

ment of the mine, are not to be under the jurisdiction of the United Mine Workers of America, or be members thereof, and shall include the following:

Mine Manager or Superintendent, Overman or Assistant Overman, Pit Bosses, Firebosses, Boss Driver, Stable Boss, Master Mechanic, Electricians, Welghman, Head Carpenter, Head Blacksmith, Tipple or Breaker Foreman, Loader Boss, Night Watchman, Coke Oven Foreman, Outside Foreman, and all other Foremen, Time Keepers, Coal Inspectors, and Head Lampmen.

CONSTRUCTION AND EXTENSIVE REPAIRS.

It is agreed that all men working on improvements and extensive repairs, are not included in the jurisdiction of the United Mine Workers of America.

The erection of head frames, tipples, breakers, washers, buildings, coke ovens, scales, machinery, railroad tracks and switches, etc., necessary for the completion of a plant, all being in the nature of construction work, and extensive repairs, or rebuilding of the same class of work, are to be considered as improvements and extensive repairs, and the employees thereon are to be excluded as above, when employed on such work only.

UNION DEDUCTIONS

The operators agree to make deductions from Union members' wages for Union dues, for such amount as they have definite orders