

AGREEMENT

Article 1.—It shall be optional for the men to work partners, but no individual miner shall have more than one laborer working for him. The present system of working partners at Coal Creek shall be adhered to.

Article 2.—The company shall see that an equal turn of cars be offered to each miner, and that he be given a fair chance to obtain same. The checkweighman shall keep a turn bulletin for the turn-keeper's guidance. The driver shall be subject to whomever the mine manager shall designate as turn-keeper in pursuance thereof.

Article 3.—The company will give to the United Mine Workers of America full recognition and concede the check-off system, that is to say, upon the individual request in writing of any of the company's employees, the company shall deduct such monies from their wages each month as is designated, for dues, assessments, fines, and initiation fees, in