

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, 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 and any employee, the Pit Committee and Mine Superintendent 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 to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, U.M.W. of A., for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall be referred to a Joint Committee, said Committee to be made up of three operators appointed by the Western Coal Operators' Association and three miners appointed by District No. 18, of the U.M.W. of A., for settlement. If they agree their decision shall be binding upon both parties. A majority of