

tendant or General Manager of the Company, and the Officers of District No. 18, United Mine Workers of America, for settlement, and if they agree, their decision shall be final. Should they fail to agree, it shall be referred, in writing, to the Commissioner of the Western Coal Operators' Association, and the President of District No. 18, United Mine Workers of America, for settlement. If they agree, their decision shall be binding upon both parties. In the event of their failure to agree, the Commissioner of the Western Coal Operators' Association, and the President of District No. 18, United Mine Workers of America, shall endeavor to select an Independent Chairman, and failing to agree upon an Independent Chairman, the Minister of Labor shall be asked by them to appoint such Chairman; the decision of the Committee thus constituted, shall be binding upon both parties.

(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 be made within five days, where a man or men, has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or