

Stages in a Conciliation Hearing



- Introductions
- Commissioner sets ground-rules and deals with representation and possible challenges in trems of jurisdiction
- Explanation of the process
- Each side explains what happened
- · Questions of clarity



- Separate discussions with commissioner or a joint session
- Reality-testing on strengths and weaknesses of the case
- · Options and proposals to settle

Conclusion

- If settled, commissioner drafts settlement agreement and parties sign
- If unresolved, commissioner explains next process
- Commissioner issues certificate