

ARTICLES OF AGREEMENT made and entered into this 5th day of March, A. D. 1917.

BY AND BETWEEN:—

CANADIAN COLLIERIES (DUNSMUIR) LIMITED, hereinafter referred to as the "COMPANY" of the one part.

—and—

EMPLOYEES of the CANADIAN COLLIERIES (DUNSMUIR) LIMITED, in the EXTENSION MINES and the LADY-SMITH-WELLINGTON COAL FIELD represented by an AGREEMENT COMMITTEE elected at a duly called Mass Meeting held on the fourth day of February, 1917, at Ladysmith, B. C., hereinafter referred to as the "EMPLOYEES," of the other part.

WITNESSETH: that the said parties hereto, in consideration of the mutual promises, agreements, terms and conditions hereinafter mentioned, hereby mutually covenant, promise and agree with the other, as follows, TO WIT:

1. The COMPANY will during the period of this AGREEMENT give and maintain or continue to and for the EMPLOYEES, such employment as it may from time to time consider that it can conveniently and expediently so give, maintain or continue.

2. The EMPLOYEES shall and will accept such employment as and when offered by the Company upon and subject to the limitations, promises, agreements, terms and conditions hereinbefore and hereinafter mentioned.