

United Mine Workers of America, during the life of this agreement.

### **OIL.**

Present conditions to prevail.

### **PAY DAY.**

The Companies will pay the regular pay rolls at the several mines, for all wages earned during the previous calendar month, on the fifteenth of each month, if the said fifteenth be a Saturday, and if not, then on the first Saturday after the fifteenth, except in case of the fifteenth falling on a Sunday, when the Companies will pay on the fourteenth.

Any employee desiring to leave the services of the Company, on his request, shall be paid all moneys due him within two days after his stoppage of work.

### **MARKET RESTRICTIONS.**

It is agreed that District No. 18, United Mine Workers of America, will not, in any way, restrict or interfere with the marketing of coal or coke, to any person, firm, or corporation.

### **TURN OF CARS.**

The Company shall, as far as practicable, supply each and every miner with an equal turn of cars.

### **BACKHANDS.**

The present practice of working miners, either as partners, or with miners and laborers, as it exists in the several camps at the present time, shall be adhered to.