

Article 5. Any miner failing to earn the minimum rate of three dollars per shift (\$3.00) owing to an abnormal condition of his working place, shall be paid by the company a sufficient amount to secure him the said minimum.

Article 6. In every month except those in which a statutory holiday occurs, the Monday after pay days shall be a holiday, but before such holiday an officer of the United Mine Workers of America, appointed for the purpose, shall wait upon the local mine superintendent, and ascertain what his wishes are in respect to the holding of such holiday on such day or other day in lieu thereof.

Article 7. In case any employee is thrown out of employment, unless discharged, he shall be given preference over new men in other mines in the same camp operated by the same company.

Article 8. When any employee absents himself from his work for a period of two days, unless through sickness, or by first having properly arranged with the pit boss, and having obtained his consent, he may be discharged. Any employee whose absence would cause any stoppage of work must before absnting himself from work properly arrange with the pit bos for such absence, otherwise he may be discharged.

Article 9. The company shall pay the sum of three dollars (\$3.00) per day for all miners taken from contract work to do company work.

Article 10. The company will deliver all timbers as near the working face as possible or at the mouth of the room.