

5. Every person employed shall, when required, attend and perform a full and fair day's work on each day that the mine is open for work.

6. Persons employed shall not fight or quarrel, or incite others to fight or quarrel, or create any disturbance in the mine, or upon the colliery premises, or smoke in working hours, or interfere with any official in the discharge of his duties.

7. All persons employed shall obey the orders of the Superintendent, Overmen, Firebosses or other officials or officers of the mine.

8. Persons employed shall not take or interfere with any lamps, tools, rails, cars, or any other articles or things belonging to, or in use by, or in charge of, any other person for the purpose of his employment, without permission.

9. Every person employed shall be responsible for all working tools or other articles belonging to his employers, and entrusted to or used by him, and shall return the same on demand in good condition, reasonable wear and tear excepted, or pay the value thereof.

10. All persons working under or for and paid by Contractors or other persons shall not be deemed to be servants of the owners of the Colliery but they shall be bound to obey these Rules and the other Rules of the Colliery, and the owners of the Colliery shall not be bound to see to the payment of or be liable for the wages due to such persons after they have paid the Contractor or other person for whom such persons work.

11. Every person employed shall, in case of necessity, do any work of a temporary nature that he may be required to do by any officer or official of the mine, but shall be paid for such work, such sum as may be mutually agreed upon.

12. No person shall change or take any check or token belonging to or used by any other person. No person employed shall remove coal or other material or property from the plant or premises. No person employed shall ill-use any animal belonging to the Owners, or carelessly or wilfully damage anything belonging to them.