request in writing, calling for the parties concerned to meet in order to try to resolve the matter. The meeting must take place within 3 working days of receipt of the request.*
4. *The Company and the parties concerned may agree at any stage of the dispute to refer it for resolution via the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries' Dispute Resolution Procedure or the Department of Manpower as applicable.*
