

Dispute Resolution Centre, particularly in dismissal cases, Denson outlines a structured process. This process involves a referral within 30 days of an unfair dismissal case, with the applicant serving the referral form on the employer and filing it with the BCCEI. The BCCEI then notifies both parties of the hearing date and time, typically through email or SMS. If conciliation fails to resolve the dispute, the applicant can proceed to arbitration by completing the request for arbitration form. In the event of a settlement, a commissioner drafts a settlement agreement that records the terms, and both parties sign it.

“The conciliating and arbitrating commissioners appointed by the BCCEI play pivotal roles in handling industry-specific disputes. They are accredited by the CCMA and undergo extensive training,” Denson says. “Their responsibilities include attempting to settle disputes, hearing evidence and issuing arbitration awards based on the merits of the case.”

The fairness of a dismissal in the arbitration process is determined by commissioners based on procedural and substantive factors. They assess whether the dismissal adhered to legal requirements and consider the evidence presented by the parties and witnesses.

In response to the COVID-19 pandemic, the BCCEI adapted its dispute resolution methods to ensure business continuity and safety. These adaptations ensure seamless administration and include a paperless system incorporating electronic signature technology. Where hearings are conducted online, the proceedings are recorded for future reference. “It is most evident that the work done by the BCCEI Dispute Resolution Centre plays a crucial role in maintaining fairness and stability

in the civil engineering industry. The dedication by our team to efficient and accessible dispute resolution mechanisms ensure that industry-specific disputes are handled with professionalism and expertise,” Denson concludes. ☺

### About

The BCCEI's primary goals and objectives extend beyond dispute resolution as a bargaining council. Its responsibilities encompass concluding and enforcing collective agreements, preventing and resolving labour disputes, administering dispute resolution functions, establishing and managing funds for dispute resolution, promoting and initiating training and education schemes, developing proposals for labour policies and legislation, providing industrial support services and extending services to non-parties in the industry.



*The BCCEI Dispute Resolution Centre has appointed a panel of commissioners with extensive industry knowledge and experience.*