

NOTE: In places where water is continuously dripping from the roof in such quantity as to saturate the workmen's clothing, the Company will provide oilskins. Employees are to be responsible for all oilskins. Should they fail to return same on quitting, the price of oilskins will be deducted from their wages.

IN WITNESS WHEREOF, the parties hereto, have hereunto set the hands of their proper officers, this thirty-first day of March, 1915.

THE UNITED MINE WORKERS OF AMERICA, DISTRICT No. 18.

**WILLIAM L. PHILLIPS,**  
President.

**WM. GRAHAM,**  
Vice-President.

**A. J. CARTER,**  
Secretary-Treasurer.

THE WESTERN COAL OPERATORS' ASSOCIATION,

**LEWIS STOCKETT,**  
President.

**J. C. REID,**  
Vice-President.

**W. F. McNEILL,**  
Secretary.

Witnesses to all Signatures:  
**RAOUL GREEN.**  
**D. F. FLEMING**