

matter as provided in Schedule A hereof, including dismissal for excess refuse after investigation.

NINTH:

In the event of dismissal for excess refuse, the party so dismissed may appeal to the COMPANY'S District Superintendent, whose decision shall be final.

TENTH:

The COMPANY agrees that when it takes a Miner from the Face and requests him to perform Day Work, he shall receive the Miners' Day Rate, but when the Company has no work at the Face and a Miner temporarily elects to perform Day Work, then he shall be paid the regular Day Work Wage pertaining to the class of such work in which he engages.

ELEVENTH:

The COMPANY agrees that beginning with the month of April, 1917, it will pay the EMPLOYEES semi-monthly, and on the first Saturday after the first day of each month will pay the first half of the preceding month and on the first Saturday after the fifteenth day of each month will pay the last half of the preceding month. Two days before each pay day the COMPANY will furnish a statement showing the earnings and deductions of each EMPLOYEE.

TWELFTH:

The EMPLOYEES will elect an AGREEMENT COMMITTEE at a duly called Pit-