



The **NBCRFLI** is accredited by the CCMA to resolve disputes by conducting conciliations and arbitrations for **employers and employees in the road freight and logistics industry.**

WHAT IS A DISPUTE?

A dispute is **any matter** over which **employer and employee members legally challenge each other.**
E.g. unfair dismissal or unfair labour practice

As a member of the road freight and logistics industry, you have the **right** to make sure that your **dispute is heard and resolved.**

WHAT IS CONCILIATION?

Conciliation is a process where a **CCMA accredited commissioner** selected by the **NBCRFLI** meets with the **employer and employee parties in dispute**, and explores ways to settle the dispute by agreement.

Both parties need to be present at the conciliation hearing. If one of the parties fails to attend the conciliation hearing, the matter will **remain unresolved.**

No legal representatives are present.

WHAT ARE THE BENEFITS OF ATTENDING THE CONCILIATION HEARING?

- ✓ Conciliation is a **private, confidential and fair process**, like any other dispute resolution method.
- ✓ Conciliation is a **quick and inexpensive** dispute resolution process.
- ✓ Conciliation is not as **administratively burdensome** as other dispute resolution methods.
- ✓ The **NBCRFLI** has 18 offices countrywide, thereby making it more **convenient** for Council stakeholders to resolve their disputes through the conciliation process.

There are numerous benefits to settling disputes at conciliation level.

Visit our website www.nbcrfli.org.za, download the Disputes Resolution brochure on the **NBCRFLI** Mobi App, or request a brochure from your HR department, to learn more about the conciliation process.