

DISPUTES

From time to time when disputes arise either nationally or more particularly locally, there is a difference in viewpoint between the Union and Management as to whether in fact a Dispute is in existence, or the various processes that are applicable – for example – the application of the “Peace Clause”.

- By definition, there are two sorts of Dispute:
- That applying to the Application, Interpretation or Operation of the Collective Agreement;
- and all other disputes.

This distinction is very important because the “Peace Clause” only applies with disputes relating to the Application, Interpretation or Operation of the Collective Agreement.

As far as the Union is concerned, if a dispute arises, then the emphasis and effort should be on resolving the issue in dispute – not having to spend time and resources in arguments about whether there is a dispute and how it should be dealt with.

In order to assist in resolving Disputes quickly and efficiently, the Union and Management have agreed that:

- If either party considers that the matter raised is not a dispute as defined in the C.A. or there is a disagreement about the requirements of the “Peace Obligation” (is the dispute about the Application, Interpretation or Operation of the C.A.);
- The matter will be escalated to a group comprising two National Representatives and the Deputy National Commander and the Director of People & Capability.

The intention here is to facilitate Dispute resolutions by being able to more quickly resolve the process issues included the raising of Disputes.