

Memorandum of Agreement

First day of April, A.D., 1903:

entered into this

—BETWEEN—

The Crow's Nest Pass Coal Company, Limited, of the
First Part (hereinafter called the "Company")

—AND—

Their Employees at Coal Creek, Morrissey and Michel,
of the Second Part (hereinafter called "the men")

NOW THIS AGREEMENT WITNESSETH:— That for and in consideration of the several schedules attached hereto and made a part hereof: viz: Schedules A, B, C, and D, and for the further consideration of the following Articles: viz:

ARTICLE 1.—That the Company shall pay the sum of three (\$3) dollars per day for all Miners taken from piece working places, if taken from face to do Company work.

ARTICLE 2.—That in any case where it may appear that a man is not being fairly treated, the Company will meet through the Mine Manager of the Mine in question, a Committee of Investigation as provided by the Statute of British Columbia. In the event of a non-agreement the Company, through its higher officials, will discuss the question with the Committee.

ARTICLE 3.—That the Company will deliver all timbers as near the working place as possible, or at the mouth of the room.

ARTICLE 4.—The Company will pay wages of one man on day "McGinty" is being moved, in the event of two Miners working together, this will be interpreted as meaning the wage of one Miner at schedule rate; in the event of Miner and Back-hand working together it shall be interpreted as meaning the wage of Back-hand as per attached schedule.

Company to lay one length of rail from frog after which Miner is to carry on his tracks in consideration of thirty cents (30) being paid for each and every lineal yard of double track laid by Miner.

ARTICLE 5.—That one (1) man shall have only one place and only one shift in such place. It being understood this article refers only to