HEADING

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Second long long long long and toooooooooo looooooooong line.

The TWU and the Company will continue to ensure that the Health, Safety and Welfare of Employees is

a primary concern through consultative process with the elected Health and Safety representatives and

shall continue to work toward:

• Safe working conditions;

• Observance of all legal requirements, codes of practice and regulations. Even more.

• Total support networks for injured Employees;

Any dispute or grievance that arises at the workplace between an Employee(s) and the employer about

the interpretation or application of this Agreement or the National Employment Standards (NES) or in

relation to any matters pertaining to the relationship of employer and Employee must be dealt with in

the following manner:

a) The matter must first be discussed by the aggrieved Employee(s) directly with his or her or

their immediate supervisor. A nominated representative has the right to attend at and

participate in this discussion as the representative of an Employee provided that this person is

the representative of. the Employee's choice:

b) If the matter remains in dispute, it must be discussed with the supervisor's immediate superior

or another representative of the employer appointed for the purpose of this procedure. A

nominated representative has the right to attend at and participate In this discussion as the

representative of an Employee provided that the nominated representative is the representative

of the Employee's choice.

Any dispute or grievance that arises at the workplace between an Employee(s) and the employer about

relation to any matters pertaining to the relationship of employer and Employee must be dealt with in

the following manner:

1) The matter must first be discussed by the aggrieved Employee(s) directly with his or her or

their immediate supervisor

2) If the matter remains in dispute, it must be discussed with the supervisor's immediate superior

or another representative of the employer appointed for the purpose of this procedure

Any dispute or grievance that arises at the workplace between an Employee(s) and the employer about

relation to any matters pertaining to the relationship of employer and Employee must be dealt with in

the following manner:

1. The matter must first be discussed by the aggrieved Employee(s) directly with his or her or

their immediate supervisor

2. If the matter remains in dispute, it must be discussed with the supervisor's immediate superior

or another representative of the employer appointed for the purpose of this procedure

Any dispute or grievance that arises at the workplace between an Employee(s) and the employer about

relation to any matters pertaining to the relationship of employer and Employee must be dealt with in

the following manner:

xvi. The matter must first be discussed by the aggrieved Employee(s) directly with his or her or

their immediate supervisor

XVII. If the matter remains in dispute, it must be discussed with the supervisor's immediate superior

or another representative of the employer appointed for the purpose of this procedure