

Seventh: the additional 10 p.c. bonus is included on all heretofore mentioned rates, excepting the schedule paid on coal.

Be it known, that this agreement stands for _____ years, dated from and including December the first, nineteen hundred and eleven, to November thirtieth, nineteen hundred and thirteen, inclusive.

Any change in the above agreement on either side must be placed before either party above mentioned, The Vancouver-Nanaimo Coal Mining Company, Limited, of the first part, and the Employees of the Vancouver-Nanaimo Coal Mining Company, Limited, of the second part.

Notice must be given in writing to either party concerned one month previous to the proposed alteration.

Eighth: This agreement to be effective shall bear the signature of the manager and overman of the mine for the company and the committee of five for the men.

Signed, sealed and delivered, the day and year first above mentioned.

Signed on behalf of the employees:

JOSEPH THOMPSON,
HARRY MCKENZIE,
H. ELLIS,
JAMES CAIRNS,
WILLIAM CALVERLEY,
Committee.

Signed on behalf of the company:

H. N. FREEMAN, *Manager.*
L. SAVILLE, *Overman.*

Witness: WM. S. HEWSON.