

It is understood and agreed by the parties hereto, that there shall be no discrimination either by the Company or the men between representatives of Labor organizations and non-representatives of organization.

SIGNED, SEALED AND DELIVERED.

On the part of the Company

JOHN H. TONKIN

General Manager.

THOS. R. STOCKETT

General Superintendent.

On the part of the Men

GEORGE H. DOUGHERTY

Pres. Canadian District Association No. 6. W. F. of M.

PHILIP CHRISTOPHER

Pres. No. 7 District Union.

W. H. EVANS.

JOHN E. RYAN.

HENRY S. BELL.

THOS. LETCHER.

JOHN HOWBROOK

JNO. T. DAVIES, Secretary.

THOMAS DAVIES.

J. E. BALLUSKY.

Representing The Crow's Nest Valley District Union, No. 7, W. F. of M.

Witnesses:—To the signatures of all the parties hereto.

JOHN KEEN

W. G. GAUNCE

A. C. FLUMERFELT

M. P. McANDREW

C. FOLEY

H. G. SEAMAN

FREDERICK KEFFER

SCHEDULE "A"

The Crow's Nest Pass Coal Company, Ltd., will pay the following rates for Mining, Yardage, Timbering, Track-laying, Day-men, etc. to the Underground Employees of the Coal Creek Mines, effective April 1st, 1903.

NO. 1 MINE.

MINING RATE:—Fifty-five (55) cents per gross ton.

YARDAGE:—Levels and Parallels, \$1.00 per lineal yard. Cross-cuts between Levels, \$1.00 per lineal yard. Room Cross cuts, no tracks 50 cents per lineal yard.

NO. 2 MINE.

MINING RATE:—Sixty (60) cents per gross ton.

YARDAGE:—Levels and Parallels, \$1.50 per lineal yard. Cross-cuts between Levels \$1.50 per lineal yard. Room Cross-cuts, no tracks, 50 cents per lineal yard.