

who are eligible to become members of the United Mine Workers of America shall join that organization and agree to sign check-off for all dues, assessments and fines, and the management of the mines agree to forward deductions made to the Acting Secretary of the District or such other person as that official may designate.

**"Form of Order"**

To.....

.....192 ..

I authorize and empower you to deduct and pay to the Acting Secretary of District No. 18, U.M.W. of A., or such other person as that official may designate, from my earnings from month to month the sum of Five Dollars or such less amount as may be designated by the Acting Secretary of the District or such other person as he may appoint by Order.

(Signed).....

Witness.....

**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