

# **AGREEMENT**

**AGREEMENT entered into between :**

**District No. 18 of the United Mine Workers of America,  
of the First Part**

**and**

**The Western Canada Coal Operators' Association,  
of the Second Part.**

**IT IS MUTUALLY UNDERSTOOD AND AGREED** that the following conditions and rates shall govern the parties hereto from April 1, 1920, to March 31, 1922, and that the parties hereto will meet in conference thirty days prior to the expiration of this Agreement to discuss a renewal thereof.

## **RETROACTIVE PAY :**

The retroactive monies from April 1, 1920, shall be paid on or before August 1, 1920.

## **MANAGEMENT OF MINE :**

The right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right. However, the Company agrees not to discharge employees or refuse work to applicants on account of, or because of, their affiliation with the United Mine Workers of America.

Note—It is not the intention of this Clause that miners working under contract will be taken from their working place indefinitely to perform Company work.

## **CHECK-OFF :**

This contract is made and entered into for the sole use of the members of the United Mine Workers of America and the members of The Western Canada Coal Operators' Association. All men who work in and around the mines